

Memorandum of Agreement
By and Between
King County
and
King County Corrections Guild
Department of Adult and Juvenile Detention

SUBJECT: Hiring Incentives for Corrections Officers in the Department of Adult and Juvenile Detention

Background

1. Because of the continuing need to fill Correction Officer vacancies to reduce mandatory overtime, it remains a Department of Adult and Juvenile Detention (the Department) priority to increase the quantity of viable applicants for these positions.
2. Employee referral has been shown to be a reliable method for attracting candidates who are more likely to successfully complete the required training programs and probationary periods.
3. The Department has had success in 2019 in increasing the number of viable applicants by way of the Hiring Incentive Pilot Program (the Pilot Program), and, consequently, is seeking to extend it through 2020 in order to build on that success.

Agreements

1. The Corrections Officer Hiring Incentive shall be extended through December 31, 2020. It may be extended by mutual written agreement, or terminated at King County's (the County) sole discretion at any time, for any reason.
2. The incentive shall be open to all Corrections Officers hired during the term of this Agreement.
3. New hire employees who are considered "lateral hires" (those having at least one full year of prior Corrections Officer or law enforcement experience) shall be eligible for up to \$10,000 hiring incentives. Lateral hires shall receive \$2,500 in their first paycheck, \$2,500 in the first paycheck after successful completion of the Corrections Officer Field Training Officer Program, and \$5,000 in the first paycheck after successful completion of probation as a Corrections Officer with the County. A lateral hires who leaves County employment for any reason prior to having completed three years of service as a Corrections Officer will be required to pay the County back for the \$5,000 they received upon completion of probation.

4. Newly hired Corrections Officers who do not meet the qualifications listed in number 3 above shall be eligible for up to \$5,000 in hiring incentives. These new hires shall be eligible for \$1,250 in their first paycheck, \$1,250 in the first paycheck after completion of the Corrections Officers Field Training Officer Program and \$2,500 in the first paycheck after successful completion of probation. If a new hire voluntarily leaves County employment prior to having completed three years of service, they will be required to pay the County back for the \$2,500 they received upon completion of probation.

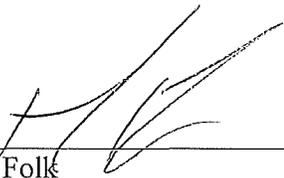
5. New or lateral hire Corrections Officers who are existing King County DAJD employees will not be eligible for the hiring incentives.

6. To be eligible to receive any hiring incentive payment, an employee must be employed by King County on the day the payments become due.

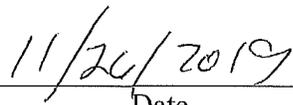
7. These hiring incentive payments shall be subject to all applicable payroll taxes and withholding (e.g., PERS/PSERS, income tax, social security and Medicare).

8. The terms of this Agreement shall set no precedent or practice.

For the King County Corrections Guild:



Dennis Folk
President

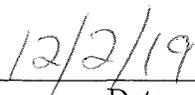


Date

For King County:



Diana Watkins
Labor Relations Negotiator
Office of Labor Relations
King County Executive Office



Date