

The County of Yuba

Sheriff-Coroner



TO: Board of Supervisors

FROM: Wendell Anderson, Sheriff-Coroner

SUBJECT: Sheriff-Coroner: Grant Sheriff additional hiring authority as it pertains to the Deputy Sheriff, Correctional Officer and Public Safety Dispatcher classifications for an additional two (2) years.

DATE: September 22, 2020

NUMBER: 485/2020

Recommendation:

It is recommended that the Board of Supervisors grant additional hiring authority to the Sheriff for the Deputy Sheriff, Correctional Officer and Public Safety Dispatcher classifications for an additional two years, beginning September 22, 2020.

Background:

The Yuba County Sheriff's Department provides first responder protection to nearly 74,000 residents, 24 hours a day, seven days a week. It is the responsibility of the men and women of the Sheriff's Department to keep our community safe. Carrying out this responsibility requires a number of employees in several classifications, making staffing levels in many of these classifications vital to the department's mission.

The Yuba County Sheriff's Department is also responsible for the administration and operation of the county jail. The Yuba County Jail staff is charged with maintaining the safe and secure confinement of persons placed in their custody. In addition, the jail houses Immigration and Customs Enforcement (ICE) detainees on a contract basis to generate revenue for the county. The jail provides programs for inmates to facilitate their rehabilitation and successful reintegration into the community upon release. The jail is a necessary link in the criminal justice system and operates under the guidelines set forth in the Title 15 of the California Code of Regulations.

Lead time that a vacancy is occurring due to a departure is approximately two weeks. Unfortunately the time and cost to replace a Deputy Sheriff from recruitment to the point a deputy can be on patrol without direct training supervision, takes approximately 10.5 months. This accounts for completion of the application, screening, interview, background, medical and

psychological exams and the field training program. Likewise, for a Public Safety Dispatcher or Correctional Officer to be recruited for, hired and ultimately operate on his or her own takes approximately 8 months.

Discussion:

On September 25, 2018 your Board granted additional hiring authority to the Sheriff in regards to the Deputy Sheriff and Public Safety Dispatcher positions. On February 26, 2019 your Board granted additional hiring authority to the Sheriff in regards to the Correctional Officer position.

The current Countywide standard is that the appointing authority is authorized to offer a successful applicant Step 1, Step 2, or Step 3 of the County's salary schedule. An offer of Steps 4 through 7 requires Board approval. The actions taken by your Board authorized the Sheriff to offer a successful applicant for Deputy Sheriff, Public Safety Dispatcher or Correctional Officer a salary step up to Step 7 per his assessment of qualification and experience, however this policy had a sunset date.

In April 2019 Human Resources and the Deputy Sheriff's Association met, conferred and executed a Side Letter to the MOU that created a Lateral Incentive Program for the Deputy Sheriff, Correctional Officer and Public Safety Dispatcher positions.

The Lateral Incentive Program and the additional hiring authority together have been invaluable tools for the Sheriff's Department to recruit and retain experienced, qualified and knowledgeable candidates for these imperative classifications.

Committee Action:

This item is bypassing committee as it is revisiting policies already approved in September 2018 and February 2019.

Fiscal Impact:

General Fund -	None
Non-General Fund -	Unknown, it is dependent on the ability to attract candidates
Source of Funds -	Board Approved FY 20-21 Budget Appropriations