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4 **MEMORANDUM OF UNDERSTANDING**

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6 **BY AND BETWEEN**

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8 **SUPERIOR COURT OF CALIFORNIA**
9 **COUNTY OF FRESNO**
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11 **AND**
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13 **FRESNO COUNTY SHERIFF-CORONER'S OFFICE**
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18 **JULY 1, 2017**
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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter "Agreement") is made and entered into this 1st day of July, 2017 by and between the SUPERIOR COURT OF CALIFORNIA, COUNTY OF FRESNO (hereinafter "COURT") and the Fresno County Sheriff-Coroner's Office (hereinafter "SHERIFF").

WHEREAS, California Government Code § 69926 requires COURT and the SHERIFF to enter into an annual or multi-year Memorandum of Understanding (MOU) for court security services, specifying the agreed upon level of court security services; and

WHEREAS, COURT is in need of security services; and

WHEREAS COUNTY, through the SHERIFF through its Court Services Unit, provides public safety services to COURT; and

WHEREAS, pursuant to the 2011 Public Safety Realignment allocation, court security funding previously allocated by the State of California to the judicial branch through the Trial Court Funding Act of 1997 was realigned and allocated directly to the Sheriff in an amount consistent with the 2010-2011 Service Levels for court security; and

WHEREAS, the parties intend to enter into annual updated Service Agreements;

WHEREAS, the COURT and the SHERIFF desire to work cooperatively to ensure the Superior Courts in Fresno County are safe and efficient.

Therefore, the parties agree as follows.

1 **1. PURPOSE AND INTENT**

2 The objective of the services to be provided under this Agreement is the ability of
3 COURT and the public to conduct judicial business safely and in a manner that maintains the
4 integrity of the judicial process. SHERIFF will maintain a Court Services Unit that will be
5 responsible for the performance of the obligations under this Agreement. All services provided
6 under this Agreement shall be performed in a professional manner so as to ensure efficient
7 operation of COURT.

8 This Agreement supersedes and replaces all prior Agreements and MOUs between
9 COURT and SHERIFF.

10 **2. TERM OF AGREEMENT**

11 This agreement shall be effective on the 1st day of July, 2017 and terminate on the 30th
12 day of June 2020. The term of agreement may be extended for two one-year terms by the
13 mutual written agreement of both parties. The first renewal year is from July 1, 2020-June 30,
14 2021 upon the same terms and conditions herein set forth, unless written notice of non-renewal
15 is given by either party to the other party no later than April 30th of 2020. The second extension
16 renewal is from July 1, 2021 – June 30, 2022 upon the same terms and conditions herein set
17 forth, unless written notice of non-renewal is given by one party to the other party no later than
18 April 30th of 2021. This Agreement shall be retroactive if agreed to by both parties. The parties
19 shall meet and review the staffing and service levels prior to entering into an extension.
20 Negotiations for a new agreement shall begin as early as necessary to ensure that an agreement
21 is in place by July 1st of each year.

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1 **3. SERVICES**

2 **3.1 Routine Security Services**

3 During the term of this Agreement, SHERIFF shall provide all court security for
4 the necessary and appropriate level of law enforcement services in the courts to meet the needs
5 of COURT. Court security shall include, but is not limited to:

- 6 A. Providing personnel for and performance of the following security
7 functions during normal court hours, including lunch and break times;
- 8 B. Traditional bailiff services for judicial officers; courtroom security
9 including extended hours due to judicial business upon notification;
- 10 C. Movement of inmates within court facilities;
- 11 D. Perimeter screening of the public and other court users and staff;
- 12 E. Patrol of the interior of court facilities, security of holding cells in court
13 facilities, site control monitoring of court facilities as deemed necessary
14 by SHERIFF;
- 15 F. Patrol of the exterior perimeter of court facilities as deemed necessary by
16 SHERIFF;
- 17 G. Security and protection of judges, judicial officers, court staff and jurors
18 within court facilities;
- 19 H. Law enforcement response to court facilities including but not limited to
20 Clerk's Offices, Court Administration, Family Court Services, Human
21 Resources and Jury Assembly Room;
- 22 I. Security for judicial related events as deemed appropriate by SHERIFF
23 and at the request of COURT;
- 24 J. Identification of potential threats to the security of COURT, judges or
25 judicial officers and staff;

1 K. Direct supervision of applicable personnel assigned to the Court Services
2 Unit; and

3 L. The purchase of security equipment and supplies necessary and
4 appropriate to perform these services.

5 SHERIFF shall have the discretion to determine the number of staff required in a
6 given situation. COURT may consult with SHERIFF on the number of deputies assigned
7 should staffing appear to be inadequate or excessive. SHERIFF will staff the Court Services
8 Unit as described in Exhibit "A".

9 The Sheriff shall furnish to the Court the following reports upon request to the
10 extent that such reports relate to services provided by the Sheriff under this Agreement: incident
11 reports; industrial accident reports; lost, stolen or damaged property reports; lost key reports;
12 counterfeit money reports; facility entrance counts; inmate transportation report; and any other
13 requested reports related to CSU activities that are legally releasable. Any other reports related
14 to CSU operations shall be provided to the Court, upon request, after authorization from the
15 CSU Commander.

16 **3.2 Non-routine Security Services**

17 SHERIFF shall provide non-routine security services in response to threats to
18 judicial officers, court personnel, and jurors. SHERIFF may provide other Non-routine Security
19 Services within the County of Fresno as requested by COURT. These requests may include:

20 A. Ceremonial services and security details associated with ceremonial
21 services;

22 B. Sequestering of juries;

23 C. Mock Trials;

24 D. Crime scene visits;

25 E. Off-site court proceedings;

1 F. Other events where security is requested.

2 Requests for Non-routine Security Services may be made to the Sheriff, the
3 Court Services Unit Commander or designee(s) by the Court's Executive Officer or designee(s),
4 and shall provide the SHERIFF with as much advance notice as possible regarding requests for
5 Non-routine Security.

6 SHERIFF agrees to provide these services to the extent practicable within the
7 Trial Court Security Funding Allocation and COURT agrees to pay the additional costs thereof.
8 Whenever possible and time permitting, SHERIFF will contact COURT regarding the estimated
9 cost of the additional services requested.

10 SHERIFF and COURT acknowledge and agree it is impractical to specify in the
11 Agreement each and every category of Non-routine Security Services which might be desired
12 by COURT, and that the parties will reasonably cooperate in identifying and addressing such
13 potential additional services.

14 **3.3 Emergencies**

15 SHERIFF shall provide security deemed necessary to meet emergencies at court
16 facilities during incidents including, but not limited to: medical emergencies, fires, fire alarms,
17 floods, explosions, bomb threats, hostage situations, hazardous spills, escape attempts,
18 attempted or actual lynchings, active shooter situations, terrorist incidents, sustained power
19 outages, riots, protests impacting court operations and acts of God.

20 SHERIFF will make reasonable efforts to consult with COURT regarding the
21 emergency. SHERIFF will determine the level of response necessary to effectively contain and
22 stabilize the emergency. In the event of an emergency involving security in a Court facility
23 during normal court operational hours SHERIFF will immediately take all actions reasonably
24 necessary to respond to the emergency. This includes following the established evacuation plan
25 and protocol for the Court facility.

