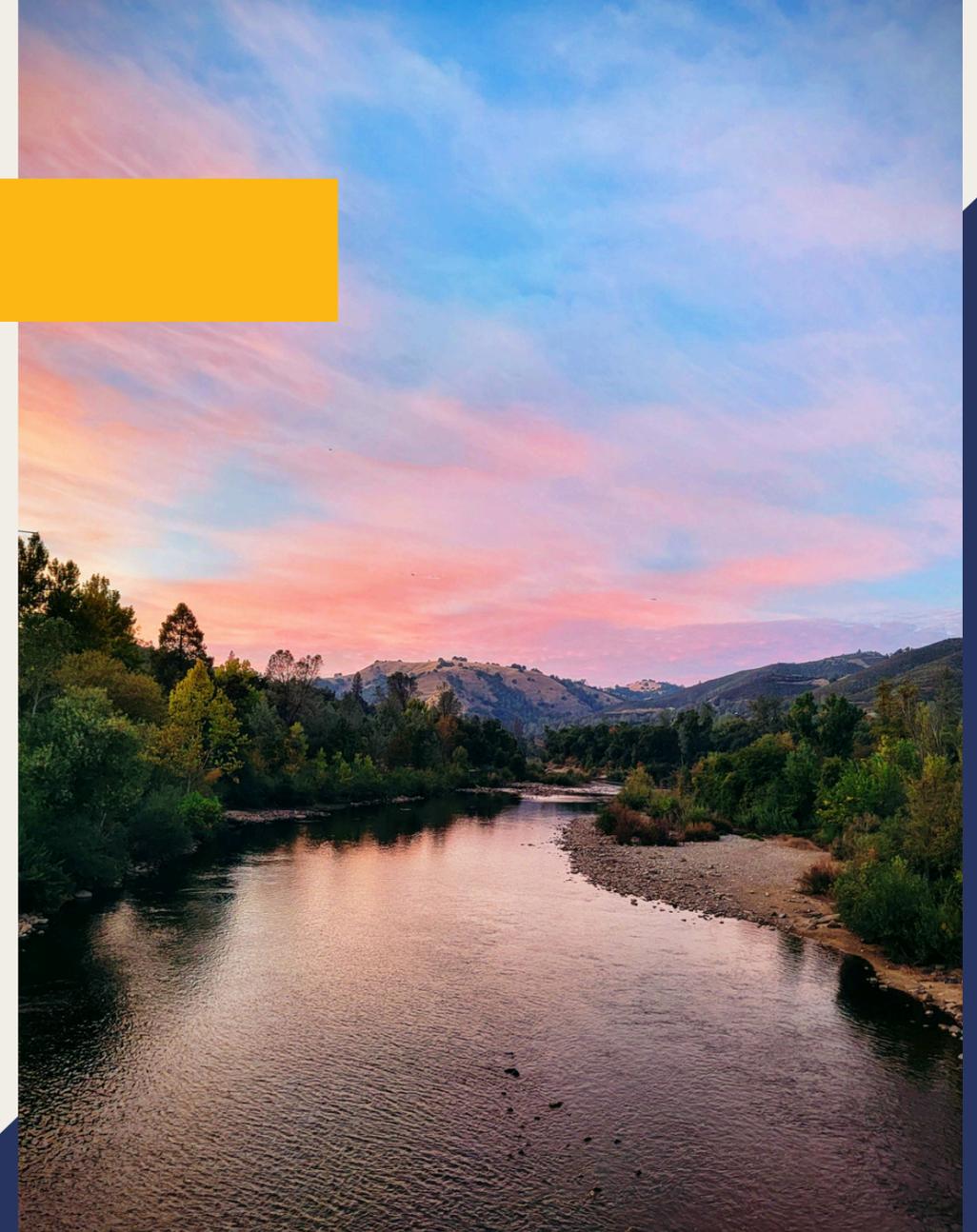




**El Dorado County**

# **COMPENSATION**



**Presented by:**  
**Joseph Carruesco**  
**Director of Human Resources**

# Background



December 9, 2025, Board of Supervisors Meeting (Legistar File #25-2000):

- Board of Supervisors “directed staff to return to the Board in March 2026 for a discussion to review Resolution 037-2025, Section 602 for unrepresented employees and all classifications affected by El Dorado County Charter Section 504”.
- **Affected Unrepresented Classifications:** Alternate Public Defender, Chief Administrative Officer, Chief Probation Officer, County Counsel, District Attorney, Public Defender, and Sheriff/Coroner/Public Administrator.
- **Represented classifications tied to Charter 504, including Chief Investigator - District Attorney, Lieutenant - District Attorney, Investigator - District Attorney, and Supervising Investigator - District Attorney, will not be discussed today.**

# Background

## Continued



### Charter 504:

- “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.”
- Included Classifications: Undersheriff, Captain, Lieutenant, Sergeant, and Deputy Sheriff.
- A county charter is a voter-approved legal document that acts as a local constitution, and as such can only be adopted, amended, or repealed by a majority vote of the county's constituents.



The **median** is the middle value in an ordered dataset, separating the higher half from the lower half.

# Compensation Philosophy

## Board Resolution #137-2023:

El Dorado County will develop and maintain a competitive and fiscally responsible pay and benefits structure that:

- Is based on market data and meets the needs of the County with regards to recruitment and retention of qualified staff.
- Ensures that employees are recognized for the level and scope of work performed.
- Pays employees on a fair and competitive basis; and
- Ensures classifications' associated salaries reflect current program responsibilities.

It is the long-term goal of the Board of Supervisors that total compensation be approximately equal to the median of the County's comparator counties.

# Compensation Philosophy

## Steps to Conduct a Total Compensation Study

### Collect and Review Job Documentation

- Gather and assess classification descriptions (job specifications), including duties; knowledge, skills, abilities (KSAs); and responsibilities.

### Identify Benchmark Jobs

- Choose classifications that feature clearly defined roles and are commonly found in the market.
- Evaluate the classification level, scope of work performed, designated bargaining unit, labor impacts and considerations, as well as current wage alignment and compaction.

### Conduct Market Research

- Collect and examine current salary schedules, allocation documents, adopted budgets, benefit rate sheets and guides, MOUs, and Personnel Rules from comparable agencies.
- Match comparator classifications based on their duties.

### Complete Data Entry

- Input compensation and benefits information.
- Conduct a quality check (audit) on all entries to ensure accuracy.

### Finalize Compensation Study

- Prepare the document for presentation purposes.

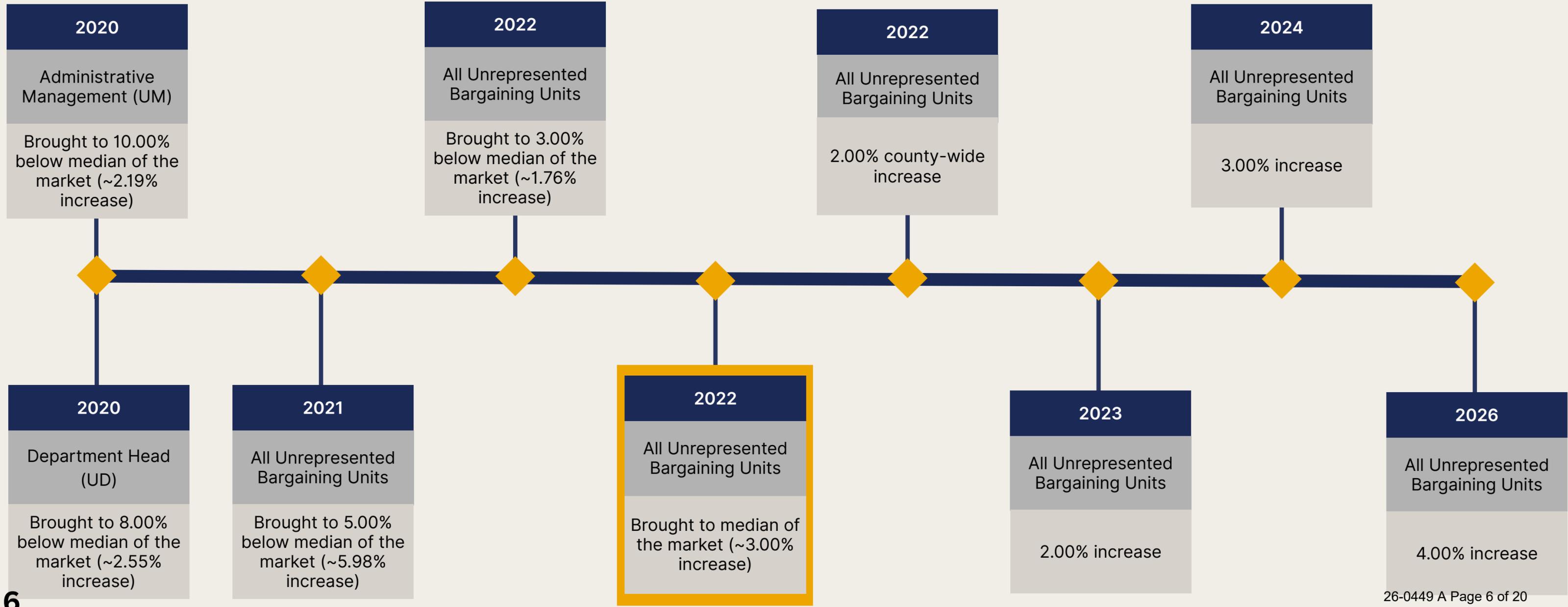


# Historical Data

## Salary Increases for Unrepresented Classifications

Bargaining Unit	# of Employees
Confidential (CO)	42*
Elected (EL)	7
Administrative Management (UM)	113
Department Head (UD)	18

\*This figure includes employees who are in unrepresented positions that are represented classifications.



# Historical Data

## Charter 504 Salary Increases Compared to Other Bargaining Units

Year	Charter 504 Increase	BD Board of Supervisors	CR (Corrections) Unit - Operating Engineers Local #3	GE (General), PL (Professional), SU (Supervisory) Units - Local 1	MA (Management) Unit - Managers' Association	PR (Probation) Unit - Probation Officers Association	SA (504 linked) Sheriff's Association	SM (504 linked) Sworn Management	SM (Non-504 linked) Sworn Management	TC (Trades and Crafts) Unit - Operating Engineers Local #3	Unrepresented Bargaining Units: (Confidential "CO", Extra-Help "EH", Elected "EL", Retired Annuitant "RA", Administrative Management "UM", Department Head "UD")
2026	TBD	7.00%	-	-	-	-	-	-	-	7.00%	4.00%
2025	5.71%	-	2.00%	6.00%	6.00%	-	5.71%	5.71%	-	-	-
2024	5.39%	-	2.00%	-	-	2.00%	5.39%	5.39%	-	-	3.00%
2023	2.67%	-	15.02%	2.00%	2.00%	17.37%	2.67%	2.67%	2.00%	2.00%	2.00%
County-Wide 2% Increase 2022	-	-	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2022	3.23%	7.84%	1.15%	5.00%	9.77%	1.50%	3.23%	3.23%	14.53%	10.35%	4.76%
2021	2.20%	-	1.00%	6.14%	-	12.67%	2.20%	2.20%	12.67%	-	5.98%
2020	1.65%	-	2.00%	-	5.00%	-	1.65%	1.65%	-	1.87%	2.55%
2019	2.35%	-	4.79%	2.00%	-	-	2.35%	2.35%	-	-	-
2018	2.09%	-	-	1.00%	-	11.55%	2.09%	2.09%	13.05%	-	-
<b>Total</b>	<b>25.29%</b>	<b>14.84%</b>	<b>29.96%</b>	<b>24.14%</b>	<b>24.77%</b>	<b>47.09%</b>	<b>27.29%</b>	<b>27.29%</b>	<b>44.25%</b>	<b>23.22%</b>	<b>24.29%</b>

\*The data above does not include every base salary increase (one-off/one-time increases), but captures widespread increases and reflects the County's movement to the median of the market. All County classifications were brought to the market median by 2023, with the exception of BOS and 504 linked classifications. 26-0449 A Page 7 of 20



# Section 602: Compensation Structure

## Salary and Benefits Resolution for Unrepresented Employees Current Resolution in effect is #037-2025

*Unless otherwise authorized by the Board of Supervisors:*

- The base salary of the **District Attorney** shall be maintained so that it is equal to the base salary of the Sheriff/Coroner/Public Administrator.*
- The base salary for the **Sheriff/Coroner/Public Administrator** shall be set and maintained at two and one-half percent (2.5%) above the classification of Undersheriff, calculated at step 5 of the base salary of the Undersheriff classification plus five percent (5.0%) education differential and thirteen percent (13.0%) POST certificate pay.*
- Step 5 of the base salary for the **Public Defender** shall be set no greater than fifteen percent (15.0%) below the District Attorney's base salary. The Public Defender shall receive base wage adjustments at the same time as any given to the District Attorney in equivalent percentage adjustments.*
- Step 1 of the base salary for the **Alternate Public Defender** shall be set five percent (5.0%) below step 1 of the Public Defender's base salary.*
- Step 5 of the base salary for the **Chief Administrative Officer** shall be set at least two percent (2.0%) above the Sheriff/Coroner/Public Administrator's base salary. The Chief Administrative Officer shall receive base wage adjustments at the same time as any given to the Sheriff/Coroner/Public Administrator in equivalent percentage adjustments.*
- Step 5 of the base salary for the **County Counsel** shall be set at least one percent (1.0%) above the Sheriff/Coroner/Public Administrator's base salary. The County Counsel shall receive base wage adjustments at the same time as any given to the Sheriff/Coroner/Public Administrator in equivalent percentage adjustments.*
- The **Chief Probation Officer** shall receive base wage adjustments at the same time as any given to the Sheriff/Coroner/Public Administrator in equivalent percentage adjustments.*



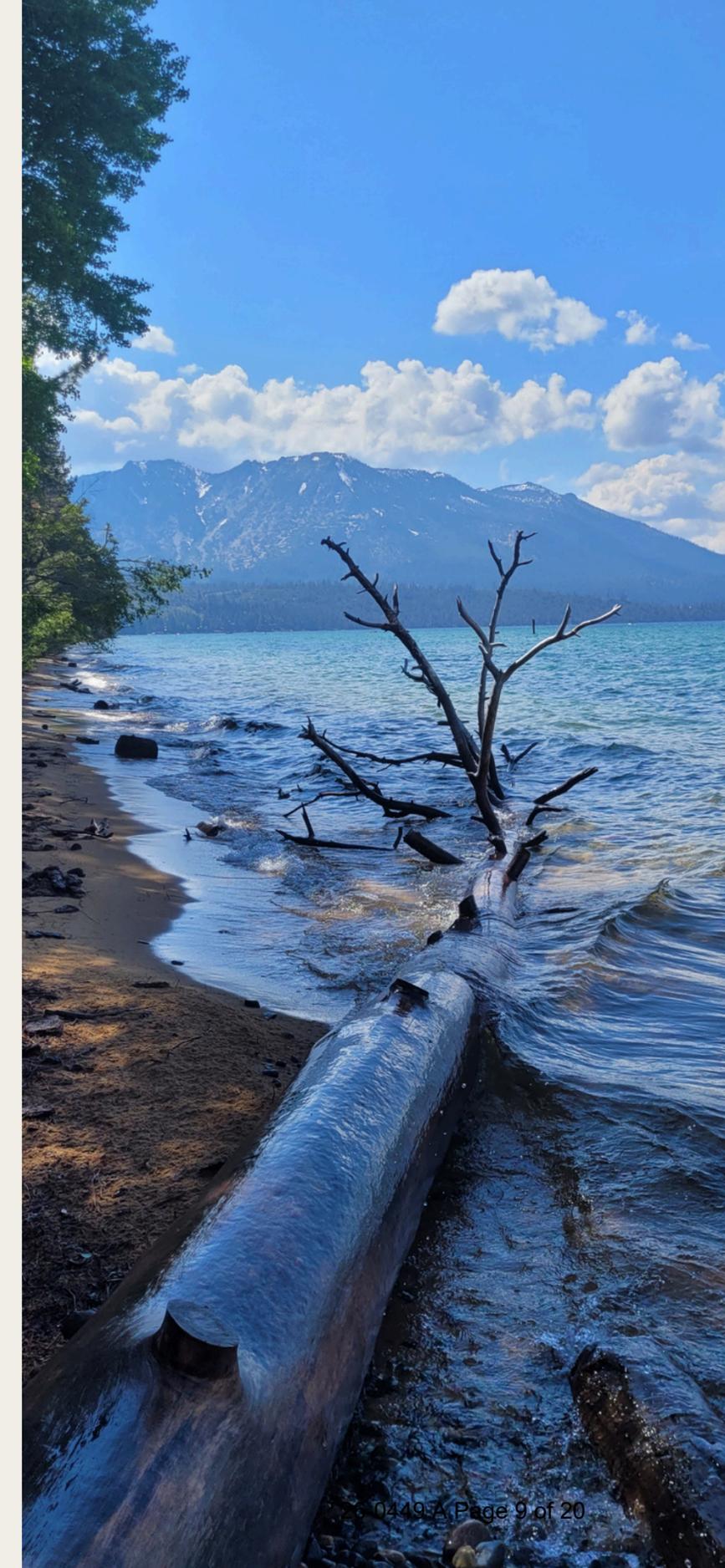
# Section 602

## Section 602 compensation structure:

- Does not guarantee an automatic increase for the 602 referenced classifications. Any salary adjustment must be brought to the Board of Supervisors for adoption each time.
- Maintains an alignment between the seven classifications so that the hierarchy of the respective salaries (at their highest base hourly rate) is as follows:
  - Chief Administrative Officer
  - County Counsel
  - Sheriff and District Attorney
  - Public Defender
  - Alternate Public Defender
  - Chief Probation Officer
- Was developed over years (2021 - 2024) following comprehensive analyses, discussions, and evaluations.
  - The Board of Supervisors reviewed: salary alignment comparisons, compensation study results, recruitment and retention data, and internal compaction.

