



# MARIPOSA COUNTY

Sheriff's Office • (209) 966-3615



## **RESOLUTION - ACTION REQUESTED 2016-295**

MEETING: June 14, 2016  
TO: The Board of Supervisors  
FROM: Doug Binnewies, Sheriff-Coroner-Public Administrator  
RE: Approve the Over-Hire of One Sheriff's Jail Officer Position

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### **RECOMMENDATION AND JUSTIFICATION:**

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

The Sheriff is requesting that the Board of Supervisors continue to support the over-hire position for one Sheriff's Jail Officer position. The Sheriff's jail staffing continues to be hampered because one Jail Officer is still away from their duty assignment due to injury/illnesses. This vacancy continues to stress the staffing and overtime budget due to the length of time of the employees' absence.

California State statute requires that the Sheriff's Jail maintain multi-gender staffing 24/7. Due to the shortage of one male Jail Officer, the temporary over-hire is gender specific to a male.

Resolution 2016-39 was approved January 1, 2016 and will conclude on June 30, 2016. The Sheriff is requesting the Board to support this over-hire position into the next fiscal year.

It is estimated that the cost of the over-hire position at the Step 1 rate will amount to approximately \$73,160 in total compensation (salary and benefits) for the duration of the next fiscal year. This over-hire has been programmed into the Fiscal Year 2016/2017 Requested Sheriff's Budget.

The filling of the Sheriff's Jail Officer position is a priority interest to fulfill public safety responsibilities as the vacancy previously caused a great amount of stress on the employees and the Sheriff's budget.

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

Since November 2015, a Sheriff's Jail Officer position has been vacant due to a reported injury/illness. The Board of Supervisors previously supported an over-hire to fill vacant positions, however, the current approval will end June 30, 2016. A determination regarding the work status of this employee has yet to be made therefore creating a void in staffing.

The Board of Supervisors has previously approved overfill positions due to extenuating circumstances in the specific department.

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

Do not approve the over-hire of a Sheriff's Jail Officer position. This could have a negative impact on community public safety and the ability of the Department to effectively manage this critical responsibility.

**FINANCIAL IMPACT:**

**Funding of \$73,160 to support this over-hire position has already been included in the Sheriff's Office FY 2016/2017 Requested Budget and will have.**

**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