



Board of County Commissioners Agenda Request

7A

Agenda Item #

Requested Meeting Date: 3/10/2026

Title of Item: Personnel Committee Recommendation (Night Patrol Sergeant)

| | | |
|---|---|---|
| <input checked="" type="checkbox"/> REGULAR AGENDA <input type="checkbox"/> CONSENT AGENDA | Action Requested: <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <input type="checkbox"/> Hold Public Hearing <i>*provide copy of hearing notice that was published</i> | <input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Information Only |
| Submitted by: Bobbie Danielson | | Department: HR Dept. |
| Presenter (Name and Title): Bobbie Danielson, HR Director | | Estimated Time Needed: 3 - 5 Minutes |
| Summary of Issue: <p>The Personnel Committee met on 2/24/2026 and unanimously recommends the following.</p> <p>The Sheriff is requesting approval to promote an existing FTE to Patrol Sergeant to provide dedicated night-shift supervision. This is not a new position, but rather a promotion within the department's existing staffing structure. The primary purpose of this position is to train, direct, and supervise deputies assigned to patrol functions, routine investigations, crime prevention, and community relations — particularly during night shifts.</p> <p>Due to labor market conditions, the Sheriff's Office POST-licensed workforce has evolved in recent years, with a greater proportion of deputies at earlier stages of their law enforcement careers than in prior years. This shift appropriately increases the need for consistent supervisory presence, structured training, and real-time guidance to ensure safe operations and reduce liability exposure. Currently, Investigator/Patrol Sergeants are frequently pulled toward daytime investigative and VCET responsibilities, which limits their physical presence and supervisory availability during night shifts.</p> <p>The Sheriff would like to have the promoted individual trained prior to the summer season. Aitkin County experiences a significant seasonal population increase during the summer months, resulting in higher call volumes and an increased need for on-shift supervisory presence. LELS Licensed Unit Agreement promotion pay is \$1/hour or 5%, whichever is greater. Estimated annual cost \$4,500.</p> | | |
| Alternatives, Options, Effects on Others/Comments: \$0 (no-cost) alternatives were considered and, where feasible, attempted prior to this request. The Personnel Committee reviewed these alternatives when the request was considered. | | |
| Recommended Action/Motion: Motion to approve the promotion of an existing FTE to Patrol Sergeant within the Sheriff's Office. | | |
| Financial Impact: <i>Is there a cost associated with this request?</i> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>What is the total cost, with tax and shipping?</i> \$ Est. \$4,500 annual cost. (Partial year cost \$3,375 est.) <i>Is this budgeted?</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>Please Explain:</i> | | |