



**MEMORANDUM
OFFICE OF THE
COUNTY EXECUTIVE OFFICER
COUNTY OF PLACER**

TO: Honorable Board of Supervisors

FROM: David Boesch, County Executive Officer
By: Holly Heinzen, Chief Assistant CEO

DATE: July 8, 2014

SUBJECT: Proposed Amendment to the County Charter

Action Requested

Consider concepts for draft language that would amend Section 207 of the County Charter pertaining to salary adjustments for the Board of Supervisors and provide direction as may be required.

Background

On February 4, 2014, your Board received the Final Report of the FY 2012-13 Charter Review Committee. The Committee unanimously recommended that Section 207 of the Placer County Charter be revised to state that the position of a Placer County Supervisor is a full-time commitment, and that the salary cap of \$30,000 be revised to be commensurate with Board salaries of other comparable counties.

In 1992, a ballot initiative (Measure A) developed by the League of Placer County Taxpayers ("League") capped Board of Supervisor salaries at \$30,000 per year. The League stated that the responsibilities of Board members require no more than part-time service, ignoring the hours devoted to constituent and community meetings, reviewing staff reports, or conducting other document and policy review in preparation for Board of Supervisor meetings. Although Placer County Board member salaries have remained capped at \$30,000 absent any inflationary adjustment for the past 22 years, job requirements for a Placer County Board member have expanded beyond those of a 1992 Board member. The Board of Supervisors is now responsible for a County that provides services to over 350,000 constituents and a budget that is nearly \$800 million. Only three out of 58 California counties pay Board members less than Placer - Alpine, Trinity and Modoc (three of the smallest counties in the State). The average supervisorial salary of counties neighboring Placer County (El Dorado, Nevada and Sacramento) is \$71,755.

Consistent with Board direction provided during the February 4, 2014 Board meeting, staff has identified several concepts from the recommendations of the Charter Review Committee to be considered in preparation of draft ordinance language for possible inclusion on the November 2014 ballot. Staff has considered attributes that would be reflective of comparable counties including overall budget, population, growth rates, and a combination of these factors, as well as comparisons based on counties located within this region. Since that time, staff has consulted

community leaders and other constituents who have suggested that Board members facing complex governance issues in a county the size of Placer should be compensated with a living wage for devoting the necessary time that the position requires. While they have expressed support for a fair and equitable salary for members of the Board of Supervisors, some expressed value in maintaining a cap on the amount of pay the Board would receive. Input from the public indicates that the verbiage should be clear and concise and that the methodology should be easily calculated and understood.

While the Board provided direction that the salaries should be based on comparable counties, the Board has not had the opportunity to provide any additional guidance since the February 4, Charter Review presentation. With today's discussion, staff is seeking additional input from Board members prior to preparation of final ballot language, as well as providing an opportunity for the interested public to address the Board and provide input on these issues. Based on additional input received, staff will bring back final language for consideration by this Board on July 22, 2014, in order to meet the deadline of the Clerk-Recorder-Elections Division for placement of such a measure on the November 4, 2014 General Election ballot.

Issue

As your Board is aware, any proposed changes or additions to the County Charter must be submitted to the voters including text of the proposed amendments, impartial analysis, and ballot arguments.

Fiscal Impact

Fiscal impacts would be nominal with the approaches considered and would ultimately depend upon ballot language as may be approved by the Board of Supervisors and the electorate.