

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

Record of Action

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

Staff Present: David Twa, County Administrator
Laura Strobel, Sr. Deputy County Administrator

The Ad Hoc Committee on Board of Supervisors Compensation convened at 3:05 PM on February 12, 2019. All 5 members were in attendance.

The Committee received no public comment.

The Committee approved the record of action of the February 5, 2019 meeting.

The Committee reviewed the attachments to the February 12, 2019 meeting agenda and voted unanimously to accept a corrected version of the Board of Supervisors Salary History for Comparable Counties that included Marin County - which had been mistakenly left of the original list. (Updated version attached). The Committee requested that staff return with data showing median salary for comparable Counties.

The Committee reviewed the salary history for some of the major Contra Costa County Unions showing average wage increases of 1.4% over a 10-year period (2009 - 2018) for the majority of County employees. Several other bargaining units received larger increases. During the same period of time, the Contra Costa County Board of Supervisors average wage increase was 1.583%. This was due, in part, to the recommendations of the 2015 Ad Hoc Committee on Board of Supervisors Compensation.

The Committee then reviewed the data showing that the average wage increases were 1.78% for Superior Court Judges over the past 9 years (2010-2019).

The Committee then discussed the need to have the Total Compensation materials (Attachment A from the 2015 report) updated for the next meeting but limited to the Bay Area Counties, and directed staff to provide information on which items were directly related to monetary comparisons, which benefits would be viewed as items standard to each comparison

County and which items would be viewed as "special" to individual Counties.

The Committee directed staff to use Kaiser A as the Total Compensation comparison for Health Insurance purposes.

The Committee then directed to staff to provide budget information for each of the comparable Counties.

The Committee then discussed ways to simplify the salary process and discussed looking into using the Judges salary as the benchmark. There was a consensus that this would make the process easier to administer.

The Committee adjourned at 4:05.

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:

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BOS salary history for Comparable Counties - revised with Marin County

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 - revised with Marin County

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

Marin County - 60% of Superior Court Judge

2013-14	\$108,775
2014-15	\$110,766
2015-16	\$113,425
2016-17	\$115,148
2017-18	\$120,025
2018-19	\$124,454