RESOLUTION - ACTION REQUESTED 2016-295

MEETING: June 14, 2016

TO: The Board of Supervisors

FROM: Doug Binnewies, Sheriff-Coroner-Public Administrator

RE: Approve the Over-Hire of One Sheriff’s Jail Officer Position

RECOMMENDATION AND JUSTIFICATION:
Approve the over-hire of one Sheriff’s Jail Officer Position effective July 1, 2016 through June 30, 2017 or until a work status determination is made on the incumbent in the affected position.

The Sheriff is requesting that the Board of Supervisors continue to support the over-hire position for one Sheriff’s Jail Officer position. The Sheriff’s jail staffing continues to be hampered because one Jail Officer is still away from their duty assignment due to injury/illnesses. This vacancy continues to stress the staffing and overtime budget due to the length of time of the employees' absence.

California State statute requires that the Sheriff's Jail maintain multi-gender staffing 24/7. Due to the shortage of one male Jail Officer, the temporary over-hire is gender specific to a male.

Resolution 2016-39 was approved January 1, 2016 and will conclude on June 30, 2016. The Sheriff is requesting the Board to support this over-hire position into the next fiscal year.

It is estimated that the cost of the over-hire position at the Step 1 rate will amount to approximately $73,160 in total compensation (salary and benefits) for the duration of the next fiscal year. This over-hire has been programmed into the Fiscal Year 2016/2017 Requested Sheriff's Budget.

The filling of the Sheriff's Jail Officer position is a priority interest to fulfill public safety responsibilities as the vacancy previously caused a great amount of stress on the employees and the Sheriff's budget.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
Since November 2015, a Sheriff’s Jail Officer position has been vacant due to a reported injury/illness. The Board of Supervisors previously supported an over-hire to fill vacant positions, however, the current approval will end June 30, 2016. A determination regarding the work status of this employee has yet to be made therefore creating a void in staffing.

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

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve the over-hire of a Sheriff's Jail Officer position. This could have a negative impact on community public safety and the ability of the Department to effectively manage this critical responsibility.

FINANCIAL IMPACT:
Funding of $73,160 to support this over-hire position has already been included in the Sheriff's Office FY 2016/2017 Requested Budget and will have.

CAO RECOMMENDATION
Requested Action Recommended

Mary Hodson, CAO 6/8/2016

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Kevin Cann, District IV Supervisor
SECONDER: Marshall Long, District III Supervisor
AYES: Rosemarie Smallcombe, Marshall Long, Kevin Cann, John Carrier
EXCUSED: Merlin Jones