

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors

From: Placer County Executive Office
Placer County Personnel Department
Placer County District Attorney's Office

By: Therese Leonard, Principal Management Analyst
Nancy Nittler, Personnel Director *TH*

Date: April 23, 2013

Subject: Recommendation for salary adjustments to the Supervising District Attorney Investigator and the Chief District Attorney Investigator classifications.

ACTION REQUESTED

Introduce ordinance amending the salaries of safety management classifications in the District Attorney's Investigative Unit:

1. Adjust the Supervising District Attorney Investigator salary grade by 7.5% from \$6,411 – \$7,927 (grade S30) to an approximate monthly salary range of \$6,892 – \$8,522.
2. Adjust the Chief District Attorney Investigator salary grade by 0.5% from \$7,740 to \$9,570 (grade S01) to an approximate monthly salary range of \$7,779 to \$9,618.

Basis for Recommendation – Salary Adjustments

As your Board is aware, Measure F was a local initiative sponsored by the Placer County Deputy Sheriff's Association and passed by the voters of Placer County, becoming effective in 1977. Measure F, prescribes the mandatory method for annually determining and setting salaries for specified peace officer classes in Placer County, but not the classifications of Supervising District Attorney Investigator and Chief District Attorney Investigator. The Measure F salary information goes before the Board of Supervisors, every year, to be effective the first full pay period in February.

With the implementation of the 2013 mandated Measure F salary changes, the District Attorney Investigator salary increased to a rate higher than the Supervising District Attorney Investigator, the immediate first line supervisor. No change was recommended to the Supervising District Attorney Investigator classification salary, as the position was vacant.

Since that time the position has been filled, prompting the recommendation to resolve this salary inequity. It is recommended that the salary range for the Supervising District Attorney Investigator classification be adjusted by 7.5% percent from the current monthly salary range of \$6,411 – \$7,927 (grade S30) to an approximate monthly salary range of \$6,892 – \$8,522.

Also, with the approval of the Memorandum of Understanding between Placer County and the Placer County Deputy Sheriff's Association, the Wellness incentive for the Safety Managers decreased from 5% to 2.5%; and the Basic POST (Peace Officer Standards and Training) incentive increased from 5% to 7%. In an effort to provide an equitable application of the Safety Management compensation plan, which assumed a partial offset by Measure F, which does not cover the Chief District Attorney Investigator classification, it is requested that the salary for the Chief District Attorney Investigator

classification be increased by one half of one percent (0.5%) from the current monthly salary range of \$7,740 to \$9,570 (grade S01) to an approximate monthly salary range of \$7,779 to \$9,618.

FISCAL IMPACT

The District Attorney's Office has estimated the additional cost of the recommended salary adjustments, which will be absorbed in the District Attorney's budget for the remainder of FY 12/13, to be approximately \$1,300.00, including benefit roll-up costs. In FY 13/14 the cost will be approximately \$11,250.00, including benefit roll-up costs; there is no impact to the general fund.

Cc: David Boesch, County Executive Officer
Scott Owens, District Attorney

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

In the matter of: An ordinance amending the the un-codified Management Safety Salary Plan and Grade Ordinance for the classifications of Chief District Attorney Investigator and Supervising District Attorney Investigator.

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 Management Safety Salary Administration Plan and Grade Ordinance are hereby amended as follows:

Section 1.

Management Safety

<u>Grade</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
S01	44.6557	46.8542	49.1737	51.6079	55.2146
S01	44.8790	47.0884	49.4196	51.8659	55.4906
S30	36.9903	38.8110	40.7324	42.7490	45.7364
S30	39.7646	41.7218	43.7873	45.9552	49.1666

Section 2. That this ordinance shall be effective at the beginning of the first full pay period following adoption.

Section 3. That this ordinance is adopted as an un-codified ordinance.