



COUNTY OF HUMBOLDT

AGENDA ITEM NO.
C-25

For the meeting of: June 19, 2018

Date: May 21, 2018
To: Board of Supervisors
From: William F. Honsal, Sheriff **WFA**
Subject: Fiscal Year 2017-18 Budget Adjustment Request for Humboldt County Sheriff's Operations Budget Unit 221 to Establish Hiring Incentives (4/5 vote required)

RECOMMENDATION(S):

That the Board of Supervisors:

Approve a supplemental budget adjustment request in Budget Unit 221 Sheriff – Operations to establish hiring incentives for lateral recruitment in FY budget 2017-18 approved budget (4/5 vote required).

Revenue		
1100-221-707029	Asset Forfeiture Revenue	\$24,000
Expense		
1100-221-3245	Hiring Incentives	\$24,000

SOURCE OF FUNDING:

Sheriff's Seized Funds State Trust 3642

Prepared by *Norma S. Lorenzo*
Norma S. Lorenzo, Deputy Director Sheriff Admin

CAO Approval *[Signature]*

REVIEW:	Auditor <u><i>CS</i></u>	County Counsel <u><i>NAD</i></u>	Human Resources <u><i>AD</i></u>	Other _____
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TYPE OF ITEM:
 Consent
 Departmental
 Public Hearing
 Other _____

PREVIOUS ACTION/REFERRAL:

Board Order No. _____
Meeting of: _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor *Wilson*
Seconded by Supervisor *Bass*

Ayes *Bass, Fennell, Swidberg, Bohn, Wilson*
Nays _____
Abstain _____
Absent _____
And carried by those members present, the Board hereby approves the recommended action contained in this report.

Dated: *6/19/18*

By: *[Signature]*
Kathy Hayes, Clerk of the Board

DISCUSSION:

In this time of police shootings and protesters, recruitment and retention of qualified deputies is a problem that plagues sheriffs state-wide. As a means to stimulate lateral recruitment of deputies who have already completed a California Peace Officers Standards and Training (POST) academy and field training, the Sheriff is proposing to initiate a hiring incentive program.

The Sheriff's Office is requesting a supplemental budget adjustment in the amount of \$24,000 in the approved FY 2017-18 Sheriff's Operations budget unit 1100-221 to transfer revenue and establish the appropriate budget expense line to record hiring incentive costs. Hiring incentives are proposed as a means to encourage lateral transfers from other agencies. The proposed incentives are to be paid out over a period of 3 years to encourage retention. If approved, the Sheriff anticipates the incentive program to continue in FY 2018-19 as well.

Estimated costs annually for recruitment incentives are \$24,000, with asset forfeiture funds dedicated to the incentive program on an ongoing basis. Once full staffing has been obtained the program may be suspended. The incentive program will be structured as follows:

- \$3,000.00 upon hire
- \$3,000.00 upon completion of probation
- \$3,000.00 upon completion of two years
- \$3,000.00 upon completion of three years

Referrals from current employees would also be part of the incentive program. A payout of \$500 to the referring party will be made once a lateral deputy has completed the pre-employment testing and background investigation. The referral incentive was used successfully in the Correctional Facility in past years and is under consideration for future reinstatement.

Although the incentive program is not a part of any bargaining agreement, the Humboldt Deputy Sheriff's Organization (HDSO) and Humboldt County Human Resources were both consulted. Neither entity expressed concerns about the proposed program and voiced support in subsequent email communications.

FINANCIAL IMPACT:

A supplemental budget adjustment in the amount of \$24,000 is requested to establish a line item in the approved FY 2017-18 budget for the Humboldt County Sheriff's Operations budget unit 1100-221. Funds will be transferred from Sheriff's Asset Forfeiture State Trust 3642 to cover 100 percent of the incentive costs. Trust 3642 has a current balance of \$218,857.

The estimated annual cost for recruitment incentives is \$24,000. Sheriff's federal and state asset forfeiture distributions average approximately \$200,000 annually. Dedication of asset forfeiture funds to the recruitment incentive program will not impact other department programs and will have no impact on General Fund.

The budget adjustment meets the Board of Supervisors Strategic Framework Plan goal of providing community-appropriate levels of service by investing in county employees.

OTHER AGENCY INVOLVEMENT: None