



County of Nevada
Department of Human Resources

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NEVADA COUNTY BOARD OF SUPERVISORS
Board Agenda Memo

MEETING DATE: June 12, 2018

TO: Board of Supervisors

FROM: **Rick Haffey, County Executive Officer**
Seth Schapiro, Director of Human Resources

SUBJECT: Adopt Ordinance Amending Section A-II, 2.2 of Chapter II, Article 2 of the Nevada County Administrative Code to Increase Board of Supervisor Salaries

RECOMMENDATION: Adopt the attached Ordinance.

FUNDING: Funding for this agreement is included in the proposed 2018-2019 budget.

BACKGROUND: The salaries of the Board of Supervisors were last approved for change in 2014, granting increases over a three-year period, which resulted in the current levels of \$51,111 annually for a Member of the Board of Supervisors and \$53,667 for the Chairperson of the Board of Supervisors. As County staff was recently collecting compensation data for County employees, data was also collected from area counties for Board compensation. Attachment A shows what Board members from eight comparison counties are paid. This data indicates that the County of Nevada compensation is more than 20% behind the compensation of the eight-County average of Butte, El Dorado, Mendocino, Placer Sacramento, Sutter, Yolo and Yuba Counties.

As County staff has brought forth for Board action the compensation for County employees, the Board of Supervisors may desire to adjust their own compensation at this time. While different perspectives exist about how much a Supervisor should be compensated to discharge his or her duties, common perspectives include that the compensation should be sufficient to attract qualified candidates to seek election and to remunerate an individual for his/her effort once elected.

Based on the above, the following is recommended:

General Cost of Living Increase: 2% August 2018, 2% January 2020, 3% January 2021.
Market Equity Increases: 3% August 2018, 3% January 2020, 2% January 2021.

The staff recommendation was brought to the budget subcommittee on May 22, 2018, and the subcommittee supported moving this forward to the Board of Supervisors.

Adoption of the recommended amended ordinance would increase the salaries of Board of Supervisor members and the Board Chair to the following levels commencing on the following dates:

August 25, 2018:	Member, Board of Supervisors,	\$53,667 annually
	Chairperson, Board of Supervisors,	\$56,350 annually
January 12, 2020:	Member, Board of Supervisors	\$56,350 annually
	Chairperson, Board of Supervisors,	\$59,168 annually
January 10, 2021:	Member, Board of Supervisors,	\$59,168 annually
	Chairperson, Board of Supervisors,	\$62,126 annually

Item Initiated and Approved by: Rick Haffey, County Executive Officer
Seth Schapiro, Director of Human Resources

Submittal Date: May 24, 2018

Revision Date: