



Marty Kelly
Goodhue County Sheriff

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TO: Goodhue County Board of Commissioners

FROM: Sheriff Marty Kelly

DATE: September 9, 2026

RE: Hire Additional Patrol Deputy

SUMMARY

The Sheriff's Office is requesting authorization to hire one additional Deputy due to long-term absences with unknown return-to-work dates. Two Deputies have been on extended leave totaling 11 months; one Deputy is currently in non-pay status. To date, the Sheriff's Office has been able to cover these vacancies, however any additional disruptions (such as resignations or leaves of absence) will result in staffing pressures, increased mandatory overtime, and operational challenges.

To maintain adequate staffing levels and ensure the delivery of essential public safety services, we are requesting approval to temporarily increase our licensed Full-Time Equivalent (FTE) staff by one. If the Board approves adding an FTE, the Sheriff's Office would absorb the next vacancy through attrition rather than backfilling it. If circumstance change, the Sheriff's Office intends to approach the Board to discuss staffing needs.

BACKGROUND

The ongoing long-term absences have resulted in extended vacancies in our patrol schedule. This gap requires remaining staff to absorb additional shifts, increasing overtime and reducing operational flexibility. Hiring an additional Deputy will stabilize patrol coverage and reduce reliance on overtime.

Additionally, the timeframe to onboard and fully train a Patrol Deputy typically ranges from 6 to 9 months, depending on experience. Because of this extended onboarding period, any delay in authorization further exacerbates staffing pressures and community impact.

Although this position is not included in the current budget year, the Sheriff's Office remains under budget by approximately \$371,000 as of June 30, 2026, due to salary and benefit savings associated with vacant positions. These savings will offset the cost of adding a temporary additional Deputy.

RECOMMENDATION

Respectfully request approval to hire one additional temporary Deputy due to long-term absences with unknown return-to-work dates.

OFFICE OF THE GOODHUE COUNTY SHERIFF

ADULT DETENTION
CENTER
651.267.2804

CIVIL DIVISION
651.267.2601

RECORDS DIVISION
651-267-2600

EMERGENCY
MANAGEMENT
651.267.2639

EMERGENCY
COMMUNICATIONS
651.385.3155

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