

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

SUBJECT: Lateral Corrections Officer Recruitment Incentive – Vacation and Sick Leave Grant Upon Hire

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 County is currently facing an unusually high vacancy rate among its Corrections Officers. Hiring incentives have been shown to be an effective method for attracting candidates who are more likely to successfully complete the required training programs and probationary period.

3. On December 16, 2021, the Parties entered into an MOA (295U0521) which provided a hiring incentive to aid in recruitment. The parties enter this agreement to further the efforts underway to recruit and hire lateral COs. Lateral COs have the benefit of coming into the Department with pre-existing experience in law enforcement/corrections and require a shorter initial training period than a new hire without previous experience.

Agreements

1. New hire employees who are considered “lateral hires” (those having at least one full year of prior Corrections Officer or law enforcement experience and employed with a law enforcement/corrections agency at time of job application) shall be granted 40 hours of vacation and 40 hours of sick leave upon hire.

2. Leave granted under this Agreement shall be subject to all terms and conditions regarding accrued vacation and accrued sick leave under the CBA.

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

4. 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.

5. 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.

6. This Agreement shall be effective upon adoption by ordinance of the King County Council. This Agreement shall expire on December 31, 2023.

For the King County Corrections Guild:

<small>DocuSigned by:</small>  <small>7D59C8066E154E3...</small>	6/27/2022
_____	_____
Dennis Folk President	Date

For the King County Corrections Guild:

<small>DocuSigned by:</small>  <small>27BD002EA2214D9...</small>	6/27/2022
_____	_____
Ryan Lufkin Legal Advisor	Date

For King County:

<small>DocuSigned by:</small>  <small>7FF9183D721E453...</small>	6/28/2022
_____	_____
David Levin Senior Labor Relations Negotiator Office of Labor Relations King County Executive Office	Date

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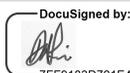
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Signer Events

David Levin
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Labor Relations Negotiator
King County Executive Department-OLR
Security Level: Email, Account Authentication (None)

Signature

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Agent Delivery Events	Status	Timestamp
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Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	6/27/2022 6:36:49 PM
Signing Complete	Security Checked	6/27/2022 6:37:07 PM
Completed	Security Checked	6/28/2022 9:00:34 AM
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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: bmconnaughey@kingcounty.gov

To advise King County Sub Account - Office of Labor Relations of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at bmconnaughey@kingcounty.gov and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to bmconnaughey@kingcounty.gov and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with King County Sub Account - Office of Labor Relations

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- 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 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.