



Legislation Details (With Text)

File #: 21-584 **Version:** 1 **Name:**
Type: Action Item **Status:** Agenda Ready
File created: 6/16/2021 **In control:** BOARD OF SUPERVISORS
On agenda: 6/22/2021 **Final action:**
Title: 9:10 A.M. - Consideration of Hiring Incentive Policy and Updated Employee Referral Program
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. Hiring Incentive Policy Draft, 2. Amended Employee Referral Policy Draft, 3. Hiring Incentive Calculations for Illustration Purposes - DRAFT

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------|--------|--------|
| 6/22/2021 | 1 | BOARD OF SUPERVISORS | | |

Memorandum

Date: June 22, 2021
To: The Honorable Bruno Sabatier, Chair, Lake County Board of Supervisors
From: Pam Samac - Human Resources Director on Behalf of the CCRR Committee
Subject: Consideration of Hiring Incentive Policy and Updated Employee Referral Program

Executive Summary: (include fiscal and staffing impact narrative):

On behalf of the Classification, Compensation, Recruitment and Retention Committee (CCRR), I request opportunity to review the following drafts and seek Board direction to move forward with meet and confer with the unions.

1. County of Lake Hiring Incentives - proposed new policy
2. Employee Referral Program - proposed amendment to existing policy.

If not budgeted, fill in the blanks below only:

Estimated Cost: _____ Amount Budgeted: _____ Additional Requested: _____ Future Annual Cost: _____

Consistency with Vision 2028 and/or Fiscal Crisis Management Plan (check all that apply):

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Well-being of Residents | <input type="checkbox"/> Public Safety | <input type="checkbox"/> Infrastructure | <input type="checkbox"/> Not applicable |
| <input type="checkbox"/> Economic Development | <input type="checkbox"/> Disaster Recovery | <input checked="" type="checkbox"/> County Workforce | <input type="checkbox"/> Technology Upgrades |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake | <input type="checkbox"/> Revenue Generation |
| | | | <input type="checkbox"/> Cost Savings |

If request for exemption from competitive bid in accordance with County Code Chapter 2 Sec. 2-38, fill in blanks below:

Which exemption is being requested?

How long has Agreement been in place?
When was purchase last rebid?
Reason for request to waive bid?

Recommended Action: Consideration of Hiring Incentive Policy and Updated Employee Referral Program