

Optional Calculations for Setting Supervisor Salaries

When last studied by Human Resources, three of Napa County's five comparable Agencies (Sonoma, Marin, and Solano) use the same Superior Court Judge Salary Percentage methodology. However, Napa County's percentage (47.09%) is the lowest factor.

A) A one-time revision to the existing Ordinance to allow Human Resources to study the percentages used by comparable agencies on regular intervals as desired (annual, every four years, etc.), then apply the mean percentage to the Superior Court Judge Salary with an Agenda Item to establish new Board of Supervisors Member salaries. Annual increases would occur under the same direction from CalHR and the Judicial Council of California used now.

B) Conduct Market Equity Study to Set Baseline Salary, Subsequent Increases Commensurate with Negotiated Annual Increases Received by Public Service Employees (PSE), Public Service Employee – Supervisory (PSE-S), and Management Employees.

This proposal would include a revision to Ordinance No. 1263 to require an initial market equity study of the Board of Supervisors Member salaries across comparable agencies, regardless of the methodology used to establish them. Board of Supervisors Member salaries would be set at the mean, and then subsequently adjusted in conjunction with any negotiated annual increases also received by PSE, PSE-S, and Management employees.

C) Board Sets Their Own Salary with Increases Commensurate with Negotiated Annual Increases Received by PSE, PSE-S, and Management Employees.

This option also requires a revision to Ordinance No. 1263, which would allow the Board of Supervisors to set their own initial salary point through whatever methodology they deem appropriate, with all subsequent increases determined by negotiated annual increases also received by PSE, PSE-S, and Management employees.

D) Ad-Hoc Committee Meets at Regular Intervals to Set Salary

Some agencies have formed ad-hoc committees made up of staff, the public, or other stakeholders. Specific language in a revised Ordinance could require the group to meet at regular intervals (annually, every three years, etc.). This would be the most laborious option to implement. In addition to a revision to Ordinance No. 1263, new committee rules, bylaws, etc. would have to be developed. This option would require the greatest initial and ongoing staff effort to select committee members, conduct meetings, and review salary setting options.