

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors
From: Nancy Nittler, Personnel Director *NW*
Thomas Miller, County Executive Officer
By: Hedy Dehghan, Senior Personnel Analyst *HD*
Date: February 5, 2008
Subject: Salary Increases - Proposition F and Other Safety Classifications

RECOMMENDATION:

It is recommended that your Board approve the attached ordinance implementing the required salaries for the classifications covered by Proposition F and other associated law enforcement classifications, as presented in the attached ordinance to be effective February 1, 2008, at 5:01 p.m. Percentage increases by classification are as follows: Undersheriff 5.52%; Assistant Sheriff 5.52%; Captain 5.55%; Lieutenant 5.51%; Sergeant 5.65%; Chief Deputy Coroner 4.19%, Deputy Sheriff I/II 4.19%; Investigator 5.64%; Investigator Welfare Fraud 5.64%.

INFORMATION & BACKGROUND:

Proposition F was a local initiative sponsored by the Placer County Deputy Sheriff's Association (PCDSA) and passed by the voters of Placer County, effective in 1977. Proposition F, codified in Placer County Code § 3.12.040 (Appendix A) and its express terms, are mandatory. Proposition F provides the required method for annually determining and setting salaries for specified peace officer classes in Placer County. The Proposition F formula is to annually: (1) determine maximum salaries for comparable classes of positions, as listed, in the 3 surrounding counties, El Dorado, Nevada and Sacramento; (2) calculate the average salaries for those three agencies; and then, (3) set the salary of the Placer County comparable employees at a level equal to the average salary of the other three counties. The averages are required to be used to set the salaries for the classifications of Undersheriff, Captain, Lieutenant, Sergeant, and Deputy Sheriff II, effective the first full pay period in February. The survey data collected from the El Dorado, Nevada and Sacramento counties is attached as Appendix B. For a Deputy Sheriff II, our most populous class, the Proposition F increase would result in an approximate annual base salary of \$61,848, an increase of \$2,484 over the existing top salary of \$59,364.

While Proposition F sets the salaries of the Sheriff's Department classifications as described above, the salaries for other classifications represented by the PCDSA, including: D.A. Investigator series, Investigator - Welfare Fraud, Assistant Sheriff, and Chief Deputy Coroner are set through the PCDSA collective bargaining process. Therefore, as part of the negotiated PCDSA Memorandum of Understanding (MOU) the classification of D.A. Investigator will receive a salary set at 5% above the base pay of the Sergeant classification; the Assistant Sheriff will receive a salary set at 10% below the base pay of the Undersheriff; and the Chief Deputy Coroner will receive a salary set at 7.5% above the base pay of the Deputy Sheriff II, effective 5:01 pm, February 1, 2008. The Deputy Probation Officer series salaries are set through the PCDSA collective bargaining process and are not tied to Proposition F.

The PCDSA and the Sheriff have been advised of the salary adjustments as presented.

FISCAL IMPACT:

The total cost impact for the remainder of this fiscal year, as shown in Appendix C, is approximately **\$397,985 (\$1,160,390 annualized)**, which the affected departments will be expected to absorb within their current budgets.

cc: R. Colwell, Chief Assistant County Executive Officer
M. Boyle, Assistant County Executive Officer
T. Leonard, Principal Management Analyst
J. Fogarty, Auditor's Office - Payroll Division
S. Peoor, Chief Probation Officer

E. Bonner, Sheriff
B. Fenocchio, District Attorney
J. Tindall, Placer County Deputy Sheriffs Association
R. Burton, Director, HHS

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Proposition F provides:

3.12.040 Salaries--Placer County sheriff's ordinance initiative.

A. The board of supervisors shall, at least annually, determine the existing maximum salaries for the Nevada County sheriff's office, El Dorado County sheriff's office and Sacramento County sheriff's office for each class of position employ said agencies.

B. Effective January 1, 1977, and effective January 1st of each year thereafter the board of supervisors shall, during the month of January, determine the average salary for each class of position as set forth herein, and beginning the first period following January shall fix the average salary for each class of position the Placer County sheriff's office at a level equal to the average of the salary for the comparable positions in the Nevada County sheriff's office, El Dorado County sheriff's office and the Sacramento County sheriff's office.

C. As used herein the term "comparable class of position" shall mean a group of positions substantially similar with respect to qualifications or duties or responsibilities using the following positions as guidelines:

1. Undersheriff, inspector, corporal, captain, sergeant, deputy, lieutenant.

D. The provisions of this chapter shall prevail over any otherwise conflicting provisions which may relate to salaries of county employees or officers who are elected by popular vote. (Prior code § 14.3005)

Appendix B							
PLACER COUNTY							
January 2008 - PROPOSITION F SALARY SURVEY							
CLASS	GRADE	2007 SALARY		COUNTY	2008 SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
UNDERSHERIFF	S53	\$9,295	\$11,030	EL DORADO	\$9,894	\$12,026	5.52%
				NEVADA	\$7,681	\$9,377	
				SACRAMENTO	\$13,515	\$13,515	
				AVERAGE	\$10,363	\$11,639	
CAPTAIN	S51	\$7,097	\$8,629	EL DORADO	\$8,842	\$10,747	5.55%
				NEVADA	\$6,483	\$7,915	
				SACRAMENTO	\$7,124	\$8,660	
				AVERAGE	\$7,483	\$9,107	
LIEUTENANT	S50	\$6,337	\$7,701	EL DORADO	\$7,959	\$9,675	5.51%
				NEVADA	\$5,610	\$6,849	
				SACRAMENTO	\$7,120	\$7,851	
				AVERAGE	\$6,896	\$8,125	
SERGEANT	754	\$4,781	\$5,801	EL DORADO	\$5,318	\$6,464	5.65%
				NEVADA	\$4,595	\$5,610	
				SACRAMENTO	\$5,192	\$6,311	
				AVERAGE	\$5,035	\$6,128	
DEP. SHERIFF II	752	\$4,055	\$4,947	EL DORADO	\$4,358	\$5,299	4.19%
				NEVADA	\$3,867	\$4,721	
				SACRAMENTO	\$4,477	\$5,443	
				AVERAGE	\$4,234	\$5,154	
DEP. SHERIFF I*	751	\$3,660	\$3,841		\$3,811	\$4,043	5.25%
DEPUTY TRAINEE**	750	\$3,475			\$3,666		5.49%
Assistant Sheriff - Approx. 10% below Undersheriff							
* Placer County Deputy Sheriff I = 10% below Deputy Sheriff II							
**Placer County Deputy Sheriff Trainee Salary = 5% below Deputy Sheriff I, Step 1							
Assistant Deputy Sheriff II = Deputy Sheriff I, Step 1							
Assistant Deputy Sheriff I = Deputy Sheriff I, Step 2							

APPENDIX C

FISCAL IMPACT 07/08 PROPOSITION F & SAFETY CLASSES- DEPUTY SHERIFF'S ASSOCIATION EMPLOYEES

Effective Pay Period 18 - February 1, 2008, 5:01 p.m.

DEPUTY SHERIFF'S ASSOCIATION	Allocated Positions in Each Class **	Current Monthly Salary - Maximum	Proposed Monthly Salary - Maximum	% Increase over Current Monthly Salary	Estimated Monthly Max Increased Cost For Each Person By Class (w/o benefit roll up costs)	Estimated 07/08 Cost for 9 pay periods with benefit rollup costs ***	Estimated Annual Increased Cost based upon Proposed Max for 12 months with benefit rollup costs
Proposition F Classifications							
UNDERSHERIFF	1	\$ 11,030	\$ 11,639	5.52%	\$ 609	\$ 3,791	\$ 11,054
CAPTAIN	5	\$ 8,629	\$ 9,107	5.55%	\$ 479	\$ 14,900	\$ 43,443
LIEUTENANT	11	\$ 7,701	\$ 8,125	5.51%	\$ 424	\$ 29,056	\$ 84,718
SERGEANT	34	\$ 5,801	\$ 6,128	5.65%	\$ 328	\$ 69,326	\$ 202,132
DEPUTY SHERIFF I/II **	194	\$ 4,947	\$ 5,154	4.19%	\$ 207	\$ 250,399	\$ 730,077
Sheriff Totals	245					367,472	1,071,424
Other Related Classes							
ASSISTANT SHERIFF	1	\$ 10,028	\$ 10,581	5.52%	\$ 553	\$ 3,443	\$ 10,040
CHIEF DEPUTY CORONER	1	\$ 5,318	\$ 5,541	4.19%	\$ 223	\$ 1,388	\$ 4,046
INVESTIGATOR	9	\$ 6,091	\$ 6,435	5.64%	\$ 344	\$ 19,261	\$ 56,160
INVESTIGATOR WELFARE FRAUD	3	\$ 6,091	\$ 6,435	5.64%	\$ 344	\$ 6,420	\$ 18,720
Totals	14					30,513	88,966
Totals						397,985	1,160,390

