

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

DEPT: Sheriff's Department

BOARD AGENDA # B-8

Urgent

Routine

AGENDA DATE December 7, 2010

CEO Concurs with Recommendation YES  NO

4/5 Vote Required YES  NO

(Information Attached)

SUBJECT:

Approval of the Reduction-In-Force of 23 Full-Time Positions and the Deletion of Two Vacant Positions in the Sheriff's Department Budget Effective January 29, 2011

STAFF RECOMMENDATIONS:

1. Approve the reduction-in-force of 23 full-time positions and the deletion of two vacant funded positions in the Sheriff's Department budget as outlined in the Staffing Impacts section of this report and detailed in Attachment A to be effective January 29, 2011.
2. Amend the Salary and Position Allocation Resolution to reflect the changes as outlined in the Staffing Impacts section of this report and detailed in Attachment A dated December 7, 2010 to be effective January 29, 2011.

(continued on page 2)

FISCAL IMPACT:

The Sheriff's Department budget of \$78,854,273 for Fiscal Year 2010-2011 is funded with a General Fund contribution (also identified as Net County Cost) of \$54,978,619 and \$23,875,654 in estimated departmental revenue and fund balance. This represents a budget decrease of nearly \$14.4 million and a decrease in General Fund contribution of \$11.6 million when compared to Fiscal Year 2008-2009. The Sheriff's Department has addressed this decrease through reductions-in-force, cuts in service levels to the community, closure of beds in the detention facility and reduction of hours the office is open to the public.  
(continued on page 2)

BOARD ACTION AS FOLLOWS:

No. 2010-742

On motion of Supervisor Monteith, Seconded by Supervisor DeMartini  
and approved by the following vote,

Ayes: Supervisors: Chiesa, Monteith, DeMartini, and Chairman Grover

Noes: Supervisors: O'Brien

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

MOTION: Approved Staff Recommendations Nos. 1 through 4, and **declined** to approve Staff Recommendation No. 5



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval of the Reduction-In-Force of 23 Full-Time Positions and the Deletion of Two Vacant Positions in the Sheriff's Department Budget Effective January 29, 2011

**STAFF RECOMMENDATIONS (continued from page 1):**

3. Amend the Salary and Position Allocation Resolution to reflect the 27 reductions-in-force approved by the Board of Supervisors on November 2, 2010, outlined in the Staffing Impacts section of this report and detailed in Attachment B.
4. Approve a revision to the Sheriff's Department lobby hours currently open to the public from Monday through Friday 8:00 A.M. to 5:00 P.M. to Monday through Thursday 8:00 A.M. to 3:00 P.M. with emergency phone access available 24-hours a day to become effective January 29, 2011.
5. Approve the Sheriff's Department to carry over 100% of their net county cost savings at June 30, 2011 and June 30, 2012.

**FISCAL IMPACT (continued from page 1):**

In addition to cost reductions, the Sheriff's Department was able to take advantage of the Board of Supervisors' decision during the February 2010 Mid Year report allowing General Fund departments to carryover 75% of their year-end net county cost savings. This savings translated into a \$1.16 million increase to the approved \$78.9 million 2010-2011 budget and is being used to offset overtime expenses in the Operations and Detention Divisions.

The continued escalation of operating costs (primarily the employer portion of retirement costs and workers' compensation costs) indicate increasing shortfalls of approximately \$9.9 million over the next two fiscal years. A \$6.6 million shortfall is anticipated in Fiscal Year 2011-2012 even with an increase of \$600,000 in projected General Fund contribution that comes as the result of redistributing available funds to emphasize the Board of Supervisors' priority of A Safe Community. Approximately \$3.3 million is forecast as the shortfall in the 2012-2013 Fiscal Year.

A reduction-in-force action affecting 27 positions was approved by the Board of Supervisors on November 2, 2010, to become effective January 29, 2011. This action allows the Sheriff to save salary and benefit costs of approximately \$785,000 in the current fiscal year (75% of which is allowable as carryover into the next fiscal year) and will reduce annual salary and benefit costs by approximately \$2.4 million in Fiscal Year 2011-2012. An additional reduction of 23 filled and two vacant positions effective January 29, 2011, will allow additional savings in the current fiscal year of \$1.1 million (75% allowable as carryover) and will reduce annual expenditures by \$3.3 million in Fiscal Year 2011-2012. The combination of the two actions will result in a total reduction-in-force of 50 full-time employees and the deletion of two vacant positions, allowing the Sheriff's Department to mitigate \$7.1 million of the estimated \$6.6 million shortfall in Fiscal Year 2011-12. The Sheriff's Department is recommending a 100% carryover of any year-end net county cost savings which would add an additional \$700,000 in estimated savings. If the carryover of 100% of the year-end savings is approved, \$7.8 million will be available to address the \$6.6 million shortfall in Fiscal Year 2011-2012 and as carryover toward the Fiscal Year 2012-2013 shortfall.

## Approval of the Reduction-In-Force of 23 Full-Time Positions and the Deletion of Two Vacant Positions in the Sheriff's Department Budget Effective January 29, 2011

### **DISCUSSION:**

For Fiscal Year 2010-2011, the Sheriff's Department is funded with a General Fund contribution of \$54,978,619 and \$23,875,654 in estimated departmental revenue and fund balance. Although the General Fund contribution to the Sheriff's Department is expected to increase by nearly \$600,000 for Fiscal Year 2011-2012, continued increases to the employer portion of retirement costs and to workers' compensation costs will result in an expected shortfall of approximately \$9.9 million over the next two fiscal years; \$6.6 million in the 2011-2012 Fiscal Year and \$3.3 million in the 2012-2013 Fiscal Year. In order to meet this budget shortfall the Sheriff's Department is taking a multifaceted approach that covers Budget Year 2011-2012 and part of projected Budget Year 2012-2013. Even with the recommended reductions based on current estimates, a \$2.0 million deficit remains in Fiscal Year 2012-2013.

On November 2, 2010, the Sheriff's Department presented a reduction-in-force proposal to eliminate 49 filled full-time positions and to delete one vacant position. In an effort to save some of the positions, the Board of Supervisors approved the reduction of 27 positions to be effective January 29, 2011, and authorized the Sheriff to proceed with the issuance of notices to the affected employees. In addition, the Board of Supervisors directed the Sheriff and the Chief Executive Office to re-examine all options and to return to the Board of Supervisors on December 7, 2010 with recommendations. The recommendations brought forward in this current agenda item are the result of the Sheriff's re-examination of all program options within the Sheriff's Department and conclusion that a further reduction-in-force is the only plausible solution to the anticipated funding shortfalls.

### **History:**

On June 9, 2009, in preparation for the Proposed Budget for Fiscal Year 2009-2010 the Sheriff's Department made significant reductions to address a 5% reduction in the Net County Cost in order to submit a balanced budget that was approved by the Board of Supervisors. The reductions included closing 64 beds in the Detention Minimum Housing Unit, leaving 35 unfilled positions vacant and unfunded, eliminating professional development, management bonuses and educational reimbursements, and reducing training budgets. The Sheriff's Department also reduced overtime and extra-help costs by reassigning the Public Information Officer and reassigning staff from the Background Unit and the Internal Affairs Unit back to Patrol Operations Division. The use of temporary agency personnel in both the Information Technology and Records Bureau was eliminated as a cost cutting measure. Operational costs for the Air Support Unit and contractual services for airplane and helicopter mechanics were reduced. The Sheriff requested a salary reduction of five percent.

On August 4, 2009, in order to mitigate an \$800,000 reduction in anticipated departmental revenue while maintaining A Safe Community, the Board of Supervisors approved the Sheriff's reduction-in-force proposal of four full-time filled positions in the Administrative Division becoming effective September 5, 2009. The Information Technology Unit, Human Resources Unit and support staff to the Sheriff's Executive Management Team were

## Approval of the Reduction-In-Force of 23 Full-Time Positions and the Deletion of Two Vacant Positions in the Sheriff's Department Budget Effective January 29, 2011

impacted by this reduction. Efforts were strategically focused to preserve the maximum number of law enforcement officers in the Detention Division facilities and Patrol Operations Division.

On February 13, 2010, as a result of the State's economic downturn, a flooded labor market, and uncertain revenue streams the Sheriff's Department recommended the temporary suspension of the POST Basic Law Enforcement Academy training in the intensive (full-time student) format at the Ray Simon Regional Criminal Justice Training Center after the graduation of Class 172. An increase of qualified, experienced and unemployed law enforcement officers had flooded the labor market, virtually eliminating the demand for academy graduates. The Sheriff's Department had seen a decrease in student enrollment as the number of graduates sponsored by other law enforcement agencies decreased from a high of 35 with Classes 165 and 167 to a low of one with Class 172.

