

**OKANOGAN COUNTY COMMISSIONERS'**

**RESOLUTION 139 - 2022**

*A resolution regarding a pilot incentive program for retention that includes the payment of un-used annual leave and a modified overtime rate for excessive work caused by critically short Okanogan County 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 employees are the critical to the success of that service.

**WHEREAS**, failure to retain current employees in critical 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 turnover.

**WHEREAS**, during periods of significant staffing shortages, vacant positions within the workforce create difficulty for supervisors trying to ensure adequate shift coverage is available and leave denial becomes more common, causing employee annual leave to accumulate beyond the maximum 240-hour annual cap through no fault of the employee, causing them to lose leave.

**WHEREAS**, the Board of County Commissioners and the Sheriff's Office recognize the significant strain caused by extended work hours, constrained time-off/reset opportunities, and heavier workload.

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

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Okanogan County Commissioners that a one-time, non-precedent setting Sheriff's Office Retention Incentive - Pilot Program be instituted that modifies payout for unused annual leave and provides an increased rate of overtime pay for excessive overtime worked.

**BE IT FURTHER RESOLVED**, that for Fiscal Year 2022 and Fiscal Year 2023, the 240-hour cap for annual leave remains unchanged however, any existing annual leave balance beyond 240 hours up to 80 hours would be paid out regardless of the reason for the balance. This payout does not count toward retirement credits.

**BE IT FURTHER RESOLVED**, that during periods of staff shortage crisis and subject to Division specific criteria and available funding, employees will be paid overtime rates following the formula listed below for their assigned position.

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:

1. Corrections

- a. If Corrections Deputy staff has three 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.
- b. If Corrections Cook staff has one or more vacancy, all overtime exceeding sixteen (16) hours per pay period, is paid at two (2) times the employee's regular rate of pay.
- c. Control Room staff has two (2) 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.

2. Patrol

If Patrol Deputy staff has two (2) or more vacancies, all overtime exceeding twenty-one point three-four (21.34) hours per pay period, is paid at two (2) times the employee's regular rate of pay.

3. Dispatch

If Dispatch staff has two (2) or more vacancies, all overtime exceeding twenty-four (24) hours per pay period, is paid at two (2) times the employee's regular rate of pay.

4. Records

If Records staff (non-jail) has one (1) or more vacancy, all overtime exceeding eight (8) 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 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.

**DATED** at Okanogan, Washington this 4<sup>th</sup> day of October, 2022.

**ATTEST:**

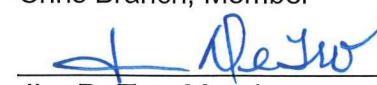
  
Latena Johns, CMC, Clerk of the Board



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