



Legislation Details (With Text)

File #: 21-729 **Version:** 1 **Name:**
Type: Action Item **Status:** Agenda Ready
File created: 7/29/2021 **In control:** BOARD OF SUPERVISORS
On agenda: 8/3/2021 **Final action:**
Title: a) Approve Hiring Incentive Policy; and b) Approve Amendment to the Employee Referral Program
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. County of Lake Hiring Incentives - Draft v3, 2. Updated Employee Referral Program policy - Draft v4

Date	Ver.	Action By	Action	Result
8/3/2021	1	BOARD OF SUPERVISORS		

Memorandum

Date: August 3, 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: a) Approve Hiring Incentive Policy; and b) Approve Amendment to the Employee Referral Program

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

Staff submits for your Board's consideration minor updates to the County of Lake Hiring Incentive Policy and the updated Employee Referral Program conceptually approved on 6/22/21, pending the meet and confer meeting with the unions.

County of Lake Hiring Incentives changes requested during the Meet and Confer meeting:

1. Add to the policy document, that the Deputy Sheriff I/II, Deputy Sheriff Corrections I/II, Deputy Probation Officer I/II and Welfare Fraud Investigator positions automatically qualify for the hiring incentives.
2. The union asked during the M&C meeting that all appointments be considered if the appointment is for a hard to fill position.

Employee Referral Program changes requested during the Meet and Confer meeting:

1. Change eligibility definition from 24 to 12 months to align with the Hiring Incentive Policy. The candidate must be a new County employee or have NOT been employed by the County of Lake as a permanent employee or extra-help employee within the last 12 months.

Staff recommends an effective date of 6/22/2021 for both policies.

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 type="checkbox"/> County Workforce | <input type="checkbox"/> <i>Technology Upgrades</i> |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake | <input type="checkbox"/> <i>Revenue Generation</i> |
| | | | <input type="checkbox"/> <i>Cost Savings</i> |

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: