



**UNREPRESENTED NON-SAFETY MANAGEMENT
RESOLUTION AMENDMENT #1**

This Amendment #1 relating to the Unrepresented Non-Safety Management Resolution for the period of July 1, 2023, through June 30, 2025, referred to herein as “Amendment #1”, is made and entered effective this 17th day of April 2025.

Article I, General, Section B. shall be amended to read as follows:

The salary and benefit adjustments are for the period commencing July 1, 2023, and ending June 30, 2026.

Article II, Salaries, shall be amended to include read as follows:

Employees shall receive the following Cost of Living Adjustments:

- A. Effective the first full pay period on or after July 1, 2023, employees shall receive a five percent (5%) increase to base salary. Reference the below salary schedule:

Department STEPS		1	2	3	4	5
DIRECTOR OF FINANCE	Hourly	\$78.19	\$81.76	\$85.51	\$89.45	\$92.76
	Monthly	13,553	\$14,172	\$14,822	\$15,505	\$16,078
DIRECTOR OF HUMAN RESOURCES	Hourly	\$78.19	\$81.76	\$85.51	\$89.45	\$92.76
	Monthly	13,553	\$14,172	\$14,822	\$15,505	\$16,078

***Salary data is based on an 80-hour biweekly pay period**

- B. Effective the first full pay period on or after October 1, 2023, a one percent (1%) increase to base salary shall be awarded to employees if growth in the El Dorado Hills County Water District property tax revenue for fiscal year 2023-24 exceeds seven percent (7%). For the salary adjustment, the change in property tax revenue will be calculated using the actual property tax revenue for fiscal year 2022-23 and the property tax revenue estimate provided by El Dorado County for fiscal year 2023-24. The public salary schedule will be available at the time of this salary increase, if applicable.

- C. Effective the first full pay period after July 1, 2024, employees shall receive a two percent (2%) increase to base salary. The salary schedule will be available at the time of this scheduled salary increase.

- D. If *cumulative growth* in the El Dorado Hills County Water District property tax revenue for fiscal years 2023-24 and 2024-25 meets or exceeds twelve percent (12%), then effective the first full pay period on or after October 1, 2024, either:
 - (1) A one percent (1%) increase to base salary shall be awarded to employees if property tax revenue for fiscal year 2023-24 met or exceeded seven percent (7%); or
 - (2) A two percent (2%) increase to base salary shall be awarded to employees if property tax revenue for fiscal year 2023-24 did not meet or exceed seven percent (7%).

The public salary schedule will be available at the time of this salary increase, if applicable.

- E. Effective the first full pay period on or after July 1, 2025, employees shall receive an eight percent (8%) increase to base salary. The public salary schedule will be available at the time of this scheduled salary increase.

- F. An employee shall remain in a step for a period of one (1) year before being eligible for a step increase.

- G. An employee's step increase shall be the first day of the first full pay period on or after the anniversary date of the position.

- H. A step increase is not an automatic payroll adjustment. Eligibility for a step increase will be based upon employee's performance and length of service.