



## Legislation Text

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**File #:** 21-1596, **Version:** 1

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Probation Department recommending the Board:

- 1) Authorize appointment of Brianne James as an Extra Help Deputy Probation Officer II-Institutions, effective October 23, 2021;
- 2) Authorize an exception to Personnel Rule 604.3, Salary Compensation - Extra Help, to hire at Step 5 (\$32.61 hourly); and
- 3) Authorize an exception to Personnel Rule 805 - Selection Procedure for Extra Help Employees, regarding the selection procedure for Extra Help positions.

**FUNDING:** General Fund.

### **DISCUSSION / BACKGROUND**

The Probation Department (Probation) is requesting that Brianne James be hired as an Extra Help Deputy Probation Officer II (DPO II)-Institutions, at Step 5 of the salary range due to her experience and background. Ms. James left County employment on September 16, 2021. Ms. James has maintained full-time employment at the Juvenile Treatment Center (JTC) for three years and nine months, most recently as a Senior Deputy Probation Officer-Institutions; holds certifications for all necessary training including Juvenile Corrections Officer California Board of State and Community Corrections (BSCC) Standards and Training for Corrections (STC) Core, and PC 832 Arrest and Firearms.

Current Personnel Rules allow for extra help appointments to be paid at Step 1. Any request to hire at Step 4 or Step 5 of the salary range shall be approved by the Chief Administrative Officer.

Additionally, Probation is requesting the Board waive the request for filling the Extra Help DPO-II-Institutions position through a competitive examination process as provided for in the Personnel Rules. It has been historically difficult for Probation to recruit and retain quality employees in the South Lake Tahoe area and Ms. James exceeds the qualifications for the Extra Help DPO II-Institutions position.

The Human Resources Department and the Chief Administrative Office have approved Ms. James's appointment pending Board approval.

### **ALTERNATIVES**

The Board could choose not to appoint Brianne James to the Extra Help position at Step 5.

### **PRIOR BOARD ACTION**

N/A

### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

Chief Administrative Office, Human Resources

### **CAO RECOMMENDATION**

Approve as recommended.

**FINANCIAL IMPACT**

There is no Net County Cost associated with this action. Cost will be covered by salary/benefit savings from this and other vacancies in the Probation Department.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

N/A

**STRATEGIC PLAN COMPONENT**

Public Safety

**CONTACT**

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