

Ordinance No. 4543

AN ORDINANCE 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Ordinance No. 4463 is hereby repealed and reenacted as amended:

Section 2 – INTENT

The Ventura County Board of Supervisors is required by state laws to establish its own compensation and to do so by ordinance. In February 1999, the Board established a "Blue Ribbon Salary Review committee" to provide advice on appropriate salary and benefit levels for the five elected members of the Board of Supervisors (hereinafter referred to as "Supervisors"). It is the Board's intent, in adopting this ordinance to follow the recommendations of the Blue Ribbon Salary Committee (1) to set the Supervisor's base salary at a level equal to seventy percent (70%) 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, car allowance 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

Effective April 24, 2005, members of the Board of Supervisors (Class 01628) shall be paid an annual base salary equal to seventy percent (70%) of the 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 seventy percent (70%) 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 2 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. As of the date of this Ordinance, the flexible benefit allowance is \$447.00 per bi-week.
- 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 IRS 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. With regard to 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 July 21, 2019.

PASSED AND ADOPTED THIS 21 day of May, 2019 by the following vote:

AYES:

Supervisors Parks, Long, Huber,  
Zaragoza, Bennett

NOES:

none

ABSENT:

none

[Signature]  
CHAIR, BOARD OF SUPERVISORS

ATTEST;  
MICHAEL POWERS, County Executive Officer  
County of Ventura, State of California,  
And ex-officio Clerk of the Board of Supervisors  
Thereof

By [Signature]  
Deputy Clerk of the Board

