



The County of El Dorado

Human Resources Department

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Board of Supervisors
330 Fair Lane
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Subject: El Dorado County Charter Section 504/Salary Increases

Dear Board Members:

Recommendation:

Human Resources has calculated the salary increases required by El Dorado County Charter Section 504, Memorandum of Understanding between the County of El Dorado and El Dorado County Deputy Sheriff's Association, Law Enforcement Manager's Association and the Salary and Benefits Resolution. Based on a comparison of the salaries of the three designated comparator agencies, it has been determined that an increase of 2.74% for the classes of Sergeant, Investigator (D.A.) and Sr. Investigator (Public Defender), and an increase of 2.81% for the classes of Deputy Sheriff I/II is warranted. The new rates for the designated classes are effective December 28, 2013, the first day of pay period 2, in which January 1 falls (in accordance with MOU). The estimated annual cost is \$355,000.

Staff requests the Board adopt the attached resolution that will amend the Salary Schedule and implement the new rates for the classes affected by El Dorado County Charter Section 504.

Reason for Recommendation:

The El Dorado County Charter, Section 504 requires the salaries of certain law enforcement/Sheriff's Department classes be set at least at the average of the City of South Lake Tahoe, the County of Amador, and the California Highway Patrol.

Classifications of Investigator (D.A.), Supervising Investigator (D.A.) and Senior Investigator (Public Defender) are included pursuant to DSA Memorandum of Understanding; Chief Investigator (D.A.) and designated Sheriff's Management classifications are included in Law Enforcement Manager's Association MOU and the Salary and Benefits Resolution Section 704.

Our office has conducted the annual survey of the comparator agencies and classifications (see attachments), and has determined that the classifications of Sheriff's Sergeant, Supervising Investigator

(D.A.), Investigator (D.A.), and Sr. Investigator (P.D.) will receive a 2.74% increase, and the classifications of Deputy Sheriff I/II will receive a 2.81% increase.

Fiscal Impact:

The estimated annual cost of the increase is \$355,000.

Action to be Taken Following Approval:

Staff will return with an appropriate budget transfer as necessary. Human Resources will work with Payroll and Information Technologies to ensure that appropriate rates are entered into the Payroll/Personnel System.