



County of El Dorado

330 Fair Lane, Building A
Placerville, California
530 621-5390
FAX 622-3645
www.edcgov.us/bos/

Legislation Details (With Text)

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File created: 11/14/2022 **In control:** Board of Supervisors

On agenda: 1/3/2023 **Final action:** 1/3/2023

Title: Human Resources recommending the Board:
1) Approve and authorize the Chair to sign Resolution 013-2023 adopting, effective the pay period containing January 1, 2023:
a) New salaries for the classifications affected by El Dorado County Charter, Section 504; the Memorandum of Understanding between the County of El Dorado and the Deputy Sheriffs' Association, Article 5, Section 2; and the Memorandum of Understanding between the County of El Dorado, the El Dorado County Law Enforcement Management Association, Article 4, Section 1B, and the Salary and Benefits Resolution for Unrepresented Employees, Section 6. 602;
b) Increase the salary of the Chief Administrative Officer and County Counsel by approximately fifteen percent (15%) in furtherance of the County Charter's directive to recruit and retain the best qualified candidates; and
2) Approve and authorize the Chair to sign the revised Salary and Benefits Resolution for Unrepresented Employees - Resolution 014-2023 effective the first pay period following adoption to set County Counsel's base salary one percent (1.0%) above the Sheriff/Coroner/Public Administrator's base salary to be consistent with most other counties.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Blue Route-Reso - Unrep 22-2168, 2. B - Salary and Benefits Reso Unrep Employees Clean FINAL 22-2168, 3. C - Salary and Benefits Reso Unrep Employees Redline FINAL 22-2168, 4. D - Blue Route Reso 22-2168, 5. E - Resolution - 504 22-2168, 6. F - 504 Salary Survey 2023 22-2168, 7. G - Charter 504 Memo_2022, 8. Public Comment BOS Rcvd. 1-3-2023, 9. Auditor's Comment 12-30-2022, 10. Executed Resolution 013-2023, 11. Executed Resolution 014-2023

Date	Ver.	Action By	Action	Result
1/3/2023	1	Board of Supervisors	Approved	Pass

Human Resources recommending the Board:

1) Approve and authorize the Chair to sign Resolution **013-2023** adopting, effective the pay period containing January 1, 2023:

a) New salaries for the classifications affected by El Dorado County Charter, Section 504; the Memorandum of Understanding between the County of El Dorado and the Deputy Sheriffs' Association, Article 5, Section 2; and the Memorandum of Understanding between the County of El Dorado, the El Dorado County Law Enforcement Management Association, Article 4, Section 1B, and the Salary and Benefits Resolution for Unrepresented Employees, Section 6. 602;

b) Increase the salary of the Chief Administrative Officer and County Counsel by approximately fifteen percent (15%) in furtherance of the County Charter's directive to recruit and retain the best qualified candidates; and

2) Approve and authorize the Chair to sign the revised Salary and Benefits Resolution for Unrepresented Employees - Resolution **014-2023** effective the first pay period following adoption to set County Counsel's base salary one percent (1.0%) above the Sheriff/Coroner/Public

Administrator's base salary to be consistent with most other counties.

FUNDING: General Fund.

DISCUSSION / BACKGROUND

Charter 504 and Formally Linked Classifications

The El Dorado County Charter, Section 504, requires the Board of Supervisors to determine the average salaries for South Lake Tahoe Police Department, Amador County Sheriff's Department, and California Highway Patrol (comparator agencies) annually, and to adjust the salaries of specific, comparable law enforcement classifications to be at least equal to the average of the salaries for comparable positions in those agencies.

Using the Deputy Sheriff II as the benchmark classification, the Human Resources Department conducted the annual survey of the comparator agency classifications (see attachments). The annual survey indicates that the Deputy Sheriff II classification is 2.67% below the average salary of the comparator agencies. Therefore, it has been determined that the Deputy Sheriff II classification should receive a 2.67% increase. In addition, the subsequent classifications should also receive a 2.67% increase to maintain the current internal alignment.

Additionally, the County has agreed through the Deputy Sheriffs Association' Memorandum of Understanding (MOU) that the salary range of the Investigator (District Attorney) will be maintained so that Step 5 of the salary range for the Investigator (District Attorney) is equal to Step 5 of the salary range for Sheriff's Sergeant, and that the Supervising Investigator (District Attorney) classification will receive the same percentage increase received by the Investigator (District Attorney) classification.

