



King County

Dow Constantine

King County Executive

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July 7, 2022

The Honorable Claudia Balducci
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Balducci:

This letter transmits a proposed Ordinance that would, if enacted, ratify two memoranda of agreement (MOA) between King County and various labor unions, which combined, expands an employee referral incentive option to more County employees who refer a successful candidate to a vacant deputy, corrections officer, or detention officer position. The King County Police Officers Guild is not party to the new referral incentive agreements.

The King County Sheriff's Office (KCSO) and the King County Department of Adult and Juvenile Detention (DAJD) continue to face unusually high vacancy rates among its uniformed deputies, corrections officers, and juvenile detention officers. These MOAs expand the referral incentive currently in place, which is currently only offered to employees of KCSO and DAJD. These MOAs would expand the program to employees in departments across the County, to significantly increase the pool of employees who can act as recruiters for these critical positions.

The proposed MOAs advance the King County Strategic Plan goal of efficient, accountable regional and local government, by continuing our efforts to fill excessive vacancies which increase overtime costs and impact the provision of services.

The identified costs associated with these agreements are those that may be generated by new successful applicants and referrals. As such, these MOAs do not increase costs beyond the authorization previously approved for referral bonus payments for KCSO and DAJD employees. The accompanying fiscal note includes details on the costs of these agreements, which has been reviewed by Office of Performance, Strategy and Budget staff. A budget supplemental is not needed for these items in 2022.

Thank you for your consideration of this proposed Ordinance, which will help maintain critical operations of the King County Sheriff's Office and the County's adult detention facilities.

The Honorable Claudia Balducci

July 7, 2022

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If your staff have any questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,

 for
Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff
Melani Pedroza, Clerk of the Council
Shannon Braddock, Chief of Staff, Office of the Executive
Karan Gill, Deputy Chief of Staff, Office of the Executive
Mina Hashemi, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations