



County of Sonoma

State of California

Date: January 28, 2025

Item Number: _____

Resolution Number: _____

4/5 Vote Required

Concurrent Resolution of the Board of Supervisors of the County of Sonoma, State of California, the Board of Directors of the Sonoma County Water Agency, the Board of Commissioners of the Community Development Commission, and the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District Adopting Hiring Incentive Programs for use at the Sheriff's Office and County-wide for Difficult-To-Fill Positions in Job Classifications That Meet Defined Criteria, Effective January 28, 2025.

Whereas, the Board of Supervisors adopted Hiring Incentive Pilot Programs for the Sheriff's Office on December 13, 2022, and a Countywide program on April 18, 2023, respectively, and

Whereas, the County continues to have difficulty in recruiting and retaining employees for positions in specific classifications within identified departments; and

Whereas, Human Resources worked with County departments, agencies, and special districts to develop a Hiring Incentive Programs to address on-going challenges recruiting and retaining employees in difficult-to-fill job classifications; and

Whereas, the programs for the Sheriff's Office and County will continue to enhance recruitment efforts to attract and retain qualified candidates in identified classifications while giving Human Resources, the County Administrator's Office, and departments greater flexibility to address specific, department-level recruitment challenges and add/remove classifications from the program with increased flexibility; and

Whereas, the outcomes of the programs will continue to be monitored and evaluated at least once per year by the by the County Administrator’s Office, Human Resources, and the Sheriff’s Office for the Sheriff’s Office program and by the County Administrator’s Office and Human Resources for the County-wide program.

Whereas, the County has fulfilled meet and confer requirements with the Deputy Sheriff’s Association, Engineers and Scientists for California, Sonoma County Law Enforcement Association, and Service Employees’ International Union – Local 1021 over the programmatic details; and

Now, Therefore, Be It Resolved that the Board approves the Sheriff’s Office Hiring Incentive Program and Countywide Hiring Incentive Program as set forth in Attachment A and B, respectively, which are attached hereto and incorporated herein.

Supervisors:

Hermosillo: Rabbitt: Coursey: Gore: Hopkins:

Ayes: Noes: Absent: Abstain:

So Ordered.