



The County of El Dorado
Human Resources Department
Karl Knoblauch, Director of Human Resources

January 10, 2012

El Dorado County Charter §504 - Sheriff's Salary Limitation requires the Board of Supervisors to at least annually determine the existing average salaries for the South Lake Tahoe Police Department, Amador County Sheriff's Department and the California Highway Patrol for each class of position employed by said agencies. The Board of Supervisors shall adjust and determine the average salary for each class of position as set forth herein be at least equal to the average of the salaries for the comparable positions. As used herein, the term "comparable class of position" shall mean a group of positions substantially similar with respect to qualifications or duties or responsibilities using the following positions as guidelines: Undersheriff, Captain, Lieutenant, Sergeant, Deputy Sheriff, and Clerk.

Based upon historical documentation in Human Resources, it appears the only two classifications used for comparison are that of Deputy Sheriff II and Sheriff's Sergeant. The increases associated with Deputy Sheriff appear to have been applied equally to the Deputy Sheriff I/II Classifications as documented back to 1983. The increases associated with Sheriff's Sergeant were applied universally toward all other classifications listed above in the Charter.

In addition to the positions listed above, the Sheriff's Sergeant increase was applied to the Sheriff Classifications and DA Classifications. There is linkage in the LEMA MOU, Article 4. Section 1. Item 3 (Attachment C) and in the DSA MOU, Article 6. Section B (Attachment D) to justify the increases in the DA Classifications. With regard to the Sheriff, the Salary and Benefits Resolution Section 704, Resolution #227-99 (Attachment E) states "Salaries for the classes of Sheriff's Captain, Sheriff's Lieutenant, Undersheriff and Sheriff or other Unrepresented classes, affected by Measure N, Charter Section 504, shall be set in accordance with Measure N, Charter Section 504, for each calendar year"

Furthermore, the language in the 504 Charter (Attachment F) states, "The provisions of this section shall prevail over any otherwise *conflicting provisions* of this charter of general law which may relate to salaries of County officers or employees *who are not elected* by popular vote." This language is a conflict between the Salary and Benefits Resolution Section 704, Resolution #227-99 and the Charter with regard to salary increases for the elected Sheriff.

Based on the language contained in Section 504 we have compared each position listed in the Charter individually with the required agencies (with the exception of Clerk; the classification no longer exists). The comparison indicates a 2.275% increase to the Deputy Sheriff I/II Classification and a 2.327% increase to the Sheriff's Sergeant Classification. The DSA linkage between the Sheriff's Sergeant Classification allows for a 2.327% increase to the Investigator (District Attorney), Supervisor Investigator (D.A.) and Sr. Investigator Classifications. However, the linkage in LEMA provides an increase for the Chief Investigator (D.A.) with relation to increases received by the Sheriff's Captain; there is no resulting increase to the Sheriff's Captain Classification based on the comparator average.

After reviewing the language in Section 504, we believe it clearly states “each class as set forth herein” which then requires individual classification comparisons to the positions listed in 504 without a universal application. As a result of this analysis, this year the positions of Sheriff, Undersheriff, Captain, and Lieutenant are not recommended for an increase. The comparison illustrates that the universal application of the Sheriff’s Sergeant Classification increase to higher classifications has significantly skewed the EDC salary schedule with respect to our comparator agencies. The recommendation to the Board of Supervisors is to apply the increases as set forth in the language of the Charter as previously approved with resolution# 004-2012 and “Y-rate” the other positions at their current rate.

The following is the detailed comparison:

Deputy Sheriff I/II				
Agency	Classification	Top Step Regular Salary	Top Step Hourly	Comments
Amador County	Deputy Sheriff (Basic)	\$5,447.87	\$31.43	3% effective 10/1/11
City of South Lake Tahoe	Police Officer (Pre-Trained/Lateral)	\$6,321.47	\$36.47	2% effective 4/1/11, no increase for fiscal year 11/12
State of California	Officer, CHP Range A	\$6,866.00	\$39.61	No new increase, CHP paid .19% higher than comparators
	Average	\$6,211.78	\$35.84	
El Dorado County	Deputy Sheriff II	\$6,073.60	\$35.04	
	EDC Paid Below Average	-2.275%	-2.275%	
Sergeant				
Agency	Classification	Top Step Regular Salary	Top Step Hourly	Comments
Amador County	Sheriff’s Sergeant (Intermediate)	\$7,321.60	\$42.24	3% effective 10/1/11
City of South Lake Tahoe	Police Sergeant	\$7,335.47	\$42.32	2% effective 4/1/11, no increase for fiscal year 11/12
State of California	Sergeant, CHP Range A	\$8,361.60	\$48.24	No new increase, CHP paid .19% higher than comparators
	Average:	\$7,672.89	\$44.27	
El Dorado County	Sheriff’s Sergeant	\$7,498.40	\$43.26	
	EDC Paid Below Average	-2.327%	-2.327%	
Lieutenant				
Agency	Classification	Top Step Regular Salary	Top Step Hourly	Comments
Amador County	Lieutenant	\$8,810.53	\$50.83	
City of South Lake Tahoe	Police Lieutenant	\$8,998.18	\$51.91	
State of California	Lieutenant	\$11,536.00	\$66.55	
	Average:	\$9,781.57	\$56.43	

