

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Sheriff's Department

BOARD AGENDA # *B-6

Urgent

Routine

AGENDA DATE January 7, 2014

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Employ a Deputy Sheriff, Lateral, at Step Five (5) of the Salary Band, \$29.61 Hourly

STAFF RECOMMENDATIONS:

Authorize the Sheriff's Department to offer employment to Robert Huffman as a Deputy Sheriff at step five of the salary band, \$29.61 hour, less the current 5% salary deduction, effective his first day of employment.

FISCAL IMPACT:

The estimated annual cost associated with this position is \$118,779 including benefits. This position is subject to the five percent salary deduction. Funding for this position in the amount \$62,589 for the remainder of this fiscal year is in the 2013-2014 Fiscal Year final budget and no increase in appropriations is being requested.

BOARD ACTION AS FOLLOWS:

No. 2014-9

On motion of Supervisor Chiesa, Seconded by Supervisor O'Brien
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, Monteith, and Chairman De Martini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST:

Christine Ferraro
CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval to Employ a Deputy Sheriff, Lateral, at Step Five (5) of the Salary Band, \$29.61 Hourly

DISCUSSION:

The Sheriff's Department is requesting to fill a current vacancy in the Deputy Sheriff classification. The Sheriff's Department has an open continuous recruitment to attract qualified candidates for this position and continues to make concentrated efforts to recruit lateral transfer candidates to help build a qualified workforce. Despite the diligent efforts made to recruit qualified staff, the department continues to struggle to attract well qualified lateral candidates from other agencies. The Sheriff's Department continues to have a high vacancy rate which leaves staffing at critically low levels.

Robert Huffman has over five years of experience working as a Deputy Sheriff, is a trained patrol officer and has experience in investigations and undercover surveillance. This broad range of experience greatly reduces the training period normally required with new staff. Mr. Huffman also possesses a Bachelor of Arts degree in Criminal Justice Administration from the University of Phoenix.

The Sheriff's Department is requesting to employ Mr. Huffman at an hourly rate of \$29.61, less the current five percent salary deduction, and offer all lateral incentives allowable through current County policy to secure employment. These incentives include: front loading the equivalent of six months of sick leave accruals (48 hours) at the start of the first pay period following the date of hire, vacation accrual rate of three weeks annually (120 hours) closest to his current vacation accrual rate, and the ability for the Department Head to grant permanent status upon completion of six months of satisfactory employment. Mr. Huffman is currently employed at Stanford University Department of Public Safety making \$15 an hour above step five of the salary band. The ability to offer Mr. Huffman employment at step five will allow the department to increase efforts to protect the safety of the community.

POLICY ISSUES:

Approval by the Board of Supervisors is required to employ personnel at step five of the salary band of a given classification. Filling this position is consistent with the Board of Supervisors' priority of A Safe Community.

STAFFING IMPACT:

There is no staffing impact associated with this item.

CONTACT INFORMATION:

Adam Christianson, Sheriff. Telephone (209) 567-4468.