



A Tradition of Stewardship
A Commitment to Service

Management Compensation Considerations

County Code of Ordinance – Chapter 2.04.040

County Policy 37 – Personnel Rules

- 37C (1-4) – Management Compensation Plans

MOU - SEIU 1021 PSE Supervisory Parity

- Comparable Benchmarks – Equity Studies (MOU 20.2)
 - Market Median with - Marin, Santa Cruz, Contra Costa, Solano, Sonoma, City of Napa
- Internal Alignment
 - “Same As” Classifications
 - Percentage Above/Below Classifications
- Compaction -10% above highest paid subordinate (top step to top step)



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2024 Equity Study		
Jurisdiction	Matched Class	Highest Step
CONTRA COSTA	Board of Supervisors	\$74.52
MARIN	Board of Supervisors	\$68.17
CITY OF NAPA	n/a	
SANTA CRUZ	Board of Supervisors	\$68.91
SOLANO	Board of Supervisors	\$72.23
SONOMA	Supervisors	\$83.51
	Market Average	\$73.47
County of Napa	Board of Supervisors	\$53.99
	Market Median	\$72.23
	Percent Below of Market	-33.78%



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Next Steps:

- Continue Management Compensation Study
 - Estimated Results Late September
 - Necessary Adjustments to BOS October 15, 2024
- Ordinance Change to address BOS salary
 - First Reading September 10, 2024
 - Second Reading September 24, 2024