



CHARTER REVIEW COMMITTEE

330 Fair Lane, Placerville, CA 95667

History of Charter Section 504. Sheriff's Salary Limitation

Charter Section 504 was approved by the voters on November 7, 1995, and became effective on January 26, 1996. Charter Section 504 states:

504. Sheriff's Salary Limitation.

The Sheriff's Salary initiative, commonly known as Measure A, and passed by a majority of the voters at a general election on November 7, 1972, is hereby repealed.

The Board of Supervisors shall, at least annually determine the existing average salaries for the South Lake Tahoe Police Department, Amador County Sheriff's Department and the California Highway Patrol for each class of position employed by said agencies. Effective on the first day of January of each year after this charter provision first becomes effective, the Board of Supervisors shall adjust and determine that the average salary for each class of position as set forth herein be at least equal to the average of the salaries for the comparable positions in the South Lake Tahoe Police Department, Amador County Sheriff's Department and the California Highway Patrol.

As used herein, the term "comparable class of position" shall mean a group of positions substantially similar with respect to qualifications or duties or responsibilities using the following positions as guidelines:

Undersheriff
Captain
Lieutenant
Sergeant
Deputy Sheriff
Clerk

The provisions of this section shall prevail over any otherwise conflicting provisions of this charter or general law which may relate to salaries of County officers or employees who are not elected by popular vote.

How Charter Section 504 is Implemented

The El Dorado County Charter, Section 504, requires the Board of Supervisors to determine the average salaries for South Lake Tahoe Police Department, Amador County Sheriff's Department, and California Highway Patrol (comparator agencies) annually, and to adjust the salaries of specific, comparable law enforcement classifications to be at least equal to the average of the salaries for comparable positions in those agencies.

The Human Resources Department conducts an annual survey of the comparator agency classifications. Using the Deputy Sheriff II as the benchmark classification, the survey determines the percent increases that those classifications tied to Charter Section 504 will receive (see attached 2022 survey). Per the Deputy Sheriff's Association Memorandum of Understanding, the survey is completed in December of every year and a Resolution is brought the Board to approve the increase effective the first pay period in January.

Historical Increases and Costs of Charter Section 504

Year	2022	2021	2020	2019	2018	2017*	2016	2014	2013	2012
% Increase	3.23%	2.20%	1.65%	2.35%	2.09%	4.76%	2.17%	2.08%	2.71%	2.28%
Approximate Annual Cost	1,097,100	754,400	426,605	540,849	472,301	717,177	525,448	355,183	476,000	Not Provided
*Starting in 2017 the survey looked at Deputy Sheriff II as the only benchmark and increases all salaries based on that classification's survey.										

**County of El Dorado Charter - Section 504
2022 Base Salary Study**

Deputy Sheriff II			
Agency	Classification	Top Step Monthly Salary	Top Step Hourly
Amador County	Deputy Sheriff (Basic Step E)	\$6,316.27	\$36.44
City of South Lake Tahoe	Police Officer (Pre-Trained/Lateral)	\$8,048.82	\$46.44
State of California	Officer, CHP Range A	\$9,620.00	\$55.50
	<i>Average</i>	<i>\$7,995.03</i>	<i>\$46.13</i>
El Dorado County	Deputy Sheriff II	\$7,744.53	\$44.68
	<i>EDC Paid Below Average</i>	<i>-3.23%</i>	<i>-3.23%</i>

EDC - El Dorado County