

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS

ACTION AGENDA SUMMARY

DEPT: Sheriff's Department

*[Handwritten signature]* SHERIFF

BOARD AGENDA # B-18

Urgent

Routine

AGENDA DATE April 27, 2010

CEO Concurs with Recommendation YES  NO

4/5 Vote Required YES  NO

(Information Attached)

SUBJECT:

Approval of the Reduction-In-Force of 52 Full-Time Positions and the Deletion of 16 Vacant Positions in the Sheriff's Department Budget Effective June 26, 2010

STAFF RECOMMENDATIONS:

1. Approve the reduction-in-force of 52 full-time positions and the deletion of 16 vacant funded positions in the Sheriff's Department budget as outlined in the Staffing Impacts section of this report effective June 26, 2010.
2. Amend the Salary and Position Allocation Resolution to reflect the changes as outlined in the Staffing Impacts section of this report effective June 26, 2010.
3. Authorize the Sheriff's Department to modify the Community Oriented Policing Services (COPS) Hiring Recovery Program grant to retain three Deputy Sheriffs, position numbers 2701, 2703 and 2722, scheduled for reduction-in-force.

FISCAL IMPACT:

The Sheriff's Department is submitting a Proposed Budget of \$78,683,964 for fiscal year 2010-2011, a reduction of \$6,391,536 from the 2009-2010 Final Budget. This reduction is significant, but it even becomes more problematic because of the reduction made the previous fiscal year. In fiscal year 2008-2009 the Sheriff's Department final budget was \$93,245,239 but was reduced in fiscal year 2009-2010 to \$85,075,500, a loss of \$8,169,739. Several measures were taken to help meet this reduction, including reallocating resources, redistributing and reassigning workloads, reducing (continued on page 2)

BOARD ACTION AS FOLLOWS:

No. 2010-247

On motion of Supervisor DeMartini, Seconded by Supervisor Chiesa

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Monteith, DeMartini, and Chairman Grover

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

MOTION:

*[Handwritten signature: Christine Ferraro]*

ATTEST:

CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval of the Reduction-In-Force of 52 Full-Time Positions and the Deletion of 16 Vacant Positions in the Sheriff's Department Budget Effective June 26, 2010

FISCAL IMPACT (continued):

the level of services, reducing the hours the offices are open to the public and implementing a reduction-in-force of four full-time allocated positions in the Administrative Division. With this current proposed reduction the total decrease to the Sheriff's Department budget over the last two fiscal years will be \$14,561,275.

The County continues to see an erosion of discretionary revenue as a result of declining property tax, local sales tax and Proposition 172 sales tax, resulting in an approximate 9% reduction to the net county cost revenue. In addition, departmental revenue has decreased over the past two years by approximately \$639,000, further contributing to the reductions in the Sheriff's budget. Coupled with these revenue declines, the Sheriff's Department has suffered increases in retirement costs, workers' compensation costs, unemployment insurance costs, auto liability insurance and self insured general liability insurance costs, for a total cost increase of approximately \$2.4 million to our fiscal year 2010-2011 budget.

In order to meet the \$6.4 million budget shortfall, a reduction-in-force of 52 filled full-time positions and the deletion of 16 vacant funded positions is being recommended.

DISCUSSION:

For Fiscal Year 2010-2011, the Sheriff's Department is funded with a General Fund contribution of \$54,978,619 and \$23,705,345 in estimated departmental revenue and fund balance. The General Fund contribution reflects a \$5,779,238, or approximately 9% reduction as part of the County's Fiscal Year 2010-2011 budget balancing strategy. In order to meet this budget shortfall the Sheriff's Department is taking a multifaceted approach.

As part of our strategy, the Department will close three of the four barracks at the Honor Farm located at 8224 W. Grayson Road, Modesto. This will reduce available beds at the Honor Farm from 356 to 86, resulting in an annual reduction of 95,550 inmate days. The partial closure of the Honor Farm makes the second significant reduction to inmate housing. In July 2009, 64 beds of the minimum housing unit at the Public Safety Center were closed, resulting in a reduction of 23,360 inmate days. The Department, in partnership with the Probation Department, is currently evaluating the use of a Day Reporting Center to address part of the reduction of available beds at the Honor Farm.

