

**RESOLUTION NO. .**

**BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA**

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**RESOLUTION AUTHORIZING A PILOT PROGRAM FOR A HIRING BONUS FOR  
DEPUTY SHERIFFS, SHERIFF'S CORRECTIONAL OFFICERS AND NURSE  
CLASSIFICATIONS**

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**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that

**WHEREAS**, the County has improved its recruitment and retention by developing specific programs and services, including competitive salaries and excellent benefit programs, diversified outreach strategies, expedited hiring processes, health and wellness programs, flexible work schedules, telecommuting and others; and

**WHEREAS**, the County has had difficulty in recruiting experienced employees in selected classifications; and

**WHEREAS**, the Human Resources Director shall have the authority to designate classifications as "Hard to Fill"; and

**WHEREAS**, the terms of a one year pilot has been presented to this Board in the memorandum accompanying this resolution, offering a hiring bonus incentive designed to provide monetary compensation to new hires in the classifications of Deputy Sheriff, Deputy Sheriff Trainee, Sheriff's Correctional Officer, Staff Nurse, Community Mental Health Nurse, Public Health Nurse, Senior Public Health Nurse, Clinical Nurse, Charge Nurse, Nurse Practitioner and Supervising Nurse Practitioner; and

**WHEREAS**, this pilot program will be monitored and evaluated to determine the impact on the recruitment of Deputy Sheriffs, Sheriff's Correctional Officers and Nurses; and

**NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED** that this Board has examined and approves the implementation of a pilot program to offer a Hiring Bonus incentive to new hires in the above identified hard to fill classifications and that the Director of Human Resources shall establish the guidelines for administration of this program.

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