



# COUNTY OF HUMBOLDT

For the meeting of: 12/10/2019

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File #: 19-1475

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**To:** Board of Supervisors

**From:** Sheriff

**Agenda Section:** Consent

**SUBJECT:**

Resolution to Adopt 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 Resolution No. \_\_\_\_\_ adopting a recruitment and retention incentive program for Deputy Sheriff II (class 0416B) lateral police officer candidates; and
2. Adopt Resolution No. \_\_\_\_\_ adopting a recruitment and retention incentive program for Emergency Communications Dispatcher (class 0128) candidates.

**SOURCE OF FUNDING:**

Sheriff's Seized Funds State Trust 3642

**DISCUSSION:**

The Board originally approved the Deputy Sheriff II incentive program on June 19, 2018, effective for fiscal year (FY) 2017-18 and again on March 5, 2019, to further clarify terms of the program. The March 5, 2019, agenda item had a clerical error stating that the program would be effective June 19, 2018. It was meant to be effective for the FY 2017-18, meaning July 1, 2017, and thereafter. In order to correct this error, the County Administrative Office (CAO) recommended that the incentive programs be outlined in a resolution so multiple agenda items wouldn't have to be referenced when trying to implement the program. At the CAO's recommendation, the Sheriff's Office has summarized the incentive programs for both the Deputy Sheriff II and Dispatchers in the attached resolutions. The incentive program for the Dispatchers was originally approved at the June 4, 2019, Board of Supervisors meeting.

**FINANCIAL IMPACT:**

There is no impact to the General Fund. Making the incentive program effective for the entire 2017-18 fiscal year will allow one more employee to receive this incentive, at a cost of \$3,000. However, the incentive has already been paid to the employee because, as state above, the original intent of the program was that it would be effective for the entire 2017-18 fiscal year.

In the future, the Sheriff's Office will transfer funds from the Sheriff's Seized Funds State Trust 3642 to Sheriff Operations (budget unit 1100221, object code 9101-Transfer In), and will bring a supplemental budget to your Board, as needed to cover the incentives paid for this program each fiscal year. The annual amount paid in incentives is dependent on the number of successful recruitments. Based on historical recruitment it is estimated that there would be up to \$24,000 per year in total payments.

**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 resolutions and leave the incentive programs defined in the previous agenda items versus being defined in a resolution.

**ATTACHMENTS:**

Attachment 1 - Resolution for Deputy Sheriff II

Attachment 2 - Resolution for Dispatchers

**PREVIOUS ACTION/REFERRAL:**

Board Order No.: C-25

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

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