



# Compensation Ordinance

---

JASON T. BRITT

COUNTY ADMINISTRATIVE OFFICER

APRIL 9, 2019

# Brief History

---

- Board of Supervisors Compensation Ordinance was adopted in 1994.
- Amended by Ordinance No. 3211, October 22, 1998 to amend the five step pay plan into a single uniform pay amount for all members of the Board of Supervisors and to reflect additional compensation for Chairman and Vice Chairman duties.
- Amended by Ordinance No. 3444, February 16, 2016 to limit the ability to increase Board salary once annually, at adoption of annual budget, and to require an action item (not consent) on the Board Agenda.

# Current Ordinance

---

- **Section 1-07-1060 (e) Ordinance Code No 3444.**
- **Aligns the Board of Supervisors compensation with pay increases of other Elected Officials.**
- “If the other County elected officers receive cost of living salary adjustments, or any salary adjustment other than an adjustment based upon merit or performance, during any calendar year, then the members of the Board of Supervisors shall receive the average adjustment of these other elected officers effective sixty (60) days after the date of the elected officers’ adjustment.”

# Proposed Compensation Ordinance Changes

---

Ordinance Code 1-07-1060, Section 1 (a):

- Remove the dollar amount noted in the ordinance and add language regarding a fixed rate base salary as payment for all services.
- Section 1 (a) should now read, “Each member of the Board of Supervisors shall receive a fixed rate base salary as payment for all services”.

# Proposed Compensation Ordinance Changes

---

Ordinance Code 1-07-1060, Delete Section (e):

- The Board's compensation will no longer be tied to the compensation increases of Elected Officials;
- Future adjustments to the Board of Supervisors compensation will be reviewed and determined independently from all other county elected officials.
- **The Board of Supervisors is only voting on the procedure for setting the compensation and not voting to make any changes to the existing compensation.**
- **All other provisions of the ordinance remain the same** including the ability to increase Board salary once annually, at adoption of annual budget, and to require an action item (not consent) on the Board Agenda.

# Requests

---

- Introduce and waive the first reading of an ordinance amending Section 1-07-1060 of Article 3 of Chapter 7 of Part 1, pertaining to Compensation of Supervisors. Unanimous vote required.
- 2. Set the second reading for April 30, 2019.
- On April 30, 2019:
  - Waive the second reading and adopt an ordinance amending Section 1-07-1060 of Article 3 of Chapter 7 of Part 1, Pertaining to Compensation of Supervisors. Unanimous vote required.
  - Direct the Clerk to publish the ordinance after adoption as required by law.