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| Title  Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution**229-2024** adopting,effective the pay period containing January 1, 2025, new salaries for the classifications affected by El Dorado County Charter, Section 504; the Memorandum of Understanding between the County of El Dorado and the Deputy Sheriffs’ Association, Article 5, Section 2; the Memorandum of Understanding between the County of El Dorado and the El Dorado County Law Enforcement Management Association, Article 4, Section 1B; and the Salary and Benefits Resolution for Unrepresented Employees, Section 6. 602.    **FUNDING:**  General Fund.  Body  **DISCUSSION / BACKGROUND**  **Charter 504 and Formally Linked Classifications**  The El Dorado County Charter, Section 504, requires the Board of Supervisors to determine the average salaries for South Lake Tahoe Police Department, Amador County Sheriff's Department, and California Highway Patrol (comparator agencies) annually, and to adjust the salaries of specific, comparable law enforcement classifications to be at least equal to the average of the salaries for comparable positions in those agencies.    Using the Deputy Sheriff II as the benchmark classification, the Human Resources Department conducted the annual survey of the comparator agency classifications (see attachment). The annual survey indicates that the Deputy Sheriff II is 5.71% below the average salary of the comparator agencies. Therefore, it has been determined that the Deputy Sheriff II should receive a 5.71% increase. In addition, the subsequent classifications should also receive a 5.71% increase to maintain the current internal alignment.    Additionally, the County has agreed through the Deputy Sheriffs Association’ Memorandum of Understanding (MOU) that the salary range of the Investigator (District Attorney) will be maintained so that Step 5 of the salary range for the Investigator (District Attorney) is equal to Step 5 of the salary range for Sheriff’s Sergeant, and that the Supervising Investigator (District Attorney) classification will receive the same percentage increase received by the Investigator (District Attorney) classification.    The County has also agreed through the El Dorado County Law Enforcement Management Association MOU, Article 4, Section 1B, that the Chief Investigator (District Attorney) will be internally tied to the classification of Sheriff’s Captain, which would result in the Chief Investigator (District Attorney) receiving the same percentage increase as the Sheriff’s Captain. This applies to the Assistant Chief Investigator (District Attorney) as well, which is internally tied to the classification of Sheriff’s Lieutenant to result in the Assistant Chief Investigator (District Attorney) receiving the same percentage increase as the Sheriff’s Lieutenant.    Lastly, the County has also agreed through the Salary and Benefits Resolution for Unrepresented Employees, Section 6. 602, that the Sheriff/Coroner/Public Administrator will be internally tied to the classification of Undersheriff, which would result in the Sheriff/Coroner/Public Administrator receiving the same percentage increase as the Undersheriff. Further, the Salary and Benefits Resolution for Unrepresented Employees also stipulates internal linkages between the Sheriff/Coroner/Public Administrator and the District Attorney, Chief Administrative Officer, Chief Probation Officer, Public Defender, Alternate Public Defender, and County Counsel which means these classifications would receive the same percentage increase as the Sheriff/Coroner/Public Administrator. There may be some minor variance in the percentage increases due to rounding to maintain the correct internal linkage percentages.    **ALTERNATIVES**  The Charter requires that the salaries be set "at least equal" to the average of the salaries for comparable positions in other agencies.    **PRIOR BOARD ACTION**  01/09/2024 - Legistar file 24-0045: The Board adopted Resolution 011-2024.    **OTHER DEPARTMENT / AGENCY INVOLVEMENT**  County Counsel reviewed and approved the resolution.    **CAO RECOMMENDATION**  Approve as recommended.    **FINANCIAL IMPACT**  The estimated fiscal impact for the remainder of this fiscal year is $1,400,500. The approximate annual cost of the increase is $2,801,000. These amounts have not been budgeted. If the departments do not have savings sufficient to offset these costs, they will return to the Board with the Mid-Year Budget Report to request a transfer of appropriations from the General Fund.    Approximate Estimated Cost:  Sheriff's Office - Annual $2,377,622 / Remainder of fiscal year $1,188,811  District Attorney's Office - Annual $317,395 / Remainder of fiscal year $158,697  Public Defender’s Office - Annual $21,229 / Remainder of fiscal year $10,614  Alternate Public Defender - Annual $17,980 / Remainder of fiscal year $8,990  County Counsel - Annual $23,763 / Remainder of fiscal year $11,882  Chief Administrative Office - Annual $23,075 / Remainder of fiscal year $11,538  Probation Department - Annual $19,936 / Remainder of fiscal year $9,968    **CLERK OF THE BOARD FOLLOW UP ACTIONS**  Upon Board adoption and approval, please provide a copy of the fully executed Resolution to Heather Andersen with Human Resources.    **STRATEGIC PLAN COMPONENT**  Workforce Excellence  Priority: Enhance Employee Retention  Action Item: Attract and retain the best employees by providing competitive compensation, training, and advancement opportunities, and creating a positive and thriving culture    **CONTACT**  Joseph Carruesco, Director of Human Resources |

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