

DEPARTMENT: Administration

BY: Richard Inman

PHONE: 966-3222

RECOMMENDED ACTION AND JUSTIFICATION:

Discussion and direction to staff regarding the proposed cost of living allowance (COLA) and equity adjustments for elected and appointed county officials, the Board of Supervisors, and for the Assistant Auditor position. The Board selected Supervisors Stetson and Balmain to review the salary of elected and appointed county officials and to bring back a recommendation for discussion and possible action regarding salary adjustments. Attached is their proposal for salary adjustments.

Staff will need direction to amend the ordinance pertaining to the Board of Supervisors' salary and this issue will need to be brought back to the Board for adoption. The Assistant Auditor position is represented by the Mariposa County Management Confidential Organization (MCMCO) bargaining unit who will need to be notified of the proposed salary adjustment. Once the bargaining unit has been notified of the proposed salary adjustment and allowed to comment, then this issue will be brought back for the Board's approval. The Board only needs to approve the proposed salary adjustments for elected (excluding the Board of Supervisors) and appointed officials with an effective date in order to implement the proposed changes and direct the Auditor to make the necessary adjustments.

There is sufficient funding in the existing budget to implement these salary adjustments.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board typically reviews elected and appointed county officials' salaries in January and proposes adjustments, if any, accordingly.

The Board adopted Resolution 02-40 on February 5, 2002, approving a 3-percent COLA effective January 1, 2002 to appointed county officials with the exception of the Technical Services Director and Director of Tourism and Economic Development (the salaries of these officials were adjusted when the positions were filled). In addition the following officials received merit increases – County Administrative Officer, County Counsel, Clerk of the Board, Fire Chief, and the Community Services Director.

The Board adopted Resolution 02-237 on June 25, 2002, approving a 3-percent COLA for elected officials (excluding the Board of Supervisors) effective July 1, 2002. The Treasurer/Tax Collector's adjustment was to be effective January 1, 2003. In addition, the Auditor received a merit increase.

The Board of Supervisors' salary (which is set by county ordinance) is set at 25-percent of the Superior Court Judges salary and is adjusted on July 1st of each year if necessary. The Board received a 2.387-percent increase on July 1, 2002.

As a result of negotiations, the Board approved COLAs for non-safety employees of 3-percent and 3.5-percent for safety employees.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Financial Impact? (X) Yes No Current FY Cost: \$34,786

Annual Recurring Cost: \$

Budgeted In Current FY? (x) yes No Partially Funded

Amount in Budget: \$ _____

List Attachments, number pages consecutively _____

Additional Funding Needed: \$ _____

Proposed salary adjustments _____

Source:

Internal Transfer _____

Unanticipated Revenue _____ 4/5's vote

Transfer Between Funds _____ 4/5's vote

Contingency _____ 4/5's vote

() General () Other

CLERK'S USE ONLY:

Res. No.: 3-88 Ord. No. _____

Vote - Ayes: _____ Noes: _____

Absent: _____

() Approved

Minute Order Attached () No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date: _____

Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California

By: _____
Deputy

COUNTY ADMINISTRATIVE OFFICER:

_____ Requested Action Recommended

_____ No Opinion

Comments:

CAO: RH



COUNTY of MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

BOB PICKARD, CHAIR
GARRY R. PARKER, VICE-CHAIR
LEE STETSON
DOUG BALMAIN
JANET BIBBY

DISTRICT V
DISTRICT IV
DISTRICT I
DISTRICT II
DISTRICT III



MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: RICH INMAN, County Administrative Officer
FROM: MARGIE WILLIAMS, Clerk of the Board *MW*
SUBJECT: PROPOSED COST OF LIVING AND SALARY ADJUSTMENTS
FOR ELECTED OFFICIALS, BOARD OF SUPERVISORS
AND ASSISTANT AUDITOR POSITION
Resolution No. 03-88

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA,

ADOPTED THIS Order on March 25, 2003

ACTION AND VOTE:

Supervisors Stetson and Balmain;

Discussion and Direction to Staff Regarding the Proposed Cost of Living Allowance (COLA) and Salary Adjustments for Elected and Appointed County Officials, the Board of Supervisors, and for the Assistant Auditor

BOARD ACTION: Chairman Pickard requested that the matter be considered in three steps: 1) elected and appointed County officials; 2) Assistant Auditor; and 3) the Board of Supervisors. The Board concurred. Jeff Green, County Counsel, excused himself from the room for the discussion relative to the elected and appointed County officials.

Supervisors Stetson and Balmain reviewed the recommendations for the elected and appointed County officials. Rich Inman, County Administrative Officer, advised that he will be bringing back a recommendation for the Agricultural Commissioner position and salary. Discussion was held. Supervisor Bibby noted that she had requested that the matter be pulled due to economic conditions and the financial situation with the School District.

