



**AD HOC COMMITTEE ON
BOARD OF SUPERVISORS COMPENSATION**

**February 12, 2019
3:00 P.M.**

651 Pine Street, Room 101, Martinez

Larry Hendel, Central Labor Council of Contra Costa County, AFL-CIO
Terri Montgomery, East Bay Leadership Council
Angie Coffee, East Bay Leadership Council
Tom Hansen, Building Trades Council
Clifford Bowen, Public At Large

Facilitator: David Twa, Contra Costa County Administrator

Agenda Items:	Items may be taken out of order based on the business of the day and preference of the Committee
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1. Call to Order and Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).
3. APPROVE Record of Action from the February 5, 2019 meeting.
4. DISCUSS the Compensation of the Board of Supervisors and the methodology and process by which future increases could occur.
5. The next meeting is currently scheduled for Wednesday, February 20.
6. Adjourn

The Ad Hoc Committee on Board of Supervisors Compensation will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 24 hours before the meeting.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Ad Hoc Committee on Board of Supervisors Compensation less than 96 hours prior to that meeting are available for public inspection at 651 Pine Street, 10th floor, during normal business hours.

Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact:

David Twa, County Administrator
Phone (925) 335-1080, Fax (925) 646-1353
david.twa@cao.cccounty.us

Contra Costa County
Administrator's Office
Committee Report



**AD HOC COMMITTEE ON BOARD OF
SUPERVISORS COMPENSATION**

Meeting Date: 02/12/2019
SUBJECT: Approve Record of Action from February 5, 2019
FROM: Ad Hoc Committee On BOS Compensation,
County Administrator
DEPARTMENT:
PRESENTER: David Twa **CONTACT:** David Twa (925)
335-1080

History:

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meeting.

Update:

Attached for the Committee's consideration is the Record of Action for the February 5, 2019 meeting.

Recommendation(s)/Next Step(s):

APPROVE Record of Action from the February 5, 2019 meeting.

Attachments

Record of Action- February 5, 2019

**AD HOC COMMITTEE ON
BOARD OF SUPERVISORS COMPENSATION**

Record of Action

February 5, 2019

3:00 P.M.

651 Pine Street, Room 101, Martinez

Larry Hendel, Central Labor Council of Contra Costa County, AFL-CIO
Terri Montgomery, East Bay Leadership Council
Angie Coffee, East Bay Leadership Council
Tom Hansen, Building Trades Council
Clifford Bowen, Public At Large

Facilitator: David Twa, Contra Costa County Administrator

The Ad Hoc Committee on Board of Supervisors Compensation Convened at 3:00 PM on February 5, 2019.

Jami Napier, Chief Deputy Clerk of the Board administered the Oath of Office to the five members of the Ad Hoc Committee.

The Committee received no public comment.

The County Administrator then reviewed the following items with the Committee: applicable provisions of the Ralph M. Brown Act and the County's Better Government Ordinance; the December 18, 2018 order of the Board of Supervisors "entitled Ad Hoc Committee on Board of Supervisors Compensation"; the Final Report of July 7, 2015 on Board of Supervisors Compensation; and the Board of Supervisors Calendar of Meetings for 2019 and List of Committees that Board members are involved in or are members.

The Committee then elected Tom Hansen, representative of the Building Trades Council, as the Chair and Clifford Bowen, past member of the Contra Costa Grand Jury and Public Member at Large as Vice Chair, with all five members voting Aye.

The Committee next adopted the following Meeting Schedules, with all meetings scheduled for 3:00 PM

- 1. Tuesday, February 12***
- 2. Wednesday, February 20***
- 3. Thursday, February 28***
- 4. Monday, March 11***
- 5. Tuesday, March 19***
- 6. Tuesday, March 26***

All members voting Aye.

The Committee next reviewed the procedure for mileage and stipend reimbursement.

The Committee then directed staff to use the 10 Counties from the Bay Area and Sacramento (with the exception of San Francisco) for comparison purposes. Staff was directed to bring back a history of salaries and wages for County Supervisors, Judges and major Contra Costa County Unions for the past several years. Staff was also requested to update the Total Compensation Chart from Attachment A of the 2015 Study.

The Committee indicated that they would like to have their report completed by the Tuesday, March 26th meeting so that it could be presented to the Board of Supervisors on April 9th.

The Committee Adjourned at 4:25 PM

For Additional Information Contact:

David Twa, County Administrator
Phone (925) 335-1080, Fax (925) 646-1353
david.twa@cao.cccounty.us

Contra Costa County Administrator's Office Committee Report



AD HOC COMMITTEE ON BOARD OF SUPERVISORS COMPENSATION

Meeting Date: 02/12/2019

SUBJECT: Discuss the Compensation of the Board of Supervisors and the methodology and process by which future increases could occur

FROM: Ad Hoc Committee On BOS Compensation,

DEPARTMENT: County Administrator

PRESENTER: David Twa, County
Administrator

CONTACT: David Twa, County
Administrator (925)
335-1080

History:

The Ad Hoc Committee, at the February 5 meeting, directed staff to use the 10 counties from the Bay Area and Sacramento (with the exception of San Francisco) for comparison purposes and bring back to the Committee a history of salaries and wages for County Supervisors, Superior Court Judges, and major Contra Costa County Unions for the past several years.

Update:

Attached, for consideration, is a salary history of a few of the major Contra Costa County Unions, a Board of Supervisors salary history for comparable counties, a salary history for Superior Court Judge, and a salary history specific to the Contra Costa County Board of Supervisors. An updated chart of comparable County Board of Supervisors salary, sorted both by population and salary, is included as an additional attachment.

Recommendation(s)/Next Step(s):

PROVIDE direction to staff on next steps.

Attachments

Major Contra Costa County Unions

BOS Comparable Counties

Superior Court Judge Pay Increases

Contra Costa Board of Supervisors Salary History

BOS Comparable Counties sorted by Pop & Salary

Major Contra Costa County Unions

SEIU 1021 R&F and SLS

October 1, 2005 - September 30, 2008

11/10/2006	\$1,500 lump
7/1/2007	2%
7/1/2008	2%

October 1, 2008 - June 30, 2011

FY 2009-10	48 hours of ATA
FY 2010-11	48 hours of ATA

July 1, 2011– June 30, 2013

5/10/2012	\$500 lump
7/1/2012	-2.75%
5/10/2013	\$500 lump

July 1, 2013– June 30, 2016

4/1/14	4%
4/10/2014	\$750 lump
7/1/2015	3%
4/10/2015	\$750 lump

July 1, 2016 – June 30, 2019 (extended June 30, 2022)

1/1/2017	5%
1/1/2017	\$1000 lump
7/1/2017	2%
7/1/2018	3%
7/1/2019	4%
7/1/2020	3%
7/1/2021	3%

AFSCME 2700

October 1, 2005 - September 30, 2008

11/10/2006	\$1,500 lump
7/1/2007	2%
7/1/2008	2%

October 1, 2008 - June 30, 2011

FY 2009-10	48 hours of ATA
FY 2010-11	48 hours of ATA

July 1, 2011– June 30, 2013

5/10/2012	\$500 lump
7/1/2012	-2.75%
5/10/2013	\$500 lump

July 1, 2013– June 30, 2016 (extended June 30, 2022)

6/1/14	4%
9/1/2014	lump equal to 4% of 2 mths pay
8/8/2014	\$750 lump
7/1/2015	0.03
42165	\$500 lump
42552	0.04
7/10/2016	\$500 lump
7/1/2017	0.03
7/1/2018	3%
7/1/2019	4%
7/1/2020	3%
7/1/2021	3%

DSA R&F (Sworn)

October 1, 2005 - September 30, 2008

10/1/2006	2%
10/1/2007	2%
1/1/2008	2.5% new top step
3/1/2008	2%

July 1, 2008– June 30, 2013

7/1/2012	-2.81%
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July 1, 2013– June 30, 2016

1/1/2014	3%
1/1/2014	two new bottom steps (10% less)
7/1/2014	3%
7/1/2015	3%

July 1, 2016 – June 30, 2019

7/1/2016	5%
1/1/2017	2.5% new top step
7/1/2017	5%
7/1/2018	5%

July 1, 2019 – June 30, 2022

Currently negotiating

BOS salary history for Comparable Counties

San Mateo

2007 + 10%

2008 + 5%

2009 +5%

2010 +5%

2011 and thereafter: adjusted COLA based on Bureau of Labor Statistics Consumer Price Index (SF-Oakland Bay Area) - not to exceed 5%/yr

2018	\$140,587
2019	\$146,908

Alameda (80% of Superior Court Judge)

2013-14	\$145,034
2014-15	\$147,688
2015-16	\$151,233
2016-17	\$153,531
2017-18	\$160,034
2018-19	\$165,939

