



## RESOLUTION NO. 166-2013

### OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

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

**WHEREAS**, Section 701 establishes salary ranges for Unrepresented Management and Confidential classifications, except for those employees covered by Section 702, 703, and 704; and

**WHEREAS**, the amended Section 701 would exclude classifications that have been adjusted in 2013 from the 2% cost of living adjustment and the 3% equity adjustment for 2013/2014, and those classifications are identified as Director, Community Development Agency, Asst Director of Community Development, Asst Director of Administration and Finance, Chief Probation Officer and Director of Human Resources; and

**WHEREAS**, Section 1502 County Medical/Dental plan sets forth the County contribution and employee contribution for costs associated with medical/dental coverage.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Supervisors of the County of El Dorado does hereby approve the following amendments to Sections 701 and 1502 as specified below and incorporates such changes in the Salary and Benefits Resolution, No 323-2001 to become effective upon adoption by the Board.

#### **Section 701. SALARIES-UNREPRESENTED EMPLOYEES**

The Board of Supervisors shall establish, by Resolution, the salary ranges or flat step salaries for Unrepresented classifications, except as provided in Sections 702, 703, and 704 below. The salary range for Unrepresented employees in classifications which are not represented by a recognized employee organization are listed in the Salary Table as adopted and amended by Board action.

The salary ranges for full-time or part-time Unrepresented Management and Confidential employees shall be effective as specified in amending resolutions. The salary ranges or flat step salaries for Unrepresented Extra Help shall be effective the first day of the first pay period after the Board of Supervisors adopts an amending Resolution.

The salary ranges for Extra Help employees in classifications which are represented by a recognized employee organization are listed in the Salary Table implementing the respective Memorandum of Understanding. The effective date of those salary range increases shall be specified in the respective Memorandum of Understanding.

Unrepresented Management, Appointed Department Heads, and Confidential employees shall receive adjustments to the salary ranges and flat step salaries as follows:

Cost of Living Adjustments

2013-2014: 2% effective the first full pay period following the Board of Supervisors adoption of this resolution amending the Salary and Benefit Resolution. Employees serving in classifications where the salary range has been adjusted in calendar year 2013 will *not* be entitled to the cost of living adjustment as designated for this period (2013-2014).

2014-2015: 2% effective July 1, 2014.

2015-2016: 2% effective July 1, 2015.

Equity Adjustments

2013-2014: 3% effective the first full pay period following the Board of Supervisors adoption of this resolution amending the Salary and Benefit Resolution. Employees serving in classifications where the salary range has been adjusted in calendar year 2013 will *not* be entitled to equity adjustments as designated for this period (2013-2014).

2014-2015: 3% effective July 1, 2014.

2015-2016: 3% effective July 1, 2015.

**Section 1502. COUNTY MEDICAL/DENTAL PLAN**



D) Health care coverage is on a calendar year (January 1 – December 31) basis. Rates for the ensuing calendar year for employees covered under the Salary and Benefit Resolution shall be effective upon approval of the Board of Supervisors, but no earlier than the pay period containing December 1. Beginning with the 2014 plan year, premiums for health coverage identified and offered by the County shall be withheld over 24 pay periods at the rate of the true premium (unblended rate) associated with the cost of coverage for the plan. Medical/dental coverage shall become effective the month following the beginning date of employment and shall terminate on the last day of the month that the employee separates from County service.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 5 day of November, 2013, by the following vote of said Board:

Ayes: Santiago, Veerkamp, Mikulaco, Briggs

Attest:  
James S. Mitrising  
Clerk of the Board of Supervisors

Noes: None  
Absent :  
Recused: Nutting

By:  Deputy Clerk  Ron Briggs, Chair, Board of Supervisors