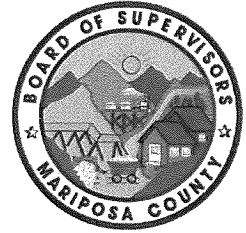


# MARIPOSA COUNTY

Sheriff's Office · 209 966-3615



## RESOLUTION - ACTION REQUESTED 2021-284

MEETING: May 18, 2021  
TO: The Board of Supervisors  
FROM: Jeremy Briese, Sheriff  
RE: Approve the Over-Hire of Two Sheriff's Jail Custodial Deputy Position

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve the over-fill of two Sheriff's Jail Custodial Deputy position effective May 15, 2021 through August 30, 2021.

The Sheriff is requesting that the Board of Supervisors support the over-hire for two Sheriff's Custodial Deputy positions. The Sheriff's Office is anticipating two immediate vacancies and is requesting the over hire positions to start the hiring / training process in anticipation of the upcoming vacancies. The hiring/training process is lengthy and by approving the over hire positions, the Sheriff's Office will be able to fill the positions with limited delay in service to staffing that occurs during vacancies.

California state statute requires that the Sheriff's Jail maintain multi-gender staffing 24/7. Today, our Custodial Deputies manage a complex inmate population. The Sheriff's Office is currently operating below normal staffing levels due to Covid-19 relief budgeting. Reducing the staffing without immediate replacement will further strain staff to operate safely to meet the 24/7 staffing mandates.

It is estimated that the cost of the over-hire positions at the Step 1 rate will amount to approximately \$20,779.68 in total compensation (salary and benefits) for the duration of this fiscal year. This over-hire cost is believed to be absorbed within the FY 2020/2021. The remaining amount of 13,853.12 would be absorbed in FY 2021/2022 for the month of July and August within Sheriff's Budget as a result of salary savings.

The filling of the Sheriff's Custodial Deputy positions 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 positions left open by the incumbents.

**FINANCIAL IMPACT:**

The \$20,779.68 to support the over-hire positions can be absorbed in the Sheriff's Office FY 2020/2021 Sheriff's Budget (001-0220-531.01-75). The amount of 13,853.12 would be absorbed in the 2021/2022 Sheriff's Budget.

**RESULT:** ADOPTED BY CONSENT VOTE [UNANIMOUS]

**MOVER:** Wayne Forsythe, District IV Supervisor

**SECONDER:** Tom Sweeney, District II Supervisors

**AYES:** Smallcombe, Sweeney, Long, Forsythe, Menetrey