

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors
From: David Boesch, County Executive Officer
Nancy Nittler, Personnel Director
Date: February 4, 2014
Subject: Salary Increases - Measure F for Covered Safety Classifications

ACTION REQUESTED:

Approve 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 8, 2014. The total cost impact of approximately \$211,750 for the remainder of the fiscal year is provided for in the current budget.

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 required average maximums are 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. Approximate percentage increases by classification are as follows: Undersheriff 0.55%; Captain 1.74%; Lieutenant 1.75%; Sergeant 1.79%; Deputy Sheriff II 2.09%, Deputy Sheriff I 2.09%; Deputy Sheriff Trainee 2.09%; Investigator-District Attorney 1.79%; Investigator-Welfare Fraud/Child Support 1.79%; Investigator-Welfare Fraud-Supervising 1.79%; Assistant Sheriff 0.55%; Chief Deputy Coroner 2.09%; and the extra help only classifications of Assistant Deputy Sheriff I 2.09%; Assistant Deputy Sheriff II 2.09%. For a Deputy Sheriff II, the most prevalent classification filled, the Measure F increase would result in an approximate annual base salary of \$75,670, an increase of \$1,545 over the existing top step salary of \$74,125. The survey data collected and resulting salary increases are attached as Appendix B.

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 8, 2014.

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 \$211,750 (\$621,575 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
G. Lew, Placer County Deputy Sheriffs Association
J. Brown, Director, Health and Human Services

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

February 2014 - MEASURE F SALARY SURVEY

CLASS	SAL PLAN/GRADE	2013 SALARY		COUNTY	2014 SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
UNDERSHERIFF	MGTS - S53	\$11,178.06	\$13,265.11	EL DORADO	11,478.13	13,951.60	0.55%
				NEVADA	9,089.60	11,095.06	
				SACRAMENTO	Footnote 1	14,965.75	
				MAX AVERAGE		13,337.47	
<i>New Monthly Rates:</i>					\$11,239.54	\$13,337.47	
CAPTAIN	MGTS - S51	\$8,615.19	\$10,472.51	EL DORADO	10,256.13	12,467.86	1.74%
				NEVADA	7,671.73	9,365.20	
				SACRAMENTO	8,334.58	10,132.00	
				MAX AVERAGE		10,655.02	
<i>New Monthly Rates:</i>					\$8,765.09	\$10,655.02	
LIEUTENANT	MGTS - S50	\$7,686.74	\$9,355.42	EL DORADO	9,236.93	11,226.80	1.75%
				NEVADA	6,671.60	8,144.93	
				SACRAMENTO	Footnote 2	9,185.50	
				MAX AVERAGE		9,519.08	
<i>New Monthly Rates:</i>					\$7,821.26	\$9,519.08	
SERGEANT	DSAS - 754	\$6,113.21	\$7,415.81	EL DORADO	6,532.93	7,940.40	1.79%
				NEVADA	5,465.20	6,671.60	
				SACRAMENTO	6,610.25	8,033.58	
				MAX AVERAGE		7,548.53	
<i>New Monthly Rates:</i>					\$6,222.64	\$7,548.53	
DEPUTY SHERIFF II	DSAS - 752	\$5,064.30	\$6,177.05	EL DORADO	5,293.60	6,434.13	2.09%
				NEVADA	4,551.73	5,557.06	
				SACRAMENTO	5,696.75	6,926.92	
				MAX AVERAGE		6,306.04	
<i>New Monthly Rates:</i>					\$5,170.14	\$6,306.04	
RELATED CLASSIFICATIONS - Salaries are set by associated benchmarking as identified							
CLASS	GRADE	2013 SALARY			2014 SALARY		Approximate % INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
DEPUTY SHERIFF I ^{Footnote 3}	DSAS - 751	4,603.92	4,838.31		4,700.13	4,939.39	2.09%
Approximately 10% Below DS II - minimum salary							
DEPUTY SHERIFF TRAINEE ^{Footnote 4}	DSAS - 750	4,384.69	4,384.69		N/A	4,476.32	2.09%
Approximately 5% Below DS I, Step 1							
INVESTIGATOR-DISTRICT ATTORNEY	DSAS - 701	6,418.86	7,786.60		6,533.77	7,925.96	1.79%
Approximately 5% Above Sheriff Sergeant							
INVESTIGATOR-WELFARE FRAUD/CHILD SUPPORT	DSAN - NS1	6,418.86	7,786.60		6,533.77	7,925.96	1.79%
Approximately 5% Above Sheriff Sergeant							
INVESTIGATOR-WELFARE FRAUD-SUPERVISING	DSAN - NS4	6,900.28	8,370.60		7,023.80	8,520.40	1.79%
Approximately 7.5% Above Investigator-Welfare Fraud							
ASSISTANT SHERIFF	MGTS - S52	10,161.87	12,059.21		10,217.76	12,124.97	0.55%
Approximately 10% Below Undersheriff							
CHIEF DEPUTY CORONER	DSAS - 753	5,444.12	6,640.33		5,557.90	6,778.99	2.09%
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 13/14 MEASURE F & SAFETY CLASSES- DEPUTY SHERIFF'S ASSOCIATION EMPLOYEES

