



**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: Human Resources
Department No.: 064
For Agenda Of: 06/19/2018
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: From : Lori Gentles, Human Resources Director, 568-2816
Contact Info: Andreas Pyper, 568-2812

SUBJECT: Revision to the New Hire Recruiting Incentive and Reimbursement Policy

County Counsel Concurrence

As to form: Yes

Other Concurrence: N/A

As to form:

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve the revisions and updates to the New Hire Recruiting Incentive and Reimbursement Policy originally adopted by the Board of Supervisors on April 18, 2000 and subsequently revised on February 13, 2007; and
- b) Determine that the above action is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because it consists of government funding mechanisms and/or other government fiscal activities, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment..

Summary Text:

The County of Santa Barbara faces significant challenges in attracting, promoting and retaining highly qualified candidates for critical positions, including but not limited to department heads, assistant department heads, emergency responders, nurses, doctors, deputy probation officers and other specialized technical/professional positions. The policy adopted in 2007 was designed to assist the County in its efforts to fill positions by providing new hire recruiting incentives and reimbursements. This updated and revised policy does not change the maximum amount of \$20,000 authorized by the Board of Supervisors, however provides a flexible mechanism for attracting quality outside talent for critical County positions and creates internal promotional incentives, that can be used for expenses related to relocation, temporary housing, rental/lease, education loans, cash incentives, to offset increased pension contribution for certain

employees promoting into leadership job classification vacancies from non-leadership job classes or other expenses approved by the County Executive Officer, the Human Resources Director or their designee.

Background:

The County's current New Hire Recruiting Incentive and Reimbursement Policy was adopted by the Board of Supervisors on April 18, 2000 and revised on February 13, 2007. This policy's goal is to assist the County in attracting highly qualified candidates to critical County positions. Today, the policy is not flexible enough to address the County's recruiting and promotional challenges. In recent years the County has experienced growing difficulty attracting the talent needed to fill critical County jobs, as well convincing employees to avail themselves of promotional opportunities. With these increased human capital challenges, the existing New Hire Recruiting Incentive and Reimbursement Policy has proven to be inflexible and hinders the county's ability to attract and retain top talent, and promote employees to positions in some of the leadership job classifications.

Performance Measure:

N/A

Contract Renewals and Performance Outcomes:

N/A

Fiscal and Facilities Impacts:

Budgeted: Yes **Fiscal Analysis:**

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund			
State			
Federal			
Fees			
Other:			
Total	\$ -	\$ -	\$ -

Narrative:

Department plan and fund for incentives and expenses for critical recruitments as they occur. These changes are not anticipated to have any significant fiscal impact.

Key Contract Risks:

Staffing Impacts:

Legal Positions:

FTEs:

Attachments:

Attachment 1 – Human Resources Department 2018 Revised New Hire Recruiting Incentive and Reimbursement Policy

Attachment 2 – Red Line Copy of Revised New Hire Incentive and Reimbursement Policy adopted on 02/13/2007

Attachment 3 - New Hire Incentive and Reimbursement Policy revised and adopted on 02/13/2007

Authored by:

Andreas Pyper, Human Resources

cc:

Mona Miyasato, County Executive Officer

Theo Fallati, Auditor Controller

Michael Ghizzoni, County Counsel

Assistant County Executive Officers