



**MEMORANDUM
OFFICE OF THE
COUNTY EXECUTIVE OFFICER
COUNTY OF PLACER**

TO: Honorable Board of Supervisors

FROM: David Boesch, County Executive Officer
By: Holly Heinzen, Chief Assistant CEO

DATE: July 22, 2014

SUBJECT: Salary Adjustment – Board of Supervisors

Action Requested

That the Board consider the staff report, the proposed ballot measure language and the proposed ordinance amending the Placer County Charter and take the following actions:

1. Adopt a resolution directing the County Clerk-Recorder/Registrar of Voters to place a ballot measure before the voters of the County proposing that Section 207 of the County Charter be amended to set and limit the salaries of members of the Board of Supervisors and requesting that the measure be consolidated with the general election to be held on November 4, 2014, and;
2. Introduction of an Ordinance amending the Placer County Charter, Article 2, Section 207, setting and limiting salaries of members of the Board of Supervisors and;
3. Direct the Placer County Auditor-Controller to review the measure and prepare a fiscal impact statement which estimates the amount of any increase or decrease in revenues or costs to the county if the proposed measure is adopted.

Background

On July 8, 2014, your Board was provided several concepts that staff identified for your consideration in preparation of draft language for inclusion on the November 2014 ballot. These concepts included attributes of comparable counties including overall budget, population, growth rates, a combination of these factors, as well as comparisons based on counties located within this region. Your Board heard comments from the public expressing support for a fair and equitable salary for members of the Board, urging this item to be placed on the November 2014 ballot, suggesting that the ballot language be clear and concise and that the methodology be easily calculated and understood. Your Board provided direction for staff to return today with final language recommendations for placement of the measure on the November 4, 2014 General Election ballot.

The Charter Review Committee was unanimous in their decision that Placer County Board of Supervisors' pay (currently \$30,000) should be comparable to salaries of other similarly situated counties. Staff developed the following options for your consideration.

1. Average salaries of Board members in counties closest in population to Placer County (365,000) including Santa Cruz, San Luis Obispo, Solano and Monterey. *The average Board salary for these four counties is \$106,270*
2. Average salaries of Board members in counties with total budgets closest to Placer County's (\$792.5M) including Sonoma and Santa Barbara, Monterey and San Luis Obispo (2 higher, 2 lower). *The average salary for these four counties is \$105,770.*
3. Average salaries of Board members across the state of California as reported by the State Controller's Office for 2012. *The average Board salary across all 58 counties is \$81,374.*
4. Average salaries of Board members in the other Measure F counties including El Dorado, Nevada and Sacramento. *The average Board salary for these three counties is \$71,755.*

Your Board may wish to consider Option 4 which is based on the average Board salaries of other Measure F counties. Measure F, a local initiative sponsored by the Placer County Deputy Sheriffs Association (PCDSA) and passed by the voters of Placer County in 1977, bases salaries on the average salaries of the three surrounding counties of Nevada, El Dorado and Sacramento. Staff recommends this methodology as it has been previously considered by constituents and found to be a reasonable approach to setting salaries within Placer County. The resulting salary of \$71,755 is 32.5% lower than Option 1 (population), 32.2% lower than Option 2 (budget) and 11.8% lower than Option 3 (Statewide Average).

Recommended ballot language for your consideration is as follows:

Shall Placer County amend Article II, Section 207 of the County Charter to limit the Board of Supervisors salary to no more than the average salary for members of the Board of Supervisors in the neighboring Counties of El Dorado, Nevada, and Sacramento, with any change in this methodology subject to a vote of the citizens of Placer County?

As your Board is aware, any proposed changes or additions to the County Charter must be submitted to the voters including text of the proposed amendments, impartial analysis, fiscal impact analysis and ballot arguments. If your Board wishes to consider a ballot measure for the November 2014 election, it must do so by approving the text of the proposed ballot measure and taking the actions set out above.

Fiscal Impact

Pursuant to Board direction, the Placer County Auditor-Controller will review the measure and prepare an impartial fiscal impact analysis of the proposed ballot measure. Fiscal impact from any of the options identified above is anticipated to range from .03% - .05% of the FY 2014-15 Operating Budget.

**Before the Placer County
Board of Supervisors
County of Placer, State of California**

In the matter of:

Resol. No:.....

