



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

FCD Resolution FCD2022-02

Proposed No. FCD2022-02.1

Sponsors

1 A RESOLUTION of the Board of Supervisors of the King
2 County Flood Control Zone District authorizing retention
3 bonuses for District employees.

4 WHEREAS, since the beginning of the COVID-19 health emergency, many
5 employers have been impacted by what is termed "The Great Resignation." That refers to
6 the phenomenon of many employees resigning from their current positions to either seek
7 other employment or to at least temporarily absent themselves from the workforce, and

8 WHEREAS, an unstable workforce, characterized in part by an inordinate amount
9 of employee departures, can make it difficult to meet workplace demands, especially
10 during an ongoing health emergency, and

11 WHEREAS, in an effort to forestall critical departures from District employment,
12 it is advisable to enact one-time retention bonuses for all District employees;

13 NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF
14 SUPERVISORS OF THE KING COUNTY FLOOD CONTROL ZONE DISTRICT:

15 SECTION 1. King County Flood Control Zone District employees, excluding
16 short-term temporary employees, administrative interns, elected officials, who are
17 employed by the District on January 31, 2021, and who remain employed by the District
18 through May 31, 2022, shall receive one-time retention bonuses equal to one and one half
19 percent of the employees' 2021 King County Flood Control Zone District wages reflected
20 on the employees' 2021 W-2 forms. If the employees continue to be employed by the

FCD Resolution FCD2022-02

21 King County Flood Control Zone District on December 30, 2022, the employees shall
22 receive one-time retention bonuses based on the employees' 2022 annual base salaries.

23 The bonus paid to an employee shall be one of the following:

24 A. A payment of four thousand dollars for employees whose 2022 base salaries
25 are less than one hundred thousand dollars;

26 B. A payment of two thousand dollars for employees whose 2022 base salaries
27 are greater than or equal to one hundred thousand dollars and less than or equal to one
28 hundred twenty five thousand dollars; or

29 C. A payment of one thousand dollars for employees whose 2022 base salaries
30 are greater than one hundred and twenty five thousand dollars.

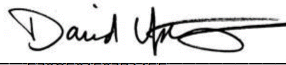
FCD Resolution FCD2022-02

31 **SECTION 2.** This resolution shall take effect and be in full force from and after
32 its passage.

FCD Resolution FCD2022-02 was introduced on and passed by the King County
Flood Control District on 2/8/2022, by the following vote:


Yes: 8 - Balducci, Dembowski, Kohl-Welles, McDermott, Perry,
Upthegrove, von Reichbauer and Zahilay
Excused: 1 - Dunn

KING COUNTY FLOOD CONTROL DISTRICT
KING COUNTY, WASHINGTON

DocuSigned by:

E76CE01F07B14EF...

Dave Upthegrove, Chair

ATTEST:

DocuSigned by:

8DE1BB375AD3422...

Melani Pedroza, Clerk of the District

Attachments: None

Certificate Of Completion

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Subject: Please DocuSign: FCD2022-02.docx	
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Signer Events

Dave Upthegrove
dave.upthegrove@kingcounty.gov
Chair
Security Level: Email, Account Authentication (None)

Signature

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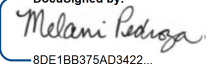
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Electronic Record and Signature Disclosure:
Accepted: 2/9/2022 8:24:54 AM
ID: e2bc78a8-9100-4ad7-a9e6-d0135bfa2a41

Melani Pedroza
melani.pedroza@kingcounty.gov
Clerk of the Council
King County Council
Security Level: Email, Account Authentication (None)

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Russell Pethel
russell.pethel@kingcounty.gov
Security Level: Email, Account Authentication (None)

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Required hardware and software

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum

Enabled Security Settings:	Allow per session cookies
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