



Mendocino County

Legislation Text

File #: 24-0249, Version: 1

To: BOARD OF SUPERVISORS

From: Human Resources

Meeting Date: March 12, 2024

Department Contact: Cherie Johnson

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Department Contact: Brandy Dalzell

Phone: 707-234-6600

Item Type: Regular Agenda

Time Allocated for Item: 15 Minutes

Agenda Title:

Discussion and Possible Action Including Adoption of a Resolution Setting Mendocino County Elected Officials Compensation for the Assessor-Clerk Recorder, District Attorney and Sheriff-Coroner, Effective July 7, 2024 (Sponsor: Human Resources)

Recommended Action/Motion:

Adopt Resolution setting Mendocino County Elected Officials compensation, consistent with the oral summary provided to the Board, and as compared to the counties of Humboldt, Lake, and Sonoma, effective July 7, 2024; and authorize Chair to sign the same.

Previous Board/Board Committee Actions:

On January 12, 2010, the Board adopted Resolution 10-009 setting salaries, terms and conditions of employment for countywide elected officials. On December 8, 2015, the Board adopted Resolution 15-172 establishing salaries of the Auditor Controller, Assessor-Clerk Recorder, and Auditor. On December 8, 2015, the Board adopted 15-178 establishing salaries of the District Attorney and the Sheriff. On December 19, 2017, the Board adopted Resolution 17-189 establishing salaries of the Auditor Controller, Assessor-Clerk Recorder, District Attorney, Sheriff, and Treasurer-Tax Collector. On December 14, 2021, the Board adopted Resolution 21-195 establishing the consolidated, single incumbent salary for the Auditor-Controller, Treasurer-Tax Collector.

Summary of Request:

Mendocino County recently completed a market study which included base salary and benefits for a total compensation study using the agreed upon comparator counties and cities which currently include City of Santa Rosa, City of Ukiah, and the following counties: El Dorado, Humboldt, Lake, Napa, Nevada, Sonoma, Sutter, and Yolo.

Upon completion of the study the positions of Assessor-Clerk Recorder, District Attorney, and Sheriff-Coroner were found to be ten to twelve percent (10% - 12%) below market when using all comparators.

The below Elected Official positions, have not seen an annual salary increase since 2017 but received COLA's in years 2017 through 2021. By reducing the comparators to Humboldt, Lake, and Sonoma the out of market percentage is lessened. Considering the current state of the county's finances, while trying to maintain competitive salaries, the chart below represents the current annual salary and the proposed annual salary

using the three comparator counties for the Assessor-Clerk Recorder, District Attorney, and Sheriff.

| Title | Current | Proposed |
|-------------------------|--------------|--------------|
| Assessor-Clerk Recorder | \$152,118.72 | \$161,100.00 |
| District Attorney | \$194,338.56 | \$217,380.00 |
| Sheriff | \$193,468.70 | \$213,350.00 |

The fiscal details below include the cost of benefits.

Alternative Action/Motion:

Do not adopt resolution and provide direction to staff.

Strategic Plan Priority Designation: An Effective County Government

Supervisorial District: All

Vote Requirement: Majority

Supplemental Information Available Online At: N/A

Fiscal Details:

source of funding: Affiliated budget units.

current f/y cost: N/A

budget clarification: Departments will work with Fiscal for budgeting purposes.

annual recurring cost: 1,070,116.00

budgeted in current f/y (if no, please describe): No

revenue agreement: N/A

AGREEMENT/RESOLUTION/ORDINANCE APPROVED BY COUNTY COUNSEL: Yes

CEO Liaison: Cherie Johnson, Deputy CEO

CEO Review: Yes

CEO Comments:

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Executed By: Atlas Pearson, Senior Deputy Clerk

Final Status: **Withdrawn**

Date: March 12, 2024

