



## Legislation Text

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**File #:** 24-0045, **Version:** 1

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Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **011-2024** adopting, effective the pay period containing January 1, 2024, 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.

**FUNDING:** General Fund.

### **DISCUSSION / BACKGROUND**

#### **Charter 504 and Formally Linked Classifications**

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.

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 ~~2.58~~ 5.39% below the average salary of the comparator agencies. Therefore, it has been determined that the Deputy Sheriff II should receive a ~~2.58~~ 5.39% increase. In addition, the subsequent classifications should also receive a ~~2.58~~ 5.39% increase to maintain the current internal alignment.

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. This applies to the Assistant Chief Investigator (District Attorney) as well; which is internally tied to the classification of Sheriff's Lieutenant to result in the Assistant Chief Investigator (District Attorney) receiving the same percentage increase as the Sheriff's Lieutenant.

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, the Alternate Public Defender, and County Counsel which means the District Attorney, Public Defender, the Alternate Public Defender, and County Counsel would receive the same percentage increase as the Sheriff/Coroner/Public Administrator. There may be some minor variance in the percentage increases due to rounding to maintain the correct internal linkage percentages.

It is noted that the Salary and Benefits Resolution sets the salary of the Chief Administrative Officer at two (2) percent above the salary of the Sheriff/Coroner/Public Administrator, "unless otherwise authorized by the Board." On February 21, 2023 (Legistar item 23-0417), the Board authorized a ten (10) percent cumulative salary increase for the classification of Chief Administrative Officer to assist in recruitment efforts. Since the current salary of the Chief Administrative Officer is greater than two (2) percent above the salary of the Sheriff/Coroner/Public Administrator, that classification will not receive a salary increase at this time.

#### **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 January 3, 2023, with Legistar item 22-2168.

#### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

N/A

#### **CAO RECOMMENDATION**

Approve as recommended.

#### **FINANCIAL IMPACT**

The estimated fiscal impact for the remainder of this fiscal year is ~~\$1,220,000~~ ~~577,000~~. The approximate annual cost of the increase is ~~\$2,440,000~~ ~~1,154,000~~. 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 the General Fund.

Approximate Estimated Cost:

Sheriff's Office - Annual ~~\$2,096,400~~ ~~990,000~~ / Remainder of fiscal year ~~\$1,048,200~~ ~~495,000~~

District Attorney's Office - Annual ~~\$286,000~~ ~~136,000~~ / Remainder of fiscal year ~~\$143,000~~ ~~68,000~~

Public Defender's Office - Annual ~~\$19,200~~ ~~10,000~~ / Remainder of fiscal year ~~\$9,600~~ ~~5,000~~

Alternate Public Defender - Annual ~~\$16,400~~ ~~8,000~~ / Remainder of fiscal year ~~\$8,200~~ ~~4,000~~

County Counsel - Annual ~~\$22,000~~ ~~10,000~~ / Remainder of fiscal year ~~\$11,000~~ ~~5,000~~

#### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

Upon Board adoption and approval, please provide a copy of the fully executed Resolution to Human

Resources.

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

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