

County of Lake Hiring Incentives

Purpose

The purpose of the hiring incentive is to attract and hire qualified employees for hard to fill positions. The County of Lake will pay a hiring incentive to a newly-appointed employee if the position has been determined to be hard to fill.

Hard to Fill Positions

A hard to fill position is defined as employment trends and labor-market factors that have impacted the ability to hire quality candidates for non-entry level positions. To be eligible for hiring incentives for hard to fill position, the department must be fully engaged in the recruitment process by taking timely action with the eligibility list and scheduling the interviewing process within four weeks of receiving the eligibility list.—In addition, to qualify for hard to fill the position you must meet at least three of the hard to fill criteria listed below.

Hard to fill criteria:

- Resulted in 2 failed recruitments in a six month period.
- The recruitments resulted in fewer than 3-5 qualified, eligible, and available applicants in a six month period.
- The recruitment resulted in qualified candidate that declined the County offer of employment documented in NeoGov.
- Non-entry level positions that have turned over multiple times in the last three to five years.

Eligible positions:

See Attachment A for a full list of eligible positions

1. Attorneys
2. Engineering positions
3. Licensed medical staff
4. Mid / senior level management positions
5. Planners
6. Safety positions
7. Senior accounting and finance positions
8. Social Workers
9. Mental Health and Substance Abuse Positions
10. Positions with specialized skills and/or certifications
- ~~10-11.~~ Employment and Eligibility Worker

Review of Hard to Fill Eligible Positions

- The Classification, Compensation, Recruitment, and Retention Committee (CCRR) will review request in December and May to add a position to the hard to fill eligibility list.
- The Department Head must submit in writing a justification to add a position to the hard to fill eligibility list.

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Department Head Recruitments

- Hiring incentive of 10% of the annual rate of pay not to exceed \$10,000.
- Automatically qualify for the hiring incentive.
- The hiring incentive will be made in three payments as follows:
 - The first payment of 50% will be made to an employee within the next available pay period following the date of hire.
 - The second payment of 25% will be made within the next payroll following the 12th month of employment.
 - The third payment of 25% will be made within the next payroll following two (2) years of employment.
- The employee must remain employed with the County for two (2) years or repay the incentive on a pro-rated basis.
- The employee shall authorize such repayment as a payroll deduction from the final paycheck, and/or repay any shortage not covered in the final paycheck with a personal check payable to the County of Lake within 15 days of termination.

Hiring / Sign-on Incentive for Non-Safety Positions

- The Department Head may request a Sign on Incentive payment of 10% of the annual rate of pay to a newly appointed employee not to exceed \$10,000.00.
- The hiring incentive will be made in three payments as follows:
 - The first payment of 50% will be made to an employee within the next available pay period following the date of hire.
 - The second payment of 25% will be made within the next payroll following the 12th month of employment.
 - The third payment of 25% will be made within the next payroll following two (2) years of employment.
- ~~The hiring incentive will be made in two (2) equal payments. The first payment will be made to an employee within the next available pay period following the date of hire upon successful completion of the first year of employment or successful completion of probation period, and the second payment will be made within the next payroll following the 12th month of employment.~~
- Employee must remain employed with the County for two (2) years or repay the hiring incentive on a prorated basis.
- The employee shall authorize such repayment as a payroll deduction from the final paycheck, and/or repay any shortage not covered in the final paycheck with a personal check payable to the County of Lake within 15 days of termination.

Sheriff, Corrections, and Probation Department Hiring Incentives

Deputy Sheriff I/II, Deputy Sheriff I/II Corrections, and Dispatcher

- Deputy Sheriff I/II, Deputy Sheriff I/II Corrections, and Dispatcher -positions automatically qualify for the hiring incentives.
- ~~\$10,000.00 hiring incentive for Deputy Sheriff I/II.~~
- The hiring incentive will be made in three payments as follows:
 - The first payment of 50% will be made to an employee within the next available pay period following the date of hire.

