



LASSEN COUNTY SHERIFF'S OFFICE

1415 Sheriff Cady Lane Susanville, CA 96130

Administration
Phone: (530) 251-8013
Fax: (530) 251-2884

Dispatch
Phone: (530) 257-6121
Fax: (530) 257-9363

Civil
Phone: (530) 251-8014
Fax: (530) 251-2884

Adult Detention Facility
Phone: (530) 251-5245
Fax: (530) 251-5243

Dean F. Growdon
Sheriff - Coroner

To: Lassen County Board of Supervisors
From: John McGarva, Captain-Custody Division *Jm#104*
RE: Vacation Payout Request by Correctional Deputy Jason Langslet

Agenda Date: October 12, 2021

Subject:

Correctional Deputy Jason Langslet requested to receive compensation for his vacation leave pursuant to Section 8.04 of the Memorandum of Understanding between the County of Lassen and the Lassen County Peace Officers' Association (POA).

Discussion:

Deputy Langslet has made attempts to take leave time before he reaches the vacation accrual cap of 254 hours. Deputy Langslet has attached the following documentation as proof of the denials:

A request for vacation dated April 21, 2020. This request is questionable. The dates above request to be off on April 28, 2020. However, there is a "1" written over or through the "0." Also, the request is denied by Sergeant Amy Foster on April 21, 2020 for "no coverage."

A request for vacation dated April 18, 2021. The requested date was for April 28, 2021. I reviewed the schedule and found Deputy Langslet worked this assigned shift.

An email to Correctional Sergeant Derek Didisse asking for a response to his request for vacation on May 12, 2021. I reviewed the schedule that day, Deputy Langslet was denied the day off and worked his scheduled shift.

On May 31, 2021 he submitted a request to Acting Correctional Sergeant Michael Loflin to take a vacation day on June 9th. The request stated "need to burn time." The request was denied by Sergeant Loflin for "no coverage" on May 31st. A photograph was submitted of a paystub stating Deputy Langslet was at the vacation cap of 254 hours.

Photographs of three separate paystubs without dates or timeframes. Each shows Deputy Langslet at or near the vacation cap.

Fiscal Impact: Payment to Deputy Langslet for 14.27 hours pursuant to current payroll calculations.

Requested Action: Approve compensation to Deputy Langslet for his lost annual leave.



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Dean F. Growdon
Sheriff - Coroner

To: Dean Growdon, Sheriff-Coroner

From: John McGarva, Captain-Custody Division *fm#104*

RE: Vacation Compensation Request by Correctional Deputy Jason Langslet

Date: September 23, 2021

Reviewed and Approved 9/23/21 JFM #104

I have received a request from Deputy Langslet to receive compensation for his vacation leave pursuant to Section 8.04 of the Memorandum of Understanding between the County of Lassen and the Lassen County Peace Officers' Association (POA). Deputy Langslet states he has made attempts to take leave time before he reaches the vacation accrual cap of 254 hours over the past few months. Deputy Langslet has attached the following documentation as proof of the denials:

A request for vacation dated April 21, 2020. This request is questionable. The dates above request to be off on April 28, 2020. However, there is a "1" written over or through the "0." Also, the request is denied by Sergeant Amy Foster on April 21, 2020 for "no coverage." This would place the request before the cap was put into place on June 30, 2020.

A request for vacation dated April 18, 2021. The requested date was for April 28, 2021. I reviewed the schedule and found Deputy Langslet worked this assigned shift. Deputy Langslet lost 4.058 hours of time as a result of the denied request.

An email to Correctional Sergeant Derek Didisse asking for a response to his request for vacation on May 12, 2021. I reviewed the schedule that day, Deputy Langslet was denied the day off and worked his scheduled shift. Deputy Langslet lost 6.154 hours of time as a result of the denied request.

