

BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA

RESOLUTION NO. _____

**RESOLUTION AUTHORIZING HIRING INCENTIVES FOR
DEPUTY SHERIFF I/II JOB CLASSIFICATIONS**

WHEREAS, California Constitution, Article XIII, Section 35 (a)(2) declares: "The protection of the public safety is the first responsibility of local government and local officials have an obligation to give priority to the provision of adequate public safety services"; and,

WHEREAS, Lake County has two incorporated cities, both of which have police departments that serve their respective populations; and,

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 population of unincorporated Lake County is approximately 44,700 people; and,

WHEREAS, recruiting and retention of qualified law enforcement applicants 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, law enforcement agencies serving populations of a similar size as that of the Lake County Sheriff's Office employ an average of 1.8 officers per 1,000 population; and,

WHEREAS, Lake County has 66 full time law enforcement officers allocated to the Lake County Sheriff's budget, of which only 47 positions are currently filled; and,

WHEREAS, this amount of full time law enforcement officers falls well short of the 80 full time law enforcement officers that would constitute an average number of full time officers serving a population the size of unincorporated Lake County; and,

WHEREAS, the County seeks to attract qualified applicants for the position of Deputy Sheriff I/II, and recognizes that a monetary 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:

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 Deputy Sheriff classifications during FY 2018-2019 upon request and authorization by the Sheriff.

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 deputy sheriff 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 for Deputy Sheriff I/II who participate in a County sponsored trainee and academy program shall not be eligible for this benefit. Applicants who are hired pursuant to the County's reinstatement policy shall not be eligible for this benefit.

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

AUDITOR REVIEW:
CATHY SADERLUND
Auditor-Controller

