



CLARK COUNTY HIRING

CHANGES IN NUMBERS

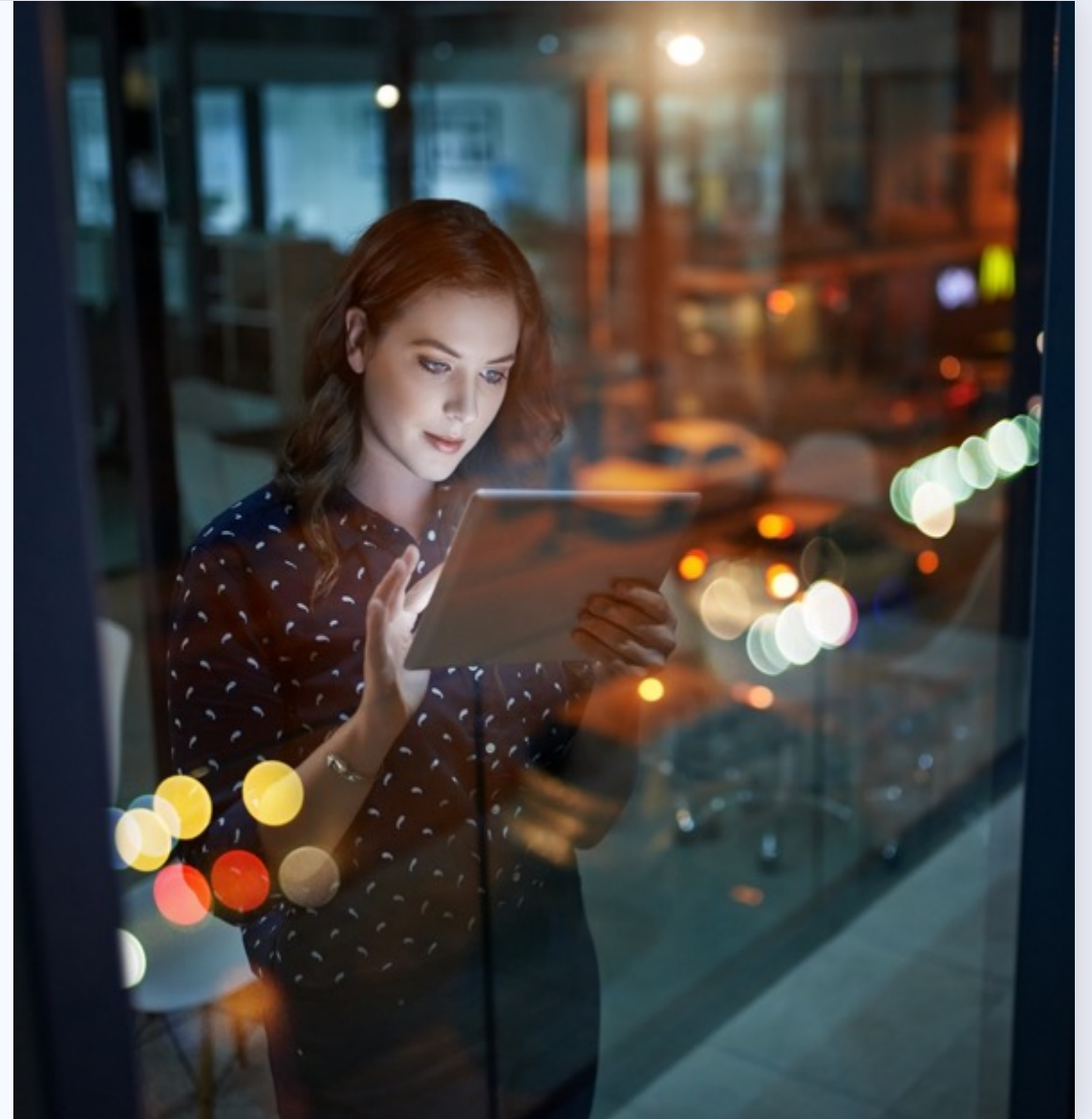
- Process timeline (Pre-screen, background, Civil Service review) = 21-32 days
- 0 applicants for Corrections in over 55 days
- 0 applicants for Enforcement in 30 days
- 4 applicants completed support test

THE SURVEY

- Approximately 75% contribution to a survey to date
- 27% have applied to job outside law enforcement or other law enforcement agency
and additionally
- 23% intend to retire within 3 years or less

Total potential loss of 50%

- 3 highest factors:
 - Lack of pay
 - Lack of incentive pay
 - Washington Laws



HOW DO WE COMPARE - SUPPORT

FEATURE	CLARK COUNTY	VPD	PRIVATE INDUSTRY CLERICAL
Starting Pay	\$18.95 (\$39,416)	\$25.25 (\$52,520)	\$21-25
Top Step	\$24.24 (\$50,419.2)	\$30 (\$62,000)	\$32-\$34 per hour
Shift Differential	.90 (swing & grave)	\$1.75 swing/ \$2.00 grave	No nights
Work From Home	No	Partial (some departments)	Yes
Work Schedule	4/3 @10.5 (night shifts)	5/2 @8 (night shifts)	5/2 @ 8 (no nights)
Background	Yes	Yes	No

HOW DO WE COMPARE - ENFORCEMENT

FEATURE	CLARK COUNTY	VPD	WSP	RPD
Vehicle and Fuel	Yes	No	Yes	Yes
5 Year Pay	\$80,262	\$99,396 + education	\$100,452 + 20 available incentives	\$87,372 + available incentives
Additional Incentive Pay for education, fitness, etc	No	Yes	Yes	Yes
Social Security	Yes	No	No	Yes
Work Schedule	4x4 @ 11.75	5,4,5,4,5,5 @10.5	4x3 @10.5	4X4 @ 11
Signing Bonus	No	\$10k & \$25k	No	\$20k

SUPPORT KEY ITEMS

Extensive Background - Candidates are required to divulge extensive details. Maintain extremely high standards (marijuana use, DUI, driving, and credit).

Working Hours– When compared to the “normal” job with comparable requirements, support staff are summoned to variable hours, shifts and hold over.

Remote Work– The requirement for general record staff to be on site does not meet the general change in society, outside work environments, and the comparable work.

Pay– Comparable work environments, and those with less responsibility both at work and in their life choices, pay significantly more.

CORRECTIONS KEY ITEMS

Extensive Background - Candidates are required to divulge extensive details. Maintain extremely high standards (marijuana use, DUI, driving, and credit).

Working Hours– When compared to the “normal” job with comparable requirements, corrections staff are summoned to variable hours, extended shifts.

Physical Requirements– Corrections staff are required to wear N95 masks through an entire shift.

Remote Work– The requirement for corrections staff to be on site does not meet the general change in society, outside work environments, and the comparable work.

Pay– Comparable work environments, and those with less responsibility both at work and in their life choices, pay significantly more. Corrections is often found to be a step into law enforcement.

ENFORCEMENT KEY ITEMS

Pay– Comparable work environments, and those within our jurisdiction pay significantly more, with less work hours. Incentive pay to include overtime (double time), education, fitness, specialty for armor, FTO, DRE, Instructor are available to others.

Working Hours– When compared to the “normal” job with comparable requirements, and to those within our jurisdiction, deputies work longer shifts with fewer days off.

Remote Work– Both commercial industry, and other police departments have adapted to the medical, and social changes. These entities have equipped and allow investigators, administrative staff, and others to work remotely.

Signing Bonus– Departments are offering both bonuses and benefits to new hires, laterals and even to current employees for referrals.

Innovative and Adaptive to Social Changes – Departments have been innovative with changes in uniforms, grooming standards, and appearance of their precincts, vehicles and equipment.

Washington State Laws and Society– Demands on law enforcement, news coverage, house bills and other changes criminalizing actions of law enforcement.

VACANCIES

CORRECTIONS	ENFORCEMENT	SUPPORT
21/16	13/9	10

- 0 applicants for Corrections in over 45 days
 - 0 applicants for Enforcement in 25 days
- 4 applicants completed Support test in 45 days
(have not completed any further steps)