



Legislation Details (With Text)

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File created: 10/4/2021 **In control:** Board of Supervisors

On agenda: 10/19/2021 **Final action:** 10/19/2021

Title: Human Resources Department recommending the Board approve and adopt the department-specific class specification revisions for the Sheriff's Office: Deputy Sheriff I/II, Sheriff's Sergeant, Sheriff's Lieutenant, Sheriff's Captain, and Undersheriff.

FUNDING: N/A

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Deputy Sheriff I-II FINAL, 2. B - Deputy Sheriff I-II REDLINE, 3. C - Sheriff's Captain FINAL, 4. D - Sheriff's Captain REDLINE, 5. E - Sheriff's Lieutenant FINAL, 6. F - Sheriff's Lieutenant REDLINE, 7. G - Sheriff's Sergeant FINAL, 8. H - Sheriff's Sergeant REDLINE, 9. I - Undersheriff FINAL, 10. J - Undersheriff REDLINE

Date	Ver.	Action By	Action	Result
10/19/2021	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board approve and adopt the department-specific class specification revisions for the Sheriff's Office: Deputy Sheriff I/II, Sheriff's Sergeant, Sheriff's Lieutenant, Sheriff's Captain, and Undersheriff.

FUNDING: N/A

DISCUSSION / BACKGROUND

The Human Resources Department has reviewed and determined that it is necessary to update the Deputy Sheriff I/II, Sheriff's Sergeant, Sheriff's Lieutenant, Sheriff's Captain, and Undersheriff classifications. The review showed that the classes require revision to accurately describe each classification's job duties, education, and experience. Additionally, there is a need to revise each class to comply with California Assembly Bill 846. Assembly Bill 846 requires that Peace Officer job descriptions deemphasize paramilitary aspects of the job and emphasize community interaction and collaborative problem-solving. Since the Sheriff's Office has a history of providing total care for victims, witnesses, and the community, these changes appropriately describe the job duties performed in each of these classifications.

After consultation with the Sheriff's Office, Human Resources has determined that the recommended class specification revisions are needed to accurately reflect job duties and meet the requirements of AB 846.

ALTERNATIVES

The Board could not adopt the revised class specifications and direct Human Resources to conduct further analysis.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Sheriff's Office

Deputy Sheriff's Association - Law Enforcement (SA) Unit

Law Enforcement Management Association - Law Enforcement Sworn Management (SM) Unit

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The revisions to the class specifications will not result in any financial impact, as there are no corresponding changes to the compensation structure.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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