RESOLUTION - ACTION REQUESTED 2017-717

MEETING: October 17, 2017

TO: The Board of Supervisors

FROM: Doug Binnewies, Sheriff-Coroner-Public Administrator

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

RECOMMENDATION AND JUSTIFICATION:
Approve the over-hire of one Sheriff’s Jail Custodial Deputy position effective January 1, 2018 through May 1, 2018 or until the retirement of the incumbent.

The Sheriff is requesting that the Board of Supervisors support the over-hire for one Sheriff’s Custodial Deputy position. The Sheriff’s Office is anticipating the retirement of a female Custodial Deputy expected late April, 2018.

California state statute requires that the Sheriff’s Jail maintain multi-gender staffing 24/7. Today, our Custodial Deputies manage a complex inmate population. Prior notice of the retiring Custodial Deputy allows staff to plan for and train a replacement prior to the vacated position. This aids in fulfilling staffing requirements and helps ensure our staff is appropriately supported.

It is estimated that the cost of the over-hire position at the Step 1 rate will amount to approximately $24,732 in total compensation (salary and benefits) for the duration. This over-hire cost is believed to be absorbed within the FY 2017/2018 Sheriff’s Budget as a result of salary savings.

The filling of the Sheriff’s Custodial Deputy position is a priority interest to fulfill public safety responsibilities.

The position is represented by the DSA bargaining unit.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board of Supervisors have previously supported an over-hire to fill vacant positions. This is a proactive approach to ensure our staff is appropriately supported.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve the over-hire of a Sheriff’s Custodial position. This would extend the vacancy of the position left open by the retiring incumbent.

FINANCIAL IMPACT:
The $24,732 to support this over-hire position can be absorbed in the Sheriff’s Office FY 2017/2018 Sheriff’s Budget (001-0220-531.01-75).
RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey