



# County of Monterey

**Item No.**

## Board Report

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

**Legistar File Number: RES 23-023**

February 14, 2023

**Introduced:** 2/8/2023

**Current Status:** Agenda Ready

**Version:** 2

**Matter Type:** BoS Resolution

Adopt a Resolution to:

- 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.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors adopts a Resolution to:

- 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.

**SUMMARY/DISCUSSION:**

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. 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. In 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. For these reasons, the Human Resources Department recommends the Board consider approving the amendments to the Personnel Policies and Practices Resolution as indicated in Attachment A increasing the Employment Bonus from \$5,000 to \$10,000 for difficult-to-fill positions upon approval of the County Administrative Officer or designee under certain conditions.

In addition, the Human Resources Department seeks approval to 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.

The proposed amendments to the Personnel Policies and Practices Resolutions (PPPR) will serve as a recruitment tool to encourage highly qualified individuals to seek employment with the County of Monterey. This flexibility will provide Department Heads the ability to offer employment bonuses for these critical positions in order to ensure top quality and timely services are provided to the public.

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OTHER AGENCY INVOLVEMENT:

The Human Resources Department has conferred with the County Administrative Office, Natividad, and the Office of the County Counsel regarding this matter.

FINANCING:

Costs associated with increasing the Employment Bonus Program amounts will be absorbed within each department's corresponding budget.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:

Board Report

Resolution

Attachment A - PPPR Amendments Redline

Attachment B - PPPR Amendments Clean