## Definitions

- **Compaction:** the amount (percentage) between the base salary rates of two different classifications.
- **Alignment:** the placement of a classification's salary in relation to other classifications within the County.
- **Recruiting:** the process of attracting, identifying, and selecting qualified candidates to fill job vacancies within an organization.
- **Retention:** the ability to keep employees over time.



# Section 602: Compensation Structure

## Historical Data: Salary Alignment Comparison (2022)

	El Dorado	% Below CAO	Sacramento	% Below CAO	Placer	% Below CAO	Amador	% Below CAO	Nevada	% Below CAO
Chief Administrative Officer	\$22,887		\$32,450		\$26,326		\$15,711		\$21,748	
Sheriff	\$21,790	-5.00%	\$24,049	-34.90%	\$18,694	-40.80%	\$13,205	-19.00%	\$18,160	-19.80%
District Attorney	\$21,790	-5.00%	\$25,131	-29.10%	\$21,932	-20.00%	\$13,627	-15.30%	\$18,712	-16.20%
County Counsel	\$19,613	-16.70%	\$27,214	-19.20%	\$22,228	-18.40%	\$12,972	-21.10%	\$18,279	-19.00%
	El Dorado	% Below CAO	Yolo	% Below CAO	Napa	% Below CAO	Butte	% Below CAO	Shasta	% Below CAO
Chief Administrative Officer	\$22,887		\$24,583		\$27,893		\$21,959		\$24,338	
Sheriff	\$21,790	-5.00%	\$20,034	-22.70%	\$22,547	-23.70%	\$18,236	-20.40%	\$17,596	-38.30%
District Attorney	\$21,790	-5.00%	\$19,948	-23.20%	\$22,547	-23.70%	\$19,488	-12.70%	\$17,471	-39.30%
County Counsel	\$19,613	-16.70%	\$20,360	-20.70%	\$24,847	-12.30%	\$20,894	-5.10%	\$18,608	-30.80%



# Section 602: Compensation Structure

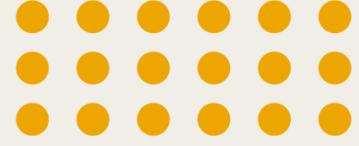
## Historical Data

**2021 Total Compensation Study Results Summary**

Benchmark Classification	EDC Total Monthly Comp	Median	% Above or Below Median
Chief Administrative Officer	\$28,812	\$31,715	-10.08%
County Counsel	\$25,508	\$27,871	-9.26%

**2025 Total Compensation Study Results Summary**

Benchmark Classification	EDC Total Monthly Comp	Median	% Above or Below Median
Alternate Public Defender	\$28,879	Insufficient Data	Insufficient Data
Chief Administrative Officer	\$37,553	\$40,499	-7.85%
Chief Probation Officer	\$26,847	\$29,790	-10.96%
County Counsel	\$35,915	\$35,193	2.01%
Public Defender	\$30,248	\$34,626	-14.47%



# Current Data

## Section 602: Referenced Classifications Salary Alignment Comparison (2026)

	El Dorado	% Below CAO	Amador	% Below CAO	Napa	% Below CAO	Placer	% Below CAO	Sacramento	% Below CAO	Yolo	% Below CAO
Chief Administrative Officer	\$26,652		\$21,750		\$32,741		\$29,898		\$35,893		\$28,751	
County Counsel	\$25,957	-2.70%	\$18,765	-15.90%	\$28,486	-14.90%	\$25,496	-17.30%	\$29,321	-22.40%	\$24,180	-18.90%
District Attorney	\$25,702	-3.70%	\$16,096	-35.10%	\$28,486	-14.90%	\$25,301	-18.20%	\$27,758	-29.30%	\$23,426	-22.70%
Sheriff	\$25,702	-3.70%	\$16,685	-30.40%	\$25,059	-30.70%	\$24,267	-23.20%	\$26,566	-35.10%	\$23,397	-22.90%
Public Defender	\$21,843	-22.00%	NCC	-	\$28,486	-14.90%	NCC	-	\$25,910	-38.50%	\$22,504	-27.80%
Chief Probation Officer	\$18,845	-41.40%	\$15,404	-41.20%	\$21,672	-51.10%	\$21,015	-42.30%	\$23,902	-50.20%	\$18,585	-54.70%
Alternate Public Defender	No Comparable Matches											

