

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Sheriff - Coroner	(2) MEETING DATE 4/16/2013	(3) CONTACT/PHONE Ian Parkinson 781-4540	
(4) SUBJECT Request for approval of renewal employment contract for FY 2013-14 with James Voge to serve as the Commander of the Sheriff's Professional Standards Unit for FY 2013-14 in the amount of \$137,280 annually.			
(5) RECOMMENDED ACTION It is recommended that your Board approve and direct the Chair to sign a one year employment contract with James Voge to serve as Commander of the Sheriff's Professional Standards Unit.			
(6) FUNDING SOURCE(S) General Fund	(7) CURRENT YEAR FINANCIAL IMPACT \$0.00	(8) ANNUAL FINANCIAL IMPACT \$137,280.00	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input type="checkbox"/> N/A Date: <u>3/27/12</u> _____	
(17) ADMINISTRATIVE OFFICE REVIEW Geoff O'Quest, Administrative Analyst			
(18) SUPERVISOR DISTRICT(S) All Districts -			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Sheriff - Coroner / Ian Parkinson
781-4540

DATE: 4/16/2013

SUBJECT: Request for approval of renewal employment contract with James Voge to serve as the Commander of the Sheriff's Professional Standards Unit for FY 2013-14 in the amount of \$137,280 annually.

RECOMMENDATION

It is recommended that your Board approve and direct the Chair to sign a one year employment contract with James Voge to serve as Commander of the Sheriff's Professional Standards Unit.

DISCUSSION

The Sheriff's Office is responsible for handling complaints that are received by the public and conducting a proper investigation, if determined necessary and reporting the findings. In February of 2011, Commander Voge, a retired commander from the Los Angeles Police Department who ran the Internal Affairs Group, was hired as a temporary employee to oversee the Professional Standards Unit for the San Luis Obispo County Sheriff's Office. Commander Voge served with the Los Angeles Police Department for over 33 years and brought his invaluable knowledge and a wealth of experience to the San Luis Obispo County Sheriff's Office, particularly in the area of internal discipline. Since Commander Voge's hiring, the Professional Standards Unit has grown and developed new procedures, forms and reporting all under the supervision and direction of Commander Voge.

The Professional Standards Unit is a vital part of the Sheriff's Office that needs the qualifications, experience and leadership that Commander Voge possesses in order to ensure accurate representation regarding any Internal Affairs issues. By maintaining a Professional Standards Unit, the public receives the prompt and professional service that it deserves and the County minimizes liability in an area that has strict legal requirements.

In March of 2012, the Board approved the Sheriff's Office request to hire Commander Voge as a contracted employee. This contract will remain in effect until June 30, 2013.

Under the current contract, the County agreed to pay an hourly rate of fifty-four and thirty (\$54.30) dollars to Commander Voge; which includes compensation for pre-authorized travel related to the performance of duties. This rate is on par with a step 1 Commander's hourly salary. Due to Commander Voge's previous experience as a Commander with the Los Angeles Police Department, the hourly rate should have been more in line with a step 3 Commander's hourly salary. Commander Voge has been employed with the County for two years, or since February of 2011. Since the normal process for an annual evaluation includes approval of a step increase, if a step 3 salary base had originally been used, Commander Voge would be at a step 5 for FY 2013-14. The proposed contract will increase the hourly rate to sixty-six (\$66.00) dollars, which falls more in line with the County's base rate pay for a Commander at step 5, not including benefits.

OTHER AGENCY INVOLVEMENT/IMPACT

This contract has been reviewed and approved by County Counsel as to form and legal effect.

FINANCIAL CONSIDERATIONS

Funding for the current contract is included in the Sheriff's Office FY 2012-13 budget in the amount of \$112,944. The Sheriff's Office is requesting that the proposed contract for the Professional Standards Unit Commander for FY 2013-14 be increased to \$137,280 to be more in line with the County's base rate pay for a 1.00 FTE Commander at step 5, not including benefits, for an increase of \$24,336 of the prior year.

RESULTS

Maintaining and expanding the expertise of the Professional Standards Unit Commander to manage an area that has strict legal requirements allows the County to be assured that all incidents are investigated and handled appropriately, limiting the County's exposure to liability in law enforcement areas such as personnel complaints, use of force incidents, vehicle pursuits and traffic collisions.

This contract meets the County's Community-wide Results for a **Safe Community**: "The County will strive to create a community where all people—adults and children alike—have a sense of security and well being, crime is controlled, fire and rescue response is timely, and roads are safe."

ATTACHMENTS

1. Employee Contract, J. Voge FY 2013-14