



King County

Dow Constantine

King County Executive

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July 20, 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, establish an employee referral incentive option for non-represented County employees who refer a successful candidate to a vacant deputy, corrections officer, or detention officer position. The referral bonus mirrors the one negotiated with King County unions.

A similar bonus program was previously established for certain represented employees in the King County Sheriff's Office (KCSO) and the King County Department of Adult and Juvenile Detention (DAJD). These departments continue to face unusually high vacancy rates among their uniformed deputies, corrections officers, and juvenile detention officers. The enclosed proposed Ordinance, if approved, would significantly increase the number of employees who can assist in the recruitment for these critical positions. Referred applicants must apply by December 31, 2022, for a referring employee to be eligible for a referral bonus.

The proposed Ordinance advances 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 negatively impact the provision of services.

The identified costs associated with this proposed Ordinance are those that may be generated by new successful applicants and referrals. As such, this proposed Ordinance will 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 in the County's public safety operations.

The Honorable Claudia Balducci

July 20, 2022

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If your staff have any questions, please contact Jay Osborne, Director, Department of Human Resources, at 206-477-3628.

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
Whitney Abrams, Chief People Officer, Office of the Executive
Jay Osborne, Director, Department of Human Resources