On May 31, 2021 he submitted a request to Acting Correctional Sergeant Michael Loflin to take a vacation day on June 9th. The request stated "need to burn time." The request was denied by Sergeant Loflin for "no coverage" on May 31st. A photograph was submitted of a paystub stating Deputy Langslet was at the vacation cap of 254 hours. Deputy Langslet lost 4.058 hours of time as a result of the denied request.

Photographs of three separate paystubs without dates or timeframes. Each shows Deputy Langslet at or near the vacation cap.

Total hours lost by Deputy Langslet is **14.27 hours.**

Deputy Langslet has received the opportunity to use his accumulated leave time prior to these dates. Each of these requests were made after the schedule for that month had been posted. When submitted, the likelihood of these dates being granted was very low based on staffing levels. Since these dates, Deputy Langslet has been allowed to take vacation time as needed.

Pursuant to the MOU, Deputy Langslet is requesting you approach the Lassen County Board of Supervisors to approve his request.

To Sheriff Gowdon via Chain of Command.

Dear Sheriff Growdon,

Beginning earlier this year, knowing that my vacation accrual would soon max out, I consistently requested to use time so that I would not hit the accrual cap and loose future accrual.

Just as consistently, my Sergeant has denied most of my requests, citing “no coverage”.

I understand we are short staffed and it is very difficult to grant time off however I don’t think I should lose vacation because of it.

MOU Section 8.04 allows you to approve a request to the Board of Supervisors to compensate me for my lost accrual. Please consider this to be my request to be paid for all current and future lost accrual this year that is directly caused by our staffing crisis.

I would greatly appreciate if you would approve this request and forward to the CAO’s Office to be place on the Board agenda for approval.

Just so you know, I raised this issue with the POA and it was placed on the bargaining table to be resolved. CAO Richard Egan responded to the POA that he preferred staff work within the current procedures and rules to deal with vacation accrual issues. This request is a result of Mr. Egan’s direction.

Thank you,

Officer Langslet
#347

For reference:

MOU 8.04

4. All employees shall be encouraged to make use of earned vacation time in accordance with the provisions of this article. In exceptional circumstances, however, with the consent of the employee and the approval of the Board of Supervisors, the department head may allow such employee to forgo the taking of a vacation and be compensated in lieu thereof; provided however, that any employee who is given the opportunity to take his earned vacation and who does not do so shall be deemed to have waived the vacation and shall not be entitled to compensation therefore.

John McGarva

From: Gina Mineau
Sent: Thursday, September 16, 2021 4:51 PM
To: John McGarva
Subject: FW: IMG_1943.jpeg

From: Steve Allen <sallen@upec792.com>
Sent: Thursday, September 16, 2021 4:43 PM
To: Gina Mineau <GMineau@co.lassen.ca.us>
Subject: IMG_1943.jpeg

This message comes from an external sender. EXTERNAL SENDER WARNING!

On the 16th 2021
Signature of Officer
Date: 9/16/21 REQUEST HAS BEEN: (Check one or the other) DENIED GRANTED
For the following reason: *None*

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Lassen County Sheriff's Department
REQUEST FORTIME OFF

I HEREBY REQUEST PERMISSION TO TAKE THE FOLLOWING DAY(S) OFF.
FROM 4/29/2020 TO: 4/28/2020
For the following reason: *to use vacation because im at max hours and can't accrue time. Please and thank you*

Signature of Officer
Date: 4/21/20 REQUEST HAS BEEN: (Check one or the other) DENIED GRANTED
For the following reason: *No coverage*

