



Sheriff's Office
COUNTY OF TULARE
AGENDA ITEM

BOARD OF SUPERVISORS

KUYLER CROCKER
District One
PETE VANDER POEL
District Two
AMY SHUKLIAN
District Three
J. STEVEN WORTHLEY
District Four
MIKE ENNIS
District Five

AGENDA DATE: April 18, 2017

Public Hearing Required Yes [] N/A [x]
Scheduled Public Hearing w/Clerk Yes [] N/A [x]
Published Notice Required Yes [] N/A [x]
Advertised Published Notice Yes [] N/A [x]
Meet & Confer Required Yes [] N/A [x]
Electronic file(s) has been sent Yes [x] N/A []
Budget Transfer (Aud 308) attached Yes [] N/A [x]
Personnel Resolution attached Yes [x] N/A []
Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s) Yes [] N/A [x]
CONTACT PERSON: Terrie Saenz, Fiscal Manager PHONE: 636-4635

SUBJECT: Allocated position change of the Office of the Sheriff

REQUEST(S): That the Board of Supervisors:

Approve the attached personnel resolution adding one Assistant Sheriff position allocation to the Sheriff's Office, effective April 30, 2017.

SUMMARY: The Office of the Sheriff strives to be proactive in its organizational performance; there is a focus on a meaningful delivery of quality service utilizing the best management practices, cross-functional collaboration with other county partners as well as other law enforcement agencies within Tulare County. In staying focused on Tulare County's Strategic Business Plan and Management System; this system represents the Office of the Sheriff commitment to continuous improvement, innovation and a can-do culture with which to better serve our fellow residents of Tulare County.

For needed balance within the management structure of the Sheriff's Office, the Sheriff is requesting to add a second Assistant Sheriff position. This allows the Sheriff to reduce the span of control and increase the effectiveness of the services provided by the department.

The reorganization of the Sheriff's Office is in response to the significant growth

SUBJECT: Approve an additional position to the Sheriff's position allocation listing.

DATE: April 18, 2017

and expansion within the Sheriff's Office. The increased departmental growth has catalyzed the need to redesign the current operational infrastructure of the Sheriff's executive management team creating an Executive Cabinet. Additionally, the Sheriff has implemented innovative services and units since being in office bringing the Office of the Sheriff into the 21st century. This is indicative that reorganizational structure is necessary due to the reflection of the dynamics of the pathway of growth and expansion we are experiencing in addition to future growth. Adding a second Assistant Sheriff position is in alignment to an integrated and regional model utilized by many law enforcement agencies within California.

Adding this position immediately would utilize several key elements of Strategic Management;

- Organizational Mission and Goals
- Delivery of Timely, Cost-Effective and Measurable Results
- Emphasis on Prudent Fiscal Management
- Evaluation of Plans, Programs and Projects

FISCAL IMPACT/FINANCING:

The salary savings from the current vacant Assistant Sheriff position will be utilized to cover the cost for the salary and benefits of the new Assistant Sheriff position through the end of FY 2016/17.

Starting July 1, 2017 through adoption of the FY 2017/18 Final Budget, the salary savings from the current department vacancies will be utilized to cover the cost for the salary and benefits of the new Assistant Sheriff position.

There is no net County cost.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

The new Assistant Sheriff's position will contribute to the Sheriff's mission to provide for public safety by adding a key law enforcement position to the Department's executive command staff. Specifically, the new position is directly related to Strategic Initiative 4 in the County's Strategic Business Plan: "Continuously improve organizational effectiveness and fiscal stability by continually evaluating the organizational structure to improve service delivery."

ADMINISTRATIVE SIGN-OFF:

Mike Boudreaux
Sheriff-Coroner

SUBJECT: Approve an additional position to the Sheriff's position allocation listing.

DATE: April 18, 2017

Cc: Auditor-Controller
County Counsel
Count Administrative Office (2)

Attachment: Personnel Resolution

**BEFORE THE BOARD OF SUPERVISORS
COUNTY OF TULARE, STATE OF CALIFORNIA**

**IN THE MATTER OF APPROVE
AN ADDITIONAL POSITION TO THE
SHERIFF'S POSITION ALLOCATION**

) Resolution No. _____
) Agreement No. _____
)

UPON MOTION OF SUPERVISOR _____, SECONDED BY
SUPERVISOR _____, THE FOLLOWING WAS ADOPTED BY THE
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD _____
_____, BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST: MICHAEL C. SPATA
COUNTY ADMINISTRATIVE OFFICER/
CLERK, BOARD OF SUPERVISORS

BY: _____
Deputy Clerk

* * * * *

Approve the attached personnel resolution adding one Assistant Sheriff position allocation to the Sheriff's Office, effective April 30, 2017.

BEFORE THE BOARD OF SUPERVISORS COUNTY OF TULARE, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING THE)
POSITION ALLOCATION LISTING) Resolution No. 2017-

Upon Motion of Supervisor (Name), Seconded by Supervisor (Name), the following was adopted by the Board of Supervisors, at an official meeting held April 18, 2017 by the following vote:

Ayes:
Noes:
Abstain:
Absent:

Attest: Michael C. Spata
County Administrative Officer/
Clerk, Board of Supervisors

By: _____
Deputy Clerk

Add, Delete, Reclassify or Amend	Effective Date	Previous Job Code	Previous Class Title	New Job Code	New Class Title	No. Of Pos	FTE	Grade	Position Number(s)	Dept ID	Job Cost Dist. No.
Add	4/30/2017	015900	Assistant Sheriff			1	1	B02	****	240-101	240-2125

Explanation: Add one (1) Assistant Sheriff to allocation.