



Sheriff/Coroner

COUNTY OF TULARE

AGENDA ITEM

BOARD OF SUPERVISORS

LARRY MICARI
District One

PETE VANDER POEL
District Two

AMY SHUKLIAN
District Three

EDDIE VALERO
District Four

DENNIS TOWNSEND
District Five

AGENDA DATE: March 7, 2023

Public Hearing Required	N/A
Scheduled Public Hearing w/Clerk	N/A
Published Notice Required	N/A
Advertised Published Notice	N/A
Meet & Confer Required	N/A
Budget Transfer (Aud 308) attached	N/A
Personnel Resolution attached	Yes
Agreement(s) attached	N/A

CONTACT PERSON: Amanda Timblin PHONE: (559) 802-9462

SUBJECT: Approve the salary increases for two (2) executive management positions within the Sheriff's Office

REQUEST(S):

That the Board of Supervisors:

1. Approve a 5%, salary increase for the Undersheriff, Position No. 06925 effective March 12, 2023, in order to address salary compaction between executive management positions; and
2. Approve a 5% salary increase for one (1) Assistant Sheriff, Position No. 10030 effective March 12, 2023, in order to address salary compaction between executive management positions.

SUMMARY:

The Tulare County Sheriff's Office (TCSO) is requesting Board approval to increase the salaries of two (2) executive management positions within TCSO, in order to address salary compaction between various management positions. The requested salary increases fall within the adopted salary band (Band 2: \$130,037.00-\$195,058.00) outlined in County of Tulare, Administrative Regulation (AR) No. 32.

Over the last several years, salary ranges amongst TCSO executive management positions have become compacted due to agreement negotiations with Professional Law Enforcement Manager's Association (PLEMA). On July 1, 2021, a Memorandum of Understanding (Agreement No. 30313) between the County of Tulare and PLEMA was established. The Agreement outlines several salary increases for Captains and Lieutenants (PLEMA members).

In July 2021, representatives agreed that PLEMA members would receive a 3% cost of living increase and a 5% equity increase followed by an additional 2% cost of living increase and a 2% equity increase in July 2022. In addition to the PLEMA salary

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increases, Captains and Lieutenants received an additional pay raise. Over a two (2) year period, Captains and Lieutenants received a 12% increase in salaries.

Recently the Sheriff appointed one (1) Captain to Assistant Sheriff, Position No. 10372, as this individual has demonstrated meritorious performance, exemptional quality of work and job knowledge. In order to align with the recent salary increases approved by PLEMA, the TCSO is requesting a 5%, salary increase for the Undersheriff, Position No. 06925 and a 5% salary increase for the current Assistant Sheriff, Position No. 10030.

In order to distribute salaries consistently amongst executive management, the following pay differentials have been established:

1. Newly appointed Assistant Sheriff will be 5% above the Sheriff's Captain salary, Step 5
2. Assistant Sheriff, Position No.10030 will receive a 5% salary increase
3. Undersheriff will will receive a 5% salary increase

The pay disparity (1.93%) between the two (2) Assistant Sheriff's is based on skills, knowledge and experience. The salary difference between the tenured Assistant Sheriff, Position No. 10030 and the Undersheriff is 2.86%.

FISCAL IMPACT/FINANCING:

The TCSO will use salary savings from the Fiscal Year 2022/23 operating budget to compensate for the requested salary increases.

TCSO is requesting a 5% (\$2,668) salary increase for the Undersheriff and a 5% (\$2,592) salary increase for the tenured Assistant Sheriff. These increases fall within the adopted salary band (Band 2: \$130,037.00-\$195,058.00) outlined in County of Tulare, AR No. 32. There is no additional net County cost to the General Fund.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

The County's five-year strategic plan includes the Organizational Performance Initiative to provide for continuous improvement in organizational effectiveness. The requested salary increases will compensate executive management positions for their optimal performance as leaders of the Sheriff's Office.

ADMINISTRATIVE SIGN-OFF:

/s/ Mike Boudreaux
Mike Boudreaux
Sheriff-Coroner

Cc: County Administrative Office

Attachment- Personnel Resolution

