



**County of Lake**

**State of California**

The Sheriff's Office has been impacted by a staffing crisis that has left a need for a Deputy Sheriff assigned to patrol to be placed on an on call status to meet the needs of the department. It is the County's desire to provide Deputy Sheriffs assigned to patrol the opportunity to be placed on an on call status.

To achieve this goal, the LCDSA and the County agree that effective DATE Section 2 of the LCDSA 2018-2019 MOU or any successor agreement shall be adjusted as follows:

**2.7 On Call Status**

From time to time, the Sheriff's Department would benefit from an arrangement whereby an Investigator in that Department, and/or an officer in the Narcotics Task Force would each be "on call" outside his or her regular work shift. Such on call status requires that the Investigator and/or Narcotics Task Force officer abstain from alcohol and remains within forty-five (45) minutes response time to Lake County. Further, such on call status shall occur, if at all, over a consecutive seven-day period and only one Investigator and one officer from the Narcotics Task Force may be on call at any one time. Such an Investigator/Task Force officer who agrees to on call status pursuant to the terms and conditions outlined hereinabove shall be compensated twenty (\$20.00) dollars per day for each weekday holiday assignment and twenty-five dollars (\$25.00) per day for each weekend or holiday assignment.

Parties agree to address the issue of the amount of the on-call pay and the allowance of the District Attorney Investigator to receive on call pay during the term of the agreement, should funds become available.

Beginning March 17, 2019, this section shall also apply to a Deputy Sheriff assigned to patrol.

This side letter shall apply to the current MOU and any successor agreements and shall continue until June 2, 2019, at which time the County shall re-evaluate the needs of the Sheriff's Department to discontinue or extend this side letter.

COUNTY OF LAKE

LAKE COUNTY DEPUTY SHERIFF'S  
ASSOCIATION

\_\_\_\_\_  
Chairman,                      Date  
Board of Supervisors

\_\_\_\_\_  
Representative                      Date  
of the LCDSA




## LAKE COUNTY SHERIFF'S OFFICE

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### MEMORANDUM

**To :** Carol J. Huchingson, County Administrative Officer

**From :** Brian Martin, Sheriff-Coroner 

**Date :** March 5, 2019

**Subject :** Request for on-call pay for deputies

The Sheriff-Coroner's Office is mandated by law to perform certain functions. Among those mandated functions are to operate the County Correctional Facility, to provide security for the Superior Court, to investigate suspicious, unusual, and unexpected deaths, and to investigate public offenses (GC 26600-26605).

The Sheriff's Office is not mandated or required to perform enforcement duties, however, this is a function that has been performed historically and is an expected service our office provides. As you are aware, staffing at the Lake County Sheriff's Office is at critical levels. Due to correctional officer vacancies at the Correctional Facility, and in order to fulfill the legal obligations under state law, it has become necessary to reassign deputy sheriffs from their enforcement duties (Patrol and Investigations) to work in the jail. The Sheriff's Office also recently placed one deputy into Court Security, bringing the total number of deputy sheriffs assigned to the Courts to three. There may be a need to place another in Court Security in the near future.

The Enforcement Division is tasked with responding to emergency 911 calls for service, general calls for service, patrolling the non-incorporated roads and streets in Lake County, coroner's duties, and assisting other law enforcement agencies when requested. This is in addition to the multiple emergencies and evacuations we've experienced in the past 4 years.

The current staffing level for the Enforcement Division stands at nine deputies and five sergeants. On March 17<sup>th</sup>, the Sheriff's Office will be implementing a schedule that provides more deputies responding to calls for service and better coverage during the active times of the day. This staffing level will not allow an increase in the number of calls we are able to respond to, nor will it reduce the amount of time it takes us to respond to calls, but it will allow us to provide backup for deputies responding to calls in which a multiple deputy response is appropriate. The safety of our deputy sheriffs is of primary concern.

Regrettably, this schedule only allows for one sergeant to be on-duty between the hours of 0300-0700. There will not be any deputies on duty to respond to calls for service during these time periods. The main responsibility of the sergeant during these hours will be screening and prioritizing calls for service. All non-priority calls for service will be placed in a pending status until dayshift deputies arrive to work. If a call for service necessitates the

response of a deputy, the sergeant will contact an on-call deputy sheriffs and respond with that deputy to the incident.

I feel the need for on-call pay is vital for successful implementation of the new schedule going into effect on March 17<sup>th</sup>. If there is no on-call pay, deputy sheriffs will not be obligated to answer the telephone/cell phone when a sergeant attempts to call them for emergency situations. Because we are only responding to emergency/priority calls for service between 0300-0700 hours, it will be necessary to have an on-call deputy sheriff respond to an incident with the sergeant.

The current MOU between the County and the DSA provides for "on-call" pay for up to one Detective and one Narcotics Task Force Officer. The on-call pay provides for a \$20/weekday on-call incentive and \$25/weekend day on-call incentive. Currently, due to the aforementioned staffing levels, there is no functioning Narcotics investigation unit and nobody is receiving on call pay as a Narcotics Task Force Officer.

I am requesting that on-call pay be provided to deputy sheriffs to be available for call in during this shift rotation, and for this on-call pay to remain in effect until the Enforcement Division's staffing levels reach twelve (12) deputies and four sergeants. No more than one deputy sheriff per day will be on call.

The fiscal impact of this is negligible and will actually have no unintended effects as the Narcotics Task Force Officers who would otherwise be receiving this on-call pay are not receiving it.