



County of Sonoma

State of California

Date: April 18, 2023

Item Number: _____

Resolution Number: _____

Majority 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 a Hiring Incentive Pilot Program For Difficult-To-Fill Positions in Job Classifications That Meet Defined Criteria, Effective April 18, 2023.

Whereas, the County has had difficulty in recruiting and retaining employees for specific positions; and

Whereas, hiring incentives are a recruitment and retention aide commonly used by employers and many California and local agencies have begun offering hiring incentives as a means to be competitive in the difficult labor market; and

Whereas, Human Resources has been working on a pilot hiring incentive program that will be applicable to all County departments, agencies, and special districts to address the challenges recruiting and retaining employees in difficult-to-fill job classifications; and

Whereas, phase one of the program, which was specific to three job classifications in the Sheriff's Office program was approved by the board on December 13, 2022; and

Whereas, in this second phase of the program, which applies to all County departments, agencies, and special districts, positions in job classifications must meet specific criteria as outlined in Attachment A to be eligible for hiring incentives; and

Whereas, the program will enhance recruitment efforts to attract and retain qualified candidates in identified job classifications during a one-year pilot program term, beginning April

18, 2023, and concluding April 17, 2024, through offering hiring incentives, paid and/or sick leave advancements, and relocation assistance (where applicable); and

Whereas, the outcomes of program will be monitored and evaluated during the pilot program term; and, upon agreement of the County Administrator and Human Resources Director, the pilot time period could be extended through administrative action by the County Administrator and Human Resources Director; and

Whereas, the County has fulfilled meet and confer requirements with ESC, SCLEA, and SEIU over the programmatic details; and

Now, Therefore, Be It Resolved that the Board approves the implementation of the Hiring Incentive Pilot Program as set forth in Attachment A, which is attached hereto and incorporated herein.

Supervisors:

Gorin: Rabbitt: Coursey: Hopkins: Gore:

Ayes: Noes: Absent: Abstain:

So Ordered.