1 SHERIFF is designated the primary investigatory agency for any criminal act
2 involving a Court judicial officer or employee if that criminal activity is related to or stems from
3 their employment with COURT. SHERIFF is responsible for investigation of all threats against
4 judicial officers. SHERIFF is responsible for the investigation of crimes committed within the
5 County of Fresno, against judicial officers when the crime was a direct result of the judicial
6 officer's duties, regardless of where the crime occurred. SHERIFF is responsible for the
7 investigation of threats or crimes against court employees while on duty at a court facility, or if
8 the threat or crime occurred outside of a court facility that was the direct result of their
9 employment, regardless of jurisdiction within the County of Fresno. SHERIFF is responsible
10 for the investigation of all criminal acts, including property crimes that occur at all Court-
11 occupied facilities during court operational hours and after hours in accordance with any
12 existing Agreement with the California Highway Patrol. SHERIFF is the primary first responder
13 and is responsible for documenting all incidents and accidents involving members of the public
14 or court personnel on personal matters during the court business hours at court occupied
15 facilities. SHERIFF will provide the services of the Explosive Ordnance Disposal (Bomb
16 Squad), SWAT, Crisis Negotiation Team, K-9 units, the Crime Scene Unit, or other necessary
17 law enforcement support services when the Sheriff deems such services necessary.

18 **3.4 Law Enforcement Responsibilities**

19 Nothing in this Agreement is intended to or shall have the effect of relieving the
20 Sheriff of its general law enforcement responsibilities as provided by law. If services to be
21 provided are services that would ordinarily be provided to a County facility, a County resident
22 or a County employee.

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1 **4. STAFFING**

2 **4.1 Employment Status**

3 Any person employed for the performance of services and functions pursuant to
4 this Agreement by the Court Services Unit shall be Sheriff's employees under the control and
5 supervision of SHERIFF. The management, direction, and supervision of court security services
6 and public safety protection, the standards of performance, the discipline of employees, and
7 other matters incident to the performance of such services shall be the responsibility of
8 SHERIFF. SHERIFF shall be the appointing authority for all personnel provided to COURT
9 under this Agreement. SHERIFF acknowledges that COURT requires standards of performance
10 that demonstrate professional excellence in the execution of duties and in interpersonal relations
11 with Court employees and all persons using the services of the Court. SHERIFF further
12 recognizes that the assignment and reassignment of staff in the Court Services Unit has a
13 significant impact on COURT and therefore agrees to communicate with COURT regarding
14 Court Services Unit staff assignments or reassignments.

15 **4.2 Outside Functions**

16 Court Services Unit personnel working assignments outside the scope of the
17 services rendered to COURT as described in this Agreement or otherwise approved by COURT
18 will not be compensated with Trial Court Security funds.

19 **4.3 Staffing Review**

20 Prior to the commencement of negotiations for a successor Agreement,
21 SHERIFF shall conduct a needs assessment to determine the staffing needs for the Court
22 Services Unit and public safety protection for the succeeding year. Based on this assessment,
23 COURT and SHERIFF shall meet and discuss the staffing requirements for the succeeding
24 fiscal year in conjunction with the negotiations for a successor Agreement.

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1 As necessary throughout the year, SHERIFF and COURT shall meet and confer
2 any proposed budget adjustments during the term of this Agreement to assure that the total court
3 security costs remain within the funds available.

4 In the event that COURT and SHERIFF agree that changes in staffing are
5 necessary in order to provide routine security services, and if funding is available to acquire any
6 additional security services, then this Agreement shall be amended.

7 COURT and SHERIFF shall meet and discuss the impact on service levels
8 resulting from any addition or deletion of a Court facility, staffing deviation or change in
9 funding. Variations in the level of service may be made by written amendment as provided for
10 in this Agreement.

11 **4.4 Vacancies and Leave**

12 SHERIFF will ensure that all vacancies are filled in a reasonable amount of time.
13 SHERIFF will not transfer employees to the Court Services Unit employees who are on paid or
14 unpaid leave of absence or compensate employees who are on leave due to a work related injury
15 with trial court security funds.

16 As all Court Services Unit positions are funded by the Trial Court Security
17 allocation, SHERIFF will make every effort to fully staff the Court Services Unit.
18 Should the court security staffing level fall below that set out in Exhibit "A", SHERIFF may
19 redeploy staff as necessary, based on the agreed upon Security Staffing Priority pyramid,
20 Exhibit "C", to maximize the efficiency of the Court and fulfill the overall responsibilities, as
21 described within this agreement, as prescribed by law, and as otherwise necessary to insure
22 judicial officer, staff, prisoner, deputy and the public's safety. Communication is essential in
23 maintaining a professional and courteous relationship and SHERIFF shall advise and consult
24 with COURT regarding staff reallocations prior to implementation and redeployment of staff
25 when practicable.

4.5 Labor Shortage

SHERIFF agrees to provide the level of service agreed to COURT except in the event of a labor shortage due to a work slow-down, strike, or any other form of job action by those individuals assigned to the Court Services Unit, or due to the Sheriff's response to public emergencies, or due to other causes beyond the control of the Sheriff or the County. During such period of labor shortage, SHERIFF may not perform some duties normally performed. Reductions of service shall be based upon the Security Staffing Priority pyramid. SHERIFF shall make every effort to notify the Presiding Judge and the Court Executive Officer or designee of a reduction of service as soon as practicable.

5. COURT SECURITY AND LAW ENFORCEMENT PLANS

Pursuant to Gov. Code §69925 and CRC, rule 10.172, the COURT and SHERIFF, through the Court Services Unit, shall participate and cooperate in the completion of all plans, studies and surveys related to security. SHERIFF, in conjunction with presiding judge shall develop an annual or multiyear comprehensive, countywide Court Security Plan. The Sheriff-Coroner, through the Court Security Unit, shall be responsible for the Law Enforcement Security Plan. Once approved by COURT and SHERIFF, the Law Enforcement Security Plan will become part of the Court Security Plan.

6. TRAINING

SHERIFF shall ensure that all personnel regularly assigned to the Court Services Unit receive relevant training to his or her specific court security tasks, post, and/or court facility.

Any official COURT holiday upon which no court business is performed and which does not coincide with a County holiday shall be used by SHERIFF to conduct (8) hours of training related to the court security.

COURT may request that SHERIFF attend or provide specific court related training. COURT and SHERIFF will work together to schedule such court requested training to ensure

1 that such training will not negatively impact operations.

2 **7. EQUIPMENT AND SUPPLIES**

3 COURT will provide, maintain and repair necessary security screening equipment,
4 including but not limited to weapon screening x-ray and magnetometers used for court security
5 purposes, as agreed between the SHERIFF and COURT. All COURT owned equipment used by
6 the Court Services Unit to provide services to COURT shall be maintained by COURT unless
7 otherwise agreed upon by both parties. SHERIFF shall be consulted prior to the purchase of any
8 security screening equipment. SHERIFF will assist COURT in researching and recommending
9 appropriate security equipment to be utilized in the court. A listing of all existing security
10 equipment, including the identification of issued court keys or coded devices that permit entry
11 into court facilities shall be completed by SHERIFF and COURT.

12 SHERIFF may fund or purchase equipment relevant to court security utilizing available
13 Trial Court Security funds.

14 **8. INVOICING**

15 Within forty-five (45) days of the conclusion of each bi-weekly payroll cycle, SHERIFF
16 will submit to COURT an itemized statement of the court security related costs for the pertinent
17 payroll cycle. SHERIFF's costs for court security will be paid for by the Trial Court Security
18 Funding Allocation received by the County and COURT will make no payments to SHERIFF.

19 **9. AUDIT**

20 Court Services Unit related audits may be conducted by either party to this agreement, or
21 by the Judicial Council of California, the Fresno County Auditor-Controller, or by any other
22 party authorized by law, or mutually agreed upon by both parties. The reasonable costs of the
23 audit will be the responsibility of the requesting party.

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1 **10. FACILITIES**

2 COURT agrees to provide the SHERIFF with necessary court custody facilities, security
3 facilities and systems, staff offices, and support facilities to conduct operations. SHERIFF shall
4 be consulted during design, construction and use of all new, remodeled or existing court
5 facilities for input regarding security and other operational issues. SHERIFF agrees to
6 designate a sufficient number of liaisons to each construction project to ensure that there is no
7 delay of any facility project.

8 **11. GENERAL PROVISIONS**

9 **11.1 Independent Contractor Status**

10 COURT recognizes the Sheriff has a Constitutional position as an officer of the
11 court. In the performance of services under this Agreement, the Sheriff-Coroner, and their
12 respective officers, agents and/or employees shall be deemed independent contractors and not
13 agents or employees of the COURT. All such personnel provided by the Sheriff-Coroner under
14 this Agreement are under the direct and exclusive supervision, daily directions, and control of
15 the Sheriff-Coroner. The Sheriff-Coroner assumes full responsibility for the actions of such
16 personnel in the performance of services hereunder.

17 COURT shall not be liable for the direct payment of any salaries, wages, or other
18 compensation to any SHERIFF's personnel performing services under this Agreement. For all
19 purposes, SHERIFF's personnel performing services under this Agreement are employees of the
20 SHERIFF and not the COURT.

21 **11.2 Dispute Resolution**

22 Operational issues which do not affect funding or service changes shall be
23 resolved by COURT through the Court Executive Officer or designee and the SHERIFF through
24 the Court Services Unit Commander or representative responsible for the particular court
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1 location. The parties shall meet in a good faith effort to resolve the issue to the mutual
2 satisfaction of both parties.

3 **11.3 Amendments**

4 All Changes, modifications, or amendments to this Agreement must be in the
5 form of a Written Amendment executed by authorized personnel of COURT and SHERIFF.

6 **11.4 Waiver**

7 A waiver by any party of a breach of any of the covenants to be performed by
8 any other party shall not be construed as a waiver of any succeeding breach of the same or other
9 covenants, agreements, restrictions, or conditions of this Agreement.

10 **11.5 Validity**

11 If any provision of this Agreement or the application thereof to any person or
12 circumstance is held invalid, the remainder of this Agreement and the application of such
13 provision to other persons or circumstances shall not be affected thereby.

14 **11.6 Mutual Indemnification**

15 COURT shall indemnify, defend, and hold harmless the SHERIFF, its elected
16 and appointed officers, employees, and agents from and against any and all liability, including
17 but not limited to demands, claims, actions, fees, costs, and expenses (including attorney and
18 expert witness fees), arising from or connected with COURT's acts and/or omissions arising
19 from and/or relating to this Agreement.

20 SHERIFF shall indemnify, defend, and hold harmless COURT, its elected and
21 appointed officers, employees, and agents from and against any and all liability, including but
22 not limited to demands, claims, actions, fees, costs, and expenses (including attorney and expert
23 witness fees), arising from or connected with SHERIFF'S acts and/or omissions arising from
24 and/or relating to this Agreement.
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1 **11.7 Cooperation**

2 SHERIFF and COURT will cooperate in good faith to implement this
3 Agreement.

4 **11.8 Counterparts**

5 This Agreement may be executed in one or more counterparts, each of which
6 shall be deemed to be an original, but all of which together shall constitute one and the same
7 instrument.

8 **11.9 Assignment.**

9 No party shall assign any of its rights or delegate any of its obligations hereunder
10 without the prior written consent of the other parties.

11 **11.10 Construction**

12 This Agreement shall be construed, interpreted, and governed by the laws of the
13 State of California. The headings and captions used in this Agreement are for convenience and
14 ease of reference only and shall not be used to construe, interpret, expand, or limit the terms of
15 the Agreement. Each of the Exhibits attached to this Agreement is hereby incorporated into this
16 Agreement by this reference.

17 **11.11 Complete Agreement**

18 The body of this Agreement and all Exhibits (Security Staffing Level "A",
19 Contract Law Enforcement Cost Calculation "B", and Security Staff Priority Pyramid "C"),
20 which are attached hereto and incorporated herein by this reference, constitute the complete and
21 exclusive statement of understanding of the parties, which supersedes all previous agreements,
22 written or oral, and all communications between the parties relating to the subject matter of this
23 Agreement. This Agreement replaces the Agreement between the parties, which was effective
24 on the 1st day of July, 2014 and which is terminated effective June 30, 2017. No change to this
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1 Agreement shall be valid unless prepared pursuant to Section 11.3 Amendments, of this
2 Agreement and signed by both parties.
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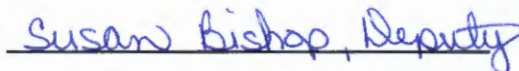
SUPERIOR COURT SECURITY SERVICES MOU

