

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: CHIEF EXECUTIVE OFFICE

BOARD AGENDA # \*B-4

Urgent \_\_\_\_\_ Routine

AGENDA DATE September 18, 2001

CEO Concur with Recommendation YES  NO \_\_\_\_\_  
(Information Attached)

4/5 Vote Required YES \_\_\_\_\_ NO

SUBJECT:

APPROVAL TO GRANT PAY ADJUSTMENTS TO ELECTED DEPARTMENT HEADS' COMPENSATION.

STAFF  
RECOMMEN-  
DATIONS:

APPROVE PAY ADJUSTMENTS FOR THE ELECTED OFFICIALS IN THE FOLLOWING AMOUNTS, EFFECTIVE JULY 1, 2001:

- 5.38% FOR THE AUDITOR-CONTROLLER,
- 5.27% FOR THE CLERK-RECORDER,
- 7.74% FOR THE SHERIFF,
- 4.53% FOR THE ASSESSOR,
- 2.8% FOR THE DISTRICT ATTORNEY,
- 3.14% FOR THE TREASURER-TAX COLLECTOR.

FISCAL  
IMPACT:

The cost to grant these pay adjustments to the elected department heads of Assessor, Auditor-Controller, Clerk-Recorder, District Attorney, Sheriff and Treasurer/Tax Collector is approximately \$43,000 for the first year. Most of this cost is applied to the general fund.

BOARD ACTION AS FOLLOWS:

No. 2001-704

On motion of Supervisor Simon, Seconded by Supervisor Caruso  
and approved by the following vote,

Ayes: Supervisors: Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: Mayfield

Abstaining: Supervisor: None

1)  Approved as recommended

2) \_\_\_\_\_ Denied

3) \_\_\_\_\_ Approved as amended

MOTION:

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

By: Deputy Christine Ferraro

File No.

**DISCUSSION:** On May 13, 1997 the Board authorized the Chief Executive Officer to come back to the Board each year for the consideration of adjustments to elected department heads' compensation. The compensation levels are to be compared annually against those elected department heads in an eight-county survey including the counties of Fresno, Kern, Monterey, Sacramento, San Joaquin, Solano, Sonoma and Ventura. The Board authorized that these elected department heads' compensation would be increased each July until said salaries were equal to the eight county average. All six elected department heads were eligible for and received an adjustment in 1998. Based upon the salary information gathered in 1999, all elected department heads were again eligible for an increase. In 2000, the Assessor, Auditor-Controller and Clerk Recorder received an increase while the survey did not support an increase for the Sheriff or the Treasurer-Tax Collector.

Last year, when bringing this compensation report to the Board, it was acknowledged that we had reached the average salary comparisons for most of these six elected officials, and that there was a need for a more comprehensive process for determining these salary levels. While completing the salary survey this year, a more in-depth study of each position was completed. Responsibilities and functions of the respective positions were compared among the eight survey counties and Stanislaus County. Highlights of the similarities and differences are noted in the following paragraphs.

Assessor: The elected Assessor in Sacramento, San Joaquin, Sonoma, and Ventura counties share the same title and overall responsibilities as Stanislaus County. In Fresno, Kern, and Solano counties the elected Assessor also holds the title of Recorder and maintains responsibility for the recording functions. Monterey County also combines the County Clerk title and functions with the Assessor and Recorder duties and the elected individual is responsible for all. The comparable county survey results support a 4.53% increase.

Auditor-Controller: Five of the survey counties share the same title and responsibilities as Stanislaus County. These counties are Monterey, San Joaquin, Solano, Sonoma and Ventura. Sacramento County has an appointed Assistant Auditor-Controller who reports to the Director of Finance, so salary comparisons with this county are excluded. In Fresno County, the Auditor Controller also has the responsibilities and title of Treasurer-Tax Collector. In Kern County, the Auditor-Controller also has title of County Clerk

and the accompanying responsibilities. The comparable county survey results support a 5.38% increase.

Clerk/Recorder: As previously mentioned, these functions are spread out to other departments in Kern, Monterey, Solano and Sacramento counties. In Sacramento County, an appointed Assistant-Clerk Recorder reports to the elected Director of Finance. None of the salaries for these counties were used in the current salary comparisons, nor were they used in prior years. Of the four county salaries compared, the salary is lower in Fresno and San Joaquin, where the office is not responsible for the recording functions or elections division, respectively. The salary is higher in Sonoma County where the County Clerk does not include the recording function, but does include responsibility as the Clerk of the Board of Supervisors. The highest comparison salary is for Ventura County where the County Clerk Recorder also oversees the elections function as well as being the Clerk to the Board of Supervisors. The comparable county survey results support a 5.37% increase.

District Attorney: On the surface there were no notable differences in the responsibilities of the District Attorney among the comparison counties. There may be underlying differences related to grants and other programs that could be determined upon further examination. In addition, changes are pending to District Attorneys throughout the state due to the carve-out of Family Support services. The comparable county survey results support a 2.8% increase.

Sheriff: The main focus of the comparison in Sheriff responsibilities involves contracting for city police services. In three counties, Monterey, Solano, and Sonoma, the Sheriff does not provide these services. San Joaquin County was also excluded based upon the fact that they contract with only one city for police services and do not oversee multiple contracts. In the remaining four counties, the Sheriff does provide police services as noted:

Fresno	Three (3) communities
Kern	Four (4) communities
Sacramento	Two (2) communities
Ventura	Five (5) communities

Since the Stanislaus County Sheriff currently provides police services to the cities of Waterford, Riverbank and Patterson, this compares more closely with the latter four counties. The

comparable county survey results support a 7.74% increase.

Treasurer-Tax Collector: The responsibilities of this office in Stanislaus County were comparable in five of the eight survey counties. In Solano County, the incumbent also holds the title of County Clerk and manages the accompanying responsibilities. In Sacramento County, the Director of Finance appoints an Assistant Treasurer-Tax Collector, and in Fresno County, the Auditor-Controller and Treasurer-Tax Collector duties are combined under one elected official. The comparable county survey results support a 3.14% increase.

Attachment A to this agenda item details, in two distinct ways, this salary information. The first box in Attachment compares the salaries as they were done in previous years. The second box provides a comparison of salaries based on comparable duties as outlined in the narrative of this agenda item. The strength of this latter information is that it more accurately compares the actual duties and responsibilities of the elected office. A weakness of using this information is that it eliminates salary comparisons of some of the lower paid counties but keeps in the higher end of the spectrum, Ventura County. Further analysis will be completed to more accurately compare this information, but in the interim it is recommended that the Board utilize the new data in adjusting salaries for elected department heads. In this scenario, the recommended increases range from 2.8% to 7.74% and three of the incumbents are more positively impacted.

**POLICY  
ISSUE:**

The Board of Supervisors sets policies and establishes compensation systems for all County employees.

**STAFFING  
IMPACT:**

None.

**ELECTED OFFICIALS EIGHT COUNTY SALARY SURVEY**  
Salaries effective January 2001

**AS COMPARED IN PREVIOUS YEARS**

	<b>Assessor</b>	<b>Auditor Controller</b>	<b>Clerk Recorder</b>	<b>District Attorney</b>	<b>Sheriff</b>	<b>Treasurer Tax Coll.</b>
<b>Fresno</b>	\$8,766	\$9,468	\$7,180	\$10,451	\$ 10,438	N/A
<b>Kern</b>	\$8,645	\$8,645	N/A	\$11,202	\$ 9,750	\$7,674
<b>Monterey</b>	\$9,098	\$9,098	N/A	\$10,827	\$ 9,586	\$9,098
<b>Sacramento</b>	\$9,017	N/A	N/A	\$11,042	\$ 10,445	N/A
<b>San Joaquin</b>	\$8,609	\$8,092	\$6,278	\$10,180	\$ 9,461	\$7,897
<b>Solano</b>	\$8,953	\$8,608	N/A	\$10,637	\$ 10,076	\$7,563
<b>Sonoma</b>	\$8,602	\$9,119	\$8,602	\$10,935	\$ 10,086	\$8,602
<b>Ventura</b>	\$10,024	\$10,775	\$9,202	\$12,708	\$ 13,974	\$9,322
<b>Average</b>	\$8,964	\$9,115	\$7,815	\$10,998	\$ 10,477	\$8,359
<b>Stanislaus</b>	\$8,670	\$8,672	\$7,424	\$10,698	\$ 10,289	\$8,259
<b>Difference \$</b>	\$294	\$443	\$391	\$300	\$ 188	\$100
<b>Difference %</b>	3.39%	5.11%	5.27%	2.80%	1.83%	1.21%

**COMPARISON WITH ADJUSTMENTS PER RELATED DUTIES**

	<b>Assessor</b>	<b>Auditor Controller</b>	<b>Clerk Recorder</b>	<b>District Attorney</b>	<b>Sheriff</b>	<b>Treasurer Tax Coll.</b>
<b>Fresno</b>	N/A	N/A	\$7,180	\$10,451	\$10,438	N/A
<b>Kern</b>	N/A	N/A	N/A	\$11,202	\$9,750	\$7,674
<b>Monterey</b>	N/A	\$9,098	N/A	\$10,827	N/A	\$9,098
<b>Sacramento</b>	\$9,017	N/A	N/A	\$11,042	\$10,445	N/A
<b>San Joaquin</b>	\$8,609	\$8,092	\$6,278	\$10,180	N/A	\$7,897
<b>Solano</b>	N/A	\$8,608	N/A	\$10,637	N/A	N/A
<b>Sonoma</b>	\$8,602	\$9,119	\$8,602	\$10,935	N/A	\$8,602
<b>Ventura</b>	\$10,024	\$10,775	\$9,202	\$12,708	\$13,974	\$9,322
<b>Average</b>	\$9,063	\$9,138	\$7,815	\$10,998	\$11,152	\$8,519
<b>Stanislaus</b>	\$8,670	\$8,672	\$7,424	\$10,698	\$10,289	\$8,259
<b>Difference \$</b>	\$393	\$466	\$391	\$300	\$863	\$260
<b>Difference %</b>	4.53%	5.38%	5.27%	2.80%	7.74%	3.14%

N/A - Not applicable