



Contra Costa County

To: Board of Supervisors
 From: David Twa, County Administrator
 Date: December 18, 2018

Subject: Ad Hoc Committee on Board of Supervisors Compensation

RECOMMENDATION(S):

DIRECT the County Administrator to appoint an Ad Hoc Committee to review and make recommendations for any increased compensation for 2019 and subsequent years for the Board of Supervisors and report back within 90 days.

FISCAL IMPACT:

None.

BACKGROUND:

In 2015, the Board of Supervisors appointed an Ad Hoc Committee to review the Supervisors compensation. That Committee consisted of 5 individuals representing labor, business, a past member of the Contra Costa County Civil Grand Jury, and community leaders. A copy of the Committee's Final Report and Recommendations is attached.

On July 7, 2015 the Committee recommended that the Board adjust their base salary by 12% spread over 3 years starting January 1, 2016, with the last increase of 3.855% occurring on January 1, 2018. The Committee also recommended that the Board establish an ongoing review committee, composed of impartial citizens, to review future compensation

APPROVE
 OTHER
 RECOMMENDATION OF CNTY ADMINISTRATOR
 RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **12/18/2018** APPROVED AS RECOMMENDED OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
 Candace Andersen, District II Supervisor
 Diane Burgis, District III Supervisor
 Karen Mitchoff, District IV Supervisor
 Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: December 18, 2018

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: Stephanie Mello, Deputy

Contact: Laura Strobel (925)
 335-1091

cc:

adjustments.

BACKGROUND: (CONT'D)

> The Board accepted the recommendations on their salaries, but took no action at that time to establish a committee to review future compensation adjustments. Since the date of the committee report, the County has settled a number of labor contracts regarding wages and benefits for County employees.

It is the recommendation of the County Administrator that the Board of Supervisors consider appointing a new Ad Hoc Committee, composed of impartial citizens representing business, labor, and the general public. To that end, the business community will be represented by the East Bay Leadership Council (EBLC) and asked to select two members; the labor community will be asked to select two members, one from the Contra Costa Building Trades Council and one from the Contra Costa Central Labor Council; and a member at large will be selected from applications received via a public solicitation process.

To provide a reference point, below is the salary information from the 11 Counties that have been referenced in prior years when looking at salaries for the Board of Supervisors and for Elected Department Heads. The information is also shown in Table 1 sorted by Population and Table 2 sorted by Salary. Finally, Table 3 shows those Counties that use a percentage of the Judges' salaries as compensation for Supervisors.

TABLE 1:

COUNTY BOARD OF SUPERVISORS MEMBER		
Sorted by Population		
Counties	County Population	Annual Salary
SANTA CLARA	1,938,180	\$165,939
ALAMEDA	1,645,359	\$165,939
SACRAMENTO	1,514,770	\$114,083
CONTRA COSTA	1,139,513	\$116,841
SAN FRANCISCO	874,228	\$125,132
SAN MATEO	770,203	\$140,587
SONOMA	505,120	\$155,568
SOLANO	436,023	\$109,935
SANTA CRUZ	276,603	\$126,000
MARIN	263,604	\$124,454
NAPA	142,408	\$97,676

TABLE 2:

COUNTY BOARD OF SUPERVISORS MEMBER		
Sorted by Salary		
Counties	County Population	Annual Salary
ALAMEDA	1,645,359	\$165,939
SANTA CLARA	1,938,180	\$165,939
SONOMA	505,120	\$155,568
SAN MATEO	770,203	\$140,587
SANTA CRUZ	276,603	\$126,000
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NAPA	142,408	\$97,676

TABLE 3:

COUNTY BOARD OF SUPERVISORS MEMBER	
Counties using percentage of Judges' salaries for Supervisors¹	
Counties	Calculation
ALAMEDA	80% of Superior Court Judge's Salary
SANTA CLARA	80% of Superior Court Judge's Salary
SONOMA	75% of Judicial salaries
MARIN	60% of Superior Court Judge's Salary + CPI COLA
SACRAMENTO	55% of Superior Court Judge's Salary
SOLANO	53% of Superior Court Judge's Salary
NAPA	47.09% of Superior Court Judget's Salary
¹ Results of 2017 CSAC Survey	

ATTACHMENTS

2015 Final Report & Recommendations