



RESOLUTION NO.

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, in accordance with Section 604 of the County of El Dorado Personnel Rules Resolution #018-2019 applicable to represented and unrepresented employees the Board of Supervisors shall by Resolution establish the salary for all authorized positions within the County, and

WHEREAS, the County of El Dorado and the El Dorado County Employees' Association, Local 1, AFSCME Council 57, representing employees in the General, Professional, and Supervisory bargaining units have an executed Memorandum of Understanding (MOU) for the period September 12, 2020 through December 31, 2023; and

WHEREAS, Article 6, Section 1 of the MOU provides that effective the first full pay period following Board of Supervisors adoption of the September 12, 2020 to December 31, 2023 MOU, the County would increase base wages for benchmark classifications and internally tied non-benchmark classifications to approximately 3.0% (+/- 1%) behind the median of the County's April 2020 comparable agency compensation survey; and

WHEREAS, effective November 20, 2021, the step 1 base wage of the Community Health Advocate and Defensible Space Inspector I/II/Sr classifications were increased in amounts different than the percentage specified for their respective linked benchmark classifications; and

WHEREAS, the base salary of the Community Health Advocate classification must be further increased retroactively effective November 20, 2021 to comply with Article 5, Section 1 of the MOU; and

WHEREAS, the base salary of the Defensible Space Inspector I/II/Sr classifications must be decreased retroactively effective immediately to comply with Article 5, Section 1 of the MOU; and

WHEREAS, the base salary of these four classifications will have received an increase effective January 1, 2022, based on the corrected base wages pursuant to Article 5, Section 1 of the MOU, resolving any discrepancy as of and beyond that date; and

NOW, THEREFORE, BE IT RESOLVED, the Board of Supervisors of the County of El Dorado authorizes the Director of Human Resources to make any technical corrections if needed.

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of El Dorado does hereby adopt salary ranges as set forth herein, and amends the salary schedule, effective the pay period including November 20, 2021 through pay period 01 of 2022 (December 31, 2021).

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of El Dorado does hereby waive recovery of overpayment, if any, made to employees in the Defensible Space Inspector I/II/Sr classifications in accordance with the incorrect salary schedule previously effective the pay period including November 20, 2021 through pay period 01 of 2022 (December 31, 2021), as the sole incumbent has separated employment and the classifications are presently vacant.

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of El Dorado directs the Payroll Division of the Auditor/Controller's Office to implement the salary changes retroactive to the pay period including November 20, 2021 through pay period 01 of 2022 (December 31, 2021), and compensate employee(s) in the Community Health Advocate classification for back pay resulting from the delay in implementation of the required salary increase.

Salary Changes				
Job Class. No.	Bargaining Unit	Classification Title	Old Salary Range	New Salary Range
8516	GE	Community Health Advocate	\$19.05 - \$23.15 \$3,302.00 - \$4,012.67	\$19.76 - \$24.02 \$3,425.07 - \$4,163.47
4608	GE	Defensible Space Inspector I	\$18.72 - \$22.75 \$3,244.80 - \$3,943.33	\$17.89 - \$21.75 \$3,100.93 - \$3,770.00
4609	GE	Defensible Space Inspector II	\$20.58 - \$25.02 \$3,567.20 - \$4,336.80	\$19.67 - \$23.91 \$3,409.47 - \$4,144.40
4610	GE	Sr. Defensible Space Inspector	\$22.65 - \$27.53 \$3,926.00 - \$4,771.87	\$21.65 - \$26.31 \$3,752.67 - \$4,560.40

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 _____, 2022, by the following vote of said Board:

Ayes:

Attest:
Kim Dawson
Clerk of the Board of Supervisors

Noes:
Absent:

By: _____
Deputy Clerk

Chair, Board of Supervisors