

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors
From: Nancy Nittler, Personnel Director *N/N*
Thomas Miller, County Executive Officer
Date: February 9, 2010
Subject: Salary Increases - Measure 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 Measure F and other associated law enforcement classifications, as presented in the attached ordinance to be effective February 13, 2010. Percentage increases by classification are as follows: Undersheriff 3.01%; Assistant Sheriff 3.01%; Captain 4.08%; Lieutenant 4.08%; Sergeant 3.38%; Chief Deputy Coroner 2.87%, Deputy Sheriff I 2.87%, Deputy Sheriff II 2.87%; Investigator 3.38%; Supervising Investigator Welfare Fraud 3.38%, Investigator Welfare Fraud 3.38%.

INFORMATION & BACKGROUND:

Measure 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. Measure F, codified in Placer County Code § 3.12.040 (Appendix A) and its express terms, are mandatory. Measure F provides the required method for annually determining and setting salaries for specified peace officer classes in Placer County. The Measure 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 maximum salaries for those three agencies; and then, (3) set the salary of the Placer County comparable employees at a level equal to the average maximum salary of the other three counties. The average maximums 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 and resulting salary increases are attached as Appendix B. For a Deputy Sheriff II, our most populous class, the Measure F increase would result in an approximate annual base salary of \$67,632, an increase of \$1,884 over the existing top salary of \$65,748.

While Measure F sets the salaries of the Sheriff's Department classifications as described above, the salaries for other classifications including: the District Attorney Investigator series, Investigator - Welfare Fraud series, 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 District Attorney Investigator will receive a salary set at 5% above the base pay of the Sergeant classification; and the Chief Deputy Coroner will receive a salary set at 7.5% above the base pay of the Deputy Sheriff II, effective February 13, 2010.

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 \$298,548 (\$857,553 annualized), which the affected departments will be expected to absorb within their current budgets.

cc:

M. Boyle, Assistant County Executive Officer
T. Leonard, Principal Management Analyst
K. Martinez, Auditor-Controller
J. Fogarty, Auditor's Office - Payroll Division

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

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Measure 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)

PLACER COUNTY

January 2010 - MEASURE F SALARY SURVEY

CLASS	SAL PLAN/GRADE	2009 SALARY		COUNTY	2010 SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
UNDERSHERIFF	MGTS - S53	\$10,527	\$12,493	EL DORADO	\$11,099	\$13,491	3.01%
				NEVADA	\$8,315	\$10,151	
				SACRAMENTO	\$14,966	\$14,966	
				MAX AVERAGE	Footnote 1	\$12,869	
CAPTAIN	MGTS - S51	\$7,909	\$9,615	EL DORADO	\$9,918	\$12,055	4.08%
				NEVADA	\$7,018	\$8,668	
				SACRAMENTO	\$7,733	\$9,398	
				MAX AVERAGE		\$10,007	
LIEUTENANT	MGTS - S50	\$7,058	\$8,591	EL DORADO	\$8,930	\$10,854	4.08%
				NEVADA	\$6,103	\$7,451	
				SACRAMENTO	\$7,362	\$8,519	
				MAX AVERAGE	Footnote 2	\$8,941	
SERGEANT	DSAS - 754	\$5,369	\$6,514	EL DORADO	\$5,964	\$7,249	3.38%
				NEVADA	\$5,000	\$6,103	
				SACRAMENTO	\$5,636	\$6,850	
				MAX AVERAGE		\$6,734	
DEPUTY SHERIFF II	DSAS - 752	\$4,492	\$5,479	EL DORADO	\$4,826	\$5,866	2.87%
				NEVADA	\$4,207	\$5,136	
				SACRAMENTO	\$4,858	\$5,907	
				MAX AVERAGE		\$5,636	
RELATED CLASSIFICATIONS							
CLASS	GRADE	2009 SALARY			2010 SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
DEPUTY SHERIFF I	Footnote 3	DSAS - 751	\$4,083	\$4,291	\$4,200	\$4,414	2.87%
Approximately 10% Below DS II							
DEPUTY SHERIFF TRAINEE	Footnote 4	DSAS - 750	\$3,889	\$3,889		\$4,000	2.87%
Approximately 5% Below DS I Step 1							
INVESTIGATOR-DISTRICT ATTORNEY		DSAS - 701	\$5,638	\$6,840	\$5,828	\$7,071	3.38%
Approximately 5% Above Sheriff Sergeant							
INVESTIGATOR-WELFARE FRAUD/CHILD SUPPORT		DSAN - NS1	\$5,638	\$6,840	\$5,828	\$7,071	3.38%
Approximately 5% Above Sheriff Sergeant							
INVESTIGATOR-WELFARE FRAUD-SUPERVISING		DSAN - NS4	\$6,061	\$7,353	\$6,265	\$7,601	3.38%
Approximately 7.5% Above Investigator-Welfare Fraud							
ASSISTANT SHERIFF		MGTS - S52	\$9,570	\$11,357	\$9,858	\$11,699	3.01%
Approximately 10% Below Undersheriff							
CHIEF DEPUTY CORONER		DSAS - 753	\$4,828	\$5,890	\$4,967	\$6,059	2.87%
Approximately 7.5% Above DS II							

