

RESOLUTION NO. 22-125

**RESOLUTION ADOPTING A RECRUITMENT AND RETENTION INCENTIVE PROGRAM FOR ELIGIBILITY PROGRAM STAFF AND CANDIDATES FOR FISCAL YEARS 2022-2023 THROUGH 2023-2024**

**WHEREAS**, the County of Humboldt recognizes that there is a crisis in recruiting and retaining eligibility program staff; and

**WHEREAS**, the County of Humboldt is in urgent need of qualified and available eligibility program staff for hire to the Department of Health and Human Services – Social Services Branch (DHHS – Social Services); and

**WHEREAS**, without significant recruitment and retention incentive efforts, DHHS – Social Services is experiencing eligibility program shortage levels that reduce the ability to meet program mandates under state and federal regulations; and

**WHEREAS**, reduced DHHS – Social Services eligibility program staff jeopardizes the County of Humboldt’s strategic goals of helping residents meet basic needs and lead better lives; and

**WHEREAS**, reduced DHHS – Social Services eligibility program staff impacts workforce wellness and morale, by not being able to provide critical support to those who are in need.

**NOW THEREFORE, THE HUMBOLDT COUNTY BOARD OF SUPERVISORS HEREBY RESOLVES AS FOLLOWS:**

1. The Humboldt County Board of Supervisors hereby adopts the Recruitment and Retention Incentive Program for Eligibility Specialist, Integrated Caseworker and Employment Training Workers that meet the following eligibility criteria:
  - a. Current staff already holding the classifications of Eligibility Specialist Trainee/I/II/III (class 1731), Eligibility Supervisor (class 1729), Integrated Caseworker I/II (class 0719), Integrated Caseworker III (class 0720), Supervising Integrated Caseworker (class 0721), Employment & Training Worker I/II (class 0722), Employment and Training Worker III (class 0723) and Employment and Training Supervisor (class 0724) and holds permanent status or held permanent status within a qualifying classification series within the previous six months.
  - b. Current staff holding the classifications of Eligibility Specialist Trainee/I/II/III (class 1731), Eligibility Supervisor (class 1729), Integrated Caseworker I/II (class 0719), Integrated Caseworker III (class 0720), Supervising Integrated Caseworker (class 0721), Employment and Training Worker I/II (class 0722), Employment and Training Worker III (class 0723) and Employment and Training Supervisor (class 0724) at the time of adoption of this resolution upon completion of probationary period.
  - c. New hires in the classifications of Eligibility Specialist Trainee/I/II/III (class 1731), Eligibility Supervisor (class 1729), Integrated Caseworker I/II (class 0719), Integrated Caseworker III (class 0720), Supervising Integrated Caseworker (class 0721), Employment and Training Worker I/II (class 0722), Employment and Training Worker III (class 0723) and Employment and Training Supervisor (class 0724) with a start date after adoption of this resolution and before June 30, 2024 upon completion of probationary period and attaining permanent status.

**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA**  
**Certified Copy of Portion of Proceedings for the Meeting of October 18, 2022**

d. The Eligibility Program recruitment and incentive program is for new candidates that are hired and attain permanent status in a qualifying classification and current staff that have either not yet attained permanent status or are currently holding permanent status in a qualifying classification. Staff that receive the recruitment and retention incentive in one qualifying classification will not be eligible to a second incentive if there is a resignation, reinstatement, transfer, promotion or demotion to another qualifying classification.

3. The Humboldt County Board of Supervisors hereby authorizes the county payroll department to make the one-time only recruitment and retention incentive payment to any eligibility staff that meet one of the eligibility criteria in accordance with the following payment criteria:

<i>Current staff in classifications listed above at time of adoption of this resolution:</i>	<i>\$1,000 if holding permanent status in current qualifying classifications OR held permanent status in a qualifying classification in the previous six months</i>
<i>Current staff in classifications listed above at the time of adoption of this resolution</i>	<i>\$1,000 upon successful completion of probationary period</i>
<i>New hires in classifications listed above with a start date after adoption of this resolution and before June 30, 2024:</i>	<i>\$500.00 upon hire and \$1,000 upon successful completion of probationary period and attaining permanent status in qualifying classifications</i>

Dated: October 18, 2022

\_\_\_\_\_  
 Virginia Bass, Chair  
 Humboldt County Board of Supervisors

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

- AYES: Bass, Bohn, Bushnell, Wilson, Madrone  
 NOES:  
 ABSENT:  
 ABSTAIN:

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.

\_\_\_\_\_  
 NIKKI TURNER  
 Deputy Clerk of the Board of Supervisors of  
 The County of Humboldt, State of California

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BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA  
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Dated: October 18, 2022

  
Virginia Bass, Chair  
Humboldt County Board of Supervisors

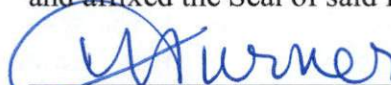
Adopted on motion by Supervisor Wilson, Seconded by Supervisor Bushnell, and the following vote:

AYES: Bass, Bohn, Bushnell, Wilson, Madrone  
NOES:  
ABSENT:  
ABSTAIN:

STATE OF CALIFORNIA  
County of Humboldt

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IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors.



NIKKI TURNER  
Deputy Clerk of the Board of Supervisors of  
The County of Humboldt, State of California