



## Legislation Details (With Text)

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**File #:** 22-00794      **Version:** 1

**Type:** Departmental Agenda      **Status:** Agenda Ready

**File created:** 8/24/2022      **In control:** BOARD OF SUPERVISORS

**On agenda:** 8/30/2022      **Final action:** 8/30/2022

**Title:** HEARING - Consider recommendations regarding Elected Department Head Salaries, as follows:  
(EST. TIME: 30 MIN.)

a) Consider options regarding Elected Department Head salaries as follows:

1) Option 1: Effective September 5, 2022, provide a 2.5% general wage increase plus 2.5% commensurate to the performance-based salary increase received by Appointed Department Heads and provide for future salary increases as a flat percentage rate increase equivalent to what Appointed Department Heads are eligible to receive (a combination of general wage increase plus performance-based increase);

2) Option 2: Effective September 5, 2022, provide a 2.5% general wage increase plus 2.5% commensurate to the performance-based salary increase received by Appointed Department Heads and provide future increases as follows:

i) Provide the District Attorney with a flat percentage wage increase equivalent to the percentage wage increase provided to County Counsel and the Public Defender Department Heads (a combination of general wage increase plus performance-based increase);

ii) Provide the Auditor-Controller, Clerk-Recorder-Assessor, and Treasurer-Tax Collector a flat percentage increase equivalent to what Appointed Department Heads are eligible to receive (a combination of general wage increase plus performance-based increase); and

iii) Provide the Sheriff a flat percentage increase equivalent to the general wage increase for the Sheriffs Managers Association plus an adjustment that aligns the total percentage increase with other Elected Department Heads;

3) Option 3: Effective at the start of each new term in office, set salaries for Elected Department Heads at the median of the market and provide for future increases based on the Consumer Price Index - Urban (CPI-U) that is the basis for salary increases for elected members of the Board of Supervisors;

4) Option 4: Provide annual salary increases for Elected Department Heads based on the same CPI-U that is the basis for salary increases for elected members of the Board of Supervisors and effective in the same pay period;

5) Option 5a: Provide a 2.5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;

6) Option 5b: Provide a 5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;

7) Option 6: Take no action at this time; and

8) Option 7: Provide other direction;

b) Consider options and provide direction to County Human Resources regarding parity between Attorney Department Head positions; and

c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and are therefore not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY

**Sponsors:** HUMAN RESOURCES DEPARTMENT

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Letter, 2. Attachment A - Elected DH Salary Resolution Option 1 Draft, 3. Attachment B - Elected DH Salary Resolution Option 2 Draft, 4. Attachment C - Elected DH Salary Resolution Option 3 Draft, 5. Attachment D - Elected DH Salary Resolution Option 4 Draft, 6. Attachment E - Elected DH Salary Resolution Option 5a Draft, 7. Attachment F - Elected DH Salary Resolution Option 5b Draft, 8. Presentation, 9. Additional Slide, 10. Appointed DH Data Comparison 2016-2021, 11. Replacement - Additional Slide Slides D-1, 12. Public Comment Speakers, 13. Elected DH Salary Final Resolution, 14. Adopted Resolution, 15. Minute Order

Date	Ver.	Action By	Action	Result
8/30/2022	1	BOARD OF SUPERVISORS	Acted on as follows:	Fail
8/30/2022	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass
8/30/2022	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

HEARING - Consider recommendations regarding Elected Department Head Salaries, as follows: (EST. TIME: 30 MIN.)

a) Consider options regarding Elected Department Head salaries as follows:

1) Option 1: Effective September 5, 2022, provide a 2.5% general wage increase plus 2.5% commensurate to the performance-based salary increase received by Appointed Department Heads and provide for future salary increases as a flat percentage rate increase equivalent to what Appointed Department Heads are eligible to receive (a combination of general wage increase plus performance-based increase);

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i) Provide the District Attorney with a flat percentage wage increase equivalent to the percentage wage increase provided to County Counsel and the Public Defender Department Heads (a combination of general wage increase plus performance-based increase);

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- 3) Option 3: Effective at the start of each new term in office, set salaries for Elected Department Heads at the median of the market and provide for future increases based on the Consumer Price Index - Urban (CPI-U) that is the basis for salary increases for elected members of the Board of Supervisors;
- 4) Option 4: Provide annual salary increases for Elected Department Heads based on the same CPI-U that is the basis for salary increases for elected members of the Board of Supervisors and effective in the same pay period;
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- 6) Option 5b: Provide a 5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;
- 7) Option 6: Take no action at this time; and
- 8) Option 7: Provide other direction;
- b) Consider options and provide direction to County Human Resources regarding parity between Attorney Department Head positions; and
- c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and are therefore not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY