



MARIPOSA COUNTY

Sheriff's Office • (209) 966-3615



RESOLUTION - ACTION REQUESTED 2016-39

MEETING: January 19, 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 and Approve the Budget Action Form

RECOMMENDATION AND JUSTIFICATION:

Approve an Over-Hire of One Sheriff's Jail Officer Position Effective January 1, 2016 through June 30, 2016 or Until a Work Status Determination is Made on One of the Incumbents in the Affected Positions; Approve Budget Action Transferring Funding Between the Sheriff's Budget and the Jail Budget to Accommodate the Over-Hire (\$35,199).

The Sheriff is requesting that the Board allow an over-hire position for a Sheriff's Jail Officer position. The Sheriff's Jail staffing continues to be hampered because three Jail Officers are away from their duty assignment due to injury/illnesses, two of which are work related. These vacancies continue to stress the Sheriff's Jail staffing and budget due to the length of time of the employees' absences.

California State statute requires that the Sheriff's Jail maintains multi-gender staffing 24/7. Due to the shortage of female and male Jail Officers, the temporary over-hire of either gender is being pursued.

It is estimated that the cost of the over-hire position at the entry Step 1 level will amount to approximately \$35,199 in total compensation (salary and benefits) through the end of this fiscal year. This over-hire will have no additional impact to the General Fund during this budget year as unanticipated savings in the Sheriff's Fuel Line can support the expense.

The Sheriff currently has fifteen (15) full-time allocated Jail Officer positions. If the absence of the permanent Jail Officer(s) in question continues, then a reassessment of the over-hire will occur for the new budget year and be brought to the Board for review and consideration.

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

BACKGROUND AND HISTORY OF BOARD ACTIONS:

Since February 2014, a Sheriff's Jail Officer position had been vacant due to a reported injury. The Board of Supervisors supported an over-hire of this position due to the length of absence, however, with the overfill ending upon a work status determination. A determination regarding the work status of this employee was made by the Board of Supervisors on December 15, 2015. The Department has now successfully filled this specific position.

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 to support this over-hire position has been indentified in the Sheriff's Office Budget and will not impact the General Fund.

ATTACHMENTS:

Budget Action Form (PDF)

CAO RECOMMENDATION

Requested Action Recommended


Mary Hodson, CAO 1/14/2016

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Marshall Long, District III Supervisor

SECONDER: Rosemarie Smallcombe, District I Supervisor

AYES: Smallcombe, Jones, Long, Cann, Carrier

BUDGET ACTION FORM

FUND	DEPT/DIV	ACCOUNT	DESCRIPTION	PROJECT	INCREASE	DECREASE
001	0216	521.04-88	Fuel Expense			(\$35,199)
001	0220	531.01-75	Adult Detention Officer		\$23,122	
001	0220	531.02-58	Uniform Allowance		\$475	
001	0220	531.03-10	Social Security		\$1,476	
001	0220	531.03-11	Medicare		\$345	
001	0220	531.03-13	Medical/Dental/Vision		\$6,977	
001	0220	531.03-14	Retirement Employer		\$2,579	
001	0220	531.03-17	Life Insurance		\$13	
001	0220	531.03-18	SDI		\$212	
				TOTAL	\$35,199	(\$35,199)

TRANSFER BETWEEN FUNDS					
TOTALS				\$0	\$0

ACTION REQUESTED: (Check all that apply)

Budget appropriation by Board of Supervisors (4/5ths Vote Required): Amending the total amount available in the county budget, or in any one fund of the budget , or appropriating Reserve for Contingencies;

Transfer by Board of Supervisors (3/5ths Vote Required): Moving existing appropriations from one budget to another, or between categories within a budget unit;

JUSTIFICATION: Needed to appropriately fund a overhire Jail Position

DEPT HEAD SIGNATURE <i>[Signature]</i>	DATE: 01-07-16
APPROVED BY RES NO. <i>16-39</i> CLERK <i>Rene LaRoche</i>	DATE <i>1-19-16</i>

AUDITOR'S USE ONLY
BA #

Budget Revision Form Revised 11/95