



# Mendocino County

## Legislation Details (With Text)

**File #:** 17-1182      **Version:** 1      **Name:**  
**Type:** Approval      **Status:** Approved  
**File created:** 12/12/2017      **In control:** Executive Office  
**On agenda:** 12/18/2017      **Final action:**  
**Title:** Discussion and Possible Action Regarding Setting Elected Officials Compensation for the Board of Supervisors to Take Effect December 31, 2017  
(Sponsors: Executive Office and Human Resources)  
**Sponsors:** Human Resources  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. MCC 3.04.071.pdf, 2. Ordinance 4298 - BOS Salary Reduction.pdf, 3. 12-2017 BOS Salary - worksheet.pdf

Date	Ver.	Action By	Action	Result
12/18/2017	1	Board of Supervisors		

**To:** Board of Supervisors

**From:** Executive Office and Human Resources

**Meeting Date:** December 18, 2017

**Department Contact:** Carmel J. Angelo

**Phone:** 463-4441

**Department Contact:** Heidi Dunham

**Phone:** 234-6600

**Item Type:** Regular Agenda

**Time Allocated for Item:** 30 minutes

**Agenda Title:**

Discussion and Possible Action Regarding Setting Elected Officials Compensation for the Board of Supervisors to Take Effect December 31, 2017  
(Sponsors: Executive Office and Human Resources)

**Recommended Action/Motion:**

Discuss the options regarding setting elected official compensation for the Board of Supervisors to take effect December 31, 2017; and provide direction to staff to present an ordinance amending Section 3.04.071 of the Mendocino County Code regarding compensation for Elected County Supervisors at the first meeting of the Board in January 2018.

**Previous Board/Board Committee Actions:**

In 2007, the Board of Supervisors amended Section 3.04.071 of the Mendocino County Code regarding compensation for Elected County Supervisors, setting the salary for the Board of Supervisors at \$68,000 annually. In January 31, 2012, the Board of Supervisors adopted an ordinance amending Section 3.04.071 of the Mendocino County Code regarding compensation for Elected County Supervisors which reduced salaries by 10% (\$61,200 annually).

**Summary of Request:**

Per county code section 3.04.071 (B), at the first regularly scheduled meeting in April of every odd year, the Board of Supervisors shall review their compensation and adjust as determined to be appropriate. Due to the economic downturn, the last review of the Board of Supervisors salaries was in 2009. Since that time all county staff received additional compensation, including elected officials and department heads. While Mendocino County mitigated a huge financial risk, our County employees and positions are still an average of 18% out of market. In order to be competitive, salaries must be comparable with the market, including elected official salaries.

This salary adjustment will compensate the board members for their full time work and also be an incentive for other formidable candidates to run for these elected seats.

After conducting a salary study, we are recommending a Board of Supervisors salary of \$85,500 annually. This amount reflects the average Board member salary in the comparable counties (please refer to attached documentation including the details on those comparable counties).

Currently, the Board of Supervisors salary is subject to a bi-annual review. There are two other options for the Board's salary for consideration, which are also described in the attached supporting documentation.

**Alternative Action/Motion:**

Do not adopt resolution and provide additional direction to staff.

**Supplemental Information Available Online at:** n/a

**Fiscal Impact:**

**Source of Funding:** BU 1010  
**Current F/Y Cost:** Refer to attached documentation

**Budgeted in Current F/Y:** No  
**Annual Recurring Cost:** Refer to attached documentation

**Supervisory District:** All

**Vote Requirement:** Majority

**Agreement/Resolution/Ordinance Approved by County Counsel:** Yes

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**CEO Liaison:** Janelle Rau, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**



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**FOR COB USE ONLY**

Executed By: Nadia Tipton

Final Status: **Approved**

Date: December 20, 2017

Executed Item No.: **N/A**

Note to Department: Staff directed to present an ordinance amending Section 3.04.071 of the Mendocino County Code in January 2018

Executed Documents Returned to  
Department: Originals \_\_\_\_\_ Copies  
\_\_\_\_\_ Hand Delivered \_\_\_\_\_ Interoffice  
Mail \_\_\_\_\_ Executed Agreement Sent to  
Auditor? Y/N