Closing the three barracks at the Honor Farm will require the release into Stanislaus County of at least 270 inmates who have been convicted of misdemeanor and felony crimes. The crimes these individuals have committed range from misdemeanor drunk driving, petty theft and simple assault to felony convictions for burglary, auto theft, drug sales, assault with a deadly weapon and spousal abuse. The shutting down of these barracks allows us to reduce the total number of Deputy Sheriff-Custodial by 13 full-time positions and the number of Sergeant Custodials from 23 to 19.

## Approval of the Reduction-In-Force of 52 Full-Time Positions and the Deletion of 16 Vacant Positions in the Sheriff's Department Budget Effective June 26, 2010

Over the past several years, it has been the strategy of the Sheriff's Department to re-deploy our Community Service Officers (CSOs) into the field to help lower staffing costs for service calls. The plan was to have CSOs handle lower priority calls, which would allow our Deputy Sheriffs to focus on higher priority calls and pro-active enforcement. In order to meet the budget shortfall it is recommended to reduce the number of CSOs from 28 to 14. This will virtually eliminate our ability to deploy CSOs into the field. We hope to offset this reduction by implementing an on-line reporting system and by taking lower priority reports over the phone.

We currently have 71 Deputy Sheriffs that are assigned to patrol the streets of Stanislaus County. Last year we applied for and received a COPS grant to fund four new Deputy Sheriff positions. This grant was to fund Deputy Sheriff positions which were to focus on Community Oriented Policing. We have held off filling these positions knowing that we would be going through a reduction-in-force. The grant does allow us to modify our application to change the funding from adding new positions to saving existing positions. We are asking the Board to authorize the modification of the grant. The saved existing Deputy Sheriff positions will be assigned to the communities of Denair, Keyes, Salida and Empire/Airport District. We are also planning on keeping a deputy assigned to the Gang Injunction and Weed and Seed programs. As a result of the budget shortfall it is recommended to reduce the number of Deputy Sheriffs patrolling the streets from 71 to 56.

In order to keep as many Deputy Sheriffs in the field as possible, we are recommending the implementation of several changes. We will be reducing the number of Lieutenants from 13 to 10, the number of sworn Sergeants from 29 to 26 and the number of Deputy Sheriff-Detectives (Detectives) from 30 to 18. We have decided not to reduce the number of Detectives assigned to the Gang Unit as this is a vital safety need, especially with the impending release of a substantial number of inmates. We will also be transferring one Detective from the Joint Terrorism Task Force (JTTF) and one Detective from the Central Valley Gang Impact Team (CVGIT) to the Gang Unit. Recent events and intelligence have convinced us that now is not the time to reduce the number of gang officers. The Gang Unit is critical in providing proactive enforcement against the gangs in Stanislaus County.

On February 26, 2008, the Board approved the Sheriff's Area Command Model to decentralize Sheriff's law enforcement operations to the areas of Patterson, Waterford and Riverbank. Staff was authorized to develop specific shared facility agreements and plans with the cities of Waterford and Patterson. The City of Riverbank already had a suitable facility in place and the North Area Command was implemented on August 16, 2008. We believed that the decentralized model was the best way to meet the needs of the citizens that we serve. As a result of the proposed reductions-in-force we will not be able to maintain our decentralized model and will be returning all of our resources to the main office on Hackett Road. The substations in the communities of Denair and Salida have already closed down and personnel assigned to those substations have been transferred back to the main office on Hackett Road.

Approval of the Reduction-In-Force of 52 Full-Time Positions and the Deletion of 16 Vacant Positions in the Sheriff's Department Budget Effective June 26, 2010

POLICY ISSUE:

The Board of Supervisors should determine if approval of staff's recommendation meets the priority of A Safe Community and Efficient Delivery of Public Services.

STAFFING IMPACT:

Currently there are 626 full-time allocated positions in the Sheriff's Department budget units of which 607 are filled and 19 are vacant. This agenda item recommends the deletion of 52 full-time filled allocated positions requiring approval of a reduction-in-force action. Additionally, it is recommended to delete 16 vacant allocated positions and to downgrade one Staff Services Analyst position to a Staff Services Technician to better reflect the position's duties. Two position transfers are recommended; the transfer of one Deputy Sheriff position from Operations to Administration and the transfer of one Deputy Sheriff-Custodial position from Adult Detention to Inmate Welfare. It is recommended that the Salary and Position Allocation Resolution be amended to reflect the recommended position changes as outlined in Attachment A and the deletion of 68 total full-time positions effective June 26, 2010. Final effective dates and impacts for the reduction-in-force may be modified as a result of additional vacancies generated through the Voluntary Separation/Retirement Incentive Program to be implemented in July 2010.

Recognizing the potential impact this recommendation may have on the County's workforce, representatives from the County's Chief Executive Office/Human Resources Division and the Sheriff's Department have discussed the potential impacts of this action with the affected labor organizations. The Sheriff's Department currently employs a part-time workforce of approximately 165 extra-help employees in a variety of classifications including Deputy Sheriff, Deputy Sheriff Custodial, Community Services Officer, Clerical/Community Aide and others. In accordance with the County's negotiated labor agreements, the extra-help staff will be reduced in the classifications recommended for a reduction-in-force.

Chief Executive Office staff will work with the affected employees regarding any opportunities available within the organization. Staff affected by this report will also have access to Workplace Wellness and the County's Alliance Worknet Department should staff wish to seek their assistance.

CONTACT INFORMATION:

Undersheriff William Heyne (209) 525-7229

**Attachment A**

**Sheriff's Department  
April 27, 2010  
Recommended Position Transfers and Deletions**

<b>Allocated Budget Unit</b>	<b>Position</b>	<b>Allocated Classification</b>	<b>Filled/ Vacant</b>	<b>Filled Classification</b>	<b>Recommendation</b>
Administration	10230	Account Clerk III	Vacant		Delete Position
Detention	3017	Administrative Secretary	Filled	Administrative Secretary	Delete Position
Operations	377	Community Services Officer	Vacant		Delete Position
Operations	7341	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	8220	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	8222	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	8223	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	8534	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	9620	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	10179	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	10180	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	10181	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	10182	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Detention	11728	Community Services Officer	Vacant		Delete Position
Detention	11730	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Operations	11876	Community Services Officer	Filled	Community Serv Offcr	Delete Position
Cal-MMET	10227	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	2829	Deputy Sheriff	Vacant		Delete Position
Operations	2469	Deputy Sheriff	Vacant		Delete Position
Operations	2648	Deputy Sheriff	Vacant		Delete Position
Operations	2791	Deputy Sheriff	Vacant		Delete Position
Operations	9479	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	9535	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	9536	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	9619	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	9770	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	9814	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	9894	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	9897	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	10001	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	10002	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	10003	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	10221	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	10425	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	10653	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	11368	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	11369	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	11370	Deputy Sheriff	Filled	Deputy Sheriff	Delete Position
Operations	9895	Deputy Sheriff	Vacant		Delete Position

**Attachment A**

**Sheriff's Department  
April 27, 2010**

**Recommended Position Transfers and Deletions**

<b>Allocated Budget Unit</b>	<b>Position</b>	<b>Allocated Classification</b>	<b>Filled/Vacant</b>	<b>Filled Classification</b>	<b>Recommendation</b>
Operations	8009	Deputy Sheriff	Vacant		Delete Position
Detention	2459	Deputy Sheriff-Custodial	Vacant		Delete Position
Detention	2637	Deputy Sheriff-Custodial	Vacant		Delete Position
Detention	2827	Deputy Sheriff-Custodial	Vacant		Delete Position
Detention	10112	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	10963	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	10964	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	10965	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	10966	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	10967	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	11364	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	11367	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	11731	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Detention	11732	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete Position
Operations	1497	Lieutenant	Filled	Lieutenant	Delete Position
Operations	1569	Lieutenant	Filled	Lieutenant	Delete Position
Contract Cities	1577	Lieutenant	Filled	Lieutenant	Delete Position
Administration	10919	Manager IV	Vacant		Delete Position
Operations	2609	Sergeant	Filled	Sergeant	Delete Position
Operations	2771	Sergeant	Filled	Sergeant	Delete Position
Operations	2810	Sergeant	Filled	Sergeant	Delete Position
Detention	2480	Sergeant-Custodial	Filled	Sergeant-Custodial	Delete Position
Detention	2588	Sergeant-Custodial	Filled	Sergeant-Custodial	Delete Position
Inmate Welfare	2645	Sergeant-Custodial	Filled	Sergeant-Custodial	Delete Position
Detention	11210	Sergeant-Custodial	Filled	Sergeant-Custodial	Delete Position
Inmate Welfare	9618	Stock/Delivery Clerk II	Vacant		Delete Position
Detention	6586	Supervising Custodial Cook	Filled	Supv Custodial Cook	Delete Position
Operations	2054	Supervising Legal Clerk II	Vacant		Delete Position
Administration	10178	Staff Services Analyst	Vacant		Delete Position

