

OKANOGAN COUNTY COMMISSIONERS'

RESOLUTION 42 - 2023

Resolution regarding a hiring incentive program for recruiting that includes the payment of hiring bonuses and incentives to fill 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.

WHEREAS, failure to fill vacant Corrections positions 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.

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

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 Juvenile Corrections Officer positions.

NOW, THEREFORE, BE IT RESOLVED by the Board of Okanogan County Commissioners that as part of a Hiring Incentive Program, a one-time, non-precedent setting hiring bonus be instituted for Fiscal Years 2023 and 2024 which shall, upon agreement, pay newly hired entry-level employees a hiring bonus amount 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 pro-rated 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 two separate payments, in the amounts indicated on Attachment A, with the first payment to be paid upon completion of the hiring process, and the final payment to be paid upon completion of the employee's probationary period.

BE IT FURTHER RESOLVED, that only regular full-time position hires 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 Juvenile Corrections Officer 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 FINALLY RESOLVED, that portions of the hiring incentive program are subject to negotiation of an MOU between the Employer and the appropriate bargaining unit.

DATED at Okanogan, Washington this 21st day of March, 2023.

ATTEST:



Laleña Johns, Clerk of the Board



**BOARD OF COUNTY COMMISSIONERS
OKANOGAN, WASHINGTON**


Chris Branch, Chairman


Andy Hover, Member


Jon Neal, Member

ATTACHMENT – A

Hiring Bonus Table.

Classification	Hiring Level	Total Bonus	Initial Payment	Final Payment
Juvenile Corrections	Entry Level	\$5,500	\$2,500	\$3,000