

**RESOLUTION NO. 21-\_\_\_**

**RESOLUTION ADOPTING A RECRUITMENT AND RETENTION INCENTIVE PROGRAM FOR DEPUTY SHERIFF II LATERAL POLICE OFFICER CANDIDATES**

WHEREAS, the County of Humboldt recognizes that there is a national crisis in recruiting and retaining law enforcement officers; and,

WHEREAS, the County is concerned about the shortage of qualified and available law enforcement officers for hire to the Humboldt County Sheriff’s Office (HCSO); and,

WHEREAS, without significant recruitment efforts, HCSO is at risk for deputy shortage levels that reduce the amount of coverage HCSO is able to provide to the residents of Humboldt County; and,

WHEREAS, reduced HCSO deputy coverage 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 Deputy Sheriff II Lateral Police Officer Candidates that meet the eligibility criteria.
2. The eligibility criteria are as follows:

A Deputy Sheriff II (*class 0416B*) Lateral Hire is a lateral police officer candidate hired into as defined by the California Commission on Peace Officer Standards and Training (POST) as someone who has completed a POST-certified Regular Basic Course (basic academy) and is currently employed as a police officer in California, or who within the last three (3) years has worked as a police officer in California and possesses a valid POST Basic Certificate or a valid POST Basic Course Waiver, or who was employed as a police officer more than three years ago but has completed a California POST Requalification Course.

The Deputy Sheriff II Lateral Hire incentive program is for new candidates to HCSO. Deputy Sheriff I candidates already employed by HCSO who are promoting to a Deputy Sheriff II are not eligible for this incentive program. Deputies 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 Deputy Sheriff II Lateral Hires that meet the eligibility criteria and were hired on September 1, 2021 or thereafter in accordance with the below payment schedule:

First Payment:	\$3,000.00 upon hire
Second Payment:	\$3,000.00 upon completion of probation
Third Payment:	\$3,000.00 twenty-four months from hire date. The third payment will be extended by any amount of time on leave of absence.
Fourth Payment:	\$3,000.00 thirty-six months from hire date. The fourth payment will be extended by any amount of time on leave of absence.

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4. IT IS AGREED that once Deputy Sheriff I/II 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. The Sheriff may recommend to revise or terminate the incentive program sooner by coming back to the Board of Services to rescind or revise this resolution.

Chair of the Board of Supervisors

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**VIRGINIA BASS**, 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 \_\_\_\_\_, 2021**

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.

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KATHY HAYES  
Clerk of the Board of Supervisors of  
the County of Humboldt, State of California