



# COUNTY OF HUMBOLDT

For the meeting of: 3/5/2019

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File #: 19-252

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**To:** Board of Supervisors

**From:** Sheriff

**Agenda Section:** Consent

**SUBJECT:**

Establishment of Hiring Incentives Program for Deputy Sheriff II Lateral Police Officer Candidates as Defined in the Discussion Section (“Deputy Sheriff II Lateral Hires”)

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Retroactively approve the establishment of a hiring incentive program for class 0416B Deputy Sheriff II Lateral Hires effective June 19, 2018 as follows:
  - a. \$3,000.00 upon hire
  - b. \$3,000.00 upon completion of probation
  - c. \$3,000.00 upon completion of two years
  - d. \$3,000.00 upon completion of three years;
2. Continue the incentive program until such time that the Deputy Sheriff I/II 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 retroactively pay any Deputy Sheriff II Lateral Hires hired on or after June 19, 2018 and to pay any new Deputy Sheriff II Lateral Hires until the incentive program is discontinued.

**SOURCE OF FUNDING:**

Sheriff’s Seized Funds State Trust 3642

**DISCUSSION:**

At the June 29, 2018 Board of Supervisors meeting your Board approved a supplemental budget request to establish hiring incentives for lateral recruitment of Deputy Sheriff II’s. The details of the hiring incentive program were outlined in the discussion section of the agenda item (Attachment 1). The intent of the June 29, 2018 agenda item was for the hiring incentive program to be approved in addition to the supplemental budget request. However, this was not clearly outlined in the recommendations. The purpose of today’s agenda item is to clarify the recommendations and seek approval of the program retro-active to the original agenda date.

A Deputy Sheriff II Lateral Hire is a lateral police officer candidate 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 the Humboldt County Sheriff's Department. Deputy Sheriff I candidates already employed by the Humboldt County Sheriff's Department who are promoting to a Deputy Sheriff II are not eligible for this incentive program.

There have been two Deputy Sheriff II Lateral Hires since the June 29, 2018 Board of Supervisors meeting. These two Deputy Sheriff II's were recruited with the impression that this incentive program was already approved by the Board of Supervisors. Upon submission of paperwork to payroll to process hiring incentive payments, it was discovered that the original agenda item was not clear enough for payroll to proceed with payment.

The original agenda item included a referral payment of \$500.00 for current employees that referred a successful candidate. After further review this portion of the incentive program is no longer recommended.

FINANCIAL IMPACT:

There is no impact to the general fund. The Sheriff's Business Office will transfer funds from the Sheriff's Seized Funds State Trust 3642 to Sheriff Operations budget unit 1100221 object code 9101 Transfer In as needed to cover the incentives paid for this program each fiscal year. As of February 14, 2019 the Sheriff's Seized Funds State Trust 3642 has a balance of \$1,134,862.97. 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 \$24,000.00 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:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny the request to retro-actively approve the establishment of a hiring incentive program for Deputy Sheriff II Lateral Hires, 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:

Attachment 1 - Humboldt County Sheriff's Office Agenda Item to Establish Hiring Incentives

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**PREVIOUS ACTION/REFERRAL:**

Board Order No.: C-25

Meeting of: June 19, 2018

File No.: 18-593