ATTEST:
BERNICE E. SEIDEL, Clerk
Board of Supervisors

By:



Brian Pacheco, Chairman
Board of Supervisors

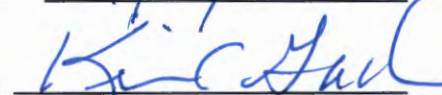


APPROVED AS TO LEGAL FORM:
Daniel C. Cederborg, County Counsel

Date:

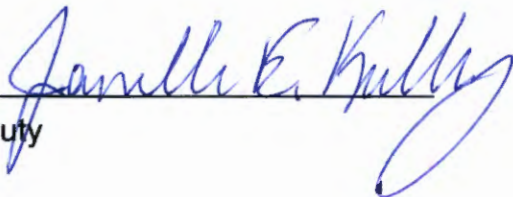
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By:



Kimberly A. Gaab,
PRESIDING JUDGE

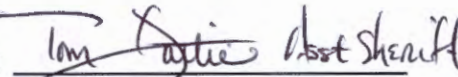
By
Deputy



Date:

1-30-2017

By:



Margaret Mims,
SHERIFF-CORONER

APPROVED AS TO ACCOUNTING FORM:
Oscar J. Garcia, C.P.A. Auditor-Controller/Treasurer-Tax Collector

By



Fund 0001
Subclass 10000
ORG 3111
Account

EXHIBIT "A"

FRESNO COUNTY SHERIFF'S OFFICE

COURT SERVICES UNIT STAFFING LEVEL

Lt.	1.0
Sgt.	6.0
Deputy I/II	95.0
Deputy III	6.0
Deputy IV	7.0
Community Service Officers	20.0
Dispatcher III	3.0
Account Clerk III	1.0
Office Assistant III	1.0
Total	140.0

EXHIBIT B
AVERAGE COST CALCULATION
SALARY AND BENEFITS
FRESNO COUNTY SHERIFF-CORONER'S OFFICE
COURT SERVICES UNIT
FY 2017-18

Classification	# of staff	Salary				Average Salary
		Base Salary	Bi-lingual	POST	Total	
Lieutenant	17	1,671,332.00	1,204.78	45,640.40	1,718,177.18	101,069.25
Sergeant	43	3,643,744.00	602.39	182,187.20	3,826,533.59	88,989.15
Deputy Sheriff IV	37	2,918,578.00	1,807.16	145,928.90	3,066,314.06	82,873.35
Deputy Sheriff III	166	11,946,662.00	13,854.92	477,168.90	12,437,685.82	74,925.82
Deputy Sheriff II	121	7,195,994.00	6,023.88	143,429.00	7,345,446.88	60,706.17
Deputy Sheriff I	1	45,370.00	-	-	45,370.00	45,370.00
Dispatcher III	16	796,146.00	1,807.16	-	797,953.16	49,872.07
Dispatcher II	5	200,590.00	-	-	200,590.00	40,118.00
Community Service Officer	27	953,056.00	3,614.33	-	956,670.33	35,432.23
Sr. Accountant	2	131,456.00	502.39	-	132,058.39	66,029.19
Account Clerk III	9	337,688.00	-	-	337,688.00	37,520.89
Office Assistant III	31	1,077,492.00	4,216.72	-	1,081,708.72	34,893.83
Total	475	30,918,108.00	33,733.73	994,354.40	31,946,196.13	717,799.96

