



WASHOE COUNTY

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Finance LC/MS
DA NA KM
Risk Mgt. NA
HR CK
Other NA


STAFF REPORT

BOARD MEETING DATE: May 24, 2016

DATE: April 20, 2016

TO: Board of County Commissioners

FROM: Susan Schilling, Undersheriff
(775) 328-3005 sschilling@washoecounty.us

THROUGH: Chuck Allen, Sheriff 

SUBJECT: Authorization to create seven (7) unfunded "overfill" Deputy Sheriff Recruit positions to be utilized for Countywide Security Project to prepare for background, hiring and training time of recruits; and if approved, authorize Human Resources and Finance to make necessary adjustments. (All Commission Districts.)

SUMMARY

Washoe County Sheriff's Office requests an additional seven (7) unfunded Deputy Sheriff Recruit positions to accommodate the lengthy lead time (approximately eight months) required to recruit, hire and train recruits for Deputy Sheriff that will be utilized as part of the Countywide Security Project that is budgeted to begin January 1, 2017.

Washoe County Strategic Objective supported by this item: Safe, Secure and healthy Communities

PREVIOUS ACTION

Board approved 15 "overfill" unfunded Deputy Recruit Positions on April 23, 2013.

BACKGROUND

Without the "overfill" positions, Washoe County Sheriff's Office would not have the time necessary to recruit, hire, process backgrounds and send the proposed new 7 Deputy Sheriff Positions through an Academy prior to the proposed start date of January 1, 2017. These seven positions will be used as part of the Countywide Security Project.

AGENDA ITEM # 5.5.1

Under County procedure, the hiring of a recruit is contingent on having a vacant Deputy Sheriff position. This means that, on average, the Department will be chronically understaffed because of the lead time associated with the hiring and training cycle. The current training cycle 19 weeks at the CAT I academy, 3 weeks at the CAT III academy, and 9 weeks of FTO training in Detention for a total of 31 weeks.

Approving the additional seven (7) Deputy Sheriff Recruit positions would enable the Sheriff's Office to proactively respond to the expansion of the Countywide Security Project.

FISCAL IMPACT

The cost of these seven (7) recruit positions will be covered within the existing Sheriff's Office budget by salary/benefit savings of unfilled positions.

RECOMMENDATION

It is recommended that the Board of County Commissioners authorize to create seven (7) unfunded "overfill" Deputy Sheriff Recruit positions to be utilized for Countywide Security Project to prepare for background, hiring and training time of recruits; and if approved, authorize Human Resources and Finance to make necessary adjustments.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

Move to authorize to create seven (7) unfunded "overfill" Deputy Sheriff Recruit positions to be utilized for Countywide Security Project to prepare for background, hiring and training time of recruits; and if approved, authorize Human Resources and Finance to make necessary adjustments.