



County of El Dorado

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Legislation Text

File #: 09-0629, **Version:** 1

Human Resources Department recommending adoption of Resolution amending the Compensation Administration Resolution, No. 227-84, Section 206 of El Dorado County, effective upon adoption of Resolution.

Fiscal Impact/Change to Net County Cost: Impact on individual departments is anticipated to be minimal, and funded through individual department budgets.

Background: It has come to the attention of the Human Resources Department that in 2003, Human Resources was directed by the Board of Supervisors to prepare changes to the Compensation Administration Resolution, No. 227-84, Section 206 that have not been finalized.

Reason for Recommendation: Currently, employee salary rates following a promotion are based on base salary rate only. Special pays are not considered when setting salary rates following promotion. As promotions occur, employees may promote to positions that are ineligible for special pay. This can result in an employee accepting a promotion with no increase in salary. This creates a disincentive for employees to apply for promotional opportunities.

The proposed revision will allow appointing authorities to determine if special pays will be considered when setting salary for promotional candidates.

Additionally, employees may be eligible for promotion and merit increase simultaneously at the discretion of the appointing authority. This revision clarifies that when an employee is promoted concurrent with a merit increase, the merit salary increase shall be calculated prior to the promotional salary increase.

Action to be taken following Board approval: The Human Resources Department will implement this revision, notify all County departments, and the Payroll Division of the Auditor's Office.

Contact: Chris Little

Concurrences: