

RESOLUTON NO. 25- 9093

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF PLUMAS AUTHORIZING
PLUMAS COUNTY SHERIFF'S OFFICE HIRING BONUS INCENTIVE**

WHEREAS, recruitment and retention for Deputy Sheriff I/II positions across the county has been an ongoing challenge for several years; and,

WHEREAS, the Plumas County SEA endorses the adoption of a hiring bonus for Deputy Sheriffs

WHEREAS, several local law enforcement agencies including local comparator agencies in Northern California have recently implemented recruitment and retention incentives such as hiring bonuses to attract applicants and maintain public safety staffing at required levels; and

WHEREAS, this problem is exacerbated by the need to hire and train additional Deputy Sheriffs in order to provide appropriate staffing to patrol all areas of Plumas County

WHEREAS, innovative recruitment incentives such as hiring bonuses have become one of the latest tools being used by law enforcement agencies to enhance recruitment efforts of new hires and lateral hires from other agencies; and

WHEREAS, the County places the safety and security of its residents as its main priority.

NOW, THEREFORE, BE IT RESOLVED:

The Plumas County Board of Supervisors authorizes a temporary law enforcement hiring bonus program to be in effect from January 01, 2026, to December 31, 2026, consisting of hiring bonus payments for the Deputy Sheriff I/II classifications in the following amounts:

1. Bonus disbursement:

- One-fourth, (1/4), \$2,500.00 paid in the Employee's first payroll check upon completion of a successful background and being hired; and, an additional bonus of \$5,000.00 if the applicant is a lateral or possesses a current POST, (basic) certificate.
- One-fourth, (1/4), \$2,500.00 paid in the Employee's payroll check for the first full pay period following successful completion of the field training program and reaching the one-year anniversary of their first year of service; and,
- One-half, (1/2), \$5,000.00 paid in the Employee's payroll check for the first full pay period following the anniversary of their second year of service.

2. The non-pensionable hiring bonus payment shall be paid on the normal County payroll cycle at each of the milestones identified above.
3. The Board of Supervisors finds that there are several public purposes supporting this compensation, including the continued recruitment and retention of competent and skilled government employees, maintaining the County of Plumas's position in the competitive labor market, efficiency of service provision, and the avoidance of potential labor disputes.
4. The Board of Supervisors authorizes the Human Resources Director to resolve any conflict regarding eligibility, disagreement with terms, payment timing or other applicable issues related to this temporary program.
5. The temporary hiring bonus program shall be in effect until December 31, 2026, at which time it will be revisited by the parties.
6. The County shall attempt to recover any bonuses paid for those employees who leave county employment prior to reaching the defined payment milestone. Specific procedures shall be outlined with an agreement signed by the employee prior to receiving any bonus.
7. This hiring bonus is not permitted if the applicant has received a hiring bonus while working as a Plumas County Sheriff's dispatcher or corrections officer.
8. The resolution shall not be precedent setting.

NOW, THEREFORE, BE IT RESOLVED that this Board declares that the Plumas County Sheriff's Office Hiring Bonus Incentive be adopted.

RESOLVED, FURTHER, that the Hiring Bonus Incentive Agreement in "Attachment A" be used as a valid and honored agreement between a newly hired employee and the County of Plumas.

Passed and Adopted by the Board of Supervisors of the County of Plumas, State of California, at a regular meeting of said Board held on the 16th day of December, 2025, by the following Votes:

AYES: Goss, Hall, McGowan, Ceresola, Engel

NOES:

ABSENT:

ATTEST:

By: 
Allen Hiskey, Clerk of the Board


Kevin Goss
Chair, Board of Supervisors



CHAD HERMANN
SHERIFF/CORONER

Office of the Sheriff

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PLUMAS COUNTY SHERIFF'S OFFICE HIRING INCENTIVE SIGNING BONUS AGREEMENT FOR DEPUTY SHERIFF I/II

This Hiring Incentive Agreement, ("Agreement") is made between the COUNTY OF PLUMAS, ("County"), acting through the Plumas County Sheriff's Office, and ****NAME****, ("Employee"), in accordance with the Sheriff's Office Hiring Bonus Incentive Pilot Program.

WHEREAS, Employee begins employment as a newly hired Deputy Sheriff I/II employee in the Plumas County Sheriff's Office ("Sheriff's Office") who meets the County requirements for that position.

WHEREAS, the County wishes to bestow upon employee a signing bonus, ("signing bonus") to accept employment at County and remain satisfactorily employed in the Sheriff's Office as a Deputy Sheriff for at least two full years;

WHEREFORE, County and Employee agree to the following terms:

1. The Sheriff's Office agrees to bestow upon employee the amount of **\$15,000.00** as a signing bonus following Employee's acceptance of the County's offer to employment, and execution of this agreement, and commencement of employment. The amount shall be paid directly to Employee on Employee's paycheck as follows:
 - One-fourth, (1/4), \$2,500.00 paid in the Employee's first payroll check upon completion of a successful background and being hired; and, an additional bonus \$5,000.00 if the applicant is a lateral or possesses a current POST, (basic) certificate and,
 - One-fourth, (1/4), \$2,500.00 paid in the Employee's payroll check for the first full pay period following successful completion of a CORE academy and reaching the one-year anniversary of their first year of service; and,
 - One-half, (1/2), \$5,000.00 paid in the Employee's payroll check for the first full pay period following the anniversary of their second year of service.
2. The County will apply all required federal and state tax deductions and will report all payments made under this Agreement as required by federal and state law. Taxes shall be withheld as bonus earnings from the signing bonus, and the signing bonus shall be reported to the Internal Revenue Service as income on the Employee's form W-2.

Unless otherwise required by law, the signing bonus is not considered "salary" and shall not be included for the purposes of retirement benefit calculations or salary increases.

3. Employee understands that satisfactory performance and all required training, probationary period, and work requirements at each phase of Article 1 must be maintained and completed to qualify for future installment payments. Failure to meet all such requirements will result in the forfeiture of future payments.
4. In consideration for the signing bonus provided in Article 1 of this Agreement, Employee agrees to remain employed with the Plumas County Sheriff's Office as a Deputy Sheriff on an allocated full-time basis for at least two years beginning on January 1, 2025, and ending on December 31, 2025. Should Employee voluntarily fail to remain employed with the Sheriff's Office as a Deputy Sheriff before the above-referenced date, (excluding termination due to reasons beyond employee's control such as death or disability), Employee shall be required to repay, and hereby agrees to repay 50% of the last installment payment they received within the previous year, (365 day) (without reduction of any taxes that were withheld from said sum), and shall forfeit eligibility for and the right to receive the remainder of any future installment payments provided in Article 1.
5. Employee's voluntary failure to remain employed by the Plumas County Sheriff's Office as a Deputy Sheriff for two years, or the termination of the Employee's employment as a result of receiving a disciplinary Order of Termination, will trigger the Employee's duty to repay the amount of the signing bonus pursuant to Article 4 of this agreement and shall result in a forfeiture of the right to receive the remainder of any future payments provided in Article 1. (This amount may be more than the employee received due to tax or other withholdings). Employee agrees to pay the County all sums owed under Article 4 of this agreement within thirty (30) days of termination of their employment. Employee agrees to remit such payment by personal check or money order made payable to "County of Plumas" and delivered to the Plumas County Sheriff's Office, 1400 East Main Street, Quincy, CA. 95971.
6. To the extent permitted by law, the prevailing party shall have the right to collect from the other party its reasonable costs, fees, and necessary disbursements, including but not limited to attorneys and/or collection agency fees, incurred in enforcing this Agreement, as well as interest at the maximum legal rate on the amount owed.
7. Employee understands that all terms and conditions of employment remain unchanged by this Agreement and that this Agreement in no way guarantees Employee any right to continued employment. Employee understands that as a Sheriff's Office employee, Employee is bound by all County rules and procedures, Plumas County Sheriff Office Employee Association, (PCSEA) Memorandum of Understanding, (MOU), Plumas County Sheriff's Office Policy and Procedures that relate to Sheriff's Office personnel, which are in effect during employment with the County. Employee also understands that retirement and other benefits Employee may be eligible for will be determined by any such policies and MOU's, in addition to any applicable legal statues or ordinances, that are in effect at the time Employee becomes eligible for such benefits. Employee recognizes that this agreement has no effect on the authority of the Sheriff to invoke disciplinary actions against the Employee.
8. Employee acknowledges that he/she/they: a) has fully read this agreement; b) has had the opportunity to review it with an advisor or legal counsel; c) understand each of its provisions; and d) enters into it freely, intelligently and voluntarily.

9. If any part of this Agreement is found to be invalid, unlawful, or unenforceable, the other parts will continue in full force and effect and shall remain valid and enforceable, and Employee agrees, represents, and warrants that he/she/they will be held to any applicable and enforceable repayment of the signing bonus.
10. This Agreement between the Plumas County Sheriff's Office and the Employee will not be honored for Employee who has worked in the capacity of a Deputy Sheriff for Plumas County within three (3) years of the new hiring date.
11. This Agreement between the Plumas County Sheriff's Office and the Employee will not be honored if the Employee has already received a hiring bonus as a Plumas County Sheriff's Office dispatcher or corrections officer.
12. This Agreement constitutes the entire agreement between parties, and supersedes all prior and contemporaneous agreements, representations, and understandings of the parties as to such matters. This Agreement may be amended only by written agreement, signed by the parties to be bound to the amendment. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same agreement. For such purposes, an executed email or facsimile copy shall be deemed an original. This agreement is governed by the laws of the State of California and is enforceable in the jurisdiction of Plumas County.

BY SIGNING BELOW, Employee knowingly and willingly agrees to be bound by the above terms and conditions.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

Date

Department Head or Designee Signature

Date

Candidate or Employee Signature

Approved as to form:



Stephen Schofield, Attorney
County Counsel's Office