On June 26, 2010, in preparation for the Proposed Budget for Fiscal Year 2010-2011 the Department made significant reductions to address a 9% reduction in the Net County Cost. The Board of Supervisors approved a reduction-in-force of 52 full-time filled positions and the deletion of 16 vacant funded positions so the Sheriff's Department could submit a balanced budget. The actions included closing 270 beds at the Honor Farm on West Grayson Road, reducing the number of available beds from 356 to 86. Community Service Officers (CSOs) who handle lower priority calls, allowing Deputy Sheriffs to focus on higher priority calls and pro-active enforcement were reduced from 28 to 14. The number of Deputy Sheriffs patrolling the streets was reduced from 71 to 56, keeping one Deputy Sheriff assigned to the Gang Injunction and Weed and Seed Programs. In order to keep as many Deputy Sheriffs as possible in the field the number of Lieutenants was reduced from 13 to 10, the number of Sergeants from 29 to 26 and the number of detectives from 30 to 18. The number of detectives assigned to the Gang Unit was not reduced as this was determined to be a vital safety need, especially with the impending release of a substantial number of inmates. One detective from the Joint Terrorism Task Force (JTTF) and one detective from the Central Valley Gang Impact Team (CVGIT) transferred to the gang unit. Events and intelligence convinced the Sheriff's Department not to reduce the number of gang officers as the Gang Unit (Sheriff's Team Investigating Narcotics and Gangs – STING) is critical in providing proactive enforcement and suppression against criminal street gangs in Stanislaus County.

The Sheriff's Area Command model, decentralized Sheriff's law enforcement operations in the areas of Patterson, Waterford and Riverbank, was approved by the Board of Supervisors on February 26, 2008. As a result of the June 26, 2010, reductions-in-force it was not possible to maintain the decentralized model and all of the officers and resources returned to the Sheriff's Operations Center on Hackett Road.

### **Recent Board Action:**

On November 2, 2010, the Sheriff's Department presented a proposal to the Board of Supervisors recommending the reduction-in-force of 49 full-time positions and the deletion of one vacant position to become effective January 29, 2011. The proposal was a direct result

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of the preliminary targeted reductions presented to Department Heads during the October 2010 Department Head meeting. These targeted reductions are a result of the County's development of a 30-month strategy beginning Mid-Year 2009-2010 to provide time for County departments to restructure, and to allow for the alignment of revenue and expenditures given the significant reductions in revenue available to the County. It is clear that the challenges to the County and Sheriff's Department will continue well beyond the initial 30-month period, as indicated by the current projected General Fund shortfall for the County of \$14.1 million for Budget Year 2011-2012, \$8.1 million for Budget Year 2012-2013 and \$2.3 million for Budget Year 2013-2014.

The Board of Supervisors approved the reduction-in-force of 27 positions and directed the Department to return on December 7, 2010, with additional recommendations after fully examining all program options. The Sheriff is currently proceeding with the reduction actions for 27 full-time employees. The effects on Department programs and personnel are as follows:

In the Detention Division, a Sergeant-Custodial assigned to the Alternative Work Program at the Honor Farm facility, three Community Service Officers working in the Public Safety Center (PSC), three Assistant Cooks who prepare meals for the inmates in the PSC and downtown jail, two Deputy Sheriff-Custodials assigned to the Inmate Welfare Program and one Confidential Assistant who provides clerical support to the Detention Captain, will be released from employment. The loss of these 10 positions will result in the closure of a 64 bed pod at the Public Safety Center. This will reduce available beds at the Public Safety Center from 662 to 598, resulting in an annual reduction of 23,360 inmate days. The closure makes the third significant reduction to inmate housing since the beginning of Fiscal Year 2009-2010.

In the Operations Division, 13 individuals are affected by the reduction-in-force action. Six Community Services Officers (CSOs), and one Crime Analyst and two Crime Analyst Technicians assigned to patrol, three Deputy Coroners working in the Coroner's facility and one Confidential Assistant who provides clerical support to the Operations Captain are the specific positions eliminated. Over the past several years, it has been the strategy of the Sheriff's Department Operations Division to re-deploy 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, allowing Deputy Sheriffs to focus on higher priority calls and pro-active enforcement. The reduction of Patrol Operations CSOs from 9 to 3 eliminates the ability to deploy CSOs into the field and reduces the number of responses to low priority calls. The Sheriff's Department has, however, implemented an on-line reporting system and will take lower priority reports over the phone. The reduction of Deputy Coroners and associated technical staff will decrease the number of hours specifically dedicated to the Coroner's Facility as Deputy Sheriffs will now be required to perform these services.

The reduction of one Captain and one Confidential Assistant who provide Payroll and Human Resources support in the Administrative Division will allow more Deputy Sheriffs to remain on the job in the community. Additionally, a reduction-in-force of two Deputy Sheriffs who serve

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the Contract Cities is being implemented as the Cities that rely on the Sheriff's Department to provide law enforcement services are experiencing budget shortfalls as well. Currently some of the law enforcement contracts do not cover all of the costs incurred by the Sheriff's Department to provide these services. A letter will be issued to all those contract cities to exercise the termination clause of the agreements that don't include full reimbursement for the costs of law enforcement services.

### **Current Agenda Proposal:**

The Sheriff's Department has been proactively preparing long range strategies since Fiscal Year 2008-2009. The Department's 30 month plan to offset reductions in Fiscal Year 2011-2012 and Fiscal Year 2012-2013 is part of a long term strategy to preserve the maximum number of law enforcement officers in the Detention Division facilities and Patrol Operations Division. After further evaluation of the existing programs, including specific examination of all specialty teams in the Detention and Operations Divisions: Air Support, Bomb Team, Canine Unit, Special Weapons and Tactics (SWAT), Mounted Unit, Marine/Off Road Vehicle Enforcement Team, Critical Response Team, Juvenile Services, Stanislaus Drug Enforcement Agency (SDEA) and Correctional Emergency Response Team (CERT), the Sheriff is returning to the Board of Supervisors to recommend the reduction-in-force of an additional 23 positions and the deletion of two vacant positions. A reduction-in-force is considered to be the best option in meeting the deficits estimated for the 2011-2012 and 2012-2013 Fiscal Years.

The current number of Deputy Sheriffs and detectives in the Operations Division will be noticeably impacted as it is recommended to reduce their numbers by 14 positions. Fewer officers will be patrolling the unincorporated areas of Stanislaus County and those serving the Special Team Investigating Narcotics and Gangs (STING), the Joint Terrorism Task Force (JTTF) and the Central Valley Gang Impact Team (CVGIT) will also be affected. In order to keep as many Deputy Sheriffs in the field as possible, it is recommended that the number of sworn Sergeants in the Operations Division be reduced from 26 to 20. Although this reduces the level of supervision, the number of patrolling Deputy Sheriffs will not be reduced further. Also recommended is the transfer of four Deputy Sheriff positions from the Operations Division to the Detention Division to assist with the transportation of inmates. An additional two positions recommended for reduction are one Deputy Sheriff currently assigned to the Administrative Division to handle workers compensation and County safety compliance and an Assistant Cook in the Detention Division. In the Contract Cities, a Community Services Officer (CSOs) will be affected by the reduction-in-force due to reductions in revenues and increases in operating costs for the City of Riverbank. The reduction will bring the Contract Cities CSOs from 2 to 1.

It is also recommended to delete a currently vacant Stock/Delivery Clerk position assigned to the Inmate Welfare Program which has been vacant since September 11, 2010. Finally, the deletion of a vacant Lieutenant position in the Operations Division is recommended as the result of a recent retirement and the workload will be picked up by other Lieutenants.

## Approval of the Reduction-In-Force of 23 Full-Time Positions and the Deletion of Two Vacant Positions in the Sheriff's Department Budget Effective January 29, 2011

The Sheriff's Department currently is not receiving full reimbursement for law enforcement services at County parks. The Department incurs \$500,000 more in costs than what is being funded by the Parks Department. The Sheriff recognizes that some of the costs are a result of the required law enforcement in the unincorporated areas; however, the Sheriff's Department will formalize recommendations to the Parks Department to get more of the costs reimbursed through fee increases or changes to operational hours.

The lobby of the Sheriff's Operation Center is currently open to the public Monday through Friday, 8:00 a.m. through 5:00 p.m. Staff who usually serve our walk-in customers are assigned to the Public Safety Officer (PSO) desk and Records Bureau. The classification in this unit is primarily Community Service Officers (CSOs), with assistance from Legal Clerks as well as Deputy Sheriffs on modified duty. The Department is requesting to change the hours open to the public to Monday through Thursday, 8:00 a.m. through 3:00 p.m. and closed to the public on Fridays. This change in hours is a result of the reduction to Community Service Officers approved with the November 2, 2010, agenda item and the operational needs of the Records Bureau. While the Sheriff's Department is requesting that the doors be closed after 3:00 p.m. Monday through Thursday, as well as all day Friday, Saturday and Sunday, emergency phone access is available. The building currently has an emergency phone placed outside the main lobby doors for customers to call into the Stanislaus Regional 911 Center Calls to the Sheriff's Department switchboard will continue to be answered twenty-four (24) hours a day.

The reduction-in-force of 23 filled and two vacant positions would allow the Sheriff to realize savings of \$1.1 million in the current fiscal year, 75% of which would be added to the Fiscal Year 2011-2012 budget. When combined with the reduced costs for these positions in 2011-2012, the Department will still be \$2.0 million dollars short of mitigating the \$9.9 million shortfall expected over the next two fiscal years. To help reduce this deficit the Sheriff's Department is requesting to keep 100% of the net county cost savings at June 30, 2011 and June 30, 2012. The additional 25% is approximately \$700,000.

