



County of El Dorado
Human Resources Department
Joseph Carruesco, Director of Human Resources

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DATE: December 7, 2022
TO: Don Ashton, Chief Administrative Officer
Joe Harn, Auditor-Controller
FROM: Joseph Carruesco, Director of Human Resources
SUBJECT: Charter 504 Compensation Adjustments

On November 10, 2022, Human Resources notified Departments Heads affected by the 2022 compensation study required under Charter 504. The annual study is based on existing average salaries for comparator classifications in the South Lake Tahoe Police Department, Amador County Sheriff's Department and the California Highway Patrol. The purpose of the November 10th message was to share the results of the study and remind those staff that the adjustments would be effective in calendar year 2023. Human Resources then moved forward with preparing a Board item, anticipated for December 13th, to seek approval and adoption of the new salaries for the impacted positions.

On December 1, 2022, Human Resources received notice that it is anticipated Amador County will bring an item to their Board of Supervisors for adoption of a new Memorandum of Understanding on December 20, 2022, which will include an increase to their comparable classification Deputy Sheriff II. If Amador County's comparable classification receives a salary increase, it will likely affect the compensation study. Given this new information, the decision was made to schedule our item for Board consideration on January 3, 2023, instead of December 13, 2022. This decision was made taking into consideration that if we took this item to the Board on December 13th as originally planned, we would need to return on January 3rd to request adjustments based on the salary increase being contemplated, and likely approved, by the Amador County Board of Supervisors. On December 3, 2022, this information was communicated with the affected Department Heads, Payroll, as well as the applicable labor associations.

Therefore, we will be presenting this item to the Board for approval on January 3, 2023.