



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: CEO/Human Resources
Department No.: 064
For Agenda Of: 11/6/2007
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director(s) Susan Paul Assistant CEO/HR Director, 568-2817
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839
SUBJECT: District Attorney Investigators

County Counsel Concurrence:

As to form: Yes No N/A

Auditor-Controller Concurrence:

As to form: Yes No N/A

Other Concurrence: N/A

As to form: Yes No N/A

Recommended Action(s):

That the Board adopt:

- a) a resolution as per Attachment I effective November 5, 2007
 1. establishing classifications in a new District Attorney Investigator Series,
 2. deleting classifications in the current Criminal Investigator and Welfare Fraud Investigator series,
 3. reclassifying incumbents in the current Criminal Investigator and Welfare Fraud Investigator series into appropriate classifications in the new District Attorney Investigator Series, and
 4. re-titling the Chief Criminal Investigator job classification to Chief District Attorney Investigator.

Summary Text:

This item recommends combining classifications in the current Welfare Fraud Investigator series and the current Criminal Investigator series into a consolidated DA Investigator classification series and adjusting salaries to address market pressures on recruiting and retention.

Background:

Operational Advantages of Class Consolidation

The District Attorney's Office is experiencing operational and recruiting/retention challenges related to the siloed classifications and non-competitive salaries of the Criminal Investigator and Welfare Fraud Investigator series.

Incumbents in these two similar job classification series are peace officers represented by the Deputy Sheriff's Association who investigate crimes for the District Attorney's Office. Currently Welfare Fraud Investigators specialize in crimes associated with public assistance programs, while Criminal Investigators investigate other types of crime. Although the current employment standards for the Welfare Fraud Investigator series allow the DA to hire applicants with a lower peace officer status (830.35) than required by the Criminal Investigator series (830.1), the Department's practice is to hire individuals as Welfare Fraud Investigators who meet the same 830.1 peace officer standards as Criminal Investigators. The Department believes that the demands on those investigating public assistance fraud require the higher level of training and peace officer powers characteristic of 830.1 status.

The District Attorney and CEO/HR recommend that the classifications be consolidated as described in the recommendation above and in the attached resolution because:

- the work performed by incumbents in these two separate job series is similar,
- the department requires the same level of peace officer training for both Welfare Fraud and Criminal Investigators upon hire,
- a consolidated classification series will provide greater operational flexibility to the department,
- the new DA Investigator classification series will establish a better career path to aid recruitment, promotion and retention.

Need to Address Market Pressures

Establishing a single DA Investigator series will improve the career path and aid in recruitment, promotion, and retention, but it is also crucial to set salaries at a competitive level. As the following table illustrates, monthly salaries for classifications in the current Criminal Investigator series and the current Welfare Fraud Investigator series are significantly below market.

Salary	<u>Criminal Investigator I</u>	<u>Criminal Investigator II</u>	<u>Criminal Investigator Sr.</u>	<u>Welfare Fraud Investigator</u>	<u>Welfare Fraud Investigator, Senior</u>
Santa Barbara County	5,713	6,635	7,331	4,805	5,309
Mean	6,680	7,404	8,388	6,172	6,871
SB County Difference to Mean	-16.9%	-11.6%	-14.4%	-28.5%	-29.4%

CEO/HR recommends setting the salaries for the newly established DA Investigator II series at the current market rate for Criminal Investigator II, and then setting salaries for the other classifications in this series in relation to DA Investigator II as detailed in the attached resolution.

Fiscal and Facilities Impacts:

Budgeted: Yes No

Fiscal Analysis:

The cost of each of the recommended adjustments has been planned for as part of the County's Strategic Financial Plan, but it will result in increased General Fund contribution to the District Attorney's office.

The proposed class consolidation would affect 22 employees in the District Attorney's Office. The estimated cost for this action for the remainder of Fiscal Year 2007-08 is approximately \$160,600, and approximately \$219,800 for all of Fiscal Year 2008-2009 and annually thereafter. Of the fully annualized cost of \$219,800, approximately \$79,100 would be in the form of the County's increased contribution to the retirement system. The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Board of Retirement includes certain economic and non-economic assumptions in setting the employer's contribution rate.

Staffing Impact(s):

Legal Positions:

FTEs:

Special Instructions:

Please send one copy of the each of the approved resolutions to Susan Kean in the Human Resources Department.

Attachments:

Authored by: Joseph Pisano

cc:

County Executive Officer
Auditor-Controller
County Counsel
District Attorney