

**County of Santa Barbara  
Board of Supervisors Compensation  
Ad Hoc Committee**



**Minutes for the Meeting of  
January 27, 2015; 2 p.m.**

**Committee Members Present:**

Jack Boysen, Chair  
Ken Oplinger, Vice-Chair  
Chris Ames  
Joe Armendariz  
Janet Garufis  
Deb Horne

**Staff Present:**

Mona Miyasato  
Bob Geis  
Jeri Muth

1. **Call to Order** – Chair Boysen called the meeting to order at 2 p.m.
2. **Approval of Minutes** – M/S/C minutes from the meeting of January 15, 2015.
3. **Public Comment** – none; Stewart Johnston from Supervisor Adam's office introduced himself.
4. **Receive and discuss requested data** – The Committee reviewed and discussed additional and updated data requested at the January 15 meeting related to the Board of Supervisors 25-year salary history and comparisons with peer counties, including comparisons to the 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> pay percentiles among those counties. Prior to the meeting, the Chair requested the 2014 Statements of Economic Interests - Form 700 filings for each Board Supervisor, which was provided, reviewed and discussed by Committee Members.

**Public Comment** - none

5. **Staff Report and Discussion** – Human Resources Director, Jeri Muth, provided the Committee with additional data and potential options for addressing Board of Supervisors salaries. The additional data included: 1) projected Board of Supervisor salaries from 2007 through 2014 had the CPI (cost-of-living) been applied; and 2) data showing other elements of compensation received by Board members in peer counties. Member Horne provided a proposal for increasing Board Member salaries over a four-year period (6.5% per year). During the discussion, staff was directed to update the peer county salary survey to include additional compensation in a separate column and include a comparison of data to the 37.5% percentile (in addition to the 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> percentiles) for base salary as well as base salary plus other compensation. Committee members discussed the following:

- a) ***Is there consensus that the revised “peer county” salary data is the appropriate comparison for Santa Barbara County Board of Supervisors.***

**Yes:** Ames, Boysen, Garufis, Horne, Oplinger

**No:** Armendariz

- b) **What percentile is the target: 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, or something else?**

**50<sup>th</sup>:** Ames, Garufis, Horne, Oplinger

**37.5%:** Boysen

**None:** Armendariz

- c) ***What percentage is recommended for 2015?***

No consensus was reached. The Committee discussed whether any increase was appropriate for 2015 in light of upcoming benefit improvements. There was some discussion regarding increases being effective in 2016. There was consensus that the Committee should not recommend a specific increase or increases and that it should be the decision of the Board.

- d) ***How many incremental increases should be established to reach target?***

The Committee recommended that the Board be provided with options related to incremental increases and select an option or make a different decision.

**e) After reaching the target, what mechanism should be used into the future?**

The Committee discussed salary surveys every three years and addressing salaries accordingly. One suggestion was to base any future salary increases on the COLA (CPI) and to link any such increase to the elimination of the car allowance that goes into effect February 2, 2015.

At the conclusion of the discussion, the Committee directed staff to prepare a Board Letter that reflected:

- 5 – 1 agreed that peer County data is the appropriate salary comparison for County of Santa Barbara Board Members;
- Committee disagreed on the target for Board salaries; however, four agreed that the 50<sup>th</sup> percentile was an appropriate target consistent with best business practices;
- Examples for incremental increases to both the 37.5% and 50<sup>th</sup> percentiles of the 2014 market data; and
- Recommending salary survey every three years using the same peer counties identified by the Committee: Marin, Monterey, San Luis Obispo, Santa Cruz, Sonoma, Stanislaus, and Tulare. The Committee also requested that the Board Letter discuss how and why these counties were identified as peer counties.

The Committee agreed that the Chair and Vice Chair would work with County staff in the drafting of the Board Letter and that the Committee would meet again on February 23, 2015 at 2:30 p.m. to review the draft and provide comments for finalizing the report and filing for a March Board meeting.

**Public Comment** - none

- 6. Adjourn** – Chair Boysen adjourned the meeting at approximately 4 p.m.

**Next Meeting:**

Monday February 23, 2015; 2:30 p.m.  
County of Santa Barbara Administration Building  
105 E. Anapamu Street, 4<sup>th</sup> Floor Board Conference Room