

**Board of Okanogan County Commissioners**  
**Tuesday, September 13th, 2022, 3:00 p.m.**

*"These notes were taken by a County Watch volunteer. Every attempt is made to be accurate. Notes are verbatim when possible, and otherwise summarized. Note taker comments or clarifications are in italics. These notes are published at <https://countywatch.org> and are not the official county record of the meeting. For officially approved minutes, which are normally published at a later time, see the Okanogan County Commissioners' website at <https://www.okanogancounty.org>."*

**Present:**

Andy Hover (AH), BOCC District 2  
Chris Branch (CB), BOCC District 1  
Jim Detro (JD), BOCC District 3  
Lanie Johns (LJ), County Clerk  
Aaron Culp (AC), Undersheriff

*Time stamps refer to the time on the wall clock. An AV Capture archive of the meeting on this date is available at:*

*[https://okanogancounty.org/departments/boards/live\\_streaming\\_of\\_meetings.php](https://okanogancounty.org/departments/boards/live_streaming_of_meetings.php)*

**Summary of Important Discussions:***Undersheriff Culp exposes strategies for recruitment and retention of staff including - double time for 16 + hours of overtime - annual leave pay-out for hours of accrued leave over 240 - accommodation of years in service from « lateral » recruits, matching year for year - some annual leave and sick leave paid up front to facilitate house-moving ; some employees now getting bonuses for referrals ; Fair auction services agreement passed ; departmental budgeting process soon to start.*

3 :08 - AC (*explaining plan for retention of staff*) : Anything over 16 hours has compensated double time. This way more people would volunteer to fill in the hours. «Spread the wealth ». ...Based on computations, average overtime–increase in overtime won't go over wages and benefits already budgeted. AH : What constitutes a crisis ? AC : We don't need to back-fill a vacancy. We can run with one patrol member short. If cooking staff has any vacancies, they would be eligible (*for the double time*) ; Corrections if they had two or more, patrol, three or more, dispatch three or more. The MOU (Motion of Understanding) would have to say « based on available funding. » That should consist of this year's budget for wages, benefits and overtime. If we were to deplete that fund we would end the program. JD : Did you check with the union ? AC : They have to vote to discuss this outside contract negotiations. I'm optimistic. AH : The MOU will be solid with « This is temporary, not a precedent, (and) based on crisis. CB : You got my attention with « 16-hour shifts ». Does patrol have those ? AC : Not consecutive hours of patrol, but in one pay period. Consecutive 16-hour patrol shifts are very rare, like fires, and some investigations. (*Also*) I am looking at an annual leave pay-out. If you carry over 240 hours–Kitsap Co. pays out up to 80 hours over the cap (of 240 hours of accumulated leave). AH : I'd like to see a little more how many people with 20 years have 80 (extra) hours accrued, how much would that cost ? AC : I will check.

3 :22 - AC : To the hiring bonuses you approved last week I'd add a lateral hiring incentive, and accommodation of years in service. Under current rules they bring years of service with them but they're cut at 50%, up to four years, so you end up accruing leave at a low rate. There's some ground to gain if we (*matched their years*) of service to help them for step

increases and leave approval. It could be a significant accommodation. Not talking about longevity–loyalty to employer–or seniority. (Secondly) the granting of one week of annual leave and two weeks sick leave, up front. It would be helpful for being okay with moving. *AH is concerned about someone coming with, for example, 17 years of experience and entering at step 5. AC says most have 3-6 years of experience.* AH : Where can we get lateral recruits ? AC : Fully functioning, currently employed, fully certified–we'd give them the same benefit with one year of experience as with a « lateral » with three years. The Academy costs \$4,8000. Even if we pay sick leave, annual leave and vacation up front we're still ahead with a lateral. CB : I'll move to go ahead with retention and hiring incentives as presented. Bring it back to us in resolution form. AC : I think we've got 3-4 employees working behind the scenes with a referral bonus of \$1,000. CB : Check with the municipality (*police*) force.

3 :33 - Fair auction services agreement passed. AH : The auction service is not required to take care of shipping of the animal. Fair Advisory Committee takes care of arrangements.

3 :45 - LJ says they've tentatively planned a NEWC (Northeastern Washington Counties) meeting for November 18th. AH : We've got to start the (budget) process with the departments. LJ : I'll prepare an agenda. The rules say we should publish the preliminary budget in the paper. ...We're not far from last year's dates.

3 :53 - Meeting adjourned until Monday morning.