A Resolution directing the Placer
County Clerk-Recorder-Registrar
of Voters to Place a Ballot
Measure on the Consolidated
November 4, 2014 General
Election Ballot.

**The following Resolution was duly passed by the Board of Supervisors
of the County of Placer at a regular meeting held _____,**

by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

**Attest:
Clerk of said Board**

Chair, Board of Supervisors

WHEREAS, in the judgment of the Board of Supervisors of Placer County, it is advisable to call an election to submit to the electors of the District the question of whether Section 207 of the Placer County Charter should be amended; and

WHEREAS, in 1992, as a result of passage of a ballot initiative (Measure A), Section 207 of the Placer County Charter set a \$30,000 cap on compensation for members of the Board of Supervisors as follows:

Each member of the Board of Supervisors shall receive compensation in the maximum amount of \$30,000 per annum, which amount shall include the actual cost

to the county of all benefits of whatever kind or nature, including but not limited to salary, per diem compensation, allowances, expense reimbursement, credit cards, health insurance, life insurance, leave, and retirement.

WHEREAS, since 1992 there has been no increase in the Supervisors' compensation even to reflect changes in the cost of living since that time; and

WHEREAS, the job requirements of current Board members have significantly expanded from those of a Supervisor in 1992 and now require full-time efforts to review and prepare for all matters presented to the Board for action at Board of Supervisors meetings, serve on other County and independent Boards and County Committees and prepare for those meetings, and meet with constituents and representatives of other government bodies, among other duties; and

WHEREAS, the Board of Supervisors is now responsible for a County that provides services to over 350,000 constituents and has a budget of nearly \$800 million; and

WHEREAS, only three out of the 58 California counties pay Board members less than Placer County, and those three counties are among the smallest in the State in terms of population; and

WHEREAS, each and every Placer County Charter Review Committee convened since 1997 has recommended an increase in Board member salaries; and

WHEREAS, the 2012-2014 Charter Review Committee unanimously approved a recommendation that an increase in Supervisors' member salaries be put before the voters of Placer County; and

WHEREAS, the Board of Supervisors is authorized to put proposed amendments to the County Charter before the electorate.

NOW THEREFORE, THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER HEREBY; RESOLVES, DETERMINES, AND ORDERS AS FOLLOWS:

1. **Call for Election.** The Board hereby orders an election and submits to the electors of the County the question of whether Section 207 of the Placer County Charter shall be amended to limit compensation of the Board of Supervisors in an amount not to exceed the average salary of the Board of Supervisors for the neighboring Counties of El Dorado, Nevada, and Sacramento, as set forth in Exhibit A. This Resolution constitutes the order of the Board to call such election.
2. **Election Date.** The date of the election shall be November 4, 2014, and shall be a County-wide election, consolidated with the Statewide General Election.
3. **Purpose of Election; Ballot Proposition.** The purpose of this election shall be for the voters of the County to vote on a proposition to amend Section 207 of the Placer County Charter. The ballot language for measure is attached hereto as Exhibit A. The full text of the ordinance that contains the question to be put before the voters is attached as Exhibit B. The County Executive Officer (or his designee), in consultation with the County Counsel, is hereby authorized and directed

to make any changes to the text of the proposition or its abbreviated form as required to comply with the intent of this Resolution, the requirements of elections officials, and requirements of law.

4. **Authority for Election.** The authority for ordering the election is contained in Cal. Government Code Section 23700 *et seq.* and Article 11, Sections 3 and 4 of the California Constitution.

5. **Delivery of this Resolution.** The Clerk of this Board is hereby authorized and directed to send or hand deliver a copy of this Resolution to the County Registrar of Voters by no later than August 8, 2014.

5. **Ballot Arguments.** Any and all members of this Board are hereby authorized to act as an author of any ballot argument prepared in connection with the election, including a rebuttal argument. The Chairman of the Board, the County Executive Officer, or their designees, are hereby authorized to perform all acts necessary to place this ballot measure on the ballot.

6. **Consolidation of Election; Election Services.** The Board of Supervisors is hereby requests this election be consolidated with any and all other elections to be held on November 4, 2014. The Board of Supervisors hereby directs the County Elections Official to render all services necessary in connection this this measure.

