

October 20, 1992: BOS adopted Resolution 316-92 entitling Elected Department Heads to receive longevity pay.

January 2000: Board approved Resolution 026-2000 entitling T-TC & Auditor 10% CPA incentive pay

December 11, 2001: BOS adopted Amended Salary & Benefits Resolution 323-2001. The following compensation benefits were adopted or confirmed:

- Elected department heads shall be entitled to benefits and entitlements provided as specified in this Salary and Benefits Resolution.
- Elected Department Heads 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 15.0% of base salary
 - After 30 years 16.0% of base salary
- Elected officials pay full employee share of CalPERS paid by employee (7% or 9%).
- Sheriff receives 15% for Executive POST certificate; 5% for BA or BS degree.
- Deferred comp: 10% match up to \$800; those with more than 10 years longevity, 2.5% of base salary
- Auditor and Treasurer-Tax Collector receive 10% of base salary for possession of CPA
- Elected department heads who retire after July 1, 1999 and has eight cumulative total completed years of service shall be entitled to the percentage monthly contribution of the employee only Blue Shield Rate toward a County-sponsored health plan at up to 33%

December 2002: Board approved Resolution 328-2002. Change in deferred compensation accounts to contribute 10% of the amount contributed by the employee, up to \$800. In addition, commencing January 11, 2003, the County will contribute 2.5% of base salary in each pay period to deferred compensation for unrepresented management employees who have ten or more years of service.

May 24, 2004: Board approved Resolution 333-2004 authorizing T-TC & Asst T-TC to receive 5% differential for taking Revenue Recovery? FY 08/09 Revenue Recovery transferred to CSS.

May 31, 2005: Board approved Resolution 158-2005. Optional benefit Plan increases from \$4,500 per year to \$6,000 per year.

July 2005: Board approved authorizing 4.6% additional in lieu of Management Leave

July 30, 2010: Board approved Resolution 103-2010 authorizing 5% Veteran's differential to Bill Schultz

July 30, 2011: Board approved Resolution 127-2011 authorizing CTO differential pay to \$94.69 from \$76.88 approx 23% increase



RESOLUTION NO. 316-92

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, in accordance with Government Code 25300, the Board of Supervisors may establish salary, benefits, terms and conditions of employment for employees and elected officials in allocated positions; and

WHEREAS, salaries and benefits for unrepresented employees and elected department heads are codified in Resolution # 48-92, Salary and Benefits Resolution for Unrepresented Employees; and

WHEREAS, the Board of Supervisors previously adopted Human Resources Policy #6 which enabled elected department heads to be eligible for longevity pay according to the same terms as appointed department heads, in accordance with Section 1402.1 of the Salary & Benefits Resolution #48-92.

BE IT RESOLVED that, effective October 17 the Board of Supervisors hereby amends Section 1402.1 of the Salary and Benefits Resolution for Unrepresented Employees to be as follows:

LONGEVITY PAY

"Management Employees - A full-time or part-time unrepresented management employee or elected department head, who was hired into an allocated position in a classification prior to October 1, 1988, shall, for all hours in pay status, be paid longevity pay for continuous service with the County as follows:

After 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	15.0% of base salary *
After 30 years	16.0% of base salary *

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

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held on the 20th day of October, 1992, by the following vote of said Board:

Ayes: Supervisor Vernon F. Gerwe,
James R. Sweetney, William N. Center,
John E. Upton

Noes: Supervisor Robert E. Doss

Absent: None

ATTEST
DIXIE L. FOOTE
Clerk of the Board of Supervisors

By [Signature]
Deputy Clerk

[Signature]
Chairman, Board of Supervisors

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

DATE _____

ATTEST: DIXIE L. FOOTE, Clerk of the Board of Supervisors of the County of El Dorado, State of California.

By _____
Deputy Clerk



RESOLUTION No. 026-2000

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, in accordance with El Dorado County Charter Section 210.a.(6), the Board of Supervisors shall establish the compensation of officers and employees; and

WHEREAS, the Board of Supervisors, has previously established and amended a Salary Table and Salary and Benefits Resolution for Unrepresented Employees and Elected Department Heads; and

WHEREAS, it is necessary to amend the Salary Table and Salary and Benefits Resolution to implement equity increases for elected department heads where necessary, to bring their salaries/compensation within five percent (5%) of the comparator market; and

THEREFORE BE IT RESOLVED, that the Board of Supervisors amend the Salary Table and Salary and Benefits Resolution for Unrepresented Employees and Elected Department Heads as follows:

JCN	Job Class	1	2	3	4	5	Bargaining Unit
1106	Auditor/Controller	41.46 7,186	41.46 7,186	41.46 7,186	41.46 7,186	41.46 7,186	EL
1136	Treasurer/ Tax Collector	38.90 6,743	38.90 6,743	38.90 6,743	38.90 6,743	38.90 6,743	EL
1101	Assessor	40.87 7,084	40.87 7,084	40.87 7,084	40.87 7,084	40.87 7,084	EL
1131	Surveyor	37.80 6,552	37.80 6,552	37.80 6,552	37.80 6,552	37.80 6,552	EL
1116	County Recorder/Clerk	34.74 6,022	34.74 6,022	34.74 6,022	34.74 6,022	34.74 6,022	EL

BE IT FURTHER RESOLVED, that these changes shall become retroactively effective January 1, 2000; and

BE IT FURTHER RESOLVED, that the three percent (3%) cost of living increase previously approved to become effective July 1, 2000 will be applied to the salaries listed above and ministerially incorporated into an amended Salary Table; and

BE IT FURTHER RESOLVED, that a new Section 1417 be added to the Salary and Benefits Resolution as follows:

1417. 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.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held on the 25TH day of JANUARY 2000, 19X, by the following vote of said Board:

Ayes: BRADLEY, NUTTING, NIELSEN, HUMPHREYS, SOLARO

ATTEST

DIXIE L. FOOTE

Clerk of the Board of Supervisors

Absent:

Noes: NONE

NONE

By Margaret B. Moody
Deputy Clerk

William S. Bradley
Chairman, Board of Supervisors

I CERTIFY THAT:

THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

Date _____

ATTEST: DIXIE L. FOOTE, Clerk of the Board of Supervisors
of the County of El Dorado, State of California.

By _____
Deputy Clerk



RESOLUTION NO. 041-2005
OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, in accordance with the El Dorado County Charter Section 210.a(6), the Board of Supervisors shall establish the compensation of officers and employees; and

WHEREAS, the Board of Supervisors has previously established and amended a Salary and Benefit Resolution for Unrepresented Employees; and

WHEREAS, on December 11, 2001, the Board of Supervisors amended the Salary and Benefit Resolution to provide differential pay of 10% of base salary to those unrepresented employees 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 California Certified Public Accountants (CPAs); and

WHEREAS, recent change in State law now provides for a Certified Public Accountant General (CPA "G") certificate that has less rigorous experience standards than that required for the CPA certification and has limitations placed on the types of auditing and attest activities that holders of the CPA "G" may conduct; and

WHEREAS, while holders of the CPA "G" certificate are not eligible for the 10% pay differential offered for CPAs, it is desirable to offer a pay differential to recognize the benefits that the County receives from its accounting employees earning the CPA "G",

NOW THEREFORE BE IT RESOLVED that, effective immediately, section 1418 of the Salary and Benefits Resolution is hereby amended to add a new third paragraph as follows:

Effective February 15, 2005, 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 California Certified Public Accountants holding a current California CPA-G certificate shall receive a differential of 5% of base salary for possessing such certification.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 15 day of FEBRUARY, 2005, by the following vote of said Board:

Ayes: DUPRAY, BAUMANN, SWEENEY, PAINE, SOLARO

Noes: NONE

Absent: NONE

Attest:

Cindy Keck
Clerk of the Board of Supervisors

By: *Debra Taylor*
Deputy Clerk 2/18/05

Charlie Paine
Chairman, Board of Supervisors 2/18/05

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

DATE: _____

Attest: CINDY KECK, Clerk of the Board of Supervisors of the County of El Dorado, State of California.

By: _____

CANDIDATE QUALIFICATION INFORMATION

Anyone seeking to hold office must meet certain qualifications. While there are minimum requirements that apply to every office, some offices may require additional qualifications. Candidates are responsible for determining whether or not they are eligible to hold public office. The Elections Department will provide information regarding the qualifications to hold specific offices to interested individuals and will verify the candidates' qualifications to the best of our ability.

General Qualifications to Run for and Hold Public Office:

Age/Citizenship

A person is incapable of holding a civil office if at the time of his/her election or appointment he/she is not 18 years of age and a citizen of the state. [Gov. Code Sec. 1020]

Registered Voter/District Resident

Unless otherwise specifically provided, no person is eligible to be elected or appointed to an elective office unless that person is a registered voter and otherwise qualified to vote for that office at the time that nomination papers are issued to the person or at the time of the person's appointment. [Election Code Sec. 201]

Following this page are additional specific qualifications for individual offices as prescribed by law.

QUALIFICATIONS SPECIFIC TO THE OFFICE OF AUDITOR/CONTROLLER

Government Code 26945 (a)(b)(c)(d)

No person shall hereafter be elected or appointed to the office of county auditor of any county unless the person meets at least one of the following criteria:

(a) The person possesses a valid certificate issued by the California Board of Accountancy under Chapter 1 (commencing with Section 5000) of Division 3 of the Business and Professions Code showing the person to be, and a permit authorizing the person to practice as, a certified public accountant or as a public accountant.

(b) The person possesses a baccalaureate degree from an accredited university, college, or other four-year institution, with a major in accounting or its equivalent, as described in subdivision (a) of Section 5081.1 of the Business and Professions Code, and has served within the last five years in a senior fiscal management position in a county, city, or other public agency, a private firm, or a nonprofit organization, dealing with similar fiscal responsibilities, for a continuous period of not less than three years.

(c) The person possesses a certificate issued by the Institute of Internal Auditors showing the person to be a designated professional internal auditor, with a minimum of 16 college semester units, or their equivalent, in accounting, auditing, or finance.

(d) The person has served as county auditor, chief deputy county auditor, or chief assistant county auditor for a continuous period of not less than three years.

Government Code 26945.1 (a)(b)(c)

(a) Any person serving in the capacity of county auditor shall complete at least 40 hours of qualifying continuing education, pursuant to subdivision (b), for each two-year period, beginning January 1, 1998, and completing at least 10 hours in each year of the two-year period. At least 20 of the 40 hours of continuing education shall be obtained in governmental accounting, auditing, or related subjects.

(b) Qualifying continuing education may be obtained in the areas of accounting, auditing, or related subjects. In addition, qualifying continuing education may be obtained in any other subject, if it can be demonstrated that the specific educational program contributes to professional competence.

(c) With respect to a county auditor who is a licensee of the California Board of Accountancy, or of the accountancy licensing authority of any other state, or who possesses a certificate issued by the Institute of Internal Auditors, continuing education obtained for purposes of renewal of the license or certificate may be applied to satisfy the requirements of this section.

(Enacted in 1998 by El Dorado County Ordinance Section 4515)

QUALIFICATIONS SPECIFIC TO THE OFFICE OF

TREASURER/TAX COLLECTOR

Government Code 27000.7 (a)(b)

(a) No person shall be eligible for election or appointment to the office of county treasurer, county tax collector, or county treasurer-tax collector of any county unless that person meets at least one of the following criteria:

(1) The person has served in a senior financial management position in a county, city, or other public agency dealing with similar financial responsibilities for a continuous period of not less than three years, including, but not limited to, treasurer, tax collector, auditor, auditor-controller, or the chief deputy or an assistant in those offices.

(2) The person possesses a valid baccalaureate, masters, or doctoral degree from an accredited college or university in any of the following major fields of study: business administration, public administration, economics, finance, accounting, or a related field, with a minimum of 16 college semester units, or their equivalent, in accounting, auditing, or finance.

(3) The person possesses a valid certificate issued by the California Board of Accountancy pursuant to Chapter 1 (commencing with Section 5000) of Division 3 of the Business and Professions Code, showing that person to be, and a permit authorizing that person to practice as, a certified public accountant.

(4) The person possesses a valid charter issued by the Institute of Chartered Financial Analysts showing the person to be designated a Chartered Financial Analyst, with a minimum of 16 college semester units, or their equivalent, in accounting, auditing, or finance.

(5) The person possesses a valid certificate issued by the Treasury Management Association showing the person to be designated a Certified Cash Manager, with a minimum of 16 college semester units, or their equivalent, in accounting, auditing, or finance.

(b) This section shall only apply to any person duly elected or appointed as a county treasurer, county tax collector, or county treasurer-tax collector on or after January 1, 1998.

(Enacted in 1999 by El Dorado County Ordinance Section 4518)



ORDINANCE No. 4515

**THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO DOES
ORDAIN AS FOLLOWS:**

WHEREAS, Article 4, Chapter 4, Division 2, Title 3 of the Government Code involving qualifications for office of county auditor was amended by state legislation in 1997 and the state law requires the board of supervisors to enact an ordinance by a unanimous vote, with all members present, to make the amended provisions of the article effective.

WHEREAS, the board of supervisors adopted county ordinance 3188 in 1981, and now reenacts the ordinance in order to ensure incorporation of the 1997 state amendments to the Government Code into the county ordinance.

Section 1. Section 2.12.090 of chapter 2 of title 2 of the El Dorado County Ordinance Code is to read as follows:

2.12.090. County Auditor and Property Officer. The county auditor is appointed property officer and shall perform the duties of property officer. The provisions of Article 4 (commencing with section 26945) of chapter 4, division 2, title 3 of the Government Code relating to qualifying for office, are made effective for the office of the El Dorado county auditor.

Section 2. This ordinance shall take effect and shall become effective thirty (30) days following the adoption hereof.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held on the 8th day of December, 1998 by the following vote of said Board:

SUPERVISORS: WILLIAM S. BRADLEY, RAYMOND J. AYES, NUTTING, J. MARK NIELSEN, WALTER L. SHULTZ, JOHN E. UPTON

Noes: NONE

Absent: NONE

ATTEST
DIXIE L. FOOTE
Clerk of the Board of Supervisors

By Margaret E. Moody
Deputy Clerk

John E. Upton
Chairman, Board of Supervisors

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE
Date _____

ATTEST: DIXIE L. FOOTE, Clerk of the Board of Supervisors
of the County of El Dorado, State of California.

By _____
Deputy Clerk



ORDINANCE No. 4518

THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO DOES ORDAIN AS FOLLOWS:

Section 1. Section 2.12.04 of chapter 2 of title 2 of the El Dorado County Ordinance Code is amended to read as follows:

2.12.040. Treasurer and Tax Collector. The office of treasurer is consolidated with the office of tax collector.

A. Eligibility Qualification Standards. The county hereby adopts the provisions of Government Code section 27000.7 as set forth at the time of adoption of this ordinance and as may be subsequently amended regarding eligibility criteria for the office of treasurer-tax collector. If any new or renumbered Government Code statute replacing in whole or in part the aforementioned section 27000.7 is subsequently enacted, the terms of that new or renumbered statute shall govern pursuant to this section.

B. Verification of Candidate Qualifications. The county registrar of voters shall verify that all declared candidates for the office of county treasurer-tax collector qualify pursuant to the provisions of this section. All candidates shall submit a letter signed and executed under penalty of perjury listing the one or more candidate eligibility criteria of this chapter that they possess along with the other necessary candidate filings.

C. Effective Date of Eligibility Criteria. The candidate eligibility criteria shall apply to any person duly elected or appointed as county treasurer-tax collector on or after January 15, 1999.

Section 2. This ordinance shall take effect and shall become effective thirty (30) days following the adoption hereof.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held on the 15TH day of DECEMBER, 1998, by the following vote of said Board:

SUPERVISORS: WILLIAM S. BRADLEY, J. MARK NIELSEN,
Ayes: WALTER L. SHULTZ, JOHN E. UPTON

ATTEST

DIXIE L. FOOTE
Clerk of the Board of Supervisors

Noes: NONE

Absent: SUPERVISOR: RAYMOND J. NUTTING

By Margaret E. Meedy
Deputy Clerk

John E. Upton
Chairman, Board of Supervisors

I CERTIFY THAT:

THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE

Date _____

ATTEST: DIXIE L. FOOTE, Clerk of the Board of Supervisors
of the County of El Dorado, State of California.

By _____
Deputy Clerk



RESOLUTION NO. 323-2001
OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO
AND THE BOARD OF DIRECTORS
OF THE EL DORADO COUNTY WATER AGENCY

WHEREAS, in accordance with the El Dorado County Charter Section 210.a(6), the Board of Supervisors shall establish the compensation of officers and employees; and

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

WHEREAS, the Board of Supervisors has authorized changes in salaries and benefits for represented employees which have been incorporated into respective Memorandum of Understanding; and

WHEREAS, it is necessary to ensure consistency in salary relationships and some benefits and so as not to disadvantage Unrepresented Employees; and

WHEREAS, staff has met with unrepresented administrative management and unrepresented confidential employees;

THEREFORE, BE IT RESOLVED that, except for classes which receive salary increases pursuant to Charter 504 and associated classes, the Board of Supervisors and the Board of Directors authorize a 3.5% cost of living increase to unrepresented classes effective the first day of the first full pay period in July 2002, i.e. the same cost of living increase negotiated for represented employees; and

BE IT FURTHER RESOLVED that the Board of Supervisors approve the changes specified below and incorporate such changes into the Salary and Benefits Resolution No. 345-2000, as previously amended, and such changes become effective December 15, 2001 unless specified otherwise herein.

605. SALARY STEP ON PROMOTION

- A) **Salary on Promotion** - An employee who is appointed to a position in a class allocated to a salary range for which the top step is higher than the top step of the class which the employee formerly occupied, shall receive the nearest step within the new salary range which shall not be less than five percent more than his/her former salary step, provided, however, that in no case shall the increased salary be more than the top step in the new range.

The effective date of a promotion shall be the first day of the first full pay period following the appointment.

The employee's anniversary date for future merit salary step increases shall be based upon the effective date of the promotion.

If a promotion occurs on the same day a salary step increase is due and approved, the salary step increase shall be computed first and subsequently the increase due to promotion.

- B) **Advanced Salary Upon Promotion** - ~~Notwithstanding the above,~~ Upon promotion of an employee from a position for which the County pays the full contribution or a portion of the employee contribution to PERS to a position for which the employee pays the employee contribution to PERS, such employee shall be placed at a salary step in the higher salary range which is closest to and provides an increase in compensation of no less than 5% above the combined former salary step and employee-paid PERS contribution. In no case shall the salary step placement exceed the top step of the new range.

Notwithstanding the above, upon promotion of a full-time or part-time employee to a management or confidential position, the appointing authority may recommend to the Chief Administrative Officer that the person being promoted shall receive one additional step beyond which the employee is entitled, but which in no way exceeds the top of the range.

704.

SALARIES - SHERIFF MANAGEMENT CLASSES

Salaries for the classes of Sheriff's Captain, Sheriff's Lieutenant, Undersheriff, ~~Assistant Sheriff,~~ and Sheriff or other Unrepresented classes, ~~including Assistant Coroner,~~ affected by Measure N, Charter Section 504, shall be set in accordance with Measure N, Charter Section 504, for each calendar year under the following method:

If January 1 falls in the first week of a bi-weekly payroll period, the salaries for the calendar year just beginning shall be effective with the first of that payroll period.

If January 1 falls in the second week of a bi-weekly payroll period, the new salaries shall begin at the start of the payroll period which follows the one in which January 1 is contained.

In addition, the classifications of Chief Investigator (D.A.) and Sheriff's Director of Administrative Services shall maintain approved internal salary relationships with classes cited above in this Section 704.

1006.

ADMINISTRATION OF SICK LEAVE

Each department head is charged with the responsibility of administering sick leave within their department. Employees upon return to work may be required to submit a sick leave request form or record of sick leave use to his/her department head for approval. Departments may request information in order to aid in the determination of whether the sick leave use is legitimate. A department head may require a physician's statement or acceptable substitute from an employee who applies for sick leave, or make whatever reasonable investigation into the circumstances that

appears warranted before taking action on a sick leave request.

Departments may require a prescribed affidavit or medical report form. When an employee is absent for longer than ~~ten (10)~~ fifteen (15) consecutive working days, the employee ~~may~~ will be required to submit a statement from the employee's physician releasing the employee for normal duty.

