



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: April 9, 2019

Subject: Introduction of Ordinance to Adjust Board of Supervisors Compensation

RECOMMENDATION(S):

INTRODUCE Ordinance No. 2019-11, linking the base salary for members of the Board of Supervisors to the salaries of superior court judges and increasing Board members' salaries to 60% of judges' salaries for the period between July 1, 2019 and December 31, 2019; to 63% of judges' salaries for the period between January 1, 2020 and December 31, 2020, and to 65% of judges' salaries thereafter; plus the same periodic increases as are granted by the legislature to the judges, as recommended by the Ad Hoc Citizen's Committee, WAIVE reading and FIX April 16, 2019, for adoption.

FISCAL IMPACT:

100% County General Fund. The fiscal year 2019-20 recommended increase to base salary would result in a total increased payroll cost of approximately \$75,020 of which \$16,476 is the County contribution to retirement cost.

BACKGROUND:

Attached for introduction today is the salary ordinance prepared at the Board's direction on

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **04/09/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

NO: Candace Andersen, District II Supervisor
Diane Burgis, District III 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: April 9, 2019

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

By: Jami Napier, Deputy

Contact: David Twa, (925)
335-1080

cc:

March 26, 2019. It is recommended that the Board Fix April 16, 2019 as the date for adoption of the ordinance,

BACKGROUND: (CONT'D)

whereupon the ordinance would take effect in 60 days, on June 17, 2019, with the first salary increase to occur on July 1, 2019. Also attached for reference is the previous Board Compensation Ordinance 2015-19, which granted Board members a 3.855% salary increase to \$9,736.75 per month effective January 1, 2018.

A five member Ad Hoc Committee on Board of Supervisors' Compensation had a series of meetings over a two-month period and came to a unanimous set of recommendations which were presented to the Board on March 26, 2019, by Tom Hansen, Chair of the Committee:

RECOMMENDATIONS:

- 1) The salary of Board of Supervisors' members should be adjusted to the average of the 9 Bay Area Counties and tied to the Superior Court Judges to be consistent with 7 of the 9 Bay Area Counties methodology for any future adjustments.
- 2) Adjust the Board of Supervisors' base salary, starting with July 1, 2019, to tie future salary adjustments to 60% of the Superior Court Judges' salaries.
- 3) Adjust the Board of Supervisors' base salary, starting with January 1, 2020, to tie future salary adjustments to 63% of the Superior Court Judges' salaries.
- 4) Adjust the Board of Supervisors' base salary, starting with January 1, 2021 and future years, to tie future salary adjustments to 65% of the Superior Court Judges' salaries.

The Board of Supervisors accepted the report of the Ad Hoc Committee and directed the County Administrator and County Counsel to prepare an ordinance reflecting the committee's recommendations for introduction on April 9, 2019, and adoption on April 16, 2019. In addition to the fixed increases described above, the ordinance provides for ongoing increases to Board members' salaries, at the same time and in the same percentage, as are granted by the legislature to judges of the Contra Costa County Superior Court, so that the salaries of Board members consistently track the authorized percentage of judges' salaries. For purposes of transparency, the ordinance requires that for all adjustments other than those scheduled to occur on July 1, 2019, January 1, 2020 and January 1, 2021, a "notice of adjustment in compensation paid to members of the Board of Supervisors" will be placed on the agenda of a regular meeting of the Board of Supervisors at least ten days prior to the date adjustments are implemented.

CONSEQUENCE OF NEGATIVE ACTION:

Should the Board of Supervisors elect not to adopt the ordinance, the status quo would be maintained.

CLERK'S ADDENDUM

The Board of Supervisors accepted the report of the Ad Hoc Committee and directed the County Administrator and County Counsel to prepare an ordinance reflecting the committee's recommendations for introduction on April 9, 2019, and adoption on April 16, 2019.

ATTACHMENTS

Ordinance 2019-11

Ordinance 2015-19