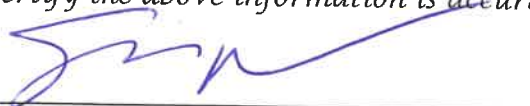


Agenda Summary Report (ASR)

Franklin County Board of Commissioners

DATE SUBMITTED: 7/13/2023	PREPARED BY: Shawn P. Sant
Meeting Date Requested: 7/18/2023	PRESENTED BY: Shawn P. Sant
ITEM: (Select One) <input type="checkbox"/> Consent Agenda <input checked="" type="checkbox"/> Brought Before the Board Time needed:	
SUBJECT: 10% one time retention payout to 5 DPA's in the Prosecutor's office.	
FISCAL IMPACT: 2023 fiscal impact would be \$64,201.28 . This will be covered with ARPA funding to address the backlog of and emergent situation with DPA numbers dropping to 50% office staffing. No impact to 2023 Budget, due to unfilled positions and losing employees with longevity, who were replaced with employees with less longevity on the salary scale, or possibly no replacement for some unfilled positions.	
BACKGROUND: The Prosecutor's office is in a crisis situation with staffing of DPA's. Currently we are down 6 attorneys. To stop the exodus to higher paying positions, we are requesting a one time 10% pay incentive to retain the current 5 DPA's on staff for a minimum of one year. In the event they depart prior to one year, this incentive will be withheld from their final check. This payback condition is consistent with the language for the retention incentive provided to all Franklin County employee by separate resolution.	
RECOMMENDATION:	
COORDINATION: <ul style="list-style-type: none">• Shawn Sant, Prosecutor• Kelly Schadler, Office administrator• Tim Anderson, Auditor's office• Margot Wilder, HR Department• Mike Gonzalez, County Administrator	
ATTACHMENTS: (Documents you are submitting to the Board)	
HANDLING / ROUTING: (Once document is fully executed it will be imported into Document Manager. Please list <u>name(s)</u> of parties that will need a pdf) <ul style="list-style-type: none">• Shawn Sant, Prosecutor• Kelly Schadler, Office administrator• Tim Anderson, Auditor's office• Margot Wilder, HR Department• Mike Gonzalez, County Administrator	

I certify the above information is accurate and complete.


Shawn Sant, Prosecuting Attorney

FRANKLIN COUNTY RESOLUTION _____

BEFORE THE BOARD OF COMMISSIONERS FRANKLIN COUNTY, WASHINGTON

One-Time Retention Payment Equal to 10% of the Current Salary for Each of the Following Deputy
Prosecuting Attorneys (DPAs)

WHEREAS, the County Prosecutor will pay the following five DPAs a one-time retention payment equal to 10% of the current salary for each of DPAs for remaining employed due to the Crisis of hiring/retaining/fair pay to DPAs.

WHEREAS, this bonus will apply to the DPAs employed as of June 27, 2023 and remain so employed through one (1) year following the date of such payments.

Name	Grade	Step	Salary	10% of Salary
Dave Corkrum	22	7	\$141,003.20	\$14,100.32
Daniel Stovern	22	5	\$127,857.60	\$12,785.76
Maureen Astley	22	6	\$134,284.80	\$13,428.48
Frank Jenny	21	7	\$128,190.40	\$12,819.04
Jeff Briggs	20	4	\$100,609.60	\$10,060.96

WHEREAS, in the event a DPA departs prior to one year following payment of retention bonus, the full amount of the retention bonus received under this Resolution will be withheld from final paycheck consistent with the terms of the Employee Retention Payments provided to other Franklin County Employees. This Resolution rescinds Resolution 2023-185 to reflect currently employed DPAs and to adopt consistent retention payment acknowledgements.

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority for Franklin County and desires to approve this resolution.

NOW, THEREFORE, BE IT RESOLVED the Franklin County Commissioners constitutes the legislative authority for Franklin County and desires to approve this resolution and rescind Resolution 2023-185.

APPROVED this _____ day of _____, 2023.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

Chair

Chair Pro Tem

Member

ATTEST:

Clerk to the Board

Employee retention payment acknowledgement for Deputy Prosecuting Attorneys

The undersigned Deputy Prosecuting Attorney, an employee of Franklin County, hereby agrees to receive a retention payment in the amount of 10% of their current salary under the following conditions:

The County's obligation to make payments may terminate in the event the Federal Government withdraws or suspends all or partial funding for the State Local Fiscal Recovery Funds Program.

I understand that the full amount of the retention payment must be repaid to the County if within one year of the date the payment is made, I voluntarily terminate employment or engage in behavior that makes termination of employment for good cause necessary.

I understand that the County can withhold the full or partial repayment of a retention incentive from my paycheck depending on availability of earnings to cover the repayment. I understand that acceptance of a retention payment may have tax implications for me, and necessary payroll deductions will be taken from the retention payment.

Signed this _____ day of _____ in Pasco WA.

Employee signature

Employee name printed