

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 two (2) years.

DATE: March 14, 2023

NUMBER: 93/2023

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 two years, beginning March 14, 2023.

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 United States Marshals Service federal prisoners 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 22, 2020 your Board granted additional hiring authority to the Sheriff in regards to the Deputy Sheriff, Correctional Officer and Public Safety Dispatcher positions for two (2) years.

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 October 2021 Human Resources and the Deputy Sheriff's Association met, conferred and executed a Side Letter to the MOU that created the Sheriff's Department Lateral Incentive Program, Policy HROS-3.102, 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 reinstating policies already approved in September 2020.

Fiscal Impact:

Budget

- Board Approved FY 2022-23 Budget Appropriation

Total Projected Cost

- The projected cost for current and future fiscal years is unknown, as it is dependent on the ability to attract qualifying candidates

Source of Funds

- FY 2022-23 salary savings from vacant positions
- Future Fiscal Years will budgeted appropriately per actual salary and benefits