### **POLICY ISSUE:**

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

### **STAFFING IMPACT:**

Currently, there are 559 full-time allocated positions in the Sheriff's Department. On November 2, 2010, the Board of Supervisors approved the reduction-in-force of 27 filled positions to be effective January 29, 2011. This report recommends the deletion of an additional 23 filled full-time positions and two vacant funded positions. The deletions will result in a reduction-in-force action effective January 29, 2011. The reduction-in-force approved on November 2, 2010 and the current recommendations are reflected in the tables below:

Approval of the Reduction-In-Force of 23 Full-Time Positions and the Deletion of Two Vacant Positions in the Sheriff's Department Budget Effective January 29, 2011

Table 1: Approved by the Board of Supervisors on November 2, 2010

<b>SHERIFF DEPARTMENT STAFFING REQUESTS AFFECTING ALLOCATION COUNT</b>			
<b>BUDGET UNIT</b>	<b>POSITIONS</b>	<b>CLASSIFICATION</b>	<b>REQUEST</b>
Administration	-1	Captain	Delete filled position
	-1	Confidential Assistant III	Delete filled position
Contract Cities	-2	Deputy Sheriff	Delete filled positions
Detention	-3	Assistant Cook I	Delete filled positions
	-1	Confidential Assistant III	Delete filled position
	-3	Community Services Officer	Delete filled positions
	-1	Sergeant-Custodial	Delete filled position
Inmate Welfare	-2	Deputy Sheriff-Custodial	Delete filled positions
Operations	-6	Community Services Officer	Delete filled positions
	-1	Confidential Assistant II	Delete filled position
	-1	Crime Analyst	Delete filled position
	-3	Deputy Coroner	Delete filled positions
	-2	Crime Analyst Technician	Delete filled positions
<b>SHERIFF CHANGES</b>	<b>-27</b>		
<b>BEGINNING ALLOCATION</b>	<b>559</b>		
<b>CHANGES IN ALLOCATION</b>	<b>-27</b>		
<b>ENDING ALLOCATION</b>	<b>532</b>		

Table 2: Recommended for Board of Supervisors' approval on December 7, 2010

<b>SHERIFF DEPARTMENT STAFFING REQUESTS AFFECTING ALLOCATION COUNT</b>			
<b>BUDGET UNIT</b>	<b>POSITIONS</b>	<b>CLASSIFICATION</b>	<b>REQUEST</b>
Administration	-1	Deputy Sheriff	Delete filled position
Contract Cities	-1	Community Services Officer	Delete filled position
Detention	-1	Assistant Cook II	Delete filled position
Inmate Welfare	-1	Stock/Delivery Clerk II	Delete vacant position
Operations	-14	Deputy Sheriff	Delete filled positions
	-6	Sergeant	Delete filled positions
	-1	Lieutenant	Delete vacant position
<b>SHERIFF CHANGES</b>	<b>-25</b>		
<b>BEGINNING ALLOCATION</b>	<b>532</b>		
<b>CHANGES IN ALLOCATION</b>	<b>-25</b>		
<b>ENDING ALLOCATION</b>	<b>507</b>		



Approval of the Reduction-In-Force of 23 Full-Time Positions and the Deletion of Two Vacant Positions in the Sheriff's Department Budget Effective January 29, 2011

The Department is further requesting to transfer out four Deputy Sheriff positions from the Operations Division to the Detention Division to cover the transportation of inmates. With the reduction-in-force of all Deputy Coroners, it is recommended that the classification of Deputy Coroner be deleted.

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 105 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 and Sheriff's Department leadership are meeting with the 27 individuals already impacted by the prior recommendation regarding their individual rights and opportunities within the County. Chief Executive Office staff will continue to work with all 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 PERSON:**

Adam Christianson, Sheriff-Coroner-Public Administrator. Telephone (209) 567-4468

**Attachment A**  
**SHERIFF DEPARTMENT**  
 December 7, 2010

**Recommended Changes to Position Allocation Resolution**

Allocated Budget Unit	Position	Allocated Classification	Filled/ Vacant	Filled Classification	Recommendation
Operations	2370	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	2533	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	2659	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	7513	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	8317	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	9771	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Detention	9002	Assistant Cook II	Filled	Assistant Cook I	Delete position/RIF Effective 1/29/11
Operations	7522	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	7928	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8010	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8529	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8532	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8533	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8535	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8537	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8585	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8586	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8774	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	11371	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	11373	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	11375	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Contract Cities	7526	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Administration	8584	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Inmate Welfare	9617	Stock/Delivery Clerk II	Vacant	Stock/Delivery Clerk II	Delete position/Effective 1/29/11
Operations	6582	Lieutenant	Vacant	Lieutenant	Delete position/Effective 1/29/11

**TECHNICAL ADJUSTMENTS--Effective January 29, 2011**

Operations	7349	Deputy Sheriff	Filled	Deputy Sheriff	Transfer from Operations to Detention
Operations	7515	Deputy Sheriff	Filled	Deputy Sheriff	Transfer from Operations to Detention
Operations	7516	Deputy Sheriff	Filled	Deputy Sheriff	Transfer from Operations to Detention
Operations	7520	Deputy Sheriff	Filled	Deputy Sheriff	Transfer from Operations to Detention

**Delete Classification--Effective January 29, 2011**

Allocated Budget Unit	Job Code	Allocated Classification		Filled Classification	Recommendation
Operations	26800	Deputy Coroner		Deputy Coroner	Delete Classification

Attachment B  
SHERIFF DEPARTMENT  
November 2, 2010

Recommended Changes to Position Allocation Resolution

Allocated Budget Unit	Position	Allocated Classification	Filled/ Vacant	Filled Classification	Recommendation
Administration	8331	Captain	Filled	Captain	Delete position/RIF Effective 1/29/11
Detention	2517	Sergeant-Custodial	Filled	Sergeant-Custodial	Delete position/RIF Effective 1/29/11
Operations	393	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	563	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	2749	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	6504	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	6506	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	6508	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Detention	11726	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Detention	11727	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Detention	11729	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Detention	3890	Assistant Cook I	Filled	Assistant Cook I	Delete position/RIF Effective 1/29/11
Detention	6501	Assistant Cook I	Filled	Assistant Cook I	Delete position/RIF Effective 1/29/11
Detention	7759	Assistant Cook I	Filled	Assistant Cook I	Delete position/RIF Effective 1/29/11
Operations	1803	Confidential Assistant II	Filled	Confidential Assistant II	Delete position/RIF Effective 1/29/11
Detention	2919	Confidential Assistant III	Filled	Confidential Assistant III	Delete position/RIF Effective 1/29/11
Administration	8773	Confidential Assistant III	Filled	Confidential Assistant III	Delete position/RIF Effective 1/29/11
Inmate Welfare	2489	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete position/RIF Effective 1/29/11
Inmate Welfare	9838	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete position/RIF Effective 1/29/11
Operations	747	Crime Analyst	Filled	Crime Analyst	Delete position/RIF Effective 1/29/11
Operations	182	Deputy Coroner	Filled	Deputy Coroner	Delete position/RIF Effective 1/29/11
Operations	510	Deputy Coroner	Filled	Deputy Coroner	Delete position/RIF Effective 1/29/11
Operations	10456	Deputy Coroner	Filled	Deputy Coroner	Delete position/RIF Effective 1/29/11
Operations	8327	Crime Analyst Tech	Filled	Crime Analyst Tech	Delete position/RIF Effective 1/29/11
Operations	8328	Crime Analyst Tech	Filled	Crime Analyst Tech	Delete position/RIF Effective 1/29/11
Contract Cities	11610	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Contract Cities	11877	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11

# PowerPoint Presentation

## Sheriff's Department Reduction-in-Force December 7, 2010

Adam Christianson  
Sheriff-Coroner



# Background

On October 13, 2010, the Chief Executive Office distributed targeted reductions for Fiscal Year 2011-2012 at the Department Head meeting.

- FY2011-2012 Reduction: \$ 6,584,082
- FY2012-2013 Reduction: \$ 3,292,041
- Total Two Fiscal Year Reduction: \$ 9,876,123



# Strategy

To strategically plan to achieve a \$9,876,123 reduction over the next two fiscal years the Department is recommending a reduction-in-force, effective January 29, 2011:

- 50 Filled positions\*
- 2 Vacant positions
- 52 Total positions

\* - 27 Filled positions were approved for RIF on November 2, 2010



# Strategy

On November 2, 2010 the BOS approved a reduction-in-force, effective January 29, 2011:

- 27 Filled positions

Today the Department is recommending a reduction-in-force, effective January 29, 2011:

- 23 Filled positions
- 2 Vacant positions
- 25 Total positions





# Recommendations

- \$6,584,082 – CEO's 8.8% targeted reduction for FY11-12.
- \$3,358,082 – Sheriff's requested 4.5% reduction FY11-12.
- \$3,226,000 will save:
  - 15 Deputy Sheriffs
  - 6 Sergeants
  - 1 Lieutenant
- Allow the Department to carry forward 100% of year end savings for FY10-11 & FY11-12. Not just 75%.
- 100% carry forward = additional \$711,000





<b>Specialty Units</b>	<b>Net County Cost</b>	<b>5 month savings</b>	<b>Full Time Salaries</b>	<b>Positions</b>
Mounted	69,722	37,000		None
DIVE	69,002	43,000		None
SWAT	261,940	161,000		None
Air Support	148,886	90,000		None
Bomb	51,869	47,740		None
Volunteers	67,818	56,000		None
HNT	9,621	6,500		None
CERT	83,663	32,178		None
SDEA	621,825		350,000	2 Deputies 1 Sergeant
HIDTA	17,112			
Juvenile Services	282,098		375,000	1 Legal Clerk 1 Staff Tech 3 Deputies
Marine Off Road	356,000		480,000	4 Deputies 1 Sergeant
K-9	1,065,721	40,000	923,614	7 Deputies (Patrol)
<b>Totals</b>	<b>3,021,614</b>	<b>513,418</b>	<b>2,128,614</b>	
Gang Unit	1,023,016	393,467	986,052	7 Deputies 1 Sergeant



<b>Specialty Units</b>	<b>Net County Cost</b>	<b>5 month savings</b>	<b>Full Time Salaries</b>	<b>Positions</b>
Mounted	69,722	37,000		None
DIVE	69,002	43,000		None
SWAT	261,940	161,000		None
Air Support	148,886	90,000		None
Bomb	51,869	47,740		None
Volunteers	67,818	56,000		None
HNT	9,621	6,500		None
CERT	83,663	32,178		None
SDEA				
HIDTA				
Juvenile Services				
Marine Off Road				
K-9				
Totals	762,521	473,418		
Gang Unit	1,023,016	393,467	986,052	7 Deputies 1 Sergeant



# Mounted Unit

\$69,722

- No full time personnel
- 11 Deputies, 2 Sergeants, and 1 Lieutenant
- Staffing 114 - 10 hour shifts per year.
  - July 4<sup>th</sup> weekend at Reservoirs (35K people per day)
  - Stanislaus County Fair
  - La Grange Rodeo
  - Labor Day Weekend at Reservoirs (17K people per day)
  - Memorial Day Weekend at Reservoirs (12K people per day)
- Cost savings at 5:1 = 456 - 10 Hour Shifts



# DIVE Team

- \$69,002
- No full time personnel
- 10 Deputies, 1/4 Sergeant and 1/4 Lieutenant
- 6 members with 5 years of experience or more
- 3 members trained in Homicidal Drowning Investigation
- All are certified Public Safety Divers
- Certified in Underwater Crime Scene Investigations
- Only DIVE team in Stanislaus County
- All members are Swift Water Rescue certified
- 7 missions in 2009. One involved the recovery for 7 victims from a vehicle crash in the Delta Mendota
- 8 missions in 2010
- In existence since 1970



# S.W.A.T.

- \$261,940
- No full time personnel
- 16 Deputies, 1 Sergeant, and 1 Lieutenant
- 19 call outs in 2009
- 8 call outs so far in 2010
- Dignitary protection
  - Supreme Allied Commander
  - Former President Bill Clinton
  - Condaleeza Rice
  - Yonadam Kanna, Iraqi governing council



# Air Support

- \$148,886
- No full time personnel
- 5 Deputies and 1 Sergeant
- Due to budget reductions we no longer fly routine patrols
- Only missions are those that are funded by the Drug Unit
- Will launch when needed for major incident
- Helicopter kept in flight ready condition
- \$50,000 insurance is paid for by SDEA
- 87 patrol flights in 2008 (23 call outs)
- 49 patrol flights in 2009 (14 call outs)
- 0 patrol flights in 2010 (6 call outs)



# Bomb Unit

- \$51,869
- No full time personnel
- 4 Deputies, 1 Sergeant, 1 Lieutenant
- All have been to 6 week Hazardous Device School in Alabama
- All post blast trained
- 48 call outs 2009
- 28 call outs 2010
- Military Responds Only to Military Ordinances (nearest team Travis Air Force Base)
- Contract with San Joaquin County, Merced PD, or Calaveras County for responses



# Volunteers

- \$67,818
- No full time personnel
- STARS, Explorers, Honor Guard
  - 11,802 hours in 2010 (\$277,358)
  - 1,267 subpoena served 2010
  - 53 events 2010
  - 94 OAN applications





# Hostage Negotiation Team

- \$9,621
- No full time personnel
- 6 Deputies, 2 Sergeants, and 1 Lieutenant
- Serves as an intelligence-gathering arm for Tactical Command
- Develops and promotes a “cooling off period” for suspects
- Protects human life
- Reduces liability
- Provides a “verbal distraction” for tactical solution



# CERT

- \$83,663
- No full time personnel
- 16 Deputies, 1 Sergeant, 1 Lieutenant
- 7 Deputies on call
- Cell Extractions
- Major Search Team
- Transport of High Risk Offenders
- Bulk of In-Service Training



