



MARCH 2019
FLSA: EXEMPT
Bargaining Unit: UD
JCN: 0271

UNDERSHERIFF

DEFINITION & DISTINGUISHING CHARACTERISTICS

Definition:

Under direction, ~~plans, organizes, coordinates and directs staff~~ of the Sheriff, assists in ~~planning, organizing, managing, and providing direction and oversight for all functions~~ and activities of ~~major functional areas of the County's comprehensive~~ the Sheriff-Coroner-Public Administrator's Office, including law enforcement and corrections programs, ~~and~~; provides expert professional assistance to County ~~management staff in areas of responsibility~~ management in areas of responsibility; develops and implements goals, objectives, policies, procedures, work standards, and internal controls for subordinates; motivates and provides for training and development of subordinate staff; and performs related duties as assigned.

Distinguishing Characteristics: SUPERVISION RECEIVED AND EXERCISED

Receives direction from the Sheriff. Exercises general direction and supervision over ~~This class has responsibility for policy development, program planning, fiscal and personnel~~ management, ~~administration~~ supervisory, professional, technical, and ~~operation~~ administrative support staff through subordinate levels of management and supervision.

CLASS CHARACTERISTICS

~~This all divisions~~ is an at-will position appointed by the Sheriff. The Undersheriff oversees and directs all activities of the ~~Sheriff's Department~~ Sheriff-Coroner-Public Administrator's Office. This class is unique in that the Undersheriff may represent the Sheriff in matters delegated by the Sheriff. This class serves the Sheriff in a variety of administrative, coordinative, analytical, and liaison capacities. Successful performance of the work requires knowledge of public policy, municipal functions and activities, including the roles of the Sheriff's Office and the Board of Supervisors, and the ability to develop, oversee, and implement projects and programs in a variety of areas. Responsibilities include coordinating the activities of the Sheriff-Coroner-Public Administrator's Office with those of other departments and outside agencies, and managing and overseeing the complex and varied functions of the Office. The incumbent is ~~responsible~~ accountable for accomplishing ~~both departmental~~ long range planning, goals, and objectives for the Office and for ~~furthering public safety and County~~ coordinating Office goals and objectives ~~within general policy guidelines.~~ with those of the County.

This class is distinguished from Sheriff in that the latter is an elected official with accountability for all ~~law enforcement and corrections programs and activities~~ functions of the Sheriff-Coroner-Public Administrator's Office.

EXAMPLES OF ESSENTIAL TYPICAL JOB FUNCTIONS (Illustrative Only)

- ~~Provides responsible assistance and support to the Sheriff on a variety of administrative and management functions as assigned.~~

- Assists in managing and participates in the development and administration of the Sheriff's Office budget; directs the forecasting of additional funds needed for staffing, equipment, and supplies; directs the monitoring of and approves expenditures; directs the preparation and implementation of budgetary adjustments.
- Plans, organizes, coordinates schedules, supervises, reviews, and directs through captains, lieutenants and sergeants assigned sworn and non-sworn management, law enforcement, corrections, civil, and Coroner/Public Administrator public administrator functions.
- ~~Assists in the development and implementation of goals, objectives, policies, procedures and work standards for the department.~~
- ~~Prepares and recommends long- and short-range plans for County law enforcement and correctional programs; develops specific proposals for action on current and future County needs.~~
- Selects, trains, motivates, and evaluates the work of Sheriff's Office personnel; provides direction or coordinates staff training; works with employees to correct deficiencies; and implements discipline and termination procedures as required.
- Works closely with the Sheriff, other County departments, and a variety of public and private organizations in developing programs and implementing projects to solve law enforcement and related problems.
- Interprets County regulations and various ordinances, codes, and applicable laws to staff.
- ~~Assists in the preparation and administration of the annual budget; administers the department's personnel program.~~
- ~~Represents the County and the Sheriff's Department and works closely with citizen groups and public and private officials to provide technical assistance, directly or through subordinate staff.~~
- Develops cooperative working relationships and mutual aid agreements with partnering County departments, community agencies, law enforcement, and other agencies.
- Coordinates the preparation of and personally prepares a variety of reports or presentations for the Chief Administrative Officer, Board of Supervisors, County management, or outside agencies.
- ~~Directs the selection, supervision and work evaluation of assigned personnel; provides for staff development and training.~~
- Contributes to the overall quality of the Sheriff's Office service by developing, reviewing, and implementing policies and procedures to meet legal and regulatory requirements and County needs; continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors the distribution of work, support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of changes.
- Directs the development of management systems, procedures, and standards for program evaluation; monitors developments related to law enforcement matters, evaluates their impact on County operations, and implements policy and procedure improvements.
- ~~Attendance and punctuality that is observant of scheduled hours on a regular basis.~~
- Acts as the Sheriff as delegated by the Sheriff.
- Performs related work duties as assigned.

