

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

DEPT: Sheriff

BOARD AGENDA #: *B-4

AGENDA DATE: July 18, 2017

SUBJECT:

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

BOARD ACTION AS FOLLOWS:

No. 2017-396

On motion of Supervisor Withrow, Seconded by Supervisor Olsen
and approved by the following vote,

Ayes: Supervisors: Olsen, Withrow, Monteith, DeMartini, and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None


1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST: 
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Sheriff BOARD AGENDA #: *B-4
Urgent Routine RM AGENDA DATE: July 18, 2017
CEO CONCURRENCE: *fw* 4/5 Vote Required: Yes No

SUBJECT:

Approval to Appoint 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 Richard Gonzales as a Deputy Sheriff at step five of the salary range, \$35.97 per hour

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 19 vacancies in the Deputy Sheriff classification. Despite diligent efforts in recruitment, filling the Department vacancies and retaining employees has been a challenge.

Richard Gonzales is an excellent candidate with over fourteen years of law enforcement experience, of which he worked as a Deputy Sheriff for ten years and as a Sergeant for four years with the Stanislaus County Sheriff's Department. His special skills include Special Weapons and Tactics, Narcotics Task Force, Community Deputy and extensive experience in Detectives. Mr. Gonzales possesses an Advanced POST Certificate. This broad range of experience greatly reduces the training period normally required with new staff.

The Sheriff's Department is requesting to employ Mr. Gonzales at an hourly rate of \$35.97 and offer 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 and the ability for the Department Head to grant permanent status upon completion of six months of satisfactory employment. Mr. Gonzales is currently employed at San Mateo County Sheriff's Office making \$57.46 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. Gonzales employment at step five will allow the Department to increase efforts to protect the safety of the community.

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

POLICY ISSUE:

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.

FISCAL IMPACT:

The estimated annual cost associated with this position is \$139,981 including benefits. Funding for this position is included in the 2017-2018 Fiscal Year budget and no increase in appropriations is being requested.

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|--|---------|----|---------|
| Cost of recommended action: | | \$ | 139,981 |
| Source(s) of Funding: | | | |
| Sheriff's Operations Budget | 139,981 | | |
| Funding Total: | | \$ | 139,981 |
| Net Cost to County General Fund | | \$ | - |

| | |
|---|-----------|
| Fiscal Year: | 2017-2018 |
| Budget Adjustment/Appropriations needed: | No |

BOARD OF SUPERVISORS' PRIORITY:

This item supports the Board of Supervisors' priorities of A Safe Community and Efficient Delivery of Public Services by providing resources to meet the community needs.

STAFFING IMPACT:

This action will allow the Sheriff's Department to fill a vacant Deputy Sheriff position with a highly qualified applicant.

CONTACT PERSON:

Adam Christianson, Sheriff

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