COUNTY OF Placer

MEMORANDUM
HUMAN RESOURCES

County of Placer

TO: Board of Supervisors DATE: February 23, 2016

FROM: Lori Walsh, Human Resources Director

SUBJECT: Measure F, Other Safety Classifications, and Sec 207 Increases for Calendar Year 2016

ACTION REQUESTED

Adopt an ordinance amending the un-codified Schedule of Classifications and Compensation Ordinance, implementing the required salaries for the classifications covered by Measure F, and other law enforcement classifications, and confirming Board member salaries under Section 207 of the County Charter, to be effective February 6, 2016.

BACKGROUND

Measure F

Measure F is 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 2.89%; Captain 3.64%; Lieutenant 2.02%; Sergeant 2.94%; Deputy Sheriff II 2.23%.

While Measure F sets the salaries of the classifications as described above, the salaries for classifications which are benchmarked and/or associated with Measure F classifications also are reviewed at this time. Those classifications and increases include: Deputy Sheriff I 2.23%; Deputy Sheriff Trainee 2.23%; Investigator-District Attorney 2.94%; Investigator-Welfare Fraud/Child Support 2.94%; Investigator-Welfare Fraud-Supervising 2.94%; Assistant Sheriff 2.89%; Chief Deputy Coroner 2.23%; and the extra help only classifications of Assistant Deputy Sheriff I 2.23%; Assistant Deputy Sheriff II 2.23%.

For a Deputy Sheriff II, the most prevalent classification filled, the Measure F increase would result in an approximate maximum annual base salary of $79,125, an increase of $1,723 over the existing top step salary of $77,402.

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

The survey data collected and resulting salary increases are attached as Appendix B.

Placer County Charter Section 207 Salaries

Effective January 1, 2015, Section 207 of the Placer County Charter was amended with voter approval to set and limit the salaries of the Board of Supervisors membership. Codified in the Placer County Charter § 207

(Appendix C), this amendment and its express terms are mandatory. The County is required to annually: (1) determine maximum salaries for the comparable classification 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 that does not exceed the average maximum salary of the other three counties.

In applying the formula to set the wage for the members of the Board of Supervisors, the associated salary will be adjusted to a bi-weekly rate of $2,869.42, and an annualized salary of $74,605.

The survey data collected and resulting salary increases are attached as Appendix C.

FISCAL IMPACT

Measure F - The total cost impact of base salaries for allocated positions for the remainder of this fiscal year (Appendix D), is approximately $294,611 ($877,703 annualized), which the affected departments will be expected to absorb within their current budgets.

Sec 207 Salaries - The total increased cost impact based upon base salaries for 5 allocated positions for the remainder of this fiscal year is approximately $4,932. The total annualized cost increase is $14,250.

ATTACHMENTS

1. Appendix A
2. Appendix B
3. Appendix C
4. Appendix D
5. Ordinance

cc: D. Boesch, County Executive Officer
E. Bonner, Sheriff
J. Brown, Director, Health and Human Services
H. Heinzen, Chief Assistant County Executive Officer
A. Heath, Assistant County Executive Officer
G. Carden, County Counsel
B. Ramirez, Placer County Deputy Sheriff's Association
A. Sisk, Auditor-Controller

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 employed by 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 2016 - MEASURE F SALARY SURVEY

