

RESOLUTION NO. 19-____

RESOLUTION ADOPTING A RECRUITMENT AND RETENTION INCENTIVE PROGRAM FOR EMERGENCY COMMUNICATIONS DISPATCHER CANDIDATES

WHEREAS, the County of Humboldt recognizes that Emergency Communications Dispatchers (“Dispatchers”) are critical to the operations of the Humboldt County Sheriff’s Office (HCSO); and,

WHEREAS, the County is concerned about the shortage of qualified and available Dispatchers for hire to HCSO; and,

WHEREAS, without significant recruitment efforts, HCSO is at risk for Dispatcher shortage levels requiring HCSO to reassign Community Services Officers (CSO) and Sheriff Deputies from their patrol assignments to assist in the Emergency Communications Center (ECC); and,

WHEREAS, pulling CSO’s and Sheriff Deputies from patrol to cover the ECC reduces HCSO deputy coverage and 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 Emergency Communications Dispatcher Candidates that meet the eligibility criteria.

2. The eligibility criteria are as follows:

An Emergency Communications Dispatcher (*class 0128*) with a minimum of one-year experience and possesses the POST basic dispatch training certificate.

The Dispatcher incentive program is for new candidates to HCSO. Dispatchers 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 Dispatcher hires that meet the eligibility criteria and were hired June 4, 2019 or thereafter in accordance with the below payment schedule:

- \$3,000.00 upon hire
- \$1,000.00 upon completion of the 6-month dispatch training program
- \$1,000.00 upon completion of the 1-year probationary period

4. IT IS AGREED that once Dispatcher 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.

5. This resolution is effective June 4, 2019 when the incentive program was first approved by the Board of Supervisors.

Chair of the Board of Supervisors

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA
Certified copy of portion of proceedings, Meeting on _____, 2019

REX BOHN, Chair of the Board

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

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

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA
Certified copy of portion of proceedings, Meeting on _____, 2019

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