



# COUNTY OF HUMBOLDT

For the meeting of: 7/7/2020

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File #: 20-810

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**To:** Board of Supervisors

**From:** Sheriff

**Agenda Section:** Consent

**SUBJECT:**

Rescind Resolution for adoption of Recruitment and Retention Incentive Programs for Deputy Sheriff II Lateral Police Officer Hires and Dispatcher Hires

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Adopt a Resolution Rescinding Resolution No. 19-113 adopting a recruitment and retention incentive program for Deputy Sheriff II (class 0416B) lateral police officer candidates for any new hires effective July 1, 2020 (Attachment 1); and
2. Direct County Payroll to continue to make payments as outlined by Resolution No. 19-113 for any Deputy Sheriff II Laterals that were eligible for incentives prior to July 1, 2020; and
3. Adopt a Resolution Rescinding Resolution No. 19-114 adopting a recruitment and retention incentive program for Emergency Communications Dispatcher (class 0128) candidates effective July 1, 2020 (Attachment 2).

**SOURCE OF FUNDING:**

Sheriff's Seized Funds State Trust 3642

**DISCUSSION:**

The Humboldt County Sheriff's Office (HCSO) Deputy Sheriff and Dispatch positions have been severely short-staffed for several years. To support recruitment efforts, HCSO implemented Recruitment and Retention Incentive Programs first approved by the Board on June 19, 2018 for Deputy Sheriff II lateral hires and June 4, 2019 for Dispatcher lateral hires. The programs were later formalized in Resolution No. 19-113 (Attachment 3) and 19-114 (Attachment 4) approved by the Board on December 10, 2019. To date, HCSO has hired 8 Deputy Sheriff II Laterals who were eligible for the incentive program and 0 Dispatcher laterals.

In addition to the incentive programs, the Board approved an emergency increase of compensation range for Dispatchers on June 25, 2019. HCSO is pleased to advise the Board that due to the increased compensation for Dispatchers along with some improvements to the testing and recruitment and onboarding process, HCSO's Emergency Communications Center is fully staffed for the first time in a

long time. HCSO is requesting the Board adopt a resolution rescinding Resolution No. 19-114 adopting a recruitment and incentive program for Emergency Communications Dispatcher (class 0128) candidates, as it is no longer needed.

Due to the potential budget impacts of COVID-19, HCSO feels it would be prudent to eliminate the Deputy Sheriff II Lateral incentive program at this time. HCSO has been successful in hiring and training Deputy Sheriff Recruits and will continue to use that program to meet the needs of the department. As other agencies across the nation are forced to downsize due to budget impacts, it is anticipated that there may be an increase in eligible Deputy Sheriff II candidates for hire. Therefore, HCSO is requesting Resolution No. 19-113 adopting a recruitment and incentive program for Deputy Sheriff II Laterals (class 0416B) candidates be rescinded for any new hires effective July 1, 2020.

**FINANCIAL IMPACT:**

Based on historical recruitment at the time the programs were requested, HCSO had estimated that there would be up to \$24,000 per year in total payments. For FY2020-21, HCSO budgeted \$24,000 of asset forfeiture funds as a transfer into Sheriff Operations budget unit 1100-221 to pay for the program. Below is the remaining pay-out schedule for the eight Deputy Sheriff II Laterals hired under this program:

New Hire	FY2020-21	FY2021-22	FY2022-23	FY2023-24
1	3,000			
2	3,000	3,000		
3	3,000	3,000		
4	3,000	3,000		
5	3,000	3,000	3,000	
6	3,000	3,000	3,000	
7	3,000	3,000	3,000	
8	3,000	3,000	3,000	
<b>Total:</b>	<b>\$24,000</b>	<b>\$21,000</b>	<b>\$12,000</b>	<b>\$0</b>

**STRATEGIC FRAMEWORK:**

This action supports your Board’s Strategic Framework by managing our resources to ensure sustainability of services .

**OTHER AGENCY INVOLVEMENT:**

None

**ALTERNATIVES TO STAFF RECOMMENDATIONS:**

The Board may decide to not rescind the resolutions, however given the current staffing and potential budget impacts due to COVID-19, this is not recommended.

**ATTACHMENTS:**

Attachment 1 - Resolution Rescinding Resolution No. 19-113

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**File #: 20-810**

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Attachment 2 - Resolution Rescinding Resolution No. 19-114

Attachment 3 - Resolution No. 19-113

Attachment 4 - Resolution No. 19-114

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-25

Meeting of: June 19, 2018, March 5, 2019 and June 4, 2019, December 10, 2019

File No.: 18-593, 19-252, 19-254, 19-475