

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA
Certified copy of portion of proceedings, Meeting on _____, 2021

RESOLUTION NO. 21-____

RESOLUTION ADOPTING A RECRUITMENT AND RETENTION INCENTIVE PROGRAM FOR CORRECTIONAL DEPUTY II LATERAL POLICE OFFICER CANDIDATES

WHEREAS, the County of Humboldt recognizes that there is a national crisis in recruiting and retaining law enforcement officers; and,

WHEREAS, the County of Humboldt is concerned about the shortage of qualified and available law enforcement officers for hire to the Humboldt County Sheriff's Office (HCSO); and,

WHEREAS, without significant recruitment efforts, HCSO is at risk for correctional deputy shortage levels that reduce the ability to safely and securely operate the Humboldt County Correctional Facility; and,

WHEREAS, reduced HCSO Correctional Deputy coverage jeopardizes the county's strategic goals of enforcing laws and regulations to protect residents; and,

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. That the County of Humboldt hereby adopts the Recruitment and Retention Incentive Program for Correctional Deputy II Lateral Officer Candidates that meet the eligibility criteria.
2. The eligibility criteria are as follows:

A Correctional Deputy II (*class 0424B*) Lateral Hire is a lateral correctional deputy candidate hired into as defined by the Board of State Community Corrections (BSCC) as someone who has completed a BSCC approved Corrections Core Course and has completed a 1-year probationary period with any California correctional facility.

The Correctional Deputy II Lateral Hire incentive program is for new candidates to HCSO. Correctional Deputy I candidates already employed by HCSO who are promoting to a Correctional Deputy II are not eligible for this incentive program. Correctional Deputies previously employed by HCSO and re-instated are not eligible for this incentive program.

3. The Board of Supervisors hereby authorizes the county payroll department to make recruitment and retention incentive payments to any Correctional Deputy II Lateral Hires that meet the eligibility criteria and were hired on December 7, 2021 or thereafter in accordance with the below payment schedule:

First Payment:	\$3,000.00 upon hire and completion of the Facility Training Program
Second Payment:	\$3,000.00 upon completion of probation
Third Payment:	\$3,000.00 thirty-six months from hire date with continuous service as a Correctional Deputy II. The third payment will be extended by any amount of time on leave of absence.

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4. IT IS AGREED that once Correctional Deputy I/II staffing levels are at full staffing, the Sheriff will re-evaluate the hiring incentive program and come back to the Board of Supervisors with a recommendation to either revise or terminate the incentive program. The Sheriff may recommend to revise or terminate the incentive program sooner by coming back to the Board of Supervisors to rescind or revise this resolution.

Chair of the Board of Supervisors

VIRGINIA BASS, Chair of the Board

Adopted on motion by Supervisor _____, Seconded by Supervisor _____, and the following vote:

AYES:

NAYS:

ABSENT:

ABSTAIN:

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STATE OF CALIFORNIA)
County of Humboldt)

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be a full, true, and correct copy of the original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California as the same now appears of record in my Office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors.

KATHY HAYES
Clerk of the Board of Supervisors of
the County of Humboldt, State of California