When an employee has been determined to have used sick leave for illegitimate purposes, the County may recover such funds.

When medical documentation is submitted by the employee as proof of illness, the department head may request the County's Medical Officer to review such medical documentation and provide to the department head, based on the available medical evidence and his/her knowledge of the physical and mental requirements of the employee's occupation, his/her opinion as to whether the employee's illness or injury was sufficient as to justify the employee's absence from the work site.

1103. SPECIAL LEAVE

Effective December 15, 2001, except as specified in Section 1104 below, each full-time Unrepresented Confidential employee will receive up to ~~sixteen~~ thirty-two (46 32) hours of additional leave in pay period 01 of each year. ~~Eligible employees will receive up to eight (8) hours of special leave the first pay period in July 1999.~~ Part time employees shall receive this special leave time on a prorated basis. Unused special leave does not accrue from year to year and must be used by the last day in pay period 26 of each year. An employee shall not be entitled to payment for any unused leave under this section.

1104. SPECIAL LEAVE FOR EXEMPT CONFIDENTIAL EMPLOYEES

- A) Effective December 15, 2001, Unrepresented Confidential employees who are designated as exempt employees under the Fair Labor Standards Act and who are not entitled to overtime compensation shall receive ~~forty (40)~~ fifty-six (56) hours of leave in pay period 01 of each year in lieu of Special Leave provided under Section 1103. Part-time employees in this category shall receive a prorated share of this leave based upon their ongoing work schedule.

Unrepresented Confidential exempt employees hired after July 1 of each year shall receive half the designated entitlement of this leave.

Such leave shall not be carried over from one calendar year to another. Under this Section 1104, payment for unused leave during the year may be requested only during the pay periods which include March 31, June 15, September 30, and the last pay period of each year in eight (8) hour increments with appropriate notification to the Auditor's Department. Any eligible employee who does not use the full entitlement of leave under this section by pay period 26 of each year may be paid at the base hourly rate for any remaining unused leave.

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Departments may require a prescribed affidavit or medical report form. When an employee is absent for longer than ~~ten (10)~~ fifteen (15) consecutive working days, the employee ~~may~~ will be required to submit a statement from the employee's physician releasing the employee for normal duty.

When an employee has been determined to have used sick leave for illegitimate purposes, the County may recover such funds.

When medical documentation is submitted by the employee as proof of illness, the department head may request the County's Medical Officer to review such medical documentation and provide to the department head, based on the available medical evidence and his/her knowledge of the physical and mental requirements of the employee's occupation, his/her opinion as to whether the employee's illness or injury was sufficient as to justify the employee's absence from the work site.

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shall be based upon total service with the County of El Dorado and prior related professional service with any city or county.

Effective January 15, 2000 and subject to verification by the Department of Human Resources, longevity pay entitlements for the class of Assistant Sheriff 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 in Sheriff's Management classes may receive longevity pay pursuant to Section 1402.A or may receive certificate pay as follows:

Intermediate POST certificate	2-5 5% of base salary
Advanced POST certificate	5 10.0% of base salary*
Supervisory POST certificate	12.0% of base salary*
Management POST certificate	13.0% of base salary*
Executive POST certificate	15.0% 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 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.

- C) Confidential Employees - A regular full-time or part-time Unrepresented Confidential employee shall, for all hours in pay status exclusive of overtime, be paid longevity pay for continuous service with the County as follows:

After 10 years	2.5% of base salary
After 15 years	5.0% of base salary*
After 20 years	7.5% of base salary*

Effective the beginning of the first full pay period in January 2003, longevity pay shall be granted for continuous service with the County as follows:

<u>After 10 years</u>	<u>5% of base salary</u>
<u>After 15 years</u>	<u>7.5% of base salary*</u>
<u>After 20 years</u>	<u>10% of base salary*</u>

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

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.

shall be based upon total service with the County of El Dorado and prior related professional service with any city or county.

Effective January 15, 2000 and subject to verification by the Department of Human Resources, longevity pay entitlements for the class of Assistant Sheriff 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 in Sheriff's Management classes may receive longevity pay pursuant to Section 1402.A or may receive certificate pay as follows:

Intermediate POST certificate	2.5 5% of base salary
Advanced POST certificate	5 10.0% of base salary*
Supervisory POST certificate	12.0% of base salary*
Management POST certificate	13.0% of base salary*
Executive POST certificate	15.0% 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 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.

- C) Confidential Employees - A regular full-time or part-time Unrepresented Confidential employee shall, for all hours in pay status exclusive of overtime, be paid longevity pay for continuous service with the County as follows:

After 10 years	2.5% of base salary
After 15 years	5.0% of base salary*
After 20 years	7.5% of base salary*

Effective the beginning of the first full pay period in January 2003, longevity pay shall be granted for continuous service with the County as follows:

<u>After 10 years</u>	<u>5% of base salary</u>
<u>After 15 years</u>	<u>7.5% of base salary*</u>
<u>After 20 years</u>	<u>10% of base salary*</u>

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

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.

1412. **BILINGUAL DIFFERENTIAL**

When a department head designates in writing that an Unrepresented employee must utilize bilingual skill as a required component of the employee's job duties and necessary in the delivery of County services, the employee will be paid a bilingual differential of ~~50¢~~ \$1.00 per hour for all hours in pay status excluding overtime. The bilingual differential shall be paid for bilingual proficiency in Spanish, Sign Language, or any language determined by the department head in writing as necessary to provide primary services to the public. In order to be eligible to receive such differential, an employee must demonstrate a language proficiency acceptable to the department head, as certified in writing to the Director of Human Resources. Written authorizations shall be reviewed ~~and renewed annually.~~ periodically.

This differential shall only apply when an eligible employee is in paid status for a majority of their assigned hours in a pay period.

1415. **DEFERRED COMPENSATION CONTRIBUTION**

The County will make a contribution to deferred compensation (457 Plan) accounts on behalf of participating department heads in the amount of 10% of the amount contributed by the employee and the County during the prior calendar year not to exceed \$800.

Effective January, 2001, the County will make a dollar for dollar matching contribution to deferred compensation (457 Plan) accounts on behalf of participating Administrative Management employees in an amount not to exceed \$400 of the annual contribution by the employee during the prior calendar year.

In addition to that provided above, effective January 2003, the County will provide up to 2.5% of base salary to deferred compensation for unrepresented management employees and unrepresented attorneys. The methodology for implementation will be developed during the calendar year 2002.

A person who separates from employment with the County prior to the County making its contribution in January of each year shall receive a commensurate contribution to the employee's deferred compensation account based upon contributions made up to the date of separation and in accordance with the provisions set forth in this section.

1417. **BUILDING DEPARTMENT CERTIFICATION PROGRAM**

A) The County shall provide a certification program for all eligible unrepresented Building Department employees. Compensation for possession of one or more valid certificates as specified below, provided, however, no employee may receive more than \$200 per month, for possession of any or all of the following certificates on a quarterly basis.

The titles of the certificates as well as the issuing organization and compensation are as follows:

1412. BILINGUAL DIFFERENTIAL

When a department head designates in writing that an Unrepresented employee must utilize bilingual skill as a required component of the employee's job duties and necessary in the delivery of County services, the employee will be paid a bilingual differential of ~~50¢~~ \$1.00 per hour for all hours in pay status excluding overtime. The bilingual differential shall be paid for bilingual proficiency in Spanish, Sign Language, or any language determined by the department head in writing as necessary to provide primary services to the public. In order to be eligible to receive such differential, an employee must demonstrate a language proficiency acceptable to the department head, as certified in writing to the Director of Human Resources. Written authorizations shall be reviewed ~~and renewed annually~~: periodically.

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In addition to that provided above, effective January 2003, the County will provide up to 2.5% of base salary to deferred compensation for unrepresented management employees and unrepresented attorneys. The methodology for implementation will be developed during the calendar year 2002.

A person who separates from employment with the County prior to the County making its contribution in January of each year shall receive a commensurate contribution to the employee's deferred compensation account based upon contributions made up to the date of separation and in accordance with the provisions set forth in this section.

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A) The County shall provide a certification program for all eligible unrepresented Building Department employees. Compensation for possession of one or more valid certificates as specified below, provided, however, no employee may receive more than \$200 per month, for possession of any or all of the following certificates on a quarterly basis.

The titles of the certificates as well as the issuing organization and compensation are as follows:

the renewal certification is provided.

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.

SECTION 15 INSURANCE PLANS

1501. **OPTIONAL BENEFITS PLAN**

The County shall provide to each eligible full-time Unrepresented Management and Confidential employee a contribution of \$4,250 per fiscal year, prorated over 26 pay periods, toward the purchase of benefits included within the Optional Benefit Plan. Effective July 1, 2002, the County contribution shall be \$4,500 per fiscal year, prorated over 26 pay periods toward the purchase of benefits included within the Optional Benefit Plan. Unrepresented part-time Management and Confidential employees hired on or after January 1, 1990, shall be eligible for the prorata amounts of contribution specified in Section 1501.6. These benefits are specifically defined in the Optional Benefit Plan. Provisions generally include the following:

- A) **El Dorado County Health Care Account** - Eligible Management and Confidential employees may elect to receive medical and dental benefits under the County Optional Benefits Plan.
- B) **Supplemental Life Insurance** - An employee eligible under this section as defined in 1501 above may use the Optional Benefit Plan to purchase additional life insurance above that specified in Section 1502, subject to the provisions of the Optional Benefits Plan and respective life insurance plans.
- C) **Dependent Care** - An employee eligible under this section may use the Optional Benefit Plan for reimbursing dependent care expenses subject to the provisions of the Optional Benefit Plan.
- D) **Unreimbursed Health Care** - An employee eligible under this section may use the Optional Benefit Plan to establish an account for reimbursing uninsured health care expenses subject to the provisions of the Plan.
- E) **Cash** - An employee eligible under this section who has elected to receive the employee's optional benefit or portion thereof in cash, may receive cash, which is taxable income, subject to the provision of the Plan.

the renewal certification is provided.

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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.

SECTION 15 INSURANCE PLANS

1501. **OPTIONAL BENEFITS PLAN**

The County shall provide to each eligible full-time Unrepresented Management and Confidential employee a contribution of \$4,250 per fiscal year, prorated over 26 pay periods, toward the purchase of benefits included within the Optional Benefit Plan. Effective July 1, 2002, the County contribution shall be \$4,500 per fiscal year, prorated over 26 pay periods toward the purchase of benefits included within the Optional Benefit Plan. Unrepresented part-time Management and Confidential employees hired on or after January 1, 1990, shall be eligible for the prorata amounts of contribution specified in Section 1501.6. These benefits are specifically defined in the Optional Benefit Plan. Provisions generally include the following:

- A) **El Dorado County Health Care Account** - Eligible Management and Confidential employees may elect to receive medical and dental benefits under the County Optional Benefits Plan.
- B) **Supplemental Life Insurance** - An employee eligible under this section as defined in 1501 above may use the Optional Benefit Plan to purchase additional life insurance above that specified in Section 1502, subject to the provisions of the Optional Benefits Plan and respective life insurance plans.
- C) **Dependent Care** - An employee eligible under this section may use the Optional Benefit Plan for reimbursing dependent care expenses subject to the provisions of the Optional Benefit Plan.
- D) **Unreimbursed Health Care** - An employee eligible under this section may use the Optional Benefit Plan to establish an account for reimbursing uninsured health care expenses subject to the provisions of the Plan.
- E) **Cash** - An employee eligible under this section who has elected to receive the employee's optional benefit or portion thereof in cash, may receive cash, which is taxable income, subject to the provision of the Plan.

	Contribution through GBP/Pay-Period	Supplemental County Contrib/Pay-Period
Employee only	\$79.70	\$56.30
Employee + one	\$136.25	\$103.75
Employee + two	\$163.46	\$142.54

Effective the beginning of the plan year in July 2002, for each eligible Unrepresented Management and Confidential employee, the County shall increase its contribution to the County's medical/dental plan by up to 7.5%. Any remaining cost shall be paid by the employee.

- B) Administrative Procedures - The County shall establish policies and procedures necessary to implement the Optional Benefit Plan.

1504. **LIFE INSURANCE**

The County shall provide a group term life insurance plan for each Elected Official, Unrepresented Management and Confidential employee whose ongoing regular work schedule as designated on the Payroll Personnel Form is at least 60 hours of work per pay period in the following amounts:

Department Heads & Elected Officials	\$60,000
Administrative Management	\$40,000
Confidential	\$20,000

As soon as feasible, the group term life insurance plan benefit for Unrepresented Confidential employees shall be increased from \$20,000 to \$30,000.

Accidental Death & Dismemberment coverage is included in this Plan.

1805. **ACCUMULATION AND USE OF COMPENSATORY TIME OFF**

The maximum accumulation of Compensating Time Off (CTO) for eligible employees shall be 120 hours. Effective December 29, 2001, the maximum accumulation shall be 150 hours.

Use of accumulated CTO shall be a time mutually agreeable to the appointing authority and the employee.

Upon termination, any employee with accumulated CTO shall have it paid off at the base hourly rate at the time of termination.

