



# LASSEN COUNTY SHERIFF'S OFFICE

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**Dean F. Growdon**  
Sheriff - Coroner

To: Lassen County Board of Supervisors

From: Dean F. Growdon, Sheriff

Date: May 29, 2019

Agenda Date: June 11, 2019

**Subject:**

Pay range of a lateral Sheriff's Sergeant Applicant.

**Discussion:**

The Lassen County Sheriff's Office has experienced an unusually high turnover rate among supervisory and management personnel in the past year. Some of the turnover is due to retirements, while the majority is due to opportunities to advance in pay and rank at other agencies. All but one of the current Sergeants have less than one year of experience in a supervisory position, while three of the four agency managers have less than one year of management experience. This turnover has created challenges, but also given us the opportunity to develop the next generation of local law enforcement leaders.

The Sheriff's Office has a pending Sergeant vacancy and an applicant who is an experienced Sergeant with another agency. In order to facilitate formal discussion of the rate of pay, the Sheriff wants to work with the County Administrative Officer to determine an appropriate pay range within the provisions of the MOU with the POA Supervisors Bargaining Unit.

**Fiscal Impact:**

There will be no negative budget impact due to the potential lateral applicant replacing a position being vacated by an experienced Sergeant at an advanced pay range.

**Recommendation:**

That the Board of Supervisors authorize the County Administrative Officer to set the pay range of a lateral Sheriff's Sergeant Applicant at a pay range above range 21C in the POA Supervisors Unit.