



Mendocino County

Legislation Text

File #: 24-0226, Version: 1

To: BOARD OF SUPERVISORS

From: Human Resources

Meeting Date: February 27, 2024

Department Contact: Cherie Johnson

Phone: 707-463-4441

Item Type: Consent Agenda

Time Allocated for Item: N/A

Agenda Title:

Approval of Sideletter of Agreement between County of Mendocino and Mendocino County Deputy Sheriffs' Association to Establish a One-time Hiring Bonus for Deputy Sheriff-Coroner Classifications through December 31, 2025

Recommended Action/Motion:

Approve Sideletter of Agreement between County of Mendocino and Mendocino County Deputy Sheriffs' Association to establish a hiring bonus for Deputy Sheriff-Coroner classifications, through December 31, 2025; and authorize Chair to sign same.

Previous Board/Board Committee Actions:

April 5, 2022, Board of Supervisors approved a one-time hiring bonus as a pilot program.

Summary of Request:

Mendocino County Sheriff's Office continues to experience challenges with the recruitment and retention of Deputy Sheriff-Coroner classifications. The pandemic resulted in the temporary shutdown of the Policy Academy, which reduced the hiring pool and the shifts in public perception towards law enforcement as a profession has increased early retirements and a nationwide decline in the number of individuals seeking law enforcement jobs. The Sheriffs' Office in conjunction with Human Resources is requesting to extend the hiring bonus agreement to continue to assist with the recruitment and retention of law enforcement personnel. The amount of the bonus shall be: \$7,000 for Policy Academy graduates whose attendance was not sponsored by the Sheriffs' Office or \$20,000 for lateral transfers who have attained at a minimum a CA POST Basic Certificate from another agency; and in addition, bonuses are payable at the completion of the probationary period. To date this agreement has resulted in two hires (and one recently eligible for the bonus) and we are hopeful that with the extension of the agreement to December 31, 2025, it will attract more eligible applicants.

The County has met and confer obligations with the associated bargaining unit, approved Sideletter of Agreement is attached.

Alternative Action/Motion:

If not approved, provide direction to staff.

Strategic Plan Priority Designation: A Safe and Healthy County

Supervisory District: All

Vote Requirement: Majority

Supplemental Information Available Online At: N/A

Fiscal Details:

source of funding: Budget unit 2310

current f/y cost: Varies depending on number of eligible hires- \$27,000 approximately

budget clarification: Funds will be budgeted in FY 24/25

annual recurring cost: Varies depending on number of eligible hires

budgeted in current f/y (if no, please describe): No

revenue agreement: No

AGREEMENT/RESOLUTION/ORDINANCE APPROVED BY COUNTY COUNSEL: No

CEO Liaison: Executive Office

CEO Review: Yes

CEO Comments:

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Executed By: Atlas Pearson, Senior Deputy Clerk

Date: February 27, 2024

Final Status: **Approved**

Executed Item Type: Agreement

Number: 24-030

