



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19492

Proposed No. 2022-0300.2

Sponsors Balducci and Dunn

1 AN ORDINANCE relating to employee referral bonuses
 2 for nonrepresented county employees for referring
 3 employees to the positions of deputy sheriff, corrections
 4 officer and detention officer; and establishing an expiration
 5 date.

6 STATEMENT OF FACTS:

- 7 1. Recruitment for positions in law enforcement especially public safety
 8 and corrections has grown increasingly challenging in recent years.
- 9 2. King County is currently facing an unusually high vacancy rate among
 10 its law enforcement employees, particularly deputy sheriffs, corrections
 11 officers and detention officers.
- 12 3. These ongoing vacancies have a negative impact on the county's
 13 provision of essential law enforcement services.
- 14 4. Employee referrals can be a reliable method of attracting candidates
 15 who are more likely to successfully complete the required training
 16 programs and probationary periods.
- 17 5. Providing an employee referral incentive is an effective way to
 18 encourage employee referrals.
- 19 6. In an effort to bolster the number of successful law enforcement
 20 candidates, it is advisable to adopt an employee referral bonus for the

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21 successful referral to the position of deputy sheriff, corrections officer or
22 detention officer.

23 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

24 SECTION 1. A referral bonus of five thousand dollars shall be paid to a
25 nonrepresented employee who refers a successful candidate to the position of deputy
26 sheriff, corrections officer or detention officer. The bonus shall be subject to the
27 following:

28 A. All nonrepresented employees, in any branch of county government, are
29 eligible for a referral bonus, except for those employees who by virtue of their jobs are
30 assigned or tasked with recruiting for deputy sheriff, corrections officer or detention
31 officer. For example, employees tasked with attending a job fair for recruitment
32 purposes is not eligible for the referral bonus(es) associated with any candidate(s) that
33 were recruited from that job fair;

34 B. The referral bonus shall be paid only after the candidate has successfully
35 completed the candidate's probationary period in the applicable law enforcement
36 position;

37 C. The referral bonus shall be paid to the referring employee in the first full pay
38 period following successful completion of probation by the candidate;

39 D. The referring employee must be an active county employee both at the time of
40 the referral and at the time of the bonus payment;

41 E. All bonus payments are subject to applicable taxes, retirement or other
42 withholdings;

43 F. The applicant must include the full name of the referring employee on the

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44 applicant's initial employment application, which shall be documented in a manner
45 approved by the applicable recruiting department. Only one referring employee may be
46 listed on the application and only that referring employee may receive the bonus;

47 G. The candidate's application must be submitted prior to January 1, 2023;

48 H. There is not a limit to the number of applicants an employee may refer or to
49 the number of bonuses an employee can receive;

50 I. An employee may not use themselves as the referring employee to a position to
51 which the employee is an applicant;

52 J. An employee may not refer a person who is a county employee at the time of
53 application; and

54 K. An employee may not refer an employee who was a county employee at any

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55 time during the twelve months before application.

56 SECTION 2. This ordinance expires December 31, 2022.

Ordinance 19492 was introduced on 7/26/2022 and passed by the Metropolitan King County Council on 9/6/2022, by the following vote:

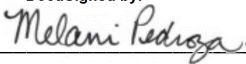
Yes: 9 - Balducci, Dembowski, Dunn, Kohl-Welles, Perry, McDermott, Upthegrove, von Reichbauer and Zahilay

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


DocuSigned by:

7E1C273CE9994B6...
Claudia Balducci, Chair

ATTEST:

DocuSigned by:

8DE1BB375AD3422...
Melani Pedroza, Clerk of the Council

APPROVED this _____ day of 9/16/2022, _____.

DocuSigned by:

4FBCAB8196AE4C6...
Dow Constantine, County Executive

Attachments: None

Certificate Of Completion

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Subject: Please DocuSign: Ordinance 19492.docx	
Source Envelope:	
Document Pages: 4	Signatures: 4
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Cherie Camp
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	Seattle, WA 98104
	Cherie.Camp@kingcounty.gov
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Signer Events

Claudia Balducci
 claudia.balducci@kingcounty.gov
 Council Chair
 King County General (ITD)
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

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 Signature Adoption: Pre-selected Style
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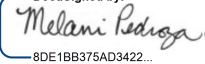
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Electronic Record and Signature Disclosure:

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

DocuSigned by:

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 Dow.Constantine@kingcounty.gov
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Agent Delivery Events	Status	Timestamp
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Kaitlyn Wiggins kwwiggins@kingcounty.gov Executive Legislative Coordinator King County Executive Office Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 9/9/2022 3:02:13 PM Viewed: 9/12/2022 8:14:03 AM
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Completed	Security Checked	9/16/2022 1:39:34 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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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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