



RESOLUTION NO. 147-2017

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, the El Dorado County Charter Section 210(a)(6) states that the Board of Supervisors shall establish the compensation of officers and employees; and

WHEREAS, the El Dorado County Charter Section 501 states that it shall be the policy of the county to recruit, select and retain the best qualified officers and employees, and to effect equal opportunity for all persons at all levels of county employment in accordance with provisions of the charter and pursuant to state and federal law; and

WHEREAS, the County retained Koff & Associates Consulting Services to design, conduct, and assist in implementing a comprehensive classification and compensation study for all County positions; and

WHEREAS, the goal of the study was to develop an equitable, consistent and competitive classification and compensation plan that allows for the attraction and retention of qualified individuals and opportunities for professional growth and development within an appropriate salary structure; and

WHEREAS, Koff & Associates has presented a recommended pay structure based on benchmark classifications for eleven comparator counties and the State of California.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of the County of El Dorado adopt the following compensation philosophy:

- 1) El Dorado County will develop and maintain a competitive and fiscally responsible pay and benefit structure that:
 - a. Is based upon market data and meets the needs of the County with regards to recruitment and retention of qualified staff;
 - b. Ensures that employees are recognized for the level and scope of work performed;
 - c. Pays employees on a fair and competitive basis; and
 - d. Ensures classifications and associated salaries reflect current program responsibilities.
- 2) For the purposes listed above, when making compensation comparisons, salaries for all employees shall be determined based on total compensation, inclusive of base pay, special pays, differentials, and benefits.
- 3) Wherever possible, compensation shall be structured so that existing special pays and differentials are incorporated into base salaries to provide for transparency.
- 4) It is the long-term goal of the Board of Supervisors that total compensation, inclusive of special pays, differentials, and benefits, be approximately equal to the median of the total compensation of eight comparator counties (Sacramento, Placer, Solano, Napa, Yolo, Butte, Sutter, Nevada) and the State of California.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 26 day of September, 2017, by the following vote of said Board:

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

By: Kyra Schaefferberg
Deputy Clerk

Ayes: Veerkamp, Ranalli, Frentzen, Hidahl, Novase1
Noes: None
Absent: None

Shiva E. Frentzen
Chair, Board of Supervisors
Shiva Frentzen