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RESOLUTION NO. 235-2014

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, in accordance with El Dorado County Charter Sections 210.a(6) and 503, the Board of Supervisors shall establish the compensation of elected officials, officers and employees; and

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

WHEREAS, Salary and Benefits Resolution Sections 1402 provides for longevity/POST pay and 1418 provides for Certified Public Accountant (CPA) incentive, and

WHEREAS, the Board of Supervisors adopted Resolution 180-2013 amending the compensation structure for elected department heads to exclude elected department heads from receiving longevity/POST pay and CPA incentives, commencing in January 2015; and

WHEREAS, the compensation changes in Resolution 180-2013 were adopted without consideration of internal comparable compensation data and will result in salary compaction between the elected department heads and their subordinate staff when the Resolution takes effect in January 2015; and

WHEREAS, the Board of Supervisors desires to further amend the compensation structure for elected officials to minimize internal salary compaction between elected department heads and their subordinates by reinstating eligibility for longevity/POST and CPA incentive pay for elected department heads, until a comprehensive Classification and Compensation study is conducted and implemented.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of El Dorado does hereby approve the following amendments to Section 1402 and 1418 as specified below and incorporates such changes in the Salary and Benefits Resolution, No. 323-2001 to become effective the first full pay period following adoption by the Board of Supervisors.

1402. LONGEVITYPAY

A) Management Employees – A regular full-time or part-time Unrepresented Management employee or Elected Department Head shall, for all hours in pay status, be paid longevity pay for continuous service with the County as follows:

10 years	5.0% of base salary
After 15 years	10.0% of base salary*
After 20 years	13.0% of base salary*
After 25 years	15% of base salary*
After 30 years	16% of base salary*

*Represents total amount of longevity granted; amount shown is not cumulative.

For Unrepresented Administrative Management employees, longevity pay increases shall be based upon continuous service with the County in an allocated position and shall be effective on the first day of the biweekly pay period following completion of the required period of service.

~~Effective August 14, 1999 and subject to verification by the Department of Human Resources, longevity pay entitlements for Elected and Appointed Department Heads shall be based upon total service with the County of El Dorado and prior related professional service with any city or county.~~

B) The Sheriff and employees in Sheriff's Management classes may receive longevity pay pursuant to Section 1402.A or may receive certificate pay as follows:

Intermediate POST certificate	5% of base salary
Advanced POST certificate	10% of base salary*
Supervisory POST certificate	12.0% of base salary*
Management POST certificate	13.0% of base salary*
Executive POST certificate	15% of base salary*

*Represents total amount of certificate pay granted; amount shown is not cumulative.

During the month of January 2002, the Sheriff and employees in Sheriff's management classes shall be eligible to make a one-time change from their current selection of either longevity pay or certificate pay. Additionally, within thirty (30) days after promotion into a management classification, an employee shall make a one-time selection to receive either longevity pay pursuant to 1402.A or certificate pay. Once the Sheriff or employee selects longevity pay pursuant to 1402.A or certificate pay pursuant to 1401.B, no further change may be made.

C) To minimize internal compaction the Elected Sheriff shall receive additional compensation in an amount equal to 13% of the base monthly salary of the Undersheriff at Step 5.

D) To minimize internal compaction the Elected Auditor-Controller shall receive additional compensation in an amount equal to 10% of the base monthly salary of the Chief Assistant Auditor-Controller at Step 5.

1418. CERTIFIED PUBLIC ACCOUNTANT (CPA) INCENTIVE

Persons elected to the office of Treasurer/Tax Collector or Auditor Controller who are Certified Public Accountants shall receive a differential of ten percent (10%) of base salary for possession of such certification.

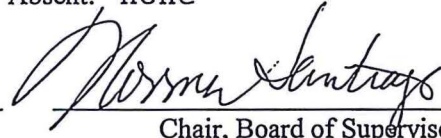
Effective December 29, 2001, an Unrepresented employee in the classes of Accountant, Senior Accountant, Accountant Auditor, Supervising Accountant, Auditor, Cost Accountant, Administrative Services Officer, Fiscal Administrative Manager, Accounting Division Manager or directly related classes which are charged with performing professional accounting responsibilities and who are Certified Public Accountants shall receive a differential of 10% of base salary for possessing such certification.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 9th day of December, 2014, by the following vote of said Board:

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

Ayes: Veerkamp, Santiago, Mikulaco
Noes: Frentzen, Briggs
Absent: none

By: 
Deputy Clerk


Chair, Board of Supervisors
Norma Santiago