



RESOLUTION NO. _____

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO
AMENDING THE COMPENSATION ADMINISTRATION RESOLUTION, NO. 227-84, SECTION
206, OF EL DORADO COUNTY**

WHEREAS, the Board of Supervisors has previously established a Compensation Administration Resolution No. 227-84; and

WHEREAS, Section 206 currently provides for salary increases following promotion that are calculated using base pay only; and

WHEREAS, special pays received by an employee prior to a promotion are not considered when calculating a salary increase due to promotion; and

WHEREAS, recent events have indicated it is desirable to allow appointing authorities to consider special pays received by an employee prior to promotion to calculate salary increase due to promotion; and

WHEREAS, the Board of Supervisors has previously directed the Human Resources Department to prepare changes to Section 206 of the Compensation Administration Resolution No. 227-84 to permit consideration of special pays when determining step placement upon promotion.

BE IT RESOLVED AND ORDERED that the El Dorado County Board of Supervisors of El Dorado County approve the changes specified below and incorporate such changes into the Compensation Administration Resolution, No. 227-84, as amended, to become effective upon adoption by the Board.

206. SALARY PROMOTION An employee who is appointed to a position in a class allocated to a salary range for which the top step is higher than the top step of the class which the employee formerly occupied, shall receive the nearest step within the new salary range which shall not be less than five percent more than his/her former step. Provided, however, that in no case shall the increased salary be more than the top step in the new range. In addition, if an employee is being promoted from a position where he/she is entitled to special pays that are not available in the new position, these special pays may be used in the calculation of the step upon promotion, at the discretion of the appointing authority. The effective date of a promotion shall be the first day of the first full pay period following the appointment. The employee's anniversary date for future merit increases shall be based upon the effective date of the promotion. If a promotion occurs on the same effective date a salary step increase is due and approved, the salary step increase shall be computed first and subsequently the increase due to promotion.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the _____ day of _____, 2009, by the following vote of said Board:

Attest:
Suzanne Allen de Sanchez
Clerk of the Board of Supervisors

Ayes:

Noes:
Absent:

By: _____
Deputy Clerk Chairman, Board of Supervisors

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

DATE: _____

Attest: Suzanne Allen de Sanchez, Clerk of the Board of Supervisors
of the County of El Dorado, State of California.

By: _____
Deputy Clerk