**Position Transfers and Reclassifications**

Detention	9838	Deputy Sheriff-Custodial	Filled		Transfer to Jail Commisary/Inmate Welfare
Operations	8584	Deputy Sheriff	Filled		Transfer to Admin
Operations	7849	Staff Services Analyst	Filled	Staff Services Technician	Downgrade Position

# FY 2010-11 Reduction-in-Force



PowerPoint  
Presentation

Stanislaus County Sheriff's Department  
Adam Christianson, Sheriff - Coroner

# Background

On June 8, 2010, the Board of Supervisors will be asked to approve the 2010-2011 Proposed Budget for the Sheriff's Department.

- 2008-2009 Final Budget (3%): \$93,245,239
- 2009-2010 Final Budget (5%): \$85,075,500
- 2010-2011 Proposed Budget (9%): \$78,683,964
- Reduction: \$14,561,275





# Budget

2010-2011 Proposed Budget: \$78,683,964

Funding:

Net County Cost Revenue*	\$54,978,619
Other Revenue	\$23,099,826
Fund Balance	\$ 605,519

\* Reflects a nine percent reduction due to the County's budget balancing strategy.



# Budget Units

## General Funds

- Administration
- Contract Cities
- Court Security
- Detention
- Operations
- Ray Simon  
Training Center

## Enterprise Fund

- Jail Commissary Inmate Welfare

## Special Revenue Funds

- Cal-ID
- Cal-MMET
- Civil Process Fees
- Drivers Training Program
- Justice Assistance Grant
- Vehicle Theft Unit



# Revenue

<u>Reduction in revenues for 2010-2011:</u>	\$6,455,238
➤ Decrease in Net County Cost Revenue	\$5,779,238
➤ Decrease in Cal-MMET (VLF) Funding	\$ 428,000
➤ Decrease in Inmate Commissary & Phone	\$ 248,000



# Appropriations

<u>Increase in appropriations for 2010-2011:</u>	\$2,390,000
➤ Retirement Costs	\$1,475,000
➤ Workers Compensation	\$ 337,000
➤ Self Insured General Liability	\$ 244,000
➤ Unemployment Insurance	\$ 234,000
➤ Auto Liability Insurance	\$ 100,000
<u>Salary Cost Savings for 2010-2011:</u>	(\$2,240,000)
➤ 5% salary reduction	



# Proactive Budget Management

- RIF Administration Division September 2009.
- Reallocating Resources.
- Redistributing and reassigning workload.
- Reduction in services.
  - Temporarily suspended offering the RBC.
  - Closed Substations
  - Reduced office hours
  - Reduced extra help and overtime
  - VTO
  - Employee concessions 5%
  - Sheriff 10%



# Adult Detention

## 2009-2010

- 1,412 Total Jail Beds
  - 80 inmate beds reduced (64 at Minimum Housing Unit & 16 at Honor Farm)
- 515,300 Total Inmate Days
- 1,322 Avg. Daily Inmate Population

## 2010-2011

- 1,142 Total Jail Beds
  - 270 inmate beds reduced at the Honor Farm
- 416,830 Estimated Inmate Days
- 1,030 Avg. Daily Inmate Population



# Operations - Patrol

## 2009-2010 Deployment:

- 14 Day Shift Deputies
- 7 Swing Shift Deputies
- 14 Night Shift Deputies
- 35 Total Deputies\*

\* 24 hour period

## 2010-2011 Deployment:

- 12 Day Shift Deputies
- 4 Swing Shift Deputies
- 12 Night Shift Deputies
- 28 Total Deputies\*

