



El Dorado County

LABOR & BUDGET OVERVIEW

Salary Information

All El Dorado County classifications were brought to the market median by 2023. The table below reflects the most recently received base wage increases by all members in their respective bargaining unit.

Bargaining Unit	Most recent Salary Increase (%)	Month/Year Received
CA (Criminal Attorneys Association)	2.00%	January 2024
CR (Corrections)	2.00%	July 2024
EL (Elected)	3.00%	November 2024
GE, PL, SU (Local 1 – General, Professional, Supervisory)	2.00%	January 2023
MA (Management Association)	2.00%	July 2023
PR (Probation Association)	2.00%	July 2024
SA (Sheriff's Association 504)	5.71%	January 2025
SM (Sheriff's Management 504)	5.71%	January 2025
SM (Sheriff's – non 504)	2.00%	July 2023
TC (Trades and Crafts)	2.00%	July 2024
UD (Unrepresented Department Heads)	3.00%	November 2024
UM, CO (Unrepresented Management and Confidential)	3.00%	November 2024

The Board of Supervisors last received a salary increase on February 12, 2022. All other bargaining units have received increases since then, as shown in the table above.

In addition to the above base wage increases, all El Dorado County classifications received a 2.00% base wage increase in August 2022 except for the Board of Supervisors classification (Board Resolution: 129-2022).

El Dorado County collects data from comparator agencies to conduct compensation studies – Board Resolution: 137-2023. The following links provide the current salary schedules for El Dorado County's comparator agencies.

- [Amador County](#)
- [Napa County](#)
- [Placer County](#)
- [Sacramento County](#)
- [Yolo County](#)

Click [here](#) to view El Dorado County's salary schedule for all classifications.

El Dorado County's Current Budget Status

The current County budget is balanced as required by law. However, the FY 2024-25 Budget relied on more than \$12 million in one-time funding and other temporary sources to achieve balance. The following pressures and factors highlight the current budget environment:

Decreased Revenues

The County's major discretionary revenues are growing more slowly than in recent years. Growth in our largest discretionary revenue, Property Tax, declined 26% in FY 2024-25 due to the sluggish housing market as a result of elevated home prices, high mortgage interest rates, and the unaffordability or unavailability of homeowner's insurance. We have not seen improvement in any of these factors, and in fact, this year's wildfire losses in Southern California are likely to further exacerbate the troubles in the insurance market. Based on this we are projecting a further decline in growth. Sales and Use Tax is expected to come in below budget for the second year in a row. Discretionary Transient Occupancy Tax receipts last fiscal year were 10% lower than anticipated, with a further 5% reduction projected for the current fiscal year.

Increases in County Costs

As revenues have slowed, expense growth has not. Premiums for our General Liability and Workers' Compensation programs increased a combined 18% in FY 2024-25, and health insurance premiums increased nearly 7%. We have had to adjust budgets for most of our capital projects due to inflation in construction and labor costs, draining our Capital Projects fund. Inflation has increased County costs for capital projects, consumables, utilities and other material needed to run the County. In FY 2024-25, General Liability, Retiree Health, and Workers' Compensation costs are increased by 49% when compared to the prior fiscal year, a \$7 million increase, and County costs continue to increase. The State has imposed unfunded and underfunded mandates on the County. The County must implement these mandates irrespective of whether the State provide timely and/or sufficient funding. Finally, CalPERS projects the County's annual pension payments will increase by \$10.9 million over the next five years.

For the current round of negotiations with Local 1 and Trades and Crafts, the County has paid the following toward attorney fees:

Bargaining Unit	Attorney Fees	* Date Range of Fees Incurred
GE, PL, SU (Local 1)	\$53,726.00	07-2023 through 12-2024
TC (Trades and Crafts)	\$24,277.00	02-2024 through 12-2024
Total:	\$78,003.00	

Link to El Dorado County's budget information: [El Dorado County Budget Information](#)

Link to El Dorado County's labor agreements: [El Dorado County Labor Agreements](#)