

**SANTA BARBARA COUNTY
BOARD AGENDA LETTER**



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

Agenda Number:
Prepared on: 4/10/03
Department Name: County Administrator
Department No.: 012
Agenda Date: 4/22/03
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors
FROM: Michael F. Brown
County Administrator
STAFF CONTACT: Judy Sandoval, Administrative Analyst
Ext. 3403
SUBJECT: Sheriff's Salary - Step Increase

Recommendation(s):

That the Board of Supervisors: Authorize the Sheriff to be paid at Step D of the Sheriff's salary range effective April 28, 2003.

Alignment with Board Strategic Plan:

The recommendation is primarily aligned with Goal No. 1. An Efficient Government Able to Respond Effectively to the Needs of the Community; and, Goal No. 2. A Safe and Healthy Community in Which to Live, Work, and Visit

Executive Summary and Discussion:

On October 2002, Sheriff Jim Anderson was appointed to complete the term of former Sheriff Jim Thomas, who retired. At that time, Sheriff Anderson was the Undersheriff and was at Step D of its pay range. Based on the Board's adopted policy, an individual who accedes to one of the five elected department head positions starts at Step A of the designated pay range. However, as a result of the pay adjustments adopted for Sheriff's deputies and Sheriff's managers in June of 2002, Step A of the Sheriff-Coroner salary range became lower than Step D of the Undersheriff's salary range. For this reason, I came to the Board and requested that Sheriff Anderson's pay be established at Step B, which was adopted.

The appointee to Undersheriff promoted from within the department. This set his salary at Step D, causing less than a 5% difference between his salary and that of the Sheriff. On January 6, 2003, all sworn personnel, including Sheriff's management received a 6% increase. This action brought the Undersheriff's salary to within 2% of the Sheriff's salary. Sheriff's management will be receiving an additional 3% increase on April 28, 2003, again, increasing the Undersheriff's pay above the Sheriff's, thus, compounding the inequity.

Board of Supervisors
Agenda Date: 4/22/03
Sheriff's Salary – Step Increase
Page 2

It is requested that Sheriff Anderson's salary be set at Step D to compensate for the compaction resulting from the approved increases for Sheriff's management.

Attached is a chart, which displays these relationships.

Mandates and Service Levels:

California counties are required to have a directly elected Sheriff. The salary is determined by the Board of Supervisors.

Fiscal and Facilities Impacts:

The cost differential between Step B and Step D of the Sheriff-Coroner salary range is approximately \$1,221 per month, which would be paid for within the existing Sheriff's budget appropriations.

Attachment

Cc: Jim Anderson, Sheriff-Coroner
Ann Goodrich, Director of Human Resources

Memorandum

Date: April 21, 2003

To: Honorable Naomi Schwartz, Chair, and
Members of the Board of Supervisors

From: Michael F. Brown, County Administrator

Subject: Sheriff's Salary Step Adjustment (Item A 8)

CC: Jim Anderson, Sheriff-Coroner
Ann Goodrich, Director of Human Resources



As you know item A 8 proposed a 2 step increase in the Sheriff's salary range to bring the salary above the Undersheriff. Due to a 5% special allowance received by Sheriff's management (but not the Sheriff) that was not taken into consideration at the time the original recommendation was made, it is now recommended that the Sheriff be compensated at Step E of the Sheriff-Coroner salary range effective April 28, 2003, not Step D as originally recommended. Step E will allow the Sheriff to be compensated more than his assistant (the Undersheriff).