



COUNTY OF HUMBOLDT

Legislation Text

File #: 21-1653, Version: 1

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

SUBJECT:

Resolution to Adopt a Recruitment and Retention Incentive Program for Correctional Deputy II Lateral Police Officer Hires and Supplemental Budget (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt Resolution No. _____ adopting a recruitment and retention incentive program for Correctional Deputy II (class 0424B) lateral police officer candidates (Attachment 1); and
2. Approve a supplemental budget for fiscal year (FY) 2021-22 for \$18,000 in budget unit 1100-243 Correctional Facility (Attachment 2). (4/5 vote required)

SOURCE OF FUNDING:

Sheriff's Seized Funds State Trust (3642)

DISCUSSION:

Law Enforcement personnel shortages are occurring nationwide, and Humboldt County is no exception. The Humboldt County Sheriff's Office (HCSO) is experiencing a severe shortage of Correctional Deputies that is threatening its ability to continue to provide the same level of services to the community. Of the 79 Correctional Deputy I/II positions, 15 are vacant. Therefore, only 81% of HCSO's allocated positions are available to fill its many obligations to the community with 19% vacant. Our Correctional Deputies are working harder than ever to keep up with the demands of the job, which includes dealing directly with higher rates of violence, drug addiction, mental illness and various declared local emergencies. With state legislation over the past several years, such as Assembly Bill 109 and Proposition 47, much of the supervision for offenders has been shifted from the state to the county. Additionally, several neighboring counties have received significant pay increase making it challenging to compete. Both Mendocino and Shasta counties have increased the salary of their Correctional Deputies over the past few years. A Correctional Deputy II in Humboldt County has a starting wage of \$20.08 compared to \$24.53 in Mendocino County for their lowest level Correctional Deputy and \$22.84 for the lowest level of Correctional Deputy in Shasta County. HCSO needs to pull out all stops in our recruitment of Correctional Deputies.

Hiring Deputies with experience cuts the training program down significantly and saves the county the expense of sending them out of the county for the Correctional Core course as there is not a course available locally. This cost alone between tuition, accommodation and per diem would nearly approach the amount of the incentive. The invaluable experience and cost savings the county receives by hiring a lateral officer outweighs the cost of this incentive payment.

As a means to stimulate lateral recruitment of Correctional Deputies and retain them, the Sheriff is proposing a recruitment and retention incentive program. The incentive program would provide a \$9,000 recruitment/retention incentive paid in three installments as follows:

First Payment:	\$3,000 upon hire and completion of the Facility Training Program
Second Payment:	\$3,000 upon completion of probation
Third Payment:	\$3,000 36 months from hire date with continuous service as a Correctional Deputy II. The third payment will be extended by any amount of time on leave of absence.

The incentive program will be paid for from the HCSO's State Asset Forfeiture Trust Fund 3642.

FINANCIAL IMPACT:

There is no impact to the General Fund. The current balance of HCSO's State Asset Forfeiture Trust Fund 3642 is \$1,198,227.41 and has sufficient funds to cover this program. HCSO is hopeful that it will recruit at least six Correctional Deputy II laterals. Therefore, a supplemental budget in the amount of \$18,000.00 is requested to increase salary and transfer in revenue from the asset forfeiture account to cover this expense in budget unit 1100-243 Correctional Facility (attachment 2).

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may decide to not adopt the resolution and not reinstate the incentive program, however this is not recommended. HCSO's highest priority is recruitment and retention of its staff and it believes this program will help fill some Deputy Sheriff vacancies.

ATTACHMENTS:

Attachment 1 - Resolution for Incentive Program
Attachment 2 - Supplemental Budget for 1100-243

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A
Meeting of: N/A
File No.: N/A

