



County of El Dorado

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Legislation Text

File #: 21-1733, **Version:** 2

Chief Administrative Officer and Director of Human Resources recommending the Board approve the Final Passage (**Second Reading**) of Ordinance **5153** amending El Dorado County Ordinance Chapter 2.06 Board of Supervisors - Conduct of Business and Compensation. (Cont. 11/16/2021, Item 36)

FUNDING: General Fund.

DISCUSSION / BACKGROUND

On November 16, 2021, the Board approved the Introduction (First Reading) of Ordinance **5153** amending El Dorado County Ordinance Chapter 2.06 Board of Supervisors - Conduct of Business and Compensation. This matter was Continued to December 7, 2021 for Final Passage (Second Reading).

Per County Charter section 204, compensation for the Board of Supervisors (Board) shall be fixed by Ordinance. Members of the Board have received the same monthly salary of \$6406.40 since January 6, 2007, per County Ordinance section 2.06.020.

On April 6, 2021, the Board directed staff to complete an analysis of the total compensation paid to each Member of the Board (Legistar 21-0541). On September 21, 2021, staff returned to the Board with the completed analysis of the total compensation paid to each Member of the Board and provided recommendations:

- 1) Board Member salaries could be set consistent with the County's current compensation philosophy based on total compensation behind the median of the market, or;
- 2) The Board could choose to receive the same annual equity increase consistent with that of the Superior Court Judges.

At the September 21, 2021 Board meeting, the Board directed staff to return to the Board with options to increase the Member of the Board total compensation to within 5% of the median of comparable counties which would include 2.5% deferred compensation (Legistar 21-1383).

Based on the July 2021 market study, the Board of Supervisor total compensation was 13.98% behind market median. This study was based on the current Board of Supervisor compensation, including the existing deferred compensation rate. Should deferred compensation be increased from a matching contribution up to \$800/year to 2.5% of the base salary, using the July 2021 market data, the Board would be 12.84% behind market median. In order to move to 5% behind the market

median, the Board salary would need to be increased by 7.84%, to a new base monthly salary of \$6,908.66. Attachment C is the original compensation study and Attachment D is the study with the 2.5% of deferred compensation.

The recommended Ordinance modifies Ordinance 5069, amending Ordinance Code 2.06.020. *Board of Supervisors Salary Provisions*, as indicated on the redline version of the ordinance attached as Attachment B1. The proposed ordinance is presented consistent with the Board direction given.

Per California Government Code section 25123.5, any ordinance which changes supervisorial salaries shall become effective 60 days after its adoption. Therefore, the salary increases would be effective in the first full pay period that is at least 60 days after the second reading of the amended ordinance.

Staff requests approval of the first reading today, and to continue this matter to December 7, 2021 for Final Passage (Second Reading).

ALTERNATIVES

The Board may choose to not approve the recommended modifications to Ordinance 5069, amending Ordinance Code 2.06.020. Board of Supervisors Salary Provisions, as indicated on the redline version of the existing ordinance and provide staff with an alternate direction.

PRIOR BOARD ACTION

See above.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

County Counsel

FINANCIAL IMPACT

If approved, the increase to compensation will cost approximately \$47,000 a year in additional General Fund. The cost for the remainder of the fiscal year will be approximately \$18,100. The department will likely not have sufficient appropriations to cover the cost of the increase for the remainder of the fiscal year, and will return to the Board with the Mid-Year Budget Report with a budget transfer for any compensation increases within the department that cannot be covered with savings.

CLERK OF THE BOARD FOLLOW UP ACTIONS

If approved, continue this matter to December 7, 2021 for Final Passage (Second Reading).

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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