

ORDINANCE NO. 3490

**ORDINANCE AMENDING CHAPTER 2.48 OF TITLE 2 OF THE
SAN LUIS OBISPO COUNTY CODE**

The Board of Supervisors of the County of San Luis Obispo County, State of California ordains as follows:

SECTION 1: Section 2.48.095 of the County Code is amended to read as follows:

2.48.095 Board of Supervisors' compensation.

- ~~(1a) It is intended that the annual salary for members of the Board of Supervisors shall be fifty percent of the bottom of the salary range of California Superior Court Judges by fiscal year 2025-2026 and subsequent years. Therefore, the annual salary of the Board of Supervisors shall be adjusted as follows: Effective July 11, 2021, the annual salary paid to each member of the Board of Supervisors shall be increased from eighty-six thousand one hundred fifteen dollars and twelve cents to ninety thousand four hundred seventeen dollars and sixty cents and shall be paid to each Supervisor in the same manner utilized by the county for its general payroll. This salary shall continue until changed pursuant to the provisions of this section.~~
- ~~a. It is intended that the annual salary of members of the Board of Supervisors be a minimum of twenty five percent above the annual salary of the Legislative Assistant classification. Within one year of July 11, 2021 the county Human Resources Director will return to the Board of Supervisors with a recommendation on any necessary modifications to the annual salary of members of the Board of Supervisors with the goal of setting their salary to a minimum of twenty five percent above the annual salary of the Legislative Assistant classification.~~
- (1) Effective July 23, 2023, the annual salary paid to each member of the Board of Supervisors shall be increased from ninety thousand four hundred seventeen dollars and sixty cents (\$90,417.60) to ninety-seven thousand six hundred ninety-seven dollars and sixty cents (\$97,697.60).
- (2) Effective June 23, 2024, the annual salary paid to each member of the Board of Supervisors shall be increased from ninety-seven thousand six hundred ninety-seven dollars and sixty cents (\$97,697.60) to one hundred five thousand five hundred sixty dollars (\$105,560.00).
- (3) Effective June 22, 2025, the annual salary paid to each member of the Board of Supervisors shall be increased from one hundred five thousand five hundred sixty dollars (\$105,560.00) to one hundred fourteen thousand sixty-seven dollars and twenty cents (\$114,067.20).
- (4) Following the June 22, 2025, increase, members of the Board of Supervisors shall receive annual increases as necessary to remain at fifty

percent of the bottom of the salary range of California Superior Court Judges. The increases shall be approved by the Board of Supervisors annually on consent agenda in the same fiscal year the salary increase is applied to the Superior Court Judges. However, members of the Board of Supervisors shall not receive an annual salary increase in any fiscal year when County staff do not receive an annual salary increase due to budgetary constraints.

~~(2) Board of Supervisors' salaries shall be reviewed against data collected in a manner similar to the manner used to determine prevailing wage for recognized employee organizations. The county Human Resources Director shall report to the Board of Supervisors on the findings reached and recommend any necessary modification to salary. The report and/or recommendation shall include consideration of the county's current financial condition and any other considerations important in the determination of salary setting.~~

(3b) Individual members of the Board of Supervisors may elect to forego the salary change specified in 2.48.095(~~1a~~), provided that they are a member of the Board of Supervisors on ~~July 11, 2021~~ July 23, 2023, and state their intent to forego the salary change in writing to the county Human Resources Director prior to ~~July 11, 2021~~ July 23, 2023. Any member of the Board of Supervisors who elected to forego the salary changes that were effective July 11, 2021, and foregoes these additional increases shall continue to receive ~~An~~ an annual salary of eighty-six thousand one hundred fifteen dollars and twelve cents (~~\$86,115.12~~). Any member of the Board of Supervisors who received the July 11, 2021 increase, and elects to forego the increases specified in 2.48.095(a) by July 23, 2023, shall continue to be paid an annual salary of ninety thousand four hundred seventeen dollars and sixty cents (\$90,417.60). ~~shall continue to be paid to each member of the Board of Supervisors who elects to forego the salary change specified in 2.48.095(1)~~ These annual salaries shall remain in place until the first day of the new term of each applicable district, at which point the member of the Board of Supervisors shall receive the salary specified in 2.48.095(~~1a~~), or until a new salary change is adopted by the Board of Supervisors.

(4c) All employee benefits available to ~~general management~~/department head employees shall be available to the Board of Supervisors.

SECTION 2: If any section, subsection, clause, or phrase of this ordinance is for any reason held to be invalid or unconstitutional by the decision of a court of competent jurisdiction, such decision shall not affect the validity or the constitutionality of the remaining portions of this ordinance. The Board of Supervisors hereby declares that it would have passed this ordinance and each section, subsection, sentence, clause, or phrase thereof irrespective of the fact that any other of more sections, subsection, sentences, clause, or phrases be declared invalid or unconstitutional.

SECTION 3: This ordinance shall take effect and be in full force and effect sixty (60) days after its passage, and before the expiration of fifteen (15) days after passage of this ordinance, it shall be published once with the names of the members of the Board of Supervisors voting for and against the ordinance in a newspaper of general circulation published in the County of San Luis Obispo, State of California.


INTRODUCED at a regular meeting of the Board of Supervisors held on the 2nd day of May, 2023, and PASSED and ADOPTED by the Board of Supervisors of the County of San Luis Obispo, State of California, on the 16th day of May, 2023, by the following roll call vote, to wit:

AYES: Supervisors Bruce S. Gibson, Dawn Ortiz-Legg and Jimmy Paulding

NOES: Supervisor Debbie Arnold and Chairperson John Peschong

ABSENT: None

ABSTAINING: None



John Peschong
Chair of the Board of Supervisors

JOHN NILON
Interim Ex-Officio Clerk of the Board of Supervisors

By: Niki Martin
Deputy Clerk