



Legislation Text

File #: 23-0417, **Version:** 1

Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **038-2023**:

1) Adopting a new salary scale for the Alternate Public Defender, District Attorney, Public Defender, Sheriff/Coroner/Public Administrator, County Counsel, and Chief Administrative Officer classifications to comply with Section 602 of the Salary and Benefits Resolution for Unrepresented Employees, and
2) Authorizing the compensation of employee(s) in the Alternate Public Defender, District Attorney, Public Defender, Sheriff/Coroner/Public Administrator, County Counsel, and Chief Administrative Officer classifications for back pay resulting from the delay in implementation of the required salary increases.

FUNDING: General Fund.

DISCUSSION / BACKGROUND

On January 3, 2023, the Board approved Resolution No. 013-2023 which adopted new base salaries for the Alternate Public Defender, District Attorney, Public Defender, Sheriff/Coroner/Public Administrator, County Counsel, and Chief Administrative Officer classifications. However, due to an erroneous calculation of the Sheriff/Coroner/Public Administrator's salary adjustment, all of the classifications with internal salary relationships to the Sheriff/Coroner/Public Administrator were affected.

As the base salary for the Alternate Public Defender, District Attorney, Public Defender, Sheriff/Coroner/Public Administrator, County Counsel, and Chief Administrative Officer classifications do not comply with Section 602 of the Salary and Benefits Resolution for Unrepresented Employees, Human Resources is recommending the Board:

1) Retroactively amend the salary schedule as prescribed by **Board Attachment B** Sections I and II;
2) Authorize and direct the Payroll Division of the Auditor/Controller's Office to implement the Alternate Public Defender, District Attorney, Public Defender, Sheriff/Coroner/Public Administrator, County Counsel, and Chief Administrative Officer salary increases retroactive to the pay period including December 31, 2022 (pay period including January 14, 2023, for County Counsel, respectively) and compensate employee(s) in the Alternate Public Defender, District Attorney, Public Defender, Sheriff/Coroner/Public Administrator, County Counsel, and Chief Administrative Officer classifications for back pay resulting from the delay in implementation of the required salary increases.

Furthermore, on January 3, 2023, the Board authorized a ten percent (10%) cumulative increase to the base salary of the Chief Administrative Officer classification effective January 14, 2023, inclusive of the salary adjustment that was effective December 31, 2022, as a result of the El Dorado County Salary and Benefits Resolution #167-2022. The employment agreement with the incumbent Chief Administrative Officer, as amended on January 25, 2022, includes a salary enhancement of three percent (3%) of the Chief Administrative Officer's salary as established by the El Dorado County Salary and Benefits Resolution (set at two percent above the Sheriff/Coroner/Public Administrator) that is in addition to the base salary for the position. However, Resolution No. 013-2023 also

erroneously omitted the salary enhancement that is due under the incumbent Chief Administrative Officer's employment agreement dated January 25, 2022. As the base salary for the Chief Administrative Officer does not comply with his employment agreement, Human Resources is recommending the Board:

- 1) Retroactively amend the salary schedule as prescribed by **Board Attachment B**, Section III;
- 2) Authorize and direct the Payroll Division of the Auditor/Controller's Office to implement the Chief Administrative Officer salary increase retroactive effective pay period 3 of 2023 (the pay period starting January 14, 2023) through March 24, 2023, and compensate employee(s) in the Chief Administrative Officer classification for back pay resulting from the delay in implementation of the required salary increase.

Finally, effective March 24, 2023, the employment of the current incumbent in the Chief Administrative Officer classification will end. Therefore, Human Resources recommends the Board adopt the salary ranges for the classifications as set forth in **Board Attachment B**, Section IV, effective March 25, 2023.

ALTERNATIVES

The Board could not approve the Resolution or direct staff to return with an alternative solution.

PRIOR BOARD ACTION

01/03/2023 Legistar item 22-2168: 2023 504 increases

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 \$11,400. There are sufficient savings within the departments to absorb the increased cost.

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

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