



# Board Agenda Item 33

DATE: April 22, 2025  
TO: Board of Supervisors  
SUBMITTED BY: Hollis Magill, Director of Human Resources  
SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

**Approve Amendments to the Salary Resolution, Section 100 - Footnotes, effective April 28, 2025, as reflected on Appendix "A".**

The total estimated cost of the recommended actions for FY 2024-25 is approximately \$9,374; \$6,199 of which is NCC. Approval of the recommended action would modify Footnote "z" to increase the Management POST certificate incentive for Undersheriff. Additionally, Footnote "3" would be modified to establish POST incentive pay for employees in the Chief of Investigations and Deputy Chief of Investigations classifications who possess a valid Supervisory POST certificate prior to meeting the requirements to obtain a Management POST certificate.

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 \$9,374; \$6,199 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:

On April 19, 2022, your Board approved a successor Memoranda of Understanding for Representation Unit 35 - Sheriff's and Correctional Lieutenants, authorizing an increase to the Management POST incentive pay effective March 31, 2025. Approval of the recommended action would modify Footnote "z" to increase the Management POST incentive pay for Undersheriff from 9% to 10%, maintaining equity with subordinate staff, and move the incentive pay for Chief of Investigations and Deputy Chief of Investigations to Footnote "3".

Additionally, approval of the recommended action would modify Footnote "3" to establish POST incentive pay for employees in the Chief of Investigations and Deputy Chief of Investigations classifications who possess a valid Supervisory POST certificate prior to meeting the requirements to obtain a Management POST certificate.

REFERENCE MATERIAL:

BAI #34, April 19, 2022

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "A"

CAO ANALYST:

Paige Benavides