



# County of Sonoma

## State of California

Date: December 13, 2022

Item Number: \_\_\_\_\_

Resolution Number: \_\_\_\_\_

☐ 4/5 Vote Required

**Resolution of the Board of Supervisors of the County of Sonoma, State of California, Adopting  
a Hiring Incentive Pilot Program for Specified Job Classifications in the Sheriff's Office,  
Effective December 13, 2022.**

**Whereas**, the County has had difficulty in recruiting and retaining employees; and

**Whereas**, hiring incentives is a recruitment and retention aid 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 to address the challenges recruiting and retaining difficult-to-fill job classifications; and

**Whereas**, the Sheriff-Coroner has requested Human Resources to develop a Hiring Incentive Pilot Program to address the Sheriff's Office's challenges in three alternately allocated job classifications: Communications Dispatcher I/II, Correctional Deputy I/II, and Deputy Sheriff Trainee/I/II and because of the prevalence of hiring incentives in other law enforcement agencies; and

**Whereas**, phase one of the Hiring Incentive Pilot Program will enhance recruitment efforts to attract and retain qualified candidates in the three affected job classifications in the Sheriff's Office during a one-year pilot program term, beginning December 13, 2022, and concluding December 12, 2023, through offering hiring incentives, paid and/or sick leave advancements, and relocation assistance (where applicable); and

**Whereas**, the outcomes of the Hiring Incentive Pilot 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 offered to meet and confer with DSA and SCLEA over the programmatic details and reached agreement with both unions; and

**Now, Therefore, Be It Resolved** that the Board approves the implementation of phase one of the Hiring Incentive Pilot Program, that is tailored for specified job classifications in the Sheriff's Office and the incentive amounts that are similar to the amounts being offered by other Bay Area law enforcement agencies, 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.**