



Motion:

1. Eliminate the Certified Public Accountant differential for elected office holders.
2. Eliminate longevity pay for elected office holders.
3. Eliminate the 4.6% special pay currently provided to elected office holders in lieu of management leave.
4. Establish the minimum and maximum annual salary for elected offices at the average of comparable counties as shown in Attachment B to File ID 13-1409 presented to the Board on November 5, 2013 as follows:

| Position | Total Salary |
|-------------------------|---------------------|
| District Attorney | \$184,431 |
| Sheriff | \$177,975 |
| Auditor-Controller | \$148,693 |
| Treasurer/Tax Collector | \$145,540 |
| Assessor | \$144,007 |
| Recorder-Clerk | \$135,575 |
| Surveyor | \$118,238 |

5. Direct the Human Resources Department to immediately amend the salary schedule to reflect the new compensation structure.
6. Direct the Chief Administrative Officer to publish the new elected compensation structure on the county website and at the Elections Department in advance of November 27, 2013 so candidates filing for office beginning December 27, 2013 are informed of the salary for each office.
7. The new elected compensation structure does not affect the salary of those currently holding elected office through their current terms, and that all changes take effect when an individual is elected or reelected to a new term of office beginning in January 2015.

RESOLUTION NO.
OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, the Board of Supervisors has previously established and amended the Salary and Benefits Resolution For Unrepresented Employees; and

WHEREAS, Section 703 requires the salaries of elected department heads to be established by Resolution; and

WHEREAS, a salary survey of elected department head positions within comparator counties indicated that El Dorado County elected department heads earn between 7% to 54% more than elected positions in comparable counties; and

WHEREAS, the Board of Supervisors desires to establish the compensation of elected officials at the average compensation of those positions in comparator counties; and

WHEREAS, the Board of Supervisors desires transparency in the salaries of elected officials;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of El Dorado does hereby approve the following amendments to Section 703, 1402, 1418, 1421 as specified below and incorporates such changes in the Salary and Benefits Resolution, No. 323-2001 to become effective upon adoption by the Board.

703. SALARIES/COMPENSATION – ELECTED OFFICIALS

The salary for elected department heads shall be established by Resolution.

Not longer than every four years in March of the year prior to the filing deadline for election to office, the Department of Human Resources will conduct a salary survey and provide information to the Board of Supervisors with a salary recommendation for each elected department head based upon external and internal comparison data. Elected department heads shall be entitled to benefits and entitlements provided as specified in this Salary and Benefits Resolution.

Compensation for each elected department head is based on the compensation of external comparable counties at the Average Compensation (average is obtained by dividing the total aggregate by the number of agencies surveyed, excluding El Dorado County) as follows:

| Position | Total Salary |
|-------------------------|---------------------|
| District Attorney | \$184,431 |
| Sheriff | \$177,975 |
| Auditor-Controller | \$148,693 |
| Treasurer/Tax Collector | \$145,540 |
| Assessor | \$144,007 |
| Recorder-Clerk | \$135,575 |
| Surveyor | \$118,238 |

The new elected compensation structure does not affect the salary of those holding office as of November 18, 2013 through their current terms, and all changes take effect when an individual is elected or re-elected to a new term of office beginning January 2015.

1402. **LONGEVITY PAY**

A) Management Employees – A regular full-time or part-time Unrepresented Management employee or ~~Elected Department Head~~ shall, for all hours in pay status, be paid longevity pay for continuous service with the County as follows:

| | |
|----------------|-----------------------|
| 10 years | 5.0% of base salary |
| After 15 years | 10.0% of base salary* |
| After 20 years | 13.0% of base salary* |
| After 25 years | 15% of base salary* |
| After 30 years | 16% of base salary* |

*Represents total amount of longevity granted; amount shown is not cumulative.

For Unrepresented Administrative Management employees, longevity pay increases shall be based upon continuous service with the County in an allocated position and shall be effective on the first day of the biweekly pay period following completion of the required period of service.

Effective August 14, 1999 and subject to verification by the Department of Human Resources, longevity pay entitlements for ~~Elected and~~ Appointed Department Heads shall be based upon total service with the County of El Dorado and prior related professional service with any city or county.

B) ~~The Sheriff and employees~~ *Employees* in Sheriff's Management classes may receive longevity pay pursuant to Section 1402.A or may receive certificate pay as follows:

| | |
|-------------------------------|-----------------------|
| Intermediate POST certificate | 5% of base salary |
| Advanced POST certificate | 10% of base salary* |
| Supervisory POST certificate | 12.0% of base salary* |
| Management POST certificate | 13.0% of base salary* |
| Executive POST certificate | 15% of base salary* |

*Represents total amount of certificate pay granted; amount shown is not cumulative.

During the month of January 2002, ~~the Sheriff and~~ employees in Sheriff's management classes shall be eligible to make a one-time change from their current selection of either longevity pay or certificate pay. Additionally, within thirty (30) days after promotion into a management classification, an employee shall make a one-time selection to receive either longevity pay pursuant to 1402.A or certificate pay. Once the ~~Sheriff or~~ employee selects longevity pay pursuant to 1402.A or certificate pay pursuant to 1401.B, no further change may be made.

1418. **CERTIFIED PUBLIC ACCOUNTANT (CPA) INCENTIVE**

~~Persons elected to the office of Treasurer/Tax Collector or Auditor Controller who are Certified Public Accountants shall receive a differential of ten percent (10%) of base salary for possession of such certification.~~

Effective December 29, 2001, an Unrepresented employee in the classes of Accountant, Senior Accountant, Accountant Auditor, Supervising Accountant, Auditor, Cost Accountant, Administrative Services Officer, Fiscal Administrative Manager, Accounting Division Manager or directly related classes which are charged with performing professional accounting

responsibilities and who are Certified Public Accountants shall receive a differential of 10% of base salary for possessing such certification.

1421. ~~MANAGEMENT LEAVE IN LIEU PAY FOR ELECTED DEPARTMENT HEADS~~

~~In lieu of management leave provided for appointed department heads pursuant to Section 1101 of this Resolution but which is not available to elected department heads, elected department heads shall receive additional pay in the amount of four and six tenths percent (4.6%) of base salary which shall be paid bi-weekly.~~

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the ____ day of _____, 20__, by the following vote of said Board:

Attest:
James S. Mitrisin
Clerk of the Board of Supervisors

Ayes:
Noes:
Absent:

By: _____
Deputy Clerk

_____ Chair, Board of Supervisors