# Current Data

## Section 602: Referenced Classifications 2026 Total Compensation Results Summary

Benchmark Classification	BU	# of Matches	EDC Total Monthly Comp	Median	% Above or Below Median
ALTERNATE PUBLIC DEFENDER	UD	0	\$29,900	Insufficient Data	Insufficient Data
CHIEF ADMINISTRATIVE OFFICER	UD	5	\$38,070	\$42,277	-11.05%
CHIEF PROBATION OFFICER	UD	5	\$29,498	\$32,250	-9.33%
COUNTY COUNSEL	UD	5	\$37,156	\$36,730	1.15%
DISTRICT ATTORNEY	EL	5	\$31,844	\$32,031	-0.59%
PUBLIC DEFENDER	UD	3	\$31,312	\$36,680	-17.14%
SHERIFF/CORONER/PUBLIC ADMINISTRATOR	EL	5	\$34,152	\$33,103	3.07%

# Current Data

## All Unrepresented Classifications 2026 Total Compensation Study

### 1.00 to 10.00%

- Assistant Director of Human Services
- County Counsel
- Deputy Attorney
- Sheriff/Coroner/Public Administrator
- Surveyor

### -1.00 to -5.00%

- Accounting Division Manager
- Deputy Clerk of the Board II
- District Attorney
- Psychiatrist II
- Principal Management Analyst

### -5.00 to -10.00%

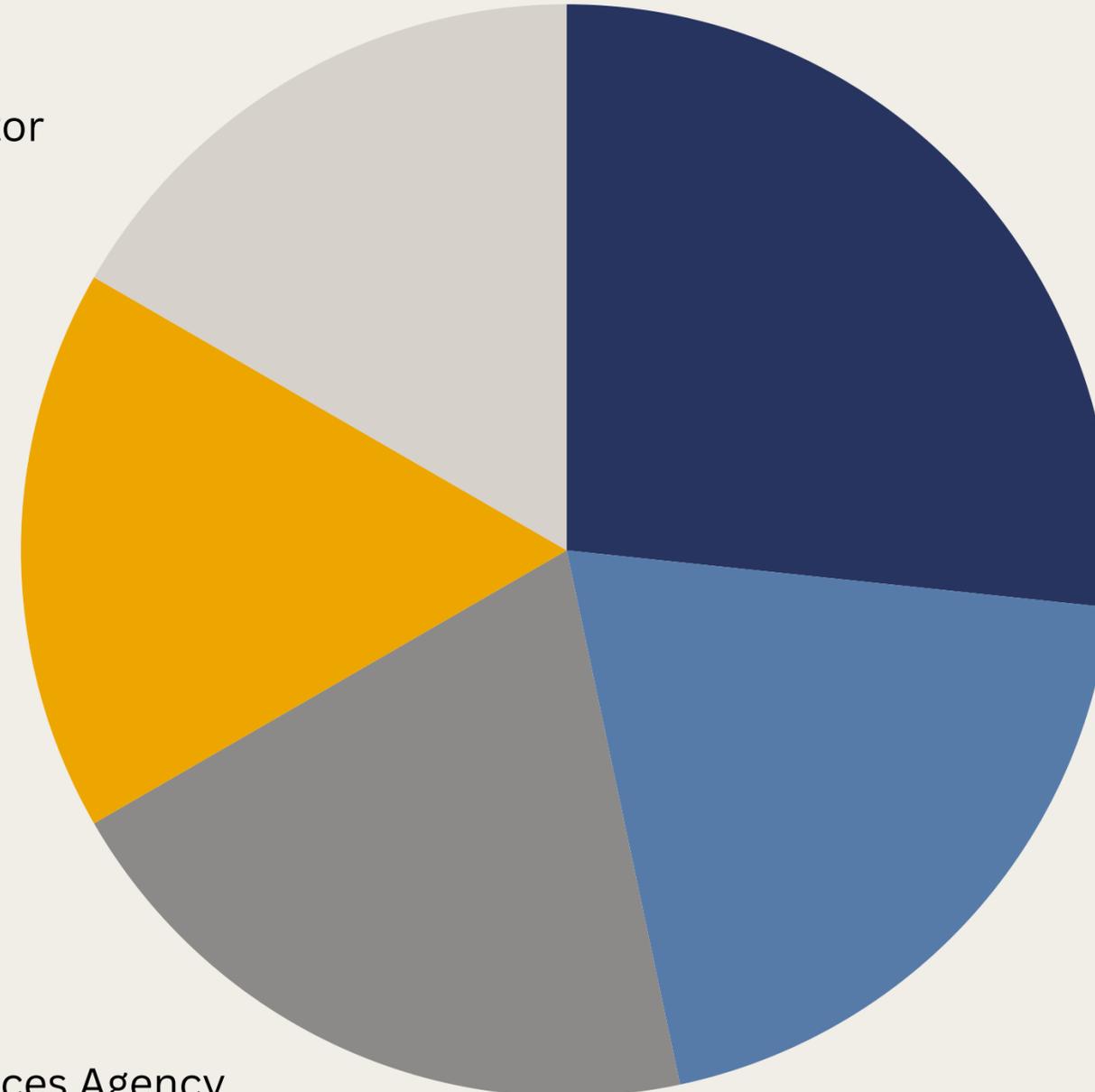
- Chief Fiscal Officer
- Chief Information Officer
- Chief Probation Officer
- Director of Health and Human Services Agency
- Director of Human Resources
- Undersheriff

### Greater than -15%

- Agriculture Commissioner and Sealer of Weights and Measures
- Assessor
- Clerk of the Board of Supervisors
- Director of Library Services
- Human Resources Analyst II
- Public Defender
- Supervisor - Board of Supervisors
- Treasurer/ Tax Collector

### -10.00 to -15.00%

- Auditor-Controller
- Chief Administrative Officer
- Deputy Director of Building Services - Chief Building Official
- Director of Child Support Services
- Director of Transportation
- Public Health Officer





# Current Data

## All Unrepresented Classifications 2026 Total Compensation Study

### Classifications with Insufficient Data

- Air Pollution Control Officer
- Alternate Public Defender
- Director of Environmental Management
- Director of Planning and Building
- Recorder-Clerk
- Registrar of Voters

***Additional Data Points: Median of all other Unrepresented classification benchmarks is -11.57% and the Average is -10.39% for how far above or below the benchmark classification is to the market median.***

# Where do we go from here?

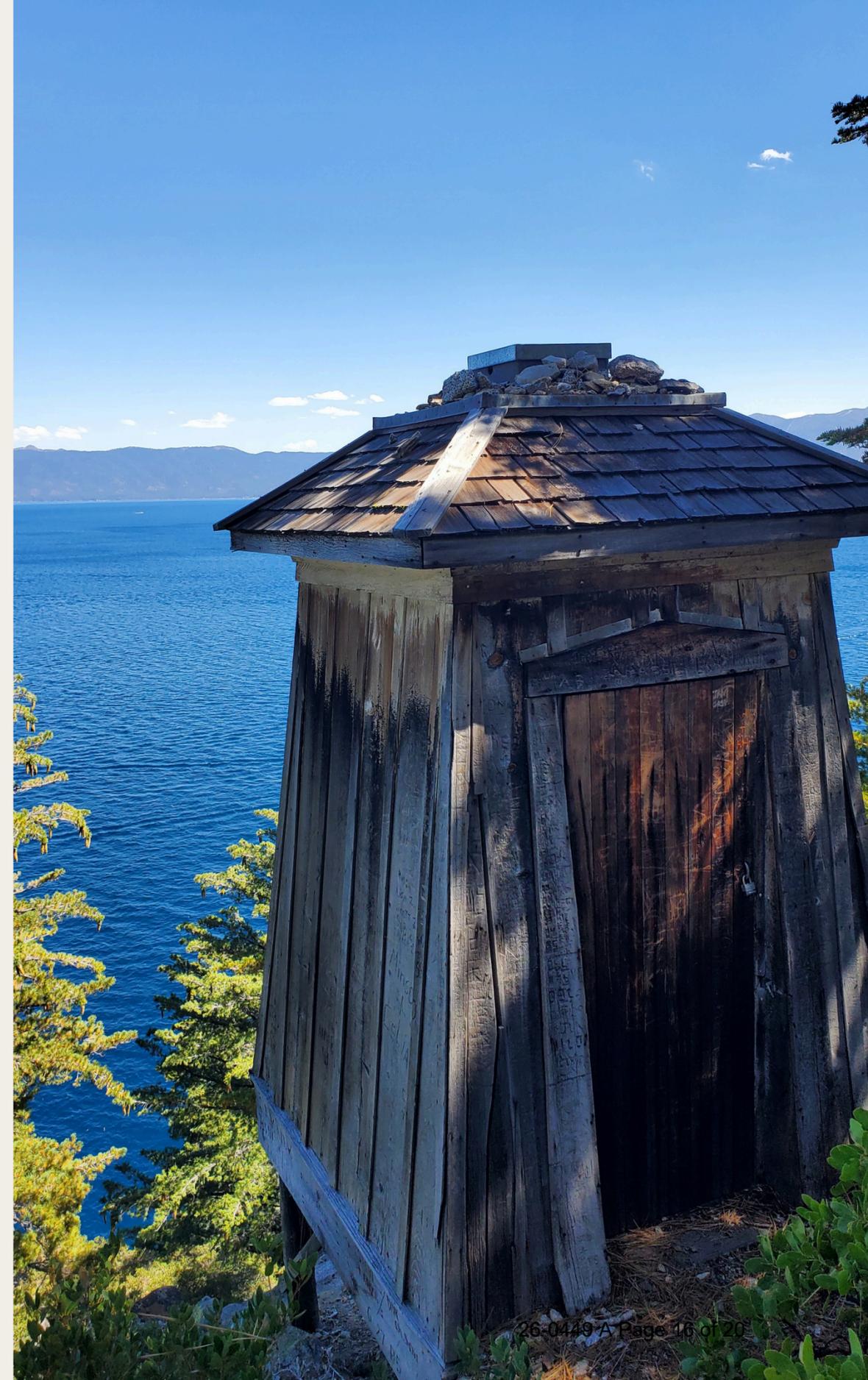
## Revise County-Wide Compensation Philosophy

1. Purpose and Guiding Principles
2. Scope and Application
3. Compensation Philosophy Factors
4. Total Compensation Methodology
5. Prioritization Framework
6. Frequency of Reviews and Reporting
7. Budget and Financial Considerations
8. Transparency and Communication



**Does the Board want staff to proceed with revising the County's compensation philosophy via resolution?**

- Timeline to bring back to the Board for review and adoption?
- Does the Board agree with the recommendation to complete a total compensation study every three years?



# Unrepresented Classifications Compensation Structure



Retain the existing compensation structure for all 602 classifications referenced.



Adopt a data driven approach for all unrepresented classifications using benchmarks, link the non-benchmark classifications to these benchmarks, and review the data with the Board of Supervisors on an established timeframe.

- What is timeframe for review (e.g. annually, every two years)?
- Who does this approach apply to (all unrepresented classifications or specific classifications)?
- Timeline to bring back to the Board.





# Board Compensation

- Board of Supervisor classification salary is set by County ordinance.
- California Government Code section 25123.5 requires that “any ordinance which changes supervisorial salaries shall become effective 60 days after its adoption”.

## Historical Data

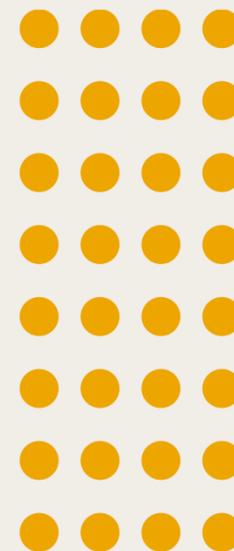
- Effective January 6, 2007 - \$6,406.40
- Effective February 12, 2022 - \$6,908.66
  - 2021 Total compensation study showed the Board of Supervisor’s classification approximately -14% below the median.
- Effective May 16, 2026 - \$7,392.67
  - 2025 Total compensation study showed the Board of Supervisor’s classification approximately -38% below the median.

## 2026 Data

Benchmark Classification	EDC Total Monthly Comp	Median	% Above or Below Median
SUPERVISOR - BOARD OF SUPERVISORS	\$11,068	\$14,026	-26.73%

**Which of the option(s)  
would the Board like staff  
to explore further?**

# Options for Board of Supervisor Classification



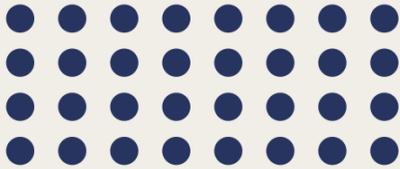
**1** Maintain the status quo.

**2** Align compensation structure methodology similar to the option chosen for majority of unrepresented classifications.

**3** Develop new compensation review model. Explore options that our comparators use.

**4** Link Supervisor classification to the Superior Court Judges or another appropriate external classification. The Supervisor classification would receive the same salary adjustment as the classification it is linked to annually.

**5** Update County ordinance to reflect the Supervisor classification's salary shall be reviewed at least every three years.



# THANK YOU

