

# Elected Official Salaries

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FEBRUARY 25, 2025

# Agenda

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12/17/2024 (with Market Survey Results for managers)

“Direct Human Resources to return to the Board of Supervisors with a market, compaction, and parity analysis on salaries for Elected Officials”

1. The data and what it says
2. Recommendations for Elected Department Head salaries
3. Recommendations for Board salaries

# The data & what it says

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# Market Results

- Same comparison agencies as Managers: Marin, Monterey, Orange, San Luis Obispo, San Diego, Santa Cruz, Sonoma, and Ventura

Office	County Salary	Market Top of Range	Market Comparison
Auditor Controller	\$252,947	\$267,487	-5.4%
Clerk/Recorder/Assessor	\$250,338	\$251,189	-0.3%
District Attorney	\$275,910	\$331,876	-16.9%
Sheriff	\$267,650	\$307,459	-12.9%
Treasurer Tax Collector	\$250,338	\$253,884	-1.4%
Supervisor	\$115,151	\$171,309	<b>-32.8%</b> !

All positions are below the market median

# Compaction Analysis- Elected DH

For appointed DH, we look for diff of >10% (attys, safety) to >15% (other professions) at top step

Elected Official/Director	Salary (Top)	Assistant Department Director	Asst Salary (Top)	Diff
<b>Auditor-Controller</b>	\$ 252,947	Assistant Auditor-Controller with CPA	\$224,480	12.7%
<b>Clerk-Recorder-Assessor</b>	\$ 250,338	Chief Deputy Clerk-Recorder-Assessor	\$213,791	17.1%
<b>District Attorney</b>	\$ 275,909	Assistant District Attorney	\$275,556	0.1%
<b>Sheriff</b>	\$ 267,650	Undersheriff	\$265,757	0.7%
<b>Treasurer-Tax Collector-Pub Administrator</b>	\$ 250,338	Assistant Treasurer-Tax Collector-Public Administrator*	\$213,791	17.1%*

\* the Asst TT may be eligible for 5% CPA, not included here, which could affect compaction

# Attorney Parity Analysis- Incumbent

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Board has previously indicated a preference for approximate parity between top attorney salary ranges

<b>Attorney</b>	<b>Salary Range</b>
<b>Public Defender</b>	\$248,630 - \$323,220
<b>County Counsel</b>	\$248,630 - \$323,220
<b>District Attorney</b>	\$ 275,910

Note:

- Top of PD and CoCo range is market median for County Counsel
- Do not have structural or actual parity

# Elected BOS Data

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- ❑ Salary significantly (- 32.8%) below median.
  - Our pay is \$115,151, median pay is \$171,309
- ❑ Board Member's Chief of Staff makes 27.8% more than Board Member
- ❑ Many agencies have tied BOS salaries to a percent of Superior Court Judge (currently \$244,727)
  - Our pay is currently just 47% of a Superior Court Judge
  - Median is equivalent to 70% of Superior Court Judge

# Detail of BOS Market Comparison

Organization	Matching Job Title	Salary
County of Marin	Board of Supervisors	\$ 149,963
County of Monterey	Board of Supervisors Member	\$ 171,309
County of Orange	Member, Board of Supervisors	\$ 195,782
County of San Diego	County Supervisor	\$ 219,546
County of San Luis Obispo	Supervisor-Board	\$ 105,560
County of Santa Cruz	County Supervisor	\$ 147,864
County of Sonoma	Supervisor	\$ 174,295
County of Ventura	County Supervisor	\$ 171,309
<b>County of Santa Barbara</b>	<b>Supervisor</b>	<b>\$ 115,151</b>
Market MEDIAN		<b><u>\$ 171,309</u></b>
SB as a % of Market Median		-32.8%
<b>% increase Market Median</b>	<b>Increase needed to bring SB to median</b>	<b>48.8%</b>
<b>\$ to Market Median</b>		\$ 56,158



# Example Counties with tie to Judge Salary

Agency	Percent
<u>County of Orange</u>	80%
<u>County of Ventura</u>	70%
<u>County of Monterey</u>	70%
<u>County of SLO (phased increases)</u>	50%
<u>County of Marin</u>	60% + CPI
County of LA	80%
County of Riverside	80%
County of Santa Clara	80%
County of Alameda	80%
County of San Mateo (for next elections)	80%
County of Contra Costa	65%

These agencies are not part of our comparison market

# Recommendations

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# Recommendation- Elected DH

- Establish 6-step salary ranges for Elected Department Heads (Steps 5% apart)
  - Initially set elected department head at Step 1 (Or at step 5% above prior County salary, if greater)
  - Moves to next step with each year in office (Max at 5 years in office)
  - Set top of salary range at the market median salary
    - Exception: maintain historic equivalence for Auditor Cont/Clerk-Rec-Assessor/Treas-Tax Collector
  - Incumbents placed based on current tenure/ attorney parity for DA

Proposed Ranges	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Incumbent
Auditor Controller	\$ 209,583	\$ 220,062	\$ 231,065	\$ 242,618	\$ 254,749	\$ 267,487	+5.7%
Clerk/Recordr/Assessor	\$ 209,583	\$ 220,062	\$ 231,065	\$ 242,618	\$ 254,749	\$ 267,487	+6.9%
District Attorney	\$ 260,034	\$ 273,035	\$ 286,687	\$ 301,022	\$ 316,073	\$ 331,876	+9.1% (20%)
Sheriff	\$ 240,902	\$ 252,947	\$ 265,595	\$ 278,874	\$ 292,818	\$ 307,459	+14.9%
Treasurer Tax Collector	\$ 209,583	\$ 220,062	\$ 231,065	\$ 242,618	\$ 254,749	\$ 267,487	+ 6.9%

■ = incumbent placement

Annual COLA increases same as appointed department heads (versus current CPI)

# Recommended Option- Attorneys

- ❑ Set max of salary range the same for all 3 jobs (at District Attorney median)
- ❑ Set DA at Step 4
- ❑ Set Public Defender and City Attorney at same relative position in new range per policy (consider merit in June)

Attorney	Proposed Salary Range	Incumbent salary placement
Public Defender	\$255,289 - \$331,876	2.7% (300,548 )
County Counsel	\$255-289 - \$331,876	2.7% (\$298,763 )
District Attorney	\$260,034 - \$331,876	Step 4 (\$301,022)

} Merit eligible in June

*Slight difference in minimum is based on fluid ranges versus steps*

# BOS Salaries- Recommendations

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Set Board Salary at 70% of Superior Court Judge– which would currently be \$171,309

Adjusted each January as needed to maintain 70%. Chair assignment pay =2% of base salary

	<b><u>RECOMMENDED</u></b> <b>ADDRESS IMMEDIATELY</b>
Set at <b>70%</b> of Judge (current median)	Set to 70% of judge = + 48.8%
Benefits of immediate implementation	<ul style="list-style-type: none"><li>• Addresses problem quickly</li><li>• Least burdensome administratively</li><li>• Can be absorbed</li><li>• Similar to other management</li></ul>

# Recommendation Is Not New

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- ❑ In 2015, BOS salaries had not been adjusted since 2006 = 29.2% below the median (then \$125,385)
- ❑ Community Ad Hoc Committee formed to look at this same issue.
  - Six members: Santa Maria city councilmember, presidents of the SB and Lompoc Chambers of Commerce, president of the taxpayer's association, bank president, and representative of a local business.
- ❑ After considering duties and data, majority recommended same solution – to set at median of comparable counties.
  - This was also the recommendation of the HR Department
- Had salaries been adjusted as recommended, and then increased annually by the CPI, they would be substantially the same as what is recommended today.

# Policy Reasons are the Same

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- ❑ Complexity of Job
  - Full-time service (not just Tuesday meetings)
  - Size of organization: \$1.6 Billion, 441K constituents, 4700 employees
  - City-like services plus countywide justice system, social services, health services, emergency mgmt., etc.
  - Members have significant operational involvement/constituent service
  - Leadership through crisis
- ❑ Reasonable salaries to allow highly qualified individuals to put themselves forward to serve
  - Not reliant on independent wealth/income, self-employment
- ❑ Median indicates a middle-of-the-road, objective measure of how communities value the work
  - Internally: Would end up approximately 3.6% below a Principal Analyst

# Budget Impacts- Elected Increases

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- ❑ Still within the funds initially set aside to address management salary issues
  - ❑ Approximately \$101,000 in current Fiscal Year (FY 2024-25)
  - ❑ Annualized fully loaded impact of \$629,200
  - ❑ Cost for appointed attorney increase: \$3,900 in current FY, \$23,450 fully loaded annualized impact



# Next Steps

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- Today: Hearing and staff presentation, consider Ordinance 1<sup>st</sup> reading
- March 4<sup>th</sup>: Ordinance 2<sup>nd</sup> Reading
- May 12<sup>th</sup> effective date (1<sup>st</sup> day of pay period 60+ days later)