

25 Year Salary History of Board of Supervisors

January 2015

Effective	Action	New Annual Base Salary	Rationale
2/2/2015	Eliminates Retirement Offset (\$120 biweekly).	Although not an increase to base salaries, est. \$9,900 increase in overall compensation	Previously eliminated for all other non-safety. Note: due to PEPRA, Supervisor Adam never received a retirement offset.
	Provides Unit Cash Allowance (278.24 biweekly).		Equal to Elected Dept Heads
	Provides Auto Allowance (225.00 biweekly).		Equal to Elected Dept Heads
12/18/2006	Increase biweekly salary by 3.5% to \$3,238.48; Chair to \$3,303.24.	Member: \$84,200.48 Chair: \$85,884.24	Most non-safety County employees received a 3.5% increase in 2006.
12/17/2005	Increase biweekly salary by 2% to \$3,128.96; Chair to \$3,191.54.	Member: \$81,352.96 Chair: \$82,980.04	Consistent with the amount received by the majority of County employees in 2005.
12/27/2003	Increases biweekly salary by 3.7% to \$3,067.20; Chair to \$3,128.55.	Member: \$79,747.20 Chair: \$81,342.30	3.7% was the minimum increase for County employees in 2003.
2/21/2001	Increases biweekly salary by approx. 4.2% to \$2,956.00; Chair to \$3,015.80.	Member: \$76,856 Chair: \$78,410.80	Mirrors compensation increase of majority of managers (4% wages + .2% Deferred Comp).
	Increases Retirement Offset from \$113 to \$120 biweekly.	Not an increase to base salary	Unknown

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Attachment A

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2/21/2000	Provides Retirement Offset of \$113 per pay period.	No increase to base salary	Implemented in lieu of a wage increase; 3% was the minimum increase any County employee received that year, and calculations at the time put \$113 as approximately equal to 3%. This is possible assuming a roll-up figure of approximately 33%.
2/22/1999	Increase biweekly salary by 18.2% to \$2,833.68; Chair to \$2,890.79.	Member: \$73,675.68 Chair: \$75,160.54	Board letter notes a 1993-94 Grand Jury recommendation that Board Member salaries be tied to CPI and adjusted annually, and that 1) the Board only increased their salaries by 2% between 1990 and 1999, 2) CPI had increased by 29% since 1990, 3) County employees' wages increased between 28% & 39% during that time, and 4) a salary survey identified the Board as 31.12% below market at the time.
1/21/1995	Without increasing total compensation this ordinance rolls the then current biweekly unit cash allowance (\$188), retirement offset (\$50), and auto allowance (\$207.69 --\$450/month) into salary. Result was biweekly salary of \$2,350; Chair \$2,397.36.	Member: \$61,100 Chair: \$62,331.36	Transparency and payroll simplification.
10/2/1989 and 4/24/1990	The ordinance is in two parts and 1) sets the biweekly salary in October 1989 at \$1,795.12 (silent on Chair but appears to continue \$1,200 annual stipend paid biweekly) and 2) increases that amount by approximately 6% effective in April 1990.	October 1989: Member: \$46,673.12 Chair: \$47,873.12 April 1990: Member: \$49,473.50 Chair: \$50,745.51	The increase that eventually seems to have become a 6% adjustment in April 1990 is rooted in direction for the CAO to return to the Board to further adjust biweekly salary "by an amount equal to the average increase for the 1989-90 fiscal year for California State employees."