



# Mendocino County

## Legislation Text

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**File #:** 21-0836, **Version:** 1

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**To:** Board of Supervisors

**From:** Sheriff-Coroner

**Meeting Date:** August 3, 2021

**Department Contact:** Matthew Kendall

**Phone:** 463-4085

**Department Contact:** My Lan Do Nguyen

**Phone:** 463-4408

**Item Type:** Regular Agenda

**Time Allocated for Item:** 15 Minutes

**Agenda Title:**

Discussion and Possible Action Regarding Approval of Modification to the Current Resident Deputy Pay Incentive Plans for the Round Valley and South Coast Positions  
(Sponsor: Sheriff-Coroner)

**Recommended Action/Motion:**

Approve modification to the current Resident Deputy Pay Incentive Plans for the Round Valley and South Coast positions.

**Previous Board/Board Committee Actions:**

Over twenty years ago, the Board approved a Resident Deputy Program to provide full-time public safety services to these identified remote rural communities.

**Summary of Request:**

The Mendocino County Sheriff's Office provides public safety services to an area of approximately 3,800 square miles.

Some communities are located in remote rural portions of the county, which makes providing services difficult based upon the county's geography.

These communities include Round Valley, Elk, Manchester, Point Arena, Anchor Bay, and Gualala and are a significant distance from the Sheriff's Office primary duty stations. It is frequent for these communities to receive diminished levels of public safety services because of these geographical challenges.

The Sheriff's Office, over twenty years ago, established a Resident Deputy Program to provide full-time public safety services to these identified remote rural communities.

A Resident Deputy resides and works within a specific community. They interact directly with the community and are able to provide public safety services consistently, effectively and efficiently.

The Sheriff is unable to mandate where a Deputy Sheriff resides and employees seldom choose to reside in these remote rural communities mainly because of housing and cost of living expenses.

To help encourage an employee's participation in the Residence Deputy Program, the Sheriff's Office has provided pay incentives over the years.

Most Resident Deputy Positions are vacant and needed specifically in Round Valley and the South Coast.

The current pay incentives for the Round Valley Resident Deputy Positions include the following:

1. 5% resident post premium pay added to base pay
2. 5% Covelo assignment premium pay
3. \$6,200.00 yearly health care subsidy
4. \$50.00 quarterly increase to uniform allowance
5. Up to \$5,000.00 after completion of first twelve (12) months in assignment
6. Up to \$7,000.00 after completion of twenty-four (24) months in assignment
7. Up to \$10,000.00 after completion of thirty-six (36) months in assignment
8. Up to \$10,000.00 yearly after completion of four (4) years in assignment
9. Up to \$275.00 monthly rental or lease reimbursement for a residence within the historic Round Valley Judicial District

The current pay incentives for the South Coast Resident Deputy Positions include the following:

1. 5% resident post premium pay added to base pay
2. 5% Coast assignment premium pay
3. \$6,200.00 yearly health care subsidy
4. \$50.00 quarterly increase to uniform allowance
5. Up to \$5,000.00 after completion of first twelve (12) months in assignment
6. Up to \$7,000.00 after completion of twenty-four (24) months in assignment
7. Up to \$10,000.00 after completion of thirty-six (36) months in assignment
8. Up to \$10,000.00 yearly after completion of four (4) years in assignment

This pay incentive plan has been successful in Residence Deputy recruitments until the last few years. The pay incentive plan has increased over time but appears to be in need of modifications to attract interest.

The Sheriff is respectfully requesting the following funding/authorization to modify the current Resident Deputy pay incentive plans for the Round Valley and South Coast positions to allow for the following modifications:

1. Up to \$15,000.00 yearly rental or lease reimbursement for residence located in the Round Valley or South Coast patrol beat area.
2. Up to \$20,000.00 yearly bonus (12 consecutive months) in Resident Deputy assignment at sole discretion of the Sheriff.

The County has fulfilled its obligation with the affected bargaining unit pursuant to Meyers-Milias-Brown Act (MMBA).

**Alternative Action/Motion:**

Provide direction.

**How Does This Item Support the General Plan? Provide public safety services to communities currently without a resident deputy.**

**Supervisory District:** All

**vote requirement:** Majority

**Supplemental Information Available Online At:** n/a

**Fiscal Details:**

**source of funding:** SO-861011

**current f/y cost:** N/A

**annual recurring cost:** N/A

**budget clarification:** Annual recurring cost depends on number of Round Valley and South Coast positions

**budgeted in current f/y:** N/A

**if no, please describe:**

**revenue agreement:** N/A

**Agreement/Resolution/Ordinance Approved by County Counsel:** N/A

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**CEO Liaison:** Cherie Johnson, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

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**Executed By:** Atlas Pearson, Deputy Clerk I

**Date:** August 4, 2021

**Final Status:** **Approved**