** Allocations based upon Allocation of Positions FY 07-08. Deputy Sheriff Trainee is not included in this estimation as there are no positions allocated to this classification.

*** Total benefit percentage based upon 49.883% for 07-08 and 51.272% for 08-09 Annual Cost includes PERS, FICA and OPEB for identified classes

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**Before the Board Of Supervisors
County of Placer, State of California**

In the matter of: An ordinance amending the un-codified
Schedule of Classifications, Salary Plan and Grade Ordinance
relating to the salary schedule for the classifications covered by
Proposition F and other associated law enforcement classifications.

Ordinance No.: _____

First Reading: _____

The following Ordinance was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held _____, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chairman, Board of Supervisors

Attest:
Clerk of said Board

**THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA, DOES
HEREBY ORDAIN AS FOLLOWS:**

That the uncodified Placer County Code, Chapter 3, Section 3.12.010, Appendix 3-DSAS, Appendix 4-DSAN, and Appendix MGTS-9, are hereby amended effective February 01, 2008, at 5:01 p.m., by replacing in its entirety the existing Appendix 3-DSAS, Appendix 4-DSAN, and Appendix 9-MGTS with the attached Appendix 3-DSAS, Appendix 4-DSAN, and Appendix 9-MGTS, effective February 01, 2008, 5:01p.m.

Ordinance # _____

Section 1. That Article 3.12, Section 3.12.010, Appendix 3 is hereby amended to read as follows:

DSA Safety Salary Schedule - DSAS

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
701	30.5019	32.0378	33.6509	35.3453	37.1250
704	14.9416	15.6889	16.4734	17.2973	18.1621
705	17.5820	18.4613	19.3845	20.3539	21.3719
706	20.1288	21.1351	22.1918	23.3013	24.4661
707	23.0831	24.2421	25.4593	26.7375	28.0799
709	26.5456	27.8784	29.2781	30.7480	32.2918
750	21.1500				
751	22.2058	23.3250			
752	24.4269	25.6576	26.9505	28.3084	29.7346
753	26.2615	27.5846	28.9743	30.4340	31.9673
754	29.0481	30.5104	32.0463	33.6594	35.3539

Section 2. That Article 3.12, Section 3.12.010, Appendix 4 is hereby amended to read as follows:

DSA Non-Safety Salary Schedule - DSAN

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
NS1	30.5019	32.0378	33.6509	35.3453	37.1250

Section 3. That Article 3.12, Section 3.12.010, Appendix 9 is hereby amended to read as follows:

Management Safety – MGTS

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
S00	29.2064	30.6668	32.2004	33.8102	35.5008
S01	31.5392	33.0918	34.7301	36.4494	38.9966
S03	32.2004	33.8102	35.5008	37.2760	39.1400
S08	35.5008	37.2760	39.1400	41.0966	43.1514
S10	46.4851	48.8088	51.2497	53.8125	56.5026
S50	39.7846	41.4498	43.1845	44.9919	46.8750
S51	43.1711	45.3439	47.6259	50.0228	52.5404
S52	54.3519	55.9529	57.6010	59.2976	61.0443
S53	59.7865	61.5476	63.3605	65.2268	67.1481

Section 4. That this ordinance shall be effective February 01, 2008, at 5:01 p.m.

Section 5. That this ordinance amendment is adopted as an un-codified ordinance.

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