



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19472

Proposed No. 2022-0271.1

Sponsors Balducci, Dunn and
Dembowski

1 AN ORDINANCE approving and adopting two
2 memoranda of agreement negotiated by and between King
3 County and various unions, which provides a referral bonus
4 to employees who refer successful candidates to fill vacant
5 deputy, corrections officer and detention officer vacancies.

6 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

7 SECTION 1. The memoranda of agreement negotiated by and between King
8 County and the various Unions representing employees of King County, which are
9 Attachments A and B to this ordinance, are hereby approved and adopted by this
10 reference made a part hereof.

11 SECTION 2. Terms and conditions of each agreement shall be effective upon full

Ordinance 19472

12 and final ratification of the parties, and shall expire pursuant to the terms of individual
13 agreements.

Ordinance 19472 was introduced on 7/19/2022 and passed by the Metropolitan King County Council on 7/26/2022, by the following vote:

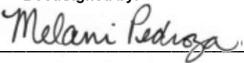
Yes: 9 - Balducci, Dembowski, Dunn, Kohl-Welles, Perry, McDermott, Upthegrove, von Reichbauer and Zahilay

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 8/4/2022, _____.

DocuSigned by:

4FBCAB8196AE4C6...
Dow Constantine, County Executive

Attachments: A. Memorandum of Agreement Employee Referral Program for Deputy and Detention Vacancies (Coalition Agreement 000U0422), B. Memorandum of Agreement Employee Referral Program for Deputy and Detention Vacancies (Non-Coalition Agreement 000U0522)

**Memorandum of Agreement
By and Between
King County
and
The King County Coalition of Unions**

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 successful 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 000U0421, 000U0821, 463U0122, 352U0122, 226U0221, and 193,212,214,464U0122. 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 Coalition of Unions:

<small>DocuSigned by:</small>  <small>AA962E4CF196498...</small>	5/16/2022
Maria Williams, Coalition Co-Chair	Date

<small>DocuSigned by:</small>  <small>9C7EE011347F4E7...</small>	5/17/2022
Michael Gonzales, Coalition Co-Chair	Date

For King County:

<small>DocuSigned by:</small>  <small>9063C72F4F6348F...</small>	5/17/2022
Megan Pedersen, Labor Relations Director	Date

<small>DocuSigned by:</small>  <small>EEB7CAF1C6B24B0...</small>	5/17/2022
Angela Marshall, Labor Relations Deputy Director	Date

**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:

EEB7CAF1C6B24B0

6/28/2022

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

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:

257AFFEE1AD5499

6/15/2022

Jonathan Finch
Business Representative

Date

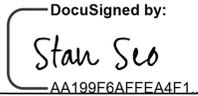
**Memorandum of Agreement
By and Between
King County
and
Puget Sound Police Managers Association - Captains [181]
and
Puget Sound Police Managers Association - Majors [466]**

**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:

 AA199F6AFFEA4F1...

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:

E4FDEA1D894E41C

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...

6/24/2022

Stephen Perry
President

Date

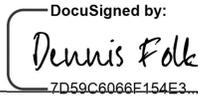
**Memorandum of Agreement
By and Between
King County
and
King County Corrections Guild - Department of Adult and Juvenile Detention [295]**

**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:

DocuSigned by:

7D59C6066E154E3...

Dennis Folk
President

6/24/2022

Date

**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:

DocuSigned by:

E81313485073413...

6/24/2022

Jason Smith
President

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:

<p>DocuSigned by:  <small>FE5521904E84426...</small></p> <hr/> <p>Michelle Moore BSN, RN, Nurse Representative</p>	<p>6/27/2022</p> <hr/> <p>Date</p>
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For Washington State Nurses Association- Supervisors and Managers:

<p>DocuSigned by:  <small>E46D79584F624EA...</small></p> <hr/> <p>Bret Percival Nurse Representative</p>	<p>6/27/2022</p> <hr/> <p>Date</p>
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**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:

6AE2525D9AA54EB...

