



Skagit County Board of Commissioners

Ron Wesen, First District

Peter Browning, Second District

Lisa Janicki, Third District

March 31, 2023

Good afternoon,

We are writing today to inform you of some exciting developments within our Sheriff's Office Corrections Division. As you may know, Skagit County has been undergoing a county-wide compensation study, and has experienced difficulty in recruiting and retaining Corrections Deputies.

On Monday morning we will consider an agreement which includes incredible benefits for our current and future corrections staff. The agreement includes the following incentives for staff recruitment and retention:

Salary Increase

We have adjusted our pay scale for newly hired corrections deputies. Beginning immediately, base starting salary for newly hired corrections deputies will be between \$30.50 and \$39.60 per hour. Starting salary will be determined based on education and years of experience in the field.

Hiring Bonus

New hires will receive a one-time signing bonus of \$10,000 for entry-level deputies and \$15,000 for those moving laterally from another organization.

Retention Bonus

Retention is also a major priority for the County, as our current corrections staff are incredibly valuable. Current corrections staff will receive a retention bonus of \$2,500 per quarter through the end of 2023, in addition to their regular salary.

Longevity Pay

Long-term employees will see a 3 percent increase in pay upon completion of 5 years with the County—an increase from 1 percent prior. The agreement also includes longevity step increases at 10, 15, 20, and 25 years of service.

Skagit County will continue to offer a robust benefits package for full-time corrections deputies, including:

- Health, dental, vision, and life insurance
- Paid vacation and sick leave
- Paid overtime and shift differential
- Paid incentives for shift premiums, special assignments, and education
- Pension and optional deferred compensation
- Longevity and educational incentives

Assuming the agreement is executed Monday, there will be a press release informing the public of our new offerings. It is our goal to grow and foster a thriving workforce within our corrections department so that we can ensure the health and sustainability of Skagit County's Community Justice Center today, and into the future.

If you have any questions about the above information or you would like an opportunity to discuss in detail, please do not hesitate to reach out to any of us. Thank you for your continued partnership and support.

Ron Wesen, Chair

Lisa Janicki, Commissioner

Peter Browning, Commissioner