



Board Agenda Item 49

DATE: June 5, 2018

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 modify the pay provision for Supervisory POST Certification for the Supervising District Attorney Investigator classification, effective June 18, 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.

FISCAL IMPACT:

The total estimated cost of the Recommended Action for the remainder of FY 2017-18 is approximately \$567; \$379 in Net County Cost. The estimated year-over-year cost increase for FY 2018-19 is approximately \$14,746; \$9,862 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:

Effective February 20, 2018, the Board approved the addition of a 5% differential for Supervising District Attorney Investigators who achieve possession of a Supervisory POST certificate as reflected in the Salary Resolution Footnote 3. There are currently five allocated Supervising District Attorney Investigator positions. 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. Upon approval, Supervising District Attorney Investigators with a Supervisory POST certificate began receiving the 5% differential. Senior District Attorney Investigators who receive a 5% differential for possession of the Advanced POST certificate and then promote to Supervising District Attorney Investigators lose the incentive as they must have served for a period of two years as a first-level supervisor and meet other requirements to possess the Supervisory POST certificate. In consultation with the District Attorney's office, this presents a challenge as the immediate incentive to promote is minimized by losing the differential. Approval of the recommended action would amend the Salary Resolution to maintain eligibility to receive the 5% incentive for Supervising District Attorney Investigators that have a valid Advanced POST Certificate but eligibility would end within the pay period 2 ½ years after the date a Supervising District Attorney Investigator was promoted if a valid POST Supervisory Certificate has not been awarded by that date. This concept is similar

to the provision in place for Sheriff Lieutenants who promote and possess the Supervisory POST differential but must possess the Management POST differential within the pay period 2 ½ years after promotion in order to maintain the incentive. Of the five current Supervising District Attorney Investigators, three would become eligible for the 5% incentive pending approval of the recommended action.

REFERENCE MATERIAL:

BAI #28.1, February 20, 2018, creation of Footnote '3'

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix B

CAO ANALYST:

Juan Lopez