



Board Agenda Item 39

DATE: April 25, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendments

RECOMMENDED ACTION(S):

- 1. Approve Amendment to the Salary Resolution to establish a pay provision for Peace Officer Standards Training Management Certification for the Chief of Investigations classification, effective April 24, 2017, as reflected in Appendix B.**
- 2. Approve Amendment to the Salary Resolution adjusting the salary for the Supervising Communications Dispatcher classification, effective April 24, 2017, as reflected in Appendix B.**

Approval of the first recommended action would implement a five percent (5%) pay incentive regarding Peace Officer Standards Training (POST) Management Certification for the identified classification. The FY 2016-17 increase (\$923) includes \$693 in Net County Cost (NCC), which would be absorbed within the District Attorney-Public Administrator's Office FY 2016-17 adopted budget.

Approval of the second recommended action would establish and maintain a ten percent salary spread between the identified classification and its subordinate classification series. The FY 2016-17 increase (\$1,252) includes \$814 in NCC, which would be absorbed within the Sheriff-Coroner's Office FY 2016-17 adopted budget.

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 Recommended Action No. 1 for the remainder of FY 2016-17 is approximately \$923; \$693 in NCC. The annual cost is approximately \$6,001; \$4,500 in NCC. The related retirement cost has been included in the annual cost. Sufficient appropriations and estimated revenue is included in the District Attorney-Public Administrator's Office Org 2860 adopted budget and will be included in future budget requests.

The total estimated cost of Recommended Action No. 2 for the remainder of FY 2016-17 is approximately \$1,252; \$814 in NCC. The annual cost is approximately \$8,138; \$5,290 in NCC. The related retirement cost has been included in the annual cost. Sufficient appropriations and estimated revenue are included in the Sheriff-Coroner's Office Org 3111 adopted budget and will be included in future budget requests.

DISCUSSION:

Approval of Recommended Action No. 1 would establish a pay provision regarding POST Management Certification for the Chief of Investigations classification, similar to the pay provision recently approved on January 31, 2017, for the Assistant Sheriff and Undersheriff classifications. Employees who possess a POST

Management Certificate would be compensated at a rate of five percent above their base salary rate. The job specification for the Chief of Investigations currently requires an Advanced POST Certificate as a condition of employment. Should a POST Management Certificate become a requirement and condition of employment at any time, the five percent pay shall cease immediately.

Approval of Recommended Action No. 2 would address compaction and initially establish a ten percent spread between the Supervising Communications Dispatcher classification and its subordinate classification series. The compaction resulted from a salary increase to the Communications Dispatcher I/II/III/Specialist classification series approved by your Board on January 31, 2017. The increase was intended to mitigate recruitment and retention issues and address operational necessities within the Sheriff-Coroner's Office. The five percent increase scheduled for July 3, 2017, would maintain the appropriate spread due to the salary increase negotiated during Unit 1 - Law Enforcement Personnel Memorandum of Understanding negotiations and approved by your Board on March 7, 2017, for the Communications Dispatcher I/II/III/Specialist classification series. Adjustments for the Supervising Communications Dispatcher classification regarding additional future increases will be brought before your Board on a later date.

REFERENCE MATERIAL:

BAI #28, March 7, 2017 - Unit 1 successor MOU
BAI #28, January 31, 2017 - Salary Resolution Amendments (POST)
BAI #27, January 31, 2017 - Agreement to MOU (CDs salary adjustment)

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix B

CAO ANALYST:

Sonia De La Rosa