

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

SUBJECT: Detention Officer Hiring Incentives

Background

1. Because of expanding needs to reduce mandatory overtime and to fill juvenile Detention Officer vacancies, DAJD has an emergent need to increase the quantity of applicants for juvenile Detention 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 juvenile Detention Officer applicants, DAJD desires to offer hiring incentives to lateral and new hires as juvenile Detention Officers.
4. DAJD desires to implement a juvenile Detention 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 juvenile Detention Officer Hiring Incentive Pilot Program (the "JDO Hiring Incentive Pilot Program").
2. The JDO Hiring Incentive Pilot Program shall be open to all juvenile Detention Officers hired with the new juvenile Detention Officers recruitment which will open on or about January 1, 2019. The current open juvenile Detention Officers recruitment will close on or about December 31, 2018.
3. The JDO 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 Detention Officer, 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 juvenile Detention Officer Field Training Officer Program, and \$5,000 in the first paycheck after successful completion of probation as a juvenile Detention Officer with King County. Lateral hires who leave County employment for any reason prior to having completed three years of service as a juvenile Detention Officer will be required to pay the County back for the \$5,000 they received upon completion of probation.

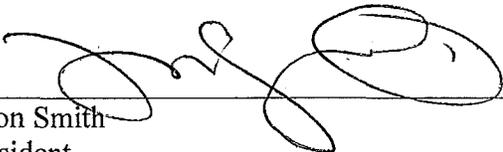
5. Newly hired juvenile Detention Officers who do not meet the qualifications listed in number 4 above shall be eligible for up to \$5,000 in hiring incentives. These new hires shall be eligible for \$1,250 in their first paycheck, \$1,250 in the first paycheck after completion of juvenile Detention 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 reason prior to having completed three years of service as a juvenile Detention 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 juvenile Detention Officers who are existing King County DAJD 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/PSERS, income tax, social security and Medicare).

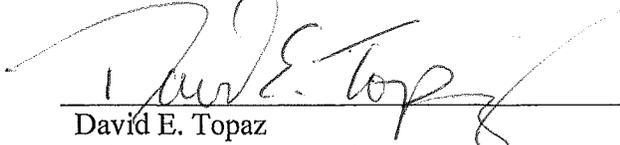
For the King County Juvenile Detention Guild:



Jason Smith
President

12/3/18
Date

For King County:



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

12/3/18
Date