



REVISED

ALAMEDA COUNTY SHERIFF'S OFFICE

**YESENIA SANCHEZ
SHERIFF-CORONER**

AGENDA _____ June 18, 2024

April 30, 2024

Honorable Board of Supervisors
County Administration Building
1221 Oak Street, Room 536
Oakland, CA 94612

SUBJECT: AUTHORIZE FOURTEEN (14) ADDITIONAL POSITIONS WITHIN THE SHERIFF'S OFFICE OF EMERGENCY SERVICES

Dear Board Members:

RECOMMENDATIONS:

- A. Authorize one (1) FTE Emergency Services Supervisor, item 8724, six (6) FTE Senior Emergency Services Coordinators, item 8723, and six (6) FTE Emergency Services Coordinator II, item 8721 for the Countywide Services Division; and
- B. Direct the Sheriff's Office and Central Human Resources (HR) to create an Emergency Services Manager position and bring to the full Board for funding and approval.

DISCUSSION/SUMMARY:

Pursuant to the County of Alameda Administrative Code, Title 2, Chapter 2.118, "Civil Defense," the Alameda County Sheriff's Office of Emergency Services (OES) is comprised of the "civil defense staff" responsible with carrying out emergency management functions on behalf of the County. Emergency management in Alameda County evolved from the original mission of civil defense planning to "all hazards" preparedness for more complex events and disasters.

A targeted assessment was carried out to compare the staffing levels of the OES with industry standards, using other regional emergency management organizations as benchmarks. This assessment validated the initial observations that the OES is significantly understaffed. In a county of more than 1.6 million people, the current staffing level is less than 25% of the professional standard of one (1) emergency management professional per 100,000 of population. Insufficient staffing levels at OES has adversely impacted the ability to perform many critical planning and preparedness functions expected of the County's OES. As a result, it is recommended to augment the professional emergency management staffing levels at the OES to align with industry standards, and ensure the OES has the necessary personnel resources to be better equipped to respond to a wide range of emergencies, including natural disasters, public health crises, and other emerging threats. Specifically, it is recommended that the County authorize and fund a total of fourteen (14) emergency management personnel positions,

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consisting of one (1) Emergency Services Manager once classified, one (1) Emergency Services Supervisor, six (6) Senior Emergency Services Coordinators and six (6) Emergency Services Coordinators.

The Alameda County Sheriff's Office (ACSO) is requesting the funding for emergency management positions within the Alameda County Office of Emergency Services to address programming and capacity deficiencies, while also allowing for controlled growth and development of staff and their functions. Emergency management obligations include collaborating with other stakeholders to ensure that the County's disaster preparedness, mitigation, response, and recovery activities are successfully carried out. This entails supervising the emergency plan preparation and approval process, as well as reviewing and revising the plans on a regular basis as needed. In addition, OES is responsible for implementing appropriate training and exercises to test County emergency plans, policies, procedures, and systems, identify any weaknesses, and make modifications as needed to assure readiness. OES also collaborates closely with each city and special district to ensure that all Operational Area agencies can operate efficiently in an emergency while adhering to the Standardized Emergency Management System structure and in accordance with the California Emergency Services Act.

ACSO is requesting the immediate funding of fourteen (14) emergency management positions. Funding for these positions is available from salary savings in the Sheriff's Office Detentions and Corrections Division resulting from vacant funded positions due to the closure of the Glenn E. Dyer detention facility in June 2019.

On April 25, 2024, this item was presented and heard by the Alameda County Public Protection Committee. This request has been reviewed, and at the recommendation of the Public Protection Committee is being brought to the full Board for approval.

FINANCING:

No additional appropriation is required. The funding associated with these fourteen positions are included in the Sheriff's Office FY 2024-25 proposed budget. There will be no increase in net County cost as a result of your approval.

VISION 2026 GOAL:

The addition of Emergency Management personnel meets the 10X goal pathways of **Crime Free County** in support of our shared vision of a **Healthy Environment** and **Safe and Livable Communities**.

Respectfully submitted,

DocuSigned by:

April Luckett-Fahimi

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for

Yesenia Sanchez
Sheriff-Coroner

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