Lieutenant continued				
Agency	Classification	Top Step Regular Salary	Top Step Hourly	Comments
El Dorado County	Sheriff's Lieutenant	\$11,226.80	\$64.77	
	EDC Paid Above Average	12.873%	12.874%	
Captain				
Agency	Classification	Top Step Regular Salary	Top Step Hourly	Comments
Amador County	Captain	\$10,150.40	\$58.56	
City of South Lake Tahoe	Police Captain	\$10,944.27	\$63.14	
State of California	Captain	\$12,963.00	\$74.79	
	Average:	\$11,352.56	\$65.50	
El Dorado County	Sheriff's Captain	\$12,467.86	\$71.93	
	EDC Paid Above Average	8.945%	8.945%	
Undersheriff				
Agency	Classification	Top Step Regular Salary	Top Step Hourly	Comments
Amador County	Undersheriff	\$11,445.00	\$65.78	
City of South Lake Tahoe	Police Captain (Used above as well)	\$10,944.27	\$63.14	Chief is \$68.52 p/hr and \$11,876 p/mo at top step Asst Commissioner is \$97.05 p/hr and \$16,822 p/mo at top step
State of California	Assistant Chief	\$14,746.00	\$85.07	
	Average:	\$12,378.42	\$71.33	
El Dorado County	Undersheriff	\$13,951.60	\$80.49	
	EDC Paid Above Average	11.276%	11.379%	
Sheriff				
Agency	Classification	Top Step Regular Salary	Top Step Hourly	Comments
Amador County	Sheriff	\$10,060.00	\$58.04	
City of South Lake Tahoe	Chief of Police	\$11,876.02	\$68.52	Responsible for more than 12,000 employees and 100 offices.
State of California	Commissioner	\$14,746.00	\$85.07	
	Average:	\$12,227.34	\$70.54	
	Sheriff	\$16,412.93	\$94.69	
	EDC Paid Above Average	25.502%	25.502%	

Attachment A

Below is a draft of the proposed application of this to the salary schedule:

	Top Step Current	Top Step New		Dep Inc:	2.275%
				Sgt Inc:	2.327%
Deputy Sheriff I	\$33.44	\$34.20			
Deputy Sheriff II	\$35.04	\$35.84			
Sheriff's Sergeant	\$43.26	\$44.27			
Sheriff's Lieutenant	\$64.77	\$64.77			
Sheriff's Captain	\$71.94	\$71.94			
Undersheriff	\$80.49	\$80.49			
Sheriff/Coroner/Public Admin	\$94.68	\$94.68			
Chief Investigator (D.A.)	\$68.49	\$68.49			
Investigator (D.A.)	\$43.26	\$44.27			
Sup Investigator (D.A.)	\$48.17	\$49.30			
Sr. Investigator (Public Defender)	\$43.26	\$44.27			
	Step 1	Step 2	Step 3	Step 4	Step 5
Deputy Sheriff I	\$28.13 \$4,876	\$29.54 \$5,120	\$31.02 \$5,377	\$32.57 \$5,645	\$34.20 \$5,928
Deputy Sheriff II	\$29.48 \$5,110	\$30.95 \$5,365	\$32.50 \$5,633	\$34.13 \$5,916	\$35.84 \$6,212
Sheriff's Sergeant	\$36.42 \$6,313	\$38.24 \$6,628	\$40.15 \$6,959	\$42.16 \$7,308	\$44.27 \$7,673
Sheriff's Lieutenant	\$53.29 \$9,237	\$55.95 \$9,698	\$58.75 \$10,183	\$61.69 \$10,693	\$64.77 \$11,227
Sheriff's Captain	\$59.18 \$10,258	\$62.14 \$10,771	\$65.25 \$11,310	\$68.51 \$11,875	\$71.94 \$12,470
Undersheriff	\$66.22 \$11,478	\$69.53 \$12,052	\$73.01 \$12,655	\$76.66 \$13,288	\$80.49 \$13,952
Sheriff/Coroner/Public Admin	\$94.68 \$16,411	\$94.68 \$16,411	\$94.68 \$16,411	\$94.68 \$16,411	\$94.68 \$16,411
Chief Investigator (D.A.)	\$56.35 \$9,766	\$59.17 \$10,254	\$62.12 \$10,767	\$65.23 \$11,307	\$68.48 \$11,872
Investigator (D.A.)	\$36.42 \$6,313	\$38.24 \$6,628	\$40.15 \$6,959	\$42.16 \$7,308	\$44.27 \$7,673
Sup Investigator (D.A.)	\$40.55 \$7,029	\$42.58 \$7,381	\$44.71 \$7,750	\$46.95 \$8,138	\$49.30 \$8,545
Sr. Investigator (Public Defender)	\$36.42 \$6,313	\$38.24 \$6,628	\$40.15 \$6,959	\$42.16 \$7,308	\$44.27 \$7,673

