

OKANOGAN COUNTY COMMISSIONERS'

RESOLUTION 94 - 2022

Resolution regarding an employee hiring referral incentive payment for County employees

WHEREAS, according to the U.S. Bureau of Labor Statistics, the number of job openings is at a series high nationwide leaving private and public employers with vacancies at an all-time high; and

WHEREAS, continued vacant positions result in a reduced operational capability which impacts the expected standard of service. Additionally, sustained directed overtime, extended shifts, and increased demand causes substantial employee fatigue - decreasing safety, degrading morale, and increasing employee turn-over; and

WHEREAS, the Okanogan County Sheriff's Office provides critical public safety services to the residents and visitors of Okanogan County; and

WHEREAS, the Sheriff's Office recognizes the need to attract quality candidates to fill existing and upcoming vacancies in a timely fashion; and

WHEREAS, the Sheriff's Office recognizes that County employees may be uniquely positioned to recruit members of the public to fill aforementioned vacancies; and

WHEREAS, the Sheriff's Office desires to enact a limited program to offer referral incentives to employees who refer quality candidates who apply and are then selected for employment.

NOW, THEREFORE, BE IT RESOLVED by the Board of Okanogan County Commissioners that an Employee Hiring Referral Incentive Program be instituted which shall pay employees \$1,000.00 for each qualified applicant they refer that is subsequently selected and hired by the Okanogan County Sheriff's Office.

BE IT FURTHER RESOLVED, that payment shall be made to the referring employee upon completion of the newly hired employee's first week of the academy (for Patrol and Corrections newly hired employees) or 90 days (for non-Patrol and Corrections newly hired employees).

BE IT FURTHER RESOLVED, all County employees are eligible to qualify to receive an incentive bonus, except Okanogan County Human Resources Department employees, any Civil Service Commission function employees, any Okanogan County Sheriff's Office exempt employees, and any elected officials.

BE IT FURTHER RESOLVED, there is no limit to the number of referrals made by any County employee although eligibility for payment of the referral incentive is incumbent upon an existing vacancy at the time of the referral and subsequent selection and hiring

process. The name of the referring employee must be listed by the referred applicant during the application process.

BE IT FURTHER RESOLVED, that Sheriff's Office employee eligibility and process shall be subject to a Memorandum of Understanding with the Okanogan County Sheriff's Employees Association.

BE IT FURTHER RESOLVED, the Auditor shall create a specific BARS line for the payment of a Referral Incentive.

BE IT FINALLY RESOLVED, the process and payment of a referral incentive be subject to legal review by the Chief Civil Prosecuting Attorney and review by the County Auditor.

DATED at Okanogan, Washington this 5 day of July, 2022.

ATTEST:


Laleña Johns, CMC Clerk of the Board



**BOARD OF COUNTY COMMISSIONERS
OKANOGAN, WASHINGTON**


Andy Hover, Chairman


Chris Branch, Member


Jim DeTro, Member