



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: CEO/Human Resources
Department No.: 064
For Agenda Of: 2/13/07
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Select_Board(s)
FROM: Department Michael F. Brown, County Executive Officer
Director(s) Susan Paul, Assistant CEO/Human Resources Director
Contact Info: Jeri Muth, Assistant Human Resources Director, 568-2816
SUBJECT: New Hire Recruiting Incentives and Reimbursement Policy

County Counsel Concurrence

Auditor-Controller Concurrence

Other Concurrence:

Recommended Actions:

Adopt the attached Human Capital Strategy New Hire Recruiting Incentives and Reimbursement Policy.

Summary Text:

The New Hire Recruiting Incentives and Reimbursement Policy is designed to provide a flexible mechanism to assist the County in attracting highly qualified candidates to critical County positions including, department heads, assistant department heads, emergency responders, nurses, doctors, and other specialized technical/professional positions. The policy allows departments, in consultation with CEO/Human Resources, to designate up to \$20,000 for critical recruits as a hiring incentive that can be used to offset a variety of relocation expenses and/or student loans, applied as a one-time signing bonus, and/or be applied to the purchase/rental of a home in the area. The policy also allows the County to establish leave balances as an incentive for those accepting employment in addition to any financial assistance. Further, the proposed policy requires employees who leave County employment in less than two years to reimburse the County. The new policy provides the County with the flexibility necessary to have a greater competitive edge in attracting and retaining the talent needed to deliver critical County services.

Background:

In recent years, the County has experienced growing difficulty attracting the talent needed to fill critical County jobs. With increased human capital challenges, the existing New Hire Relocation Expense Reimbursement Policy, which was adopted by the Board of Supervisors in April 2000, has demonstrated that it is no longer flexible enough to provide the variety of incentives necessary to properly attract a broad array of professional, technical, management, and executive applicants to County employment.

While well intended, the current policy is outdated and simply does not meet the County's business needs for flexibility and creativity in offering recruiting incentives to potential candidates. The proposed policy replaces the former policy with an updated approach designed to better meet the County's business objectives.

CEO/Human Resources and Auditor-Controller have worked together to craft a new policy that better meets today's recruiting and hiring challenges. The CEO's office will coordinate with departments regarding implementation of the policy.

Fiscal and Facilities Impacts:

Budgeted: Yes Departments will plan for and fund the hiring incentive for critical recruitments as they occur. Since executive-level recruitments are infrequent, and some appointments are made from within the organization into key positions, the anticipated cost to implement the policy is de minimus.

Attachments:

New Hire Recruiting Incentives and Reimbursement Policy