



Mendocino County

Legislation Text

File #: 24-0238, **Version:** 2

To: BOARD OF SUPERVISORS

From: Human Resources

Meeting Date: February 27, 2024

Department Contact: Cherie Johnson

Phone: 707-463-4441

Item Type: Regular Agenda

Time Allocated for Item: 15 Minutes

Agenda Title:

Discussion and Possible Action Including Approval of Sideletter of Agreement Establishing a One-Time Hiring Bonus for the Agricultural Commissioner/Sealer of Weights and Measures or for an Assistant Agricultural Commissioner due to the Critical Need to Hire for the Position, in the Amount of Forty Thousand Dollars (\$40,000) Divided Over Three Years for Agricultural Commissioner/Sealer of Weights and Measures or Twenty Thousand Dollars (\$20,000) Divided Over Three Years for an Assistant Agricultural Commissioner
(Sponsor: Human Resources)

Recommended Action/Motion:

Approve Sideletter of Agreement establishing a one-time hiring bonus for the Agricultural Commissioner/Sealer of Weights and Measures or for an Assistant Agricultural Commissioner due to the critical need to hire for the position, in the amount of forty thousand dollars (\$40,000) divided over three years for Agricultural Commissioner/Sealer of Weights and Measures, or twenty thousand dollars (\$20,000) divided over three years for Assistant Agricultural Commissioner; and authorize Chair to sign same.

Previous Board/Board Committee Actions:

N/A

Summary of Request:

The County is in critical need to hire for an Agricultural Commissioner/Sealer of Weights and Measures or for an Assistant Agricultural Commissioner. If the position is not filled the County will begin losing access to critical state funding for the department's programs. This position is very specialized and requires licenses and certifications that are issued by the State to the individual to be qualified for these classifications. There are a very limited number of qualified applicants, and with this hiring bonus it would allow the County to be competitive and attract qualified applicants. The recommended amount of the hiring bonus is \$40,000 divided over three years for Agricultural Commissioner/Sealer of Weights and Measures (\$20,000 at the time of hire, \$10,000 after completing year one of service as the Agricultural Commissioner/Sealer of Weights and Measures and final payment of \$10,000 after completion of year two of service as the Agricultural Commissioner/Sealer of Weights and Measures) or \$20,000 divided over three years for Assistant Agricultural Commissioner (\$10,000 at the time of hire, \$5,000 after completing year one of service as Assistant Agricultural Commissioner and \$5,000 after completion of year two of service for the Assistant Agricultural Commissioner). The County will not be hiring for both classifications at this time.

The County has met the meet and confer obligations with the associated bargaining unit, approved Sideletter

of Agreement is attached.

Alternative Action/Motion:

Do not approve and provide direction to Staff.

Strategic Plan Priority Designation: An Effective County Government

Supervisory District: All

Vote Requirement: Majority

Supplemental Information Available Online At: N/A

Fiscal Details:

source of funding: Budget Unit 2710

current f/y cost: \$10,000- \$20,000

budget clarification: Department will have savings to cover the expense this FY due to vacancy

annual recurring cost: \$5,000- \$10,000

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

revenue agreement: No

AGREEMENT/RESOLUTION/ORDINANCE APPROVED BY COUNTY COUNSEL: No

CEO Liaison: Darcie Antle, CEO

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: 24-038

