



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**Ordinance 19444**

**Proposed No.** 2022-0192.1

**Sponsors** Balducci

1           AN ORDINANCE approving and adopting a memorandum  
2           of agreement negotiated by and between King County and  
3           the King County Corrections Guild representing corrections  
4           officers and corrections sergeants in the department of adult  
5           and juvenile detention, which provides a one-time retention  
6           bonus for employees in 2022.

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 King County Corrections Guild representing employees in the department  
10          of adult and juvenile detention, which is Attachment A to this ordinance, is hereby  
11          approved and adopted by this reference made a part hereof.

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- 12            SECTION 2. Terms and conditions of the agreement shall be effective upon full
- 13 and final ratification of the parties.

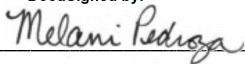
Ordinance 19444 was introduced on 5/17/2022 and passed by the Metropolitan King County Council on 5/24/2022, by the following vote:

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

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

DocuSigned by:  
  
 \_\_\_\_\_  
7E1C273CE9994B6...  
 Claudia Balducci, Chair

ATTEST:

DocuSigned by:  
  
 \_\_\_\_\_  
8DE1BB375AD3422...  
 Melani Pedroza, Clerk of the Council

APPROVED this \_\_\_\_\_ day of 6/2/2022, \_\_\_\_\_.

DocuSigned by:  
  
 \_\_\_\_\_  
4FBCAB8196AE4C6...  
 Dow Constantine, County Executive

**Attachments:** A. 2022 Retention Bonus Program for Corrections Officers and Corrections Sergeants in the Department of Adult and Juvenile Detention

**Memorandum of Agreement  
By and Between  
King County  
and  
King County Corrections Guild  
Department of Adult and Juvenile Detention  
[295/Q2]**

**SUBJECT: 2022 Retention Bonus Program for Corrections Officers and Corrections Sergeants in the Department of Adult and Juvenile Detention**

**Background**

1. King County (the County) and the King County Corrections Guild (the Guild) are Parties to a Collective Bargaining Agreement (CBA) effective January 1, 2020, through December 31, 2021. The Guild represents both Corrections Officers (COs) and Corrections Sergeants (Sergeants) working in the Department of Adult and Juvenile Detention (the Department). The Parties are currently bargaining a successor agreement.

2. The Department is currently facing an unusually high vacancy rate among its commissioned employees, which is impacting the current workforce. The County and Guild share an interest in retaining COs and Sgts through this challenging time while the Department pursues its recruitment strategies to lower the vacancy rate.

3. This program is in recognition of the tremendous work the COs and Sgts are doing in service to the County, and to help the Department retain these capable and committed employees.

**Agreements**

1. A one-time Retention Bonus of \$4,000 shall be payable to all COs and Sgts who are actively employed as of the effective date of this agreement provided that they:

A) Remain actively employed in a commissioned position in the Adult Divisions (CO, Sgt, Captain, or Major) through April 30, 2023; except, any employee that separates employment by disability or death, or any employee that retires between January 1, 2023 and April 30, 2023 with forty-five (45) calendar days advance notice to the Department prior to their retirement date shall not be required to return the retention bonus.

B) Sign a promissory agreement requiring the employee to return the entire retention bonus if they do not meet conditions A, above. Any repayment of monies required under the terms of this Agreement may be accomplished by the County by deducting from final paychecks and/or accrued leave cash outs. Any remaining balance will be due by the employee to the County at the time of separation.

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*King County Corrections Guild - Department of Adult and Juvenile Detention [295/Q2]*

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2. COs and Sgts who have separated from employment prior to the effective date of this agreement, but who are rehired into a CO or Sgt position within sixty (60) calendar days after the effective date of this agreement under either Article 12, Section 12.9 of the CBA, or under MOA 295U0321, shall be eligible to receive the Retention Bonus under the same terms and conditions throughout this agreement. The parties agree that these individuals who are separated from service and return to employment shall sign an appropriate Release of Claims (Release) related to the employee's separation from service. Such Release shall include any and all claims the individual has, or may have had, related to the employee's separation from service against the County and/or the Guild. Separated employees returning to work with the benefit of the retention incentive shall acknowledge that receipt of the retention incentive shall constitute a complete and final settlement of any and all claims or causes or actions he or she has had, now has, or may have up to the date of the Release including, without limitation, those arising out of or in connection with the employee's previous employment with King County, or pursuant to any federal, state or local employment laws, statutes, public policies, orders, or regulations, including, but not limited to discrimination claims or causes of action, or any other theory or basis whether legal or equitable. The Release shall release, discharge, and agree to hold harmless King County, the Department, and the Guild, their respective agents, elected officials, assigns and employees from any and all claims, causes of action, damages, attorneys' fees, costs, or consequential damages arising out of his or her previous employment and/or separation of employment, with King County. This Release shall include all claims for direct and indirect damages, expenses, attorneys' fees, and all claims in law and in equity. It is understood that this Release will also include, but will not be limited to, any claims under any theory of negligence or common law torts, any deprivation of civil rights (including federal and state constitutional rights), and all statutory claims including, but not limited to, 42 U.S.C. Section 1983, Title VII of the Civil Rights Act, as amended, the Age Discrimination in Employment Act, the Americans with Disabilities Act and Americans with Disabilities Act Amendments Act, and the Washington Law Against Discrimination, RCW 49.60.

3. The retention bonus shall be subject to all applicable federal and state taxes, retirement, and other withholdings.

4. This Agreement shall not establish a practice or precedent in any way.

5. In addition to the applicable collective bargaining agreements, this MOA is the full and final agreement of the parties related to the one-time 2022 Retention Bonus.

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

7. The effective date of this one-time Agreement shall be the date of full and final ratification by the King County Council. 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.

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*King County Corrections Guild - Department of Adult and Juvenile Detention [295/Q2]*

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For the King County Corrections Guild:

DocuSigned by:  
*Dennis Folk*  
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\_\_\_\_\_  
Dennis Folk  
President

5/9/2022

\_\_\_\_\_  
Date

DocuSigned by:  
*Ryan Lufkin*  
27BD002EA2214D9...  
\_\_\_\_\_  
Ryan Lufkin  
Legal Advisor

5/9/2022

\_\_\_\_\_  
Date

For King County:

DocuSigned by:  
*Diana Joy*  
1599FA1B311F404...  
\_\_\_\_\_  
Diana Joy, Labor Relations Manager  
Office of Labor Relations  
King County Executive Office

5/9/2022

\_\_\_\_\_  
Date

Ordinance 19444

*King County Corrections Guild - Department of Adult and Juvenile Detention [295/Q2]*

295U0522

*Page 3 of 3*



Ordinance 19444

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**Certificate Of Completion**

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Subject: Please DocuSign: 295U0522 KCCG Retention Bonus MOA - Corrected.pdf

Source Envelope:

Document Pages: 3

Signatures: 3

Envelope Originator:

Certificate Pages: 5

Initials: 0

Diana Joy

AutoNav: Enabled

11943 Sunset Hills Rd

Enveloped Stamping: Enabled

Reston, VA 20190

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

Diana.Joy@kingcounty.gov

IP Address: 198.49.222.20

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Status: Original

Holder: Diana Joy

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Diana.Joy@kingcounty.gov

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Pool: King County-King County Executive

Location: DocuSign

Office-Office of Labor Relations

**Signer Events**

Ryan Lufkin

ryan@pslglawyers.com

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(None)**Signature**

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Signature Adoption: Pre-selected Style

Signed by link sent to ryan@pslglawyers.com

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**Electronic Record and Signature Disclosure:**

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Dennis Folk

dennis.folk@kccguild.org

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(None)

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Diana Joy

diana.joy@kingcounty.gov

Labor Relations Manager

King County Executive Department-OLR

Security Level: Email, Account Authentication  
(None)

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Certified Delivery Events	Status	Timestamp
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Electronic Record and Signature Disclosure
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## Ordinance 19444

Electronic Record and Signature Disclosure created on: 3/25/2020 1:20:13 PM

Parties agreed to: Ryan Lufkin, Dennis Folk

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Ordinance 19444

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- 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.

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	IP Address: 198.49.222.20

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**Signer Events**

Claudia Balducci  
 claudia.balducci@kingcounty.gov  
 King County General (ITD)  
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**Signature**

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Melani Pedroza  
 melani.pedroza@kingcounty.gov  
 Clerk of the Council  
 King County Council  
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 melani.pedroza@kingcounty.gov  
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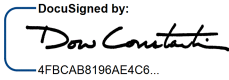
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Supplemental Documents: Ordinance 19444 Attachment A.docx

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 Accepted: Not Required

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Kaitlyn Wiggins kwiggins@kingcounty.gov Executive Legislative Coordinator King County Executive Office Security Level: Email, Account Authentication (None)	<b>COPIED</b>	<p>Sent: 5/26/2022 7:35:18 AM Viewed: 5/26/2022 8:11:44 AM</p>
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**To advise Carahsoft OBO King County ITD of your new e-mail address**

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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- 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

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\*\* These minimum requirements are subject to change. If these requirements change, you will be asked to re-accept the disclosure. Pre-release (e.g. beta) versions of operating systems and browsers are not supported.

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