



Legislation Details (With Text)

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File created: 1/31/2019 **In control:** BOARD OF SUPERVISORS
On agenda: 2/12/2019 **Final action:**
Title: Consideration of Amendment to New Employee Relocation Expense Policy to Increase the Maximum Reimbursement to \$3,500
Sponsors: Administrative Office
Indexes:
Code sections:
Attachments: 1. Relocation Expense Policy_Proposed Amendment 2019.02.05

Date	Ver.	Action By	Action	Result
2/12/2019	1	BOARD OF SUPERVISORS	approved	Pass

MEMORANDUM

TO: Board of Supervisors
FROM: Carol J. Huchingson, County Administrative Officer
DATE: February 12, 2019
SUBJECT: Consideration of Amendment to New Employee Relocation Expense Policy to Increase the Maximum Reimbursement to \$3,500

EXECUTIVE SUMMARY:

In 2007, your Board approved our New Employee Relocation Policy affording limited reimbursement to new employees for expenses incurred in relocating to Lake County. During the twelve years since, the maximum reimbursable under said policy has been fixed at \$1,000 for "hard-to-fill" classifications, generally limited to management, professional and technical classifications.

The level of reimbursement under our policy is far less than what is typically afforded in other counties. In fact, of those counties responding to a recent informal survey, \$5,000 reimbursement for reimbursement was actually the lowest amount offered, with a number of jurisdictions offering \$10,000 to \$20,000 depending on the type of position and distance of the relocation.

As your Board is well aware, it has been increasingly difficult to recruit and retain qualified employees. Our very low level of relocation reimbursement makes us far less attractive to candidates and unable to compete with other jurisdictions during this time in which it is an applicant's market.

I am requesting Board approval to make one simple change to our policy: Increase the maximum

reimbursable to \$3,500.

While actual reimbursements under this policy are infrequent, raising the maximum reimbursable will improve our ability to recruit and retain key staff.

FISCAL IMPACT: ☒ None ☐ Budgeted ☐ Non-Budgeted

Estimated Cost:

Amount Budgeted:

Additional Requested:

Annual Cost (if planned for future years):

FISCAL IMPACT (Narrative): There will be no increased cost to the General Fund resulting from approval of this policy amendment. Costs will be borne by each hiring department, and absorbed within net County cost, where applicable.

STAFFING IMPACT (if applicable):

None

RECOMMENDED ACTION:

Approve Amendment to New Employee Relocation Expense Policy to Increase the Maximum Reimbursement to \$3,500.