

MEMORANDUM

DATE: September 28, 2004  
TO: The Board of Supervisors  
FROM: Sanford B. Wanner, County Administrator  
SUBJECT: Authorization for One Temporary Police Overhire

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On November 7, 2003, a Police Officer was severely injured in the line of duty. The employee has been unable to return to work since then and the return to work date is uncertain at this point. Reduced staffing in the Police Department affects service delivery and places additional stress on employees already working in dangerous and stressful occupations.

Therefore, in order to improve the staffing situation, I believe that the creation of one full-time permanent Police Recruit position as an "overhire" in the Police Department within the FY 2005 Budget is necessary.

If the employee is unable to return to work, his position will be replaced by the overhire position. If the employee returns to full-time employment and the Police Department is fully staffed, the overhire position will remain in effect until a Police Officer vacancy occurs, then will be eliminated.

Funds are available due to existing staffing vacancies in the FY 2005 Budget. Turnover should allow for funds in the FY 2006 Budget.

A resolution authorizing the overhire position is attached. I recommend the Board adopt the attached resolution.

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Sanford B. Wanner

SBW/gs  
overhire.mem

Attachment