<b>Specialty Units</b>	<b>Net County Cost</b>	<b>5 month savings</b>	<b>Full Time Salaries</b>	<b>Positions</b>
Mounted	69,722	37,000		None
DIVE	69,002	43,000		None
SWAT	261,940	161,000		None
Air Support	148,886	90,000		None
Bomb	51,869	47,740		None
Volunteers	67,818	56,000		None
HNT	9,621	6,500		None
CERT	83,663	32,178		None
SDEA				
HIDTA				
Juvenile Services				
Marine Off Road				
K-9				
Totals	762,521	473,418		
Gang Unit	1,023,016	393,467	986,052	7 Deputies 1 Sergeant



<b>Specialty Units</b>	<b>Net County Cost</b>	<b>5 month savings</b>	<b>Full Time Salaries</b>	<b>Positions</b>
Mounted				
DIVE				
SWAT				
Air Support				
Bomb				
Volunteers				
HNT				
CERT				
SDEA	621,825		350,000	2 Deputies 1 Sergeant
HIDTA	17,112			
Juvenile Services	282,098		375,000	1 Legal Clerk 1 Staff Tech 3 Deputies
Marine Off Road	356,000		480,000	4 Deputies 1 Sergeant
K-9	1,065,721		923,614	7 Deputies (Patrol)
Totals	2,342,756		2,128,614	
Gang Unit	1,023,016		986,052	7 Deputies 1 Sergeant



# S.D.E.A./H.I.D.T.A.

- 638,937
- 2 Deputies and 1 Sergeant
- Task force that works major drug trafficking organizations



# Juvenile Services

- \$282,098
- 1 Legal Clerk, 1 Staff Tech and 3 Deputies
- SARB Hearings
- School Resource Officers
- Eliminating Program in 2011/2012 unless fully funded by schools.
- This savings will go towards trying to reach the 1.6 million dollar shortfall.



# Marine/Off Road

- \$356,000
- 4 Deputies, 1/4 Sergeant, and 1/4 Lieutenant
- 303 Evictions
- 851 CVC/SCO Warnings
- 255 Citations
- 10 Felony arrest
- 3 Vessel Collisions
- 0 Drownings



# K-9 Unit

- \$1,065,721
- \$142,000 savings to eliminate rid of K-9 unit
- Deputies are working patrol
- 7 Deputies, 1 Sergeant, and 1 Lieutenant
- 902 Deployments in 2010
  - 237 Searches
  - 289 Officer Safety
  - 181 Locate and Surrender
  - 71 Tracks





<b>Specialty Units</b>	<b>Net County Cost</b>	<b>5 month savings</b>	<b>Full Time Salaries</b>	<b>Positions</b>
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DIVE	69,002	43,000		None
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<b>Totals</b>	<b>3,021,614</b>	<b>513,418</b>	<b>2,128,614</b>	
Gang Unit	1,023,016	393,467	986,052	7 Deputies 1 Sergeant



# Recommendation

- \$6,584,082 – CEO's 8.8% targeted reduction for FY11-12.
- \$3,536,082 – Sheriff's requested 4.7% reduction FY11-12.
- \$3,048,000 will save:
  - 15 Deputy Sheriffs
  - 6 Sergeants
- 12 Deputies and 1 Sergeant assigned to Gang Unit



# Savings

<u>Reductions FY11-12 &amp; FY12-13:</u>	(\$ 9,876,123)
➤ RIF savings five months FY10-11 (\$1,849,423 * 75% = carry forward)	\$ 1,387,067
➤ RIF savings twelve months FY11-12	\$ 5,704,500
➤ Other appropriations carry forward (\$1,100,000 * 75% = carry forward)	<u>\$ 825,000</u>
➤ Total savings FY10-11 & FY11-12	<u>\$ 7,916,567</u>
➤ Total Shortfall	(\$ 1,959,556)



# Staff Recommendations

1. Approve the reduction-in-force of 23 full-time positions and the deletion of two vacant funded positions in the Sheriff's Department budget as outlined in the Staffing Impacts section of this report and detailed in Attachment A to be effective January 29, 2011.
2. Amend the Salary and Position Allocation Resolution to reflect the changes as outlined in the Staffing Impacts section and detailed in Attachment A date December 7, 2010 to be effective January 29, 2011.



# Staff Recommendations (cont.)

3. Amend the Salary and Position Allocation Resolution to reflect the 27 reductions-in-force approved by the Board of Supervisors on November 2, 2010, outlined in the Staffing Impacts section and detailed in Attachment B.
4. Approve a revision to the Sheriff's Department lobby hours currently open to the public from Monday through Friday 8:00 A.M. to 5:00 P.M. to Monday through Thursday 8:00 A.M. to 3:00 P.M. with emergency phone access available 24-hours a day to become effective January 29, 2011.



# Staff Recommendations (cont.)

5. Approve the Sheriff's Department to carry over 100% of their net county cost savings for June 30, 2011 and June 30, 2012.



Questions?

