RESOLUTION - ACTION REQUESTED 2017-716

MEETING: October 17, 2017

TO: The Board of Supervisors

FROM: Doug Binniewes, Sheriff-Coroner-Public Administrator

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

RECOMMENDATION AND JUSTIFICATION:
Approve the over-hire of one Sheriff’s Animal Control Officer Position effective November 1, 2017 through June 30, 2018 or until a work status determination is made on the incumbent in the affected position.

Sheriff is requesting that the Board of Supervisors support the over-hire position for one Sheriff’s Animal Control Officer. Animal Control staffing continues to be hampered due to one Animal Control Officer being away from their duty assignment because of non-work related injury/illnesses.

This vacancy continues to stress the staffing and overtime budget due to the length of time of the employees’ absence. Currently the vacancy has been bridged by an emergency extra-help hire supported by Human Resources, however, this extra-help hire is predicted to exhaust their allowable hours prior to the incumbent’s expected return.

The filling of the Sheriff’s Animal Control Officer position is a priority interest to fulfill public safety responsibilities.

It is believed that the this over-hire action can be funded within the Sheriff’s Office budget and will not impact the County General Fund.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
Since July 2017, a Sheriff’s Animal Control Officer position has been vacant due to injury/illness. 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.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve the over-hire of a Sheriff’s Animal Control Officer position. This could have a negative impact to community safety.

FINANCIAL IMPACT:
No financial impact to the General Fund. This position will be funded within the Sheriff’s annual budget and through salary savings.
RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey