



# COUNTY OF HUMBOLDT

For the meeting of: 8/24/2021

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File #: 21-1140

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**To:** Board of Supervisors

**From:** Sheriff

**Agenda Section:** Consent

**SUBJECT:**

Resolution to Adopt Recruitment and Retention Incentive Program for Deputy Sheriff II Lateral Police Officer Hires

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Adopt Resolution No. \_\_\_\_\_ adopting a recruitment and retention incentive program for Deputy Sheriff II (class 0416B) lateral police officer candidates.

**SOURCE OF FUNDING:**

Sheriff's Seized Funds State Trust 3642

**DISCUSSION:**

Law Enforcement personnel shortages are occurring nationwide, and Humboldt County is no exception. The Humboldt County Sheriff's Office (HCSO) is experiencing a severe shortage of Deputy Sheriffs that is threatening its ability to continue to provide the same level of services to the community. Of the 85 Deputy Sheriff I/II positions, 8 are underfilled with Deputy Recruits in the academy or in the field training program and 15 are vacant. Therefore only 73% of HCSO's allocated positions are available to fill its many obligations to the community. Our Deputy Sheriffs are working harder than ever to keep up with the demands of the job, which includes dealing directly with higher rates of violence, drug addiction, mental illness, and various declared local emergencies. HCSO needs to pull out all stops in our recruitment of Deputy Sheriffs.

Hiring Deputies with experience cuts the training program down from 10 months (6-month academy) - to 6 weeks. Deputies are hired that already have attended a police academy, already passed a field training program, and successfully passed a probationary period at a POST certified law enforcement agency. The invaluable experience the county receives by hiring a lateral officer outweighs the cost of this incentive payment.

As a means to stimulate lateral recruitment of deputies and retain them, the Sheriff is proposing to reinstate a recruitment and retention incentive program that was originally implemented in June 2018 but

was rescinded in July 2020 in light of budget concerns when the COVID pandemic hit. The incentive program would provide a \$12,000 recruitment/retention incentive paid in four installments as follows:

- First Payment: \$3,000 upon hire
- Second Payment: \$3,000 upon completion of probation
- Third Payment: \$3,000 24 months from hire date. The third payment will be extended by any amount of time on leave of absence.
- Fourth Payment: \$3,000 36 months from hire date. The fourth payment will be extended by any amount of time on leave of absence.

The incentive program will be paid for from the HCSO's State Asset Forfeiture Trust Fund 3642.

**FINANCIAL IMPACT:**

There is no impact to the General Fund. The current balance HCSO's State Asset Forfeiture Trust Fund 3642 is \$1,198,228.01 and has sufficient funds to cover this program. At the time of the FY2021-22 budget preparation, HCSO budgeted \$21,000 in budget unit 1100-221 Sheriff Operations as a transfer-in to cover payments coming due for the previous incentive program. Since that time three of those Deputies have since retired or resigned and only \$9,000 is needed to cover payments that will come due. HCSO believes the remaining \$12,000 is sufficient to cover any new payments for this program for FY2021-22. Therefore, no supplemental budget is requested.

**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 adopt the resolution and not reinstate the incentive program, however this is not recommended. HCSO's highest priority is recruitment and retention of its staff and it believes this program will help fill some Deputy Sheriff vacancies.

**ATTACHMENTS:**

Attachment 1 - Resolution for Incentive Program

**PREVIOUS ACTION/REFERRAL:**

Board Order No.: N/A

Meeting of: N/A

File No.: N/A