

Memorandum of Agreement
By and Between
King County
and
International Brotherhood of Electrical Workers, Local 77
Metro Transit Department [101]
and
Puget Sound Police Managers Association - Captains [181]
and
Puget Sound Police Managers Association - Majors [466]
and
King County Sheriff's Office Marshals' Guild [226]
and
International Association of Fire Fighters, Local 2595 [280]
and
King County Corrections Guild - Department of Adult and Juvenile Detention [295]
and
King County Juvenile Detention Guild - Department of Adult and Juvenile Detention –
Juvenile Detention Officers [297]
and
Washington State Nurses Association - Staff Nurses - Departments: Public Health,
Adult and Juvenile Detention (Juvenile Detention) [310]
and
Washington State Nurses Association - Supervisors and Managers –
Department of Public Health [320]
and
Uniformed Command Association - Corrections Jail Captains –
Department of Adult and Juvenile Detention [380]
and
Technical Employees' Association – Capital Division, Metro Transit Department, Staff unit
[427]
and
Amalgamated Transit Union, Local 587 [410]

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Background:

1. Recruitment for positions in law enforcement and corrections has grown increasingly challenging in recent years, and King County (the County) is currently facing an unusually high vacancy rate among its commissioned employees, particularly Deputy Sheriffs, Corrections Officers, and Detention Officers. These ongoing vacancies are impacting the workforce and the County's ability to provide essential law enforcement and detention services.

2. Referrals can be a reliable method for attracting candidates who are more likely to successfully complete the required training programs and probationary periods, and current County employees can be a strong resource for new employee referrals.

3. The County has already initiated an employee referral bonus for employees in the Sheriff's Office and the Department of Adult and Juvenile Detention, but would like to expand eligibility County-wide in an effort to boost recruitment for Deputy Sheriffs, Corrections Officers, and Detention Officers.

Agreements:

1. A referral bonus of \$5,000 shall be paid to employees who refer a successful candidate for the position of Deputy Sheriff, Corrections Officer, or Detention Officer pursuant to the terms below. The referral bonus shall be paid to the referring employee in the first full pay period following the referred employee's successfully completion of their probation period. The referring employee must be an active employee at the time of payment to receive the referral bonus. All Referral Payments shall be subject to all applicable federal and state taxes, retirement, or other withholdings.

2. The applicant must list the full (first and last name) of the referring employee and the referring employee's County Department on their initial job application, or the referral must be documented in the manner established as part of the hiring process by the King County Sheriff's Office and the Department of Adult and Juvenile Detention, which may not be added to or changed after the applicant's initial submittal of job application. The referred employee must have submitted their application for the position of Deputy Sheriff, Corrections Officer, or Detention Officer no later than December 31, 2022, or no later than the date in which this program ends, whichever comes first.

3. There is no limit with respect to the number of applicants an employee can refer, or the number of referral payments an employee may receive. However, only one employee may refer any given applicant, and only one referral incentive shall be paid per applicant. Employees may not receive a referral bonus by referring themselves as applicants. Employees may not receive a referral bonus for referring another current King County employee, or someone who has been employed by King County within the last twelve (12) months.

4. Employees who by virtue of their job or assignment are tasked with the recruitment or hiring of Deputy Sheriffs, Corrections Officers or Juvenile Detention Officers are not eligible to receive the referral bonus for recruitments associated with their job or assignment. For example, employees tasked with attending a job fair for recruitment purposes is not eligible for the referral bonus(es) associated with any candidate(s) that were recruited from that job fair.

5. This Agreement shall not establish a practice or precedent in any way. In addition to the applicable collective bargaining agreement, this MOA is the full and final agreement of the parties related to the Employee Referral Bonus program.

6. Any disputes regarding the interpretation or application of this Agreement shall be resolved by the parties using the grievance procedures contained in the Parties collective bargaining agreement.

7. This Agreement is effective upon signature by all parties, and shall sunset any and all prior agreements related to Employee Referral bonuses, including but not limited to 181,466U0221. Electronic signatures will have the same force and effect as does an original

signature on this document. This Agreement may be signed in counterparts, which together shall constitute the entire agreement.

8. This Agreement shall expire on December 31, 2022, but may be extended by mutual agreement of all parties or terminated at the County's sole discretion at any time, for any reason.

For King County:

DocuSigned by:

EEB7CAE1C6B24B0

Angela Marshall, Interim Deputy Director
Office of Labor Relations
King County Executive Office

6/28/2022

Date


**Memorandum of Agreement
By and Between
King County
and
International Brotherhood of Electrical Workers, Local 77
Metro Transit Department [101]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: International Brotherhood of Electrical Workers, Local 77

| CBA Code | Labor Organization | Contract |
|---------------------|--|--------------------------|
| 101 | International Brotherhood of Electrical Workers, Local 77 | Metro Transit Department |

For International Brotherhood of Electrical
Workers, Local 77:

DocuSigned by:

257AFFFFE1AD5499

Jonathan Finch
Business Representative

6/15/2022

Date

**Memorandum of Agreement
By and Between
King County
and
Puget Sound Police Managers Association - Captains [181]
and
Puget Sound Police Managers Association - Majors [466]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: Puget Sound Police Managers Association

| CBA Code | Labor Organization | Contract |
|---------------------|--|---|
| 181 | Puget Sound Police Managers Association | Captains and Lieutenants, King County Sheriff's Office |
| 466 | Puget Sound Police Managers Association | Office Majors, King County Sheriff's Office |

