



## Legislation Text

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**File #:** 19-1661, **Version:** 1

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Sheriff's Office recommending the Board:

1) Approve and authorize the Chair to sign Resolution **203-2019** to:

a) Allow County Staff to donate Vacation and/or Comp time to Deputy Brian Ishmael's family (and any future deputies who may be killed in the line of duty), who died in the line of duty on October 23, 2019, within one-hundred and eighty (180) days of the date of death; and

b) Allow for the donated leave time to apply to COBRA continuation benefits so that the family of Deputy Ishmael (and the families of any future deputies who may be killed in the line of duty) will continue to have health insurance; and

2) Authorize Human Resources to apply Deputy Ishmael's health insurance pre-payments through the month of November.

**FUNDING:** General Fund.

**DISCUSSION / BACKGROUND:**

On the evening of October 22, 2019, Deputy Brian Ishmael said goodbye to his family, put on his uniform, and sat in the Patrol Briefing Room ready to serve a community that he loves. Deputy Ishmael responded to a call for service where he encountered an illegal marijuana grow and individuals that were armed with intent to kill. It was on that call that Deputy Ishmael would make the ultimate sacrifice. He was killed in the line of duty and would not be returning home to his family after that shift on October 23, 2019.

Many resources have been made available to Deputy Ishmael's family, but current language of the Personnel Rules hinders how colleagues can assist his family after such a catastrophic event. The Sheriff's Office is asking that a resolution be passed that allows County employees to donate accrued Compensatory time or Vacation time to Deputy Ishmael's family. This will afford the family financial ease while they navigate their way to a new version of normal as they mourn the loss of a husband and a father. This will also apply to other deputies killed in the line of duty should such a terrible tragedy occur again in the future.

Past practice has shown that health insurance is cancelled upon an employee's termination and they only have coverage through the current month. Deputy Ishmael was not terminated from County employment, he was killed protecting each and every one of us. Therefore, the Sheriff's Office is requesting time donations be applied to COBRA for 180 days to the Ishmael family so that they may have an opportunity to explore their options.

Deputy Brian Ishmael is a hero who died protecting El Dorado County. He was a kind, caring, and honorable man who deserves to be remembered as such. Please allow the Sheriff's Office and the County the opportunity to help his family during this tragic time.

**ALTERNATIVES:**

N/A

**OTHER DEPARTMENT / AGENCY INVOLVEMENT:**

County Counsel and Human Resources

**CAO RECOMMENDATION:**

Approve as recommended.

**FINANCIAL IMPACT:**

The fiscal impact will be unknown until it is determined how much leave is donated. It is anticipated that sufficient appropriations will be available in the Sheriff's Office in Salary and Benefit savings already accrued in the current fiscal year due to vacancies.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

N/A

**STRATEGIC PLAN COMPONENT:**

**CONTACT**

Undersheriff Randy Peshon