7. **Severability.** If any section, subsection, phrase or clause of this Resolution, or its application to any person or circumstance, is for any reason held to be invalid, such decision shall not affect the validity of the remaining portions of this Resolution, or their application to any other person or circumstance. The Board declares that it would have adopted this Resolution and each section, subsection, phrase or clause thereof irrespective of the fact that any one or more sections, subsections, sentences, phrases or clauses, or their application to any person or circumstance, shall be declared invalid.

8. **Effective Date.** This Resolution shall be effective immediately upon its adoption.

EXHIBIT A

BALLOT MEASURE PROPOSING
AN AMENDMENT
TO THE
PLACER COUNTY CHARTER

Measure _____

Shall Placer County amend Article II, Section 207 of the County Charter to limit the Board of Supervisors salary to no more than the average salary for members of the Board of Supervisors in the neighboring Counties of El Dorado, Nevada, and Sacramento, with any change in this methodology subject to a vote of the citizens of Placer County?

_____ Yes

_____ No

EXHIBIT B

FULL TEXT OF THE ORDINANCE
PROPOSING AN AMENDMENT TO SECTION 207
OF THE
PLACER COUNTY CHARTER

**Before the Board of Supervisors
County of Placer, State of California**

In the matter of: An Ordinance proposing
amendment of Article II, Section 207 of the
Placer County Charter

Ord. No: _____

First Reading: _____

The following Ordinance was duly passed by the Board of Supervisors of the County of
Placer at a regular meeting held _____ by the following vote on
roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

CHAIRMAN, BOARD OF SUPERVISORS

Attest:
Clerk of said Board

THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA, DOES HEREBY ORDAIN AS FOLLOWS:

WHEREAS, in 1992, approval of a ballot initiative (Measure A) amended Section 207 of the Placer County Charter by capping the salaries of the Board of Supervisors at \$30,000.00 a year; and

WHEREAS, as a result of passage of Measure A, Section 207 set a \$30,000 cap on compensation for members of the Board of Supervisors as follows:

Each member of the Board of Supervisors shall receive compensation in the maximum amount of \$30,000 per annum, which amount shall include the actual cost to the county of all benefits of whatever kind or nature, including but not limited to salary, per diem compensation, allowances, expense reimbursement, credit cards, health insurance, life insurance, leave, and retirement.

WHEREAS, since 1992 there has been no increase in the Supervisors' salaries even to reflect changes in the cost of living since that time; and

WHEREAS, the job requirements of current Board members have significantly expanded from those of a Supervisor in 1992 and now require full-time efforts to review and prepare for all matters presented to the Board for action at Board of Supervisors meetings, serve on other County and independent Boards and County Committees and prepare for those meetings, and meet with constituents and representatives of other government bodies, among other duties; and

WHEREAS, the Board of Supervisors is responsible for a County that provides services to over 350,000 constituents and has a budget of nearly \$800 million; and

WHEREAS, only three out of the 58 California counties pay Board members less than Placer County, and those three counties are among the smallest in the State in terms of population; and

WHEREAS, each and every Placer County Charter Review Committee convened since 1997 has recommended an increase in Board salaries; and

WHEREAS, the 2012-2014 Charter Review Committee unanimously approved a recommendation that an increase in Supervisors' salaries be put before the voters of Placer County; and

WHEREAS, the Board of Supervisors is authorized to propose by ordinance amendments to the County Charter to the electorate;

NOW THEREFORE, it is hereby ordained that:

1. The Board of Supervisors has ordered that the following question be placed as a County measure on the ballot of the Statewide General Election to be held November 4, 2014:

Shall Placer County amend Article II, Section 207 of the County Charter to limit the Board of Supervisors salary to no more than the average salary for members of the Board of Supervisors in the neighboring Counties of El Dorado, Nevada, and Sacramento, with any change in this methodology subject to a vote of the citizens of Placer County?

_____ Yes

_____ No

2. That if a majority of the electorate approves the above question, that Section 207 of the Placer County Charter be amended as follows:

Sec. 207 ~~Members of the Board of Supervisors shall receive compensation as established by ordinance from time to time. Until the effective date of the first such ordinance subsequent to the effective date of the Charter, members of the Board of Supervisors shall continue to receive the same compensation as now provided for by law.~~

Each member of the Board of Supervisors shall receive an annual salary in an amount that does not exceed the average salary of the Board of Supervisors for the neighboring Counties of El Dorado, Nevada, and Sacramento. The annual salary shall be set on the first full pay period in February each year by calculating the average salaries of Board members in El Dorado, Nevada and Sacramento Counties as of January of that year. compensation in the maximum amount of \$30,000 per annum, which amount shall include the actual cost to the county of all benefits of whatever kind or nature, including but not limited to salary, per diem compensation, allowances, expense reimbursement, credit cards, health insurance, life insurance, leave, and retirement

This measure shall become effective January 1, 2015 and continue each January 1st thereafter.

