



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19515

Proposed No. 2022-0362.1

Sponsors Balducci

1 AN ORDINANCE approving and adopting a memorandum
2 of agreement negotiated by and between King County and
3 the Washington State Nurses Association representing staff
4 nurses in the department of adult and juvenile detention and
5 in the department of public health, which provides a one-
6 time incentive for employees.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. The memorandum of agreement negotiated by and between King
9 County and the Washington State Nurses Association representing employees in the
10 department of adult and juvenile detention and in the department of public health, which
11 is Attachment A to this ordinance, is hereby approved and adopted by this reference
12 made a part hereof.

13 SECTION 2. Terms and conditions of the agreement shall be effective upon full

Ordinance 19515

- 14 and final ratification of the parties, and shall expire upon completion of the memorandum
- 15 of agreement's terms.

Ordinance 19515 was introduced on 9/27/2022 and passed by the Metropolitan King County Council on 10/4/2022, 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:
Claudia Balducci
F8830816F1C4427...

Claudia Balducci, Chair

ATTEST:

DocuSigned by:
Melani Pedroza
8DE1BB375AD3422...

Melani Pedroza, Clerk of the Council

APPROVED this _____ day of 10/21/2022, _____.

DocuSigned by:
Dow Constantine
4FBCAB8196AE4C6...

Dow Constantine, County Executive

Attachments: A. Memorandum of Agreement By and Between King County and Washington State Nurses Association (WSNA) Staff Unit And Supervisory Unit

**Memorandum of Agreement
By and Between
King County
and
Washington State Nurses Association (WSNA)
Staff Unit
And Supervisory Unit**

Subject: 2022 Nurse Retention & Recognition Incentive

Recitals

King County (“County”) and the Washington State Nurses Association (“WSNA”) are parties to collective bargaining agreements (“CBA”) representing staff nurses, and nurse supervisors and managers. Current CBA term is January 1, 2021 – December 31, 2022.

In support of the County’s strategic goal to retain high quality and professional nurses, and to recognize the important public service contributions provided by these employees during the pandemic, the Parties enter into this agreement to formalize a 2022 Nurse Retention and Recognition Incentive (“Retention Incentive”).

Agreements:

1. A one-time \$4,000 Retention Incentive, less mandatory deductions, will be paid to bargaining unit employees in Career Service and Term Limited Temporary (“TLT”) positions if their base position is represented by WSNA subject to the eligibility criteria and conditions below. Short Term Temporary (“STT”) are eligible for a different Retention Incentive described in Part 2 below.

To be eligible for the Retention Incentive, the employee must meet the following conditions:

- i. **CAREER SERVICE AND TLT STATUS.** Employee must be in a non-probationary Career Service or Term Limited Temporary (TLT) status and employed with King County (“County”) on January 1, 2022, and remain employed through December 1, 2022 with the County; EXCEPT employees that retire, were laid off, medically separated, or meet the terms in 1(ii), or died during the 2022 calendar year will also be considered to have satisfied this condition for the Retention Incentive. A TLT that is scheduled to work through December 1, 2022, but is separated by the County prior to that date for non-performance related reasons will also be eligible for the Retention Incentive (e.g., TLT that meets above criteria, but is separated due to misconduct or poor performance is ineligible for the Retention Incentive). All other types of employment separations during the 2022 retention period will disqualify the employee from eligibility for the Retention Incentive. Any employee who receives the \$4,000 Retention Incentive that does not meet the terms of this Agreement will be required to repay the Retention Incentive.

