

**Memorandum of Agreement  
By and Between  
King County  
and  
Washington State Nurses Association (WSNA)  
Staff Unit  
And Supervisory Unit**

**Subject: 2022 Nurse Retention & Recognition Incentive**

**Recitals**

King County ("County") and the Washington State Nurses Association ("WSNA") are parties to collective bargaining agreements ("CBA") representing staff nurses, and nurse supervisors and managers. Current CBA term is January 1, 2021 – December 31, 2022.

In support of the County's strategic goal to retain high quality and professional nurses, and to recognize the important public service contributions provided by these employees during the pandemic, the Parties enter into this agreement to formalize a 2022 Nurse Retention and Recognition Incentive ("Retention Incentive").

**Agreements:**

1. A one-time \$4,000 Retention Incentive, less mandatory deductions, will be paid to bargaining unit employees in Career Service and Term Limited Temporary ("TLT") positions if their base position is represented by WSNA subject to the eligibility criteria and conditions below. Short Term Temporary ("STT") are eligible for a different Retention Incentive described in Part 2 below.

To be eligible for the Retention Incentive, the employee must meet the following conditions:

- i. **CAREER SERVICE AND TLT STATUS.** Employee must be in a non-probationary Career Service or Term Limited Temporary (TLT) status and employed with King County ("County") on January 1, 2022, and remain employed through December 1, 2022 with the County; EXCEPT employees that retire, were laid off, medically separated, or meet the terms in 1(ii), or died during the 2022 calendar year will also be considered to have satisfied this condition for the Retention Incentive. A TLT that is scheduled to work through December 1, 2022, but is separated by the County prior to that date for non-performance related reasons will also be eligible for the Retention Incentive (e.g., TLT that meets above criteria, but is separated due to misconduct or poor performance is ineligible for the Retention Incentive). All other types of employment separations during the 2022 retention period will disqualify the employee from eligibility for the Retention Incentive. Any employee who receives the \$4,000 Retention Incentive that does not meet the terms of this Agreement will be required to repay the Retention Incentive.

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*Washington State Nurses Association -- Staff Nurses Unit - Departments: Public Health, Adult and Juvenile Detention (Juvenile Detention) [310 / R2, R2A and [320 / R3, R3A]]*

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- ii. **PROBATIONARY STATUS.** An Employee in a Career Service position in probationary status with a hire date in 2022 will also be eligible for the Retention Incentive if their probationary period is successfully completed, and if the employee remains employed with the County for one (1) year from their date of hire. Probationary employees hired after 2022 or that separate prior to one (1) year of employment with the County and/or prior to completing their probationary period will be ineligible for the Retention Incentive.

2. **2022 SHORT TERM TEMPORARY (“STT”).** STT employees will be eligible to receive a different Recognition and Retention Incentive after calculating total 2022 hours worked as of December 1, 2022, as follows:

STT Table	
STT Employee	Incentive Amount
Worked at least 700 hours (as of 12/1/2022)	\$1,500
Worked between 201 and 699 hours in 2022 (as of 12/1/2022)	\$1,000
Worked 200 or fewer hours in 2022 (as of 12/1/2022)	\$0

3. **PAYMENT EFFECTIVE DATE.** This Agreement is subject to King County Council ratification. The effective date for payment of the Retention Incentive will be provided to WSNA once it has been scheduled after December 1, 2022, and after King County Council ratification, whichever occurs later. Payment date(s) may be different depending on employment status (e.g., Career Service, Probationary, STT etc). The Retention Incentive shall be subject to applicable payroll tax, retirement, and other withholdings.
4. **COMPLETE AGREEMENT.** This is the full and final Agreement between the Parties and replaces any prior Agreements or understandings between the Parties. This Agreement shall expire upon completion of all Retention Incentive terms.

**FOR KING COUNTY**

DocuSigned by:  
BY   
7231D66CAAF4EF...  
Andre Chevalier, Senior Labor Negotiator

DATED 8/24/2022

**FOR WSNA (STAFF UNIT)**

DocuSigned by:  
BY   
FF5521904F84426...  
Michelle Moore, BSN, RN, IBCLC

DATED 8/24/2022

**FOR WSNA (STAFF UNIT)**

DocuSigned by:  
BY   
FC38F7584BE44CD...  
Tyler Breier, RN, Chair for Staff Nurses


DATED 8/24/2022

**FOR WSNA (SUPERVISOR UNIT)**

DocuSigned by:  
BY   
E46D79584F624EA...  
Bret Percival, BSN, RN

DATED 8/24/2022

**FOR WSNA (SUPERVISOR UNIT)**

DocuSigned by:  
BY   
586037F8E6E844F...  
Sean Dumas, RN, Co-Chair for Supervisors

DATED 8/26/2022