



# County of El Dorado

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## Minutes - Final Board of Supervisors

*Ron Briggs, Chair, District IV*  
*Norma Santiago, First Vice Chair, District V*  
*Ray Nutting, Second Vice Chair, District II*  
*Ron Mikulaco, District I*  
*Brian K. Veerkamp, District III*

*James S. Mitrising, Clerk of the Board of Supervisors*  
*Terri Daly, Chief Administrative Officer Edward Knapp, County Counsel*

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Monday, November 18, 2013

9:00 AM

Board of Supervisors Meeting Room

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### Special Meeting

#### 9:10 A.M. - CALLED TO ORDER AND PLEDGE OF ALLEGIANCE TO THE FLAG

**Present:** 5 - Supervisor Briggs, Supervisor Santiago, Supervisor Mikulaco, Supervisor Veerkamp and Supervisor Nutting

**Supervisor Nutting led the Pledge of Allegiance to the Flag.**

#### ADOPTION OF THE AGENDA AND APPROVAL OF THE CONSENT CALENDAR

##### CONSENT CALENDAR

**A motion was made by Supervisor Santiago, seconded by Supervisor Veerkamp to adopt the agenda and approve the consent calendar.**

**Yes:** 5 - Briggs, Santiago, Mikulaco, Veerkamp and Nutting

1. [13-1452](#) Supervisors Santiago and Briggs recommending the Board consider the following:

1) Adopt Resolution **178-2013** supporting National Historic Trail designation of the Western States Trail, including the Tevis Loop;  
2) Urge Congress to enact legislation, authorization and the appropriation necessary to secure inclusion of the Western States Trail in the National Historic Trail system; and,  
3) Authorize the Chair to communicate this Resolution of support to Senators Dianne Feinstein and Barbara Boxer, and Representative Tom McClintock.

*Public Comment: K. Payne*

**Resolution 178-2013 adopted upon approval of Consent Calendar.**

##### END CONSENT CALENDAR

**DEPARTMENT MATTERS**

2. [13-1464](#) Chief Administrative Office and Human Resources recommending the Board:
- 1) Determine by 4/5 vote pursuant to County Ordinance Chapter 2.57.370, that:
    - a. It is in the best interests of the County and under all circumstances just and proper to remove the automatic increase to salaries of the Board of Supervisors set forth in County Ordinance Code Section 2.57.030 (B) when Elected Department Heads receive salary increases;
    - b. County Ordinance Chapter 2.57.030, Salaries of the Board of Supervisors, Section B, second sentence, shall be and is hereby rendered inoperative; and:
  - 2) Direct the Chief Administrative Office to return to the Board with a revised ordinance that reflects this action.

*Public Comment: K. Payne, S. Novasel*

**A motion was made by Supervisor Santiago, seconded by Supervisor Veerkamp to remove the automatic increase to salaries of the Board of Supervisors set forth in County Ordinance Code Section 2.57.030 (B); and direct staff to bring back a new Ordinance.**

**Yes:** 4 - Briggs, Santiago, Veerkamp and Nutting

**Noes:** 1 - Mikulaco

3. [13-1409](#)

Chief Administrative Office and Human Resources returning to the Board with options to set the pay structure for elected department heads and consider approval of a resolution implementing one (1) of seven (7) options which include:

- 1) Maintain existing salary levels;
- 2) Maintain the existing amount of compensation;
- 3) Set the compensation for each elected department head based on the compensation of **external comparable** counties at the Median Compensation (median is the amount which divides the salaries into two equal groups, i.e. the half-way point);
- 4) Set the compensation for each elected department head based on the compensation of **external comparable** counties at the Average Compensation (average is obtained by dividing the total aggregate by the number of agencies surveyed, excluding El Dorado County);
- 5) Eliminate CPA differential and longevity pay for elected department heads; and
- 6) Set the compensation for each elected department head, to move toward adoption of an overall compensation plan, based on internal comparable appointed department heads compensation, salary compression of assistant department heads, and compensation structure of external comparable counties.
- 7) Identify an alternative approach for setting compensation for Elected Department Heads and direct staff to compile and return with those results.

**A motion was made by Supervisor Briggs, seconded by Supervisor Veerkamp to adopt the motion and resolution shown in attachment 2F Legistar No. 13-1409.**

**Yes:** 3 - Briggs, Santiago and Veerkamp

**Noes:** 1 - Mikulaco

**Recused:** 1 - Nutting

**A motion was made by Supervisor Veerkamp, seconded by Supervisor Santiago to adopt Resolution 180-2013 consisting of the resolution included in the prior motion with adjustments.**

**Yes:** 3 - Briggs, Santiago and Veerkamp

**Noes:** 1 - Mikulaco

**Recused:** 1 - Nutting

4. [13-1465](#) Chief Administrative Office and Human Resources recommending the Board consider revisions to Personnel Policy No. 6, "Compensation - Elected Department Heads", and direct staff to prepare any necessary revisions to the Policy to reflect action taken by the Board of Supervisors on the preceding agenda item this date (Legistar File 13-1409).

**A motion was made by Supervisor Veerkamp, seconded by Supervisor Santiago to direct staff to bring back revisions to Personnel Policy No. 6.**

**Yes:** 5 - Briggs, Santiago, Mikulaco, Veerkamp and Nutting

**11:25 A.M. - RECESSED INTO CLOSED SESSION**

**12:09 P.M. - RECONVENED TO OPEN SESSION AND CLOSED SESSION**

**REPORTS**

**Present:** 4 - Supervisor Briggs, Supervisor Santiago, Supervisor Mikulaco and Supervisor Veerkamp

**Absent:** 1 - Supervisor Nutting

**ADJOURNED AT 12:15 P.M.**

**CLOSED SESSION**

5. [13-1439](#) **Pursuant to Government Code Section 54957.6 - Conference with Labor Negotiator:**  
County Negotiator: Director of Human Resources and/or designee, and Jack Hughes of Liebert, Cassidy and Whitmore via teleconference.  
Employee Organization: El Dorado County Employees Association Local No.1 representing employees in the General, Professional, and Supervisory Bargaining Units; Operating Engineers Local No. 3 representing employees in the Trades & Crafts, Probation, and Corrections Bargaining Units; Deputy Sheriffs Association representing employees in the Law Enforcement Unit; El Dorado County Criminal Attorney Association; El Dorado County Deputy County Counsel Association; El Dorado County Managers Association; El Dorado County Law Enforcement Managers Association; and Unrepresented Employees. (Est. Time: 90 Min.)  
**No Action Reported. Supervisor Nutting did participate.**