

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

DEPT: Sheriff's Department

BOARD AGENDA # *B-3

Urgent

Routine

AGENDA DATE August 19, 2014

CEO Concur with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of Appointment of a Deputy Sheriff at the Sheriff's Department at Step Five (5) of the Salary Range

STAFF RECOMMENDATIONS:

Authorize the Sheriff's Department to offer employment to Anthony Bejaran as a Deputy Sheriff at step five of the salary range, \$33.91 hour, less the current 2% salary deduction.

FISCAL IMPACT:

The estimated annual cost associated with this position is \$133,537 including benefits. This position is subject to the two percent salary deduction. Funding for this position is included in the 2014-2015 Fiscal Year budget and no increase in appropriations is being requested.

BOARD ACTION AS FOLLOWS:

No. 2014-430

On motion of Supervisor Chiesa, Seconded by Supervisor Monteith

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, Monteith, and Chairman De Martini

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.

Approval to Employ a Deputy Sheriff, Lateral, at Step Five (5) of the Salary Band,
\$33.91 Hourly
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DISCUSSION:

The Sheriff's Department is requesting to fill a current vacancy in the Deputy Sheriff classification. The Sheriff's Department has an open continuous recruitment to attract qualified candidates for this position and continues to make concentrated efforts to recruit lateral transfer candidates to help build a qualified workforce. The Department continues to have a high vacancy rate which leaves staffing at critically low levels. There are currently 17 vacancies in the Deputy Sheriff classification. Despite diligent efforts in recruitment, filling the Department vacancies has been a challenge.

Anthony Bejaran is an excellent candidate with over nineteen years of law enforcement experience, of which he worked as a Deputy Sheriff for eleven years and as a Sergeant for seven years with the Stanislaus County Sheriff's Department. His special skills include Public Information Officer, Community Deputy and extensive experience in Detectives. This broad range of experience greatly reduces the training period normally required with new staff. Mr. Bejaran also possesses an Associates Degree in Administration of Justice from Modesto Junior College and a Bachelor's Degree in Criminology from Portland State University.

The Sheriff's Department is requesting to employ Mr. Bejaran at an hourly rate of \$33.91, less the current two percent salary deduction, and offer all lateral incentives allowable through current County policy to secure employment. These incentives include: front loading the equivalent of six months of sick leave accruals (48 hours) at the start of the first pay period following the date of hire, vacation accrual rate of three weeks annually (120 hours) closest to his current vacation accrual rate, and the ability for the Department Head to grant permanent status upon completion of six months of satisfactory employment. Mr. Bejaran is currently employed at Modesto Police Department making \$34.21 and is not willing to accept an hourly rate below the fifth step. This is a hard to recruit position and the ability to offer Mr. Bejaran employment at step five will allow the Department to increase efforts to protect the safety of the community.

POLICY ISSUES:

Approval by the Board of Supervisors is required to appoint a candidate at step five of the classification. Filling this position is consistent with the Board of Supervisors' priority of A Safe Community and Efficient Delivery of Public Services.

STAFFING IMPACT:

This action will fill an approved county vacancy at the Sheriff's Department.

CONTACT INFORMATION:

Adam Christianson, Sheriff

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