Input from the public was provided by the following:

- Gary Penrod, Greeley Hill, stated he has spent 46-years in management, and he encouraged the Board to look at each individual as recommended.

- Rick Roesch stated he is in business and he knows that you have to negotiate to keep the finest staff. If staff leaves, it takes time to replace the employee and train; and he commented on the turnover in the County Administrative Officer position. He stated he supports looking at each position, and he noted that Mariposa pays less than other counties.

- Bart Brown provided input relative to the ramifications he feels the increases will have, including long-term retirement costs and budget impacts on the County. He stated he feels these matters should be

addressed by the County Administrative Officer with a consistent and predictable system. He further stated that he feels the timing is bad with the current economy.

- Eleanor Keuning thanked Supervisor Bibby for her comments. She stated she has been involved in the private section in personnel and she had regular evaluations and adjustments. She asked when the last adjustment was done and what was used for comparisons. Chairman Pickard advised that the last adjustment was effective January 1, 2002.

Discussion was held by the Board. (M)Parker, (S)Balmain, Res. 03-88 was adopted approving the recommended increases for elected and appointed County officials/Ayes: Stetson, Balmain, Parker, Pickard; Noes: Bibby. (Note: Further direction was given later relative to the effective date of January 1, 2003.)

Discussion was held relative to the recommendation for the Assistant Auditor position. (M)Parker, (S)Balmain, direction was given to staff to notify the Mariposa County Management Confidential Organization bargaining unit of the proposed salary adjustment for the Assistant Auditor position, as recommended/Ayes: Stetson, Balmain, Parker; Noes: Bibby, Pickard.

Supervisors Balmain and Stetson reviewed the recommendation for the salary adjustment for the Board of Supervisors. Discussion was held.

Input from the public was provided by the following:

- Rachel Oliver stated she was a former candidate for the Board and ran against six others for District 3. She applauded Supervisor Bibby for her remarks. She stated she is retired and on a fixed-income, and she is watching her income dwindle and her tax dollars go up. She stated she does not feel that being a Board member is a full-time job; and if it is, she feels the Board members are working too hard at it. She stated she feels that this is not a rich County in money, but the quality of living is superb. She further stated that she feels the competitive market is out of touch with reality, and she feels we will see a great fall and require a tremendous adjustment in our life.

- Rick Roesch stated he supports the recommended increase for the Board members. He feels they are currently underpaid for the work and responsibility they have. He noted that their phone numbers are listed in the book and they are available to constituents 24-7. He stated he also feels that a higher salary will attract more interest in the position.

- Don Starchman, Starchman Law Offices, stated he fully appreciates Supervisor Bibby's comments, but he feels that she has found that this is a full-time job. He stated he feels that the salary should be such that a primary wage earner could be comfortable running for the position. He stated he feels that we need the very best people running for these positions, and he agrees with Supervisor Stetson.

- Gail Brundage, Coulterville, directed her comments to all of the citizens of the County. She noted that there is an old adage that says "you get what you pay for." In the case of the Board, she feels we got better, and she feels it is time to show them how the citizens feel and give the raise that is deserved. She noted the other agencies that the Board sits as; and she noted that with no city government, the Board members are responsible for the whole County. She presented examples of what the equivalent hourly salary would be for the position depending on the number of hours that were worked. She stated she feels that the job cannot be done within the 40-hour workweek. She further noted that the Board has the responsibility over fourteen department heads, and the Board members are the lowest paid.

- Gary Penrod stated he heard words of "fairness" and "equitable" and he feels this should apply to the Board members. He stated he feels we need good, qualified people in these positions, and we are lucky to have the current Board members.

- Ruth Sellers stated she feels we should look at what has not been addressed – this is a taxpayer expense, and there is a very qualified County Administrative Officer that will take some of the responsibility that the Board has been accepting prior to his presence. She stated she feels the County Administrative Officer should manage the department heads and conduct evaluations. She also stated she feels that we are not addressing one supervisor, but five individuals to represent this County. Looking at what she gains as an individual, she stated she does not feel that the raise is justified. She stated the formula exists for the salaries and if people do not agree with it, they should not run for the position. She stated she does not feel that the Board should set its salary, and she suggested that perhaps it could be a

ballot measure for the citizens to decide. She commented on the increase in the sales tax to support the Hospital, and she commented on the number of projects that are on hold due to financial constraints.

- Susan Bramson, Greeley Hill, stated she supports the recommended increase. She stated this must be extremely difficult for the Board members to make decisions to raise their salaries. She stated her experience is that Board members put in over 40-hours a week. She noted that her father was a Supervisor and there were constant interruptions.

