

Public Comment #35  
Bos Recd. 9-11-23

**From:** EDCPOA Secretary <edcpoa.secretary@gmail.com>  
**Sent:** Friday, September 8, 2023 10:41 AM  
**To:** BOS-District I; BOS-District II; BOS-District III; BOS-District IV; BOS-District V; BOS-Clerk of the Board  
**Cc:** Shannon Murphy  
**Subject:** September 12, 2023, Agenda/ Removal of Item Number 8/ Resolution 137-2023  
**Attachments:** September 12, 2023, Agenda-Requesting Removal of Item Number 8 Resolution 137-2023.pdf

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Dear Supervisors,

The El Dorado County Probation Officers Association (POA) writes to express concerns about Resolution 137-2023, which proposes adopting the aforementioned resolution as part of the County's philosophy, one adopted by a previous board. While the POA appreciates the county's efforts, these revisions raise significant issues.

Reducing comparator counties to five could limit the accuracy of our analysis, potentially affecting our ability to attract and retain talent. Moreover, excluding the State of California as a reference point will lead to compensation disparities.

To ensure the best outcome for our county and its employees, the POA kindly requests that Resolution 137-2023 be tabled from the consent calendar. This would allow local unions to provide input, explaining the profound negative repercussions on county employees regarding compensation if such a resolution is imposed in its current language.

Please find attached a letter for your consideration. Your thoughtful attention to these concerns is greatly appreciated.

Sincerely,

The El Dorado County Probation Officers Association.

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**El Dorado County Probation Officers Association**  
*COMMITTED TO SERVING THE CITIZENS OF EL DORADO COUNTY*

September 8, 2023

Board of Supervisors  
330 Fair Lane  
Placerville, CA 95667

Dear Esteemed Members of the Board of Supervisors,

I am writing to articulate my profound concerns regarding the proposed resolution seeking to amend the Compensation Philosophy of the County of El Dorado, as expounded in Resolution 147-2017. While I wholeheartedly appreciate the county's steadfast commitment to fostering a competitive and fiscally responsible pay and benefit structure for its dedicated workforce, I submit that the proposed revisions are beset by certain significant shortcomings and should be judiciously reconsidered.

Foremost among these reservations is the proposal to reduce the number of comparator counties employed for compensation evaluation, narrowing the scope from eight to five (Amador, Napa, Placer, Sacramento, and Yolo). This reduction, while not inherently without merit, raises concerns about the comprehensiveness of the comparative analysis. It may inadvertently omit counties that exhibit more pronounced similarities in terms of size, service scope, population, staff, budget, and prevailing labor market dynamics. It is imperative that compensation benchmarks derive from a multifaceted array of data sources that effectively encapsulate the county's multifaceted and unique context.

One of the main concerns previously raised by our county has been the need to minimize the number of employees who use our county as a stepping stone to transfer to state agencies or neighboring counties due to what they perceive as inadequate pay. Our shared goal has been to create a work environment that attracts and retains skilled staff who are dedicated to serving our community. The proposed resolution, which reduces the number of comparator counties and removes the State of California as a reference point, could potentially exacerbate this issue by making our compensation less competitive compared to neighboring agencies.



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Additionally, it is essential to consider the long-term impact of this resolution on future compensation negotiations with local unions. By removing the State of California as a comparator agency, the median compensation figure is artificially lowered. This could create a false impression that our employees are fairly compensated when there may be disparities. Such an approach could complicate future negotiations and hinder efforts to establish equitable compensation packages for our workforce.

What is more, as previously indicated, the proposed resolution neglects to retain the State of California as a comparative agency. This omission carries significant repercussions, particularly when evaluating the roles and responsibilities of law enforcement officers within the County of El Dorado. A compelling case can be made that the job functions and obligations of probation officers within the county align closely with those of state parole agents. Both vocations are predicated on the supervision and oversight of individuals transitioning from incarceration to society, with the primary objective of ensuring their adherence to legal mandates. Moreover, probation officers and state parole agents share analogous responsibilities in terms of caseload management, risk assessment, and, crucially, safeguarding the broader community. Consequently, retaining the State of California as a comparative agency is essential to render a more precise and relevant benchmark for compensation determinations pertaining to law enforcement officers.

Resolution 147-2017 was agreed upon by a former board; however, I would note that philosophies often change through the presentation of new information and facts, as those presented here. I would ask that this board table this item and impose a new philosophy. One that positively impacts employees in this county and fosters a stronger workforce, rather than creating additional blockades and adhering to old philosophies and policies that are not best suited to serve the interest of county employees and members of this community.

I believe that by carefully assessing these concerns, we can ensure the best interests of both the county and its employees are served. I appreciate your commitment to our community, and I trust you will weigh these considerations judiciously before making your decision.

Sincerely,

Shannon Murphy, President/El Dorado County Probation Officer's Association