



**M E M O R A N D U M**  
**HUMAN RESOURCES**  
County of Placer

TO: Board of Supervisors  
FROM: Kate Sampson, Director of Human Resources  
BY: Jon Harned, Senior Human Resources Analyst  
SUBJECT: Establishment of Salary Grades for Classifications Represented by the Placer County Law Enforcement Management Association (PCLEMA)

DATE: May 11, 2021

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**ACTION REQUESTED**

Adopt an ordinance, introduced April 27, 2021, amending the un-codified Schedule of Classifications and Compensation Ordinance related to the establishment of salary grades for classifications represented by the Placer County Law Enforcement Management Association.

**BACKGROUND**

On April 13, 2021, your Board adopted a resolution recognizing the Placer County Law Enforcement Association (PCLEMA) as the Exclusively Recognized Employee Organization for sworn classified law enforcement managers. This bargaining unit includes classified safety managers assigned to the Sheriff's Office and District Attorney's Office holding the classifications of Sheriff's Captain, Sheriff's Lieutenant, and Supervising District Attorney Investigator.

To enable the administration of pay and benefits for classifications represented by PCLEMA and to ensure compliance with California Code of Regulations section 570.5(a), which requires that pay schedules be duly approved by the employer's governing body and publicly available, salary grades reflecting the newly-established bargaining unit are needed for these represented classifications.

The recommended action proposes no changes to classifications or their compensation other than the renaming of applicable salary grades.

**FISCAL IMPACT**

There is no fiscal impact associated with this ordinance.

**ATTACHMENTS**

Attachment 1 – Ordinance

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 to establish salary grades for classifications represented by the Placer County Law Enforcement Management Association

Ordinance No.: \_\_\_\_\_

Introduced: April 27, 2021

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:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

\_\_\_\_\_  
Chair, Board of Supervisors

Attest:

\_\_\_\_\_  
Clerk of said Board

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THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA, DOES HEREBY ORDAIN AS FOLLOWS:

**Section 1.** That the un-codified Schedule of Classifications and Compensation Ordinance is hereby amended to read as follows (additions shown in bold and underline, deletions shown with strikethrough):

ADMIN CODE	CLASSIFICATION TITLE	SALARY PLAN — APPENDIX	GRADE
13833	Investigator – Supervising District Attorney	<b><u>MGTS</u></b> <b><u>LEMA</u></b>	S30 <b><u>810</u></b>
13828	Sheriff’s Lieutenant	<b><u>MGTS</u></b> <b><u>LEMA</u></b>	S50 <b><u>820</u></b>
13846	Sheriff’s Captain	<b><u>MGTS</u></b> <b><u>LEMA</u></b>	S51 <b><u>830</u></b>

<b>LEMA 810 - RANGE A</b>				
<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>
<b><u>\$52.04</u></b>	<b><u>\$54.60</u></b>	<b><u>\$57.30</u></b>	<b><u>\$60.14</u></b>	<b><u>\$64.33</u></b>

<b>LEMA 810 - RANGE B</b>									
<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>	<b><u>Step 9</u></b>	<b><u>Step 10</u></b>
<b><u>\$51.51</u></b>	<b><u>\$52.81</u></b>	<b><u>\$54.13</u></b>	<b><u>\$55.47</u></b>	<b><u>56.86</u></b>	<b><u>\$58.29</u></b>	<b><u>\$59.75</u></b>	<b><u>\$61.22</u></b>	<b><u>\$62.76</u></b>	<b><u>\$64.33</u></b>

<b>LEMA 820 - RANGE A</b>				
<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>
<b><u>\$57.45</u></b>	<b><u>\$60.33</u></b>	<b><u>\$63.38</u></b>	<b><u>\$66.57</u></b>	<b><u>\$69.92</u></b>

<b>LEMA 820 - RANGE B</b>									
<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>	<b><u>Step 9</u></b>	<b><u>Step 10</u></b>
<b><u>\$55.98</u></b>	<b><u>\$57.38</u></b>	<b><u>\$58.81</u></b>	<b><u>\$60.29</u></b>	<b><u>\$61.80</u></b>	<b><u>\$63.35</u></b>	<b><u>\$64.93</u></b>	<b><u>\$66.55</u></b>	<b><u>\$68.21</u></b>	<b><u>\$69.92</u></b>

<b>LEMA 830 - RANGE A</b>				
<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>
<b><u>\$65.56</u></b>	<b><u>\$68.85</u></b>	<b><u>\$72.28</u></b>	<b><u>\$75.90</u></b>	<b><u>\$79.70</u></b>

<b>LEMA 830 - RANGE B</b>									
<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>	<b><u>Step 9</u></b>	<b><u>Step 10</u></b>
<b><u>\$63.80</u></b>	<b><u>\$65.41</u></b>	<b><u>\$67.04</u></b>	<b><u>\$68.71</u></b>	<b><u>\$70.43</u></b>	<b><u>\$72.20</u></b>	<b><u>\$74.00</u></b>	<b><u>\$75.86</u></b>	<b><u>\$77.75</u></b>	<b><u>\$79.70</u></b>

**Section 2.** That this ordinance shall be effective the beginning of the pay period in which it is adopted.

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

