



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

**March 11, 2019
3:00 P.M.**

**651 Pine Street, Room 101, Martinez
AND 321 Park Drive, Aptos, CA 95003**

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 the Record of Action from the February 28, 2019 meeting.
4. DISCUSS the Compensation of the Board of Supervisors and the methodology and process by which future increases could occur and PROVIDE direction to staff on next steps.
5. The next meeting is currently scheduled for March 19, 2019.
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 72 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: 03/11/2019
SUBJECT: APPROVE Record of Action from the February 28, 2019 meeting.
FROM: Ad Hoc Committee On BOS Compensation,
DEPARTMENT: County Administrator
PRESENTER: David Twa, County Administrator **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 28, 2019 meeting.

Recommendation(s)/Next Step(s):

APPROVE the Record of Action from the February 28, 2019 meeting.

Attachments

Draft Record of Action - February 28, 2019

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

Record of Action

February 28, 2019

3:30 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 3:30 PM on February 28, 2019. Clifford Bowen, Tom Hansen, Terri Montgomery, and Angie Coffee were in attendance. Larry Hendel was absent.

The Committee received no public comment.

The Committee approved the record of action of the February 20, 2019 meeting.

The Committee reviewed the materials for the meeting and there was consensus to consider auto allowance an expense reimbursement and eliminate it from the salary and other pay totals for comparison purposes. The Committee discussed different options of tying the Board of Supervisors salaries to judicial pay and considered population and total County budget as factors to consider in comparing Contra Costa to the peer counties.

Staff was directed to return with revised materials that remove auto allowance from Board of Supervisor pay calculations, a listing of all County Department Head salaries, and a chart showing the difference of median and average comparisons to the Peer Counties.

The meeting adjourned at 4:10 PM.

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

Meeting Date: 03/11/2019

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, (925) 335-1080

History:

The Ad Hoc Committee, at the February 28 meeting, directed staff to return with phased in scenarios of pay increases removing auto allowance as a comparable pay element, a listing of all County Department Head salaries, as well as a comparison of median versus average calculations results for the comparable Counties.

Update:

Attached are the updated materials per the Committee's direction.

Recommendation(s)/Next Step(s):

PROVIDE direction to staff on next steps.

Attachments

Phased-In Scenarios

County Department Heads

Median versus Average

	A	B	C	D	E	F
1	PHASED IN SCENARIOS					
2						
3		SALARY		SALARY &		
4		ONLY		OTHER PAY		
5						
6	9 COUNTY AVERAGE	\$ 134,372		\$ 150,569		
7						
8	Contra Costa	\$ 116,841		\$ 116,841		
9	Deferred Comp	\$ -		\$ 13,020		
10	TOTAL	\$ 116,841		\$ 129,861		
11						
12	DIFFERENCE	\$ 17,531		\$ 20,708		
13						
14						
15	JUDGES SALARY	\$ 207,424				
16						
17	60%	\$ 124,454				
18	65%	\$ 134,826				
19	70%	\$ 145,197				
20						
21	IF PHASED IN		plus assumed Judges increases of 3% per year			
22		year one	year two	year three	year four	year five
23	60%	\$ 124,454	\$ 128,188	\$ 132,034	\$ 135,995	\$ 140,075
24	63%	\$ 130,677	\$ 134,597	\$ 138,635	\$ 142,794	\$ 147,078
25	65%	\$ 134,826	\$ 138,870	\$ 143,036	\$ 147,328	\$ 151,747
26	68%	\$ 141,048	\$ 145,280	\$ 149,638	\$ 154,127	\$ 158,751
27	70%	\$ 145,197	\$ 149,553	\$ 154,039	\$ 158,660	\$ 163,420
28						

<u>Department Heads</u>	<u>Monthly (top step)¹</u>	<u>Annualized</u>
Director of Health Services	\$31,825	\$381,897
County Administrator	\$29,656	\$355,866
District Attorney	\$22,604	\$271,245
County Counsel	\$22,535	\$270,421
Sheriff-Coroner	\$20,866	\$250,394
Public Defender	\$20,733	\$248,800
Fire Chief - Contra Costa	\$19,634	\$235,608
Director of Employment & Human Services	\$19,442	\$233,305
CIO - Director of Information Technology	\$19,386	\$232,637
Director of Human Resources	\$18,321	\$219,848
County Probation Officer	\$17,418	\$209,017
Public Works Director	\$17,264	\$207,168
Assessor	\$16,668	\$200,013
Auditor-Controller	\$16,668	\$200,013
Treasurer-Tax Collector	\$16,668	\$200,013
Director of Child Support Services	\$16,561	\$198,729
Clerk Recorder	\$16,005	\$192,058
County Librarian	\$15,723	\$188,673
Director of Conservation & Development	\$15,269	\$183,232
Director of Animal Services	\$14,476	\$173,710
Agricultural Commissioner - Director Weights & Measures	\$13,319	\$159,831
County Veterans' Svcs Officer	\$11,032	\$132,385
Board of Supervisor Member	\$9,737	\$116,841

¹ 2/1/19 County Salary Schedule

Different Results depending on use of Median Vs Average

Median – Value that separates higher half of data from lowest half

Average – total value divided by number of units

Mode – Value that appears most often

		Population	Budget (M)
Median lowest 4	\$ 111,537.00	593,619	1,663
Santa Cruz	\$ 128,846.00		
Sonoma		503,332	1,680
Median highest 4	\$ 158,589.00	1,223,572	4,305
Contra Costa County	\$ 116,841.00	1,149,363	4,098

		Population	Budget (M)
Average lowest 4	\$ 111,537.00	593,619	1,663
9 County Average	\$ 134,372.00	838,403	2,743
Average highest 4	\$ 158,589.00	1,223,572	4,305
Contra Costa County	\$ 116,841.00	1,149,363	4,098