

**MEMORANDUM  
PERSONNEL DEPARTMENT  
COUNTY OF PLACER**

**To:** Board of Supervisors  
**From:** David Boesch, County Executive Officer  
Lori Walsh, Personnel Director  
**Date:** February 3, 2015  
**Subject:** Salary Increases - Measure F for Covered Safety Classifications

**ACTION REQUESTED:**

Introduction of an un-codified 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 7, 2015. The total cost impact of approximately \$263,824 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 2.93%; Captain 1.33%; Lieutenant 1.30%; Sergeant 2.69%; Deputy Sheriff II 2.29%, Deputy Sheriff I 2.29%; Deputy Sheriff Trainee 2.29%; Investigator-District Attorney 2.69%; Investigator-Welfare Fraud/Child Support 2.69%; Investigator-Welfare Fraud-Supervising 2.69%; Assistant Sheriff 2.93%; Chief Deputy Coroner 2.29%; and the extra help only classifications of Assistant Deputy Sheriff I 2.29%; Assistant Deputy Sheriff II 2.29%. For a Deputy Sheriff II, the most prevalent classification filled, the Measure F increase would result in an approximate annual base salary of \$77,402, an increase of \$1,730 over the existing top step salary of \$75,672. The survey data collected and resulting salary increases are attached as Appendix B.

While Measure F sets the salaries of the Sheriff's Office 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 7, 2015.

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 \$263,824 (\$765,367 annualized), which the affected departments will be expected to absorb within their current budgets.

Cc: H. Heinzen, Assistant County Executive Officer  
A. Heath, Deputy County Executive Officer  
A. Sisk, Auditor-Controller  
J. Fogarty, Auditor's Office - Payroll Division

S. Owens, District Attorney  
E. Bonner, Sheriff  
B. Ramirez, 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 2015 - MEASURE F SALARY SURVEY							
CLASS	SAL PLAN/GRADE	2014 SALARY		COUNTY	2015 SALARY		% INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
UNDERSHERIFF	MGTS - S53	\$11,239.54	\$13,337.48	EL DORADO	11,528.40	14,014.00	2.9278%
				NEVADA	9,502.37	11,600.44	
				SACRAMENTO	Footnote 1	15,569.50	
				MAX AVERAGE		13,727.98	
New Monthly Rates:					\$11,568.62	\$13,727.98	
CAPTAIN	MGTS - S51	\$8,765.10	\$10,655.03	EL DORADO	10,256.13	12,467.87	1.3321%
				NEVADA	8,020.21	9,791.03	
				SACRAMENTO	8,334.58	10,132.00	
				MAX AVERAGE		10,796.97	
New Monthly Rates:					\$8,881.86	\$10,796.97	
LIEUTENANT	MGTS - S50	\$7,821.25	\$9,519.09	EL DORADO	9,236.93	11,226.80	1.2953%
				NEVADA	6,974.87	8,514.88	
				SACRAMENTO	Footnote 2	9,185.50	
				MAX AVERAGE		9,642.39	
New Monthly Rates:					\$7,922.56	\$9,642.39	
SERGEANT	DSAS - 754	\$6,222.65	\$7,548.55	EL DORADO	6,697.60	8,141.47	2.6879%
				NEVADA	5,713.39	6,974.87	
				SACRAMENTO	6,695.50	8,138.00	
				MAX AVERAGE		7,751.45	
New Monthly Rates:					\$6,389.91	\$7,751.45	
DEPUTY SHERIFF II	DSAS - 752	\$5,170.15	\$6,306.04	EL DORADO	5,435.73	6,609.20	2.2866%
				NEVADA	4,688.82	5,724.08	
				SACRAMENTO	5,773.33	7,017.42	
				MAX AVERAGE		6,450.23	
New Monthly Rates:					\$5,288.37	\$6,450.23	
RELATED CLASSIFICATIONS - Salaries are set by associated benchmarking as identified							
CLASS	GRADE	2014 SALARY			2015 SALARY		Approximate % INCREASE AT TOP STEP
		MIN	MAX		MIN	MAX	
DEPUTY SHERIFF I <sup>Footnote 3</sup>	DSAS - 751	4,700.12	4,939.39		4,807.61	5,052.34	2.29%
Approximately 10% Below DS II - minimum salary							
DEPUTY SHERIFF TRAINEE <sup>Footnote 4</sup>	DSAS - 750	4,476.32	4,476.32		NA	4,578.68	2.29%
Approximately 5% Below DS I, Step 1							
INVESTIGATOR-DISTRICT ATTORNEY	DSAS - 701	6,533.78	7,925.98		6,709.40	8,139.02	2.69%
Approximately 5% Above Sheriff Sergeant							
INVESTIGATOR-WELFARE FRAUD/CHILD SUPPORT	DSAN - NS1	6,533.78	7,925.98		6,709.40	8,139.02	2.69%
Approximately 5% Above Sheriff Sergeant							
INVESTIGATOR-WELFARE FRAUD-SUPERVISING	DSAN - NS4	7,023.81	8,520.43		7,212.61	8,749.44	2.69%
Approximately 7.5% Above Investigator-Welfare Fraud							
ASSISTANT SHERIFF	MGTS - S52	10,217.76	12,124.98		10,516.92	12,479.98	2.93%
Approximately 10% Below Undersheriff							
CHIEF DEPUTY CORONER	DSAS - 753	5,557.92	6,779.00		5,685.00	6,934.00	2.29%
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

**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.

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
DSAS 700	27.7363				
DSAS 701	38.7081	40.6232	42.6330	44.7424	46.9559
DSAS 704	14.9416	15.6889	16.4734	17.2973	18.1621
DSAS 705	17.5820	18.4613	19.3845	20.3539	21.3719
DSAS 706	20.1288	21.1351	22.1918	23.3013	24.4661
DSAS 707	23.0831	24.2421	25.4593	26.7375	28.0799
DSAS 709	26.5456	27.8784	29.2781	30.7480	32.2918
DSAS 750	26.4155				
DSAS 751	27.7363	29.1481			
DSAS 752	30.5099	32.0629	33.6951	35.4104	37.2129
DSAS 753	32.7981	34.4676	36.2222	38.0662	40.0039
DSAS 754	36.8649	38.6888	40.6029	42.6118	44.7199

\* \* \* \* \*

**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	38.7081	40.6232	42.6330	44.7424	46.9559
NS4	41.6113	43.6700	45.8305	48.0981	50.4776

\* \* \* \* \*

**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
MGTS S00	40.3800	42.3989	44.5193	46.7448	49.0821
MGTS S01	46.9210	49.2310	51.6682	54.2258	58.0154
MGTS S03	44.5193	46.7448	49.0821	51.5368	54.1139
MGTS S08	44.9299	47.1765	49.5357	52.0120	54.6125
MGTS S09	50.0493	52.5522	55.1801	57.9382	60.8355
MGTS S10	61.3026	64.3670	67.5858	70.9656	74.5132
MGTS S20	34.5542	36.2817	38.0959	40.0010	42.0008
MGTS S30	41.5739	43.6201	45.7796	48.0462	51.4036
MGTS S50	45.7071	48.0080	50.4248	52.9630	55.6291
MGTS S51	51.2415	53.8049	56.4964	59.3226	62.2903
MGTS S52	60.6745	63.3268	66.0951	68.9844	71.9999
MGTS S53	66.7420	69.6595	72.7046	75.8828	79.1999

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Ordinance # \_\_\_\_\_

\* \* \* \* \*

**Section 4.** That this ordinance shall be effective February 7, 2015.

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