

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors
From: David Boesch, County Executive Officer
Nancy Nittler, Personnel Director *ML*
Date: February 5, 2013
Subject: Salary Increases - Measure F for Covered Safety Classifications

RECOMMENDATION:

Request approval of the 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 9, 2013. Approximate percentage increases by classification are as follows: Undersheriff .54%; Captain 1.20%; Lieutenant 1.19%; Sergeant 2.87%; Deputy Sheriff II 2.33%, Deputy Sheriff I 2.33%; Deputy Sheriff Trainee 2.33%; Investigator-District Attorney 2.87%; Investigator-Welfare Fraud/Child Support 2.87%; Investigator Welfare Fraud-Supervising 2.87%, Assistant Sheriff .54% Chief Deputy Coroner 2.33%

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 requires the County 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 \$74,124, an increase of \$1,680 over the existing top salary of \$72,444.

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 9, 2013.

The Personnel Department is assessing the impact of the implementation of the salary changes associated with Measure F as it relates to the supervising classifications in the DA Investigation Unit.

The PCDSA and the affected department heads have been advised of the salary adjustments as presented.

FISCAL IMPACT:

The total cost impact based upon base salaries for allocated positions for the remainder of this fiscal year, as shown in Appendix C, is approximately \$203,830 (\$673,161 annualized), which the affected departments will be expected to absorb within their current budgets.

Cc: H. Heinzen, Assistant County Executive Officer
T. Leonard, Principal Management Analyst
A. Sisk, Auditor-Controller
J. Fogarty, Auditor's Office - Payroll Division

S. Owens, District Attorney
E. Bonner, Sheriff
N. Tavares, Placer County Deputy Sheriffs Association
R. Burton, Director, Health and Human Services

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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 2013 MEASURE F SALARY SURVEY

CLASS	SAL PLAN/GRADE	2012 SALARY		COUNTY	2013 SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
UNDERSHERIFF	MGTS - S53	\$11,118.00	\$13,194.00	EL DORADO	11,478.13	13,951.60	0.54%
				NEVADA	8,910.62	10,878.03	
				SACRAMENTO	Footnote 1	14,965.75	
				MAX AVERAGE		13,265.13	
CAPTAIN	MGTS - S51	\$8,513.02	\$10,348.71	EL DORADO	10,256.13	12,467.86	1.20%
				NEVADA	7,520.76	9,181.30	
				SACRAMENTO	8,037.08	9,768.33	
				MAX AVERAGE		10,472.50	
LIEUTENANT	MGTS - S50	\$7,596.35	\$9,245.24	EL DORADO	9,236.93	11,226.80	1.19%
				NEVADA	6,540.52	7,984.62	
				SACRAMENTO	8,031.83	8,854.83	
				MAX AVERAGE	Footnote 2	9,355.42	
SERGEANT	DSAS - 754	\$5,942.65	\$7,208.81	EL DORADO	6,359.60	7,728.93	2.87%
				NEVADA	5,357.59	6,540.52	
				SACRAMENTO	6,563.25	7,977.92	
				MAX AVERAGE		7,415.79	
DEPUTY SHERIFF II	DSAS - 752	\$4,949.00	\$6,036.65	EL DORADO	5,148.00	6,257.33	2.33%
				NEVADA	4,419.66	5,395.50	
				SACRAMENTO	5,658.50	6,878.25	
				MAX AVERAGE		6,177.03	

RELATED CLASSIFICATIONS

CLASS	GRADE	2012 SALARY		2013 SALARY	% INCREASE AT TOP STEP
		MIN	MAX		
DEPUTY SHERIFF I Footnote 3	DSAS - 751	4,499.09	4,728.19	4,603.71	2.33%
Approximately 10% Below DS II - minimum salary					
DEPUTY SHERIFF TRAINEE Footnote 4	DSAS - 750	4,284.85	4,284.85	N/A	2.33%
Approximately 5% Below DS I, Step 1					
INVESTIGATOR-DISTRICT ATTORNEY	DSAS - 701	6,239.77	7,569.26	6,418.93	2.87%
Approximately 5% Above Sheriff Sergeant					
INVESTIGATOR-WELFARE FRAUD/CHILD SUPPORT	DSAN - NS1	6,239.77	7,569.26	6,418.93	2.87%
Approximately 5% Above Sheriff Sergeant					
INVESTIGATOR-WELFARE FRAUD-SUPERVISING	DSAN - NS4	6,707.76	8,136.94	6,900.35	2.87%
Approximately 7.5% Above Investigator-Welfare Fraud					
ASSISTANT SHERIFF	MGTS - S52	10,107.29	11,994.56	10,161.78	0.54%
Approximately 10% Below Undersheriff					
CHIEF DEPUTY CORONER	DSAS - 753	5,320.17	6,489.39	5,443.89	2.33%
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 12/13 MEASURE F & SAFETY CLASSES- DEPUTY SHERIFF'S ASSOCIATION EMPLOYEES

Effective Pay Period 18 - February 9, 2013

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	Estimated 12/13 Cost for 8 pay periods with benefit rollup costs ***	Estimated Annual Increased Cost based upon Proposed Max for 12 months with 13/14 benefit rollup costs
Measure F Classifications							
UNDERSHERIFF	1	\$ 13,194	\$ 13,265	0.54%	\$ 71	\$ 357	\$ 1,218
CAPTAIN	5	\$ 10,349	\$ 10,472	1.20%	\$ 124	\$ 3,262	\$ 10,773
LIEUTENANT	11	\$ 9,245	\$ 9,355	1.19%	\$ 110	\$ 6,388	\$ 21,095
SERGEANT	32	\$ 7,209	\$ 7,416	2.87%	\$ 207	\$ 34,910	\$ 115,286
DEPUTY SHERIFF I/II **	193	\$ 6,037	\$ 6,177	2.33%	\$ 140	\$ 142,799	\$ 471,575
Sheriff Totals	242					187,716	619,948
Other Related Classes							
ASSISTANT SHERIFF	1	\$ 11,995	\$ 12,059	0.54%	\$ 65	\$ 341	\$ 1,125
CHIEF DEPUTY CORONER	1	\$ 6,489	\$ 6,640	2.33%	\$ 151	\$ 795	\$ 2,627
INVESTIGATOR	9	\$ 7,569	\$ 7,787	2.87%	\$ 217	\$ 10,309	\$ 34,045
SUPERVISING INVESTIGATOR - WELFARE FRAUD	1	\$ 8,137	\$ 8,371	2.87%	\$ 234	\$ 1,231	\$ 4,067
INVESTIGATOR WELFARE FRAUD	3	\$ 7,569	\$ 7,787	2.87%	\$ 217	\$ 3,436	\$ 11,348
Totals	15					16,114	53,213
					Totals	203,830	673,161
** Allocations based upon Allocation of Positions FY 12/13.							
*** Total benefit percentage based upon 42.75% for 12-13 and 45.05% for 13-14 for each employee. Annual Cost includes PERS, FICA and excludes OPEB (a flat \$ amount) 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
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 amended effective February 9, 2013, 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.

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	26.5611				
701	37.0319	38.8641	40.7870	42.8048	44.9227
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	25.2963				
751	26.5611	27.9133			
752	29.2171	30.7046	32.2678	33.9104	35.6368
753	31.4084	33.0074	34.6879	36.4537	38.3096
754	35.2685	37.0134	38.8448	40.7665	42.7835

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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	37.0319	38.8641	40.7870	42.8048	44.9227
NS4	39.8093	41.7789	43.8461	46.0152	48.2919

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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	44.6557	46.8542	49.1737	51.6079	55.2146
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
S20	33.0504	34.7027	36.4379	38.2602	40.1729
S30	36.9903	38.8110	40.7324	42.7490	45.7364
S50	44.3466	46.5790	48.9239	51.3868	53.9736
S51	49.7030	52.1890	54.7994	57.5403	60.4183
S52	58.3113	60.8610	63.5224	66.3001	69.1994
S53	64.1424	66.9471	69.8746	72.9301	76.1193

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Ordinance # _____

Section 4. That this ordinance shall be effective February 9, 2013.

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

