

# EL DORADO COUNTY PROBATION DEPARTMENT

**SHINGLE SPRINGS OFFICE**

3974 Durock Road, Ste. 205  
Shingle Springs, CA 95682  
Tele. (530) 621-5625  
FAX (530) 676-6216

**SOUTH LAKE TAHOE OFFICE**

1360 Johnson Blvd., Ste 102  
South Lake Tahoe, CA 96150  
Tele. (530) 573-3083  
FAX (530) 541-1880

**JUVENILE TREATMENT CENTER**

1041 Al Tahoe Blvd.  
South Lake Tahoe, CA 96150  
Tele. (530) 573-7980  
FAX (530) 543-6978



**Brian J. Richart**  
Chief Probation Officer

April 5<sup>th</sup>, 2021

Members of the County Board of Supervisors,

On April 6<sup>th</sup>, 2021 the County Administrator will bring forth for your consideration Legistar item #21-0541 (Agenda item 47), a matter related to Department Head and Unrepresented Employee Compensation. I am writing to provide additional context relative to the pay and total compensation of the Chief Probation officer (CPO). I have advised the County Administrative Officer of this communication and provided him an advanced copy for review and consideration. Also, please be aware that whereas the CPO in El Dorado County is not unfairly compensated, the information below supports the argument that this department head position may be inequitably so, and therefore justifiably considered for an equity increase in cash compensation.

As stated in the report, Section 504 of the El Dorado County Charter provides for a compensation structure for El Dorado County peace officers employed in either the Deputy Sheriff or District Attorney Investigator series. The established pay scales influence cash compensation up through the department head level of each organization. And, as a result, compensation for these classifications is in excess of the adopted county compensation philosophy. In addition, in El Dorado County, pay for the Sheriff, District Attorney and Public Defender are each related to the other by policy and therefore all influenced by the impact of Section 504. The only department head within the Law and Justice group not compensated accordingly remains the Chief Probation Officer. By practice, this classification's compensation has fallen out of phase with the others and, in fact, far behind the classifications of Sheriffs Captain and Chief District Attorney Investigator (DAI) as a benchmark.

The current base pay for the classifications of both Sheriffs Captain and the Chief DAI is 5.1 % greater than that of the CPO. What the report does not provide is that beyond the base pay for Captain and Chief DAI, individuals within the respective comparator classifications may be qualified for a longevity incentive, education incentives, and advanced training incentives. As with the Sheriff and District Attorney, the Chief Probation Officer, as a department head, is not provided incentive pays and therefore has a cash compensation gap greater than the 5.1 % deficit of base pay, as indicated. Information provided by the County Auditor Payroll Division has identified that the cash compensation for the Chief DAI is approximately 25.7% higher than the Chief Probation Officer, with a total compensation gap of approximately 23%. Further, were the current Chief DAI paid at top step of the range (as is the current CPO), the gap would increase to 29% cash compensation beyond the CPO. This cash compensation disparity will be exacerbated as pay for the CPO continues to be based on a scale separate and apart from all other Law and Justice department heads.

Finally, as it relates to comparator counties, base compensation information for both Sheriffs Captain and CPO classifications has been made available by the County Human Resource Department as benchmark data. In each case the CPO in comparator counties is compensated at a rate greater than a Sheriffs Captain, by between 4.8% and 33.7%. However, it is additionally important to consider that the average compensation for the classification of a Chief Probation officer in comparator counties is 21 % higher than that of the average for sheriffs captain classifications. Due to these conditions, the CPO in El Dorado County is compensated out of scale when compared to comparator counties and when compared to benchmark classifications within El Dorado County.

For these reasons, it is respectfully requested while considering compensation for both the Sheriff and District Attorney that your Board consider the compensation of the Chief Probation Officer relative to the context of both comparator county conditions and internal conditions and consider directing a reasonable adjustment as soon as practical.

Respectfully Submitted,

Brian Richart  
Chief Probation Officer

c Don Ashton, County Administrator