

19625 ATTACHMENT A

**Memorandum of Agreement
By and Between
King County
Department of Community and Human Service
Behavioral Health and Recovery Division
and
Professional and Technical Employees, Local 17 (Representing Employees in the
Departments of Public Health and Community and Human Services)
and
Service Employees International Union, Local 925 (Involuntary Commitment Specialists -
Mental Health, Department of Community & Human Services)
and
International Brotherhood of Teamsters Local 117 (Joint Units Agreement)**

Subject: Behavioral Health Workforce Stabilization Bonus Program

Background:

The Department of Community and Human Services' (DCHS) Behavioral Health and Recovery Division applied for and has been awarded \$307,186.55 in Washington State Health Care Authority (HCA) Behavioral Health Workforce Stabilization Funding.

The Legislature appropriated the funds for community behavioral health workforce retention and recruitment needs or costs incurred due to the COVID public health emergency.

The funds are exclusively for non-hospital-based community behavioral health treatment agencies licensed as a Behavioral Health Agency. DCHS is prioritizing these funds for the 24 hours a day, seven days a week Designated Crisis Responder (DCR) and Emergency Service Patrol (ESP) teams.

Hiring for direct service staff has been difficult due to ongoing behavioral health workforce shortages and the challenging nature of the work. There are currently 15 open positions on the DCR team.

Retaining the current staff and filling vacancies is critical to improving service delivery, meeting the current HCA CAP requirements outlined for DCRs, maintaining the HCA/King County BH-ASO Contract, and maintaining compliance with Washington Administrative Code (WAC) requirements for DCR and ESP services.

Agreement:

1. This Agreement shall be effective upon ratification by the parties.
2. Behavioral Health Workforce Stabilization Bonus Program ("the program") shall consist of two components:

[060] Professional and Technical Employees, Local 17– Department of Public Health, Community and Human Services

[030] Service Employees International Union, Local 925 - Involuntary Commitment Specialists - Mental Health, Department of Community and Human Services

[461] International Brotherhood of Teamsters Local 117 - Joint Units Agreement

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- a. A one-time \$4,000.00 bonus for all career service DCR and ESP staff in the following job titles:
 - i. Involuntary Commitment Specialist (311101)
 - ii. Involuntary Commitment Supervisor (311201)
 - iii. Chemical Dependency Program Screener (313501)
 - iv. Chemical Dependency Program Screener Lead (313901)
 - b. A one-time bonus of \$5,000 for DCRs who are hired after this agreement is ratified but before June 12, 2023, and who successfully complete probation and attain career service status in the following job titles:
 - i. Involuntary Commitment Specialist (311101)
 - ii. Involuntary Commitment Supervisor (311201)
3. The \$4000.00 one-time bonus in bullet point 2a shall be paid no later than the payday for the pay period that includes the date on which the ordinance allocating the funds becomes law. The bonus will be included in the regular rate of pay in the pay period in which the one-time bonus is paid.
- a. Any employee who receives the \$4000.00 one-time bonus and who separates from employment prior to December 31, 2023, for any reason other than by disability, medical separation, or death, shall be required to return the entire one-time bonus.
4. The \$5000.00 one-time bonus in bullet point 2b shall be paid no later than the payday for the pay period that includes the date on which the ordinance allocating the funds becomes law. The bonus will be included in the regular rate of pay in the pay period in which the one-time bonus is paid.
- a. Any employee who receives the \$5000.00 one-time bonus and who separates from employment prior to the completion of their probationary period, for any reason other than by disability, medical separation, or death, shall be required to return the entire one-time bonus.
5. **2023 Short term Temporary (“STT”).** STT Employees working in positions enumerated in 2a above will be eligible to receive a one-time bonus as set forth below and based upon calculating total; hours worked in 2023 through May 31, 2023 as follows:

STT Table	
STT Hours Threshold	Incentive Amount
Worked at least 100 hours in 2023 through 5/31/2023	\$1000.00

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Worked fewer than 100 hours in 2023 through 5/31/2023	\$200.00
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Example: An STT who has worked hours during the period January 1, 2023 but left employment prior to May 31, 2023 would receive a bonus based on the amount of hours worked as outlined above.

6. In no event shall an employee who receives a one-time bonus and leaves and returns to DCHS employment as an Involuntary Commitment Specialist, Involuntary Commitment Specialist Supervisor, Chemical Dependency Screener, or Chemical Dependency Screener Lead be eligible for a subsequent bonus through the program.
7. Employees shall sign a promissory note as a condition of the employee receiving any payments as specified in this agreement.
8. All one-time bonuses paid as part of the program shall be subject to all applicable payroll taxes and withholdings.
9. Any disputes regarding the interpretation or application of this Agreement shall be resolved pursuant to the applicable grievance procedure contained in the Parties' collective bargaining agreement.
10. The County may unilaterally end the program bonuses at any time and in no event shall a program bonus be paid after June 30, 2023.

For PROTEC17:


DocuSigned by:

E9FA04DE2B4B46C

 Karen Estevenin
 Executive Director

5/2/2023

 Date

For PROTEC17

DocuSigned by:

240E005FA2364B2

 Youssef El Hamawi
 Union Representative

5/2/2023

 Date

[060] Professional and Technical Employees, Local 17– Department of Public Health, Community and Human Services

[030] Service Employees International Union, Local 925 - Involuntary Commitment Specialists - Mental Health, Department of Community and Human Services

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For SEIU Local 925

DocuSigned by:
Rion Peoples
80979E5EF744B0
Rion Peoples
Union Representative

5/2/2023

Date

For Teamsters Local 117

DocuSigned by:
John Scarcy
7AD5B391B59D41E
John Scarcy
Secretary Treasurer

5/2/2023

Date

For King County

DocuSigned by:
James Crowe
CC4A46B1BFB9463...
James Crowe
Labor Relations Negotiator

5/2/2023

Date

[060] Professional and Technical Employees, Local 17-- Department of Public Health, Community and Human Services

[030] Service Employees International Union, Local 925 - Involuntary Commitment Specialists - Mental Health, Department of Community and Human Services

[461] International Brotherhood of Teamsters Local 117 - Joint Units Agreement 060&030&461U0123

Certificate Of Completion

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Source Envelope:
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Certificate Pages: 5
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Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Status: Completed

Envelope Originator:
James Crowe
11943 Sunset Hills Rd
Reston, VA 20190
jacrowe@kingcounty.gov
IP Address: 198.49.222.20

Record Tracking

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5/2/2023 3:15:01 PM
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Storage Appliance Status: Connected

Holder: James Crowe
jacrowe@kingcounty.gov
Pool: FedRamp
Pool: King County-King County Executive
Office-Office of Labor Relations

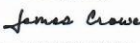
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Signer Events

James Crowe
jacrowe@kingcounty.gov
Labor Relations Negotiator
King County
Security Level: Email, Account Authentication
(None)

Signature

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Not Offered via DocuSign

John Scearcy
DocuSign@teamsters117.org
Security Level: Email, Account Authentication
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Karen Estevenin
karen@pte17.org
Executive Director
Security Level: Email, Account Authentication
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Rion Peoples
rpeoples@seiu925.org
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(None)

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Youssef El Hamawi
youssef@pte17.org
Security Level: Email, Account Authentication
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Youssef El Hamawi
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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