Signature: *John 302*
Title: *Sergeant*

Date: 4/21/20 Signature: *John 302*
Title: *Sergeant*

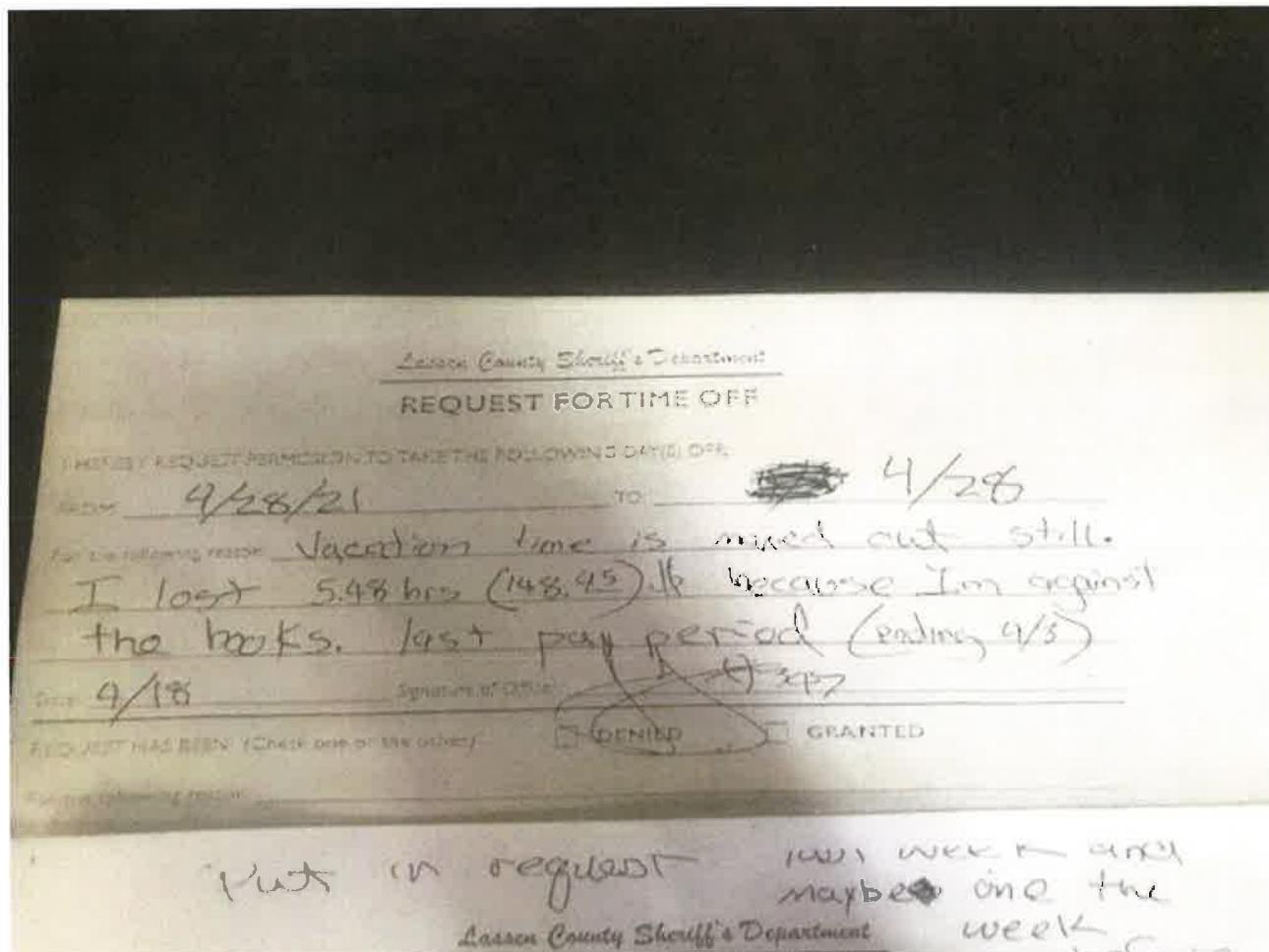
Steve Allen
530-604-4874

John McGarva

From: Gina Mineau
Sent: Thursday, September 16, 2021 4:51 PM
To: John McGarva
Subject: FW: IMG_1941.jpeg

From: Steve Allen <sallen@upec792.com>
Sent: Thursday, September 16, 2021 4:44 PM
To: Gina Mineau <GMineau@co.lassen.ca.us>
Subject: IMG_1941.jpeg

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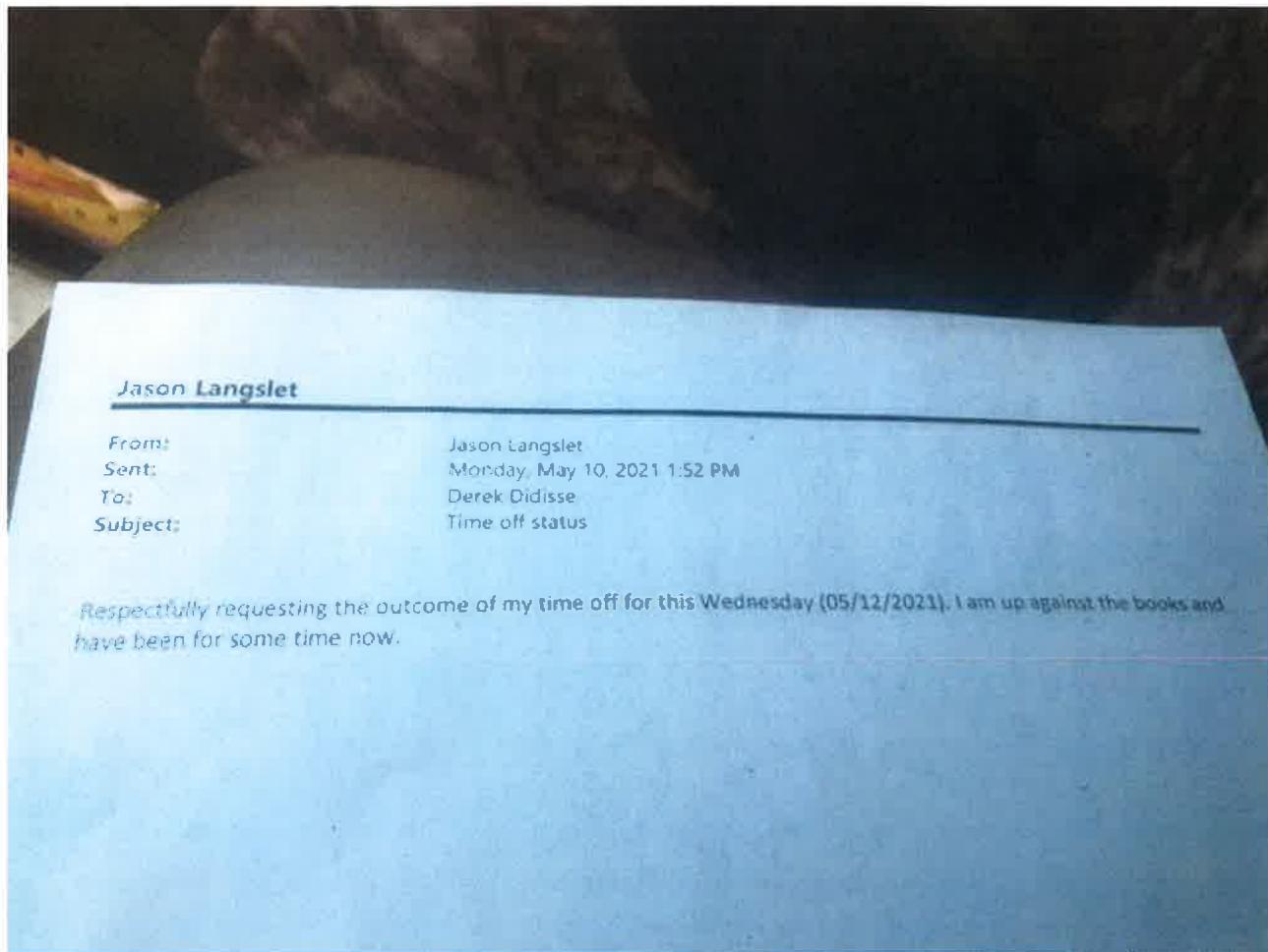
Steve Allen
530-604-4874

