



FACT SHEET

CHARTER SECTION 504

The Charter for El Dorado County was ratified by majority vote at the election of November 8, 1994, and became effective when accepted and filed by the Secretary of State on December 27, 1994. **The El Dorado County Charter, Section 504** was amended by nearly 70% of voters on November 7, 1995, and became effective on January 26, 1996. The Charter included **six** employee classifications which currently account for 181 personnel allocations in the El Dorado County Sheriff's Office.

[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known as Measure A, and passed by a majority of the voters at a general election on November 7, 1972, is hereby repealed.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 (this classification is no longer in use)

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 Department of Human Resources conducts an annual survey of the comparator agency (South Lake Tahoe Police Department, Amador County Sheriff's Department, and California Highway Patrol) classifications. Using the Deputy Sheriff II as the benchmark classification, the survey determines the percentage increases that those employment classifications tied to Charter Section 504 will receive. Per the Charter, a Resolution is brought to the Board to approve the increase effective the pay period including January 1st of each year.

In addition to the six classifications specified in the Charter, the Board of Supervisors has – *either through labor union negotiations with represented employee associations or by Board Resolution* – added 11 employment classifications. The classifications not specifically included in Charter Section 504 that are tied to the Charter by negotiated Memorandum of Understanding or Board of Supervisors Resolution are:

- Alternate Public Defender
- Chief Administrative Officer
- Chief Investigator, District Attorney
- Chief Probation Officer
- County Counsel
- District Attorney
- Investigator, District Attorney
- Lieutenant, District Attorney (title change from Assistant Chief Investigator)
- Public Defender
- Sheriff/Coroner/Public Administrator (the Sheriff is also the Coroner and Public Administrator)
- Supervising Investigator, District Attorney

Including the 181 El Dorado County Sheriff's Office personnel allocations, and the 25 personnel allocations that the Board has added, there **are 206 total personnel allocations in the County with salaries tied to Charter Section 504**, as detailed in the Table below:

Job Class No.	Bargaining Unit	Classification	Year Formally Linked or Included in the Charter	FY 24/25 Allocations	Associated Board Item
1257	UD	Alternate Public Defender	2021	1	County of El Dorado - File #: 21-1382
1226	UD	Chief Administrative Officer	2022	1	County of El Dorado - File #: 22-0062
5601	SM	Chief Investigator, District Attorney	2009	1	County of El Dorado File # 09-0593
1256	UD	Chief Probation Officer	2024	1	County of El Dorado - File #: 24-1908
1231	UD	County Counsel	2022	1	County of El Dorado - File #: 22-2168
5401/5402	SA	Deputy Sheriff I/II	1996	142	Charter 504, 1996
1121	EL	District Attorney	2021	1	County of El Dorado - File #: 21-1382
5603	SA	Investigator, District Attorney	1997	13	Classification formally linked prior to Legistar (adopted 4/29/1997) – Board Item unavailable.
5599	SM	Lieutenant, District Attorney [Title change from Assistant Chief Investigator, District Attorney County of El Dorado - File #: 25-0239]	2022	2	County of El Dorado - File #: 22-2095
1261	UD	Public Defender	2021	1	County of El Dorado - File #: 21-1382
1126	EL	Sheriff/Coroner/Public Administrator	2021	1	County of El Dorado - File #: 21-1382
5420	SM	Sheriff's Captain	1996	3	Charter 504, 1996
5415	SM	Sheriff's Lieutenant	1996	7	Charter 504, 1996
5410	SA	Sheriff's Sergeant	1996	28	Charter 504, 1996
5600	SA	Supervising Investigator, District Attorney	2015	2	County of El Dorado - File #: 11-0682
0271	UD	Undersheriff	1996	1	Charter 504, 1996

Yellow indicates original Charter Section 504 classifications

The most recent [Board Resolution](#) with classifications listed in and salaries linked to Charter Section 504 was adopted December 10, 2024 .