



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**Ordinance 19515**

**Proposed No. 2022-0362.1**

**Sponsors Balducci**

1           AN ORDINANCE approving and adopting a memorandum  
2           of agreement negotiated by and between King County and  
3           the Washington State Nurses Association representing staff  
4           nurses in the department of adult and juvenile detention and  
5           in the department of public health, which provides a one-  
6           time incentive for employees.

7           BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8           SECTION 1. The memorandum of agreement negotiated by and between King  
9           County and the Washington State Nurses Association representing employees in the  
10          department of adult and juvenile detention and in the department of public health, which  
11          is Attachment A to this ordinance, is hereby approved and adopted by this reference  
12          made a part hereof.

13          SECTION 2. Terms and conditions of the agreement shall be effective upon full

Ordinance 19515

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- 14 and final ratification of the parties, and shall expire upon completion of the memorandum
- 15 of agreement's terms.

Ordinance 19515 was introduced on 9/27/2022 and passed by the Metropolitan King County Council on 10/4/2022, by the following vote:

Yes: 9 - Balducci, Dembowski, Dunn, Kohl-Welles, Perry, McDermott, Upthegrove, von Reichbauer and Zahilay

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

DocuSigned by:  
*Claudia Balducci*  
F8830816F1C4427...

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Claudia Balducci, Chair

ATTEST:

DocuSigned by:  
*Melani Pedroza*  
8DE1BB375AD3422...

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Melani Pedroza, Clerk of the Council

APPROVED this \_\_\_\_\_ day of 10/21/2022, \_\_\_\_\_.

DocuSigned by:  
*Dow Constantine*  
4FBCAB8196AE4C6...

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Dow Constantine, County Executive

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

**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.

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:

<b>STT Table</b>	
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 Andre Chevalier  
7231D66CAA4F4EF...  
Andre Chevalier, Senior Labor Negotiator

DATED 8/24/2022

**FOR WSNA (STAFF UNIT)**

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

DATED 8/24/2022

**FOR WSNA (STAFF UNIT)**

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

DATED 8/24/2022

**FOR WSNA (SUPERVISOR UNIT)**

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

DATED 8/24/2022

**FOR WSNA (SUPERVISOR UNIT)**

DocuSigned by:  
BY Sean Dumas  
580037F8E6E644F...  
Sean Dumas, RN, Co-Chair for Supervisors

DATED 8/26/2022

**Certificate Of Completion**

Envelope Id: 7C3216CA541D401DA06EE462975A7EC2

Status: Completed

Subject: Please DocuSign: 2022 Nurse Retention Incentive Final - Staff and Sups.docx

Source Envelope:

Document Pages: 3

Signatures: 5

Certificate Pages: 5

Initials: 0

AutoNav: Enabled

Envelopeld Stamping: Enabled

Time Zone: (UTC-08:00) Pacific Time (US &amp; Canada)

Envelope Originator:

Andre Chevalier

11943 Sunset Hills Rd

Reston, VA 20190

Andre.Chevalier@kingcounty.gov

IP Address: 198.49.222.20

**Record Tracking**

Status: Original

8/24/2022 3:18:21 PM

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Andre.Chevalier@kingcounty.gov

Location: DocuSign

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Location: DocuSign

Office-Office of Labor Relations

**Signer Events**

Andre Chevalier

andre.chevalier@kingcounty.gov

Labor Relations Negotiator

King County Executive Department-OLR

Security Level: Email, Account Authentication  
(None)**Signature**

DocuSigned by:



7231D68CAA4F4EF...

Signature Adoption: Pre-selected Style

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Signed: 8/24/2022 3:23:53 PM

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Bret Percival

bpercival@wsna.org

Security Level: Email, Account Authentication  
(None)

DocuSigned by:



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Signature Adoption: Pre-selected Style

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**Electronic Record and Signature Disclosure:**

Accepted: 5/20/2022 2:58:02 PM

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Michelle Moore

mmoore@wsna.org

Security Level: Email, Account Authentication  
(None)

DocuSigned by:



FF5521904F84426...

Signature Adoption: Pre-selected Style

Using IP Address: 73.19.12.25

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Signed: 8/24/2022 6:22:24 PM

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ID: 3f232d43-f060-4405-8bd5-f9108ebe0ce7

Sean Dumas

Eastpasco1985@gmail.com

Security Level: Email, Account Authentication  
(None)

DocuSigned by:



586037F8E6E844F...

Signature Adoption: Drawn on Device

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Signed using mobile

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Resent: 8/26/2022 8:54:47 AM

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Signed: 8/26/2022 12:31:24 PM

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Tyler Breier  
 tbreier@kingcounty.gov  
 Security Level: Email, Account Authentication  
 (None)



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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Completed	Security Checked	8/26/2022 12:31:24 PM

Payment Events	Status	Timestamps
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**Electronic Record and Signature Disclosure**

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- ii. send us an email to [bmcconnaughey@kingcounty.gov](mailto:bmcconnaughey@kingcounty.gov) and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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- Until or unless you notify King County Sub Account - Office of Labor Relations as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County Sub Account - Office of Labor Relations during the course of your relationship with King County Sub Account - Office of Labor Relations.

**Certificate Of Completion**

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Source Envelope:	
Document Pages: 2	Signatures: 3
Supplemental Document Pages: 8	Initials: 0
Certificate Pages: 5	Envelope Originator:
AutoNav: Enabled	Angel Allende
Enveloped Stamping: Enabled	401 5th Ave
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	Suite 100
	Seattle, WA 98104
	Angel.Foss@kingcounty.gov
	IP Address: 146.129.133.52


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Claudia Balducci  
 claudia.balducci@kingcounty.gov  
 Security Level: Email, Account Authentication (None)

**Signature**

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 Signed: 10/11/2022 10:34:22 AM


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 Supplemental Documents:

Ordinance 19515 Attachment A.docx

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 Accepted: Not Required

Melani Pedroza  
 melani.pedroza@kingcounty.gov  
 Clerk of the Council  
 King County Council  
 Security Level: Email, Account Authentication (None)

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 Supplemental Documents:

Ordinance 19515 Attachment A.docx

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Dow Constantine  
 dow.constantine@kingcounty.gov  
 Security Level: Email, Account Authentication (None)

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**Electronic Record and Signature Disclosure:**

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 Supplemental Documents:

Ordinance 19515 Attachment A.docx

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Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Kaitlyn Wiggins k.wiggins@kingcounty.gov Security Level: Email, Account Authentication (None) <b>Electronic Record and Signature Disclosure:</b> Not Offered via DocuSign	<b>COPIED</b>	Sent: 10/11/2022 3:14:29 PM
Kaitlyn Wiggins kwiggins@kingcounty.gov Executive Legislative Coordinator King County Executive Office Security Level: Email, Account Authentication (None) <b>Electronic Record and Signature Disclosure:</b> Not Offered via DocuSign	<b>COPIED</b>	Sent: 10/12/2022 9:31:26 AM Viewed: 10/12/2022 11:07:24 AM
Witness Events	Signature	Timestamp
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To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at bob.johnson@kingcounty.gov and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc. to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in the DocuSign system.

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- i. decline to sign a document from within your DocuSign session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to bob.johnson@kingcounty.gov and in the body of such request you must state your e-mail, full name, US Postal Address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

**Required hardware and software**

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum

Enabled Security Settings:	Allow per session cookies
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