



Board Agenda Item 28.1

DATE: February 20, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

1. **Approve Amendment to the Salary Resolution to increase uniform allowance for the Assistant Sheriff and Undersheriff classifications, effective February 26, 2018, as reflected in Appendix B; and**
2. **Approve Amendment to the Salary Resolution to establish a pay provision for Supervisory POST Certification for the Supervising District Attorney Investigator classification, effective February 26, 2018, as reflected in Appendix B.**

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions of the Salary Resolution would remain in effect. This item is countywide.

FISCAL IMPACT:

The total estimated cost of Recommended Action No. 1 for the remainder of FY 2017-18 is approximately \$391; \$149 in Net County Cost. The estimated year-over-year cost increase for FY 2018-19 is approximately \$738; \$281 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.

The total estimated cost of Recommended Action No. 2 for the remainder of FY 2017-18 is approximately \$12,962; \$4,941 in Net County Cost. The estimated year-over-year cost increase for FY 2018-19 is approximately \$24,887; \$9,487 in Net County Cost. 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 Orgs 2860 and 2862 adopted budgets and will be included in future budget requests.

DISCUSSION:

Recommended Action No. 1 is consistent with your Board's direction to staff to maintain consistency between represented and unrepresented senior management in the Sheriff's office. Effective January 1, 2018, the Uniform Allowance for Units 1, 14, 35, 38 increased from \$19.23 per pay period to \$26.92 per pay period. The Assistant Sheriff and Undersheriff currently receive \$19.23 per pay period pursuant to Footnote O in the Salary Resolution. Approval of the recommended action would increase uniform allowance to \$26.92 per pay period maintaining consistency as directed by your Board.

Recommended Action No. 2 adds a 5% differential for Supervising District Attorney Investigators who achieve possession of a Supervisory POST certificate. Currently, District Attorney Investigators and Senior District Attorney Investigators qualify for a 5% differential if they possess an Advanced POST certificate. Employees who promote from Senior District Attorney Investigator to Supervising District Attorney Investigator lose the incentive. At this level in the organization, the District Attorney's office values completion and possession of the Supervisory POST certificate. To qualify for the Supervisory POST certificate, the Supervising DA Investigator must already possess the Intermediate POST certificate, have earned 60 semester units at an accredited college and have served for a period of two years as a first-level supervisor. Pending your Board's approval, employees who promote from a Senior District Attorney Investigator to a Supervising District Attorney Investigator would not receive the incentive until meeting the requirements (including serving for two years as a first-level supervisor). Supervising District Attorney Investigators who already meet the criteria would begin receiving the POST differential. There are currently five allocated Supervising District Attorney Investigator positions.

REFERENCE MATERIAL:

BAI #27, February 28, 2017, creation of Footnote 'O'

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix B

CAO ANALYST:

Juan Lopez