



RESOLUTION NO.

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, in accordance with Section 604 of the County of El Dorado Personnel Rules Resolution #018-2019 applicable to represented and unrepresented employees the Board of Supervisors shall by Resolution establish the salary for all authorized positions within the County, and

WHEREAS, the County of El Dorado (County) and representatives of the El Dorado County Probation Officers Association (EDCPOA) representing employees in the Probation (PR) bargaining unit have an executed Memorandum of Understanding (MOU) for the period of January 1, 2020 through December 31, 2021, and

WHEREAS, Article 5 of the MOU provides that the base salary for Deputy Probation Officer I – Institution, Deputy Probation Officer II – Institution, Sr. Deputy Probation Officer – Institution, and Supervising Deputy Probation Officer – Institution classifications (DPO Institution Series) shall increase base wages for journey level benchmark classifications and internally tied non-benchmark classifications to approximately 8.0% (+/- 1%) behind the median of the County's December, 2019 comparable compensation survey data, and

WHEREAS, the base salary of the DPO Institution Series classifications should have been increased by 11.67% effective January 16, 2021 to comply with Article 5 of the EDCPOA MOU, and

WHEREAS, the base salary of the DPO Institution Series classifications were instead only increased by 8.8% effective January 16, 2021, and

WHEREAS, Article 4 of the MOU between the County and the El Dorado County Law Enforcement Management Association provides the Probation Management classifications in Law Enforcement Sworn Management Unit shall receive base wage increases equal to base wage increases received by the PR Unit's Deputy Probation Officer Supervisor – Institutions benchmark job classification, and

NOW, THEREFORE, BE IT RESOLVED, the Board of Supervisors of the County of El Dorado authorizes the Director of Human Resources to make any technical corrections if needed.

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of El Dorado does hereby adopt salary ranges for the classifications as set forth herein, and amends the salary schedule, effective the pay period including January 16, 2021 through January 29, 2021.

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of El Dorado directs the Payroll Division of the Auditor/Controller's Office to implement the salary increases retroactive to the pay period including January 16, 2021 through January 29, 2021, and compensate employee(s) in the Deputy Probation Officer I – Institution, Deputy Probation Officer II – Institution, Sr. Deputy Probation Officer – Institution, Supervising Deputy Probation Officer – Institution, Assistant Superintendent – Institution, and Superintendent classifications for back pay resulting from the retroactive implementation of the required salary increase.

Salary Changes				
Job Class. No.	Bargaining Unit	Classification Title	Old Salary Range	New Salary Range
5721	PR	Deputy Probation Officer I – Institution	\$21.54 – \$26.18 \$3733.60 – \$4537.87	\$24.06 – 29.24 \$4170.40 – \$5068.27
5722	PR	Deputy Probation Officer II – Institution	\$24.03 – \$29.21 \$4165.20 – \$5063.07	\$26.83 – \$32.61 \$4650.53 - \$5652.40
5723	PR	Sr. Deputy Probation Officer – Institution	\$25.83 – \$31.40 \$4477.20 – \$5442.67	\$28.84 – \$35.06 \$4998.93 - \$6077.07
5725	PR	Supervising Deputy Probation Officer – Institution	\$32.00 – \$38.90 \$5546.67– \$6742.67	\$35.73 – \$43.43 \$6193.20 – \$7527.87
5699	SM	Superintendent	\$43.52 – \$52.90 \$7543.47– \$9169.33	\$48.60 – \$59.07 \$8424.00 – \$10238.80
5700	SM	Assistant Superintendent – Institution	\$41.12 – \$49.98 \$7127.47 – \$8663.20	\$45.92 – \$55.82 \$7959.47 – \$9675.47
0236	SM	Deputy Chief Probation Officer	\$45.69 - \$55.54 \$7919.60 - \$9626.93	\$51.02 – \$62.02 \$8843.47 – \$10750.13

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 _____, 2021, by the following vote of said Board:

Ayes:

Attest:
Kim Dawson
Clerk of the Board of Supervisors

Noes:
Absent :

By: _____

Deputy Clerk

John Hidahl, Chair Board of Supervisors