

El Dorado County Charter

§504

Presented
January 24, 2012

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known as Measure A, and passed by a majority of the voters at a general election on November 7, 1972, is hereby repealed.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.

504 Calculations Historically

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



2012 Comparisons

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%	

2012 Comparisons Cont.

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	
		\$7,672.89	\$44.27	
	EDC Paid Below Average	-2.327%	-2.327%	

2012 Comparisons Cont.

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	
El Dorado County	Sheriff's Lieutenant	\$11,226.80	\$64.77	
		\$9,781.57	\$56.43	
	EDC Paid Above Average	12.873%	12.874%	

2012 Comparisons Cont.

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	\$12,467.87	\$71.93	
		\$11,352.56	\$65.50	
	EDC Paid Above Average	8.945%	8.945%	

2012 Comparisons Cont.

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 for Captain as well)	\$10,944.27	\$63.14	Chief is \$68.52 p/hr and \$11,876 p/mo at top step
State of California	Assistant Chief	\$14,746.00	\$85.07	Asst Commissioner is \$97.05 p/hr and \$16,822 p/mo at top step
	Average:	\$12,378.42	\$71.33	
El Dorado County	Undersheriff	\$13,951.60	\$80.49	
		\$12,378.42	\$71.33	
	EDC Paid Above Average	11.276%	11.379%	

2012 Comparisons Cont.

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	
State of California	Commissioner	\$14,746.00	\$85.07	Responsible for more than 12,000 employees and 100 offices.
	Average:	\$12,227.34	\$70.54	
	Sheriff	\$16,412.93	\$94.69	
	EDC Paid Above Average	25.502%	25.502%	

Proposed Salary Schedule

	Step 1	Step 2	Step 3	Step 4	Step 5
Deputy Sheriff I	\$28.13	\$29.54	\$31.02	\$32.57	\$34.20
	\$4,876	\$5,120	\$5,377	\$5,645	\$5,928
Deputy Sheriff II	\$29.48	\$30.95	\$32.50	\$34.13	\$35.84
	\$5,110	\$5,365	\$5,633	\$5,916	\$6,212
Sheriff's Sergeant	\$36.42	\$38.24	\$40.15	\$42.16	\$44.27
	\$6,313	\$6,628	\$6,959	\$7,308	\$7,673
Sheriff's Lieutenant	\$53.29	\$55.95	\$58.75	\$61.69	\$64.77
	\$9,237	\$9,698	\$10,182	\$10,693	\$11,227
Sheriff's Captain	\$59.18	\$62.14	\$65.25	\$68.51	\$71.94
	\$10,258	\$10,771	\$11,310	\$11,875	\$12,470
Undersheriff	\$66.22	\$69.53	\$73.01	\$76.66	\$80.49
	\$11,478	\$12,052	\$12,655	\$13,288	\$13,952
Sheriff/Coroner/Public Admin	\$94.68	\$94.68	\$94.68	\$94.68	\$94.68
	\$16,411	\$16,411	\$16,411	\$16,411	\$16,411
Chief Investigator (D.A.)	\$56.35	\$59.17	\$62.12	\$65.23	\$68.48
	\$9,767	\$10,255	\$10,768	\$11,307	\$11,872
Investigator (D.A.)	\$36.42	\$38.24	\$40.15	\$42.16	\$44.27
	\$6,313	\$6,628	\$6,959	\$7,308	\$7,673
Sup Investigator (D.A.)	\$40.55	\$42.58	\$44.71	\$46.95	\$49.30
	\$7,029	\$7,381	\$7,750	\$8,138	\$8,545
Sr. Investigator (Public Defender)	\$36.42	\$38.24	\$40.15	\$42.16	\$44.27
	\$6,313	\$6,628	\$6,959	\$7,308	\$7,673

Sheriff Series Salary Compaction Review

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
DSA					
Deputy Sheriff I	\$28.13 \$4,876.45	\$29.54 \$5,120.27	\$31.02 \$5,376.29	\$32.57 \$5,645.10	\$34.20 \$5,927.36
Deputy Sheriff II	\$29.48 \$5,110.60	\$30.95 \$5,366.13	\$32.50 \$5,634.44	\$34.13 \$5,916.16	\$35.84 \$6,211.97
Sheriff's Sergeant	\$36.42 \$6,312.59	\$38.24 \$6,628.22	\$40.15 \$6,959.63	\$42.16 \$7,307.61	\$44.27 \$7,672.99
LEMA					
Sheriff's Lieutenant	\$53.29 \$9,236.93	\$55.95 \$9,698.00	\$58.75 \$10,183.33	\$61.69 \$10,692.93	\$64.77 \$11,226.80
Sheriff's Captain	\$59.17 \$10,256.13	\$62.13 \$10,769.20	\$65.24 \$11,308.26	\$68.50 \$11,873.33	\$71.93 \$12,467.86
Elected/Appointed					
Undersheriff	\$66.22 \$11,478.13	\$69.53 \$12,051.86	\$73.01 \$12,655.06	\$76.66 \$13,287.73	\$80.49 \$13,951.60
Sheriff/Coroner/Public Admin	\$94.69 \$16,412.93	\$94.69 \$16,412.93	\$94.69 \$16,412.93	\$94.69 \$16,412.93	\$94.69 \$16,412.93

Spread

4.80%
6.70%
20.38%
5.76%

Add-ons	DSA	Average Annual Pay associated with Add-ons	LEMA	Average Annual Pay associated with Add-ons
		Calculated at Dep II Step V \$35.84 p/hr		Calculated at Lieutenant Step V \$64.77 p/hr
Longevity Or POST Pay	DS III, Sgt, Inv. DA Longevity 2.5% @ 10 Yrs 5.0% @ 15 Yrs 7.5% @ 20 Yrs OR POST Int POST 6.5% Adv POST 12.5% Max = 12.5%	\$1,863.68 \$3,727.36 \$5,591.04 \$4,845.57 \$9,318.40	Longevity 5.0% @ 10 Yrs 10.0% @ 15 Yrs 13.0% @ 20 Yrs 15.0% @ 25 Yrs 16.0% @ 30 Yrs OR POST Int – 5% Adv – 10% Supv – 12% Mgmt – 13%	\$6,736.08 \$13,472.16 \$17,513.81 \$20,208.24 \$21,555.46 \$6,736.08 \$13,472.16 \$16,166.59 \$17,513.81
On Call	\$1.60/Hour	Varies	\$196.80/Week	Varies
Shift Differential	Night Shift defined by Dept \$.75 p/hr	Varies	N/A	
Uniform Allowance	\$350 ea Jan \$350 ea July	\$700	\$26.92/PP	\$700

Add-ons	DSA	Average Annual Pay associated with Add-ons	LEMA	Average Annual Pay associated with Add-ons
Other Pays	Hazard. Duty Pay \$40.00/Incident	Varies	5% B.A. Differential	\$6,736.08
	Police Dog Handlers \$70.00/PP			
	Field Training Officer Pay 5%/Hr For Term Assigned	\$3,727.36		
	Detective Unit 5% For Term of Assignment	\$3,727.36		
	Education Incentive 2.0% for A.A. 5.0% for B.A.	\$1,490.94 \$3,727.36		
	Mgmt/Special Leave - Use or Payoff Quarterly	N/A		
Base Pay		\$74,547.20		\$134,721.60
Max Add Pays		\$17,473.12		\$30,131.41
Total Monetary Comp		\$92,020.32		\$164,853.01