\* 24 hour period



# Operations - Investigations

## 2009-2010:

- 6 General Crimes
- 4 Family Crimes\*
- 5 Robbery/Homicide\*
- 9 Gang Unit\*
- 1 High Tech Crimes
- 3 Drug Enforcement (SDEA)\*
- 1 Gang Intelligence Taskforce
- 1 Joint Terrorism Taskforce
- 30 Total Detectives\*

\* includes Sergeants

## 2010-2011:

- 4 General Crimes
- 3 Family Crimes\*
- 5 Robbery/Homicide\*
- 8 Gang Unit\*
- 1 High Tech Crimes
- 3 Drug Enforcement (SDEA)\*
- 24 Total Detectives\*

\* includes Sergeants





# Locations

Stanislaus County 1521 Square Miles

## 2009-2010 Locations:

- Area Commands:
  - Central Area Command
  - East Area Command
  - North Area Command
  - West Area Command
  - Contract Cities
- Substations:
  - Salida
  - Denair
  - Airport
  - Empire

## 2010-2011 Locations:

- Area Command:
  - Central Area Command
  - Contract Cities
- Substations:
  - Airport
  - Empire



# The Priority

- In keeping with the Sheriff's Department alignment with the B.O.S. priority of *A Safe Community*, the Department is submitting a reduction-in-force (R.I.F.), strategically focusing efforts to protect adequate staffing of law enforcement officers in our Adult Detention and Operations Divisions.



# Staffing

- 626 Full-Time Allocated Positions
- 607 Positions are currently filled
- Recommendation is to delete 68 positions:
  - 52 positions are filled, requiring a R.I.F.
  - 16 positions are vacant
  - 11% reduction in staffing



# Reduction-in-Force

Budget Unit	Allocated Classification	Total Positions	Vacant/ Filled	Recommendation
Administration	Manager IV	1	Vacant	Delete
Administration	Staff Services Analyst	1	Vacant	Delete
Administration	Account Clerk III	1	Vacant	Delete
Inmate Welfare	Stock/Delivery Clerk II	1	Vacant	Delete
Inmate Welfare & Detention	Sergeant-Custodial	4	Filled	Delete



# Reduction-in-Force (continued)

Budget Unit	Allocated Classification	Total Positions	Vacant/ Filled	Recommendation
Detention	Deputy Sheriff-Custodial	13	10 Filled 3 Vacant	Delete
Detention	Supervising Custodial Cook	1	Filled	Delete
Detention	Administrative Secretary	1	Filled	Delete



# Reduction-in-Force (continued)

Budget Unit	Allocated Classification	Total Positions	Vacant/ Filled	Recommendation
Operations	Supervising Legal Clerk II	1	Vacant	Delete
Operations	Sergeant	3	Filled	Delete
Operations & Cal-MMET	Deputy Sheriff	24	18 Filled 6 Vacant	Delete
Operations & Contract Cities	Lieutenant	3	Filled	Delete
Operations & Detention	Community Services Officers	14	12 Filled 2 Vacant	Delete



# The Future – Adult Detention

- Reduced sentence time for inmates due to reduction in inmate beds.
- Increase in the number of un-sentenced inmates housed locally.
- Possible loss of inmate roadside crews (City of Modesto, Public Works, Department of Environmental Resource) and \$500,000 revenue.



# The Future – Adult Detention

- Elimination of 20 crews performing services in City of Riverbank, Fairgrounds, Sheriff's Department and other County facilities.
- Increase in participants in the Alternative Work Program (AWP). Population will be higher security level.
- Reduction in revenue for Inmate Welfare Fund due to lower commissary and telephone revenue.



