



**Supervisor Rich Gordon
County of San Mateo**

Memo

To: Members, Board of Supervisors
From: Rich Gordon *RM*
Date: July 17, 2005
Re: Board Member Salary

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt the attached ordinance which adjusts the salary for members of the Board of Supervisors. The new salary would be set at \$105,000 annually effective January 1, 2007 for Districts Two and Three and effective January 1, 2009 for Districts One, Four, and Five.

BACKGROUND:

Twice in the past several years measures have been placed on the ballot to affect the setting of the salary for members of the Board of Supervisors. One measure would have set the salary of members of the Board of Supervisors as a percentage of the salary of Superior Court judges. The other measure would have established a commission to recommend salary adjustments. These measures were both defeated at the polls. The voters have kept in place the current method for setting salaries. That method under the County Charter involves the setting of salary by a current Board of Supervisors with the implementation of salary changes only effective following the next election for each district seat.

The salary of the Board of Supervisors was last set in 1988. Under the terms of the County Charter that salary has been adjusted annually based on increases in the Consumer Price Index for the San Francisco-Oakland Bay Area. The current salary for 2005 is \$81,515.

A survey of salaries for members of Boards of Supervisors in fourteen counties (the bay area counties and the members of the Urban Counties Caucus) was just conducted by Employee and Public Services. A summary of their findings is attached. It is clear that there is no standard of pay across these counties. If you take the five immediate bay area counties (San Francisco, Santa Clara, Alameda, Contra Costa, and Marin) and average their salaries the result is \$102,645 annually.

County Counsel has developed the attached ordinance which would set the salary for members of the Board of Supervisors at \$105,000 annually. This ordinance (and a new salary), if adopted, would go into effect on January 1, 2007 for Supervisorial Districts Two and Three and on January 1, 2009 for Districts One, Four, and Five.

VISION:

The County Vision 2010 calls for government decisions to be based on careful consideration of future impact, rather than temporary relief or immediate gain.

FINANCIAL IMPACT:

There would be an increase in costs for the second half of fiscal year 2006/07 for two supervisorial districts. The full impact of changes would not become effective until fiscal year 2008/09.

**County Supervisors – Salary Comparison
June 2005**

County	Population	Total Budget	Salary (Annual)	Auto Allowance (Monthly)
San Mateo	712,400	\$1,339,869,746	\$81,515	\$693
San Francisco	792,700	\$5,023,303,395	\$89,648	Not Available
Marin	250,200	\$353,664,904	\$87,240	\$800
Alameda	1,498,000	\$1,960,000,000	\$157,085	\$595
Contra Costa	1,003,900	\$1,453,371,007	\$59,924	None
Santa Clara	1,731,400	\$3,600,000,000	\$119,328	\$600
San Diego	3,017,200	\$4,100,000,000	\$115,070	\$700
Ventura	802,400	\$1,508,002,575	\$100,687	\$375
Sacramento	1,335,400	\$2,347,712,166	\$79,116	\$500
Riverside	1,776,700	\$3,246,200,000	\$115,070	\$550
San Bernardino	1,886,500	\$2,840,680,742	\$95,000	\$750
Santa Cruz	260,200	\$368,492,040	\$91,044	None

County	Population	Total Budget	Salary (Annual)	Auto Allowance (Monthly)
Los Angeles	10,103,000	\$17,973,000,000	\$149,160	\$690
Orange	3,017,300	\$4,630,900,000	\$119,304	\$600
Fresno	862,600	\$1,438,932,843	\$86,303	\$510

Note #1: Population from California Department of Finance (January 2004 estimates)