

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of November 18, 2025

RESOLUTION NO.

RESOLUTION ADOPTING A RECRUITMENT AND RETENTION INCENTIVE PROGRAM FOR IDENTIFIED JOB CLASSIFICATIONS ASSIGNED TO THE DHHS BEHAVIORAL HEALTH PROGRAMS OF HUMBOLDT COUNTY CORRECTIONAL FACILITY (HCCF) AND DIVERSION

WHEREAS, Staffing levels continue to be a major issue in the Department of Health and Human Services' (DHHS) ability to appropriately serve community members, staff and partners; and

WHEREAS, DHHS has a total of 13 allocations in the DHHS Behavioral Health programs of Humboldt County Correctional Facility (HCCF) and Diversion, 5 of which are currently vacant; and

WHEREAS, The impacts of the staffing shortages in the above-referenced classifications can have drastic impacts on community members, staff and partners; and

WHEREAS, The California Department of State Hospitals (DSH) Felony Mental Health Diversion program, per Penal Code (PC) section 1001.36 and Welfare and Institutions Code (WIC) 4361, was funded as a program to allow felony IST defendants and felony defendants the courts deemed likely to be found IST on their current charges to be diverted into intensive community mental health treatment in lieu of inpatient DSH competency restoration treatment. The DSH Felony Mental Health Diversion program partners with counties, such as Humboldt, in order to connect individuals to long-term community treatment after the completion of diversion. The intended outcome of the program is to provide IST defendants with ongoing community supports and mental health treatment to prevent the circumstances that led to arrest; and

WHEREAS, grant funding is available to fund this incentive program through the Department of State Hospitals, which is intended to assist counties in supporting the work needed to provide Diversion services to justice involved clients found Incompetent to Stand Trial (IST); and

WHEREAS, In an effort to stimulate recruitment and retention of the above-referenced classifications in these programs, DHHS is proposing a recruitment and retention incentive program. The incentive program would provide a one-time recruitment and retention incentive of \$10,000 per eligible employee.

NOW, THEREFORE, IT IS HEREBY PROCLAIMED that this incentive program will provide a one-time recruitment and retention incentive of \$10,000 per eligible employee to be paid as follows: 1. Current employees assigned to the DHHS Behavioral Health programs of HCCF or Diversion AND that hold permanent status in classifications listed above at the time of adoption of this resolution: \$3,000 to be issued the pay period following Board approval of this resolution; AND \$7,000 to be issued 26 pay periods following issuance of the first payment. 2. Current employees assigned to the DHHS Behavioral Health programs of HCCF or Diversion AND that hold probationary status in classifications listed above at the time of adoption of this resolution: \$3,000 upon successful completion of probationary period and attaining permanent status in the eligible classification; AND, \$7,000 to be issued 26 pay periods following issuance of the first payment. 3. Current

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employees that promote, demote, or transfer into an eligible position with an effective date after adoption of this resolution and before June 30, 2026. \$3,000 upon successful completion of 13 pay periods; AND, \$7,000 to be issued 26 pay period following issuance of the first payment. 4. Newly hired employees assigned to the DHHS Behavioral Health programs of HCCF or Diversion AND that are in probationary status in one of the classifications listed above with a start date after adoption of this resolution and before June 30, 2026: \$3,000 upon successful completion of probationary period and attaining permanent status in the eligible classification; AND, \$7,000 to be issued 26 pay periods following issuance of the first payment; and

IT IS FURTHER PROCLAIMED AND ORDERED that the following eligibility parameters shall apply to this recruitment and retention incentive program: 1. Staff who have their probationary period extended shall not be eligible for this incentive payment until they have successfully completed their probationary period in the eligible classification and/or assignment. 2. Staff who voluntarily promote, demote or transfer out of an eligible classification or assignment prior to the pay period start date that the payment effective date falls within shall forfeit eligibility for this incentive payment. 3. Staff who hold permanent status in an eligible classification and assignment who are reassigned out of an eligible assignment due to program need shall receive a pro-rated amount of the second payment. The pro-rated amount will be calculated based on the number of pay periods worked in the eligible assignment. 4. Staff who separate from the county prior to the pay period start date that the payment effective date falls within shall forfeit eligibility for this incentive payment. 5. Staff in less than 1.0 full-time equivalent (FTE) positions shall receive pro-rated payment amounts based on their FTE.

Dated: November 18, 2025

Supervisor Mike Wilson, Vice-Chair
Humboldt County Board of Supervisors

Adopted on motion by Supervisor_____, seconded by Supervisor_____, and the following vote:

AYES:	Supervisors	--
NAYS:	Supervisors	--
ABSENT:	Supervisors	--
ABSTAIN:	Supervisors	--

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STATE OF CALIFORNIA)

County of Humboldt)

I, Tracy Damico, 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.

By Kaleigh Maffei
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California