

**MEMORANDUM  
PERSONNEL DEPARTMENT  
COUNTY OF PLACER**

**To:** Board of Supervisors  
**From:** Nancy Nittler, Personnel Director *NN*  
Thomas Miller, County Executive Officer  
**Date:** February 10, 2009  
**Subject:** Salary Increases - Proposition F and Other Safety Classifications

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**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 13, 2009, at 5:01 p.m. Percentage increases by classification are as follows: Undersheriff 7.33%; Assistant Sheriff 7.33%; Captain 5.58%; Lieutenant 5.73%; Sergeant 6.30%; Chief Deputy Coroner 6.30%, Deputy Sheriff I 6.33%, Deputy Sheriff II 6.31%; Investigator 6.29%; Supervising Investigator Welfare Fraud 6.29%, Investigator Welfare Fraud 6.29%.

**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 \$65,748, an increase of \$3,900 over the existing top salary of \$61,848.

While Proposition F sets the salaries of the Sheriff's Department classifications as described above, the salaries for other classifications including: D.A. Investigator series, Investigator - Welfare Fraud series, 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 13, 2009.

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 **\$569,135 (\$1,654,342 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

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 2009 - PROPOSITION F SALARY SURVEY

CLASS	GRADE	2008 SALARY		COUNTY	2009 SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
UNDERSHERIFF	S53	\$10,363	\$11,639	EL DORADO	\$10,655	\$12,951	7.33%
				NEVADA	\$8,073	\$9,855	
				SACRAMENTO	\$14,672	\$14,672	
				AVERAGE	\$11,133	\$12,493	
CAPTAIN	S51	\$7,483	\$9,107	EL DORADO	\$9,521	\$11,573	5.58%
				NEVADA	\$6,814	\$8,318	
				SACRAMENTO	\$7,367	\$8,954	
				AVERAGE	\$7,901	\$9,615	
LIEUTENANT	S50	\$6,896	\$8,125	EL DORADO	\$8,573	\$10,421	5.73%
				NEVADA	\$5,926	\$7,234	
				SACRAMENTO	\$7,362	\$8,117	
				AVERAGE	\$7,287	\$8,591	
SERGEANT	754	\$5,035	\$6,128	EL DORADO	\$5,727	\$6,959	6.30%
				NEVADA	\$4,854	\$5,926	
				SACRAMENTO	\$5,478	\$6,657	
				AVERAGE	\$5,353	\$6,514	
DEP. SHERIFF II	752	\$4,234	\$5,154	EL DORADO	\$4,699	\$5,711	6.31%
				NEVADA	\$4,084	\$4,986	
				SACRAMENTO	\$4,722	\$5,740	
				AVERAGE	\$4,502	\$5,479	
DEP. SHERIFF I*	751	\$3,849	\$4,043		\$4,093	\$4,299	6.33%
DEPUTY TRAINEE**	750	\$3,666			\$3,898		6.33%

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

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## APPENDIX C

<b>FISCAL IMPACT 09/10 PROPOSITION F &amp; SAFETY CLASSES- DEPUTY SHERIFF'S ASSOCIATION EMPLOYEES</b>								
<b>Effective Pay Period 19 - February 13, 2009 at 5:01 p.m.</b>								
<b>DEPUTY SHERIFF'S ASSOCIATION</b>	<b>Allocated Positions in Each Class **</b>	<b>Current Monthly Salary - Maximum</b>	<b>Proposed Monthly Salary - Maximum</b>	<b>% Increase over Current Monthly Salary</b>	<b>Estimated Monthly Max Increased Cost For Each Person By Class (w/o benefit roll up costs)</b>	<b>Estimated 08/09 Cost for 9 pay periods with benefit rollup costs ***</b>	<b>Estimated Annual Increased Cost based upon Proposed Max for 12 months with 09-10 benefit rollup costs</b>	
<b>Proposition F Classifications</b>								
UNDERSHERIFF	1	\$ 11,639	\$ 12,493	7.33%	\$ 854	\$ 5,375	\$ 15,623	
CAPTAIN	5	\$ 9,107	\$ 9,615	5.58%	\$ 508	\$ 15,992	\$ 46,485	
LIEUTENANT	11	\$ 8,125	\$ 8,591	5.73%	\$ 466	\$ 32,251	\$ 93,745	
SERGEANT	33	\$ 6,128	\$ 6,514	6.30%	\$ 386	\$ 80,199	\$ 233,121	
DEPUTY SHERIFF I/II **	193	\$ 5,154	\$ 5,479	6.31%	\$ 325	\$ 394,921	\$ 1,147,943	
<b>Sheriff Totals</b>	<b>243</b>					<b>528,737</b>	<b>1,536,916</b>	
<b>Other Related Classes</b>								
ASSISTANT SHERIFF	1	\$ 10,581	\$ 11,357	7.33%	\$ 776	\$ 4,885	\$ 14,201	
CHIEF DEPUTY CORONER	1	\$ 5,541	\$ 5,890	6.30%	\$ 349	\$ 2,197	\$ 6,386	
INVESTIGATOR	9	\$ 6,435	\$ 6,840	6.29%	\$ 405	\$ 22,932	\$ 66,658	
SUPERVISING INVESTIGATOR - WELFARE FRAUD	1	\$ 6,918	\$ 7,353	6.29%	\$ 435	\$ 2,739	\$ 7,961	
INVESTIGATOR WELFARE FRAUD	3	\$ 6,435	\$ 6,840	6.29%	\$ 405	\$ 7,644	\$ 22,219	
<b>Totals</b>	<b>15</b>					<b>40,397</b>	<b>117,426</b>	
						<b>Totals</b>	<b>569,135</b>	<b>1,654,342</b>
** Allocations based upon Allocation of Positions FY 08-09.								
*** Total benefit percentage based upon 51.572% for 08-09 and 52.51% for 09-10 Annual Cost includes PERS, FICA and OPEB for identified classes								

**5% above base pay of Sheriff's Sergeant eff 5:01 pm 2/13/09**

	Current Salary Min/Max Monthly		Proposed Salary Min/Max Monthly		Inc %
<b>DA INVESTIGATOR</b>	701	5287 6435	5,621	6,840	6.29%
<b>INVESTIGATOR - WELFARE FRAUD</b>	NS1	5287 6435	5,621	6,840	6.29%
<b>INVESTIGATOR- WELFARE FRAUD- SUPERVISING *</b>	NS4	5684 6918	6,042	7,353	6.29%

\* Salary is set at 7.5% above Investigator - Welfare Fraud

	Current Salary Min/Max Monthly		Proposed Salary Min/Max Monthly		Inc %
<b>ASSISTANT SHERIFF</b>	MGTS S52	9,421 10,581	10,121	11,357	7.33%

Set approximately 10% below the Undersheriff

<b>CHIEF DEPUTY CORONER</b>	DSAS 753	4552 5541	4,839	5,890	6.30%
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Set approximately 7.5% above the Deputy Sheriff II

**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 13, 2009, 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 13,  
2009, 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	32.4269	34.0578	35.7709	37.5701	39.4598
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	22.4885				
751	23.6135	24.8019			
752	25.9731	27.2803	28.6531	30.0951	31.6096
753	27.9211	29.3263	30.8021	32.3522	33.9803
754	30.8828	32.4360	34.0675	35.7810	37.5808

**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	32.4269	34.0578	35.7709	37.5701	39.4598
NS4	34.8590	36.6121	38.4537	40.3878	42.4193

**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	37.6806	39.5646	41.5433	43.6200	45.8011
S01	41.4919	43.5346	45.6899	47.9516	51.3027
S03	41.5433	43.6200	45.8011	48.0916	50.4964
S08	41.9263	44.0228	46.2246	48.5350	50.9618
S09	46.7036	49.0391	51.4913	54.0652	56.7687
S10	57.2046	60.0642	63.0678	66.2217	69.5321
S50	42.0404	43.8068	45.6473	47.5650	49.5635
S51	45.5828	47.8759	50.2845	52.8143	55.4713
S52	58.3899	60.0968	61.8535	63.6617	65.5227
S53	64.2289	66.1065	68.0389	70.0279	72.0750

**Section 4.** That this ordinance shall be effective February 13, 2009, at 5:01 p.m.

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

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