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- The second payment of 25% will be made within the next payroll following the 12th month of employment.
- The third payment of 25% will be made within the next payroll following two (2) years of employment.
- ~~The \$10,000.00 hiring incentive will be made in two (2) \$5,000.00 payments. The first~~
- ~~\$5,000.00 payment will be made to an employee within the next available pay period following the initial hire date and the second \$5,000.00 payment will be made upon successful completion of employment probation period and the second payment will be made within the next payroll following the 12th month of employment.~~
- Employee must remain employed with the County for two (2) years or repay the hiring incentive on a prorated basis.
- The employee shall authorize such repayment as a payroll deduction from the final paycheck, and/or repay any shortage not covered in the final paycheck with a personal check payable to the County of Lake within 15 days of termination.
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~~Deputy Sheriff I/II – Corrections and Dispatcher~~

- ~~\$10,000.00 hiring incentive~~
- ~~Deputy Sheriff Corrections I/II positions automatically qualify for the hiring incentives.~~
- ~~The \$10,000.00 hiring incentive will be made in two (2) \$5,000.00 payments.~~
- ~~The first \$5,000.00 payment will be made to an employee within the next available pay period following the hire date and the second \$5,000.00 payment will be made upon successful completion of employment probation period.~~
- ~~The employee must remain employed with the County for two (2) years or repay the hiring incentive.~~
- ~~The employee shall authorize such repayment as a payroll deduction from the final paycheck, and/or repay any shortage not covered in the final paycheck with a personal check payable to the County of Lake within 15 days of termination.~~

Deputy Probation Officer I/II and Welfare Fraud Investigator

- \$10,000.00 hiring incentive
- Deputy Probation Officer I/II and Welfare Fraud Investigator positions automatically qualify for the hiring incentives.
- The hiring incentive will be made in three payments as follows:
 - The first payment of 50% will be made to an employee within the next available pay period following the date of hire.
 - The second payment of 25% will be made within the next payroll following the 12th month of employment.
 - The third payment of 25% will be made within the next payroll following two (2) years of employment.
- ~~The \$10,000.00 hiring incentive will be made in two (2) \$5000.00 payments. The first \$5,000.00 payment will be made to an employee within the next available pay period following the date of hire and the second \$5,000.00 payment will be made upon successful completion of employment probation period and the second payment will be made within the next payroll following the 12th month of employment.~~
- The employee must remain employed with the County for two (2) years or repay the hiring incentive on a prorated basis.

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➤ The employee shall authorize such repayment as a payroll deduction from the final paycheck, and/or repay any shortage not covered in the final paycheck with a personal check payable to the County of Lake within 15 days of termination.

Adopted by the Board of Supervisors 6.22.2021 revised ~~3.12.2024~~10.22.2023

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Attachment A Hard to Fill Eligible Positions

1. Attorneys:

Child Support Attorney
Deputy District Attorney
Deputy County Counsel
Deputy Public Defender

2. Engineering Positions:

Air Quality Engineer
Air Quality Engineer, Senior
Associate Civil Engineer
CMOM Engineer
Principal Civil Engineer
Special Projects Engineer II
Water Resources Engineer II / Senior

3. Licensed Medical Staff:

Community Health Nurse
Licensed Vocational Nurse
Nurse Practitioner - Physician's Assistant
Occupational Therapist
Physical Therapist
Public Health Nurse
Psychiatric Technicians
Public Health Officer
Registered Nurse
Registered Dietician
Supervising Mental Health Nurse

4. Mid / Senior Level Management Positions:

Appointed Department Heads
Assistant County Administrative Officer
Assistant Directors
Behavioral Health Program Manager
Chief Building Official
Chief Deputy Auditor-Controller
Chief Deputy County Administrative Officer
Directors
Deputy Directors
Risk Manager
Special District Administrator

5. Planners

Planner, Associate
Planner, Senior
Principal Planner
Resource Planner

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6. Safety Positions:

Deputy Sheriff
Deputy Sheriff-Corrections
District Attorney Investigator
Public Safety Dispatcher
Probation Officer
Welfare Fraud Investigator / Supervisor

7. Senior Accounting and Finance Positions:

Assistant Auditor-Controller
Accountant II
Accountant-Auditors
Payroll Analyst, Senior
Supervising Accountant

8. Social Services:

Social Workers
Social Worker Supervisors
Employment and Eligibility Worker

9. Mental Health & Substance Abuse Positions

Mental Health Specialist II
Mental Health Specialist Senior
Mental Health Team Leader
Substance Abuse Counselor
Substance Abuse Counselor Senior

10. Specialized Skills, Certifications,

Water/Wastewater Treatment Plant Operator II/III
County Surveyor
Veterinarian
Heavy Equipment/Automotive Mechanic

Adopted by the Board of Supervisors 6.22.2021 revised 10.22.2023