

Tine Mathiasen

From: Pauli Halstead [REDACTED]
Sent: Friday, January 5, 2024 6:07 AM
To: BOS Public Comment; Ed Scofield; Heidi Hall; Lisa Swarthout; Sue Hoek; Hardy Bullock
Cc: Martin Polt; Caleb Dardick; Alison Lehman
Subject: Public Comment for January 9th
Attachments: County Total Pay & Benefits.numbers; Salary Comparisons by County.numbers; Fiscal Stability.doc

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<https://www.sierrathread.com/thread/are-supervisors-meeting-board-objectives-a-review-of-pay-and-performance>

Please enter documents into the record.

Spreadsheets:

1. Comparing Executive Staff Salaries with Governor of California, State Attorney General, and Health & Human Services Secretary. County Officials make more than State Executive positions.
2. Comparing Nevada County Executive Staff Salaries with Executive Salaries of Counties with comparable population. Included, Executive Salaries of Placer County.

Please enter documents into the record.

Thank you,

Pauli

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Pauline Halstead

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Are Supervisors Meeting Board Objectives?

A review of pay and performance

When the Board of Supervisors convenes in January for the annual workshop, it sets the goals and budget priorities for the year. Fiscal stability is always at the top of the list.

Memo from the Governor's Office:

“The state is on pace to have a budget deficit of \$68 billion in 2024-25, the Legislative Analyst's Office reported. About \$26 billion of that is from the deficit that is emerging on the books for the 2022-23 year.”

Creating the Yearly Budget

A Temporary Ad Hoc Budget Subcommittee is appointed each year whose members provide a comprehensive review of department requests for service levels, funding, and staffing. The Subcommittee consists of two members of the Board of Supervisors, the elected Auditor-Controller, (Gina Will), CEO, (Alison Lehman), and Deputy CEO, (Martin Polt).

Board Objectives

The Board Objectives for 2023-24, which include Fiscal Stability, Housing and Homelessness, are the same each year. Are we accomplishing these goals?

Housing: In 2018 Nevada County received a letter regarding its Regional Housing Need Allocation (RHNA) Plan.

The housing needs determination for the period 2018-2027 was 3,695 units among four income categories.

Very Low: 834-22.6%

Low: 656-17.8%

Moderate: 622-16.8%

Above Moderate: 1,582- 42%

In a Grand Jury Investigation, titled *Affordable Housing in Nevada County*, the jury “wished to determine the priority given to the affordable housing issue by the County and the extent to which efforts and resources have been applied to that priority on behalf of Nevada County citizens.

The Jury’s conclusion was, “Affordable housing goals remain unfulfilled because of a variety of public and private sector factors. In addition to those factors cited by interviewees, the Grand Jury found additional issues. For example, the BOS and county staff can be a major factor in accomplishing affordable housing goals in the county. Without their leadership and control, it will not happen.”

Yet, here's what Supervisor Hall had to say, I'm happy to see that we are doing everything we can to make it easier to build houses here," -Sierra Sun article, September 14th.

Homelessness: Nevada County has a public health crisis. For the last ten years, Nevada County has had extremely limited shelter options for our homeless citizens. In winter months severe weather events continually leave people stranded in dangerously low temperatures. It's dangerous to be too cold. A warming shelter that accommodates 15-20 people does not meet the need. The North San Juan Community Center, in District 4, is in desperate need of additional funding to keep the doors open.

Continually moving the camps has resulted in appalling environmental degradation. A safe camping area with support services is needed immediately. It has to be placed on existing county-owned property with sufficient funding. Pleas by concerned groups to provide land and funding for a safe camp has fallen on deaf ears with the Board of Supervisors and Senior Staff. The community is fed up with the impacts of homelessness.

Supervisor Scofield had this to share "One thing that has surprised me, is that some of those folks (homeless) are living on friends or relative's properties, have planned for basic needs and are perfectly happy living in their Tuff Sheds or other shelter that provides them with a place of their own."- YubaNet, Oct. 25th

The County, however, does not allow Tuff Sheds, trailers, or 5th wheels to be on private property. If a complaint is filed, the property owner will be fined and everyone will have to move. This policy needs reviewing.

Nevada County Adopted Budget 2023-24

Total Revenue: \$349,499,084

Total Expenses: \$369,817,435

\$139,826,681-Salaries & Benefits=40% (*total county employees, 874*)
115,148,529-Services and Supplies=33% (*no breakdown of actual expenses*)
67,824,879-Other Charges=19%
15,458,915-Overhead Costs=4%
35,182,879-Capital Assets=10%
57,146,610-Other Financing Activities =16%
(60,871,058)-Interfund Activity
100,000-Contingency
\$369,817,435-Total Expenses

