

1 BOARD OF DIRECTORS

2 LAKE COUNTY AIR QUALITY MANAGEMENT DISTRICT RESOLUTION
3 AUTHORIZING HIRING INCENTIVES AND DIFFERENTIAL ADD PAY FOR LAKE
4 COUNTY AIR QUALITY MANAGEMENT DISTRICT STAFF IN RESPONSE TO
5 CRITICAL HIRING AND STAFFING ISSUES.

6 RESOLUTION NO. 2024-109
7

8 WHEREAS, the Lake County Air Quality Management District (District) Board of
9 Directors determines the compensation of all officers and employees of the District pursuant to
10 California Health and Safety Code (H&SC) Section 40706; and

11 WHEREAS, the Air Pollution Control Officer, subject to the direction of the District
12 Board of Directors, appoints District personnel necessary for the prompt and faithful discharge of
13 the air pollution control officer's duties pursuant to H&SC 40751; and

14 WHEREAS, adequate staffing is necessary for the safe, effective, and legally compliant
15 observance and enforcement of H&SC, local rules and regulations, orders, variances, and permit
16 conditions of the District pursuant to H&SC Section 40752 and 40753; and

17 WHEREAS, the hiring and retention of knowledgeable and competent employees is
18 critical to the complying with State and Federal Law, local rules and regulations and all
19 mandates of the District; and

20 WHEREAS, staffing shortfalls have a direct effect on air quality, public health and
21 safety, and long-term economic impacts to the community; and

22 WHEREAS, there exists an ongoing and immediate staffing shortage of appropriately
23 trained Air Quality Engineers; and

24 WHEREAS, the District Board of Directors recognizes the services provided by
25 employees in these job classifications are legally mandated, vital to the safety of the
26 community, and as such wishes to attract and retain employees with the requisite qualifications,
27 skills, and abilities to perform these services.
28

1 NOW, THEREFORE, BE IT RESOLVED, ORDERED, AND DIRECTED THAT:

- 2 1. The District may provide an enhanced hiring incentive of \$20,000 to any person hired
3 as an Air Quality Engineer I, Air Quality Engineer II, or Air Quality Engineer, Senior.
4 Any person accepting this hiring incentive must agree to remain employed with the
5 District for two (2) years or return the incentive on a pro-rated basis if they voluntarily
6 terminate employment, abandon their job (i.e., five (5) consecutive days of no show
7 and no call), are terminated. Repayment shall be made in accordance with the County
8 of Lake Hiring Incentive Policy. Such payments shall be made as follows:

- 9 a. \$10,000 following 30 days after the initial appointment.
10 b. \$5,000 following one year of employment.
11 c. \$5,000 following second year of employment.

- 12 2. The District shall provide Differential / Add Pay for classifications specified below
13 due to complexities of geothermal duties. These positions must have knowledge and
14 understanding of geothermal chemistry, liquid, steam, and gas, abatement technologies
15 for each, testing equipment, procedures, and processed for power plants, wells,
16 transmission lines, vents, drill rigs, and other fugitive sources, be able to understand
17 the interactions of all these systems and equipment in order to make decisions and
18 evaluate potential impacts to the community, compliance with standards, and methods
19 to correct any such issues.

20 Any employee in the classification of Air Quality Engineer I, shall receive an
21 additional five percent (5%) of their base pay rate.

22 Any employee in the classification of Air Quality Engineer II and Air Quality
23 Engineer, Senior, shall receive an additional ten percent (10%) of their base pay rate.

24
25 Any employee in the classification of Air Pollution Control Officer and Deputy Air
26 Pollution Control Officer shall receive an additional ten percent (10%) of their base
27 pay rate.
28

- 1 3. As current County of Lake policy does not provide for current employees to receive a
2 \$20,000 hiring incentive; therefore, a temporary program is hereby implemented
3 allowing the incentive described herein whereas four (4) District employees may be
4 eligible to receive hiring incentive for Engineer positions. The temporary hiring
5 incentive program will end either when four employees have received the hiring
6 incentive or on June 30, 2025, whichever occurs first. The same conditions for
7 incentives that are provided will apply to current County of Lake employees.
- 8 4. This resolution will not change or alter any existing hiring incentive terms and
9 conditions.
- 10 5. No employee who has already accepted a hiring incentive payment from the County
11 of Lake shall be eligible for the new incentives.
- 12 a. The hiring incentive payment must be requested in writing by the eligible
13 employee on a form to be determined by Human Resources /Auditor-
14 Controller.

15 This Resolution was PASSED AND ADOPTED this 22nd day of October, 2024 by
16 the following vote:
17

18 AYES: Directors Simon, Crandell, and Pyska

19 NOES: Director Green

20 ABSENT: None

21 ABSTAIN: Director Sabatier

22 BOARD OF DIRECTORS

AUDITOR REVIEW

23 LAKE COUNTY AIR QUALITY

24 MANAGEMENT DISTRICT

25
26 
Bruno Sabatier (Oct 23, 2024 15:03 PDT)

27 CHAIR, Board of Directors

Jenavive Herrington
Auditor-Controller

1 ATTEST:
2 SUSAN PARKER
3 Clerk of the Board

4 Johanna Delong
5 By: Johanna Delong (Oct 23, 2024 13:58 PDT)

APPROVED AS TO FORM:
Lloyd Guintivano
County Counsel

By: [Signature]