- ii. **PROBATIONARY STATUS.** An Employee in a Career Service position in probationary status with a hire date in 2022 will also be eligible for the Retention Incentive if their probationary period is successfully completed, and if the employee remains employed with the County for one (1) year from their date of hire. Probationary employees hired after 2022 or that separate prior to one (1) year of employment with the County and/or prior to completing their probationary period will be ineligible for the Retention Incentive.
2. **2022 SHORT TERM TEMPORARY (“STT”).** STT employees will be eligible to receive a different Recognition and Retention Incentive after calculating total 2022 hours worked as of December 1, 2022, as follows:

STT Table	
STT Employee	Incentive Amount
Worked at least 700 hours (as of 12/1/2022)	\$1,500
Worked between 201 and 699 hours in 2022 (as of 12/1/2022)	\$1,000
Worked 200 or fewer hours in 2022 (as of 12/1/2022)	\$0

3. **PAYMENT EFFECTIVE DATE.** This Agreement is subject to King County Council ratification. The effective date for payment of the Retention Incentive will be provided to WSNA once it has been scheduled after December 1, 2022, and after King County Council ratification, whichever occurs later. Payment date(s) may be different depending on employment status (e.g., Career Service, Probationary, STT etc). The Retention Incentive shall be subject to applicable payroll tax, retirement, and other withholdings.
4. **COMPLETE AGREEMENT.** This is the full and final Agreement between the Parties and replaces any prior Agreements or understandings between the Parties. This Agreement shall expire upon completion of all Retention Incentive terms.

FOR KING COUNTY

DocuSigned by:
BY Andre Chevalier
7231D66CAA4F4EF...
Andre Chevalier, Senior Labor Negotiator

DATED 8/24/2022

FOR WSNA (STAFF UNIT)

DocuSigned by:
BY Michelle Moore
FF5521904F84426...
Michelle Moore, BSN, RN, IBCLC

DATED 8/24/2022

FOR WSNA (STAFF UNIT)

DocuSigned by:
BY Tyler Breier
FC38F7584BE44CD...
Tyler Breier, RN, Chair for Staff Nurses

DATED 8/24/2022

FOR WSNA (SUPERVISOR UNIT)

DocuSigned by:
BY Bret Percival
E46D79584F624EA...
Bret Percival, BSN, RN

DATED 8/24/2022

FOR WSNA (SUPERVISOR UNIT)

DocuSigned by:
BY Sean Dumas
580037F8E6E644F...
Sean Dumas, RN, Co-Chair for Supervisors

DATED 8/26/2022

Certificate Of Completion

Envelope Id: 7C3216CA541D401DA06EE462975A7EC2
Subject: Please DocuSign: 2022 Nurse Retention Incentive Final - Staff and Sups.docx
Source Envelope:
Document Pages: 3
Certificate Pages: 5
AutoNav: Enabled
Envelopeld Stamping: Enabled
Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Status: Completed
Envelope Originator:
Andre Chevalier
11943 Sunset Hills Rd
Reston, VA 20190
Andre.Chevalier@kingcounty.gov
IP Address: 198.49.222.20

Record Tracking

Status: Original
8/24/2022 3:18:21 PM
Security Appliance Status: Connected
Storage Appliance Status: Connected
Holder: Andre Chevalier
Andre.Chevalier@kingcounty.gov
Pool: FedRamp
Pool: King County-King County Executive
Office-Office of Labor Relations

Location: DocuSign
Location: DocuSign

Signer Events

Andre Chevalier
andre.chevalier@kingcounty.gov
Labor Relations Negotiator
King County Executive Department-OLR
Security Level: Email, Account Authentication
(None)

Signature

DocuSigned by:
Andre Chevalier
7231D68CAA4F4EF...
Signature Adoption: Pre-selected Style
Using IP Address: 198.49.222.20

Timestamp

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Viewed: 8/24/2022 3:23:43 PM
Signed: 8/24/2022 3:23:53 PM

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Bret Percival
bpercival@wsna.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:
Bret Percival
E46D79584F624EA...
Signature Adoption: Pre-selected Style
Using IP Address: 67.168.153.192

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Electronic Record and Signature Disclosure:
Accepted: 5/20/2022 2:58:02 PM
ID: 3ec1449f-d4fa-4592-9dcf-097eda518447

Michelle Moore
mmoore@wsna.org
Security Level: Email, Account Authentication
(None)

