

OKANOGAN COUNTY COMMISSIONERS'

RESOLUTION 33 - 2024

Resolution regarding the continuance of hiring incentive program for recruiting that includes the payment of hiring bonuses and lateral incentives to fill critically short Sheriff's Office positions.

WHEREAS, the Okanogan County Sheriff's Office provides the critical service of public safety to the residents of Okanogan County and recognizes that Corrections Deputies as well as Patrol Deputies are the crucial to the success of that service.

WHEREAS, failure to fill vacant Corrections and Patrol positions results in a reduced operational capability and an overworked staff. Sustained directed overtime, extended shifts, and increased demand causes substantial employee fatigue thus degrading safety and morale, while increasing employee turnover.

WHEREAS, the timeliness of filling vacant positions is significantly impacted by the length of time it takes to locate applicants, navigate the hiring process, complete required training, and validate capability through the FTO process.

WHEREAS, due to a national hiring crisis that has significant impacts in all career fields in the state and local area, the ability to entice candidates to apply requires efforts beyond the typical recruiting avenues. In an effort to overcome the shortage of candidates, the Employer desires to enact a limited program to offer hiring bonuses to the quality candidates hired in our essential Corrections and Patrol Deputy positions.

NOW, THEREFORE, BE IT RESOLVED by the Board of Okanogan County Commissioners that as part of a Hiring Incentive Program, a non-precedent setting hiring bonus be instituted for Fiscal Years 2024 and 2025 which shall, upon agreement, pay newly hired entry-level or certified/lateral employees for Corrections a hiring bonus in accordance with Attachment A, and as well, pay newly hired certified/lateral employees for Field Patrol a hiring bonus in accordance with Attachment A.

BE IT FURTHER RESOLVED, that employees electing to receive the bonus shall sign an employment agreement indicating that if the member leaves prior to the completion of two (2) years of employment from the date of hire, the employee will be required to repay the hiring bonus in an amount prorated for the months of the two (2) year commitment that remain.

BE IT FURTHER RESOLVED, that the payment of the bonus shall be made in separate payments as indicated on Attachment A, Hiring Bonus Table.

BE IT FURTHER RESOLVED, that only regular full-time position hires, either newly hired or former Sheriff's Office employees separated for at least twelve (12) months upon new hire date, shall be eligible for this program.

BE IT FURTHER RESOLVED, that expenditure for hiring bonus payments will be made using unexpended dollars from authorized but vacant Corrections Deputy or Patrol Deputy employee lines.

BE IT FURTHER RESOLVED, that the County may terminate this program as a whole, or in part, at any time if staffing levels are restored or if funding becomes unavailable. Termination of the program shall not affect payment of bonuses to employees already participating in the program.

BE IT FURTHER RESOLVED, that newly hired lateral or certified entry Corrections, Patrol employees be granted full recognition of years of qualifying prior service time for purposes of calculating step increases and annual leave accrual rate. This allowance shall not be used to calculate longevity or apply to any seniority.

BE IT FURTHER RESOLVED, that newly hired lateral or certified entry Corrections employees be granted one (1) week of annual leave and two (2) weeks of sick leave upon hire; for Corrections, "one (1) week" will equal forty (40) hours.

BE IT FINALLY RESOLVED, that portions of the hiring incentive program are subject to negotiation of an MOU between the Employer and the Okanogan County Sheriff's Employees Association, and that the Sheriff or authorized designee may bargain on behalf of the Employer within the financial limits established by this resolution.

BE IT FINALLY RESOLVED, this MOU applies to all employees hired after January 1, 2024 according to the employees classification.

DATED this day 27th of February 2024, in Okanogan Washington.



ATTEST:


Lalena Johns, Clerk of the Board

**BOARD OF COUNTY COMMISSIONERS
OKANOGAN, WASHINGTON**


John Neal, Chairman

ABSENT

Andy Hover, Commissioner

Chris Branch, Commissioner

ATTACHMENT – A

Hiring Bonus Table.

Classification	Hiring Level	Total Bonus	Initial Payment	Secondary Payment	Final Payment
Corrections	Entry Level	\$10,000	\$5,000	\$2,500 end of probation	\$2,500 end of Year 2
Corrections	Lateral/Cert.	\$15,000	\$8,000	\$3,000 \$3,500 end of probation	\$3,500 end of Year 2
Patrol	Entry Level	\$10,000	\$5000	\$2,500 end of probation	\$2,500 end Of Year 2
Patrol	Lateral/Cert.	\$15,000	\$5,000	\$5,000 end of probation	\$5,000 end of Year 2
All Other Classifications if emergency staffing levels exist	Any	\$5,000	\$2,500	N/A	\$2,500 end of probation