



one COUNTY | one FUTURE

Legislation Details (With Text)

File #: 23-00981 **Version:** 1

Type: Administrative Item **Status:** Agenda Ready

File created: 10/6/2023 **In control:** BOARD OF SUPERVISORS

On agenda: 10/17/2023 **Final action:** 10/17/2023

Title: Consider recommendations regarding a revision to the New Hire and Promotional Incentives Policy, as follows:

- a) Approve the revised Countywide New Hire and Promotional Incentives Policy which increases the maximum amount from \$20,000.00 to \$30,000.00 for non-physician/health care practitioners; incorporates into the countywide policy the current incentive structure for physicians (maximum \$90,000.00) and health care practitioners (maximum \$50,000.00); increases the maximum amount from \$3,500.00 to \$10,000.00 for promoted employees; allows for a Consumer Price Index (CPI) adjustment every 5 years; and makes other minor language changes; and
- b) Determine that the above actions are exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because they consist 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.

Sponsors: HUMAN RESOURCES DEPARTMENT

Indexes:

Code sections:

Attachments: 1. Board Letter, 2. Attachment A -New-Hire-and-Promotional-Incentives-Policy Red Line Version 10.17, 3. Attachment B - New-Hire-and-Promotional-Incentives-Policy (Clean), 4. Attachment C - New Hire and Promotional Incentives Worksheet (revised with updates), 5. MInute Order

Date	Ver.	Action By	Action	Result
10/17/2023	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

Consider recommendations regarding a revision to the New Hire and Promotional Incentives Policy, as follows:

- a) Approve the revised Countywide New Hire and Promotional Incentives Policy which increases the maximum amount from \$20,000.00 to \$30,000.00 for non-physician/health care practitioners; incorporates into the countywide policy the current incentive structure for physicians (maximum \$90,000.00) and health care practitioners (maximum \$50,000.00); increases the maximum amount from \$3,500.00 to \$10,000.00 for promoted employees; allows for a Consumer Price Index (CPI) adjustment every 5 years; and makes other minor language changes; and
- b) Determine that the above actions are exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because they consist 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.