AND BE IT FURTHER RESOLVED that the Board of Supervisors modify the salary range for the following classes to become effective December 29, 2001 and, thereby, amend the El Dorado County Salary Schedule:

<u>JCN</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Unit</u>
0301	Deputy Director of Maintenance	30.90 5,356	32.45 5,625	34.07 5,905	35.77 6,200	37.56 6,510	UM
6135	Equipment Superintendent	23.68 4,105	24.86 4,309	26.10 4,524	27.41 4,751	28.78 4,989	UM
6132	Highway Superintendent	23.68 4,105	24.86 4,309	26.10 4,524	27.41 4,751	28.78 4,989	UM
6137	Traffic Superintendent	23.68 4,105	24.86 4,309	26.10 4,524	27.41 4,751	28.78 4,989	UM
1256	Chief Probation Officer	34.52 5,983	36.25 6,283	38.06 6,597	39.96 6,926	41.96 7,273	UD
1503	Sr. Risk Management Analyst	23.19 4,020	24.35 4,221	25.57 4,432	26.85 4,654	28.19 4,886	UM

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held on 11th day of December 2001, ~~19xx~~, by the following vote of said Board:

Ayes: SUPERVISORS: Rusty Dupray, Helen K. Baumann, Carl Borelli, Penny Humphreys, David A. Solaro

ATTEST
DIXIE L. FOOTE
Clerk of the Board of

Noes: None
Supervisors absent: None

By Margaret E. Moody
Deputy Clerk

Penny Humphreys
Chairman, Board of Supervisors

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

DATE: _____
ATTEST: DIXIE L. FOOTE, Clerk of the Board of Supervisors of the County of El Dorado, State of California

By _____
Deputy Clerk



RESOLUTION NO. 328-2002

WHEREAS, in accordance with the El Dorado County Charter Section 210.a(6), the Board of Supervisors shall establish the compensation of officers and employees; and

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

WHEREAS, an increase of 2.5% in longevity pay was previously provided to most represented employees and a commensurate increase of 2.5% in deferred compensation was provided to eligible unrepresented management employees, and

WHEREAS, it was necessary to clarify eligibility and develop an implementation methodology for unrepresented department heads and other unrepresented management employees (i.e., Administrative Management, and Unrepresented Attorneys), and

WHEREAS, pursuant to direction received in closed session, the necessary changes have been made to the Resolution,

NOW THEREFORE BE IT RESOLVED, that the Board of Supervisors approves the changes specified as follows and incorporates such changes into the Salary and Benefits Resolution No. 323-2001, as amended.

1415. DEFERRED COMPENSATION CONTRIBUTION

- A. The County will make a contribution to deferred compensation (457 Plan) accounts on behalf of participating department heads in the amount of 10% of the amount contributed by the employee and the County during the prior calendar year not to exceed \$800.
- B. Effective January 2001, the County will make a dollar for dollar matching contribution to deferred compensation (457 Plan) accounts on behalf of participating Administrative Management employees in an amount not to exceed \$400 of the annual contribution by the employee during the prior calendar year.

- C. In addition to that provided in A. and B. above, effective in Pay Period 3, commencing January 11, 2003, the County will contribute 2.5% of base salary in each pay period to deferred compensation for eligible unrepresented management employees and unrepresented attorneys. Eligible employees are those unrepresented management employees who have ten or more years of service as defined in Section 1402(A) of this Resolution. Contributions will be made prospectively in each pay period and no retroactive contributions will be made.

- D. A person who separates from employment with the County prior to the County making its contribution in January of each year pursuant to Sections A. and B. shall receive a commensurate contribution to the employee's deferred compensation account based upon contributions made up to the date of separation and in accordance with the provisions set forth in this section.

SIGNATURES ON FILE IN HUMAN RESOURCES.

Attest:
 Dixie L. Foote
 Clerk of the Board of Supervisors
 by

Ayes:

Noes:
Absent:

 Deputy Clerk

 Chairman, Board of Supervisors

I certify that the foregoing instrument is a correct copy of the original on file in this office.

Date: _____

Attest: Dixie L. Foote, Clerk of the Board of Supervisors of the County of El Dorado, State of California

By _____
 Deputy Clerk



RESOLUTION NO. 333-2004

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, On May 25, 2004, the Board of Supervisors approved a reorganization that resulted in the merging of the County Collections unit into the Treasurer/Tax Collector's Office; and

WHEREAS, in recognition of the added responsibilities associated with this reorganization, it is recommended that the salary range for the Treasurer/Tax Collector and Assistant Treasurer/Tax Collector be increased by five percent (5%); and

WHEREAS, it is necessary for the Board of Supervisors to adopt salaries ranges.

THEREFORE, BE IT RESOLVED, that this Resolution shall, in accordance with Section 703 of El Dorado County Salary and Benefits Resolution #323-2001 for Unrepresented employees, establish the following salary ranges for the Treasurer/Tax Collector and Assistant Treasurer/Tax Collector to become effective retroactively on May 29, 2004, and thereby amends the El Dorado County Salary Schedule to reflect this change as follows:

JCN	Job Class	1	2	3	4	5	Bargaining Unit
1136	Treasurer/ Tax Collector	45.06 7,810	45.06 7,810	45.06 7,810	45.06 7,810	45.06 7,810	EL
0311	Assistant Treasurer/Tax Collector	25.10 4,351	26.36 4,569	27.68 4,798	29.06 5,037	30.51 5,288	UM

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held on the 19th day of October, 2004 by the following vote of said Board:

Ayes: Supervisors: Dupray, Sweeney, Paine, Solaro

ATTEST

CINDY KECK

Clerk of the Board of Supervisors

Noes: None

Absent: Baumann

By

Cynthia Johnson
Deputy Clerk 10/19/04

[Signature]
Chairman, Board of Supervisors 10/19/04

I CERTIFY THAT:

THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

Date _____

ATTEST: CINDY KECK, Clerk of the Board of Supervisors
of the County of El Dorado, State of California.

By _____

Deputy Clerk



RESOLUTION No. 158-2005

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

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

WHEREAS, in accordance with the El Dorado County Charter Section 210a.(6) the Board of Supervisors shall establish the compensation of officers and employees; and

WHEREAS, in July 2002, the Optional Benefits Plan was amended from \$4,250 per year to \$4,500 per year to purchase benefits included within the Optional Benefit Plan; and

WHEREAS, continued increases in health benefits costs since July 2002 have reduced or eliminated the effectiveness of this benefit.

THEREFORE BE IT RESOLVED, that the Board of Supervisors approve the changes specified below and incorporate such changes into Section 1501 of the Salary and Benefits Resolution #323-2001, as amended, amending the Optional Benefits Plan from \$4,500 to \$6,000 to become effective pay period 14 which begins June 25, 2005.

1501. OPTIONAL BENEFITS PLAN

The County shall provide to each eligible full-time Confidential employee and Unrepresented Management employee (including unrepresented management, executive management, appointed department heads, and elected department heads) a contribution of \$4,250 per fiscal year, prorated over 26 pay periods, toward the purchase of benefits included within the Optional Benefit Plan. Effective July 1, 2002, the County contribution shall be \$4,500 per fiscal year, prorated over 26 pay periods, toward the purchase of benefits included within the Optional Benefit Plan. Effective June 25, 2005, the County contribution shall be \$6,000 per fiscal year, prorated over 26 pay periods, toward the purchase of benefits included within the Optional Benefit Plan. Unrepresented part-time Management and Confidential employees hired on or after January 1, 1990, shall be eligible for the prorata amounts of contribution specified in Section 1501.6. These benefits are specifically defined in the Optional Benefit Plan. Provisions generally include the following:

A) **El Dorado County Health Care Account** - Eligible Unrepresented Management and Confidential employees may elect to receive medical and dental benefits under the County Optional Benefits Plan.

