



March 10, 2015

BOARD OF SUPERVISORS' COMPENSATION

BACKGROUND

- ✘ November 4, 2014 – Board directed CEO to form a special citizen’s committee to review Board member salaries
- ✘ Data at that time showed Board salaries 30% lower than the average of comparison counties and no increases from 2007 through 2014
- ✘ Subsequently, CEO invited individuals from Chambers of Commerce, non-profit, private sector, and Taxpayer’s Association to participate

BACKGROUND

Committee Members:

- ✘ Jack Boysen, Good Samaritan (Chair)
- ✘ Ken Oplinger, Santa Barbara Chamber (Vice-Chair)
- ✘ Chris Ames, Lompoc Valley Chamber
- ✘ Joe Armendariz, Taxpayers Association
- ✘ Janet Garufis, Montecito Bank and Trust
- ✘ Debbie Horne, CMC Rescue

COMMITTEE REVIEW

- ✘ During three public meetings, Committee reviewed information related to Board salaries, duties, staffing, demographics, and methodologies used to set salaries
- ✘ Committee identified seven “peer counties” – Marin, Monterey, San Luis Obispo, Santa Cruz, Sonoma, Stanislaus, and Tulare
- ✘ Reviewed both base salaries as well as “salaries + additional compensation” to peer counties
- ✘ Compared Santa Barbara salaries to peer counties based on: average salaries and 25th, 37.5th, 50th, and 75th percentiles

PEER COUNTY SALARY COMPARISON

County	Annual Base Salary	Annual Salary w/ Additional Compensation
Marin	108,775	130,031
Monterey	122,028	153,360
San Luis Obispo	86,115	104,265
Santa Cruz	113,948	125,353
Sonoma	138,451	162,151
Stanislaus	74,776	95,208
Tulare	90,381	106,566
Average	104,925	125,276
25th Percentile	88,248	105,415
37.5th Percentile	94,980	111,263
50th Percentile	108,775	125,353
75th Percentile	117,988	141,695
Santa Barbara	84,200	104,880
% from Average	24.6%	19.4%
% from 25th Percentile	4.8%	0.5%
% from 37.5th Percentile	12.8%	6.1%
% from 50th Percentile	29.2%	19.5%
% from 75th Percentile	40.1%	35.1%

COMMITTEE FINDINGS

- ✘ Majority agreement on peer counties identified
- ✘ Majority agreement that SB Board member salaries should be targeted to the 50th percentile of peer counties
- ✘ Majority agreement that peer counties should be surveyed every three years and any adjustments linked to those findings
- ✘ Majority agreement that the amount and timing of increases is a Board decision – with examples for reaching the 50th and 37.5th percentiles in a reasonable amount of time

EX: SALARY MOVEMENT TO 50TH PERCENTILE

	Current Board Member Salary	50th Percentile of Market	Incremental Increase Methodology
Annual Base Salary	84,200	108,775	4 increases of 6.5% to get to the approximate 2014 target (\$108,320)
Annual Salary w/ Additional Compensation	104,880	125,353	4 increases of 5.6% to base salary to get to the approximate 2014 target (\$125,385)

EX: SALARY MOVEMENT TO 37.5TH PERCENTILE

	Current Board Member Salary	37.5th Percentile of Market	Incremental Increase Methodology
Annual Base Salary	84,200	94,980	4 increases of 3% to get to the approximate 2014 target (\$94,768)
Annual Salary w/ Additional Compensation	104,880	111,263	3 increases of 2.5% to base salary to get to the approximate 2014 target (\$111,354)

BOARD DIRECTION

- ✘ Target for future salary increases (Committee majority recommends the 50th percentile)
- ✘ Timing for initial and future increase (no recommendation from Committee)
- ✘ If incremental increases, determine the number of increases and the amount of each (no recommendation from Committee)
- ✘ Mechanism for future salary adjustments (Committee majority recommends evaluating every three years against peer county data)
- ✘ Additional direction for staff