



**UNREPRESENTED SAFETY MANAGEMENT  
RESOLUTION AMENDMENT #1**

This Amendment #1 relating to the Unrepresented 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 17<sup>th</sup> 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 III, Terms and Conditions of Employment, Subsection A. Salaries, shall be amended to include read as follows:

Employees shall receive the following Cost of Living Adjustments:

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

<b>Department STEPS</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>DEPUTY CHIEF</b>	Hourly	\$90.22	\$94.40	\$98.78	\$103.38	\$108.21
	Monthly	\$15,638	\$16,362	\$17,121	\$17,918	\$18,756
<b>DIVISION CHIEF</b>	Hourly	\$62.65	\$65.45	\$68.37	\$71.46	\$74.69
	Monthly	\$10,859	\$11,344	\$11,851	\$12,387	\$12,946
<b>FIRE MARSHAL</b>	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**

2. 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.

3. 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.
4. 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.

5. 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.
6. An employee shall remain in a step for a period of one (1) year before being eligible for a step increase.
7. An employee's step increase will be the first day of the first full pay period on or after the anniversary date of the position.
8. 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.
9. Employees are Fair Labor Standards Act (FLSA) Exempt.
10. The following is the formula for converting fifty-six (56) hour position leave to forty (40) hour position leave:

Hours on books divided by 1.4 = Converted Time;  
The same formula will be used to calculate accrual rates.
11. The following is the formula for converting forty (40) hour position leave to fifty-six (56) hour position leave:

Hours on books multiplied by 1.4 = Converted Time;  
The same formula will be used to calculate accrual rates.