



Legislation Text

File #: FCD2022-02, **Version:** 1

Clerk 01/14/2022

A RESOLUTION of the Board of Supervisors of the King County Flood Control

Zone District authorizing retention bonuses for District employees.

WHEREAS, since the beginning of the COVID-19 health emergency, many employers have been impacted by what is termed "The Great Resignation." That refers to the phenomenon of many employees resigning from their current positions to either seek other employment or to at least temporarily absent themselves from the workforce, and

WHEREAS, an unstable workforce, characterized in part by an inordinate amount of employee departures, can make it difficult to meet workplace demands, especially during an ongoing health emergency, and

WHEREAS, in an effort to forestall critical departures from District employment, it is advisable to enact one-time retention bonuses for all District employees;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF THE KING COUNTY FLOOD CONTROL ZONE DISTRICT:

SECTION 1. King County Flood Control Zone District employees, excluding short-term temporary employees, administrative interns, elected officials, who are employed by the District on January 31, 2021, and who remain employed by the District through May 31, 2022, shall receive one-time retention bonuses equal to one and one half percent of the employees' 2021 King County Flood Control Zone District wages reflected on the employees' 2021 W-2 forms. If the employees continue to be employed by the King County Flood Control Zone District on December 30, 2022, the employees shall receive one-time retention bonuses based on the

employees' 2022 annual base salaries. The bonus paid to an employee shall be one of the following:

- A. A payment of four thousand dollars for employees whose 2022 base salaries are less than one hundred thousand dollars;
- B. A payment of two thousand dollars for employees whose 2022 base salaries are greater than or equal to one hundred thousand dollars and less than or equal to one hundred twenty five thousand dollars; or
- C. A payment of one thousand dollars for employees whose 2022 base salaries are greater than one hundred and twenty five thousand dollars.

SECTION 2. This resolution shall take effect and be in full force from and after its passage.