B) **Supplemental Life Insurance** - An employee eligible under this section as defined in 1501 above may use the Optional Benefit Plan to purchase additional life insurance above that specified in Section 1502, subject to the provisions of the Optional Benefits Plan and respective life insurance plans.

C) **Dependent Care** - An employee eligible under this section may use the Optional Benefit Plan for reimbursing dependent care expenses subject to the provisions of the Optional Benefit Plan.

D) **Unreimbursed Health Care** - An employee eligible under this section may use the Optional Benefit Plan to establish an account for reimbursing uninsured health care expenses subject to the provisions of the Plan.

E) **Cash** - An employee eligible under this section who has elected to receive the employee's optional benefit or portion thereof in cash, may receive cash, which is taxable income, subject to the provision of the Plan.

F) **Part-time Employee** - An Unrepresented Management or Confidential part-time employee, who on December 31, 1989 is being provided with the full Optional Plan benefit as a full-time employee, shall continue to be eligible for the full Optional Benefit Plan benefit.

An Unrepresented Management or Confidential part-time employee who is hired on or after January 1, 1990, and whose regular work schedule as documented on the Payroll Personnel Form is between 64-79 hours per pay period, will be entitled to the same Optional Plan benefit for a full-time employee.

An Unrepresented Management or Confidential part-time employee who is hired on or after January 1, 1990, and whose regular work schedule as documented on the Payroll Personnel Form is between 40-63 hours per pay period, will be entitled to receive 75% of the Optional Plan benefit for a full-time employee.

An Unrepresented Management or Confidential part-time employee who is hired on or after January 1, 1990, and whose regular work schedule as documented on the Payroll Personnel Form is between 34-39 hours per pay period, will be entitled to receive 50% of the Optional Plan benefit for a full-time employee.

An Unrepresented Management or Confidential part-time employee who is hired on or after January 1, 1990, and whose regular work schedule is less than 34 hours per pay period shall not be eligible for participation in the Optional Benefit Plan.

A part-time employee may work additional or fewer hours than the employee's "ongoing" work schedule without change to the level of entitlement based upon the number of hours initially set forth on the Payroll Personnel Form prorata contribution. The prorata entitlement level may only be changed by amending the Payroll Personnel Form which documents a change to the ongoing work schedule.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held on the 7TH day of JUNE, 2005, by the following vote of said Board:

Ayes: SWEENEY, SOLARO, DUPRAY, BAUMANN, PAINE

TEST

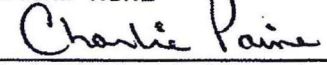
INDY KECK

Clerk of the Board of Supervisors


Deputy Clerk 6/7/05

Noes: NONE

Absent: NONE


Chairman, Board of Supervisors 6/7/05

CERTIFY THAT: THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

ate _____

TEST: CINDY KECK, Clerk of the Board of Supervisors
of the County of El Dorado, State of California.

Deputy Clerk



330 Fair Lane - Placerville, CA 95667
Phone (530) 621-5565 Fax (530) 642-9815
Jobline (530) 621-5579 TDD (530) 621-4693
www.co.el-dorado.ca.us
Laura S. Gill, Chief Administrative Officer
Mark Gregersen, Director of Human

May 31, 2005

Board Of Supervisors
330 Fair Lane
Placerville, CA 95667

Subject: Amendment to Section 1501 of Salary and Benefits Resolution #323-2001 for Unrepresented Employees

Dear Board Members:

Recommendation:

Staff recommends the Board adopt the attached Resolution amending Salary and Benefits Resolution #323-2001, as amended, to provide employees in unrepresented classifications with an increase to the Optional Benefits Plan from \$4,500 to \$6,000 effective pay period 14, pro-rated over 26 pay periods.

Reason for Recommendation:

In July 2002, the Board approved a modification of the Optional Benefits Plan from \$4,250 per year to \$4,500 per year to purchase the benefits included within the Optional Benefit Plan. Since that time, the health contribution rates in the Optional Benefits Plan have increased significantly, reducing or eliminating the effectiveness of the Optional Benefits Plan for many unrepresented employees. Based on Board direction provided in closed session, an increase from \$4,500 to \$6,000 has been recommended to the Optional Benefits Plan for unrepresented employees.

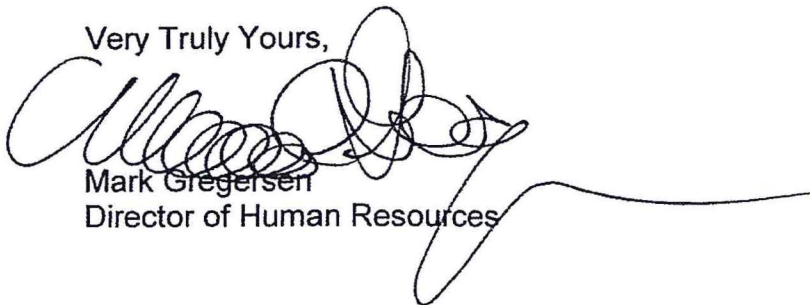
Fiscal Impact:

There are approximately sixty-two (62) unrepresented employees eligible to receive the additional \$1,500 in the Optional Benefits Plan, at a cost of \$93,000 for Fiscal Year 05/06.

Action to be Taken Following Approval:

Human Resources will request that the Risk Management division of the Chief Administrative Office and the Payroll division of the Auditor/Controller's Office incorporate this increase into the Optional Benefits Program Election Form and to provide \$6,000 in the Optional Benefits Plan for unrepresented employees.

Very Truly Yours,

A handwritten signature in black ink, appearing to read 'Mark Gregersen', with a long horizontal line extending to the right.

Mark Gregersen
Director of Human Resources

10-0749
in Legatee



RESOLUTION NO. 103-2010
OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, the Board of Supervisors appointed Recorder-Clerk Bill Schultz as Interim Director over Veteran Affairs effective November 12, 2009; and

WHEREAS, in accordance with Section 611 of the Salary and Benefits Resolution for Unrepresented Employees #323-2001, the Board of Supervisors has the authority to provide additional compensation; and

WHEREAS, the Chief Administrative Office has recommended that Bill Schultz receive a five percent increase in salary effective the first pay period following approval in recognition of the additional responsibility he has assumed as Interim Director over Veteran Affairs.

