

June 13, 2022

CAB Original

To: Board of Supervisors / County Executive Officer

From: Kevin Jeffries

Re: Budget Consideration Request(s)

1. **Fire:** Amend the proposed budget to reflect the need to continue increasing our surge capacity at our County fire stations in order to meet our growing emergency call levels.

Request: Fund/Purchase Three (3) fire patrol vehicles. Executive Office recommend if Prop-172 or NCC should be the funding source.

2. **Staffing:** Unfunded Vacant Positions. The proposed budget identifies nearly 7000 (6,889) vacant positions yet proposes to Add / Create 203 Additional positions. It is recognized that with our growing challenges with recruitment & retention, as well as refocused prioritization by Department heads - that we must be flexible and adjust to new expectations and growing needs to serve the public. However, we must recognize that we simply cannot afford to enhance pay and/or benefits for our current employees (and those we need to attract) - while simultaneously increasing the total head-count of the county and its payroll. Something has to give.

Request: Direct the CEO to return to the Board with specific proposals to eliminate / delete unfunded vacant positions that are no longer crucial or needed.

Pontification: A number of Departments appear to be adding upper management positions (management level Supervisors) instead of hiring employees who will be working in the trenches to deliver services. I worry that some may be hiring "buddies" instead of "Doers".

3. **Sheriff:** The Sheriff Department has made remarkable progress in staffing up vacant and needed patrol positions in our unincorporated communities. This on-going effort needs to be supported while simultaneously changing or moving various support/admin positions to civilian staffing (instead of sworn Deputy staffing), and additionally the unincorporated communities need firm staffing commitments very similar to those enjoyed by contract cities. This action will help unincorporated communities have reasonable assurances that when patrol positions are adequately funded by the Board - that those same positions are fully staffed and committed to those communities.

Request: Direct the CEO to negotiate with the Sheriff Department to obtain and implement a reasonable contractual "Level-of-service" arrangement for services in our unincorporated communities.

4. **Coroner's Bureau:** Public policy evaluations across the State have been looking at the option to have Coroner office's be stand-alone departments. The Board may wish to have the CEO return at a future date to discuss this concept.

Thank you

Kevin Jeffries

Budget Hearings
6/13/22

