

**Memorandum of Agreement
By and Between
King County
and
King County Juvenile Detention Guild
Department of Adult and Juvenile Detention – Juvenile Detention**

Subject: Temporary Mandatory Overtime Reduction Strategies

Background

1. Because of the urgent need to reduce mandatory overtime, King County (the County) and the King County Juvenile Detention Guild (the Guild) have discussed multiple options that would temporarily incentivize volunteers to work vacant shifts.
2. The County and the Guild have reached agreement on several strategies that would temporarily increase the number of volunteers available to cover vacant shifts, or to work additional hours to reduce the need for mandatory overtime, until such time as additional permanent staff members are hired.

Agreements

1. Effective upon the latest signature of this Agreement, the following practices will be allowed:
 - a. Juvenile Detention Officers (JDOs) working 5/4 work schedules who voluntarily work a fifth day occurring during a short week will be allowed to take straight time compensatory time for that fifth day work.
 - b. JDOs who volunteer to work overtime on a Saturday or a Sunday will be allowed to accrue compensatory time off on an hour-for-hour basis.
2. This Agreement may be terminated by either party with thirty (30) days written notice to the other party.
3. This Agreement shall not be considered precedential for any purpose except for the enforcement of this Agreement.

For the King County Juvenile Detention Guild:

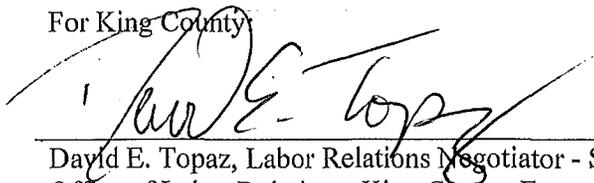


Jason Smith, President

2/7/19.

Date

For King County



David E. Topaz, Labor Relations Negotiator - Senior
Office of Labor Relations, King County Executive Office

2-7-19

Date