

MEMORANDUM
OFFICE OF THE COUNTY EXECUTIVE
COUNTY OF PLACER

TO: Honorable Board of Supervisors

FROM: Thomas M. Miller, Placer County Executive Officer
By: Michael E. Paddock, Senior Management Analyst
Nancy Nittler, Personnel Director

DATE: March 11, 2008

SUBJECT: Salary Compensation – County Supervisor



Action Requested

Review salary comparisons for county supervisor as supplemental information to the recommendations of the Placer County Charter Review Committee as directed by your Board on January 8, 2008.

Background – Board of Supervisors Meeting – January 8, 2008

On January 8, 2008 your Board accepted the Report of the Placer County Charter Review Committee that included findings, conclusions and recommendations on various topics. Although your Board accepted the Report of the Committee no action was taken to implement any of the recommendations contain in its Final Report. However, your Board directed staff to collect additional information in the form of salary and full compensation data using three different groupings of counties. These groupings included counties that comprise the Proposition F Survey – Sheriff's Salary Initiative, a Five County Survey of counties selected by the Charter Review Committee for its budget and population characteristic and the eight county survey or Market Summary Survey used as the benchmark summary for Placer County. Your Board also directed staff to review the results of the data collected from these surveys with the Placer County Charter Review Committee. The data collected from these surveys are discussed in more detail below and also presented in summary form on Exhibit 1 that is attached to this memorandum.

As part of its study of the County Charter the Committee also made an extensive review of and conducted research related to the current salary cap of the members of the Board of Supervisors under Section 207 of the County Charter. Although your Board accepted the Report of the Committee no action was taken to implement its recommendations to increase the current salary and benefits to approximately \$99,000 per year. In addition and for future consideration and possible action at another time we would like to remind your Board of the pending recommendations of the Committee related to amending the County Charter to revise the method of appointment and term for the position of County Counsel, Section 507 and to allow Counsel to make minor typographical and grammatical correction to the text of the Charter under the Section 609. Both of these recommendations are outlined in the Report of the Committee that is attached to this memorandum as Exhibit 2.

On January 8, 2008 your Board also directed staff to gather additional salary and benefit data related to three separate groupings of counties. The results of these surveys are discussed below. Your Board also directed staff to review the results of this additional study and analysis with the Charter Review Committee for their comment and possible recommendations.

February 28, 2008 - Meeting of Charter Review Committee

The Committee met on February 28, 2008, to review the additional results of the study. Most of the members of the Committee attended this meeting including its Chairman, Wayne Nader, Gregory Nau, Annabell McCord, Dr. Ronald Feist and Aldo Pineschi. Absent from this meeting were members Rick Brown and Todd Lindstrom. Also attending this meeting was a representative from the Tax Payers League, Mr. Wally Reemelin.

The Committee reviewed the additional salary and compensation data from the full compensation models under all three grouping of counties and accepted the results as valid and as a reflection of the wide disparity in compensation between Placer County and counties of the surveys. The Committee members also made the observation that the results of the Market Survey summary for average annual base salary of \$101,859 closely matches the original salary and benefit recommendation of approximately \$99,000 of the Committee that was presented to your Board on January 8, 2008.

After careful consideration and much discussion about the additional survey data information and the duty and role of the Committee, the Committee by a 4 to 1 vote decided to affirm their original recommendation to your Board on January 8, 2008, to consider a total salary and compensation of approximately \$99,000 per year for each county supervisor. The Committee also concluded that its work to review the County Charter is now complete and wishes to inform your Board of its decision and action on this matter.

In addition to the salary and full compensation data provided to the Committee as described above, for discussion purposes, staff also presented to the Committee on February 28, 2008, other models that may be used to set compensation for your Board that are derived from the survey data. These survey models are summarized in the following table.

Annual Amount

Models:	base salary	Total compensation	Description
Requested by Board - 1-8-08			

Market Survey	\$101,859	\$125,644	full compensation model derived from market survey counties
Charter Review Committee – Five County Survey – Chairman Nader	\$93,314	\$110,989	full compensation model derived from selected counties of the Market Survey Model
Law Enforcement Survey – Proposition F (Sheriff's Salary Initiative)	\$69,620	\$84,263	full compensation model derived from counties included in the Law Enforcement Survey, or the Prop. F. survey for law enforcement personnel.

