



County of El Dorado

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Legislation Details (With Text)

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Title: Sheriff's Office recommending the Board of Supervisors consider the following:
1) Waive the 180 day waiting period for extra help employment of a CalPERS retired annuitant in order to fill a critically needed position within the Sheriff's Office; and
2) Authorize the appointment of James Morgan as an extra help Sheriff's Deputy II, effective December 22, 2018. (Est. time 5 Min.)

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
12/18/2018	1	Board of Supervisors	Approved	Pass

Sheriff's Office recommending the Board of Supervisors consider the following:

- 1) Waive the 180 day waiting period for extra help employment of a CalPERS retired annuitant in order to fill a critically needed position within the Sheriff's Office; and
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DISCUSSION / BACKGROUND

Deputy James Morgan is currently assigned full time to assisting the Public Safety Facility Project. He has been instrumental in the success of the Public Facilities Project thus far in the construction phase acting as a liaison between the Sheriff's Office and the Design Build Team. His role has been vital in ensuring the building meets all the current and future needs of the Sheriff's Office. Unfortunately, Deputy Morgan has decided to retire from full time employment with the Sheriff's Office in December 2018. The Sheriff's Office would like to employ Deputy James Morgan as an extra help Deputy I/II continuing his specialized role in integrating with the Construction Company building the Public Safety Facility.

State law requires that a CalPERS retiree wait 180 days before returning to work in an extra help capacity with a PERS agency; however, this waiting period can be waived by the governing body of the agency, who must certify the nature of the employment and that the appointment is necessary to fill a critically needed position sooner than 180 days. The appointment must be approved by governing body in a public meeting, and must be approved as an action item, rather than on a

consent calendar.

Deputy Morgan has been working in a team with the architects, builder, project manager, construction manager and sub-contractors. He has an office on the job site and interacts with the building contractor on a daily basis. He regularly reviews, provides input and confirms design, installation and operational components of all law enforcement related construction aspects of the five new buildings within the Public Safety Facility campus. These specific areas include:

- Emergency Operations Center
- 911 Dispatch Center
- Patrol Operations
- Criminal Investigation
- Records Management and Storage
- Evidence Processing and Storage
- Information Technology Systems
- Morgue Operations and Body Storage
- Armory and Ammunition Storage
- Shooting Range
- Public Safety Radio Systems
- Ballistic security, appropriate hardware and locks, camera surveillance and electronic access control.

Developing a keen understanding of the intricate needs of each of these operational units is a skill that is gained over years of experience in Law Enforcement. It is critical that the Sheriff's Office has an individual with specific knowledge of how the El Dorado County Sheriff's Office operates, on-site working directly with the construction company. Deputy Morgan has worked for the El Dorado County Sheriff's Office for 30 years and has worked in each division in the Sheriff's Office. His knowledge and understanding is unmatched.

In addition, El Dorado County has sent Deputy Morgan to specific project management training for Planning, Funding and Obtaining New Public Safety Facilities in March of 2014. Deputy Morgan attended an intense training seminar that was designed to guide and provide assistance to those who are responsible for decisions about planning, designing and constructing public safety facilities. In order to keep the project on schedule, it is critical that Deputy Morgan be available for daily consultation and weekly project meetings.

Sheriff's Office has met with Human Resources and the Director of Human Resources is in support of adding the Extra Help position and waiving the recruitment if the Board approves the request to waive the waiting period. Waving the recruitment is within the Human Resource's Director's authority, per Personnel Rules Section 401(b).

The costs of this position would be absorbed in the current Sheriff's Office 2018/19 salaries and benefits budget and funded with vacancy savings.

ALTERNATIVES

Not adding this Extra-Help Deputy Sheriff I/II position at this time will mean that after his retirement in December 2018, Deputy Morgan will not be available to continue his work on the Public Safety Facility construction. Deputy Morgan's experience of the Sheriff's Office functions is paramount in ensuring that the operational needs of the Public Safety Facility building are met.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources

CAO RECOMMENDATION / COMMENTS

Approve as recommended.

FINANCIAL IMPACT

Costs for the Deputy Sheriff I/II position is \$67,017.60 - \$85,404.80 annually. The funds are currently budgeted in the Sheriff's operating budget, and will be budgeted in the FY 19/20 budget as well.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Public Safety

CONTACT

Undersheriff Randy Peshon