Santa Clara (80% of Superior Court Judge)

2013-14	\$145,034
2014-15	\$147,688
2015-16	\$151,233
2016-17	\$153,531
2017-18	\$160,034
2018-19	\$165,939

Sonoma (75% of Superior Court Judge)

2013-14	\$135,969
2014-15	\$138,458
2015-16	\$141,781
2016-17	\$143,936
2017-18	\$150,032
2018-19	\$155,568

Sacramento (55% of Superior Court Judge)

2013-14	\$99,711
2014-15	\$101,536
2015-16	\$103,973
2016-17	\$105,553
2017-18	\$110,023
2018-19	\$114,083

BOS salary history for Comparable Counties

Solano (53% of Superior Court Judge)

2013-14	\$96,085
2014-15	\$97,843
2015-16	\$100,192
2016-17	\$101,714
2017-18	\$106,022
2018-19	\$109,935

Napa (47.09% of Superior Court Judge)

2013-14	\$85,370
2014-15	\$86,933
2015-16	\$89,019
2016-17	\$90,372
2017-18	\$94,200
2018-19	\$97,676

Santa Cruz

January, 2018	\$126,000
September, 2018	\$128,846
September, 2019	\$131,745
September, 2020	\$134,710

*2.25% increase per year

Superior Court Judge, Salary History

2010-11	0	\$178,789
2011-12	0	\$178,789
2012-13	0	\$178,789
2013-14	1.40%	\$181,292
2014-15	1.83%	\$184,610
2015-16	2.40%	\$189,041
2016-17	1.52%	\$191,914
2017-18	4.23%	\$200,042
2018-19	3.69%	\$207,424

Contra Costa County Board of Supervisors

<u>Board Action</u>	<u>Board Date</u>	<u>Explanation</u>	<u>Effective</u>	<u>Amount</u>	<u>Increase</u>
			1/1/95	\$50,328	
Ordinance No 98-15	3/24/1998	Salary Plan Adjustment	6/1/98	\$51,348	2.03%
Ordinance No 98-15	3/24/1998	Salary Plan Adjustment	10/1/98	\$53,172	3.55%
Ordinance No 99-57	12/14/1999	Cost of Living Adjustment	2/15/00	\$57,480	8.10%
Ordinance No 99-57	12/14/1999	Cost of Living Adjustment	10/1/00	\$57,540	0.10%
Ordinance No 99-57	12/14/1999	Cost of Living Adjustment	10/1/01	\$59,892	4.09%
This was a technical level change		Salary Reallocation	9/30/03	\$59,924	0.05%
Ordinance No 2006-70	12/12/2006	Salary Reallocation	2/17/07	\$95,572	59.57%
Ordinance No 2006-70	12/12/2006	Cost of Living Adjustment	7/1/07	\$97,483	2.00%
Waiver of Supervisors's Salary (all)	7/21/2009	Waiver - 2 fiscal years	FY 09-11		-2.31%
Waiver of Supervisors's Salary (all)		Waiver - fiscal year	FY 11-12		-2.75%
Waiver of Supervisors's Salary (all)		Waiver - fiscal year	FY 12-13		-2.75%
Waiver of Supervisors's Salary (C. Anderson)		Waiver 1/4/15 - 6/30/15		(\$2,321)	
Waiver of Supervisors's Salary (C. Anderson)		Waiver 7/1/15 - 1/3/16		(\$2,067)	
Ordinance No 2014-10	1/20/2015	Repealed			
Ordinance No 2015-15	3/10/2015	Salary Plan Adjustment	6/1/15	\$104,307	7.00%
Ordinance No 2015-19	8/25/2015	Salary Plan Adjustment	1/1/16	\$108,328	3.86%
Ordinance No 2015-19	8/25/2015	Salary Plan Adjustment	1/1/17	\$112,504	3.85%
Ordinance No 2015-19	8/25/2015	Salary Plan Adjustment	1/1/18	\$116,841	3.86%

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 MATEO	770,203	\$146,908
SONOMA	505,120	\$155,568
SOLANO	436,023	\$109,935
SANTA CRUZ	276,603	\$128,846
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	\$146,908
SANTA CRUZ	276,603	\$128,846
MARIN	263,604	\$124,454
CONTRA COSTA	1,139,513	\$116,841
SACRAMENTO	1,514,770	\$114,083
SOLANO	436,023	\$109,935
NAPA	142,408	\$97,676