



public comment #45  
25-2000 BOS Rcvd 12/8/25

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## Agenda item 25-2000

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From Lee Tannenbaum <lee.tannenbaum@gmail.com>

Date Mon 12/8/2025 12:09 PM

To BOS-Clerk of the Board <edc.cob@edcgov.us>

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TPA 504 Letter - 12092025.pdf;

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Madame Clerk,

Please include the attached correspondence to the agenda item mentioned above.

Thank you for your attention to this matter.

Lee Tannenbaum  
President, Taxpayers Association of El Dorado County  
650.515.2484

Chair Turnboo and Members of the Board of Supervisors

County of El Dorado

Re: File 25-2000 (Resolution 184-2025 – Charter 504 Salary Adjustments & Unrepresented Employees)

Dear Chair Turnboo and Members of the Board,

On behalf of the Taxpayers Association of El Dorado County, we are writing regarding Item 25-2000, which asks the Board to adopt Resolution 184-2025 adjusting salaries for classifications affected by Charter Section 504 and extending those changes through the Deputy Sheriffs' Association MOU, the Law Enforcement Management Association MOU, and the Salary and Benefits Resolution for Unrepresented Employees, Section 6.

In our prior written comment to you during the FY 2025-26 budget hearing on Item 25-1606, we asked the Board to remove the Chief Administrative Officer and Chief Probation Officer from Charter Section 504 linkages, noting that these positions were not the intended beneficiaries of 504 and that their inclusion inflates costs and undermines public trust. We also highlighted that the most recent 504 comparator study showed that a majority of classifications were already above market, demonstrating that the current structure is fiscally unsustainable.

Fiduciary duty and 504 linkages for non-represented managers

As stewards of public funds, you have a fiduciary duty to taxpayers to ensure that every automatic salary mechanism is both legally grounded and fiscally justified. That duty is not limited to sworn peace officers; it extends to the broader framework that now links non-represented managers and administrators to 504-driven raises via internal alignment rules and the Salary and Benefits Resolution for Unrepresented Employees, Section 6.

When non-represented managers receive automatic increases solely because they are tethered to 504—rather than because of a transparent, market-based review—the Board has effectively delegated its compensation-setting authority to a formula that was never designed for those positions. That undermines:

- The original purpose of Charter Section 504 (parity for deputy sheriffs with comparator public safety agencies, not across-the-board administrative raises).
- The Board's ability to manage structural General Fund costs over time; and
- Public confidence that senior management pay is being set with independent judgment, not simply as a by-product of a law enforcement parity clause.

Potential need for voter action

We want to emphasize that our goal is collaboration, not confrontation. However, if the Board chooses not to address the structural problems created by extending Charter Section 504 beyond its intended scope, we must also be candid about the reality that taxpayers, employee associations, and allied community organizations are increasingly expressing concern about these automatic linkages.

If a legislative fix is not undertaken by the Board, the coalition forming between the Taxpayers Association, several unions, and other concerned residents may ultimately be compelled to pursue a voter-driven solution through a ballot measure to restore clarity and fiscal discipline to Charter Section 504.

That is not our preferred path. It is simply an acknowledgment that the community is prepared to act if the protections intended by the Charter continue to be diluted or expanded in ways that burden the General Fund and undermine public trust. Our strong preference is for the Board to resolve these issues directly, transparently, and collaboratively.

Our request

In light of your fiduciary duty and the concerns we have already placed on the record, we respectfully ask that the Board:

1. Direct staff to de-link non-represented managers and administrative classifications from Charter 504-driven formulas. That includes any “internal alignment” or “me-too” provisions that automatically pass 504 increases through to non-represented management positions via the unrepresented salary resolution.
2. Amend Resolution 184-2025 and related implementing documents so that only sworn law-enforcement classifications genuinely covered by Charter Section 504 receive automatic 504 parity adjustments. Non-represented managers or elected officials should not be pulled along by a mechanism that was never designed for them.
3. Affirm, on the record, that your duty is to taxpayers first. That means resisting automatic pass-through raises when the underlying Charter provision was clearly targeted to deputy sheriffs and comparable law-enforcement roles, not to administrative executives.

An alternative framework for non-represented managers

We are not asking you to ignore market realities for key management positions. We are asking you to adopt a compensation framework for non-represented managers that is transparent, defensible, and clearly distinct from Charter 504. For example, the Board could direct Human Resources to:

- Create independent salary bands for non-represented managers based on a regular market survey of comparable counties and agencies (e.g., foothill and similarly sized counties), rather than tying them to 504.

- Limit increases for these positions to:
- Explicit Board actions in open session, with a clear fiscal impact statement; and
- Either modest CPI-based adjustments or targeted equity adjustments justified by current market data, instead of automatic 504 pass-throughs.
- Conduct and publish a periodic (e.g., 3-5 year) classification and compensation review for non-represented managers, separate from the annual 504 survey, so that the public can see how these salaries compare to the market and how decisions were made.
- Suspend any automatic linkage to 504 for non-represented managers until such a framework is in place. In the interim, maintain current salary levels and address true recruitment or retention issues by specific, agendaized Board action.

This approach preserves your ability to recruit and retain qualified managers while honoring your fiduciary duty to taxpayers and restoring the original, narrow purpose of Charter Section 504.

We appreciate your attention to this matter and urge you to use File 25-2000 as an opportunity to correct the scope of 504 linkages rather than expand them further.

Respectfully submitted,

Directors

Taxpayers Association of El Dorado County