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## **NEVADA COUNTY BOARD OF SUPERVISORS**

### **Board Agenda Memo**

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**MEETING DATE:** December 14, 2021

**TO:** Board of Supervisors

**FROM:** **Steve Rose, Director of Human Resources**

**SUBJECT:** Ordinance amending Article 2 of Chapter II of the Nevada County Administrative Code - Board of Supervisors, setting the Board of Supervisors compensation for services in alignment with the County elected officials, and deleting the event allowance and the assignment of a County vehicle to Fifth District Supervisor

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**RECOMMENDATION:** Introduce and waive further reading of the proposed Ordinance.

**FUNDING:** Funding for Board of Supervisors salaries is included in the 2021-2022 Clerk of the Board budget. It is anticipated that salary savings from vacancies in that department will offset the estimated \$5,616 impact for 2021-2022 (see summary table below) and that a budget amendment will not be needed.

**BACKGROUND:** While different perspectives exist about how much a County Supervisor should be compensated to discharge their duties, common perspectives include that the compensation should be sufficient to attract qualified candidates to seek election and to remunerate an individual for their effort once elected. In order to determine appropriate salaries for County positions, Human Resources periodically surveys the salaries of like positions in other counties in order to assess to what extent our positions are compensated commensurate with the labor market.

In 2018, Human Resources surveys determined board of supervisors' salaries range widely across the eight counties we typically use for comparisons (Butte, El Dorado, Mendocino, Placer, Sacramento, Sutter, Yolo and Yuba Counties). However, across this group, Nevada County Supervisors' salaries were 21% behind the average of the comparable counties. At that time, Supervisors' salaries were increased modestly to their current rate of \$4,931/month. In the most recent survey conducted in 2021, the Board salaries were found to still be more than 25% below average. This gap is concerning when considering the goal to provide compensation adequate to attract candidates to seek election. Staff determined that further analysis was needed to develop a salary recommendation.

Further analysis identified a common method of determining a board of supervisors' compensation is to attach supervisor compensation levels to other local elected officials such as county elected

officials or Superior Court judges. In most cases, a set percentage is assigned to establish the relationship between these two groups resulting in future compensation adjustments at the time the salaries of the other group's compensation are adjusted. Staff recommends adopting this methodology for Board of Supervisors' compensation as described below.

The target salary for a Supervisor should be established at 40% of the average salary of the six elected officials (Auditor-Controller, Tax Collector, District Attorney, Sheriff, Clerk-Recorder, and Assessor). This percentage is commensurate to the time commitment, the duties assigned, and responsibilities of these comparable roles. Currently the Board of Supervisors' salary equates to 32% of this benchmark. To ease the recommended adjustment over time, the following salary schedule is recommended:

Each member of the Board of Supervisors shall receive as compensation for services an annual base salary equal to the percentage, designated below, of the average annual base salary of County elected officials, payable biweekly consistent with the Nevada County Personnel Code.

Effective the first pay period after March 12, 2022 – 35% (or \$5,399 per month)

Effective the first pay period of fiscal year 2022/2023 – 37%

Effective the first pay period of fiscal year 2023/2024 – 40%

Subsequent fiscal years – 40%

The Board of Supervisors compensation for services shall be increased or decreased commensurate with the applicable terms and conditions in any future County elected official's base salary increases. Generally, these adjustments are defined by the Elected Officials Summary of Compensation and included in the annual budget documents.

Currently, the Chair of the Board of Supervisor is compensated an additional 5% of their own base salary to recognize the additional duties of the Chair role. An additional ordinance change would add a new classification, Vice Chairperson of the Board of Supervisors, to recognize the additional duties of the Vice Chair role compensated at 2.5% of their own base salary.

A summary/estimate of the impact of proposed salary increases is below:

	Monthly	Annual	% of Average County Elected Officials
Current Base Salary	4,931	59,172	<b>32%</b>
Proposed Salary March 12, 2022	5,399	64,788	<b>35%</b>
\$ Change	468	5,616	
% Change	9%	9%	
Total Change for all 5 Supervisors	2,340	28,080	
2.5% Additional Salary Vice Chair	135	1,620	
Increase First Pay Period of FY 2022/2023			
New Salary	5,708	68,490	<b>37%</b>
% Change	6%	6%	
Increase First Pay Period of FY 2023/2024			
New Salary	6,170	74,043	<b>40%</b>

% Change	8%	8%	
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Finally, clean up language is proposed to remove conflicting benefits information and add uniform citations.

**Item Initiated and Approved By: Steve Rose, Director of Human Resources**

Submittal Date: November 20, 2021

Revision Date: