



Board Agenda Item 28

DATE: January 31, 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 POST Management Certification for the Assistant Sheriff and Undersheriff classifications, effective January 30, 2017, as reflected in Appendix B.**
- 2. Approve Amendment to the Salary Resolution to establish a pay provision for a Chief Deputy District Attorney or Assistant District Attorney assigned to the Officer Involved Shooting/In-Custody Death Team, effective January 30, 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 classifications. The increase (\$14,611) includes \$9,497 in Net County Cost, which will be absorbed within the Sheriff's Office FY 2016-17 adopted budget.

Approval of the second recommended action would authorize a pay provision of \$500 for the identified classifications assigned for a one-week period to the Officer Involved Shooting/In-Custody Death (OIS/ICD) Team, regardless of the number of calls/incidents received during that period. The increase (\$16,400) includes \$12,300 in Net County Cost, which will be absorbed within the District Attorney's Office FY 2016-17 adopted budget.

ALTERNATIVE ACTION(S):

If the 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 \$14,611; \$9,497 in Net County Cost. The annual cost is approximately \$37,987; \$24,692 in Net County Cost. Sufficient appropriations and estimated revenue is included in the Sheriff's Office Org 3111 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 \$16,400; \$12,300 in Net County Cost. The maximum annual cost is \$42,640; \$31,980 in Net County Cost. Sufficient appropriations and estimated revenue is included in the District Attorney's Office Org 2860 adopted budget and will be included in future budget requests. Only one (1) qualified member of the District Attorney's Office (Chief Deputy District Attorney, Assistant District Attorney, Senior Deputy District Attorney, or Deputy District Attorney IV) may receive the additional \$500 pay each week. Any retirement cost will depend on whether the additional pay is determined to be pensionable by the Fresno County Employees Retirement Association (FCERA).

DISCUSSION:

Approval of Recommended Action No. 1 would establish a pay provision regarding POST Management Certification for the Assistant Sheriff and Undersheriff classifications. Employees who possess a POST Management Certificate will be compensated at a rate of five percent (5%) above their base salary rate. Currently, Sheriff's Lieutenants and Captains receive a 5% pay provision for obtaining a POST Management Certification. Adding this pay provision to the identified classifications would assist in maintaining the difference in salary between the classifications. The Assistant Sheriff classification had a pay provision for the Advanced POST Certification that was eliminated effective July 11, 2011, because possession of Advanced POST Certification is a requirement (i.e. minimum qualification) of the classification.

The job specifications for the Assistant Sheriff and Undersheriff require an Advanced POST Certificate as a condition of employment. Should a POST Management Certificate become a requirement and condition of employment for either the Assistant Sheriff or Undersheriff classifications at any time, the 5% pay shall cease immediately for the affected classification. There are currently three (3) incumbents that may be impacted by this action.

Approval of Recommended Action No. 2 would provide an additional \$500 of compensation to a Chief Deputy District Attorney or Assistant District Attorney assigned to the OIS/ICD Team. On January 10, 2017, your Board approved an Addendum to the Memorandum of Understanding (MOU) for Representation Unit 30 - Deputy District Attorneys, authorizing a similar pay provision for a Deputy District Attorney IV/Senior to be compensated while assigned to the OIS/ICD Team. This recommended action would provide that same provision for those in the Chief Deputy District Attorney and Assistant District Attorney classifications. Of the 20 current members of the OIS/ICD team, 6 are Chief or Assistant District Attorneys.

The additional compensation is for a one-week assignment, regardless of the number of calls/incidents received during that period. Only one (1) qualified member of the District Attorney's Office (Chief Deputy District Attorney, Assistant District Attorney, Senior Deputy District Attorney, or Deputy District Attorney IV) may receive the additional \$500 pay each week.

REFERENCE MATERIAL:

BAI #29, January 10, 2017 - Addendum to Unit 30 MOU
BAI Addendum C, June 21, 2011 - Salary Resolution Amendments

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix B

CAO ANALYST:

Sonia De La Rosa