DocuSigned by:
Michelle Moore
FF5521904F84426...
Signature Adoption: Pre-selected Style
Using IP Address: 73.19.12.25

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Accepted: 8/24/2022 6:18:41 PM
ID: 3f232d43-f060-4405-8bd5-f9108ebe0ce7

Sean Dumas
Eastpasco1985@gmail.com
Security Level: Email, Account Authentication
(None)

DocuSigned by:
Signature Adoption: Drawn on Device
Using IP Address: 146.129.239.7
Signed using mobile

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Tyler Breier
 tbreier@kingcounty.gov
 Security Level: Email, Account Authentication
 (None)



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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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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	8/26/2022 12:31:24 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure

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At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

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If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

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If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact King County Sub Account - Office of Labor Relations:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: bmconnaughey@kingcounty.gov

To advise King County Sub Account - Office of Labor Relations of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at bmconnaughey@kingcounty.gov and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

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To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to bmcconnaughey@kingcounty.gov and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify King County Sub Account - Office of Labor Relations as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County Sub Account - Office of Labor Relations during the course of your relationship with King County Sub Account - Office of Labor Relations.

Certificate Of Completion

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Subject: Complete with DocuSign: Ordinance 19515.docx, Ordinance 19515 Attachment A.docx	
Source Envelope:	
Document Pages: 2	Signatures: 3
Supplemental Document Pages: 8	Initials: 0
Certificate Pages: 5	Envelope Originator:
AutoNav: Enabled	Angel Allende
Enveloped Stamping: Enabled	401 5th Ave
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	Suite 100
	Seattle, WA 98104
	Angel.Foss@kingcounty.gov
	IP Address: 146.129.133.52


Record Tracking

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Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: King County General (ITD)	Location: DocuSign

Signer Events

Claudia Balducci
 claudia.balducci@kingcounty.gov
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

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 Signature Adoption: Pre-selected Style
 Using IP Address: 146.129.133.55

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 Signed: 10/11/2022 10:34:22 AM


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 Supplemental Documents:

Ordinance 19515 Attachment A.docx

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 Read: Not Required
 Accepted: Not Required

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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 Signature Adoption: Uploaded Signature Image
 Using IP Address: 146.129.133.38

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Electronic Record and Signature Disclosure:

Not Offered via DocuSign
 Supplemental Documents:

Ordinance 19515 Attachment A.docx

Viewed: 10/11/2022 10:35:13 AM
 Read: Not Required
 Accepted: Not Required

Dow Constantine
 dow.constantine@kingcounty.gov
 Security Level: Email, Account Authentication (None)

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 Using IP Address: 174.61.167.141

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 Supplemental Documents:

Ordinance 19515 Attachment A.docx

Viewed: 10/21/2022 11:41:14 AM

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Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Kaitlyn Wiggins k.wiggins@kingcounty.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 10/11/2022 3:14:29 PM
Kaitlyn Wiggins kwiggins@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: 10/12/2022 9:31:26 AM Viewed: 10/12/2022 11:07:24 AM
Witness Events	Signature	Timestamp
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Envelope Sent	Hashed/Encrypted	10/11/2022 10:15:45 AM
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Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Carahsoft OBO King County ITD:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: bob.johnson@kingcounty.gov

To advise Carahsoft OBO King County ITD of your new e-mail address

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at bob.johnson@kingcounty.gov and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc. to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in the DocuSign system.

To request paper copies from Carahsoft OBO King County ITD

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an e-mail to bob.johnson@kingcounty.gov and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

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To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to bob.johnson@kingcounty.gov and in the body of such request you must state your e-mail, full name, US Postal Address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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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** These minimum requirements are subject to change. If these requirements change, you will be asked to re-accept the disclosure. Pre-release (e.g. beta) versions of operating systems and browsers are not supported.

Acknowledging your access and consent to receive materials electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

By checking the 'I agree' box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC RECORD AND SIGNATURE DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify Carahsoft OBO King County ITD as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by Carahsoft OBO King County ITD during the course of my relationship with you.