



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

January 27, 2009

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903

Subject: Equity Increase for Certain Job Classes Represented by the Marin County
Deputy Sheriffs' Association

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve equity increases for certain job classes represented by the Marin County Deputy Sheriffs' Association, effective February 8, 2009, as follows:

Deputy Sheriff Trainee (0709)	.7%
Deputy Sheriff (0719)	.7%
Deputy Sheriff Specialist (0267)	.7%
District Attorney Inspector (0518)	.9%
Supervising District Attorney Inspector (0521)	.9%

BACKGROUND: The Collective Bargaining Agreement between the County and the Deputy Sheriffs' Association provides for up to .6% of bargaining unit salary to be allocated for equity increases in the second year of the contract, as recommended by the Salary Survey Committee and approved by the Director of Human Resources and the Board of Supervisors. Representatives of the Human Resources Department have been meeting with the DSA representatives over the past several months in order to come to an agreement on use of the equity funds. It has been agreed that the amount available would be applied to those job class families (Deputy Sheriff and District Attorney Inspector) that are behind the average in their respective labor markets. While the funds are not sufficient to bring the classes exactly to the average in the market, it was determined that this was the fairest approach to the use of the equity funds. Increases will be realized by 163 employees in the Deputy Sheriff family and 11 employees in the District Attorney Inspector family.

FISCAL IMPACT: The annualized cost of the increases is \$155,000, which is available from negotiated equity funds set aside as part of the 2007-2010 contract between the County and the DSA.

REVIEWED BY:	Auditor-Controller	(N/A)
	County Counsel	(N/A)
	Human Resources	(X)

Respectfully submitted,

Laura S. Armor
Director of Human Resources

CC: Sheriff Robert Doyle
Ed Berberian, District Attorney
Terri Hampton, Deputy Director Human Resources
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