Attachment B

Salary Adjustment Comparisons

PROP A

**CALENDAR
YEAR**

PROP A %

	DEPUTY I/II	SERGEANT & ABOVE
1983	5.67	5.44
1984	3.60	3.65
1985	7.02	8.09
1986	7.60	8.02
1987	3.74	4.47
1988	4.13	5.75
1989	3.14	2.28
1990	8.55	9.19
1991	2.60	2.50
1992	0.00	0.00
1993	0.30	0.00
1994	2.00	3.60
1995	4.10	4.70
1996	3.46	5.59
1997	1.06	0.73
1998	0.30	0.31
1999	2.00	3.15
2000	4.55	6.13
AVERAGE	3.55	4.09

Attachment C
El Dorado County Law Enforcement Managers Association MOU
Effective 07/01/2010-06/30/2013

Section 1. Base Salary Ranges and Rates

The parties jointly agree that the base salary ranges and rates shown in Attachment A shall be applicable on the dates indicated for classifications in this Unit. Classification Titles and Ranges may be amended from time to time by Resolution adopted by the Board of Supervisors.

1. For purposes of this Agreement, base salary range shall mean the salary Range assigned to a specific classification as provided in Attachment A. Base salary rate shall mean the hourly rate of pay established pursuant to the step placement within the base salary range as provided in this Agreement.
2. Salaries for the classes not affected by Measure N, Charter Section 504 shall receive no salary increases for the term of this agreement.
3. Salaries for the classes affected by Measure N, Charter Section 504, shall be set in accordance with Measure N, Charter Section 504, for each calendar year under the following method:

If January 1 falls in the first week of a bi-weekly payroll period, the salaries for the calendar year just beginning, shall be effective with the first of that payroll period. If January 1 falls in the second week of a bi-weekly payroll period, the new salaries shall begin at the start of the payroll period which follows the one in which January 1 is contained. In addition, the classifications of Chief Investigator (D.A.) shall maintain approved internal salary relationships with class of Sheriff's Captain.

Attachment D
Deputy Sheriff's Association MOU
Effective 06/28/2011-12/31/2013

Section A Salaries

1. The salaries for the classifications of Deputy Sheriff I, II, and Sheriff's Sergeant shall be set in accordance with Proposition A/EI Dorado County Charter Provision 504, as amended, for each calendar year under the following method:
 - a. If January 1 falls in the first week of a biweekly payroll period, the salaries for the calendar year just beginning shall be effective the first day of that payroll period.

DSA MOU

5

06/28/2011-12/31/2013

- b. If January 1 falls in the second week of a biweekly payroll period, the new salaries shall begin at the start of the payroll period which follows the one in which January 1 is contained.

It is acknowledged that this procedure is a negotiated agreement in order to permit the efficient administration of the initiative ordinance which covers the salary setting procedure for these positions.

Attachment E
Salary and Benefits Resolution

704. SALARIES - SHERIFF MANAGEMENT CLASSES

Salaries for the classes of Sheriff's Captain, Sheriff's Lieutenant, Undersheriff, and Sheriff or other Unrepresented classes, affected by Measure N, Charter Section 504, shall be set in accordance with Measure N, Charter Section 504, for each calendar year under the following method:

If January 1 falls in the first week of a bi-weekly payroll period, the salaries for the calendar year just beginning shall be effective with the first of that payroll period.

If January 1 falls in the second week of a bi-weekly payroll period, the new salaries shall begin at the start of the payroll period which follows the one in which January 1 is contained.

Attachment F
El Dorado County Charter

504. Sheriff's Salary Limitation.

The Sheriff's Salary initiative, commonly known as Measure A, and passed by a majority of the voters at a general election on November 7, 1972, is hereby repealed.

The Board of Supervisors shall, at least annually determine the existing average salaries for the South Lake Tahoe Police Department, Amador County Sheriff's Department and the California Highway Patrol for each class of position employed by said agencies. Effective on the first day of January of each year after this charter provision first becomes effective, the Board of Supervisors shall adjust and determine that the average salary for each class of position as set forth herein be at least equal to the average of the salaries for the comparable positions in the South Lake Tahoe Police Department, Amador County Sheriff's Department and the California Highway Patrol.

As used herein, the term "comparable class of position" shall mean a group of positions substantially similar with respect to qualifications or duties or responsibilities using the following positions as guidelines:

- Undersheriff
- Captain
- Lieutenant
- Sergeant
- Deputy Sheriff
- Clerk

The provisions of this section shall prevail over any otherwise conflicting provisions of this charter or general law which may relate to salaries of County officers or employees who are not elected by popular vote.

[Amended by Charter Amendment ratified November 7, 1995, effective January 26, 1996; Stats. 1996, ch. 2]