

Commissioners Minutes

September 26, 2024 – 4:00 p.m. to 4:10 p.m.

ACTION ITEM: CONSIDER POSITION RECLASSIFICATION PROPOSAL FOR THE SHERIFF'S OFFICE

Commissioners Brad Holton, Zach Brooks, and Leslie Van Beek

COO Greg Rast, Chief Deputy Sheriff Doug Hart, Captain Chuck Gentry, HR Director Marty Danner, HR Business Partner Cindy Lorta, Sheriff Kieran Donahue and Captain Harold Patchett arrived at 4:05 p.m.

Deputy Clerk Monica Reeves



ACTION ITEM: CONSIDER POSITION RECLASSIFICATION PROPOSAL FOR THE SHERIFF'S OFFICE

The Board met today at 4:00 p.m. to consider a position reclassification proposal for the Sheriff's Office. Present were: Commissioners Brad Holton, Zach Brooks, and Leslie Van Beek, COO Greg Rast, Chief Deputy Sheriff Doug Hart, Captain Chuck Gentry, HR Director Marty Danner, HR Business Partner Cindy Lorta, and Deputy Clerk Monica Reeves. Sheriff Kieran Donahue and Captain Harold Patchett arrived at 4:05 p.m. Chief Hart said the request stems from an ongoing analysis of the Sheriff's Office and its effectiveness and where they need to make some organizational changes that are long overdue. They want to reclassify a vacant Deputy PCN to a Patrol Administration Lieutenant to alleviate shift commander lieutenants who have significant duties from collateral duties. Some of those duties are carried out by sergeants who are supposed to be running their patrol teams but the collateral duties take them away from being able to supervise the deputies who are on the street. This represents an added expense but it will be offset by two earlier reclassification requests that reduced the "A" budget by \$20,000 a year. Commissioner Holton said the leadership is showing in the fact that our liabilities are being reduced; it's a good direction and he supports it. Commissioner Van Beek appreciates getting the gold standard in support and documentation from the Sheriff's Office. She anticipates the budget impact will be very minimal going forward and noted there are anticipated revenue increases for it. Commissioner Brooks said the documentation is above and beyond to substantiate supporting the request. Chief Hart said the request includes the sergeant for the 5th patrol team and the adjustments that when they get the new PCN's in FY2025 they will remove the request for the sergeant position in FY2025. Sheriff Donahue expressed his appreciation for the work his team put into this effort. Upon the motion of Commissioner Van Beek and the second by Commissioner Brooks, the Board voted unanimously to approve the job title, job description, and salary grade of two positions in the Sheriff's Office; one Deputy Sheriff salary grade D1 to one Sergeant; and one Deputy Sheriff to one Lieutenant as presented. (Resolution No. 24-179.) Upon the motion of Commissioner Brooks and the second by Commissioner Van Beek, the Board voted unanimously to adjourn at 4:10 p.m. An audio recording is on file in the Commissioners' Office.