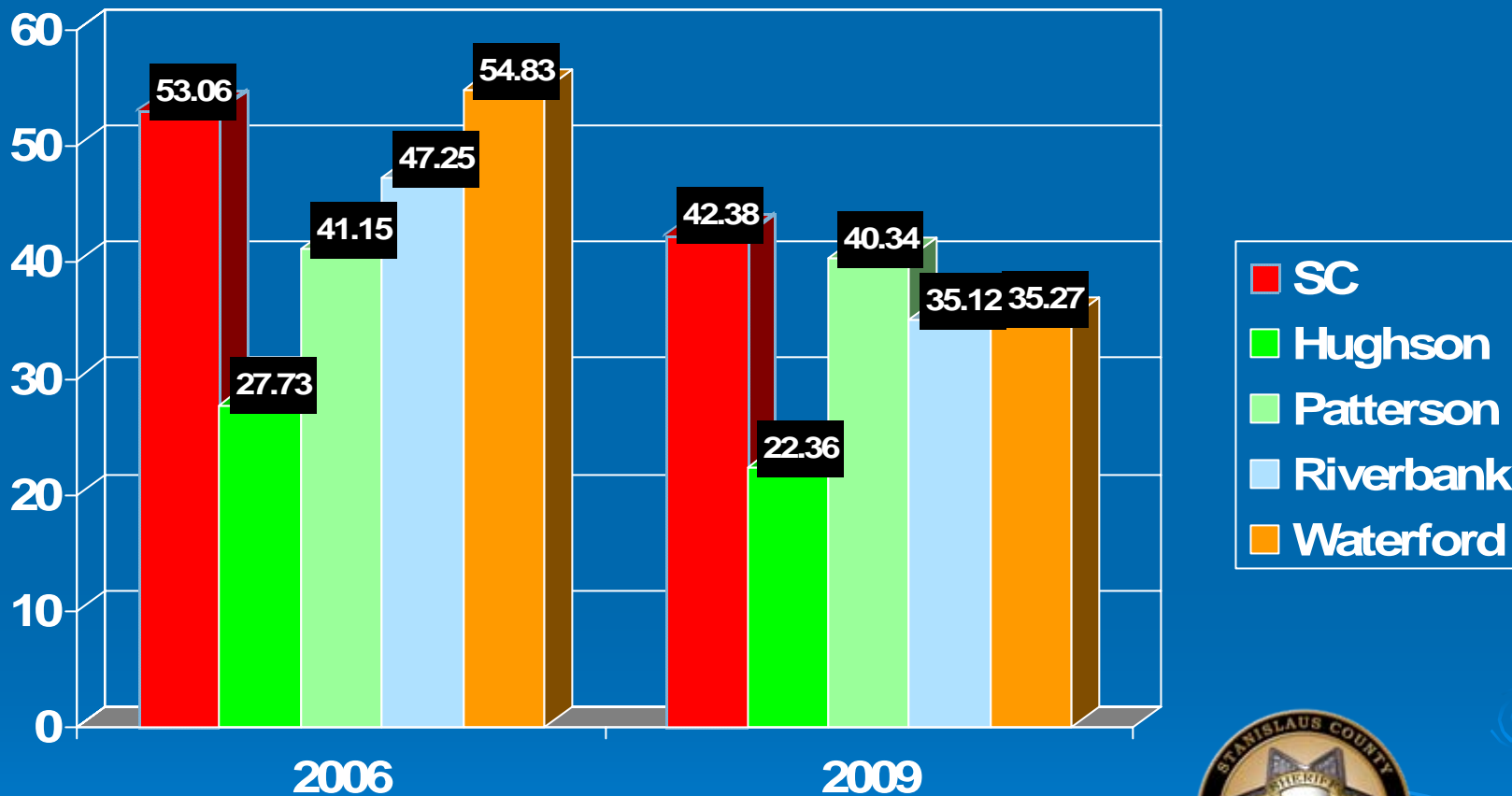


# The Future - Operations

- 75,953 Calls for Service per year. 208 per day.
- Training Investment per Deputy: \$50,000 (Recruitment/Academy/FTO)
- RIF 24 Deputies: Loss of \$1,200,000
- Increased response times.
- No response on crimes without suspects, witnesses or evidence.
- On-Line Reporting, Telephone Reporting Unit.
- Community Service Officers – Non priority calls for service.



# Crime Rates



Crimes rates per 1000 population as reported to the DOJ



# Staff Recommendations

1. Approve the reduction-in-force of 52 filled full-time positions and the deletion of 16 vacant funded positions in the Sheriff's Department budget as outlined in the Staffing Impacts section effective June 26, 2010.
2. Amend the Salary and Position Allocation Resolution to reflect the changes as outlined in the Staffing Impacts section of this report effective June 26, 2010.



# Staff Recommendations (continued)

3. Authorize the Sheriff's Department to modify the Community Oriented Policing Services (COPS) Hiring Recovery Program grant to retain three Deputy Sheriff positions (2701, 2703, 2722) scheduled for reduction-in-force.



# Questions