NOW, THEREFORE, BE IT RESOLVED, a five percent increase in salary is hereby approved for Recorder-Clerk Bill Schultz in recognition of his status as Interim Director over Veteran Affairs, effective the first pay period following approval by the Board of Supervisors and continuing until that status of Interim Director over Veteran Affairs is reassigned or removed.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 20 day of July, 2010, by the following vote of said Board:

Ayes: Knight, Briggs, Nutting, Sweeney, Santiago
Noes: none
Absent: none

Attest:
Suzanne Allen de Sanchez
Clerk of the Board of Supervisors

By: *Suzanne Allen de Sanchez*
Deputy Clerk

Norma Santiago
Chairman, Board of Supervisors
Norma Santiago

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

Attest: Suzanne Allen de Sanchez, Clerk of the Board of Supervisors of the County of El Dorado, State of California.

By: _____ Date: _____
Deputy Clerk

Amended by:
034-2013



11-0815
#38
7/19/11

RESOLUTION NO. 127-2011
OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO
**Assigning Responsibility for the role of County Chief Technology
Officer to Vern Pierson**

WHEREAS, the County lacks a long-term information technology infrastructure plan and other functions and duties usually performed by a Chief Technology Officer; and,

WHEREAS, the Board of supervisors wishes to delegate responsibility for the development of such a plan and the responsibilities of a Chief Technology Officer, including the oversight of the county's Information Technology Department, to a person who will provide leadership and stability to said department through this period of transition;

WHEREAS, the Board has determined that Vern Pierson has the ability to provide such leadership and stability.

NOW, THEREFORE, BE IT RESOLVED, AS FOLLOWS:

Section 1. Assignment of Duties. The Board of Supervisors hereby assigns, delegates, and transfers to Vern R. Pierson, District Attorney of the County of El Dorado, all authority and responsibility for the operation of the Information Technology Department and the development of the County-wide technology strategy and long-term plan effective immediately.

Section 2. Additional Compensation. In recognition of the additional responsibility and workload being taken on by Vern Pierson, Vern Pierson shall be entitled to and shall receive additional compensation to bring his base hourly rate to \$94.69, an amount 10% less than the hourly pay rate of the position of Sheriff, effective the next full pay period following Board approval.

Section 3. Nature of Assignment. The assignment, delegation and transfer of authority, responsibility and duties with respect to the Information Technologies Department is personal to Vern Pierson and shall not be assumed by any successor in the office of District Attorney. The assignment, delegation and transfer shall be separate from and in addition to his duties as District Attorney of El Dorado County. It shall not be considered a modification of his duties as District Attorney, nor to in any way affect the functioning of the District Attorney's office. No member of the District Attorney's office, except Vern Pierson, shall assume any duties or responsibilities with respect to the operation of the Information Technologies Department. This assignment, delegation and transfer of duties may be revoked at any time by the Board of Supervisors, without cause.

The additional compensation being paid to Vern Pierson is being paid in recognition of the additional duties he is assuming. It shall not be deemed part of his salary as District Attorney and shall terminate effective with the revocation of the assignment, delegation and transfer of duties, whether or not it occurs during the term of the District Attorney.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 19th day of July, 2011 by the following vote of said Board:

Ayes: Sweeney, Santiago, Knight, Nutting, Briggs

Noes: None

Absent: None

Attest:

Suzanne Allen de Sanchez
Clerk of the Board of Supervisors

By: Marcie MacFarland
Deputy Clerk

Raymond J. Nutting
Chair, Board of Supervisors
Raymond J. Nutting

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

Attest: Suzanne Allen de Sanchez, Clerk of the Board of Supervisors of the County of El Dorado, State of California.

By: _____ Date: _____
Deputy Clerk



RESOLUTION NO. 034-2013

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF ELDORADO (RESOLUTION AMENDING RESOLUTION NO. 127-2011)

Assigning Responsibility for the role of County Chief Technology
Officer to Vern Pierson

BE IT RESOLVED BY THE BOARD OF SUPERVISORS that Resolution 127-2011 shall be and hereby is amended to correct an error as follows:

WHEREAS, the County lacks a long-term information technology infrastructure plan and other functions and duties usually performed by a Chief Technology Officer; and,

WHEREAS, the Board of supervisors wishes to delegate responsibility for the development of such a plan and the responsibilities of a Chief Technology Officer, including the oversight of the county's Information Technology Department, to a person who will provide leadership and stability to said department through this period of transition;

WHEREAS, the Board has determined that Vern Pierson has the ability to provide such leadership and stability.

NOW, THEREFORE, BE IT RESOLVED, AS FOLLOWS:

Section 1. Assignment of Duties. The Board of Supervisors hereby assigns, delegates, and transfers to Vern R. Pierson, District Attorney of the County of El Dorado, all authority and responsibility for the operation of the Information Technology Department and the development of the County-wide technology strategy and long-term plan effective immediately.

Section 2. Additional Compensation. In recognition of the additional responsibility and workload being taken on by Vern Pierson, Vern Pierson shall be entitled to and shall receive additional compensation to bring his base hourly rate to \$94.69, ~~an amount 10% less than the hourly pay rate of the position of Sheriff~~, effective the next full pay period following Board approval.

Section 3. Nature of Assignment. The assignment, delegation and transfer of authority, responsibility and duties with respect to the Information Technologies Department is personal to Vern Pierson and shall not be assumed by any successor in the office of District Attorney. The assignment, delegation and transfer shall be separate from and in addition to his duties as District Attorney of El Dorado County. It shall not be considered a modification of his duties as District Attorney, nor to in any way affect the functioning of the District Attorney's office. No member of the District Attorney's office, except Vern Pierson, shall assume any duties or responsibilities with respect to the operation of the Information Technologies Department. This assignment, delegation and transfer of duties may be revoked at any time by the Board of Supervisors, without cause.

The additional compensation being paid to Vern Pierson is being paid in recognition of the additional duties he is assuming. It shall not be deemed part of his salary as District Attorney and shall terminate effective with the revocation of the assignment, delegation and transfer of duties, whether or not it occurs during the term of the District Attorney.

Except as expressly amended by this Resolution, all provisions of Resolution No. 127-2011 shall remain in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 2nd day of April, 2013, by the following vote of said Board:

Ayes: Mikulaco, Veerkamp, Nutting, Briggs, Santiago

Noes: None

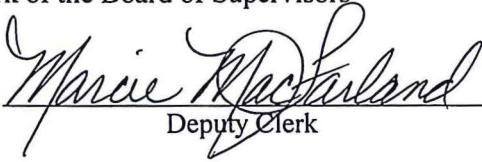
Absent: None

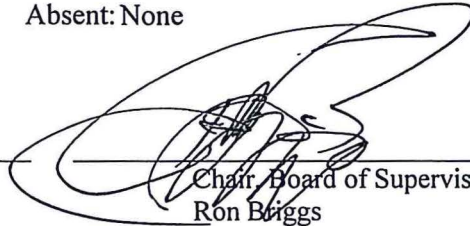
Attest:

James S. Mitrison

Clerk of the Board of Supervisors

By:


Deputy Clerk


Chair, Board of Supervisors
Ron Briggs