

**BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**

**RESOLUTION NO. \_\_\_\_\_**

**RESOLUTION AUTHORIZING HIRING INCENTIVES FOR  
CORRECTIONAL OFFICER I & II, AND PUBLIC SAFETY DISPATCHER I & II JOB  
CLASSIFICATIONS**

WHEREAS, the Lake County Sheriff's Office is the primary law enforcement agency responsible for providing law enforcement services to the unincorporated areas of Lake County; and,

WHEREAS, the Lake County Sheriff's Office operates the Hill Road Correctional Facility that serves as the Lake County Jail, operates 24 hours a day, 7 days a week, 365 days a year, and is rated to hold and house 278 inmates, and,

WHEREAS, the Lake County Sheriff's Office has 49 full time Correctional Officers allocated to serve in the jail, and experiences chronic and high vacancy rates; and,

WHEREAS, California Government Code section 26605 tasks the Sheriff to "...take charge of and be the sole and exclusive authority to keep the county jail and the prisoners in it..."; and,

WHEREAS, compliance with this mandate requires an adequate number of, trained and qualified staff to perform the duties required to keep the jail operational; and,

WHEREAS, current staffing levels at the jail necessitate the assignment of multiple deputy sheriffs to perform the functions of correctional officers to meet minimum staffing levels, thereby removing deputy sheriffs from their patrol functions; and,

WHEREAS, the Lake County Sheriff's Office's Central Dispatch Facility serves as Lake County's designated Public Safety Answering Point, which operates 24 hours a day, 7 days a week, 365 days a year, receiving, processing, and routing emergency and non-emergency phone calls for all of Lake County; and,

WHEREAS, the Lake County Sheriff's Office has 12 public safety dispatcher series positions allocated to staff the dispatch center, and experiences chronic and high vacancy rates; and,

WHEREAS, the number of currently employed public safety dispatchers is inadequate to provide around the clock staffing, necessitating the assignment of both correctional officers and deputy sheriffs to work in the Central Dispatch Facility, thereby increasing the strain on the workforce at the jail, and reducing the amount of deputy sheriffs on patrol; and,

WHEREAS, staffing the Central Dispatch Center is a matter of public safety and officer safety; and,

WHEREAS, recruiting and retention of qualified correctional officers and public safety dispatchers has been a historically continuous challenge for the Lake County Sheriff's Office largely due to competition from better paying law enforcement agencies throughout the state; and,

WHEREAS, the County seeks to attract qualified applicants for the positions of Correctional Sergeant, Correctional Officer I/II and Supervising Public Safety Dispatcher, Public Safety Dispatcher I/II, and recognizes that a hiring incentive will assist in reaching that goal.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Supervisors of the County of Lake, State of California, that:

Effective upon adoption of this Resolution, the Lake County Sheriff's Office is authorized to offer \$5,000 hiring incentives for ten (10) applicants to full-time, permanent positions in the Correctional Officer classifications upon request and authorization by the Sheriff. This hiring incentive is available for new appointments to Correctional Officer and Correctional Sergeant classifications. Promotional appointments are not eligible for this incentive. As a condition of this incentive, newly hired Correctional Officers who do not already possess a valid STC Core Academy certificate, shall be required to commit to working for the Lake County Sheriff's Office for a minimum of 2 years, or to repay the incentive at a prorated rate to be agreed upon prior to a final offer of employment.

Effective upon adoption of this Resolution, the Lake County Sheriff's Office is authorized to offer \$5,000 hiring incentives for five (5) applicants to full-time, permanent positions in the Public Safety Dispatcher classifications upon request and authorization by the Sheriff. This hiring incentive is available for new appointments to Public Safety Dispatcher, and Supervising Public Safety Dispatcher classifications. Promotional appointments are not eligible for this incentive. As a condition of this incentive, newly hired Public Safety Dispatchers who do not already possess a valid POST Dispatching certificate, shall be required to commit to working for the Lake County Sheriff's Office for a minimum of 2 years, or to repay the incentive at a prorated rate to be agreed upon prior to a final offer of employment.

The Auditor-Controller is authorized to make such payments as follows: \$2,500 within the next available pay period following the initial, first time hire of an employee in the correctional officer or public safety dispatcher series for the Lake County Sheriff's Office, and \$2,500 following receipt by the Auditor-Controller of a Report of Appointment granting a 1 year merit increase to the employee.

Applicants who are hired pursuant to the County's reinstatement policy shall not be eligible for this benefit. Applicants who are current County employees shall be eligible for this benefit. Employees who are promoting within the respective classification series are not eligible for this benefit. A person is only eligible to receive this incentive one time.

The funding for these incentive payments will come from budget unit 2206, the Rural Sheriff's Fund.

THIS RESOLUTION was passed by the Board of Supervisors of the County of Lake at a regular meeting thereof on the \_\_\_\_\_ of \_\_\_\_\_, 2018 by the following vote:

AYES:

NOES:

ABSENT OR NOT VOTING:

\_\_\_\_\_  
Chair, Board of Supervisors

ATTEST: CAROL J. HUCHINGSON  
Clerk of the Board

APPROVED AS TO FORM:  
ANITA L. GRANT  
County Counsel

By: \_\_\_\_\_  
Deputy

A handwritten signature in blue ink, appearing to read "Anita L. Grant", written over a horizontal line.

AUDITOR REVIEW:  
CATHY SADERLUND  
Auditor-Controller

A handwritten signature in blue ink, appearing to read "Cathy Saderlund", written over a horizontal line.