6/27/2022

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:

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6/27/2022

Ken Price
President

Date

Certificate Of Completion

Envelope Id: 7B650BF3F52746149E5E5B2C350A89C3	Status: Completed
Subject: Please DocuSign: Ordinance 19472.docx, Ordinance 19472 Attachment A.pdf, Ordinance 19472 Attach...	
Source Envelope:	
Document Pages: 2	Signatures: 3
Supplemental Document Pages: 15	Initials: 0
Certificate Pages: 5	Envelope Originator:
AutoNav: Enabled	Cherie Camp
Envelopeld Stamping: Enabled	401 5th Ave
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	Suite 100
	Seattle, WA 98104
	Cherie.Camp@kingcounty.gov
	IP Address: 198.49.222.20

Record Tracking

Status: Original	Holder: Cherie Camp	Location: DocuSign
7/27/2022 1:13:49 PM	Cherie.Camp@kingcounty.gov	
Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: King County General (ITD)	Location: DocuSign

Signer Events

Claudia Balducci
 claudia.balducci@kingcounty.gov
 Council Chair
 King County General (ITD)
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 7E1C273CE9994B6...
 Signature Adoption: Pre-selected Style
 Using IP Address: 146.129.133.26

Timestamp

Sent: 7/27/2022 1:17:02 PM
 Viewed: 7/27/2022 3:52:45 PM
 Signed: 7/27/2022 3:53:01 PM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Supplemental Documents:	Ordinance 19472 Attachment A.pdf	Viewed: 7/27/2022 3:52:50 PM
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		Accepted: Not Required
	Ordinance 19472 Attachment B.pdf	Viewed: 7/27/2022 3:52:56 PM
		Read: Not Required
		Accepted: Not Required

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

DocuSigned by:

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 Signature Adoption: Uploaded Signature Image
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 Signed: 7/28/2022 10:11:58 AM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Supplemental Documents:	Ordinance 19472 Attachment A.pdf	Viewed: 7/28/2022 10:11:53 AM
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		Accepted: Not Required
	Ordinance 19472 Attachment B.pdf	Viewed: 7/28/2022 10:11:55 AM
		Read: Not Required
		Accepted: Not Required

Signer Events	Signature	Timestamp
Dow Constantine Dow.Constantine@kingcounty.gov Security Level: Email, Account Authentication (None)	 <p>Signature Adoption: Uploaded Signature Image Using IP Address: 198.49.222.20</p>	<p>Sent: 7/28/2022 10:12:01 AM Viewed: 8/4/2022 5:01:50 PM Signed: 8/4/2022 5:02:06 PM</p>

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	Ordinance 19472 Attachment B.pdf	Viewed: 8/4/2022 5:02:04 PM Read: Not Required Accepted: Not Required

In Person Signer Events	Signature	Timestamp
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Kaitlyn Wiggins kwiggins@kingcounty.gov Executive Legislative Coordinator King County Executive Office Security Level: Email, Account Authentication (None)	COPIED	<p>Sent: 7/28/2022 10:12:01 AM Viewed: 7/28/2022 12:12:55 PM</p>
Electronic Record and Signature Disclosure: Not Offered via DocuSign		

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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Signing Complete	Security Checked	8/4/2022 5:02:06 PM
Completed	Security Checked	8/4/2022 5:02:06 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Carahsoft OBO King County ITD (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign, Inc. (DocuSign) electronic signing system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after signing session and, if you elect to create a DocuSign signer account, you may access them for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of a DocuSign envelope instead of signing it. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Carahsoft OBO King County ITD:

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: bob.johnson@kingcounty.gov

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.

To request paper copies from Carahsoft OBO King County ITD

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 e-mail to bob.johnson@kingcounty.gov and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Carahsoft OBO King County ITD

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

- 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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** 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.

Acknowledging your access and consent to receive materials electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

By checking the 'I agree' box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC RECORD AND SIGNATURE DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify Carahsoft OBO King County ITD as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by Carahsoft OBO King County ITD during the course of my relationship with you.