



# COUNTY OF HUMBOLDT

## Legislation Text

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File #: 21-1793, Version: 1

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**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 or Community Services Officer (4/5 Vote Required)

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Approve advanced step at Salary Range 360, Step D, Job Class 0424A, 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 effective immediately and through June 30, 2023. (4/5 vote required)
2. Approve advanced step at Salary Range 358, Step C, Job Class 0415, for any Deputy Sheriff Recruits or Deputy Sheriff I's that have obtained their POST Academy certification prior to voluntary demotion to a Community Services Officer effective immediately and through June 30, 2023. (4/5 vote required)
3. Approve advanced step at Salary Range 358, Step C, Job Class 0415 for Austin Christian retroactive to Oct. 31, 2021, the effective date of his voluntary demotion to Community Services Officer (4/5 vote required).

**SOURCE OF FUNDING:**

General Fund (1100)

**DISCUSSION:**

The Humboldt County Sheriff's Office (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 or Community Services Officer (CSO). A Correctional Deputy and CSO that has been through the basic police

academy has an enhanced and beneficial education that HCSO greatly benefits from.

A voluntary demotion of a Recruit or a Deputy Sheriff I to a Correctional Deputy I or CSO usually results in the employee being placed at Step 1A or A of the demoted position in accordance with merit system rules.

To assist with recruitment and retention of Correctional Deputies, HCSO has approval from the CAO's office 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 is requesting 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.

HCSO is also requesting that any Recruits or Deputy Sheriff I's that have their POST Academy certificate prior to a voluntary demotion to a CSO be placed in advanced step C to reflect the amount of training and experience that is invested in Recruits and Deputy Sheriff I's.

In order to have equitable pay with any other Recruits or Deputy Sheriff I's that have their POST Academy certificate and voluntarily demote to a CSO, HCSO is requesting that Austin Christian be placed in advanced step C for his voluntary demotion from a Deputy Sheriff I to a CSO effective as of the date of his demotion, Oct. 31, 2021. Mr. Christian obtained his POST Academy certificate from College of the Redwoods and spent 4 months as a Deputy Sheriff I on the FTO program prior to his voluntary demotion.

#### FINANCIAL IMPACT:

Allowing Recruits and Deputy Sheriff I's to voluntarily demote to the Correctional Deputy I position at Step D or a CSO position at Step C has no negative financial impact to the Corrections Budget Unit 1100-243 or the Measure Z Budget Unit 1100-297. 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 and 1100-297 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: NA

File No.: NA