

RESOLUTON NO. 24- 8909

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF PLUMAS AUTHORIZING
PLUMAS COUNTY SHERIFF'S OFFICE HIRING BONUS INCENTIVE.**

WHEREAS, recruitment and retention for Correctional Officer positions across the county has been an ongoing challenge for several years; and,

WHEREAS, the Plumas County SEA endorses the adoption of a hiring bonus for correction officers

WHEREAS, several local law enforcement agencies including local comparator agencies in Northern California have recently implemented recruitment and retention incentives such as hiring bonuses to attract applicants and maintain public safety staffing at required levels; and

WHEREAS, this problem is exacerbated by the need to hire and train additional staff in order to open and operate the new correctional facility that is on schedule to be completed and occupied within the next 6 months

WHEREAS, innovative recruitment incentives such as hiring bonuses have become one of the latest tools being used by law enforcement agencies to enhance recruitment efforts of new hires and lateral hires from other agencies; and

WHEREAS, the County places the safety and security of its residents as its main priority.

NOW, THEREFORE, BE IT RESOLVED:

The Plumas County Board of Supervisors authorizes a temporary law enforcement hiring bonus program to be in effect from May 01, 2024, to April 30, 2025 consisting of hiring bonus payments for the Correctional Officer I/II classifications in the following amounts:

1. One-fourth, (1/4), \$2,500.00 paid in the Employee's first payroll check upon completion of a successful background and being hired; and,
One-fourth, (1/4), \$2,500.00 paid in the Employee's payroll check for the first full pay period following successful completion of a CORE academy and reaching the one-year anniversary of their first year of service; and,
One-half, (1/2), \$5,000.00 paid in the Employee's payroll check for the first full pay period following the anniversary of their second year of service.
2. The non-pensionable hiring bonus payment shall be paid on the normal County payroll cycle at each of the milestones identified above.
3. The Board of Supervisors finds that there are several public purposes supporting this compensation, including the continued recruitment and retention of competent and skilled

government employees, maintaining the County of Plumas's position in the competitive labor market, efficiency of service provision, and the avoidance of potential labor disputes.

4. The Board of Supervisors authorizes the Human Resources Director to resolve any conflict regarding eligibility, disagreement with terms, payment timing or other applicable issues related to this temporary program.
5. The temporary hiring bonus program shall be in effect until April 30, 2025 at which time it will be revisited by the parties.
6. The County shall attempt to recover any bonuses paid for those employees who leave county employment prior to reaching the defined payment milestone. Specific procedures shall be outlined with an agreement signed by the employee prior to receiving any bonus.
7. The resolution shall not be precedent setting.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF THE COUNTY OF PLUMAS, CALIFORNIA, THAT THIS Board declares that the Plumas County Sheriff's Office Hiring Bonus Incentive be adopted.

RESOLVED, FURTHER, that the Hiring Bonus Incentive Agreement in "Attachment A" be used as a valid and honored agreement between a newly hired employee and the County of Plumas.

Passed and Adopted by the Board of Supervisors of the County of Plumas, State of California, at a regular meeting of said Board held on the April 16, 2024, by the following Votes:

AYES: Supervisors: Ceresola, McGowan, Goss, Engel, Hagwood

NOES: Supervisors:

ABSENT: Supervisors:



Greg Hagwood
Chair, Board of Supervisors

ATTEST:

By:



Allen Hiskey

Clerk of the Board

Approved as to form:



Joshua Brechtel, Attorney
County Counsel's Office