

Ordinance No. _____

AN ORDINANCE OF THE COUNTY OF VENTURA
ESTABLISHING COMPENSATION FOR THE BOARD OF
SUPERVISORS

The Board of Supervisors of the County of Ventura ordains as follows:

Section 1 - Repeal of Existing Ordinance Establishing Compensation for The Board of Supervisors

Ordinance No. 4543 is hereby repealed and reenacted as amended:

Section 2 - INTENT

The County of Ventura Board of Supervisors (Supervisors) is required by state law to establish its own compensation and to do so by ordinance. Ordinance No. 4191, approved by the Board on June 28, 1999, and effective August 29, 1999, established the annual base salary for the Supervisors in accordance with recommendations contained in the 1999 Blue Ribbon Salary Review Committee Report. The Committee recommended, and the base annual salary was set at a level equal to seventy percent (70%) of the annual salary of a Superior Court Judge, with a five percent (5%) per annum cap on any increases. On February 8, 2005, Ordinance No. 4316 was approved by the Supervisors, repealing Ordinance No. 4191 and allowing the Supervisors to continue to receive the annual base salary originally recommended by the 1999 Blue Ribbon Salary Review Committee. In 2019, Ordinance No. 4543 was approved by the Supervisors, repealing Ordinance No. 4316 and removing language which allowed Supervisors to receive compensation for service on the Ventura County Employees' Retirement Association Board of Retirement and Ventura County Assessment Appeals Board and continuing the annual base salary methodology of 70% of the annual salary of a Superior Court Judge, with a five percent (5%) per annum cap on any increases.

Finding that the current rate of compensation for the Supervisors is more than 30% below the comparative market median of base pay for that of Supervisors in neighboring counties, it is the Board's intent, in adopting this ordinance to follow in the spirit of the recommendations of the Blue Ribbon Salary Committee (1) to set the Supervisor's base salary at a level equal to eighty percent (80%) of the salary of a Superior Court Judge, with a five percent (5%) per annum cap on any increases, and to use this method to adjust the base salary in conjunction with Superior Court Judges' salaries on an annual basis; (2) to provide, in addition to the base salary, those benefits which are common in private industry or government, which are: health insurance, life insurance, retirement, deferred compensation plans, 401(k) plans, and medical examination, said benefits to be generally consistent with benefits provided to County Department Heads. In providing the salary and specific benefits herein, it is the intent of the Board that the salary and benefits so provided is the entire compensation for Supervisors' services including service on other boards, commissions and committees for which the appointment is made by the Board. It is not the intent of the Board to

preclude reimbursement for reasonable and necessary expenses incurred for the benefit of the County pursuant to County policies and procedures.

Section 3 - BASE SALARY

Beginning the next pay period after the effective date of this ordinance, members of the Board of Supervisors (Class 01628) shall be paid an annual base salary equal to eighty percent (80%) of the annual base salary prescribed by law for Judges of the Superior Court of the State of California. Thereafter, the annual base salary rate of each Supervisor shall be increased at such times and in such percentages as increases granted by law to Judges of the Superior Court of the State of California, to maintain a base salary of eighty percent (80%) of said Judges' annual salary. Said adjustments shall be made on an annual basis. However, in no event shall an annual increase in the base salary of a member of the Board of Supervisors exceed five percent (5%) per annum from the previous base salary. Said base salary shall be paid bi-weekly in accordance with the County's payroll system.

Section 4 - BENEFITS

In addition to the base salary established in Section 3 above, each Supervisor shall receive the following benefits:

- A. Benefits provided in Flexible Benefits Program (Health and Dental Insurance and Related Medical and Child Care Reimbursement Plans) - Participation in the County of Ventura Flexible Benefits Program as provided by the Management, Confidential Clerical, and Unrepresented Others Resolution ("Management Resolution"), as amended from time to time.
- B. Life Insurance - A fully paid life insurance policy in the amount of Fifty thousand dollars (\$50,000). Additional group term life insurance may be purchased by members of the Board of Supervisors. The above life insurance is only in effect as long as the individual serves as a Supervisor.
- C. Transportation Allowance - The Internal Revenue Service standard mileage rate for business miles as amended from time to time or, at the Supervisor's option, an automobile provided by the County.
- D. Retirement - As provided by the County Employees Retirement Law of 1937 and in accordance with Section 1901 of the Management Resolution, as amended from time to time. Consistent with the goals of your Board of Supervisors and the 50:50 cost sharing goals under the Public Employees' Pension Reform Act (PEPRA), employer pick-ups and contributions in excess of 50:50 cost sharing have been eliminated by the Management Resolution so that, effective July 6, 2014, covered employees will contribute one-half of the actuarially determined normal cost of retirement. For Supervisors this change will take effect on July 20, 2014. In accordance with those revisions, beginning July 20, 2014, Supervisors shall receive supplemental pay equivalent to the percentage value of the pick-up eliminated effective July 20, 2014, and the percentage value of participating in the 50:50 cost sharing of the normal cost of retirement applicable

on July 6, 2014, as determined by the Ventura County Employees Retirement Association, based upon Tier I or Tier II status. Further, in accordance with Section 1901(E) of the Management Resolution, a Supervisor electing not to participate in the pension plan, shall have an amount equal to what the County's contribution to their retirement would have been if they were members of the system deposited on their behalf to a qualified 401(k) in accordance with the terms of the official County of Ventura Shared Savings Plan document.

E. Participation in Deferred Compensation and Shared Savings Plans (401(k)) - As provided by the Management Resolution, as amended from time to time. As of the date of this Ordinance, Section 1901(D) provides for a partial match of employee contributions, not to exceed 3% of compensation.

F. Medical Examination -As provided in Section 603 of the Management Resolution, as amended from time to time.

Section 5 - BOARD AND COMMISSIONS

Supervisors shall not be entitled to receive any compensation for services rendered on any board, commission or committee, the membership for which is appointed by the Board of Supervisors. Regarding all other boards and commissions, Supervisors shall either waive any fee payable there under or shall designate that all such fees shall be made payable to the Ventura County Auditor-Controller for deposit in the Ventura County General Fund.

Section 6 - EFFECTIVE DATE

This ordinance shall take effect on sixty days after adoption.

PASSED AND ADOPTED THIS _____ day of 2025 by the following vote:

AYES: _____
NOES: _____ -
ABSENT: _____

CHAIR, BOARD OF SUPERVISORS

ATTEST;

Sevet Johnson, PsyD, County Executive Officer
County of Ventura, State of California,
And ex-officio Clerk of the Board of Supervisors

By _____

Deputy Clerk of the Board