Footnotes:

- 1 - Sacramento County Undersheriff salary has a single rate (not 5 steps)
- 2 - Sacramento County Lieutenant salary has three steps (not 5 steps)
- 3 - Placer County Deputy Sheriff I has 2 steps (step 1 and step 2)
- 4 - Placer County Deputy Sheriff Trainee has a single rate

APPENDIX C

FISCAL IMPACT 10/11 MEASURE F & SAFETY CLASSES- DEPUTY SHERIFF'S ASSOCIATION EMPLOYEES								
Effective Pay Period 19 - February 13, 2010								
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 09/10 Cost for 9 pay periods with benefit rolup costs ***	Estimated Annual Increased Cost based upon Proposed Max for 12 months with 10-11 benefit rollup costs	
Measure F Classifications								
UNDERSHERIFF	1	\$ 12,493	\$ 12,869	3.01%	\$ 376	\$ 2,384	\$ 6,847	
CAPTAIN	5	\$ 9,615	\$ 10,007	4.08%	\$ 392	\$ 12,417	\$ 35,667	
LIEUTENANT	11	\$ 8,591	\$ 8,941	4.08%	\$ 350	\$ 24,389	\$ 70,056	
SERGEANT	32	\$ 6,514	\$ 6,734	3.38%	\$ 220	\$ 44,597	\$ 128,100	
DEPUTY SHERIFF I/II **	193	\$ 5,479	\$ 5,636	2.87%	\$ 157	\$ 192,365	\$ 552,552	
Sheriff Totals	242					276,152	793,221	
Other Related Classes								
ASSISTANT SHERIFF	1	\$ 11,357	\$ 11,699	3.01%	\$ 342	\$ 2,169	\$ 6,229	
CHIEF DEPUTY CORONER	1	\$ 5,890	\$ 6,059	2.87%	\$ 169	\$ 1,071	\$ 3,076	
INVESTIGATOR	9	\$ 6,840	\$ 7,071	3.38%	\$ 231	\$ 13,171	\$ 37,831	
SUPERVISING INVESTIGATOR - WELFARE FRAUD	1	\$ 7,353	\$ 7,601	3.38%	\$ 248	\$ 1,573	\$ 4,519	
INVESTIGATOR WELFARE FRAUD	3	\$ 6,840	\$ 7,071	3.38%	\$ 231	\$ 4,390	\$ 12,610	
Totals	15					22,373	64,266	
						Totals	298,525	857,486
** Allocations based upon Allocation of Positions FY 09/10.								
*** Total benefit percentage based upon 52.51% for 09-10 and 51.64% for 10-11. Annual Cost includes PERS, FICA and OPEB for identified classes								

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
Measure 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 9-MGTS, are hereby corrected effective February 13, 2010 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, 2010.

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
700	24.2329				
701	33.6250	35.2892	37.0357	38.8688	40.7925
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	23.0790				
751	24.2329	25.4670			
752	26.6563	28.0138	29.4404	30.9398	32.5154
753	28.6555	30.1148	31.6484	33.2603	34.9541
754	32.0238	33.6088	35.2721	37.0179	38.8500

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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	33.6250	35.2892	37.0357	38.8688	40.7925
NS4	36.1469	37.9359	39.8134	41.7840	43.8519

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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	38.6226	40.5537	42.5819	44.7105	46.9461
S01	42.5292	44.6230	46.8321	49.1504	52.5853
S03	42.5819	44.7105	46.9461	49.2939	51.7588
S08	42.9745	45.1234	47.3799	49.7484	52.2358
S09	47.8712	50.2651	52.7786	55.4168	58.1879
S10	58.6347	61.5658	64.6445	67.8772	71.2704
S30	35.2289	36.9629	38.7928	40.7133	43.5585
S50	42.3813	44.5150	46.7563	49.1103	51.5828
S51	47.4911	49.8671	52.3621	54.9819	57.7328
S52	56.8724	59.3599	61.9563	64.6663	67.4948
S53	62.5596	65.2959	68.1519	71.1329	74.2443

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Ordinance # _____

Section 4. That this ordinance shall be effective February 13, 2010.

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

