



Contra  
Costa  
County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: August 18, 2015

Subject: INTRODUCTION OF ORDINANCE TO ADJUST BOARD OF SUPERVISORS COMPENSATION

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### **RECOMMENDATION(S):**

INTRODUCE Ordinance No. 2015-19, providing for a 12% salary increase for members of the Board of Supervisors, spread over three years beginning on January 1, 2016, as recommended by the *Ad Hoc* Committee on Board of Supervisors' Compensation, and limiting mileage reimbursement to out-of-district mileage; WAIVE reading; and FIX August 25, 2015 for adoption.

### **FISCAL IMPACT:**

100% County General Fund. The recommended increase to base salary would result in a total increased payroll cost of approximately \$91,540, of which \$22,560 is employer retirement cost. The average annual incremental cost is \$30,500.

### **BACKGROUND:**

On February 10, 2015, the Board of Supervisors considered several options for setting Board member salaries, as well as the possible salary level. Following its deliberations, the Board directed the County Counsel to prepare two ordinances for possible introduction on

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **08/18/2015** ☐ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

### **VOTE OF SUPERVISORS**

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.

Contact: Julie DiMaggio  
Enea 925.335.1077

ATTESTED: August 18, 2015  
, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc:

March 3: Version A, to authorize a 7% increase to the Board of Supervisors member salaries to the level of \$104,307, and Version B, to additionally link the Board's salary level to that of 56.5% of a Superior Court Judge's salary. The 7% increase was based on a 4% general COLA (Cost of Living Adjustment) granted to employees on July 1, 2014 plus a 3% COLA that employees received on July 1, 2015. The Board, on March 3, decided to introduce Version A, as Ordinance No. 2015-05, and also directed the County Administrator to

## BACKGROUND: (CONT'D)

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convene an ad hoc committee to study the Board of Supervisors' compensation. The Board's 7% salary increase took effect on June 1, 2015.

The Ad Hoc Committee refined its study methodology over a series of nine meetings, culminating in three recommendations, which were presented to the Board of Supervisors on July 7, 2015:

1. Adjust the Board of Supervisors base salary by 12% spread over three years (3.855% on January 1 of 2016, 2017, and 2018). Make no other salary adjustment until July 1, 2018 except taking any proportional reduction by ordinance to correspond to any general county employee salary and/or benefit reduction.
2. Eliminate intra-County mileage reimbursement for Board members, making the auto benefit "\$600/mo. plus out-of-County mileage reimbursement" only.
3. Establish an ongoing Board of Supervisors compensation review committee, composed of impartial citizens, to review the Board's compensation triennially. This Committee should adopt a peer county review methodology that includes quantifying total compensation and factoring in geographic cost of living differentials. The Board should consider using this methodology in reviewing elected department head salaries.

The Board, on July 7, approved the recommended salary adjustment (Recommendation 1) in concept but was unable to reach agreement on the automobile benefit and future salary setting methodology (Recommendations 2 and 3), and so directed the County Administrator to return to the Board with (1) the history of the vehicle and mileage allowance, (2) mileage reimbursement history for each Supervisor (did not specify a time period), and (3) the cost of a fleet vehicle, including maintenance and depreciation. The County Administrator reported this information back to the Board on July 28, at which time the Board gave direction to prepare an ordinance that:

- Adjusts the Board of Supervisors base salary by 12% spread over three years (3.855% on January 1 of 2016, 2017, and 2018).
- Eliminates intra-Supervisory District mileage reimbursement for Board members, making the auto benefit "\$600/mo. plus out-of-District mileage reimbursement" only.

Attached for introduction today is the salary ordinance prepared at the Board's direction of July 28. We recommend that the Board fix August 25 as the date for adoption of the ordinance, whereupon the ordinance would take effect in 60 days, on October 24, 2015, with the first scheduled salary increment to be effective on January 1, 2016. Also attached for reference is the previous Board compensation ordinance, No. 2015-05, which granted a 7% salary increase effective June 1, 2015.

## CLERK'S ADDENDUM

Michael Foyt, Local 1;

ATTACHMENTS

Ordinance No. 2015-19 BOS Compensation

Archived Ordinance No. 2015-05 BOS Compensation