



County of El Dorado

330 Fair Lane, Building A
Placerville, California
530 621-5390
FAX 622-3645
www.edcgov.us/bos/

Legislation Details (With Text)

File #: 10-1325 **Version:** 1

Type: Agenda Item **Status:** Adopted

File created: 12/10/2010 **In control:** Board of Supervisors

On agenda: 1/4/2011 **Final action:** 1/4/2011

Title: Human Resources Department recommending the Board adopt a resolution amending the Salary Schedule and implementing the new rates for the classes affected by El Dorado County Charter Section 504. (Est. Time: 15 Min.)

FUNDING: General Fund Department 15.
Resolution 005-2011

Sponsors:

Indexes:

Code sections:

Attachments: 1. Charter Section 504 Salary Rates, 2. 2011 Deputy Sheriff Chart, 3. 2011 Sergeant chart, 4. Fully executed Resolution 005-2011

| Date | Ver. | Action By | Action | Result |
|----------|------|----------------------|---------|--------|
| 1/4/2011 | 1 | Board of Supervisors | Adopted | Pass |

Human Resources Department recommending the Board adopt a resolution amending the Salary Schedule and implementing the new rates for the classes affected by El Dorado County Charter Section 504. (Est. Time: 15 Min.)

FUNDING: General Fund Department 15.

Resolution 005-2011

| BUDGET SUMMARY: | | |
|---------------------------|-------------------|-----------|
| Total Estimated Cost | Sheriff | \$340,000 |
| | District Attorney | \$70,000 |
| Funding | \$410,000 | |
| Budgeted | \$ | |
| New Funding | \$ | |
| Savings | \$ | |
| Other | \$410,000 | |
| Total Funding Available | \$ | |
| Change To Net County Cost | | \$ |

Fiscal Impact/Change to Net County Cost: Impacted departments will absorb the cost of this increase. In the event that impacted departments are unable to absorb the cost of this increase, a transfer from Contingency funds will be requested.

Background: Human Resources has calculated the salary increases required by El Dorado County Charter Section 504, County of El Dorado Modified Last Best and Final Offer with El Dorado County

Deputy Sheriff's Association, and by Resolution. Based on the comparison of the salaries of the three designated agencies, it has been determined that an increase of 3.42% for the classes of Sheriff's Sergeant and classes directly tied, and an increase of 3.58% for the classes of Deputy Sheriff I/II is warranted. The Deputy Sheriff's Association and Law Enforcement Managers Association have been advised of these computations. The new rates for the designated classes are effective January 1, 2011, the first day of the pay period. For the remainder of FY 10-11, the estimated cost is \$410,000. Impacted bargaining units have been notified of the salary adjustments.

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.) and Senior Investigator (D.A.) are included pursuant to Memorandum of Understanding; Senior Investigator (Public Defender) is included pursuant to resolution #227-99; Chief Investigator (D.A) and designated Sheriff's Management classifications are included pursuant to Salary and Benefits Resolution Section 704; and Supervising Investigator (D.A.) is included to maintain internal salary relationships.

Our office has conducted the annual survey of the comparator agencies and the classifications (see attachments), and has determined that the classifications of Sheriff's Sergeant, Sheriff's Lieutenant, Sheriff's Captain, Undersheriff, Sheriff, Chief Investigator (D.A.), Supervising Investigator (D.A), and Senior Investigator (P.D.) will receive a 3.42% increase, and the classifications of Deputy Sheriff I/II will receive a 3.58% increase.

Action to be taken following Board 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.

Contact: Chris Little

Concurrences: