

Appendix D. Arbitration decisions listing “recruitment and retention” as other factors

- *City of Orting v. Orting Police Guild* (26508-I-14) (Elinski, 2015) (Lists “recruitment and retention” as other factor under .465(1)(e)).
- *City of Union Gap v. Union Gap Police Officers Association* (23524-I-10) (Miller, 2011) (recruitment and retention as “other factors” under .465(1)(e)).
- *Spokane County v. Spokane County Deputy Sheriff's Association* (128358-I-16) (Williams, 2017) at p. 9: (Recognizing that “such other factors” found under (e) are routinely determined by interest arbitrators to include such things as “recruitment and retention,”)
- *Clark County v. Clark County Deputy Sheriffs Guild* (129560-I-17) (Nelson, 2018) (Recognizing recruitment/retention as “other factors”)
- *Clark County v. Clark County Deputy Sheriffs' Guild* (23615-I-10) (Lankford, 2012) (“other factors” includes recruitment and retention).
- *City of Everett v. IAFF Local 46* (127442-I-15) (Krebs, 2016) (“other factors includes “recruitment and retention”)