



County of El Dorado

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Legislation Details (With Text)

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Title: Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution 193-2017, amending the Salary Schedule and implementing the new rates for the classifications affected by El Dorado County Charter, Section 504; the Memorandum of Understanding between the County of El Dorado and the Sheriffs' Association, Article 5, Section 2; and the Memorandum of Understanding between the County of El Dorado and the Law Enforcement Managers' Association, Article 4, Section 1B for an estimated total cost of approximately \$236,150 for the remainder of Fiscal Year 2017/18.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 5A - Benchmark Data 12-19-17, 2. 5B - Salary Changes 12-19-17, 3. Executed Resolution 193-2017 BOS 12-19-17, 4. 5C - Resolution 12-19-17, 5. 4A - 504 Comps 2017 1-3-17, 6. 4B - 504 Salary Schedule Changes 2017 1-3-17, 7. 4C - Resolution 1-3-17, 8. Executed Resolution 006-2017, 9. 3A - 504 Comps 2016 1-5-16, 10. 3B - 504 Salary Schedule Changes 2016 1-5-16, 11. 3C - Blue Route for Reso 1-5-16, 12. 3D - Reso 504 2016 1-5-16, 13. Executed Resolution 007-2016, 14. 2A - 504 Comps 2014 1-28-14, 15. 2B - 504 Salary Schedule Changes 2014 1-28-14, 16. 2C - BOSLtr-504-14 1-28-14, 17. 2D - Reso 504 2014 1-28-14, 18. Executed Resolution 003-2014.pdf, 19. A - 504 Comps 2014.pdf, 20. B - 504 Salary Schedule Changes 2014.pdf, 21. C - BOSLtr-504-14.pdf, 22. D - Reso 504 2014.pdf

Date	Ver.	Action By	Action	Result
12/19/2017	5	Board of Supervisors	Approved	Pass
1/3/2017	4	Board of Supervisors	Approved	Pass
1/5/2016	3	Board of Supervisors	Approved	Pass
1/28/2014	2	Board of Supervisors	Approved	Pass
1/14/2014	1	Board of Supervisors	Continued	Pass

Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **193-2017**, amending the Salary Schedule and implementing the new rates for the classifications affected by El Dorado County Charter, Section 504; the Memorandum of Understanding between the County of El Dorado and the Sheriffs' Association, Article 5, Section 2; and the Memorandum of Understanding between the County of El Dorado and the Law Enforcement Managers' Association, Article 4, Section 1B for an estimated total cost of approximately \$236,150 for the remainder of Fiscal Year 2017/18.

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

Adopt and authorize the Chair to sign Resolution **193-2017**, amending the Salary Schedule and implementing the new rates for the classifications affected by El Dorado County Charter, Section 504;

the Memorandum of Understanding (MOU) between the County of El Dorado and the Sheriffs' Association (DSA), Article 5, Section 2; and the Memorandum of Understanding between the County of El Dorado and the Law Enforcement Managers' Association (LEMA), Article 4, Section 1B.

DISCUSSION / BACKGROUND

The El Dorado County Charter, Section 504 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 annually, and to adjust the salaries of specific law enforcement classifications to be at least equal to average of the salaries for comparable positions in those agencies.

The County has agreed through the DSA 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. The Supervising Investigator (District Attorney) classification will receive the same percentage increase received by the Investigator (District Attorney) classifications.

In addition, the County has agreed through the LEMA MOU, Article 4, Section 1B, the Chief Investigator (District Attorney) will be internally tied to the classification of 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 2.09% below the average comparator agencies. Therefore, it has been determined that the Deputy Sheriff II should receive a 2.09% increase. In addition, the subsequent classifications (noted in 504 or internally aligned per the respective MOUs) should receive a 2.09% increase to maintain the current internal alignments.

Further, the Board of Supervisors increased the Undersheriff's salary by 4.6% via Resolution No. 165 -2017 to be effective January 1, 2018. Given such, the Section 504 increase of 2.09% is based off of the new salary effective January 1, 2018, not the current 2017 salary.

The estimated fiscal impact for the remainder of this fiscal year is \$212,698 for the Sheriff's Department and \$23,453 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 department will return to the Board of Supervisors to request a transfer from General Fund contingency.

ALTERNATIVES

The Charter requires that the salaries be set "at least equal" to the average of the salaries for comparable positions in other agencies. This recommendation sets salaries at the minimum required by the Charter; however the Board has discretion to further increase salaries.

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

FINANCIAL IMPACT

The estimated total annual cost (Including benefits) of this item is \$472,301 (approximately \$236,150 for the remainder of FY 17-18).

Approximate Estimated Cost:

Sheriff's Office - Annual \$425,396 / Remainder of FY 2017-18 \$212,698

District Attorney's Office - Annual \$46,905 / Remainder of FY 2017-18 \$23,453

CLERK OF THE BOARD FOLLOW UP ACTIONS

The Clerk will obtain the signature of the Chair on the Resolution and provide Katie Lee in Human Resources with a copy of the executed resolution.

CONTACT

Tameka Usher, Director of Human Resources