

**Memorandum of Agreement**  
**By and Between**  
**King County**  
**and**  
**International Brotherhood of Electrical Workers, Local 77**  
**Metro Transit Department [101]**  
**and**  
**Puget Sound Police Managers Association - Captains [181]**  
**and**  
**Puget Sound Police Managers Association - Majors [466]**  
**and**  
**King County Sheriff's Office Marshals' Guild [226]**  
**and**  
**International Association of Fire Fighters, Local 2595 [280]**  
**and**  
**King County Corrections Guild - Department of Adult and Juvenile Detention [295]**  
**and**  
**King County Juvenile Detention Guild - Department of Adult and Juvenile Detention –**  
**Juvenile Detention Officers [297]**  
**and**  
**Washington State Nurses Association - Staff Nurses - Departments: Public Health,**  
**Adult and Juvenile Detention (Juvenile Detention) [310]**  
**and**  
**Washington State Nurses Association - Supervisors and Managers –**  
**Department of Public Health [320]**  
**and**  
**Uniformed Command Association - Corrections Jail Captains –**  
**Department of Adult and Juvenile Detention [380]**  
**and**  
**Technical Employees' Association – Capital Division, Metro Transit Department, Staff unit**  
**[427]**  
**and**  
**Amalgamated Transit Union, Local 587 [410]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Background:**

1. Recruitment for positions in law enforcement and corrections has grown increasingly challenging in recent years, and King County (the County) is currently facing an unusually high vacancy rate among its commissioned employees, particularly Deputy Sheriffs, Corrections Officers, and Detention Officers. These ongoing vacancies are impacting the workforce and the County's ability to provide essential law enforcement and detention services.

2. Referrals can be a reliable method for attracting candidates who are more likely to successfully complete the required training programs and probationary periods, and current County employees can be a strong resource for new employee referrals.

3. The County has already initiated an employee referral bonus for employees in the Sheriff's Office and the Department of Adult and Juvenile Detention, but would like to expand eligibility County-wide in an effort to boost recruitment for Deputy Sheriffs, Corrections Officers, and Detention Officers.

**Agreements:**

1. A referral bonus of \$5,000 shall be paid to employees who refer a successful candidate for the position of Deputy Sheriff, Corrections Officer, or Detention Officer pursuant to the terms below. The referral bonus shall be paid to the referring employee in the first full pay period following the referred employee's successfully completion of their probation period. The referring employee must be an active employee at the time of payment to receive the referral bonus. All Referral Payments shall be subject to all applicable federal and state taxes, retirement, or other withholdings.

2. The applicant must list the full (first and last name) of the referring employee and the referring employee's County Department on their initial job application, or the referral must be documented in the manner established as part of the hiring process by the King County Sheriff's Office and the Department of Adult and Juvenile Detention, which may not be added to or changed after the applicant's initial submittal of job application. The referred employee must have submitted their application for the position of Deputy Sheriff, Corrections Officer, or Detention Officer no later than December 31, 2022, or no later than the date in which this program ends, whichever comes first.

3. There is no limit with respect to the number of applicants an employee can refer, or the number of referral payments an employee may receive. However, only one employee may refer any given applicant, and only one referral incentive shall be paid per applicant. Employees may not receive a referral bonus by referring themselves as applicants. Employees may not receive a referral bonus for referring another current King County employee, or someone who has been employed by King County within the last twelve (12) months.

4. Employees who by virtue of their job or assignment are tasked with the recruitment or hiring of Deputy Sheriffs, Corrections Officers or Juvenile Detention Officers are not eligible to receive the referral bonus for recruitments associated with their job or assignment. For example, employees tasked with attending a job fair for recruitment purposes is not eligible for the referral bonus(es) associated with any candidate(s) that were recruited from that job fair.

5. This Agreement shall not establish a practice or precedent in any way. In addition to the applicable collective bargaining agreement, this MOA is the full and final agreement of the parties related to the Employee Referral Bonus program.

6. Any disputes regarding the interpretation or application of this Agreement shall be resolved by the parties using the grievance procedures contained in the Parties collective bargaining agreement.

7. This Agreement is effective upon signature by all parties, and shall sunset any and all prior agreements related to Employee Referral bonuses, including but not limited to 181,466U0221. Electronic signatures will have the same force and effect as does an original

signature on this document. This Agreement may be signed in counterparts, which together shall constitute the entire agreement.

8. This Agreement shall expire on December 31, 2022, but may be extended by mutual agreement of all parties or terminated at the County's sole discretion at any time, for any reason.

For King County:

DocuSigned by:  
  
EEB7CAF1C6B24B0

6/28/2022

\_\_\_\_\_  
Angela Marshall, Interim Deputy Director  
Office of Labor Relations  
King County Executive Office

\_\_\_\_\_  
Date


**Memorandum of Agreement  
By and Between  
King County  
and  
International Brotherhood of Electrical Workers, Local 77  
Metro Transit Department [101]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: International Brotherhood of Electrical Workers, Local 77**

CBA Code	Labor Organization	Contract
101	International Brotherhood of Electrical Workers, Local 77	Metro Transit Department

For International Brotherhood of Electrical Workers, Local 77:

DocuSigned by:  
  
257AFFEE1AD5499

6/15/2022

Jonathan Finch  
Business Representative

Date

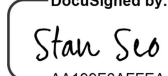
**Memorandum of Agreement  
By and Between  
King County  
and  
Puget Sound Police Managers Association - Captains [181]  
and  
Puget Sound Police Managers Association - Majors [466]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: Puget Sound Police Managers Association**

CBA Code	Labor Organization	Contract
181	Puget Sound Police Managers Association	Captains and Lieutenants, King County Sheriff's Office
466	Puget Sound Police Managers Association	Office Majors, King County Sheriff's Office

For Puget Sound Police Managers Association:

DocuSigned by:  
  
 AA199F6AFFEA4F1...

6/17/2022

\_\_\_\_\_  
Stan Seo  
President

\_\_\_\_\_  
Date


**Memorandum of Agreement  
By and Between  
King County  
and  
King County Sheriff's Office Marshals' Guild [226]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: King County Sheriff's Office Marshals' Guild**

<b>CBA Code</b>	<b>Labor Organization</b>	<b>Contract</b>
226	Marshals' Guild	County Marshals, King County Sheriff's Office

For King County Sheriff's Office Marshals' Guild:

DocuSigned by:  
  
 E4FDEA1D894E41C

David Scontrino  
President

6/21/2022

Date

**Memorandum of Agreement  
By and Between  
King County  
and  
International Association of Fire Fighters, Local 2595 [280]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: International Association of Fire Fighters, Local 2595**

<b>CBA Code</b>	<b>Labor Organization</b>	<b>Contract</b>
280	International Association of Fire Fighters, Local 2595	Paramedics, Emergency Medical Services, Department of Public Health

For International Association of Fire Fighters,  
Local 2595:

DocuSigned by:  
  
36714DF8570A474...

\_\_\_\_\_  
Stephen Perry  
President

6/24/2022

\_\_\_\_\_  
Date

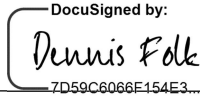
**Memorandum of Agreement  
By and Between  
King County  
and  
King County Corrections Guild - Department of Adult and Juvenile Detention [295]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: King County Corrections Guild**

<b>CBA Code</b>	<b>Labor Organization</b>	<b>Contract</b>
295	King County Corrections Guild	Department of Adult and Juvenile Detention

For King County Corrections Guild:

DocuSigned by:  
  
7D59C6066E154E3...

\_\_\_\_\_  
Dennis Folk  
President

6/24/2022

\_\_\_\_\_  
Date



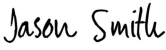
**Memorandum of Agreement  
By and Between  
King County  
and  
King County Juvenile Detention Guild - Department of Adult and Juvenile Detention –  
Juvenile Detention Officers [297]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: King County Juvenile Detention Guild**

<b>CBA Code</b>	<b>Labor Organization</b>	<b>Contract</b>
297	King County Juvenile Detention Guild	Department of Adult and Juvenile Detention (Juvenile Detention Officers)

For King County Juvenile Detention Guild:

DocuSigned by:  
  
E81313485073413...

6/24/2022

\_\_\_\_\_  
Jason Smith  
President

\_\_\_\_\_  
Date

**Memorandum of Agreement  
By and Between  
King County  
and  
Washington State Nurses Association - Staff Nurses - Departments: Public Health,  
Adult and Juvenile Detention (Juvenile Detention) [310]  
and  
Washington State Nurses Association - Supervisors and Managers –  
Department of Public Health [320]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: Washington State Nurses Association**

CBA Code	Labor Organization	Contract
310	Washington State Nurses Association	Staff Nurses - Departments: Public Health, Adult and Juvenile Detention
320	Washington State Nurses Association	Supervisors and Managers – Department of Public Health

For Washington State Nurses Association- Staff Nurses:

DocuSigned by:  
*Michelle Moore*  
FE5521904E84426...

6/27/2022

Michelle Moore  
BSN, RN, Nurse Representative

Date

For Washington State Nurses Association- Supervisors and Managers:

DocuSigned by:  
*Bret Percival*  
E46D79584F624EA...

6/27/2022

Bret Percival  
Nurse Representative

Date


**Memorandum of Agreement  
By and Between  
King County  
and  
Uniformed Command Association - Corrections Jail Captains –  
Department of Adult and Juvenile Detention [380]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: Uniformed Command Association**

CBA Code	Labor Organization	Contract
380	UCA	Corrections Jail Captains - Department of Adult and Juvenile Detention

For Uniformed Command Association:

DocuSigned by:  
  
6AE2525D9AA54EB...

6/27/2022

\_\_\_\_\_  
Captain Michael Allen  
President

\_\_\_\_\_  
Date


**Memorandum of Agreement  
By and Between  
King County  
and  
Technical Employees' Association – Capital Division, Metro Transit Department, Staff unit  
[427]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: Technical Employees' Association**

<b>CBA Code</b>	<b>Labor Organization</b>	<b>Contract</b>
427	Technical Employees' Association	Capital Division, Metro Transit Department, Staff unit

For Technical Employees' Association:

DocuSigned by:  
  
DFE8EB0372874DB...

6/27/2022

\_\_\_\_\_  
Michael Sands  
President

\_\_\_\_\_  
Date


**Memorandum of Agreement  
By and Between  
King County  
and  
Amalgamated Transit Union, Local 587 [410]**

**SUBJECT: Employee Referral Bonus Program for Deputy Sheriff, Corrections Officer,  
and Detention Officer Vacancies**

**Labor Organization: Amalgamated Transit Union, Local 587**

<b>CBA Code</b>	<b>Labor Organization</b>	<b>Contract</b>
410	Amalgamated Transit Union, Local 587	Metro Transit Department

For Amalgamated Transit Union, Local 587:

DocuSigned by:  


6/27/2022

Ken Price  
President

Date