The County has also agreed through the El Dorado County Law Enforcement Management Association MOU, Article 4, Section 1B, that the Chief Investigator (District Attorney) will be internally tied to the classification of Sheriff's Captain, which would result in the Chief Investigator (District Attorney) receiving the same percentage increase as the Sheriff's Captain. This applies to the Assistant Chief Investigator (District Attorney) as well; which is internally tied to the classification of Sheriff's Lieutenant to result in the Assistant Chief Investigator (District Attorney) receiving the same percentage increase as the Sheriff's Lieutenant.

Lastly, the County has also agreed through the Salary and Benefits Resolution for Unrepresented Employees, Section 6. 602, that the Sheriff/Coroner/Public Administrator will be internally tied to the classification of Undersheriff, which would result in the Sheriff/Coroner/Public Administrator receiving the same percentage increase as the Undersheriff. Further, the Salary and Benefits Resolution for Unrepresented Employees also stipulates internal linkages between the Sheriff/Coroner/Public Administrator, District Attorney, Public Defender, the Alternate Public Defender, and the Chief Administrative Officer which means the District Attorney, Public Defender, the Alternate Public Defender, and the Chief Administrative Officer would receive the same percentage increase as the Sheriff/Coroner/Public Administrator. There may be some minor variance in the percentage increases due to rounding to maintain the correct internal linkage percentages.

Chief Administrative Officer

In July 2022, the Department of Human Resources (HR) launched a recruitment for the anticipated Chief Administrative Officer (CAO) vacancy. During the recruitment, HR partnered with a contractor,

The Prothman Company (Prothman), at the Board's recommendation, in order to garner a larger pool of applicants. The recruitment was comprehensive and robust, consisting of over five (5) weeks of advertising, best qualified screenings and four (4) interview panels comprised of community stakeholders and County department heads. Ultimately, two candidates made it through this rigorous process for the Board's consideration. Unfortunately, the recruitment did not yield a candidate that met the Board's current needs in filling the CAO vacancy.

Based on the above and in furtherance of the County Charter's directive to "recruit, select, and retain the best qualified officers and employees," it is recommended the CAO classification receive an increase of approximately fifteen percent (15%) to its Step 1 base salary. (See salary as specified in the Resolution.)

Revising the Salary and Benefits Resolution for Unrepresented Employees

In November 2022, a compensation analysis was conducted and generated results that showed the salary of the County Counsel classification in our comparator agencies is typically set and maintained at a higher rate than that of the Sheriff/Coroner/Public Administrator, and District Attorney classifications. In furtherance of the County Charter's directive to "retain the best qualified officers and employees" and in consideration of compaction and internal alignment, it is recommended the following salary linkage be added to the Salary and Benefits Resolution for Unrepresented Employees to be approved by the Board:

- Step 5 of the base salary for the County Counsel shall be set at one percent (1.0%) above the Sheriff/Coroner/Public Administrator's base salary.

Therefore, if the above recommendation is approved by the Board, the County Counsel would receive the same percentage increase as the Sheriff/Coroner/Public Administrator after receiving an increase to bring the classification at 1.0% above the Sheriff/Coroner/Public Administrator's base salary.

ALTERNATIVES

The Charter requires that the salaries be set "at least equal" to the average of the salaries for comparable positions in other agencies.

PRIOR BOARD ACTION

The most recent action taken with regard to Charter Section 504 was on December 14, 2021, Legistar # 21-1896.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

N/A

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The estimated fiscal impact for the remainder of this fiscal year is \$599,950. The approximate annual cost of the increase is \$1,199,900. These amounts have not been budgeted. If the departments do not have savings sufficient to offset these costs, they will return to the Board with the Mid-Year Budget Report to request a transfer of appropriations from the General Fund.

Approximate Estimated Cost:

Sheriff's Office - Annual \$958,900 / Remainder of fiscal year \$479,450

District Attorney's Office - Annual \$126,500 / Remainder of fiscal year \$63,250
Public Defender's Office - Annual \$7,800 / Remainder of fiscal year \$3,900
Alternate Public Defender - Annual \$6,600 / Remainder of fiscal year \$3,300
Chief Administrative Office - Annual \$50,800 / Remainder of fiscal year \$25,400
County Counsel - Annual \$49,300 / Remainder of fiscal year \$24,650

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide a copy of the fully executed Resolution to Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources