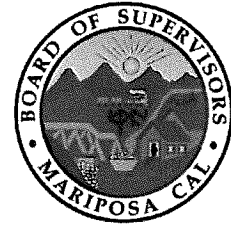




# MARIPOSA COUNTY

Sheriff's Office • (209) 966-3615



## **RESOLUTION - ACTION REQUESTED 2015-158**

MEETING: April 7, 2015

TO: The Board of Supervisors

FROM: Doug Binnewies, Sheriff-Coroner-Public Administrator

RE: Approve the Overfill of One Sheriff's Jail Officer Position

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve the Overfill of One Sheriff's Jail Officer Position Effective May 1, 2015, and Until a Work Status Determination is Made on the Incumbent in the Affected Position.

Since February 2014 a female Sheriff's Jail Officer has been vacant from her position due to a reported injury. This vacancy has stressed the Sheriff's Jail Department due to the length of time of the employee's absence and especially now because of additional same gender absences. The Human Resources Department is actively working with the County's Workers' Compensation Third Party Administrator (Tristar) to bring this claim to a workable conclusion, and with other County Departments to determine the viability of placing injured County employees into light duty and modified work assignments within the County.

California State statute require that the Sheriff's Jail maintains multi-gender staffing 24/7. Due to the shortage of female Jail Officers, the temporary overfill of female Jail Officer position is being pursued.

It is estimated that the cost of the overfill position at the entry Step 1 level will amount to approximately \$10,000 in total compensation (salary \$3635/month and benefit \$1,272/month) through the end of this fiscal year. This overfill will have no additional impact to the General Fund during this budget year, because of salary savings from other vacancies that have occurred during the fiscal year.

The Sheriff currently has fifteen (15) full-time Jail Officer positions funded in the Fiscal Year 2014-15 Budget. The overfill position being pursued, if approved, would be the sixteenth (16) position. If the absence of the permanent Jail Officer in question continues, then a reassessment of the overfill will occur at the new budget year discussion.

The Sheriff's Jail Officer position is represented by the Deputy Sheriff's Association (DSA) labor group.

The filling of the Sheriff's Jail Officer position is a priority interest to fulfill public safety responsibilities.

**BACKGROUND AND HISTORY OF BOARD ACTIONS:**

The Board of Supervisors has previously approved overfill positions due to extenuating circumstances in the specific department

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

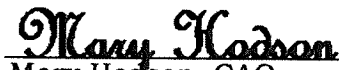
If the Board chooses to not allow the filling of this position, this may have a negative impact on community public safety.

**FINANCIAL IMPACT:**

**There is sufficient funding in the current Jail Budget to absorb the cost of the overfill through the remainder of this fiscal because of salary savings from other vacancies that have occurred during the fiscal year. The need and cost of the overfill will be reassessed at the beginning of the next fiscal year if the work status of the affected position has not yet been determined.**

**CAO RECOMMENDATION**

Requested Action Recommended

  
Mary Hoatson, CAO 3/31/2015

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Marshall Long, District III Supervisor

**SECONDER:** Rosemarie Smallcombe, District I Supervisor

**AYES:** Smallcombe, Jones, Long, Cann, Carrier