



HUMBOLDT COUNTY SHERIFF'S OFFICE

WILLIAM F. HONSAL, SHERIFF/CORONER

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INTEROFFICE MEMORANDUM

TO: BOARD OF SUPERVISORS
FROM: WILLIAM HONSAL, SHERIFF
SUBJECT: FY 2024-25 HIRING FREEZE EXCEPTION
DATE: 6/7/2024

On June 4, 2024, your Board approved a hiring freeze for FY 2024-25. The Sheriff's Office has implemented significant measures and cuts to reduce costs, expenditures, and freezing positions in order to balance our budget. Our current staffing allocation, including the 12 additional general fund requests in our Sheriff's Patrol Operations budget, is crucial for maintaining law and order in the county. A hiring freeze on our funded positions will adversely affect the essential and necessary public safety of the county. Therefore, I respectfully request an exemption to the hiring freeze for the following job classifications that are funded in FY 24-25:

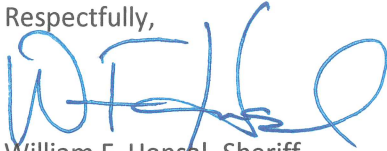
- Deputy Sheriff I/II – class 0416
- Sheriff's Investigator – class 0423
- Sheriff's Sergeant – class 0414
- Sheriff's Lieutenant – class 0406
- Emergency Communications Dispatcher – class 0128
- Senior Emergency Communications Dispatcher – class 0127

Each of the positions listed above is critical for providing mandated services to our citizens. If any of these positions become vacant through attrition in FY 24-25, the Sheriff's Office must fill them as quickly as possible. Any delay in filling these positions, or not allocating these funded roles, would significantly undermine the effectiveness of the Sheriff's Office and diminish public confidence in the County Government's ability to meet their public safety expectations. These positions are essential for maintaining 24-hour patrols in all beat areas of the county, ensuring effective 911 communications, investigating child abuse and serious violent offenses, and providing necessary supervision and oversight.

I believe that prioritizing these six job classifications to allow the Sheriff's Office to continuously fill them during the coming fiscal year is the most effective way to ensure that the essential services promised to the voters are delivered by the county. This decision is crucial despite the county's structural deficit, negative fund balances, and the Sheriff's Office's additional request for general funds.

Thank you for your continued partnership in ensuring the safety of our community.

Respectfully,

A handwritten signature in blue ink, appearing to read 'W. Honsal', with a large, stylized flourish at the end.

William F. Honsal, Sheriff

Attachment:

Budgeted Positions in the Sheriff's Operations - 221

Department: Sheriff's Office

The below is based on the submitted budget for 221 only and does not include the ARGFA request

Classification Name	Impacted # of Positions	Amount budgeted for positions	Will programs have to be shut down if not approved?	If so, what programs will be shut down?	Which of those programs are mandated by the state or federal government? Please cite the code, and include the level to which those services must be provided.	Other program impacts? Be as specific as possible.
Deputy Sheriff I/II - 0416	30	\$ 4,492,512	Yes	24 patrols in Southern and Eastern Humboldt County will be eliminated. All Patrol shifts will be centralized.	The Patrol deputy is not a mandatory function, however, it is an expectation of our community that passed an Increase to the Sales tax and TOT tax to have Rural 24 hour patrols, and increased response times.	Quality of Life cases will be eliminated, transient camp patrols, drug houses, due to a focus on maintaining the basic patrol functions/operatoinis
Sheriff's Investigator - 0423	3	\$ 528,501	Yes	Sheriff's Investigators are the lead detectives in homicides, violent crime and severe child abuse cases. These cases are critical to maintain the trust with our citizens	The Sheriff's Office is mandated under the law to provide an investigative deputies to crimes that occur in the county. These are the cases that we need to ensure the best and well trained investigators are providing the skills necessary to solve these serious crimes in the county.	The Child Abuse Services Team could be affected by not having an investigator hired and trained.
Sheriff's Sergeant - 0414	11	\$ 2,040,208	YES	Patrol supervision is necessary: for Crisis Managment, patrol supervision, Training, accountability and oversight.	None, other than public trust. When someone wants to complain or qeustion the need for law enforcement activity, A sergeant is there to listen, answer questions and also investigate citizen complaints.	
Sheriff's Lieutenant - 0406	4	\$ 1,002,610	Yes	Coordination and communication of policy, oversight , leadership and guidance of patrol operations, investigations, search and rescue, homicide, major crimes, and use of force incidents.	DOJ, FBI, State Attroney general mandates reports and oversight over various patrol related activities. It is essential to have law enforcment managers are hired to maintain the standards set forth by the law, policies, and procedures of HCSO	
Emergency Communications Dispatcher - 0128	3	\$ 279,288	YES	We have to maintain a 911 services for the county. Coordination of law enforcment, fire and medical services to the county residents.	We have to answer 911 calls and dispatch law enforcement officers to calls for service. If we do not maintain our staffing levels, the dispatchers we have will quit, due to the high burnout rate. We are required by law to maintain our public safety answer point. If we do not have trained disaptchers, I have to move a deputy sheriff from patrol, to answer phones and respond to radio traffic.	If county wants to work toward dispatching County Fire, we have to be able to hire dispatchers.
Senior Emergency Communications Dispatcher - 0127	2	\$ 259,741	YES	Same as above	Same as above	Same as above