John McGarva

From: Gina Mineau
Sent: Thursday, September 16, 2021 4:51 PM
To: John McGarva
Subject: FW: IMG_1944.jpeg

From: Steve Allen <sallen@upec792.com>
Sent: Thursday, September 16, 2021 4:43 PM
To: Gina Mineau <GMineau@co.lassen.ca.us>
Subject: IMG_1944.jpeg

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6.154 HRS LOST

Steve Allen
530-604-4874

John McGarva

From: Gina Mineau
Sent: Thursday, September 16, 2021 4:51 PM
To: John McGarva
Subject: FW: IMG_1939.jpeg

From: Steve Allen <sallen@upec792.com>
Sent: Thursday, September 16, 2021 4:44 PM
To: Gina Mineau <GMineau@co.lassen.ca.us>
Subject: IMG_1939.jpeg

This message comes from an external sender. EXTERNAL SENDER WARNING!

Leave	Beginning	Earned	Used	Balance	YTD Earned	YTD Used	YTD Balance
VACATION	251.9000	6.2006	4.193	254.000	49.22	47.65	251.9000
SICK	2308.0...	4.6160		2310.663	38.93		2308.0...
FAM SICK	60.0000			60.000	60.00		60.0000
COMP	79.5000			79.500			79.5000
HOLIDAY	103.7500			103.750	112.00	8.25	103.7500
PERSONAL							
ADMIN							
BEREAVEMENT	40.0000						40.0000
SPSL	80.0000						80.0000

Leave	Beginning	Earned	Used	Balance	YTD Earned	YTD Used	YTD Balance
VACATION	251.9000	6.1560	8.250	251.906	49.22	43.69	251.9000
SICK	2301.4...	4.6160		2301.067	38.93		2301.4...
FAM SICK	60.0000			60.000	60.00		60.0000
COMP	79.5000			79.500			79.5000
HOLIDAY	103.7500			103.750	112.00	8.25	103.7500
PERSONAL							
ADMIN							
BEREAVEMENT	40.0000						40.0000
SPSL	80.0000						80.0000

Leave	Beginning	Earned	Used	Balance	YTD Earned	YTD Used	YTD Balance
VACATION	253.3270	6.1560	5.483	254.000	43.07	35.44	253.3270
SICK	2298.8...	4.6160		2301.451	32.31		2298.8...
FAM SICK	60.0000			60.000	60.00		60.0000
COMP	79.5000			79.500			79.5000
HOLIDAY	103.7500			103.750	112.00	8.25	103.7500
PERSONAL							
ADMIN							
BEREAVEMENT	40.0000						40.0000

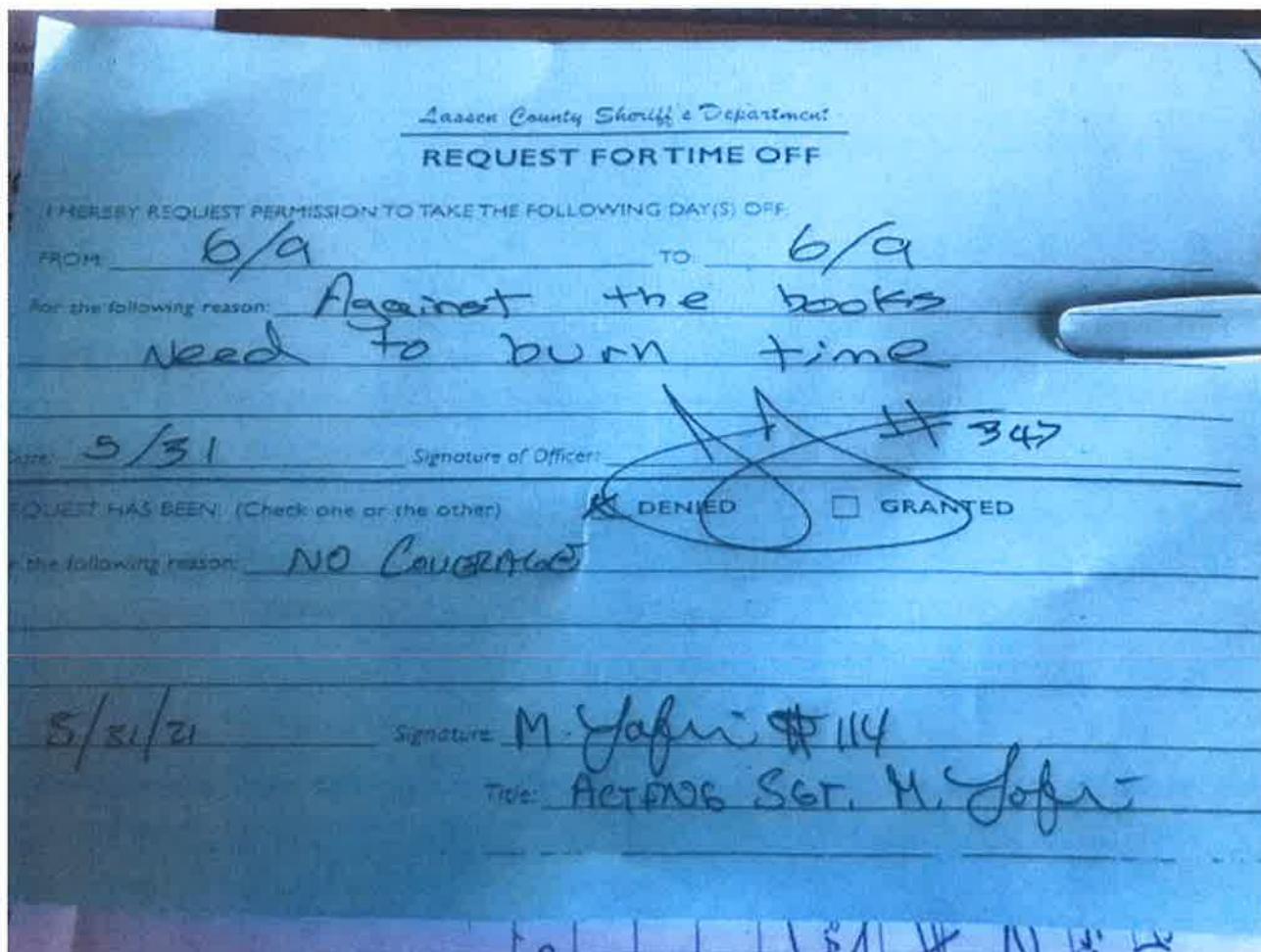
Steve Allen
530-604-4874

John McGarva

From: Gina Mineau
Sent: Thursday, September 16, 2021 4:51 PM
To: John McGarva
Subject: FW: Langslet denial

From: Steve Allen <sallen@upec792.com>
Sent: Thursday, September 16, 2021 4:42 PM
To: Gina Mineau <GMineau@co.lassen.ca.us>
Subject: Langslet denial

This message comes from an external sender. EXTERNAL SENDER WARNING!



Steve Allen
530-604-4874

4,058 HRS LOST

John McGarva

From: Gina Mineau
Sent: Thursday, September 16, 2021 4:51 PM
To: John McGarva
Subject: FW: IMG_1966.jpeg

From: Steve Allen <sallen@upec792.com>
Sent: Thursday, September 16, 2021 4:43 PM
To: Gina Mineau <GMineau@co.lassen.ca.us>
Subject: IMG_1966.jpeg

This message comes from an external sender. EXTERNAL SENDER WARNING!

Leave	Beginning	Earned	Used	Balance	YTD Earned
VACATION	254.0000			254.000	55.51
SICK	2310.6...	4.6160		2315.299	46.16
FAM SICK	60.0000			60.000	60.00
COMP	79.5000			79.500	
HOLIDAY	103.7500			103.750	112.00
PERSONAL					
ADMIN				40.000	40.00
BEREAVEMENT	40.0000			80.000	
SPSL	80.0000				

Steve Allen
530-604-4874