



COUNTY OF HUMBOLDT

For the meeting of: 4/12/2022

File #: 22-409

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

SUBJECT:

Approve Advanced Step for Deputy Sheriff Recruits or Deputy Sheriff I's That Voluntarily Demote to a Correctional Deputy I (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve advanced Step B, Job Class 0424A, for any Deputy Sheriff Recruits or Deputy Sheriff I's that have obtained their Core Academy Certificate or POST Academy Certification prior to voluntary demotion to a Correctional Deputy I effective back to March 30, 2022 and through June 30, 2023. This approval supercedes the previous approval by your Board on Dec. 14, 2021 per agenda file 21-1793 for demotion to Correctional Deputy I. (4/5 vote required)

SOURCE OF FUNDING:

General Fund (1100)

DISCUSSION:

To assist with recruitment and retention of Correctional Deputies, the Humboldt County Sheriff's Office (HCSO) has had approval from the County Administrative Office (CAO) for Fiscal Year 2021-2022 to place new Correctional Deputies in Step D who possess the Core Academy Certification prior to hire. In order to have equitable pay with other Correctional Deputies that have this certification upon hire, HCSO requested that all voluntary demotions of Recruits and Deputy Sheriff I's that have their POST Academy Certificate prior to demotion be placed in advanced step D, in their demotion to Correctional Deputy.

On Dec. 14, 2021, per agenda file 21-1793, your Board approved this request for advanced Step D, Job Class 0535A, for any Deputy Sheriff Recruits or Deputy Sheriff I's that have obtained their POST Academy certification prior to voluntary demotion to a Correctional Deputy I.

Since that time, there have been significant equity increases for this job class and departments are re-evaluating budgets for FY 2022-2023. After consideration of these changes, the Humboldt County Sheriff's Office (HCSO) recommended to the CAO's office to reduce the advanced step for new hires

from Step D to Step B for any Deputy Sheriff Recruits or Deputy Sheriff I's that have obtained their Core Academy Certification prior to voluntary demotion to a Correctional Deputy I. This request was approved on March 30, 2022 by the CAO's office. To be consistent and equitable, HCSO is returning to your Board to request this change for the demotion advanced step from Step D to Step B for any Deputy Sheriff Recruits or Deputy Sheriff I's that have obtained their Core Academy Certification or POST Academy Certification prior to voluntary demotion to a Correctional Deputy I.

HCSO invests significant resources in Deputy Sheriff Recruits (Recruits). The Recruits attend a 6-month academy, graduate with their POST Academy Certificate and then are promoted to the rank of Deputy Sheriff I. As a Deputy Sheriff I, they spend a minimum of 4 months in the HCSO field training program (FTO) to prepare them to work out in the field independently. There are times that a Recruit graduates with their POST Academy Certificate but does not promote to a Deputy Sheriff I or that a Deputy Sheriff I does not pass the FTO program. Often it is determined that being a Deputy Sheriff is not the best fit for the employee at this stage in their career and the employee would be better serving in the role of Correctional Deputy I. A Correctional Deputy that has been through the basic police academy has an enhanced and beneficial education that HCSO greatly benefits from.

FINANCIAL IMPACT:

Allowing Recruits and Deputy Sheriff I's to voluntarily demote to the Correctional Deputy I position at Step B 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:

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 this request; however, this is not recommended as it could result in inequitable pay and the loss of valuable employees that have this training and experience.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.: NA

Meeting of: December 14, 2021

File No.: 21-1793