3. This ordinance is effective immediately pursuant to California Government Code Section 25123(a) and Elections Code Section 9100.

Before the Board of Supervisors County of Placer, State of California

In the matter of: An Ordinance proposing
amendment of Article II, Section 207 of the
Placer County Charter

Ord. No: _____

First Reading: _____

The following Ordinance was duly passed by the Board of Supervisors of the County of
Placer at a regular meeting held _____ by the following vote on
roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

CHAIRMAN, BOARD OF SUPERVISORS

Attest:
Clerk of said Board

THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF
CALIFORNIA, DOES HEREBY ORDAIN AS FOLLOWS:

WHEREAS, in 1992, approval of a ballot initiative (Measure A) amended Section 207 of the Placer County Charter by capping the salaries of the Board of Supervisors at \$30,000.00 a year; and

WHEREAS, as a result of passage of Measure A, Section 207 set a \$30,000 cap on compensation for members of the Board of Supervisors as follows:

Each member of the Board of Supervisors shall receive compensation in the maximum amount of \$30,000 per annum, which amount shall include the actual cost to the county of all benefits of whatever kind or nature, including but not limited to salary, per diem compensation, allowances, expense reimbursement, credit cards, health insurance, life insurance, leave, and retirement.

WHEREAS, since 1992 there has been no increase in the Supervisors' salaries even to reflect changes in the cost of living since that time; and

WHEREAS, the job requirements of current Board members have significantly expanded from those of a Supervisor in 1992 and now require full-time efforts to review and prepare for all matters presented to the Board for action at Board of Supervisors meetings, serve on other County and independent Boards and County Committees and prepare for those meetings, and meet with constituents and representatives of other government bodies, among other duties; and

WHEREAS, the Board of Supervisors is responsible for a County that provides services to over 350,000 constituents and has a budget of nearly \$800 million; and

WHEREAS, only three out of the 58 California counties pay Board members less than Placer County, and those three counties are among the smallest in the State in terms of population; and

WHEREAS, each and every Placer County Charter Review Committee convened since 1997 has recommended an increase in Board salaries; and

WHEREAS, the 2012-2014 Charter Review Committee unanimously approved a recommendation that an increase in Supervisors' salaries be put before the voters of Placer County; and

WHEREAS, the Board of Supervisors is authorized to propose by ordinance amendments to the County Charter to the electorate;

NOW THEREFORE, it is hereby ordained that:

1. The Board of Supervisors has ordered that the following question be placed as a County measure on the ballot of the Statewide General Election to be held November 4, 2014:

Shall Placer County amend Article II, Section 207 of the County Charter to limit the Board of Supervisors salary to no more than the average salary for members of the Board of Supervisors in the neighboring Counties of El Dorado, Nevada, and Sacramento, with any change in this methodology subject to a vote of the citizens of Placer County?

_____ Yes

_____ No

2. That if a majority of the electorate approves the above question, that Section 207 of the Placer County Charter be amended as follows:

Sec. 207 ~~Members of the Board of Supervisors shall receive compensation as established by ordinance from time to time. Until the effective date of the first such ordinance subsequent to the effective date of the Charter, members of the Board of Supervisors shall continue to receive the same compensation as now provided for by law.~~

Each member of the Board of Supervisors shall receive **an annual salary in an amount that does not exceed the average salary of the Board of Supervisors for the neighboring Counties of El Dorado, Nevada, and Sacramento. The annual salary shall be set on the first full pay period in February each year by calculating the average salaries of Board members in El Dorado, Nevada and Sacramento Counties as of January of that year.** ~~compensation in the maximum amount of \$30,000 per annum, which amount shall include the actual cost to the county of all benefits of whatever kind or nature, including but not limited to salary, per diem compensation, allowances, expense reimbursement, credit cards, health insurance, life insurance, leave, and retirement~~

This measure shall become effective January 1, 2015 and continue each January 1st thereafter.

3. This ordinance is effective immediately pursuant to California Government Code Section 25123(a) and Elections Code Section 9141(a).

