

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
KING COUNTY CORRECTIONS GUILD
DEPARTMENT OF ADULT AND JUVENILE DETENTION**

SUBJECT: Corrections Officer Hiring Incentives

Background

1. Because of expanding needs to reduce mandatory overtime and to fill Corrections Officer vacancies, DAJD has an emergent need to increase the quantity of applicants for Corrections Officer positions.
2. Employee hiring incentives are a proven method for attracting highly qualified candidates.
3. In order to increase the quantity and quality of Corrections Officer applicants, DAJD desires to offer hiring incentives to lateral and new hires as Corrections Officers.
4. DAJD desires to implement a Corrections Officer Hiring Incentive Pilot Program and to assess its effectiveness in attracting highly qualified applicants.

Agreements

1. Effective upon ratification of this Memorandum of Agreement by the Metropolitan King County Council, there shall be a Corrections Officer Hiring Incentive Pilot Program (the "CO Hiring Incentive Pilot Program").
2. The CO Hiring Incentive Pilot Program shall be open to all Corrections Officers hired with the new Corrections Officers recruitment which will open on or about January 1, 2019. The current open Corrections Officers recruitment will close on or about December 31, 2018.
3. The CO Hiring Incentive Pilot Program shall remain in effect until December 31, 2019, unless extended by written mutual agreement.
4. 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 Corrections Officer Field Training Officer Program, and \$5,000 in the first paycheck after successful completion of probation as a Corrections Officer with King County. Lateral hires who leave County employment for any non-medical reason prior to having completed three years of service (measured from their date of hire) as a Corrections Officer will be required to pay the County back for the \$5,000 they received upon completion of probation.

5. Newly hired Corrections Officers who do not meet the qualifications listed in number 4 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 Corrections Officers Field Training Officer Program and \$2,500 in the first paycheck after successful completion of probation. If these new hires leave County employment for any non-medical reason prior to having completed three years of service (measured from their date of hire) as a Corrections Officer, they will be required to pay the County back for the \$2,500 they received upon completion of probation.

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

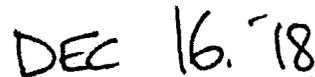
7. To be eligible to receive any hiring incentive payment, an employee must be employed by King County on the day the payments become due.

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

For the King County Corrections Guild:

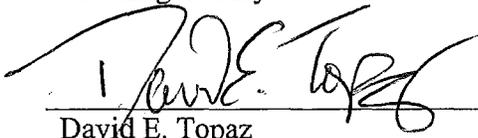


David Richardson
President

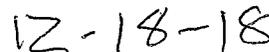


Date

For King County:



David E. Topaz
Labor Relations Negotiator Senior
Office of Labor Relations
King County Executive Office



Date