



El Dorado County Employees' Assn., Local #1  
Cameron Park Community Services District Employees' Assn., Local #1  
El Dorado Hills Community Services District Employees' Assn., Local #1  
Georgetown Divide Public Utilities District Employees' Assn., Local #1

2864 Ray Lawyer Drive, Suite 202 ♦ Placerville, CA 95667

♦ Phone: (530) 626-2569

♦ E-Mail: edceapub@gmail.com

*Hand Delivered*

September 8, 2023

Board of Supervisors  
330 Fair Lane  
Placerville, CA 95667

EDC BOS RCVD  
SEP 8 2023 PM 3:31

Dear Members of the El Dorado County Board of Supervisors,

On behalf of Local 1 and the dedicated employees we represent, who are also proud members of our community and your workforce, I am writing to respectfully request that Item #8 on the agenda for the upcoming September 12, 2023, Board meeting be removed from the Consent calendar and heard as a regular item.

We acknowledge and appreciate the effort that has been made to refine the proposed resolution related to the Class and Compensation study. We wholeheartedly agree that the original number of comparators selected was excessive, leading to inaccurate and unreliable data. It is imperative that this list be consolidated and crafted to more accurately reflect the current market conditions and employment environment within El Dorado County. However, there is a crucial point on which we respectfully disagree – the removal of a direct competitor, the State of California, from the list of comparators.

As you are undoubtedly aware, the job market and staffing landscape have evolved significantly since 2017. To maintain a competitive and fiscally responsible pay and benefit structure for our dedicated County employees, it is imperative that we consider this changing landscape when making crucial decisions regarding compensation and classification.

Eliminating the State of California as a comparator agency is a move that we believe directly contradicts the principle of "maintaining a competitive and fiscally responsible pay and benefit structure." Moreover, it runs contrary to the recommendations put forth by the El Dorado County Grand Jury and, we firmly believe, does not serve the best interests of our County. By removing the State from the list of comparators, we risk undermining the very foundation upon which the Class and Compensation study was conceived.


The criteria for selecting comparative agencies, which include factors such as the scope of services provided, similarity of population and labor market, and geographic location, are pivotal in ensuring a fair and accurate assessment. Many of our County employees reside in the greater Sacramento area, and we cannot ignore the fact that a significant number have left the County for State employment. How, in good conscience, can we eliminate the State of California as a comparator agency when it continues to be a major factor in our labor market and employee retention?

In conclusion, we urge you to reconsider the decision to remove the State of California from the list of comparators and to pull Item #8 from the Consent calendar for a more comprehensive discussion. This decision has far-reaching implications for your dedicated County employees, and we believe that a more thorough examination is necessary to ensure that we continue to meet our County's commitment to a competitive and fiscally responsible compensation structure.

We appreciate your dedication to serving the best interests of El Dorado County and its employees. Your thoughtful consideration of our request to hear this matter as a regular item is highly valued. We look forward to engaging in a constructive dialogue on this issue for the benefit of all parties involved.

Thank you for your time and consideration.

Sincerely,



Marcia Woods, President

jr



EL DORADO COUNTY EMPLOYEES ASSN.  
PEU LOCAL #1/AFSCME COUNCIL 57

**Marcia Woods, President**

Union Phone: (530) 626-2569 or Cell Phone: 530-317-8763

Email: [edceapres@gmail.com](mailto:edceapres@gmail.com)

Website: [WWW.EDCEA.ORG](http://WWW.EDCEA.ORG)

Facebook: EDCEA, LOCAL#1

Texting: Text EDCEA to 237-263 to opt into program