



# MARIPOSA COUNTY

Sheriff's Office · (209) 966-3615



## **RESOLUTION - ACTION REQUESTED 2016-293**

MEETING: June 14, 2016

TO: The Board of Supervisors

FROM: Doug Binnewies, Sheriff-Coroner-Public Administrator

RE: Approve One Overhire Sheriff's Deputy Position

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve one over-hire of a Sheriff's Deputy position effective July 1, 2016, through June 30, 2017, or until a work status determination is made of the incumbent in the affected position.

The Sheriff is requesting that the Board continue to support this over-hire due to a serious injury suffered by an incumbent Sheriff's Deputy on October 1, 2015. It is unknown at this time how long the Sheriff's Deputy will be on injured leave, and in order to continue with effective law enforcement and minimize the need for overtime, a temporary over-hire is being requested. The injured deputy has returned to modified duty at this time.

The injured Sheriff's Deputy position is a General Fund position in the Sheriff's operating budget. It is estimated that the cost of the over-hire position at the Step 1 rate will amount to approximately \$79,533 in total compensation (salary and benefits) for the duration of the next Fiscal Year, should the over-hire be necessary for the entire fiscal year. The costs for the over-hire have been included in the Fiscal Year 2016/2017 requested Sheriff's Budget.

It should be noted that no employee will be "released" once the incumbent returns to work, due to the predicted return of the incumbent in relation to internal movement. Additionally, no law enforcement training will be discarded because of the timing of new hires in the Deputy Recruit reclassification relative to the start dates of the scheduled Police Academy.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

Resolution 2015-511 approved an over-hire position on October 27, 2015 and will terminate on June 30, 2016. The Board of Supervisors has approved over-hire positions in the past when it is beneficial to the County's ability to continue to provide critical county services.

### **ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

If the Board chooses to not allow the over-hire of this position, the Sheriff's Office would be forced to operate with continued low staffing and possibility of incurring

greater overtime costs.

**FINANCIAL IMPACT:**

**Funding for this over-hire of a Sheriff's Deputy position has been included in the Sheriff's Office FY 2016/2017 Requested Budget.**

**CAO RECOMMENDATION**

Requested Action Recommended

  
Mary Hodson, CAO 6/8/2016

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Kevin Cann, District IV Supervisor

**SECONDER:** Marshall Long, District III Supervisor

**AYES:** Rosemarie Smallcombe, Marshall Long, Kevin Cann, John Carrier

**EXCUSED:** Merlin Jones