



# MARIPOSA COUNTY

Human Resources · (209) 742-1379



## **ORDINANCE 2020-1148**

MEETING: January 7, 2020

TO: The Board of Supervisors

FROM: Kimberly Williams, Human Resources Director

RE: Ordinance Amending Chapter 2.60 of the Mariposa County Code

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### **RECOMMENDATION AND JUSTIFICATION:**

Waive the second reading and adopt an ordinance amending Chapter 2.60.010 of County Code to increase the Board of Supervisor's annual compensation rate from 25% to 40% of the Mariposa County Superior Court Judge's rate of pay. This proposed change would not go into effect until 60 days after adoption.

Board salaries have not come under review since 1991, and since that time, duties have dramatically expanded and transformed the job of a County Supervisor from a part-time to a full-time position. Their workload has grown to include additional management teams and expanded constituent services in a 24/7 world. This board also serves on 12 councils and committees and represents the County at 22 agencies. Further, Supervisors are now required to understand more complex laws and policies than were in place 28 years ago, and they must grasp the inner workings of every department. Not only do Supervisors oversee all departments, along with 500+ employees and a \$142M budget, they are paid far below most other executive salaries and below 89% of all County employees. This is a course correction that would place Supervisor salaries in the lowest tier of department head salaries and comes at a time when other increases have been negotiated with County employees and department heads.

This recommendation also considers County residents interested in running for office and acknowledges that many members of the public would not be able to serve as a Supervisor at the current rate of pay.

The estimated cost of this change for FY 19/20 is \$61,625 and associated budget adjustments will be included in Midyear. The estimated annual cost of this change for each year thereafter is \$184,877.

This ordinance was introduced at the December 10, 2019 Board meeting.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

Resolution 88-600 provides that the Board's salary will be calculated and proposed in

the budget at 25% of the Superiors Court Judge's salary, and Ordinance 798 provides that their salary will remain at this amount so that the Board would not have to take action by resolution in implementing that percentage each year. In 1991, the Board approved an ordinance

December 10th, 2019: this ordinance was introduced.

**ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

Once introduced, no changes to the ordinance are permissible. Consequently, the only alternative at this phase is to not adopt the ordinance.

**ATTACHMENTS:**

**FINAL - Ordinance Amendng Chapter 2.60.010 (DOCX)**  
**Notice of Adoption(DOCX)**

**RESULT: ADOPTED [4 TO 1]**

**MOVER:** Rosemarie Smallcombe, District I Supervisor

**SECONDER:** Merlin Jones, District II Supervisor

**AYES:** Rosemarie Smallcombe, Merlin Jones, Kevin Cann, Miles Menetrey

**NAYS:** Marshall Long

**MARIPOSA COUNTY ORDINANCE NO. 1148**

**AN ORDINANCE AMENDING CHAPTER 2.60  
OF THE MARIPOSA COUNTY CODE**

**WHEREAS**, the Board of Supervisors desires to amend Chapter 2.60 of the Mariposa County Code, and

**WHEREAS**, this amendment is to amend Board of Supervisor salaries to reflect their expanded responsibilities and to place them in the lowest tier of executive class pay.

**NOW, THEREFORE, THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY**, a political subdivision of the State of California, does ordain as follows:

**SECTION I:** Chapter 2.60 of the Mariposa County Code is hereby amended to read as follows:

**2.60.10 Board Of Supervisors' Annual Compensation Rate**

- A. On the effective date of this ordinance, the board of supervisors' annual rate of compensation shall be adjusted to equal forty percent (40%) of the Mariposa County Superior Court Judge's rate of pay in effect on July 1, 2019.
- B. Each year thereafter, the board of supervisors' annual rate of compensation shall be adjusted on July 1st, without further direction to the auditor. The annual rate of adjustment shall equal forty percent (40%) of the Mariposa County Superior Court Judge's salary in effect on January 1st of the same year. (Ord. 798 Sec. 1 1991; Ord. 736 Sec. 1 1989).

**SECTION II:** This ordinance shall become effective sixty (60) days after final passage pursuant to California Government Code section 25123.5 and Elections Code section 9143 governing supervisorial salaries.


**PASSED AND ADOPTED** on this 7th day of January, 2020 by the following vote:

AYES: Smallcombe, Jones, Cann, Menetrey


NOES: Long

ABSTAINED: N/A


EXCUSED: N/A

  
\_\_\_\_\_, Chair  
Mariposa County Board of Supervisors

ATTEST:

  
\_\_\_\_\_  
René LaRoche  
Clerk of the Board of Supervisors

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Steven W. Dahlem  
County Counsel