MINIMUM QUALIFICATIONS

Education and Experience:

~~Where college degrees and/or college course credits are required, degrees and college units must be obtained from an accredited college or university. Courses from non-accredited institutions will not be evaluated for this requirement.~~

Education:—

~~Equivalent to the completion of sixty (60) semester college units is required.~~

~~-and-~~

Experience:—

~~Ten (10) years of increasingly responsible experience in law enforcement, including at least two (2) years in a classification equivalent to the rank of Lieutenant or higher. This experience must have been in a Sheriff's Office or Police Department.~~

Other Requirements:

~~Must possess and maintain a valid California driver's license. Possession of P.O.S.T. advanced, supervisory and management certificates is desirable.~~

Knowledge of:

Administrative principles

- ~~Principles and practices of employee supervision, including **goals** work planning, assignment review and **objectives** evaluation, discipline, and the training of staff in work procedures.~~
- ~~Principles and practices of leadership.~~
- ~~Organization and management practices as applied to the development, **work planning and organization and employee supervision** analysis, and evaluation of programs, policies, and operational needs of the assigned area of responsibility.~~
- ~~Principles and practices of law enforcement, investigation, patrol, **Coroner/Public Administrator** coroner/public administrator, civil, community services, and related law enforcement services.~~
- ~~Criminal law, codes, ordinances, and court interpretations including rights of citizens, apprehension, arrest, search and seizure, and rules of evidence.~~
- ~~Principles and practices of correctional facility **operation** operations, including legal rights of inmates, and laws, codes, and regulations governing inmate detention and release.~~
- ~~Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.~~
- ~~Principles and practices of budget development and administration.~~
- ~~Local government organizations and functions as related to public safety.~~

Skill in:

- ~~Planning, organizing, assigning, reviewing and evaluating the work of staff through subordinate supervisors.~~
- ~~Selecting, motivating and evaluating staff and providing for their training and professional development.~~
- ~~Developing and implementing goals, objectives, policies, procedures, work standards and internal controls.~~
- ~~Preparing clear and concise reports, correspondence and other written materials.~~
- ~~Modern principles, practices, procedures, and terminology used in law enforcement and crime prevention, including patrol, courthouse operations and security, criminal investigation, pursuit and apprehension of suspects, arrest and custody, and related peace officer and detective duties.~~
- ~~Functions, authorities, and organization of other departments and agencies involved in identification, investigation, and prosecution of criminal cases.~~

- Proper and effective methods of deploying law enforcement personnel.
- Principles and techniques for working with groups and fostering effective team interaction to ensure teamwork is conducted smoothly.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and County staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs (e.g., Microsoft software packages) to conduct, compile, and/or generate documentation.

Ability to:

Analyze complex technical and

- Assist in providing administrative law enforcement and professional leadership and ~~correctional problems, evaluate alternative solutions,~~ direction for the Sheriff's Office.
- ➤ Assist in preparing and ~~adopt~~ administering budgets; allocate limited resources in a cost effective ~~courses of action-~~manner.
- ~~Exercise sound~~ Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the Sheriff's Office and assigned program areas.
- Plan, organize, direct, and coordinate the work of management, supervisory, professional, technical, and administrative support staff personnel; delegate authority and responsibility.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical reports.
- Select and supervise staff, provide training and development opportunities, ensure work is performed effectively, and evaluate performance in an objective and positive manner.
- Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed.
- Administer special projects with contractual agreements, ensuring compliance with stipulations and a variety of County programs and administrative activities.
- Respond to and investigate inquires and complaints, and prepare an appropriate response.
- Effectively represent the Sheriff's Office and the County in meetings with governmental agencies; community groups; various business, professional, and regulatory organizations; and in meetings with individuals.
- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- ➤ Use tact, initiative, prudence, and independent judgment within general policy, procedural, and ~~administrative~~ legal guidelines.
- Establish ~~and~~ maintain ~~cooperative~~, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Any combination of the required experience, education, and training that would provide the essential knowledge, skills, and abilities is qualifying as determined by the Sheriff.

- Equivalent to a variety of citizens a bachelor's degree from an accredited four-year college or university with major course work in police science, criminology, public ~~and private organizations, boards and commissions, and County staff~~ for business administration, psychology, sociology, or a closely related field is preferred.

Ten (10) years of increasingly responsible law enforcement experience in a Sheriff's Office or Police Department, including at least two (2) years in a classification equivalent to the rank of lieutenant or higher.

Licenses and Certifications:

- Possession of, or ability to obtain, a valid California or Nevada Driver's License by time of appointment and a satisfactory driving record.
- Possession of Advanced, Supervisory, and Management Certificates issued by the California State Commission on Peace Officer Standards and Training (POST) is required.
- Possession and maintenance of firearms qualification.

PHYSICAL DEMANDS

Must possess **HISTORY**

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mobility to work in a standard office setting and use standard office equipment, including a computer, and to operate a vehicle to visit various County and meeting sites; vision to maintain firearms qualification and to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone or radio. Requires mobility, physical strength, and stamina to respond to emergency situations and apprehend suspects; vision to maintain firearm qualifications. The job may involve fieldwork requiring walking on uneven terrain, and climbing and descending structures to access work sites. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate law enforcement equipment. Positions in this classification frequently bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 25 pounds as necessary to perform job functions. Reasonable accommodations will be made for individuals on a case-by-case basis.

ENVIRONMENTAL CONDITIONS

Employees primarily work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may occasionally work outdoors with exposure to loud noise levels, cold and hot temperatures, inclement weather conditions, vibration, confining workspaces, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. The duties of this class are performed in an environment with exposure to criminal offenders, mentally ill individuals, and persons potentially infected with communicable diseases. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

Must be willing to work emergencies and on evenings, weekends, and holidays. Must meet physical, psychological, and background standards established by POST as well as ongoing peace officer requirements pursuant to federal, state, and local legislation. Must be willing to work with convicted criminals. This classification functions as a peace officer within the authority and limits of California Penal Code Sections 830.1(a) and 832.

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