



MARIPOSA COUNTY

Sheriff's Office • (209) 966-3615



RESOLUTION - ACTION REQUESTED 2014-333

MEETING: July 8, 2014

TO: The Board of Supervisors

FROM: Doug Binnewies, Sheriff-Coroner-Public Administrator

RE: Salary Increase for Extra-Help Bailiff Position

RECOMMENDATION AND JUSTIFICATION:

Authorize an hourly rate increase for current Extra-Help Bailiff positions from the hourly rate of \$22.11 to the step two hourly rate for a full-time Bailiff of \$23.21 effective July 1, 2014; and authorize the Sheriff to hire future Extra-Help Bailiffs at either the step one hourly rate of \$22.11 or the step two hourly rate of \$23.21.

The Sheriff is statutorily required to provide Court Security to the Mariposa County Superior Court. The Sheriff currently has one full-time Patrol Deputy Sheriff assigned to provide Court Security at the Mariposa County Superior Court. In addition, the Sheriff has five (5) Extra-Help Bailiff positions that are paid an hourly rate and receive no benefits. This is in accordance with Board policy for Extra-Help employees which requires these employees to be paid at the step one hourly rate of the corresponding full-time position.

The justification for the increase is to add in Extra-Help Bailiff retention. These employees work at-will to the Court's schedule. A schedule which can be broken throughout the day leaving the employee with hours of unpaid slots. For example, the morning session for the Extra-Help Bailiff may start at 9:00 AM and end at 11:00 AM. The afternoon session can start at 1:00 PM and conclude at 2:00 PM. This employee is not on the payroll during the off court hours which is a hardship to the employee.

Further, the Extra-Help Bailiff is required to maintain stringent training standards as set by California Peace Officer Standards and Training (POST); the same law enforcement standards as a full-time peace officer.

The Extra-Help Bailiff positions are completely funded by the State of California, Administrative Office of the Court. The current funding received for court security can support the requested salary increase.

The proposed Sheriff's Office 2014-15 Mariposa County budget line for the Extra-Help Bailiff position has been fully funded to support this increase.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors has approved other Department's requests for consideration of salary increases for unique positions and job duties.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

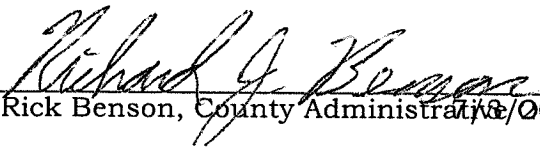
Not approving the increase could jeopardize specific position staffing, which could hinder the Office's responsibilities.

FINANCIAL IMPACT:

The Bailiff-Court Security Fund #440 Extra Help line is sufficiently budgeted in fiscal year 2014-2015 to fund this increase. It is estimated that new rate will total \$115,934 at current staffing levels and will not exceed the requested budget amount of \$188,404.

CAO RECOMMENDATION

Requested Action Recommended


Rick Benson, County Administrator/Office

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: John Carrier, District V Supervisor

SECONDER: Janet Bibby, District III Supervisor

AYES: Stetson, Jones, Bibby, Cann, Carrier