



Legislation Text

File #: 21-0725, **Version:** 1

Director of Human Resources recommending the Board adopt and authorize the Chair to sign Resolution **060-2021** establishing revised salaries for the District Attorney, Sheriff/Coroner/Public Administrator, Public Defender, and the Chief Probation Officer, to be effective the pay period following adoption.

FUNDING: Primarily General Fund with some positions being paid with State and Federal Funding.

DISCUSSION / BACKGROUND

On April 6, 2021, the Chief Administrative Office recommended the Board provide direction to the Human Resources Director relative to the compensation paid to the Sheriff, District Attorney, Public Defender, and Chief Probation Officer. The Board of Supervisors directed staff to return to the Board with a Resolution to 1) state that the Sheriff's total compensation will remain 2.5% above the Undersheriff on an ongoing basis; 2) confirm that the District Attorney and Sheriff shall continue to receive the same base salary; 3) state that the Public Defender's base salary will be set at 15% below the District Attorney's base salary; and 3) state that the compensation of the Chief Probation Officer shall be 10% above the Sheriff's Captain base salary on a one-time basis.

To adhere to the Board direction provided above, Resolution 060-2021 will 1) increase the base salary of the Sheriff by 4.91% to bring compensation to 2.5% above the Undersheriff, 2) increase the base salary of the District Attorney to be equal to that of the Sheriff which also results in a 4.91% increase, 3) set the base salary of the Public Defender at 15% below the District Attorney's base salary, which provides an increase to the base salary for the Public Defender classification by 2.49% 4) set the base salary of the Chief Probation Officer at 10% above the Sheriff's Captain, which provides an increase to the base salary for the Chief Probation Officer by 15.59%.

A revision to the Salary and Benefits Resolution for Unrepresented Employees, Resolution 165-2020 will be offered at a future Board meeting that will maintain the salaries of the Sheriff/Coroner/Public Administrator, District Attorney, and Public Defender classifications at the benchmarks previously directed by the Board on an ongoing basis.

ALTERNATIVES

The Board may choose not to approve the salary increases at this time or provide Human Resources with an alternate direction.

PRIOR BOARD ACTION

Legistar #21-0541 - Sheriff, District Attorney, Public Defender, and Chief Probation Officer Compensation Direction

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Chief Administrative Office

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The approximate annual total cost of the increase to the Sheriff and District Attorney's base salary is \$18,500 per position. The approximate annual total cost of increasing the Public Defender's base salary is \$6,800. The approximate annual total cost of increasing the Chief Probation Officer's salary is \$42,600. The increases will result in an estimated increase of \$86,400 in the FY 2021-22 Budget, primarily impacting the General Fund. It is anticipated that the impacted departments can absorb the increased costs in FY 2020-21, but if not adjustments will be made with the Adopted Budget.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide a copy of the fully executed Resolution to Lauren Montalvo and Jordan Meyer in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources