



Legislation Text

File #: 17-0453, **Version:** 2

Sheriff's Office recommending the Board direct the Payroll Division of the Auditor'-Controller's Office to pay \$1,953.55 in back pay owed to Undersheriff Randy Peshon for his step 5 merit increase, which was owed in pay period 3, but was not reflected in his paycheck until pay period 8. (Cont. 5/16/17, Item 23) (Est. Time: 5 Min.)

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

Sheriff's Office recommends the Board authorize the Auditor-Controller's Office to pay \$1,953.55 in back pay owed to Undersheriff Randy Peshon.

DISCUSSION / BACKGROUND

Undersheriff Peshon was due his step 5 merit increase on pay period 3 in 2016; however, the Payroll Division of the Auditor-Controller's Office did not change his pay rate until pay period 8, when the Undersheriff's annual evaluation was completed. As a result, the Undersheriff was under compensated for five pay periods. His step 5 pay hourly rate should have increased by an estimated \$4.65 per hour. However, in pay periods 3 through 7 he continued to be compensated at his Step 4 hourly rate. Undersheriff Randy Peshon should have been compensated at his step 5 hourly rate for pay periods 3 through 7. This resulted in an underpayment of approximately \$390.71 a pay period, or \$1,953.55 for the five pay periods combined.

$\$4.6513 \times 84 \text{ hours (HO4 pay)} = \390.7092
 $\$390.71 \times 5 \text{ pay periods} = \$1,953.546$

The Sheriff's Office is requesting that the Board direct the Auditor-Controller's Office to pay the amount owed to the Undersheriff due to a delay in processing his merit increase.

ALTERNATIVES

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

N/A

CAO RECOMMENDATION

The CAO recommends approval, based on the determinations of County Counsel and Human Resources that this payment is a legal obligation of the County.

FINANCIAL IMPACT

Approximately \$1,953.55 is available within the Sheriff's budget for this payment. There will be no change to net county cost.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Public Safety

CONTACT

Undersheriff Randy Peshon