Effective Pay Period 18 - February 8, 2014

DEPUTY SHERIFF'S ASSOCIATION	Allocated Positions in Each Class **	Current Monthly Salary - Maximum	Proposed Monthly Salary - Maximum	% Increase over Current Monthly Salary	Estimated Individual Monthly Max Increased Cost at Top Step by Class (w/o benefit roll up costs)	Estimated 13/14 Cost for 9 pay periods with benefit rollup costs ***	Estimated Annual Increased Cost based upon Proposed Max for 12 months with 14/15 benefit rollup costs
Measure F Classifications							
UNDERSHERIFF	1	\$ 13,265	\$ 13,337	0.55%	\$ 72	\$ 429	\$ 1,259
CAPTAIN	5	\$ 10,473	\$ 10,655	1.74%	\$ 183	\$ 5,411	\$ 15,884
LIEUTENANT	13	\$ 9,355	\$ 9,519	1.75%	\$ 164	\$ 12,615	\$ 37,032
SERGEANT	35	\$ 7,416	\$ 7,549	1.79%	\$ 133	\$ 27,544	\$ 80,852
DEPUTY SHERIFF I/II **	201	\$ 6,177	\$ 6,306	2.09%	\$ 129	\$ 153,733	\$ 451,274
Sheriff Totals	255					199,732	586,301
Other Related Classes							
ASSISTANT SHERIFF	1	\$ 12,059	\$ 12,125	0.55%	\$ 66	\$ 390	\$ 1,145
CHIEF DEPUTY CORONER	1	\$ 6,640	\$ 6,779	2.09%	\$ 139	\$ 822	\$ 2,414
INVESTIGATOR - DISTRICT ATTORNEY	9	\$ 7,787	\$ 7,926	1.79%	\$ 139	\$ 7,437	\$ 21,831
SUPERVISING INVESTIGATOR - WELFARE FRAUD	1	\$ 8,371	\$ 8,520	1.79%	\$ 150	\$ 888	\$ 2,607
INVESTIGATOR WELFARE FRAUD	3	\$ 7,787	\$ 7,926	1.79%	\$ 139	\$ 2,479	\$ 7,277
Totals	15					12,016	35,273

** Allocations based upon Allocation of Positions FY 13/14. **Totals** **211,749** **621,574**

*** Total benefit percentage based upon 42.75% for 13-14 and 45.05% for 14-15 for each employee. Annual Cost includes PERS, FICA and excludes OPEB (a flat \$ amount) for identified clas:

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 pursuant to Placer County Code Chapter 3, Section 3.12.010, this uncodified ordinance amends the provisions of the Classifications, Salary Plan and Grade Ordinances for DSA Safety, DSA Non-Safety and Management Safety employees and supersedes and replaces prior uncodified ordinances for these positions as set out in the attached schedules.

375

Ordinance # _____

Section 1. That DSA Safety Salary Schedule - DSAS is hereby amended to read as follows:

DSA Safety Salary Schedule - DSAS

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
700	27.1161	28.4965			
701	37.6949	39.5598	41.5170	43.5709	45.7268
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	30.748	32.2918
750	25.8249				
751	27.1161	28.4965			
752	29.8278	31.3461	32.9418	34.6186	36.3810
753	32.0649	33.6971	35.4124	37.2150	39.1096
754	35.8999	37.6760	39.5400	41.4961	43.5493

* * * * *

Section 2. That the DSA Non-Safety Salary Schedule - DSAN 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	37.6949	39.5598	41.5170	43.5709	45.7268
NS4	40.5220	42.5268	44.6308	46.8387	49.1563

* * * * *

Section 3. That the Management Safety – MGTS is hereby amended to read as follows:

Management Safety – MGTS

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
S00	39.3951	41.3648	43.4335	45.6047	47.8850
S01	45.7766	48.0302	50.4080	52.9032	56.6004
S03	43.4335	45.6047	47.8850	50.2798	52.7940
S08	43.8340	46.0259	48.3275	50.7434	53.2805
S09	48.8286	51.2704	53.8342	56.5251	59.3517
S10	59.8074	62.7971	65.9374	69.2347	72.6958
S20	33.7114	35.3968	37.1667	39.0254	40.9764
S30	40.5599	42.5562	44.6630	46.8743	50.1499
S50	45.1226	47.3940	49.7799	52.2858	54.9178
S51	50.5679	53.0975	55.7536	58.5426	61.4713
S52	58.9486	61.5255	64.2150	67.0221	69.9518
S53	64.8435	67.6780	70.6365	73.7243	76.9470

* * * * *

Section 4. That this ordinance shall be effective February 8, 2014.

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