



Legislation Details (With Text)

File #: 18-1832 **Version:** 1

Type: Agenda Item **Status:** Approved

File created: 11/15/2018 **In control:** Board of Supervisors

On agenda: 12/18/2018 **Final action:** 12/18/2018

Title: Human Resources Department recommending the Board adopt, effective the pay period containing January 1, 2019, new salaries (as listed in Attachment B) for the classifications affected by El Dorado County Charter, Section 504; the Memorandum of Understanding between the County of El Dorado and the Deputy Sheriffs' Association, Article 5, Section 2; and the Memorandum of Understanding between the County of El Dorado and the El Dorado County Law Enforcement Management Association, Article 4, Section 1B for an estimated total annual cost increase of \$540,849 (approximately \$270,424 for the remainder of Fiscal Year 2018-19).

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Benchmark Data 12-18-18, 2. A - Revised Benchmark Data BOS Rcvd 12-18-18, 3. B - New Salaries 12-18-18, 4. B - Revised New Salaries BOS Rcvd 12-18-18

Date	Ver.	Action By	Action	Result
12/18/2018	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board adopt, effective the pay period containing January 1, 2019, new salaries (as listed in Attachment B) for the classifications affected by El Dorado County Charter, Section 504; the Memorandum of Understanding between the County of El Dorado and the Deputy Sheriffs' Association, Article 5, Section 2; and the Memorandum of Understanding between the County of El Dorado and the El Dorado County Law Enforcement Management Association, Article 4, Section 1B for an estimated total annual cost increase of \$540,849 (approximately \$270,424 for the remainder of Fiscal Year 2018-19).

FUNDING: General Fund.

DISCUSSION / BACKGROUND

Section 504 of the El Dorado County Charter requires the Board of Supervisors to determine the average salaries for South Lake Tahoe Police Department, Amador County Sheriff's Department, and California Highway Patrol (comparator agencies) annually, and to adjust the salaries of specific, comparable law enforcement classifications to be at least equal to the average of the salaries for comparable positions in those agencies.

Additionally, the County has agreed through the Deputy Sheriffs Association' Memorandum of Understanding (MOU) that the salary range of the Investigator (District Attorney) will be maintained so that Step 5 of the salary range for the Investigator (District Attorney) is equal to Step 5 of the salary range for Sheriff's Sergeant, and that the Supervising Investigator (District Attorney) classification will receive the same percentage increase received by the Investigator (District Attorney) classification.

The County has also agreed through the El Dorado County Law Enforcement Management Association MOU, Article 4, Section 1B, that the Chief Investigator (District Attorney) will be internally tied to the classification of Sheriff's Captain, which would result in the Chief Investigator (District Attorney) receiving the same percentage increase as the Sheriff's Captain.

Using the Deputy Sheriff II as the benchmark classification, the Human Resources Department conducted the annual survey of the comparator agency classifications (see attachments). The annual survey indicates that the Deputy Sheriff II is 2.35% below the average salary of the comparator agencies. Therefore, it has been determined that the Deputy Sheriff II will receive a 2.35% increase. In addition, the subsequent classifications will receive a 2.35% increase to maintain the current internal alignment.

The estimated fiscal impact for the remainder of this fiscal year is \$241,552 for the Sheriff's Office and \$28,872 for the District Attorney's Office. These amounts have not been budgeted and it is anticipated that the Sheriff's Office will be able to offset the costs with salary savings. If the District Attorney's Office does not have savings sufficient to offset these costs, the District Attorney's Office will return to the Board of Supervisors to request a transfer from the General Fund contingency.

ALTERNATIVES

There are no feasible alternatives. The Charter requires that the salaries be set "at least equal" to the average of the salaries for comparable positions in other agencies.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources will work with Payroll and Information Technologies to ensure that appropriate rates are entered into the Payroll/Personnel System.

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

The estimated total annual cost of this item is \$540,849 (approximately \$270,424 for the remainder of FY 2018-19).

Approximate Estimated Cost:

Sheriff's Office - Annual \$483,105 / Remainder of FY 2018-19 \$241,552

District Attorney's Office - Annual \$57,744 / Remainder of FY 2018-19 \$28,872

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources