

**OKANOGAN COUNTY COMMISSIONERS'**

**RESOLUTION 110 -2022**

*Resolution regarding a retention bonus 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**, the Board of County Commissioners wishes to acknowledge the dedication of County employees who continually remain employed to serve Okanogan County citizens; and

**WHEREAS**, pursuant to the provision of RCW 36.32.120(6), the Board of County Commissioners of Okanogan County has the care of County property and the management of County funds and business; and

**WHEREAS**, as an employer, the Board of County Commissioners has the authority to provide retention bonuses to employees; and

**WHEREAS**, per final rule regarding use of ARPA funds, "providing worker retention incentives, including reasonable increases in compensation to persuade employees to remain with the employer as compared to other employment options. Retention incentives must be entirely additive to an employee's regular compensation, narrowly tailored to need, and should not exceed incentives traditionally offered by the recipient or compensation that alternative employers may offer to compete for the employees. Treasury presumes that retention incentives that are less than 25 percent of the rate of base pay for an individual employee or 10 percent for a group or category of employees are reasonably proportional to the need to retain employees, as long as other requirements are met"; and

**WHEREAS**, according to the Fair Labor Standards Act (FLSA), discretionary bonuses are excludable from the regular rate of pay and meet the following criteria:

- The employer has the sole discretion, until at or near the end of the period that corresponds to the bonus, to determine whether to pay the bonus;
- The employer has the sole discretion, until at or near the end of the period that corresponds to the bonus, to determine the amount of the bonus; and
- The bonus payment is not made according to any prior contract, agreement, or promise causing an employee to expect such payments regularly.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Okanogan County Commissioners that full-time County employees who are employed July 30, 2022 through August 31, 2022 shall be afforded a one-time retention bonus and part-time employees shall be calculated according to the percentage of their FTE as follows:

Law Enforcement (Patrol), Corrections and Jail Cooks, and Juvenile Detention will receive \$4,000.00  
Communications Deputies (911 Dispatch) and Control Room will receive \$2,500.00  
Anyone outside positions previously listed will receive \$1,000.00

**BE IT FURTHER RESOLVED**, the retention bonus will be paid in one separate check issued by the County Auditor.

**DATED** at Okanogan, Washington this 19 day of July, 2022.



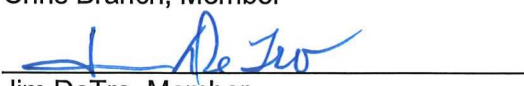
**ATTEST:**

  
Laleña Johns, CMC Clerk of the Board

**BOARD OF COUNTY COMMISSIONERS  
OKANOGAN, WASHINGTON**

  
Andy Hover, Chairman

  
Chris Branch, Member

  
Jim DeTro, Member