



TEHAMA COUNTY SHERIFF'S OFFICE

Dave Kain, Sheriff-Coroner

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Date: 2/03/2026

To: Tehama County Personnel Office

From: Sheriff Dave Kain

Reference: Restructuring of Courthouse Security Supervision

The Sheriff's Office is requesting approval to proceed with a job classification restructure to modify the Court Bailiff supervisor position from Correctional Sergeant to a Sworn Sergeant.

The current classification does not accurately reflect the scope of responsibility or the operational demands of the position. The supervisor oversees sworn bailiff personnel assigned to courthouse security and is responsible for responding to and managing security incidents involving criminal defendants, judicial officers, and the public. These incidents may involve crimes in progress, arrests, investigations, and emergency response, all of which are better suited for patrol-level law enforcement training and experience.

The existing structure also creates a supervisory and compensation imbalance, as the Correctional Sergeant currently earns less than the Sworn Bailiffs being supervised. Restructuring the position would correct this issue and better align with our chain of command.

Additionally, a Sworn Sergeant brings broader experience in criminal investigations, tactical decision-making, and interagency coordination. This level of expertise is increasingly necessary in the courthouse environment, where incidents can escalate rapidly and require immediate command-level response, consistent with Sheriff's Office patrol operations.

Restructuring this position will improve operational consistency, strengthen risk management, and better align the classification with the actual duties performed. The Sheriff's Office respectfully requests Personnel's review and approval of this classification restructure.

Financial Impact

The difference between Correctional Sergeant and Sergeant (top step with salary and benefits) is \$21,813.47 annually (See attached comparison chart for complete details).

Due to the fact that all of our courthouse employees are funded by the State, there is no immediate fiscal impact to the general fund. My accounting team has confirmed with the auditor's office that

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there is sufficient funding in our state allotment to cover the salary/benefit difference between the two classifications.

Thank you for your consideration regarding this matter,



Dave Kain – Sheriff / Coroner

**BUDGET SUMMARY
2023-BAILIFF**

12/16/2025

			CORRECTIONAL SERGEANT	PATROL SERGEANT	DIFFERENCE REQUEST
51010	Salary and Wages		\$ 87,049.56	\$ 105,603.16	\$ 18,553.60
51012	Overtime Comp		\$ 1,000.00	\$ 1,000.00	\$ -
51020	PERS Retirement		\$ 8,531.20	\$ 10,334.61	\$ 1,803.41
51021	OASDI		\$ 6,891.85	\$ 8,311.20	\$ 1,419.35
51022	Unfunded PERS Liability Misc		\$ -	\$ -	\$ -
51023	Unfunded PERS Liability Safety		\$ -	\$ -	\$ -
51024	ADP Misc.		\$ -	\$ -	\$ -
51025	ADP Safety		\$ -	\$ -	\$ -
51030	Group Insurance		\$ 23,209.92	\$ 23,209.92	\$ -
51031	Unemployment Ins		\$ 176.10	\$ 213.21	\$ 37.11
51040	Worker's Comp		\$ -	\$ -	\$ -
51050	Deferred Comp Match		\$ 720.00	\$ 720.00	\$ -
Total	Salary & Benefits		\$ 127,578.63	\$ 149,392.10	\$ 21,813.47
53110	Clothing and Personnel Supp		\$ 720.00	\$ 720.00	\$ -
53120	Communications		\$ 600.00	\$ 600.00	\$ -
53290	EE Travel Expense		\$ 2,500.00	\$ 2,500.00	\$ -
Total	Service & Supplies		\$ 3,820.00	\$ 3,820.00	\$ -
			\$ 131,398.63	\$ 153,212.10	\$ 21,813.47