



COUNTY OF HUMBOLDT

For the meeting of: 5/19/2020

File #: 20-543

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

SUBJECT:

Approve Advanced Step for Correctional Deputy I, Robert Duggan (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve advance step at Salary Range 357, Step D, Job Class 0424A, for Correctional Deputy I, Robert Duggan. (4/5 Vote Required)

SOURCE OF FUNDING:

General Fund

DISCUSSION:

Robert Duggan will be voluntarily demoting from Deputy Sheriff Recruit to Correctional Deputy I effective May 31, 2020. Per the Merit System rules he would move from his current Step 1A as a Deputy Sheriff Recruit to Step 1A as a Correctional Deputy I.

To assist with recruitment and retention of Correctional Deputies, the Sheriff's Office has approval from the CAO's office to place new Correctional Deputies in Step D who possess the core academy certification prior to hire. Since Robert Duggan has POST certification prior to transferring into the Correctional Deputy I position, the Sheriff's Office is requesting approval for Robert Duggan to be Step D so his pay is equitable with other Correctional Deputies that have the same certification upon hire.

FINANCIAL IMPACT:

Allowing Robert Duggan to voluntarily demote to the Correctional Deputy I position at Step D has no negative financial impact to the Corrections Budget Unit 1100-243. Filling that same position with a candidate that has the core academy certification prior to hire would result in the exact same pay. There is sufficient funding in budget unit 1100-243 for the recommended action, and there will be no additional impact to the General Fund.

STRATEGIC FRAMEWORK:

File #: 20-543

This action supports your Board's Strategic Framework by investing in county employees.

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny the request for an Advanced Step for Correctional Deputy Robert Duggan; however, this is not recommended as it would not result in equitable pay for Robert Duggan compared to other Correctional Deputies. It would negatively impact employee morale and could result in the loss of a valuable employee.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.: NA

Meeting of: NA

File No.: NA