



COUNTY OF HUMBOLDT

For the meeting of: 6/23/2026

File #: 26-485

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Updated Classification Specifications for Deputy Sheriff Recruit and Deputy Sheriff I/II.

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the amended classification specification for Deputy Sheriff Recruit (classification # 0418) into the classification system effective the pay period following board approval; and
2. Adopt the amended classification specification for Deputy Sheriff I/II (classification # 0416A/B) into the classification system effective the pay period following board approval.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

The Human Resources Department (HR) has completed a comprehensive review of the Deputy Sheriff Recruit and Deputy Sheriff I/II classifications to ensure continued compliance with current Peace Officer Standards and Training (POST) requirements as well as the mandates established under California Assembly Bill (AB) 846. Both sets of standards have evolved in recent years, and it is essential that the County's classification specifications accurately reflect these updated legal and professional expectations. Maintaining alignment with POST and AB 846 is critical not only for regulatory compliance but also for ensuring that the County's recruitment, selection, and training practices remain defensible, transparent, and consistent with statewide best practices.

POST establishes the minimum requirements and evaluation criteria for California peace officers. Outdated classification specifications can inadvertently misrepresent these requirements to applicants or create inconsistencies in hiring and promotional practices. By incorporating the most recent POST standards into the classification specifications, the county strengthens the integrity, fairness, and defensibility of its personnel processes.

Finally, modernizing these classification specifications supports organizational clarity and operational effectiveness. A current and accurate specification ensures that employees and the public share a consistent understanding of the role's functions, qualifications, and expectations.

Therefore, HR recommends adoption of the updated classification specifications to ensure continued compliance with POST requirements, AB 846 mandates, and the county's operational and regulatory needs.

SOURCE OF FUNDING:

N/A

FINANCIAL IMPACT:

Narrative Explanation of Financial Impact:

There is no financial impact associated with this item.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

There is not a significant staffing impact associated with this item. The incumbents in the Deputy Sheriff Recruit and Deputy Sheriff I/II classifications will have their classification specifications updated to accurately reflect the work they are already performing.

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose not to update these classification specifications. However, this is not recommended as the updated classification specifications are compliant with POST requirements.

ATTACHMENTS:

Deputy Sheriff Recruit classification specification

Deputy Sheriff I/II classification specification

Resolution

PREVIOUS ACTION/REFERRAL:

Meeting of: N/A

File No.: N/A