



Board Agenda Item 34

DATE: October 22, 2024

TO: Board of Supervisors

SUBMITTED BY: Director of Human Resources, Hollis Magill

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

1. **Approve Amendment to the Salary Resolution, Section 100, updating Footnote “3”, effective October 28, 2024, as reflected on Appendix “B”;**
2. **Approve Amendment to the Salary Resolution, Section 100, deleting Footnote “7”, effective October 28, 2024, as reflected on Appendix “B”; and**
3. **Approve Amendment to the Salary Resolution, Section 100, adding Footnote “10”, effective October 28, 2024, as reflected on Appendix “B”.**

There is a \$26,254 increase in Net County Cost (NCC) associated with the recommended action for FY 2024-25. Approval of the recommended action would update Footnote “3” increasing the POST certificate incentive for Supervising District Attorney Investigators; delete Footnote “7” as the language is obsolete; and add Footnotes “10”, establishing a 5% retention pay premium differential for 10 years of continuous service as a sworn law enforcement officer for eligible incumbents in the Supervising District Attorney Investigator classification.

ALTERNATIVE ACTION(S):

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

FISCAL IMPACT:

The total estimated cost of the recommended actions for FY 2024-25 is approximately \$49,703; \$26,254 of which is NCC. Impacted department appropriations for FY 2024-25 will be monitored and budget adjustments will be brought to your Board prior to fiscal year end, if needed. Sufficient appropriations will be included in budget requests for FY 2025-26.

DISCUSSION:

Approval of the first recommended action would update Footnote “3”, increasing the POST certificate incentive for Supervising District Attorney Investigators from 7% to 9%, maintaining equity with subordinate staff.

Approval of the second recommended action would delete Footnote “7” as the language has become obsolete following your Board’s approval of a 6th salary step for unrepresented classifications on April 23, 2024.

On June 7, 2022, your Board approved a successor Memoranda of Understanding for Representation Unit 10, authorizing a 5% retention pay premium differential for 10 years of continuous service as a sworn law enforcement officer. Approval of the third recommended action would add Footnote "10", establishing a similar 10-year retention pay premium differential for the Supervising District Attorney Investigator classification.

REFERENCE MATERIAL:

BAI #11, April 23, 2024

BAI #32, June 7, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Salvador Espino