



Monterey County Board of Supervisors

Response to the

2016-2017 Monterey County Civil Grand Jury Interim Final Report

**JAIL INSUFFICIENT NUMBER OF DEPUTIES:
CAR 54 WHERE ARE YOU**

August 29, 2017

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II. Jail Insufficient Number of Deputies: Car 54 Where are You

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REPORT TITLE: Jail Insufficient Number of Deputies: Car 54 Where are You

RESPONSE BY: Monterey County Board of Supervisors

RESPONSE TO: Findings F-1, F-2, F-3, F-4, F-5, F-6, F-7, F-8, F-9, F-10, F-11 and F-12

F1: The Hernandez Settlement requires an “adequate” number of sworn deputies to supervise the jail. Current staffing of the jail, even with the reassigned deputies from patrol, is barely “adequate” to comply. Both the jail and patrol are understaffed. The number of deputies reassigned from patrol to the jail has left patrol in a state of crisis.

Response F1: The response to this finding is more appropriately addressed by the Sheriff. However, the, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff’s Office in addressing Finding 1.

F2: The Sheriff’s Department does not have an adequate number of authorizations to meet the demand for the jail and patrol, and for the additional personnel necessary to cover absences for vacations, sickness, disability, family leave or personal matters. Additional staffing required to cover just these absences is estimated to be 25, or roughly 10% of the total current authorizations.

Response F2: The response to this finding is more appropriately addressed by the Sheriff. However, the, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff’s Office in addressing Finding 2.

F3: A reduction in the MCSO’s budget would mean a reduced number of deputies. This would result in:

- The County would be at odds with complying with the Hernandez Settlement, which could mean fines and further litigation.
- A continued severe lack of adequate patrol coverage in our county.
- This will continue to cost our county millions of dollars in overtime.

Response F3: The response to this finding is more appropriately addressed by the Sheriff. However, the, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff’s Office in addressing Finding 3.

F4: According to the mission statement of the MCSO, “to safeguard the lives and property of the people within our county”, our county’s citizens have the right to protection under the law.

Response F4: The Board of Supervisors agrees with this finding and concurs with the response from the Sheriff’s Office to Finding 4.

F5: The proposed budget reductions, which reduce the authorizations for deputy staffing, will have a negative effect on the MCSO’s ability to provide protection to our county’s citizens.

Response F5: The Board of Supervisors disagrees with this finding because actual sworn deputies were not reduced, only open positions. The Board and CAO continue to work with the Sheriff to achieve a balance on position allocation to allow the Sheriff to recruit and fill positions.

F6: Monterey County spent over \$6 million in overtime between March 24, 2016 and March 23, 2017. This amount could have funded in excess of 40 additional deputy authorizations. With an annual salary plus benefits of roughly \$125,000 per person, the County could hire 40 deputies, and still have another million left over to cover the unavoidable overtime. Some overtime is unavoidable, but a significant reduction could reasonably be expected.

Response F6: The response to this finding is more appropriately addressed by the Sheriff. However, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff's Office in addressing Finding 6.

F7: The MCCGJ believes that the MCSO should recognize that the tasks performed by deputies in the jail are significantly different from those performed by deputies on patrol. Each is performed in a unique environment and under very different conditions. To consider the patrol and jail duties as interchangeable has some advantages to management in terms of flexibility of assignments, but this policy has costs in terms of hiring and retaining deputies, as well as on their morale.

Response F7: The response to this finding is more appropriately addressed by the Sheriff. However, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff's Office in addressing Finding 7

F8: Having these two separate job classifications would have a positive impact on recruiting, retention, advancement and morale.

Response F8: The response to this finding is more appropriately addressed by the Sheriff. However, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff's Office in addressing Finding 8.

F9: There are duties in the jail that could be performed by CSS and Corrections Officers, which would allow the Sheriff's deputies, to return to patrol.

Response F9: The response to this finding is more appropriately addressed by the Sheriff. However, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff's Office in addressing Finding 9.

F10: Many local cities and counties are vying for the same candidates upon graduation from the academy. Some of these same cities/counties offer signing bonuses in excess of \$17,000. Monterey County pays for candidates to attend an academy. Upon completion of an Academy, the candidate may opt to work for the County, if an authorization is vacant. If not, the candidate will apply elsewhere, and our County is out the salary paid while in the academy, and the tuition. Compounding the hiring issue is the fact that these graduates, upon signing on with our county, are relegated to the jail for two years or longer, until a transfer to patrol is available. They would go straight to patrol at other locales. Our policy of assigning academy graduates directly to the jail, prior to patrol, is a deterrent to recruitment.

Response F10: The response to this finding is more appropriately addressed by the Sheriff. However, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff's Office in addressing Finding 10.

F11: MCSO is working diligently to fill all the current authorizations. However, even after those authorizations are filled, there will remain an insufficient number of Sheriff's deputies to meet the needs of both the jail and patrol.

Response F11: The response to this finding is more appropriately addressed by the Sheriff. However, the, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff's Office in addressing Finding 11.

F12: Reducing the number of authorizations for deputies is a self-defeating proposition. To do so will continue to waste our tax dollars on unnecessary overtime.

Response F12: The response to this finding is more appropriately addressed by the Sheriff. However, the Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff's Office in addressing Finding 12. Reducing the number of authorizations for deputies is a self-defeating proposition.

REPORT TITLE: Jail Insufficient Number of Deputies: Car 54 Where are You
RESPONSE BY: Monterey County Board of Supervisors
RESPONSE TO: Recommendations R-1, R-2, R-3, R-4, R-5 and R-6

R1: The Board of Supervisors should budget for additional authorizations for Sheriff deputies, alleviating the massive amount of overtime.

Response R1: This recommendation requires further analysis. The Board of Supervisors agrees that staffing levels should be sufficient to minimize overtime needs. The Board works with the Sheriff and County Administrator to find the appropriate level of funding for staff recognizing budget limitations and overtime fluctuations. The recommendation will be implemented insofar as appropriate within budget constraints and Sheriff Office needs,

R2: The Board of Supervisors should fund an outside personnel consulting firm to conduct a job analysis for the two assignments: jail and patrol. This analysis should include, as in the following, but not limited to”

- The tasks each job requires
- The conditions under which they are done
- The standards which they must achieve

Response R2: This recommendation requires further analysis. The Board of Supervisors will work with the County Administrative Office, Human Resources and the Sheriff’s Office in working through this recommendation, as appropriate.

R3: The Sheriff’s Department should hire directly for patrol or for the jail. There should be distinct promotional paths for both divisions.

Response R3: This recommendation is more appropriately addressed by the Sheriff. However, the Board of Supervisors is open to to exploring staffing options with the Sheriff.

R4: The Board of Supervisors should investigate the use of corrections officers, where appropriate. These officers, in conjunction with the additional authorizations for deputies, will cover the shortfall of deputies in the jail.

Response R4: This recommendation is more appropriately addressed by the Sheriff at this time. The Board is open to exploring staffing options with the Sheriff.

R5: A job description, and an approved pay scale, should be adopted for corrections officers, whose training, qualifications and job assignments would differ from those of a deputy.

Response R5: This recommendation is more appropriately addressed by the Sheriff at this time. The Board is open to exploring staffing options with the Sheriff.

R6: A staffing implementation plan should be adopted that will, over time, eliminate the use of a deputy to fill a job that could be performed by a more modestly compensated and less highly trained correctional officer.

Response R6: This recommendation is more appropriately addressed by the Sheriff. The Board is open to exploring staffing options with the Sheriff.