

19. Consider approving in concept an “Ordinance Amending Subdivision (A) of Section 2.02.060 of the Santa Cruz County Code Relating to the Compensation of the Board of Supervisors”, and take related actions ()



County of Santa Cruz Board of Supervisors

Agenda Item Submittal

From: Personnel

Subject: Board of Supervisors 2025-26 Compensation

Meeting Date: June 10, 2025

Formal Title: Consider approving in concept an "Ordinance Amending Subdivision (A) of Section 2.02.060 of the Santa Cruz County Code Relating to the Compensation of the Board of Supervisors", and take related actions

Recommended Actions

1. Approve in concept the attached "Ordinance Amending Subdivision (A) of Section 2.02.060 of the Santa Cruz County Code Relating to the Compensation of the Board of Supervisors";
2. Schedule a second reading and final adoption of the ordinance on June 24, 2025; and
3. Authorize the Director of Personnel, the Auditor-Controller-Treasurer-Tax Collector, and the County Executive Officer to take all necessary administrative actions to effectuate the changes as described in this ordinance.

Executive Summary

In accordance with Subdivision (A) Section 2.02.060 of the Santa Cruz County Code, annually each June, the Board of Supervisors may adopt an ordinance to adjust the salaries of Board members. The annual salary for consideration shall be no greater than 62 percent of the salary for Superior Court Judges which is set by the Judicial Council of California based on Government Code 68203.

Discussion

Historically, the Board of Supervisors' salary increases were linked to the salary of judges based on Government Code 68203 which in turn ties judicial increases to the average percentage salary increase for California state employees. While this linkage was eliminated in December 1997 due to deep budget constraints, additional language to permit board members to waive salary increases and divert funds back to the County or a charitable organization was added. Although the Board's actions were well intended, the ordinance struck out language that provided an objective external standard and replaced it with what can be perceived as the power to decide one's own salary. Since that time, Board salaries were predicated on salary recommendations based on consumer price index, comparisons with other public agencies, or internal alignment based off of negotiations with bargaining units. Some Counties throughout the state link their Board compensation to that of Superior Court Judges.

To reestablish an external objective standard, on May 11, 2021, an ordinance to amend the Board of Supervisors' compensation was adopted to maintain the Board of Supervisors' salary at 62% of the salary for Superior Court Judges. The 62% factor was derived by comparing the Board's salary to the Judge's salary at the time of consideration; and implemented as the ongoing baseline for future compensation increases. This change became effective January 1, 2022. Because Board actions adopting salary increases are subject to referendum under the State Constitution,

linkage to judicial salaries will require adoption of an ordinance annually each June based on the available pay information of the Judicial Council. The yearly ordinance will require two readings in open session, with salary increases to take effect 61 days after final Board approval.

Currently, the Superior Court Judge salary is \$244,727 annually compared to the Board of Supervisors' salary of \$147,857 annually. To maintain a 62% alignment with Superior Court Judges, the Board of Supervisors' salary requires adjustment to \$151,731 annually or \$5,835.80 biweekly resulting in a 2.62% increase.

Financial Impact

The total increase in annual compensation of \$3,874 per supervisor is included in the Proposed 2025-26 Budget.

Strategic Initiatives

Equity Framework - Workplace & Workforce, Leadership, Operations & Services
Operational Plan - Operational Excellence

Submitted By:

Ajita Patel, Personnel Director

Recommended By:

Carlos J. Palacios, County Executive Officer

Artificial Intelligence Acknowledgment:

Artificial Intelligence (AI) did not significantly contribute to the development of this agenda item.

ORDINANCE NO. _____

**ORDINANCE AMENDING SUBDIVISION (A) OF SECTION 2.02.060
OF THE SANTA CRUZ COUNTY CODE RELATING TO THE COMPENSATION OF
THE BOARD OF SUPERVISORS**

The Board of Supervisors of the County of Santa Cruz ordains as follows:

SECTION I

Subdivision (A) of Section 2.02.060 of the Santa Cruz County Code is hereby amended to read as follows:

2.02.060 Compensation.

(A) The biweekly compensation for members of the Board of Supervisors shall be \$5,835.80 effective August 24, 2025.

Beginning January 1, 2022, any increase to the salary of members of the Board of Supervisors shall be linked to salary increases for Superior Court judges. Annually, each June, the Board of Supervisors may adopt an ordinance to increase the salaries of Board members. Any increase shall be in an amount designed to maintain an annual salary no greater than 62 percent of the salary for Superior Court judges as of the date of ordinance adoption. The application of any salary increases shall be prospective and shall take effect on the sixty-first day after the date of final adoption of the ordinance establishing the salary increase.

SECTION II

This ordinance shall take effect on the 61st day after the date of final passage.

PASSED AND ADOPTED this ____ day of _____, 2025 by the Board of Supervisors of the County of Santa Cruz by the following vote:

Ayes:	Supervisors
Noes:	Supervisors
Absent:	Supervisors
Abstain:	Supervisors

Felipe Hernandez
Chairperson of the Board

ATTEST:

Juliette Rezzato
Clerk of the Board

Approved as to form:

Signed by:



5/15/2025

(Tracking #25-1844)

FD316C222C994D0...
Arthur G. Wille

Assistant County Counsel

cc: County Executive Officer
Auditor-Payroll; Personnel (2)
County Counsel


Certificate Of Completion

Envelope Id: C7B865C2-CEAB-4FF3-B007-19531F665CA7	Status: Completed
Subject: Complete with Docusign: Ordinance Board of Supervisors Salary 2025.doc	
Source Envelope:	
Document Pages: 2	Signatures: 1
Certificate Pages: 4	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Sharonda Cannon
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	701 Ocean Street
	Santa Cruz, CA 95060
	Sharonda.Cannon@santacruzcountyca.gov
	IP Address: 63.194.190.100

Record Tracking

Status: Original	Holder: Sharonda Cannon	Location: DocuSign
5/15/2025 10:43:14 AM	Sharonda.Cannon@santacruzcountyca.gov	
Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: County of Santa Cruz	Location: Docusign

Signer Events

Signature	Timestamp
<p>Signed by:</p>  <p>FD318C222C994D0...</p>	<p>Sent: 5/15/2025 10:43:44 AM</p> <p>Viewed: 5/15/2025 1:59:49 PM</p> <p>Signed: 5/15/2025 2:02:10 PM</p>
<p>Arthur Wille</p> <p>arthur.wille@santacruzcountyca.gov</p> <p>County of Santa Cruz</p> <p>Assistant County Counsel</p> <p>Security Level: Email, Account Authentication (None)</p>	<p>Signature Adoption: Pre-selected Style</p> <p>Using IP Address: 75.194.160.49</p>

Electronic Record and Signature Disclosure:
 Accepted: 5/15/2025 1:59:49 PM
 ID: 3cc29101-5be7-4ca4-be4a-18128c13d52f

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	5/15/2025 10:43:44 AM
Certified Delivered	Security Checked	5/15/2025 1:59:49 PM
Signing Complete	Security Checked	5/15/2025 2:02:10 PM
Completed	Security Checked	5/15/2025 2:02:10 PM
Payment Events	Status	Timestamps

Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, County of Santa Cruz (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

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At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact County of Santa Cruz:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: nada.algharib@santacruzcounty.us

To advise County of Santa Cruz of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at nada.algharib@santacruzcounty.us and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from County of Santa Cruz

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to nada.algharib@santacruzcounty.us and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with County of Santa Cruz

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to nada.algharib@santacruzcounty.us and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify County of Santa Cruz as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by County of Santa Cruz during the course of your relationship with County of Santa Cruz.

2.02.060 Compensation.

(A) The biweekly compensation for members of the Board of Supervisors shall be ~~\$5,686.81~~ \$5,835.80 effective ~~August 25, 2024~~ August 24, 2025 .

Beginning January 1, 2022, any increase to the salary of members of the Board of Supervisors shall be linked to salary increases for Superior Court judges. Annually, each June, the Board of Supervisors may adopt an ordinance to increase the salaries of Board members. Any increase shall be in an amount designed to maintain an annual salary no greater than 62 percent of the salary for Superior Court judges as of the date of ordinance adoption. The application of any salary increases shall be prospective and shall take effect on the sixty-first day after the date of final adoption of the ordinance establishing the salary increase.

**PUBLIC NOTICE
PROPOSED ORDINANCE
(SUMMARY)**

Board of Supervisors Information (for Clerk Use only):

Approved in Concept: 6/10/2025

AMS Item: # 16046

Scheduled for Second Reading & Final Adoption: 6/24/2025

Ordinance Title:

ORDINANCE AMENDING SUBDIVISION (A) OF SECTION 2.02.060
OF THE SANTA CRUZ COUNTY CODE RELATING TO THE COMPENSATION OF
THE BOARD OF SUPERVISORS

Ordinance Summary:

This ordinance increases the salary of the Board of Supervisors by 2.62%, to align to 62 percent of the salary for Superior Court judges. The new biweekly compensation for members of the Board of Supervisors under this ordinance is \$5,835.80, effective August 24, 2025.

The full text of this ordinance is available for public review at the Office of the Clerk of the Board, Room 520, Governmental Center Building, 701 Ocean Street, 5th Floor, Santa Cruz, California 95060; and on the Internet at:

<https://santacruzcountyca.primegov.com/public/portal>

For Clerk Use Only:

By: Click or tap here to enter text.

Dated: Click or tap to enter a date.

REGULAR AGENDA

Scheduled and Regular Departmental items – 9:00 AM or thereafter

19. Consider approving in concept an “Ordinance Amending Subdivision (A) of Section 2.02.060 of the Santa Cruz County Code Relating to the Compensation of the Board of Supervisors”, and take related actions

Name: Becky Steinbruner

Comment - 06/08/2025 09:15 AM: (Against)

Dear Board of Supervisors,

You are cutting jobs of many County employees and eliminating funding for critical public service programs. You should also take a cut in your own salaries.

Sincerely,

Becky Seinbruner