Other Models:

Superior Court Judge Salary	\$178,789	\$241,365	100% of annual salary of superior court judge
Charter Review Committee - Final Report Recommendation	\$98,914	\$98,914	model derived from computed average of salary only of Market Survey counties. Amount recommended to include benefits, if any; selected by individual members.
Other - Hybrid:			
Market Survey - percent differential	\$86,580	\$115,025	model derived from 85 % of Market Survey model
Charter Review Committee - Market Hybrid - percent differential	\$79,317	\$101,214	model derived from 85 % of Committee Hybrid Market Survey model.
Law Enforcement Survey - percent differential	\$59,177	\$76,924	model derived from 85 % of Law enforcement model
Superior Court Judge Salary - percent differential	\$89,395	\$120,683	model derived from 50 % of superior court judge salary and estimated benefit percentage of 35%.
Charter Review Committee - Final Report Recommendation - percent differential	\$84,077	\$84,077	model derived from 85% of Charter Review Committee recommendation from its Final Report.

A summary of the additional salary and full compensation data of the three county survey grouping is described below.

Salary Compensation Survey – County Supervisor:

As directed by your Board a survey of salary and benefits for the elected position of county supervisor was conducted in February 2008 for three groupings of counties. A consultant was hired by the County Executive Officer to collect and summarize the data. The results of the survey are attached to this memorandum as Exhibit 1 and summarized below.

Survey - Proposition F: (Sheriff's Salary Initiative) Counties: (El Dorado, Nevada, Sacramento)

As indicated in the Summary Report of the Consultant (Exhibit 1) the average annual salary for county supervisors is \$69,620. The average annual total compensation package for this position is \$84,263. In addition to base salary, the total compensation package includes employer paid expenses and contributions for retirement, deferred compensation, insurance for health including dental and vision care, long term disability and life insurance. Based on the results of this survey the elected position of Placer County Supervisor is paid 181% less than the total compensation survey average.

Survey - Market Summary: (Contra Costa, El Dorado, Sacramento, SLO, Santa Clara, Santa Cruz, Solano, Sonoma)

As indicated in the Summary Report of the Consultant (Exhibit 1) the average annual salary for county supervisors is \$101,859. The average annual total compensation package for this position is \$125,644. In addition to base salary, the total compensation package includes employer paid expenses and contributions for retirement, deferred compensation, insurance for health including dental and vision care, long term disability and life insurance. Based on the results of this survey the elected position of Placer County Supervisor is paid 319% less than the total compensation survey average.

Survey - Five County Survey – Chairman Nader – Charter Review Committee: (Monterey, SLO, Santa Barbara, Solano, Tulare)

As indicated in the Summary Report of the Consultant (Exhibit 1) the average annual salary for county supervisors is \$93,314. The average annual total compensation package for this position is \$110,989. In addition to base salary, the total compensation package includes employer paid expenses and contributions for retirement, deferred compensation, insurance for health including dental and vision care, long term disability and life insurance. Based on the results of this survey the elected position of Placer County Supervisor is paid 270% less than the total compensation survey average.

Fiscal Impact:

There is no immediate fiscal impact associated with the requested action. However, any change in the County Charter to amend the level of compensation for county supervisor (Section 207) based on a new compensation model would create a fiscal impact. The extent or magnitude of the impact would vary based on the selected model or other policy of the Board. In addition, any change in the current compensation would require an affirmative vote (50% plus 1 vote) of the electorate of the county.

Attachments:

- Exhibit - 1 Board of Supervisors – Market Summary – February, 2008
- Exhibit – 2 Final Report – Placer County Charter Review Committee – November 26, 2007

Copies:

Charter Review Committee
Mike Boyle, Assistant County Executive Officer
Lori Walsh, Assistant Personnel Director
Hedy Dehghan Senior Personnel Analyst
Brian Wirtz, Deputy County Counsel