



RESOLUTION NO. 137-2023

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

**WHEREAS**, on September 26, 2017, the Board of Supervisors had previously adopted its Compensation Philosophy by way of Resolution 147-2017 regarding its long-term goal of developing and maintaining a competitive and fiscally responsible pay and benefit structure; and

**WHEREAS**, the Compensation Philosophy prescribed eight total compensation comparator counties (Sacramento, Placer, Solano, Napa, Yolo, Butte, Sutter, Nevada) and the State of California; and

**WHEREAS**, comparative agencies should be based on factors including similarity of size and/or scope of services provided; similarity of population, staff, and budget; and, labor market and geographic location (where you recruit from or lose employees to);

**WHEREAS**, competitive compensation can be more efficiently determined from a fewer number of more relevant comparators considering comparability to County classifications and labor market and geographic location factors; and

**NOW, THEREFORE, BE IT RESOLVED THAT** the Board of Supervisors of the County of El Dorado does hereby adopt revisions and additions to the Compensation Philosophy, superceding the Compensation Philosophy Resolution 147-2017, effective upon adoption, as follows:

- 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 the County's compensation comparator counties, which upon adoption of this Resolution shall be: Amador, Napa, Placer, Sacramento, and Yolo.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 19th day of September, 2023, by the following vote of said Board:

Ayes: Thomas, Hidahl, Turnboo, Parlin, Laine

Attest:  
Kim Dawson  
Clerk of the Board of Supervisors

Noes: None  
Absent : None

By: *Kyra Schaufley*  
Deputy Clerk

*Wendy Thomas*  
Wendy Thomas, Chair, Board of Supervisors