- Yvonne Bennett stated she has been present at Board meetings. She read a letter from Michael Krage into the record, which referred to previous considerations of salary increases and the economic conditions, and concluded that he felt the salaries are too high. Yvonne expressed concern with the budgetary impact these decisions will have on the future, and stated she does not feel that this is the time to vote for a raise.

Chairman Pickard and Supervisor Parker noted that there was inaccurate and erroneous information in the letter that was read from Michael Krage.

- Susan Nash, Greeley Hill, noted that the working citizens were not in attendance. She stated that she feels that in light of the current School budget issues, this raise is extreme. She stated she feels that the School District crisis needs to be considered; and she realizes that the County funding is separate, but feels it is related. She stated she is a school bus driver and they are looking at a twenty- percent pay cut or loss of job. She stated she feels the Board should set an example, and she feels its does a good job. She stated she feels the letter that was read was uncalled for.

Further discussion was held.

12:32 p.m. Recess

12:44 p.m. Further discussion was held by the Board. (M)Balmain, (S)Stetson, direction was given to staff to amend the ordinance pertaining to the Board of Supervisors' salary and to bring the amendment back to the Board. It was clarified that to adopt the change, the ordinance would need to come back for first reading and introduction, again for second reading and adoption, and that it would not take affect until sixty days after adoption. Ayes: Balmain, Stetson, Parker; Noes: Bibby, Pickard.

Discussion was held relative to establishing an effective date for the action taken earlier to approve salary changes for elected and appointed officials. (M)Parker, (S)Balmain, direction was given for the effective date to be retroactive to January 1, 2003/Ayes: Stetson, Balmain, Parker, Pickard; Noes: Bibby.

cc: Board Members
 Bob Lowrimore, Assessor/Recorder
 Ken Hawkins, Auditor
 Bob Brown, District Attorney
 Pelk Richards, Sheriff/Coroner
 Marjorie Wass, Treasurer/Tax Collector
 Jeff Green, County Counsel
 Jim Petropulos, Public Works Director
 Cheryle Rutherford-Kelly, Human Services Director
 Eric Toll, Planning Director
 Gail Neal, Chief Probation Officer
 Dr. Mosher, Health Officer
 Rick Peresan, Technical Services Director
 John Davis, Building Director
 Blaine Shultz, Fire Chief
 Jacque Meriam, Librarian
 Debbie Walton, Child Support Services Director
 Mary Williams, Community Services Director
 Chris Ebie, Assistant Auditor
 Sandi Laird, Personnel/Risk Management Tech.
 File

DEPARTMENT HEAD SALARIES

Title	Current Salary	Proposed	
County Administrative Officer	\$100,000	\$100,000	NC
County Counsel	\$83,744	\$90,000	Adjustment
Director of Public Works	\$75,871	\$78,147	3-percent
District Attorney **	\$75,634	\$77,903	3-percent
Sheriff/Coroner **	\$75,043	\$77,294	3-percent
Human Services Director	\$69,745	\$75,000	Adjustment
Planning Director	\$71,292	\$73,431	3-percent
Auditor **	\$65,486	\$67,451	3-percent
Chief Probation Officer	\$63,226	\$65,123	3-percent
Health Officer	\$63,226	\$65,123	3-percent
Technical Services Director	\$62,000	\$63,860	3-percent
Building Director	\$57,925	\$63,000	Adjustment
Fire Chief	\$60,000	\$61,800	3-percent
Treasurer/Tax Collector/County Clerk **	\$56,135	\$59,871	Adjustment
Assessor/Recorder **	\$58,127	\$59,871	3-percent
Tourism & Economic Development Director	\$55,000	\$56,650	3-percent
County Librarian	\$52,356	\$53,927	3-percent
Child Support Services Director	\$51,500	\$53,045	3-percent
Community Services Director	\$50,000	\$51,500	3-percent
Board of Supervisors **	\$34,056	\$47,678	Adjustment
Clerk of the Board	\$40,000	\$44,000	Adjustment
TOTAL	\$1,456,746	\$1,575,385	

Assistant Auditor	\$50,544	\$54,192	Equity
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Total net county cost for remaining fiscal year: **\$34,786**
 (Reflects the assumption that the Board salary will not increase until July 1, 2003.)

This amount takes into account that several positions are subvented by Federal and/or State dollars, or are budgeted in an enterprise fund, as well as the currently vacant Tourism and Economic Development Director position that is not expected to be filled until after June 30, 2003.

The Board of Supervisors are to receive an additional increase equivalent to ten-percent of the Superior Court Judge salary (currently \$136,224) for serving as:

- Board of Directors, Mariposa Water Authority
- Board of Commissioners, Local Transportation Commission
- Board of Commissioners, Housing Authority of the County of Mariposa
- Board of Directors, Mariposa County Public Housing Corporation

Subvented positions include: Human Services Director, Building Director, and Child Support Services Director.

** Denotes Elected Official