Nevada County per capita income: \$41,079

Median Household Income: \$68,333

2022 Total Salary & Benefits, County Senior Staff & Elected Officials

Alison Lehman, CEO- \$430,800

Steve Monaghan, Chief Information Officer- \$349,744

Katharine Elliot, County Counsel- \$330,834
Trisha Tillotson, Community Development Agency- \$329,734
Jesse Wilson, District Attorney- \$326,834
Ryan Gruver, Health & Human Services Director- \$322,636
Shannan Moon, Sheriff- \$312,386
Martin Polt, Deputy CEO- \$305,652
Craig Greisbach, Office of Emergency Services- \$287,707
Public Health Director- \$273,856
Brian Foss, Director of Planning- \$262,909
Phebe Bell, Behavioral Health Director- \$252,286
Caleb Dardick, Assistant CEO- \$248,958
Board of Supervisors Salary: \$74,043/year, beginning 2024

Given the high salaries of senior staff and elected officials, the tax-paying public is asking for increased action and better performance in meeting Board Objectives. A 40% payroll expense is unsustainable, especially in light of the impending downturn in state funding. It is imperative that the Board of Supervisors fulfill its responsibility in meeting Board objectives, while, at the same time, ensuring Fiscal Stability.

“THE ENORMOUS pay going to the richest members of society is not necessary to get them to do the work they do. Nor does it reflect the societal value of their work. More often than not, their pay is way out of line with the common good.

Meanwhile, the current pay going to the working class is inadequate to provide people the standard of living they desire. It, too, is out of line with the common good.”
– Robert Reich

Pauli Halstead-Nevada City

Sources:

Nevada County 2023-24 Budget

Transparent California

<https://transparentcalifornia.com/salaries/nevada-county/>

Regional Housing Need Determination

https://www.hcd.ca.gov/community-development/housing-element/docs/nevada_county_final_regional_housing_need_determination.pdf

Nevada County Housing Element

<https://www.nevadacountyca.gov/DocumentCenter/View/26638/2019-2027-Housing-Element-Update-Draft-PDF>

Grand Jury Report on Housing

<https://www.nevada.courts.ca.gov/system/files/0203-cog-affordablehousinginn.pdf>

Table 1

Total Pay & Benefits of County Department Heads and Elected Officials as posted on Transparent California: https://transparentcalifornia.com/salaries/nevada-county/	2018	2019	2020 COVID \$\$\$ increases in salaries	2021	2022	Total Compensation Increase since Alison Lehman became CEO in 2018
Governor of California	204,553	270,189	278,120	261,921	290,120	85,567
Chief Executive Officer (CEO)	318,480	366,295	460,469	409,437	430,800	112,320
Deputy CEO	255,037	266,793	334,626	293,751	305,652	50,615
Assistant CEO	208,679	250,647	322,114	336,788	Caleb Dardick, 248,958	2018-2021, 128,109
County Counsel	299,243	334,703	376,180	314,794	330,834	31,600
State Attorney General, Rob Bonta					252,034	
Sheriff	342,286	413,249	402,017	294,701	312,386	
District Attorney	257,236	268,515	329,692	155,720	326,834	69,598
Auditor-Controller	226,401	238,401	303,577	265,230	277,452	51,051
Community Development Agency	252,712	289,055	368,815	308,350	329,734	77,022
Health & Human Services Director	285,192	217,850	320,196	306,109	322,636	37,444
State Health & Human Services Secretary					296,408	
Public Health Director	211,495	219,093	275,105	252,948	273,856	62,361
Behavioral Health Director	199,592	213,439	272,904	234,728	252,286	52,694
Building Director	225,595	235,389	308,714	249,545	275,268	49,673
OES Director, New Department, 2022					278,707	
Planning Director	220,150	229,444	288,673	249,925	262,909	42,759
Chief Information Officer	299,648	311,740	388,191	338,209	349,774	50,126
Code Compliance Director	111,107	106,899	155,344	131,673	222,616	111,509

Table 1

Salary Comparisons by County, 2022	Nevada County Population, 103,285	Sutter County population, 101,103	Yuba County population, 84,401	Mendocino County population, 92,729	Placer County population, 421,632
Total Budget	330, 738,238	408,608,300	289,813,917	356,895,944	1,221,251,032
Governor Newsom \$290,120					
CEO	430,800	346,114	352,420	273,328	335,375
Deputy CEO	305,652	195,036	300,423	290,742	305,194
Assistant CEO	249,958	257,566	286,301	N/A	135,985
County Counsel	330,834	276,271	275,831	252,966	451,304
Chief Information Officer	349,744	147,513	155,595	N/A	303,517
Community Development Director	329,734	225,601	287,058	N/A	183,218
Health & Human Services	322,636	233,724	297,869	267,604	522,108
Office of Emergency Services	287,707	178,589	112,891	100,598	293,225
Building Director	249,545 (2021)	145,890	190,464	206,355	279,853
Planning Director	262,909	N/A	119,290	combined	317,430
Sheriff	312,386	245,571	311,681	312,909	583,642
District Attorney	326,834	228,359	229,193	309,147	392,378
Auditor-Controller	277,452	216,090	204,217	203,902	384,093