

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors
From: Thomas Miller, County Executive Officer
Nancy Nittler, Personnel Director NM
Date: February 14, 2012
Subject: Salary Increases - Measure F for Covered Safety Classifications

RECOMMENDATION:

It is recommended that your Board approve the attached 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 11, 2012. Percentage increases by classification are as follows: Captain .58%; Lieutenant .59%; Sergeant 3.15%; Chief Deputy Coroner 3.16%, Deputy Sheriff II 3.16%, Deputy Sheriff I 3.16%; Investigator 3.15%; Supervising Investigator Welfare Fraud 3.15%, Investigator Welfare Fraud 3.15%.

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 \$72,444, an increase of \$2,220 over the existing top salary of \$70,224. The classes of Undersheriff and Assistant Sheriff are paid the same as the three county average, therefore no change in salary is required.

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 11, 2012.

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 \$234,247 (\$800,331 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
K. Martinis, 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

APPENDIX A

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 2012 - MEASURE F SALARY SURVEY

CLASS	SAL PLAN/GRADE	2011 SALARY		COUNTY	2012 SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
UNDERSHERIFF	MGTS - S53	\$11,118	\$13,194	EL DORADO	11,478	13,952	0.00%
				NEVADA	8,736	10,665	
				SACRAMENTO	14,966	14,966	
				MAX AVERAGE	Footnote 1	\$13,194	
CAPTAIN	MGTS - S51	\$8,464	\$10,289	EL DORADO	10,256	12,468	0.58%
				NEVADA	7,373	9,001	
				SACRAMENTO	7,879	9,577	
				MAX AVERAGE		\$10,349	
LIEUTENANT	MGTS - S50	\$7,552	\$9,191	EL DORADO	9,237	11,227	0.59%
				NEVADA	6,412	7,828	
				SACRAMENTO	7,874	8,681	
				MAX AVERAGE	Footnote 2	\$9,245	
SERGEANT	DSAS - 754	\$5,761	\$6,989	EL DORADO	6,313	7,673	3.15%
				NEVADA	5,253	6,412	
				SACRAMENTO	6,205	7,541	
				MAX AVERAGE		\$7,209	
DEPUTY SHERIFF II	DSAS - 752	\$4,797	\$5,852	EL DORADO	5,110	6,212	3.16%
				NEVADA	4,420	5,396	
				SACRAMENTO	5,351	6,502	
				MAX AVERAGE		\$6,037	

RELATED CLASSIFICATIONS

CLASS	GRADE	2011 SALARY		2012 SALARY	% INCREASE AT TOP STEP	
		MIN	MAX			MIN
DEPUTY SHERIFF I ^{Footnote 3}	DSAS - 751	\$4,361	\$4,583	\$4,499	\$4,728	3.16%
Approximately 10% Below DS II						
DEPUTY SHERIFF TRAINEE ^{Footnote 4}	DSAS - 750	\$4,154	\$4,154		\$4,285	3.16%
Approximately 5% Below DS I, Step 1						
INVESTIGATOR-DISTRICT ATTORNEY	DSAS - 701	\$6,049	\$7,338	\$6,239	\$7,569	3.15%
Approximately 5% Above Sheriff Sergeant						
INVESTIGATOR-WELFARE FRAUD/CHILD SUPPORT	DSAN - NS1	\$6,049	\$7,338	\$6,239	\$7,569	3.15%
Approximately 5% Above Sheriff Sergeant						
INVESTIGATOR-WELFARE FRAUD-SUPERVISING	DSAN - NS4	\$6,503	\$7,889	\$6,708	\$8,137	3.15%
Approximately 7.5% Above Investigator-Welfare Fraud						
ASSISTANT SHERIFF	MGTS - S52	\$10,107	\$11,995	\$10,107	\$11,995	0.00%
Approximately 10% Below Undersheriff						
CHIEF DEPUTY CORONER	DSAS - 753	\$5,157	\$6,291	\$5,320	\$6,489	3.16%
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

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APPENDIX C

FISCAL IMPACT 12/13 MEASURE F & SAFETY CLASSES- DEPUTY SHERIFF'S ASSOCIATION EMPLOYEES

Effective Pay Period 19 - February 11, 2012

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 costs)	Estimated 11/12 Cost for 8 pay periods with benefit rollup costs ***	Estimated Annual Increased Cost based upon Proposed Max for 12 months with 12/13 benefit rollup costs
Measure F Classifications							
UNDERSHERIFF	1	\$ 13,194	\$ 13,194	0.00%	\$ -	\$ -	\$ -
CAPTAIN	4	\$ 10,289	\$ 10,349	0.58%	\$ 60	\$ 1,197	\$ 4,091
LIEUTENANT	11	\$ 9,191	\$ 9,245	0.59%	\$ 54	\$ 2,991	\$ 10,219
SERGEANT	32	\$ 6,989	\$ 7,209	3.15%	\$ 220	\$ 35,267	\$ 120,493
DEPUTY SHERIFF I/II **	193	\$ 5,852	\$ 6,037	3.16%	\$ 185	\$ 178,668	\$ 610,436
Sheriff Totals	241					218,123	745,239
Other Related Classes							
ASSISTANT SHERIFF	1	\$ 11,995	\$ 11,995	0.00%	\$ -	\$ -	\$ -
CHIEF DEPUTY CORONER	1	\$ 6,291	\$ 6,489	3.16%	\$ 198	\$ 995	\$ 3,400
INVESTIGATOR	9	\$ 7,338	\$ 7,569	3.15%	\$ 231	\$ 10,414	\$ 35,581
SUPERVISING INVESTIGATOR - WELFARE FRAUD	1	\$ 7,889	\$ 8,137	3.15%	\$ 248	\$ 1,244	\$ 4,250
INVESTIGATOR WELFARE FRAUD	3	\$ 7,338	\$ 7,569	3.15%	\$ 231	\$ 3,471	\$ 11,860
Totals	15					16,125	55,092
					Totals	234,247	800,331
** Allocations based upon Allocation of Positions FY 10/11.							
*** Total benefit percentage based upon 35.789% for 11-12 and 42.75% for 12-13. 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.

Chair, 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 appendices to the Placer County Code, Chapter 3, Section 3.12.010, Appendix 3-DSAS, Appendix 4-DSAN, and Appendix 9-MGTS, are hereby corrected effective **February 11, 2012 (PP 19)**, 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, effective **February 11, 2012 (PP 19)**.

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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	25.1611				
701	34.8994	36.6264	38.4388	40.3410	42.3372
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	23.9630				
751	25.1611	26.4428			
752	27.6773	29.0870	30.5685	32.1254	33.7616
753	29.7531	31.2685	32.8611	34.5348	36.2937
754	33.2375	34.8823	36.6084	38.4200	40.3211

* * * * *

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	34.8994	36.6264	38.4388	40.3410	42.3372
NS4	37.5168	39.3734	41.3217	43.3666	45.5124

* * * * *

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	42.5292	44.6230	46.8321	49.1504	52.5853
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
S30	35.2289	36.9629	38.7928	40.7133	43.5585
S50	43.5680	45.7610	48.0645	50.4839	53.0250
S51	48.8304	51.2731	53.8381	56.5315	59.3596
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 11, 2012 (PP 19)**.

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

