



COUNTY OF HUMBOLDT

AGENDA ITEM NO.
C-31

For the meeting of: August 15, 2017

Date: July 31, 2017
To: Board of Supervisors
From: William F. Honsal, Sheriff
Subject: Authorize Temporary Increase in Pay for Senior Correctional Deputy, Delia Garcia, pursuant to Article 12.4.1 of the AFSCME Memorandum of Understanding (MOU)

RECOMMENDATION(S):

That the Board of Supervisors:

Authorize temporary increase in pay for Senior Correctional Deputy, Delia Garcia (Class 0421, Range 377) as though promoted to Supervising Correctional Deputy (Class 0420, Range 417) effective with the pay period beginning August 13, 2017 and continuing until the incumbent returns to work.

SOURCE OF FUNDING:

General Fund

Prepared by *Norma S. Lorenzo*
Norma S. Lorenzo, Deputy Director Sheriff Admin

CAO Approval *[Signature]*

REVIEW:
Auditor _____ County Counsel _____ Human Resources *ADB* Other _____

TYPE OF ITEM:
 Consent
 Departmental
 Public Hearing
 Other _____

PREVIOUS ACTION/REFERRAL:
Board Order No. _____
Meeting of: _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor *Wilson*
Seconded by Supervisor *Sundberg*
Ayes *Wilson, Sundberg, Bass, Bohn, Fenne II*
Nays _____
Abstain _____
Absent _____
And carried by those members present, the Board hereby approves the recommended action contained in this report.

Dated: *August 15, 2017*
By: *[Signature]*
Kathy Hayes, Clerk of the Board

DISCUSSION:

On July 26, 2017 one of the Supervising Correctional Deputies in the correctional facility went on a medical leave of absence that is anticipated to extend for a period longer than 30 days. The Supervising Correctional Deputy is a critical position, responsible for up to 21 Correctional Deputies, who ensure the safety and security within the correctional facility every day. Leaving this supervisory position vacant during an extended medical leave of absence would have a negative impact on both the staff and the inmates of the facility.

Effective August 4, 2017 Delia Garcia, Senior Correctional Deputy, was assigned as the Acting Supervisor, pursuant to Section 12.4.1 of the AFSCME Memorandum of Understanding (MOU). Approval of the extended assignment and temporary increase in compensation from August 13, 2017 through December 31, 2017 will provide an appropriate level of supervision required in the correctional facility until the incumbent supervisor returns, at which time this temporary arrangement will be revoked.

FINANCIAL IMPACT:

Estimated cost of additional compensation, from Class 0127 Range 365 to Class 0401 Range 398, through February 13, 2018 is \$2,729.00 including benefits. Salary savings from one vacant Supervising Correctional Deputy position and four vacant Senior Correctional Deputy positions will be used to cover the additional expense. All positions involved are allocated in Sheriff's Jail budget unit 243 Salary and Benefits category. There will be no additional impact on the General Fund.

The recommended action meets the critical needs of the Sheriff's Office and supports the Board's Strategic Framework Plan to provide core services in ways that safeguard the public trust by investing in county employees.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny this request for temporary increase in compensation for Senior Correctional Deputy, Delia Garcia, to the position of Supervising Correctional Deputy, however, this is not recommended as it would severely limit the Sheriff Office's ability to adequately meet the needs of the public.

ATTACHMENTS:

None