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**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors
From: Thomas Miller, County Executive Officer
 Nancy Nittler, Personnel Director
By: Hedy Dehghan, Senior Personnel Analyst
Date: February 6, 2007
Subject: Salary Increases - Proposition F and Other Safety Classifications

RECOMMENDATION:

It is recommended that your Board approve the ordinances implementing the required salaries for the classifications covered by Proposition F and other associated law enforcement classifications, as presented in the attached ordinance to be effective February 2, 2007, at 5:01 p.m.

INFORMATION & BACKGROUND:

Proposition 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. Proposition F, codified in Placer County Code § 3.12.040 (Appendix A) and its express terms, are mandatory. Proposition F provides the required method for annually determining and setting salaries for specified peace officer classes in Placer County. The Proposition F formula is 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 salaries for those three agencies; and then, (3) set the salary of the Placer County comparable employees at a level equal to the average salary of the other three counties. The averages are required to be used to set the salaries for the classifications of Undersheriff, Assistant Sheriff, Captain, Lieutenant, Sergeant, Chief Deputy Coroner, and Deputy Sheriff II, effective the first full pay period in February. The survey data collected from the El Dorado, Nevada and Sacramento counties is attached as Appendix B and represents an average increase of 5.418%. For a Deputy Sheriff II, our most populous class, the Proposition F increase would result in an annual base salary of \$59,376, an increase of \$2,796 over the existing top salary of \$56,580.

While Proposition F sets the salaries of the Sheriff's Department classifications as described above, the salaries for other classifications represented by the PCDSA: Deputy Probation Officer series, D.A. Investigator series and Investigator - Welfare Fraud are determined through the PCDSA collective bargaining process and therefore are not determined by the Proposition F requirements. However, as part of the negotiated PCDSA Memorandum of Understanding (MOU) it was agreed that the classification of D.A. Investigator would be paid a salary set at 5% above the base pay of the Sheriff's Sergeant classification. With the Proposition F impact on the Sheriff's Sergeant, the D.A. Investigator would receive a corresponding 7.07% increase effective 5:01 pm, February 2, 2007.

The PCDSA and the Sheriff have been advised of the salary adjustments as presented.

FISCAL IMPACT:

The overall weighted average increase for classes affected by Proposition F is 5.418%. The total cost impact for the remainder of this fiscal year, as shown in Appendix C, is approximately **\$491,053** for salaries and associated benefit costs (**\$1,276,737** annualized). Departments were requested to budget the funding for the anticipated increases in their 2006-07 budgets.

cc: R. Colwell, Chief Assistant County Executive Officer
 M. Boyle, Assistant County Executive Officer
 T. Leonard, Principal Management Analyst
 J. Fogarty, Managing Accountant Auditor
 S. Pecor, Chief Probation Officer

E. Bonner, Sheriff
 B. Fenocchio, District Attorney
 J. Tindall, Placer County Deputy Sheriffs Association
 R. Burton, HHS Director

APPENDIX A

Proposition 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)

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

In the matter of: An ordinance amending Placer County Code, Chapter 3, Section 3.12.010, Appendix 3-DSAS, Appendix 4-DSAN, and Appendix 9-MGTS, relating to the salary schedule for the classifications covered by Proposition F and other associated law enforcement classifications.

Ordinance No.: _____

First Reading: 2-6-07

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 Placer County Code, Chapter 3, Section 3.12.010, Appendix 3-DSAS, Appendix 4-DSAN, and Appendix MGTS-9, are hereby amended effective February 02, 2007, at 5:01 p.m., 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 02, 2007, 5:01p.m.

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
701	28.8693	30.3234	31.8509	33.4553	35.1404
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	20.0501				
751	21.1128	22.1611			
752	23.3948	24.5869	25.8398	27.1566	28.5405
753	25.1494	26.4309	27.7778	29.1933	30.6810
754	27.5846	28.9503	30.3834	31.8876	33.4663

* * * * *

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	28.8693	30.3234	31.8509	33.4553	35.1404

* * * * *

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	29.2064	30.6668	32.2004	33.8102	35.5008
S01	31.5392	33.0918	34.7301	36.4494	38.9966
S03	32.2004	33.8102	35.5008	37.2760	39.1400
S08	35.5008	37.2760	39.1400	41.0966	43.1514
S10	46.4851	48.8088	51.2497	53.8125	56.5026
S50	36.5598	38.3853	40.3020	42.3144	44.4273
S51	40.9455	42.9953	45.1476	47.4076	49.7809
S52	48.7491	50.8807	53.1055	55.4275	57.8510
S53	53.6240	55.9688	58.4160	60.9703	63.6361

* * * * *

Section 4. That this ordinance shall be effective February 02, 2007, at 5:01 p.m.