CLASS	SAL PLAN/GRADE	2015 SALARY MIN	2015 SALARY MAX	COUNTY	2016 SALARY MIN	2016 SALARY MAX	% INCREASE AT TOP STEP
UNDERSHERIFF	MGTS - S53	$11,568.61	$13,727.98	EL DORADO	11,556.00	14,046.93	
				NEVADA	9,948.98	12,145.66	
				SACRAMENTO	Footnote 1	16,182.00	
				MAX AVERAGE		14,124.86	2.89%
				New Monthly Rates:	*$11,903.07*	*$14,124.86*	
CAPTAIN	MGTS - S51	$8,881.86	$10,796.99	EL DORADO	10,256.13	12,467.86	
				NEVADA	8,397.16	10,251.21	
				SACRAMENTO	8,926.17	10,850.67	
				MAX AVERAGE		11,189.91	3.64%
				New Monthly Rates:	*$9,205.09*	*$11,189.91*	
LIEUTENANT	MGTS - S50	$7,922.56	$9,642.38	EL DORADO	9,236.93	11,226.80	
				NEVADA	7,302.69	8,915.08	
				SACRAMENTO	Footnote 2	9,838.00	
				MAX AVERAGE		9,993.29	3.64%
				New Monthly Rates:	*$8,210.88*	*$9,993.29*	
SERGEANT	DSAS - 754	$6,389.92	$7,751.45	EL DORADO	6,855.33	8,333.86	
				NEVADA	5,981.92	7,302.69	
				SACRAMENTO	6,831.25	8,301.50	
				MAX AVERAGE		7,979.35	2.94%
				New Monthly Rates:	*$6,577.79*	*$7,979.35*	
DEPUTY SHERIFF II	DSAS - 752	$5,288.38	$6,450.24	EL DORADO	5,555.33	6,753.06	
				NEVADA	4,808.38	5,870.04	
				SACRAMENTO	5,888.17	7,158.33	
				MAX AVERAGE		6,593.81	2.23%
				New Monthly Rates:	*$5,406.09*	*$6,593.81*	

RELATED CLASSIFICATIONS - Salaries are set by associated benchmarking as identified

CLASS	GRADE	2015 SALARY MIN	2015 SALARY MAX	2016 SALARY MIN	2016 SALARY MAX	Approximate % INCREASE AT TOP STEP
DEPUTY SHERIFF I Footnote 3	DSAS - 751	4,807.63	5,052.34	4,914.63	5,164.95	2.23%
Approximately 10% Below DS II - minimum salary						
DEPUTY SHERIFF TRAINEE Footnote 4	DSAS - 750		4,578.69	NA	4,680.60	2.23%
Approximately 5% Below DS I, Step 1						
INVESTIGATOR-DISTRICT ATTORNEY	DSAS - 701	6,709.40	8,139.02	6,906.68	8,378.32	2.94%
Approximately 5% Above Sheriff Sergeant						
INVESTIGATOR-WELFARE FRAUD/CHILD SUPPORT	DSAN - NS1	6,709.40	8,139.02	6,906.68	8,378.32	2.94%
Approximately 5% Above Sheriff Sergeant						
INVESTIGATOR-WELFARE FRAUD-SUPERVISING	DSAN - NS4	7,212.63	8,749.45	7,424.68	9,006.69	2.94%
Approximately 7.5% Above Investigator-Welfare Fraud						
ASSISTANT SHERIFF	MGTS - S52	10,516.91	12,479.98	10,820.97	12,840.79	2.89%
Approximately 10% Below Undersheriff						
CHIEF DEPUTY CORONER	DSAS - 753	5,685.00	6,934.01	5,811.55	7,088.35	2.23%
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

County Charter

Sec. 207 Compensation.

Each member of the Board of Supervisors shall receive an annual salary in an amount that does not exceed the average salary of the Board of Supervisors for the neighboring Counties of El Dorado, Nevada, and Sacramento. The annual salary shall be set on the first full pay period in February each year by calculating the average salaries of Board members in El Dorado, Nevada and Sacramento Counties as of January of that year. Pension and healthcare costs shall be limited by the Public Employees' Pension Reform Act of 2013, as that Act may be amended and Supervisors will pay 100% of the employee share. This measure shall become effective January 1, 2015 and continue each January 1st thereafter.

2016 Board of Supervisor Salary Survey				
	Monthly Rates	Annualized	BiWeekly	Hourly
EL DORADO	$6,406.40			
NEVADA	$3,935.25			
SACRAMENTO	$8,309.60			
2016 Average Salary:	$6,217.08	$74,605.00	$2,869.42	$35.87
2015 Placer Salary:	$5,979.58	$71,754.96	$2,759.81	$34.50
Increase Amount:	*$237.50*	*$2,850.04*	*$109.62*	*$1.37*

APPENDIX D

FISCAL IMPACT 15/16 MEASURE F AFFECTED CLASSIFICATIONS

Effective Pay Period 18 - February 6, 2016

DEPUTY SHERIFF'S ASSOCIATION/MGT Safety	Allocated Positions in Each Class **	Current Monthly Salary - Maximum	Proposed Monthly Salary - Maximum	% Increase over Current Monthly Salary	Estimated Indivdual Monthly Max Increased Cost at Top Step by Class (w/o benefit roll up costs)	Estimated 15/16 Cost for 9 pay periods with benefit rollup costs ***	Estimated Annual Increased Cost based upon Proposed Max for 12 months with 16/17 benefit rollup costs
Measure F Classifications							
UNDERSHERIFF	1	$ 13,728	$ 14,125	2.89%	$ 397	$ 2,400	$ 7,149
CAPTAIN	5	$ 10,797	$ 11,190	3.64%	$ 393	$ 11,879	$ 35,389
LIEUTENANT	13	$ 9,642	$ 9,993	3.64%	$ 351	$ 27,583	$ 82,174
SERGEANT	38	$ 7,751	$ 7,979	2.94%	$ 228	$ 52,362	$ 155,998
DEPUTY SHERIFF TRAINEE/I/II **	202	$ 6,450	$ 6,594	2.23%	$ 144	$ 175,353	$ 522,409
Sheriff Totals	**259**					**269,576**	**803,119**
Other Related Classes							
ASSISTANT SHERIFF	1	$ 12,480	$ 12,841	2.89%	$ 361	$ 2,182	$ 6,499
CHIEF DEPUTY CORONER	1	$ 6,934	$ 7,088	2.23%	$ 154	$ 933	$ 2,780
INVESTIGATOR - DA	10	$ 8,139	$ 8,378	2.94%	$ 239	$ 14,469	$ 43,105
SUPERVISING INVESTIGATOR - WELFARE FRAUD	2	$ 8,749	$ 9,007	2.94%	$ 257	$ 3,111	$ 9,267
INVESTIGATOR WELFARE FRAUD	3	$ 8,139	$ 8,378	2.94%	$ 239	$ 4,341	$ 12,932
Totals	**17**					**25,035**	**74,584**
** Allocations based upon Allocation of Positions FY 15/16.					**Totals**	**294,611**	**877,703**

*** Total benefit percentage based upon 45.56% for 15/16 and 50.11% for 16/17 for each employee. Annual Cost includes PERS, FICA and excludes OPEB (a flat $ amount) 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 and Compensation Ordinance relating to the salaries for the classifications covered by Measure F, other associated law enforcement Classifications, and confirming board member salaries Under Section 207 of the County Charter.

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 this ordinance modifies the provisions of the un-codified Schedule of Classifications and Compensation Ordinances for DSA Safety, DSA Non-Safety, Management Safety and the Board of Supervisors (Supervisor) employees as set out below.

Section 1. Measure F Increases
Effective pay period 18, beginning February 6, 2016, pay date March 4, 2016, the following classifications and grades shall receive the increases identified below:

Classification:	Sal Plan/Grade:	Percentage Increase:
Undersheriff	MGTS – S53	2.89%
Captain	MGTS – S51	3.64%
Lieutenant	MGTS – S50	3.64%
Sergeant	DSAS – 754	2.94%
Deputy Sheriff II	DSAS – 752	2.23%

Section 2. Other Associated Law Enforcement Increases
Effective pay period 18, beginning February 6, 2016, pay date March 4, 2016, the following classifications and grades shall receive the increases identified below:

Classification:	Sal Plan/Grade:	Percentage Increase:
Deputy Sheriff I	DSAS – 751	2.23%
Deputy Sheriff Trainee	DSAS – 750	2.23%
Investigator – District Attorney	DSAS – 701	2.94%
Investigator – Welfare Fraud/Child Support	DSAN – NS1	2.94%
Investigator – Welfare Fraud – Supervising	DSAN – NS4	2.94%
Assistant Sheriff	MGTS – S52	2.89%
Chief Deputy Coroner	DSAS – 753	2.23%

Section 3. Placer County Charter Section 207 Increases
Effective pay period 18, beginning February 6, 2016, pay date March 4, 2016, the following classification and grade shall receive the increase identified below:

Classification:	Sal Plan/Grade:	Bi-Weekly / Annual:
Supervisor	BOS – BD1	$2,869.42 / $74,605.00

Section 4. That this ordinance is introduced/adopted as an uncodified ordinance.