Salary-driven Benefits

		Retirement -			Average Salary-driven benefits	
		Safety Tier 1 Rate: 83.25%	FICA - Rate: 6.2%	Medicare - Rate: 1.45%		
		General Tier 1 Rate: 60.16%				
Lieutenant	17	84,140.15	6,266.29	1,465.50	91,871.94	1,561,823.05
Sergeant	43	74,083.47	5,517.33	1,290.34	80,891.14	3,478,319.03
Deputy Sheriff IV	37	68,992.07	5,138.15	1,201.66	75,331.88	2,787,279.48
Deputy Sheriff III	166	62,375.74	4,645.40	1,086.42	68,107.57	11,305,856.41
Deputy Sheriff II	121	50,537.89	3,763.78	880.24	55,181.91	6,677,011.21
Deputy Sheriff I	1	37,770.53	2,812.94	657.87	41,241.33	41,241.33
Dispatcher III	16	30,003.04	3,092.07	723.15	33,818.25	541,092.04
Dispatcher II	5	24,134.99	2,487.32	581.71	27,204.02	136,020.08
Community Service Officer	27	21,316.03	2,196.80	513.77	24,026.60	648,718.15
Sr. Accountant	2	39,723.16	4,093.81	957.42	44,774.40	89,548.79
Account Clerk III	9	22,572.57	2,326.30	544.05	25,442.91	228,986.23
Office Assistant III	31	20,992.13	2,163.42	505.96	23,661.51	733,506.68
Total	475	535,641.76	44,503.60	10,408.10	591,553.46	28,229,402.50

Fixed amount Benefits/employee

		Health/Dental/Vision -			Average Fixed benefits	
		Employee Only \$243/pp for Units 1, 14, & 35 and \$223/pp for all others for 26.1 Pay Periods	Health/Dental/Vision - dependent			
Lieutenant	17	6,342.30	1,145.03	7,487.33	127,284.66	
Sergeant	43	6,342.30	1,145.03	7,487.33	321,955.32	
Deputy Sheriff IV	37	6,342.30	1,145.03	7,487.33	277,031.32	
Deputy Sheriff III	166	6,342.30	1,145.03	7,487.33	1,242,897.29	
Deputy Sheriff II	121	6,342.30	1,145.03	7,487.33	905,967.31	
Deputy Sheriff I	1	6,342.30	1,145.03	7,487.33	7,487.33	
Dispatcher III	16	6,342.30	1,145.03	7,487.33	119,797.33	
Dispatcher II	5	6,342.30	1,145.03	7,487.33	37,436.67	
Community Service Officer	27	6,342.30	1,145.03	7,487.33	202,157.99	
Sr. Accountant	2	5,820.30	1,145.03	6,965.33	13,930.67	
Account Clerk III	9	5,820.30	1,145.03	6,965.33	62,688.00	
Office Assistant III	31	5,820.30	1,145.03	6,965.33	215,925.33	
Total	475	74,541.60	13,740.40	88,282.00	3,534,559.22	

Total Annual Average Salary & Benefits		Monthly Amount	Bi-weekly Amount	Hourly Amount
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Lieutenant	17	200,428.52	16,702.38	7,708.79	96.36
Sergeant	43	177,367.63	14,780.64	6,821.83	85.27
Deputy Sheriff IV	37	165,692.56	13,807.71	6,372.79	79.66
Deputy Sheriff III	166	150,520.72	12,543.39	5,789.26	72.37
Deputy Sheriff II	121	123,375.42	10,281.28	4,745.21	59.32
Deputy Sheriff I	1	94,098.66	7,841.56	3,619.18	45.24
Dispatcher III	16	93,177.66	7,598.14	3,506.83	43.84
Dispatcher II	5	74,809.35	6,234.11	2,877.28	35.97
Community Service Officer	27	66,946.17	5,578.85	2,574.85	32.19
Sr. Accountant	2	117,768.92	9,814.08	4,529.57	56.52
Account Clerk III	9	69,929.14	5,827.43	2,689.58	33.62
Office Assistant III	31	65,520.67	5,460.06	2,520.03	31.50
Total	475				

EXHIBIT "C"

CALIFORNIA SUPERIOR COURT, COUNTY OF FRESNO SECURITY STAFFING PRIORITY

