



Board Agenda Item 27

DATE: February 28, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution to establish a pay provision for uniform allowance for the Assistant Sheriff and Undersheriff classifications, effective February 27, 2017, as reflected on Appendix B.

Approval of the recommended action would implement a uniform allowance for the identified classifications. The increase (\$880) includes \$572 in Net County Cost, which will be absorbed within the Sheriff-Coroner's Office FY 2016-17 adopted budget.

ALTERNATIVE ACTION(S):

If the Board were not to approve the recommended action, the Salary Resolution would remain unchanged.

FISCAL IMPACT:

The total estimated cost of the recommended action for the remainder of FY 2016-17 is approximately \$880; \$572 in Net County Cost. The annual cost is approximately \$2,860; \$1,860 in Net County Cost. The related retirement cost has been included in the annual cost. Sufficient appropriations and estimated revenue is included in the Sheriff-Coroner's Office Org 3111 adopted budget and will be included in future budget requests.

DISCUSSION:

On January 31, 2017, your Board directed staff to return with an agenda item to add uniform allowance for Assistant Sheriff and Undersheriff classifications consistent with what other sworn personnel in the Sheriff-Coroner's Office receive. The Assistant Sheriff and Undersheriff classifications previously received compensation for uniform maintenance by way of a footnote in the Salary Resolution; however, the footnote was eliminated on June 27, 2000, because the allowance was converted into base pay. The uniform allowance for other sworn personnel in the Sheriff-Coroner's Office was at one time also converted to base pay, but was later reinstated as a separate allowance; the same was not done with the identified classifications.

Approval of the recommended action would add a stand-alone pay provision regarding uniform allowance for the Assistant Sheriff and Undersheriff classifications. Impacted employees will receive an additional \$19.23 per pay period (approximately \$500 per year) for uniform maintenance. Currently, Community Service Officers and Sheriff's Deputies (Unit 1), Sheriff's Sergeants (Unit 14), Sheriff's and Correctional Lieutenants (Unit 35) and Sheriff's Captains (Unit 38) receive a similar uniform allowance. Adding the aforementioned pay provision to the identified classifications would assist in maintaining the difference in salary between the classifications.

REFERENCE MATERIAL:

BAI Addendum D, August 6, 2013, Units 1, 14, and 35 MOUs
BAI #41, May 19, 2015, Unit 38 MOU
BAI #17, June 27, 2000, conversion of uniform allowance

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix B

CAO ANALYST:

Sonia De La Rosa