Appendix B

PLACER COUNTY

January 2007 - PROPOSITION F SALARY SURVEY

CLASS	GRADE	2006 Monthly SALARY		COUNTY	2007 Monthly SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
UNDERSHERIFF	S53	\$8,692	\$10,314	EL DORADO	\$9,523	\$11,575	6.94%
				NEVADA	\$7,076	\$8,638	
				SACRAMENTO	\$12,876	\$12,876	
				AVERAGE	\$9,825	\$11,030	
CAPTAIN	S51	\$6,648	\$8,082	EL DORADO	\$8,509	\$10,343	6.76%
				NEVADA	\$5,972	\$7,291	
				SACRAMENTO	\$6,788	\$8,251	
				AVERAGE	\$7,090	\$8,628	
LIEUTENANT	S50	\$5,935	\$7,212	EL DORADO	\$7,660	\$9,311	6.77%
				NEVADA	\$5,168	\$6,309	
				SACRAMENTO	\$6,153	\$7,480	
				AVERAGE	\$6,327	\$7,700	
SERGEANT	754	\$4,481	\$5,437	EL DORADO	\$5,117	\$6,221	6.69%
				NEVADA	\$4,233	\$5,168	
				SACRAMENTO	\$4,947	\$6,013	
				AVERAGE	\$4,766	\$5,801	
DEP. SHERIFF II	752	\$3,865	\$4,715	EL DORADO	\$4,191	\$5,094	4.93%
				NEVADA	\$3,739	\$4,564	
				SACRAMENTO	\$4,265	\$5,185	
				AVERAGE	\$4,085	\$4,948	
DEP. SHERIFF I*	751	\$3,488	\$3,661		\$3,659	\$3,841	4.93%
DEPUTY TRAINEE**	750	\$3,313			\$3,476		4.91%

* PLACER COUNTY DEPUTY SHERIFF I = 10% BELOW DEPUTY SHERIFF II

**PLACER COUNTY DEPUTY SHERIFF TRAINEE SALARY = 5% BELOW DEPUTY SHERIFF I, STEP A

***PLACER COUNTY ASSISTANT SHERIFF SALARY IS SET APPROXIMATELY 10% BELOW THE UNDERSHERIFF, AND PLACER COUNTY CHIEF DEPUTY CORONER SALARY IS SET APPROXIMATELY 7.5% ABOVE DEPUTY SHERIFF;

THERE WERE NO COMPARABLE CLASSIFICATIONS FOR EITHER IN THE THREE SURVEY AGENCIES.

APPENDIX C

FISCAL IMPACT PROPOSITION F

Effective Pay Period 18 - February 2, 2007, 5:01 p.m.

PROPOSITION F CLASSIFICATIONS		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 Position By Class (w/o benefit roll up costs)	Estimated 06/07 Cost for 10 Pay Periods (with benefit rollup costs)	Estimated Annual Increased Cost Based Upon Proposed Max For 12 Months (with benefit rollup costs)
Sheriff's Office Classifications								
UNDERSHERIFF		1	\$ 10,314	\$ 11,030	6.94%	\$ 716	\$ 4,878	\$ 12,683
ASSISTANT SHERIFF		1	\$ 9,377	\$ 10,028	6.94%	\$ 651	\$ 4,435	\$ 11,532
CAPTAIN		5	\$ 8,082	\$ 8,628	6.76%	\$ 546	\$ 18,619	\$ 48,410
LIEUTENANT		11	\$ 7,212	\$ 7,700	6.77%	\$ 488	\$ 36,589	\$ 95,131
SERGEANT		34	\$ 5,437	\$ 5,801	6.69%	\$ 364	\$ 84,279	\$ 219,126
CHIEF DEPUTY CORONER		1	\$ 5,068	\$ 5,318	4.94%	\$ 250	\$ 1,705	\$ 4,433
DEPUTY SHERIFF I/II **		194	\$ 4,715	\$ 4,948	4.93%	\$ 233	\$ 307,662	\$ 799,922
Sheriff Totals		247					458,169	1,191,238
Investigator Classifications								
INVESTIGATOR		9	\$ 5,689	\$ 6,091	7.07%	\$ 402	\$ 24,664	\$ 64,126
INVESTIGATOR WELFARE FRAUD		3	\$ 5,689	\$ 6,091	7.07%	\$ 402	\$ 8,220	\$ 21,373
Investigator Totals		12					32,884	85,499

** Allocations based upon Allocation of Positions FY 06-07, updated 12/2006. Deputy Sheriff III were costed at the Deputy Sheriff II **Totals 491,053** **1,276,737**
 Sheriff's Office Classifications listed above in **BOLD** are management classifications.

Costing Assumptions:

Estimated costs include all allocated positions estimated at base salary at step 5 (top step). Estimated costs do not include extra help employees, Educational (5% up to 15%) or Wellness Incentives (5%) received by most permanent employees. Benefit Rollup Costs are based upon 47.683% of salary which includes PERS (Public Employees Retirement System) 34.033%, FICA (Social Security) 7.65% and OPEB (Other Post Employment Benefits) 6%.