





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: Sheriff
Department No.: 032
For Agenda Of: November 29, 2022
Placement: Administrative
Estimated Time: Not Applicable
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Bill Brown, Sheriff-Coroner 
Director(s)
Contact Info: Melissa Macias, Human Resources Manager, (805) 681-4280 

SUBJECT: Pay Rates for Extra Help Classifications Allocated to the Sheriff's Office

County Counsel Concurrence

As to form: Yes

Other Concurrence: Human Resources

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Increase pay rates for Extra Help job classifications allocated to the Sheriff's Office to the same rates as Regular job classifications, effective November 28, 2022; and
- b) Determine that these activities are exempt from California Environmental Quality Act review per CEQA Guidelines Section 15378(b)(4), since the recommended actions are government fiscal activities which do not involve commitment to any specific project which may result in a potentially significant physical impact on the environment.

Summary Text:

Approval of the recommended actions will increase wages for Extra Help job classifications for positions within the Sheriff's Office, address the pay disparity between extra help and regular employees and ensure compliance with California Government Code §7522.56(d). Extra Help employees are vital to Sheriff's Office operations and provide much needed support during staffing shortages.

Background:

Historically, Regular employees and Extra Help employees were appointed to the same job classifications at the same base rates of pay. In 2018, the County incorporated a unit cash allowance into base pay for regular employees. As part of this process, the County separated the job classifications for Extra Help employees, who did not receive a unit cash allowance. As a result of the separation of

Extra Help employee classifications, extra help employees in the Sheriff's Office have not received the same general wage increases as Regular employees for the past 5 years. This has resulted in pay rates for Extra Help staff falling far below levels of full-time employees.

In addition, California Government Code §7522.56(d) requires the rate of pay for retirees to be "not be less than the minimum, nor exceed the maximum, paid by the employer to other employees performing comparable duties..." Essentially, this requires that any retiree who works in a similar position and performs the same duties as our full-time employees must be paid within the same salary ranges as regular employees in the same job classification. Because no cost-of-living increases have occurred for extra help employees over the past 5 years, existing extra help employees in the below-listed classifications in the Sheriff's Office who are at the top step are now being paid less than the bottom step of the corresponding "regular" job classification employees. This action will bring the County into compliance with the applicable Government Code for retirees in the classifications noted below.

Approval of the recommended actions will raise the pay rates for specialized Extra Help job classes allocated to the Sheriff's Office to match the current pay rates that Regular, Civil Service employees currently receive. Positions included are as follows:

<u>JOB CLASS ID</u>	<u>JOB CLASS TITLE</u>	<u>STEP</u>	<u>SALARY MIN/MAX (\$/hr)</u>	<u>OT ELIGIBLE</u>	<u>BARGANING UNIT</u>
8200	ECC CALL TAKER – EXH	A – E	FR: \$22.302 - \$27.226 TO: \$27.855 - \$33.481	Y	EXTRA HELP
8216	AIR SUPPORT PILOT – EXH	A – E	FR: \$40.245 - \$49.132 TO: \$49.653 - \$60.107	Y	EXTRA HELP
8217	COMMUNICATIONS DISPATCHER I – EXH	A – E	FR: \$25.817 - \$31.519 TO: \$31.871 - \$38.384	Y	EXTRA HELP
8218	COMMUNICATIONS DISPATCHER II – EXH	A – E	FR: \$28.527 - \$34.824 TO: \$34.966 - \$42.159	Y	EXTRA HELP
8219	CUSTODY DEPUTY SPECIAL DUTY – EXH	A – E	FR: \$30.528 - \$37.268 TO: \$38.300 - \$46.226	Y	EXTRA HELP
8220	CUSTODY DEPUTY – EXH	A – E	FR: \$29.043 - \$35.456 TO: \$36.477 - \$44.020	Y	EXTRA HELP
8224	SHERIFFS DEPUTY SPECIAL DUTY – EXH	A – E	FR: \$37.046 - \$45.226 TO: \$45.891 - \$55.513	Y	EXTRA HELP
8225	SHERIFFS DEPUTY TRAINEE – EXH	A – E	FR: \$29.162 - \$35.530 TO: \$36.618 - \$44.108	Y	EXTRA HELP
8226	SHERIFFS CORRECTIONAL OFFICER – EXH	A – E	FR: \$29.043 - \$35.456 TO: \$36.477 - \$44.020	Y	EXTRA HELP
8227	SHERIFFS DEPUTY – EXH	A – E	FR: \$35.208 - \$42.983 TO: \$43.729 - \$52.875	Y	EXTRA HELP
8228	COMMUNICATIONS DISPATCH SUPV – EXH	A – E	FR: \$33.131 - \$40.445 TO: \$40.226 - \$48.580	Y	EXTRA HELP
8229	CUSTODY SERGEANT – EXH	A – E	FR: \$35.456 - \$43.284 TO: \$44.020 - \$53.228	Y	EXTRA HELP
8231	SHERIFFS SERGEANT – EXH	A – E	FR: \$42.133 - \$51.436 TO: \$51.875 - \$62.817	Y	EXTRA HELP
8247	CHIEF DEPUTY SHERIFF – EXH	A – E	FR: \$72.858 - \$88.942 TO: \$90.309 - \$109.228	N	EXTRA HELP
8248	CUSTODY COMMANDER – EXH	A – E	FR: \$57.890 - \$70.670 TO: \$72.703 - \$87.737	N	EXTRA HELP
8249	CUSTODY LIEUTENANT – EXH	A – E	FR: \$50.344 - \$61.461 TO: \$63.828 - \$76.903	N	EXTRA HELP
8251	SHERIFFS COMMANDER – EXH	A – E	FR: \$65.612 - \$80.099 TO: \$81.786 - \$98.827	N	EXTRA HELP
8252	SHERIFFS LIEUTENANT – EXH	A – E	FR: \$57.117 - \$69.726 TO: \$71.793 - \$86.625	N	EXTRA HELP

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

General Fund					
State					
Federal					
Fees					
Other:					
Total	\$	-	\$	-	\$ -

Narrative: Costs associated with this increase will be absorbed within the current FY 2022-23 budget.

Special Instructions:

Please return one (1) copy of the minute order to Stefan Brewer, Workplace Planning Division, Human Resources Department at SBrewer@sbcountyhr.org; and one copy to Sheriff's Business Office at finance@sbsheriff.org.

Attachments:

Authored by: Melissa Macias

CC:

Mona Miyasato, County Executive Officer
Betsy Schaffer, Auditor Controller
Bill Brown, Sheriff - Coroner