For Puget Sound Police Managers Association:

DocuSigned by:

Stan Seo

AA199F6AFFFA4F1

6/17/2022

Stan Seo
President

Date

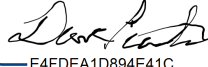
**Memorandum of Agreement
By and Between
King County
and
King County Sheriff's Office Marshals' Guild [226]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: King County Sheriff's Office Marshals' Guild

| CBA Code | Labor Organization | Contract |
|---------------------|---------------------------|---|
| 226 | Marshals' Guild | County Marshals, King County Sheriff's Office |

For King County Sheriff's Office Marshals'
Guild:

DocuSigned by:

E4EDEA1D894E41C

David Scontrino
President

6/21/2022

Date

**Memorandum of Agreement
By and Between
King County
and
International Association of Fire Fighters, Local 2595 [280]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: International Association of Fire Fighters, Local 2595

| CBA Code | Labor Organization | Contract |
|---------------------|---|--|
| 280 | International Association of Fire Fighters, Local 2595 | Paramedics, Emergency Medical Services, Department of Public Health |

For International Association of Fire Fighters,
Local 2595:

DocuSigned by:

36714DF8570A474...

Stephen Perry
President

6/24/2022

Date

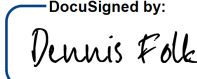
**Memorandum of Agreement
By and Between
King County
and
King County Corrections Guild - Department of Adult and Juvenile Detention [295]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: King County Corrections Guild

| CBA Code | Labor Organization | Contract |
|---------------------|-------------------------------|--|
| 295 | King County Corrections Guild | Department of Adult and Juvenile Detention |

For King County Corrections Guild:

| | |
|--|---|
| <div>DocuSigned by:  7D59C6066F454E3...</div> <div>_____</div> <div>Dennis Folk President</div> | <div>6/24/2022</div> <div>_____</div> <div>Date</div> |
|--|---|


**Memorandum of Agreement
By and Between
King County
and
King County Juvenile Detention Guild - Department of Adult and Juvenile Detention –
Juvenile Detention Officers [297]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: King County Juvenile Detention Guild

| CBA Code | Labor Organization | Contract |
|---------------------|---|---|
| 297 | King County Juvenile Detention Guild | Department of Adult and Juvenile Detention (Juvenile Detention Officers) |

For King County Juvenile Detention Guild:

| | |
|---|---------------------------------|
| <div>DocuSigned by:  E81313485073413...</div> <hr/> Jason Smith President | <div>6/24/2022</div> <hr/> Date |
|---|---------------------------------|


Memorandum of Agreement
By and Between
King County
and
Washington State Nurses Association - Staff Nurses - Departments: Public Health,
Adult and Juvenile Detention (Juvenile Detention) [310]
and
Washington State Nurses Association - Supervisors and Managers –
Department of Public Health [320]

SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer, and Detention Officer Vacancies

Labor Organization: Washington State Nurses Association

| CBA Code | Labor Organization | Contract |
|-----------------|-------------------------------------|---|
| 310 | Washington State Nurses Association | Staff Nurses - Departments: Public Health, Adult and Juvenile Detention |
| 320 | Washington State Nurses Association | Supervisors and Managers – Department of Public Health |


For Washington State Nurses Association- Staff Nurses:

DocuSigned by:

 EF5521904E84426
 Michelle Moore
 BSN, RN, Nurse Representative

6/27/2022

Date

For Washington State Nurses Association- Supervisors and Managers:

DocuSigned by:

 E46D79584F624EA...
 Bret Percival
 Nurse Representative

6/27/2022

Date

**Memorandum of Agreement
By and Between
King County
and
Uniformed Command Association - Corrections Jail Captains –
Department of Adult and Juvenile Detention [380]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: Uniformed Command Association

| CBA Code | Labor Organization | Contract |
|---------------------|---------------------------|---|
| 380 | UCA | Corrections Jail Captains - Department of Adult and Juvenile Detention |

For Uniformed Command Association:

DocuSigned by:

Michael Robert Allen

6/27/2022

6AF2525D9AA54FB...

Captain Michael Allen
President

Date


**Memorandum of Agreement
By and Between
King County
and
Technical Employees' Association – Capital Division, Metro Transit Department, Staff unit
[427]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: Technical Employees' Association

| CBA Code | Labor Organization | Contract |
|---------------------|----------------------------------|---|
| 427 | Technical Employees' Association | Capital Division, Metro Transit Department, Staff unit |

For Technical Employees' Association:

DocuSigned by:

DFE8EB0372874DB...

Michael Sands
President

6/27/2022

Date

**Memorandum of Agreement
By and Between
King County
and
Amalgamated Transit Union, Local 587 [410]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,
and Detention Officer Vacancies**

Labor Organization: Amalgamated Transit Union, Local 587

| CBA Code | Labor Organization | Contract |
|---------------------|--------------------------------------|--------------------------|
| 410 | Amalgamated Transit Union, Local 587 | Metro Transit Department |

For Amalgamated Transit Union, Local 587:

DocuSigned by:

04C0D313DA7E4A1

6/27/2022

Ken Price
President

Date