



COUNTY OF HUMBOLDT

For the meeting of: 8/18/2020

File #: 20-948

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

SUBJECT:

Hiring Bonus Reimbursement Agreement

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the Employee Bonus Payment Agreement for terms of repayment, which was drafted by County Counsel (Attachment 1); and
2. Authorize the Sheriff and Risk Management to execute the agreement.

SOURCE OF FUNDING:

Sheriff's Seized Funds State Trust 3642

DISCUSSION:

The county has established a Hiring Incentive Program for Lateral Deputy Sheriff Candidates. Under the program, lateral applicants were to receive a bonus of payment of \$3,000.00 upon hire, \$3,000.00 upon completion of probation, \$3,000.00 upon completion of two years of service, and \$3,000.00 upon completion of three years of service. One employee was hired and inadvertently was given all the incentive bonus (\$12,000.00) from the county prior to having earned \$9,000.00 of the program bonuses by passing applicable time periods. The bonus payments were made in error, without knowledge, fraud, or misrepresentation on the part of the county or employee. The parties wish to memorialize their understandings regarding the program bonus and potential repayment obligations with this agreement.

FINANCIAL IMPACT:

There is no impact to the General Fund. Sufficient funds for the incentive program were budgeted in fiscal year (FY) 2019-20 in Sheriff Operations (budget unit 1100221) as a transfer in from the Sheriff's Seized Funds State Trust 3642. The annual amount paid in incentives is dependent on the number of successful recruitments. The annual payments for FY2019-20 (including this overpayment) were \$36,000.00.

STRATEGIC FRAMEWORK:

File #: 20-948

This action supports your Board's Strategic Framework by enforcing laws and regulations to protect residents and investing in county employees.

OTHER AGENCY INVOLVEMENT:

Not applicable.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to deny approval of the contract, however this is not recommended. The Humboldt County Sheriff's Office is concerned this would create a hardship to the employee and reduce morale.

ATTACHMENTS:

Attachment 1 - Employee Bonus Payment Agreement

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A