

Adopt Ordinance amending Article 2 of Chapter II of the Nevada County Administrative Code to adjust Board of Supervisor salaries

Presented by:
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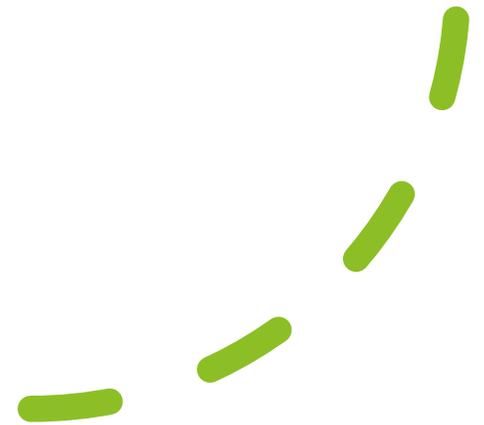


2008 Grand Jury Report:

- The 2008 Grand Jury report affirmed that Board salaries were behind market and recommended adjustments.
- The Grand Jury found that there are different perspectives about how much a County Supervisor should be compensated, and that Supervisorial compensation varies widely across jurisdictions.
- The Grand Jury identified a common method of salary setting, which was to attach Board compensation levels to that of other elected officials or Superior Court judges.

Why now?

- With the upcoming June 2022 election, we want prospective candidates to have the necessary information to inform their decision to run for elective office.
- The County has a public policy interest in structuring compensation to enable diverse and qualified candidates to run for and hold office.



Why now?

- Adjusting Board compensation recognizes that this seven-day-a-week position is demanding, often requiring more than 40 hours/week over nights and weekends to:
 - Lead the County government, overseeing budget and staff
 - Set policy and make decisions impacting the community
 - Respond to over 20,000 district constituents, solving problems and attending community meetings and events
 - Advocate with local, regional, state, and federal stakeholders to advance County priorities on a multitude of issues
 - Assigned to serve on multiple boards and commissions
- Adjusting Board compensation recognizes that this is a full-time job requiring a full-time salary.

Benchmark Salary Comparisons:

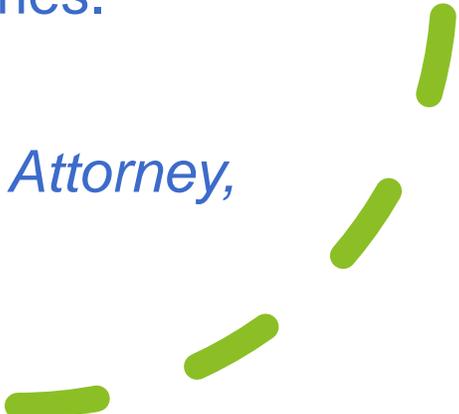
- In 2018, Human Resources surveyed Board of Supervisors' salaries across eight counties* and found that Nevada County Supervisors' salaries were 21% below average.
 - As a result, Board salaries were increased modestly.
- **In 2021, an updated HR survey found that the Board's salaries were still 25% below average.**
- “Behind market” as defined by the County's Classification and Compensation consultants, which is used countywide as recommended by Bryce & Associates.

**Butte, El Dorado, Mendocino, Placer, Sacramento, Sutter, Yolo, and Yuba*

Recommendation to Close the 25% Gap:

- The 25% gap represents the disparity between the Board's current salary and the benchmarked 8 counties.
- To close the 25% gap, HR recommends the Board's salaries be benchmarked to 40% of the average salary of other Nevada County Elected Officials* to achieve and maintain market equity.
- Currently, the Board of Supervisors' base salary is 32% of the average benchmarked salaries.

** Auditor-Controller, Tax Collector, District Attorney, Sheriff, Clerk-Recorder, and Assessor*



Recommendation to Close the 25% Gap:

- To ease the adjustment over time, the following salary schedule is recommended:
 - Effective the first pay period after March 12, 2022 - 35%
 - Effective the first pay period of fiscal year 2022/2023 – 37%
 - Effective the first pay period of fiscal year 2023/2024 – 40%
- In subsequent years, Board salaries will stay fixed at 40% of the other elected officials.

Additional Recommendations:

- Maintain the Chair of the Board of Supervisor's additional 5% compensation in recognition of the Chair's additional duties
 - Add a new classification, Vice Chairperson of the Board of Supervisors, with an additional 2.5% compensation in recognition of the Vice Chair's additional duties
 - Clean up language is proposed to remove conflicting benefits information.
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Questions



Supporting data:

Average of 8 comparative counties: \$6238 per month

	Nevada County	Cumulative Increase
At 32% (current)	\$ 4391.00	
at 35%	\$ 5,399.00	+ \$468/mo.
at 37%	\$ 5,707.51	+ \$776/mo.
at 40%	\$ 6,170.28	+ \$1239/mo.

