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TRINITY COUNTY
SUPERIOR COURT

Trinity County Grand Jury
2009-2010

FILED

MAY 20 2010

CLERK OF THE SUPERIOR COURT
COUNTY OF TRINITY
BY: STACI WARNER, DEPUTY CLERK

**Finance and Administration Committee
FAR2009/2010-001
Final Report**

**Trinity County Administrative Officer
Compensation Investigation**

*Reviewed without comment.
Tom R
4/15/2010*

Approved 3/16/2010

Ronald A. [Signature]

2009-2010 Trinity County Grand Jury

Finance and Administration Committee

Trinity County Administrative Officer Compensation

Summary

The Finance and Administration Committee reviewed the compensation package for the Trinity County Administrative Officer (TCAO) and found his salary to be consistent with other County Administrative Officers (CAO's) in Northern California counties and his benefits to be in line with all other department heads within Trinity County.

Background

On July 27, 2009 a letter entitled, "How much does government cost?" was placed in the "Trinity Journal Opinion Feedback" section and stated that excessive pay and benefits were being given to the Trinity County Administrative Officer. The letter stated, "It appears we the taxpayers have a pig at the trough!" The Trinity County Grand Jury, Finance and Administration Committee elected to investigate these allegations and determine if the letter had any basis in Fact.

The focus of the investigation was to determine the basis of salary and benefits for the TCAO and whether they were in line with competitive wages for a CAO in Northern California and benefits consistent with other Trinity County employees.

Method of Investigation

The Committee's method of investigation was to interview Trinity County Administrative personnel about TCAO salary and benefits and corroborate their statements with Trinity County payroll documents, the TCAO current contract, and Contractual obligations by the county for benefits to Trinity County department heads.

Discussion

Trinity County administrators were interviewed by the entire Grand Jury and or the Finance and Administration Committee in September 2009, and questioned regarding CAO salary and benefits. The committee gathered documents including: the TCAO salary records for 2008-2009, the current CAO employment contract, the current benefits agreement document and a 2007 Tehama County salary survey of seven Northern California Counties for the position of CAO. The salary survey was deemed relevant because it included other rural counties of Northern California similar to Trinity County. These counties included; Butte, Shasta, Yuba, Glenn, Tehama, Lake and Siskiyou. The salary negotiated by the Board of Supervisors was below the median for the seven counties surveyed. The TCAO salary for 2008-2009 remained below the median from 2007 and the TCAO did not receive a salary increase for 2009-2010.

Findings

Finding 1:

The salary for the TCAO was found to have been negotiated by the Board of Supervisors consistent with a 2007 Tehama County commissioned salary survey of seven Northern California counties for the position of CAO.

Finding 2:

The benefits package for the TCAO complies with the requirements of Resolution #2002-087 dated 11/19/2002 which specifies benefits applicable to departments heads within Trinity County and which is applicable to the TCAO by contract incorporation.

Recommendations

None

Responses Required

In accordance with California Penal Code 933.05 a response is required as indicated.

None

The governing bodies indicated above should be aware that comment or response of the governing body must be conducted subject to the notice, agenda and open meeting requirements of the Brown Act.

Bibliography

1. County payroll record: 2008 salary and benefits incurred for CAO. 1 page
2. County payroll record: 2009 salary and benefits authorized for CAO. 1 page
3. County payroll record: 2009 salary and benefits incurred for CAO through 9/09. 1 Page
4. The 2007 Tehama County salary survey for CAO. 1 Page
5. County record: five-year employment contract for CAO dated 3/4/2008. 9 Pages
6. Article from Trinity Journal dated 7/27/2009. 1 Page
7. County record: Board of Supervisors agreement on Compensation Package for department heads. Resolution #2002-087 5 Pages