



Legislation Details (With Text)

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On agenda: 10/19/2021 **Final action:**

Title: Director of Human Resources requests adoption of a Resolution amending the Table and Index of Classes to increase the salary for the employees covered by the Deputy Sheriff Association, as outlined in "Exhibit A," effective October 16, 2021, with no net increase in full-time equivalents (FTE), and a slight impact to the County General Fund.

Sponsors: Human Resources – Division of CEOs Office

Indexes:

Code sections:

Attachments: 1. Resolution

Date	Ver.	Action By	Action	Result
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TO: Board of Supervisors

FROM: Christine Briceno - Director of Human Resources

REPORT BY: Kevin Lemieux - Senior Human Resources Analyst

SUBJECT: Adoption of a Resolution Amending the Table and Index of Classes

RECOMMENDATION

Director of Human Resources requests adoption of a Resolution amending the Table and Index of Classes to increase the salary for the employees covered by the Deputy Sheriff Association, as outlined in "Exhibit A," effective October 16, 2021, with no net increase in full-time equivalents (FTE), and a slight impact to the County General Fund.

EXECUTIVE SUMMARY

Human Resources conducted an Equity Study of benchmark classifications in comparable agencies in accordance with section 7.5 (b) of the current Memorandum of Understanding (MOU) between Napa County and Deputy Sheriff Association (DSA). It was determined that both benchmarks were below market median. Therefore, the requested action adjusts classifications within each series, as well as all other classifications with salaries tied to the benchmarks as required by the terms of the MOU agreement.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	The County and the Deputy Sheriff's Association (DSA) bargained in good faith, and reached the agreements within the authority granted by the Board.
Is the general fund affected?	Yes
Future fiscal impact:	The increased cost of salaries and benefits for Fiscal Year 2021-2022 is estimated at \$248,600. This amount was not included in the Fiscal Year 2021-2022 budget previously approved by the Board. As is the County's general practice, the Sheriff's Office and District Attorney's Office will absorb the salary adjustment within their approved budgets through salary or other savings. If a department is unable to fully cover this adjustment within their existing budget, adjustments will be made as necessary at mid-year through transfer from Appropriation for Contingencies.
Consequences if not approved:	If these changes are not approved, the County would not be acting in a manner consistent with the terms of the Board approved DSA contract.
County Strategic Plan pillar addressed:	Effective and Open Government

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

In accordance with section 7.5 (b) of the current Memorandum of Understanding between Napa County and Deputy Sheriff Association (DSA), in September 2021, Human Resources conducted an equity study of benchmark classes in comparison agencies (City of Napa, Solano County, Contra Costa County, Marin County, Santa Cruz County and Sonoma County). Section 7.5 (b) of the MOU also states the increase must take effect in October 2021.

Based on the results of the study, Human Resources recommends a 2.77% increase to the following classifications: Deputy Sheriff Trainee, Deputy Sheriff I, Deputy Sheriff II, Deputy Sheriff III, Senior Deputy Sheriff II, and Senior Deputy Sheriff III. Human Resources also recommends a 1.61% increase to the following classifications: District Attorney Investigator, Senior District Attorney Investigator, Supervising District Attorney Investigator, Sergeant, and Senior Sergeant.

Therefore, the Director of Human Resources requests adoption of a Resolution amending the Table and Index of Classes, as outlined in “Exhibit A,” effective October 16, 2021, with no net increase in full-time equivalents (FTE), and a slight impact to the County General Fund.

SUPPORTING DOCUMENTS

Resolution

CEO Recommendation: Approve