

**OKANOGAN COUNTY COMMISSIONERS'**

**RESOLUTION 41 - 2023**

*Resolution regarding a retention incentive program for retention that provides for a modified overtime rate for excessive work caused by critically short Juvenile Corrections Officer positions*

**WHEREAS**, the Okanogan County Juvenile Court provides the critical service of public safety to the residents of Okanogan County and recognizes that Juvenile Corrections Officers are the critical to the success of that service; and

**WHEREAS**, failure to retain current employees results in a reduced operational capability and an overworked staff. Sustained directed overtime, extended shifts, and increased demand causes substantial employee fatigue - degrading safety and morale, while increasing employee turn-over; and

**WHEREAS**, Board of County Commissioners and Okanogan County Superior Court Presiding Judge recognize the significant strain caused by extended work hours, constrained time-off opportunities and heavier workloads; and

**WHEREAS**, certain incentives may encourage volunteerism, which shall assist in attaining equitable share of available time-off and overtime availability.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Okanogan County Commissioners that as part of a Retention Incentive Program, a one-time, non-precedent setting modified overtime rate be instituted for Fiscal Years 2023 and 2024 which shall pay employees covering as a juvenile corrections officer an increased rate of overtime pay for excessive overtime worked in accordance with the formula listed below for their assigned positions.

In accordance with the Federal Labor Standards Act (FLSA) and the current, relevant Collective Bargaining Agreement, overtime shall be paid at the rate of one and one half (1-1/2) times the employee's regular rate of pay, except:

Corrections

If **Juvenile Corrections** staff has two or more vacancies, all overtime exceeding sixteen (16) hours per pay period, is paid at two (2) times the employee's regular rate of pay.

Probation

If **Juvenile Probation** staff covering for corrections with two or more vacancies, all overtime exceeding sixteen (16) hours per pay period, is paid at two (2) times the employee's regular rate of pay.

All other overtime requirements and stipulations shall be consistent with the relevant Collective Bargaining Agreement and/or the Federal Labor Standards Act (FLSA).

Available funding shall consist only of the current year's authorized budget for wages, benefits, and overtime payment.

**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.

**BE IT FINALLY RESOLVED**, that the retention incentive program is subject to negotiation of an MOU between the Employer and the appropriate bargaining unit.

**DATED** at Okanogan, Washington this 21<sup>st</sup> day of March, 2023.

**ATTEST:**  
  
Laleña Johns, Clerk of the Board

**BOARD OF COUNTY COMMISSIONERS  
OKANOGAN, WASHINGTON**

Approved Remotely  
Chris Branch, Chairman

[Signature]  
Andy Hover, Member

[Signature]  
Jon Neal, Member