

*Before the Board of Supervisors  
County of Monterey, State of California*

**Resolution No.: 23-036**

PPPR Control No. 23-011

- a. Amend Personnel Policies and Practices Resolution (PPPR) )
- No. 98-394 to modify Section A.49.1 Employment Bonus )
- Program; )
- b. Direct the Human Resources Department and Auditor- )
- Controller’s Office to implement the changes. )

**WHEREAS**, on May 15, 2001, the Board of Supervisors approved amendments to the Personnel Policies and Practice Resolution to add an employment bonus (sign-on bonus) up to \$5,000 to be paid to new, permanent employees hired into difficult-to-fill positions as determined by the County Administrative Officer or designee; and

**WHEREAS**, on April 29, 2008, the Board of Supervisors approved amendments to Personnel Policies and Practices Resolution to authorize the Natividad Chief Executive Officer to pay new, permanent employees hired into difficult-to-fill positions an employment bonus of \$10,000; and

**WHEREAS**, due to the current competitive job market, the County finds itself in competition for highly sought-after candidates who possesses knowledge, skills, and abilities for various difficult-to-fill positions; and

**WHEREAS**, the Human Resources Department recommends increasing the Employment Bonus from \$5,000 to \$10,000 for all difficult-to-fill positions upon approval of the County Administrative Officer or designee under certain conditions and increase the Employment Bonus for Natividad from \$10,000 to \$20,000 for difficult-to-fill positions upon approval by the Natividad Chief Executive Officer under certain conditions to serve as a recruiting tool to encourage highly qualified individuals to seek employment with the County of Monterey; and

**WHEREAS**, the actions require the Personnel Policies and Practices Resolution No. 98-394 to be amended;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Supervisors in and for the County of Monterey as follows:

- 1. Section A.49.1 Employment Bonus Program of Personnel Policies and Practices Resolution No.98-394 are amended as indicated below:

**A. EMPLOYMENT INCENTIVE PROGRAM**

**A.49.1 Employment Bonus Programs**

- a) All positions except those at Natividad Medical Center  
An employment bonus of up to \$10,000 may be paid to new, permanent employees hired into ‘difficult-to-fill’ positions as determined by the County Administrative Officer or designee. Eligibility for and payment of this bonus shall be in accordance with the Administrative Procedure established by the County Administrative Officer.

b) Natividad Medical Center

An employment bonus of up to \$20,000 may be paid for permanent 'difficult-to-fill' positions as determined by the NMC CEO. Eligibility for and payment of this bonus shall be in accordance with the Administrative Procedure established by the County Administrative Officer.

2. The Human Resources Department and Auditor Controller's Office are directed to implement the actions.

**PASSED AND ADOPTED** on this 14<sup>th</sup> day of February 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, and Adams

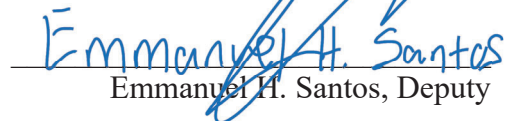
NOES: None

ABSENT: Supervisor Root Askew  
(Government Code 54953)

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on February 14, 2023.

Dated: February 14, 2023  
File ID: RES 23-023  
Agenda Item No. 28.1

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

  
Emmanuel H. Santos, Deputy