



Legislation Text

File #: 21-1895, **Version:** 1

Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **178-2021** adopting, effective the pay period containing January 1, 2022, new salaries 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, the El Dorado County Law Enforcement Management Association, Article 4, Section 1B, and the Salary and Benefits Resolution for Unrepresented Employees, Section 6. 602 for an estimated total annual cost of approximately \$1,097,100 (approximately \$548,550 for the remainder of Fiscal Year 2021-22).

FUNDING: General Fund.

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 (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.

Lastly, the County has also agreed through the Salary and Benefits Resolution for Unrepresented Employees, Section 6. 602, that the Sheriff/Coroner/Public Administrator will be internally tied to the classification of Undersheriff, which would result in the Sheriff/Coroner/Public Administrator receiving the same percentage increase as the Undersheriff. Further, the Salary and Benefits Resolution for Unrepresented Employees also stipulates internal linkages between the Sheriff/Coroner/Public Administrator, District Attorney, Public Defender, and the Alternate Public Defender, which means the District Attorney, Public Defender, and the Alternate Public Defender would receive the same percentage increase as the Sheriff/Coroner/Public Administrator.

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 3.23% below the average salary of the

comparator agencies. Therefore, it has been determined that the Deputy Sheriff II should receive a 3.23% increase. In addition, the subsequent classifications should also receive a 3.23% increase to maintain the current internal alignment.

The estimated fiscal impact for the remainder of this fiscal year is \$477,350 for the Sheriff's Office, \$62,050 for the District Attorney's Office, \$5,075 for the Public Defender's Office, and \$4,075 for the Alternate Public Defender's Office. These amounts have not been budgeted. If the departments do not have savings sufficient to offset these costs, they will return to the Board with the Mid-Year Budget Report to request a transfer of appropriations 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.

PRIOR BOARD ACTION

The most recent action taken with regard to Charter Section 504 was on December 15, 2020, with Legistar item 20-1617.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

N/A

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The estimated total annual cost of this item is \$1,097,100 (approximately \$548,550 for the remainder of Fiscal Year 2021-22).

Approximate Estimated Cost:

Sheriff's Office - Annual \$954,700 / Remainder of FY 2021-22 \$477,350

District Attorney's Office - Annual \$124,100 / Remainder of FY 2021-22 \$62,050

Public Defender's Office - Annual \$10,150 / Remainder of FY 2021-22 \$5,075

Alternate Public Defender's Office - Annual \$8,150 / Remainder of FY 2021-22 \$4,075

CLERK OF THE BOARD FOLLOW UP ACTIONS

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

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources