



# County of El Dorado

## Chief Administrative Office

330 Fair Lane  
Placerville, CA 95667-4197

Terri Daly  
Chief Administrative Officer

Phone (530) 621-5530  
Fax (530) 626-5730

To: Board of Supervisors  
From: Terri Daly  
Date: November 4, 2014  
Subject: Item 13-1409 Elected Compensation

There are essentially two distinct policy questions, and one recommendation the Board should consider when evaluating elected compensation. The *policy* questions are:

1. Does the Board of Supervisors want to raise the salary of current elected department heads commensurate with the salary increases provided to Local #1 members and unrepresented management employees?
2. Does the Board of Supervisors want to change the compensation structure for future elected office holders?

The *recommendation* is to ensure that compensation for elected officials is clear and transparent to the public. Whether considering the salaries of current elected department heads, or that of future office holders, the Board should consolidate and/or eliminate all historical special pays so the salary of elected officials is represented in a single number, as opposed to a base pay layered with special duty pays and incentives.

Considering these policy questions together along with the recommendation for transparency, the Board should select among the following options:

- If the Board wants to increase the salary of current elected department heads without making changes to the compensation for future elected office holders, I recommend salary increases as described in the Local #1 MOU. However, the Board should consolidate all existing special pays into a new aggregate base pay.
- If the Board wants to increase the salary of current elected department heads and make changes to the compensation for future elected office holders, I recommend that the Board grant only the first two 5% increases at this time. A third 5% increase which takes effect after new elected terms begin should not be granted until the Board has decided future elected compensation. Again, the Board should consolidate all existing special pays into a new aggregate base pay.
- If the Board does not want to increase the salary for *current* elected officials, but would like to change the structure of future elected compensation, the Board should select new salaries from the range of comparator counties, again consolidating all existing special pays.