



COUNTY OF HUMBOLDT

For the meeting of: 6/4/2019

File #: 19-254

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

SUBJECT:

Establishment of Hiring Incentives Program for class 0128 Emergency Communications Dispatcher (Dispatcher)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the establishment of a hiring incentive program for class 0128 Emergency Communications Dispatcher with a minimum of one-year experience and possesses the POST basic dispatch training certificate effective immediately as follows:
 - a. \$3,000 upon hire
 - b. \$1,000 upon completion of the 6-month dispatch training program
 - c. \$1,000 upon completion of the 1-year probationary period;
2. Continue the incentive program until such time that the Dispatcher positions are filled or until such time that the Sheriff's Department requests the program to be discontinued, whichever comes first; and
3. Instruct payroll to pay any new Dispatchers meeting the outlined criteria of the program until the incentive program is discontinued.

SOURCE OF FUNDING:

Sheriff's Seized Funds State Trust 3642

DISCUSSION:

The Humboldt County Sheriff's Office Emergency Communications Center (ECC) is critical to the operations of the Sheriff's Office and is responsible for handling all 911 calls for the county. The Emergency Communications Dispatchers assigned to the ECC work 24 hours a day, 7 days a week. They are the conduit to the Sheriff Deputies on the road, ensuring they are safe and have all the information they need to handle all calls for service.

The ECC has experienced difficulties with recruiting and retaining Dispatchers for many years. As one of several dispatch centers in the county, the ECC is consistently competing for the same candidates. Currently the ECC is allocated 7 Dispatchers, 2 Senior Dispatchers, and 1 Supervisor for a total of 10

staff. At this time, there are 6 vacant Dispatch positions. This is a critical shortage and the Sheriff's Office has had to pull Community Services Officers and Sheriff Deputies from their normal assignments to assist the ECC in order for operations to continue.

One method to assist the Sheriff's Office to successfully compete in attracting qualified candidates is to implement a hiring incentive program in-line with other local dispatch centers. After evaluating other industry and local hiring bonus programs, the Sheriff's Office is recommending \$5,000 paid in three installments over the course of one year. This hiring incentive program will aid us in filling the 6 vacant positions that currently exist in the ECC.

FINANCIAL IMPACT:

There is no impact to the general fund. The Sheriff's Business Office will transfer funds from the Sheriff's Federal Asset Forfeiture Trust 3639 to Sheriff Operations budget unit 1100221 or Sheriff Measure Z budget unit 1100297 object code 9101 Transfer In as needed to cover the incentives paid for this program each fiscal year. As of May 10, 2019 the Sheriff's Federal Asset Forfeiture Trust 3639 has a balance of \$227,566.38.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by managing our resources to ensure sustainability of services .

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny the request to approve the establishment of a hiring incentive program for Dispatchers, however, this is not recommended as the Sheriff's Office will continue to struggle with recruitment and retention of qualified staff to effectively serve the community.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A