

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # *B-16

Urgent

Routine

AGENDA DATE June 8, 2010

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Authorization for Public Safety Employees Affected by Reduction-in-Force Actions to Maintain Extra Help Employment with the Sheriff's Department While Working Full-Time in Another County Department

STAFF RECOMMENDATIONS:

Approve an exemption to County Personnel Policy 3.20.131 to allow Public Safety Employees impacted by reductions-in-force in the Sheriff's Department to attend trainings and work occasional extra-help assignments in the Sheriff's Department while employed full-time in another County department.

FISCAL IMPACT:

There is no immediate fiscal impact to this agenda item. Any future salary costs incurred by the occasional extra-help assignment of a Sworn or Custodial Deputy Sheriff will be absorbed in the Sheriff's Department existing appropriations. The use of extra-help Deputies assigned to another County department full-time will not result in any overtime costs.

BOARD ACTION AS FOLLOWS:

No. 2010-360

On motion of Supervisor DeMartini, Seconded by Supervisor Monteith

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

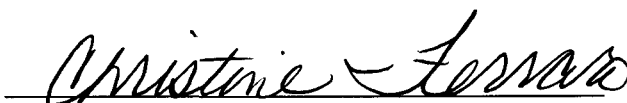
1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

Authorization for Public Safety Employees Affected by Reduction-in-Force Actions to Maintain Extra Help Employment with the Sheriff's Department While Working Full-Time in Another County Department

Page 2

DISCUSSION:

County Personnel Policy, Other County Employment (3.20.130) Section A states, *"No person employed in a full-time position shall be permitted to work for compensation for the County in any capacity other than his regular position. Exceptions hereto may be authorized by resolution of the Board of Supervisors upon finding that the public interest requires the employment of a County employee for the rendering of a special service or services and the payment of compensation therefore."*

Based upon the application of this policy, the County has a provision allowing individuals employed in a full-time capacity to perform part-time, extra-help work in another capacity with approval from the Board of Supervisors. Historically, the Board of Supervisors has granted few exceptions to this policy. One example is a prior negotiated agreement between the County and the California Nurses Association providing opportunities for full-time County Registered Nurses to work extra shifts in other departments prior to the work being offered to registry nurses.

Due to declining budget resources, on April 27, 2010, the Board of Supervisors approved the reduction-in-force of 52 filled positions at the Sheriff's Department effective June 26, 2010. Included in this recommendation was the reduction-in-force of 18 Deputy Sheriff and 10 Deputy Sheriff-Custodial personnel. Many of the impacted individuals received their required POST and/or STC training certifications while employed with the Sheriff's Department and represent a significant investment of training resources and costs to the Department.

Since the approval of these reductions, the County has worked to find alternative positions within the organization as potential employment opportunities for the affected individuals. While the County may be successful in providing ongoing full-time employment opportunities for Sworn and Custodial Deputy Sheriff employees, their placement outside of the Sheriff's Department will restrict their ability to maintain their required POST and/or STC training certifications obtained through their employment with the Sheriff's Department. The Sheriff's Department has requested an exception to County Personnel Policy 3.20.131, to allow employees placed in other County departments the opportunity to attend required training and to work occasional shifts in an extra-help capacity to maintain their POST and/or STC training certifications.

Approval of this agenda item would allow the Sheriff's Department to employ Sworn and Custodial Deputy Sheriff employees affected by reduction-in-force actions in an extra-help capacity while also employed in another full-time County classification. Maintaining required POST and/or STC certifications is critical to sustaining the Department's upfront training investment for the displaced employees and to prepare for the potential return of the employees in their current positions when future employment opportunities are available.

Authorization for Public Safety Employees Affected by Reduction-in-Force Actions to
Maintain Extra Help Employment with the Sheriff's Department While Working Full-Time
in Another County Department
Page 3

If approved, the Sheriff will coordinate work schedules with other County Departments to ensure that occasional extra-help training and work shifts do not conflict with the employee's new full-time position and will also not incur any overtime costs to the County based on the requirements of the Fair Labor Standards Act.

POLICY ISSUE:

The Board of Supervisors should determine if approval of this agenda item meets the priority of A Safe Community and Efficient Delivery of Public Services.

STAFFING IMPACTS:

Approval of this agenda item will assist the Sheriff's Department in maintaining required POST and/or STC training certifications for Sworn and Custodial Deputy Sheriff employees impacted by reduction-in-force actions.

CONTACT:

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