

**Subject: SRF- Alternative Hiring Scenarios**

**FY 2018 Proposed Budget  
Budget Work Session Follow-up**

**4/10/2017**

The following information is provided in response to a request made by Mr. Jay Fisette at the work session on 3/22/2017, regarding alternative hiring scenarios for the seven FTEs in the proposed budget.

The FY 2018 proposed budget added seven new FTEs (two Sergeants and five Deputy Sheriffs). The hiring scenario outlined in the proposed budget is:

Promote 2 Sergeants in July 2017	\$125,486
Hire 4 deputies in August 2017	300,669
Hire 3 deputies in November 2017	<u>164,001</u>
Total	\$590,157

Working with the Sheriff's Office, this recommendation was made by the County Manager in the Proposed Budget to ensure that all the deputies attend the January 2018 academy and will be available for a post assignment in September 2018. These funds are available from the reallocation of resources from the closure of the Peumansend Creek Regional Jail. Ideally, the Sheriff's Office would prefer that the authorization (and funding) be available at the beginning of FY 2018 (July 2017) to allow for maximum flexibility in hiring these positions before the January 2018 academy begins. This enables the Sheriff's Office to conduct a 6-week in-house training program for the pre-Academy recruits. Once they complete this training program, they will be available to be assigned to certain positions in the ACDF. This helps to alleviate some of the staffing concerns.

Other Options: The following two options are provided below which delays hiring and training to later points in the FY 2018 fiscal year. As described above, there is an academy class which begins January 2018. Delay in hiring recruits limits the time in FY 2018 which the trained deputies can provide coverage in the detention facility and thereby reducing the amount of lockdowns and overtime costs currently experienced in the Sheriff's Office.

1. Promote 2 sergeants in January 2018	62,743
Hire 5 deputies in December 2017 *	239,168
Hire 2 deputies in May 2018	<u>27,334</u>
Total	\$329,245

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2. Promote 2 sergeants in January 2018	62,743
Hire 4 deputies in December 2017 *	191,335
Hire 3 deputies in May 2018	<u>41,000</u>
Total	\$295,078

\* Deputies hired in time for the January 2018 Academy will be ready for post assignment in September 2018. Deputies hired to attend the July 2018 Academy will not be assigned to a post until March 2019. As deputies are able to be assigned posts, coverage is then provided for minimum staffing requirements and positively impact the costs of overtime and frequency of lockdowns.