



COUNTY OF INYO

ELECTED OFFICIALS SALARY ADJUSTMENT POLICY

I. PURPOSE

The purpose of this policy is to provide a consistent salary adjustment process for elected officials that maintains equity with other County classifications while ensuring that qualified persons continue to pursue election to public office.

II. ESTABLISHMENT & REVIEW OF BASE SALARY

For each elected official, excluding the Board of Supervisors, the Board of Supervisors shall establish a base salary for the elected office. The base salary, as adjusted by this policy, will be effective at the beginning of the next regular term for the elected office. The base salary, represented as an hourly rate, shall be based on a 40-hour work week recognizing that, under State law, the elected official is under no obligation to work a 40-hour work week.

Approximately one-year prior to the expiration of an elected official's term in office, the Board of Supervisors shall, upon initiation by the County Administrator, review the base salary for the office for the purpose of increasing or decreasing the established base salary for the office effective at the beginning of the next regular term. (For example, a base salary modified in December 2013, or January or February 2014, would become effective January 6, 2015.) In reviewing and adjusting the base salary for an elected office, the purpose of the Board of Supervisors will be to ensure that qualified individuals continue to seek election to the office, and that prospective candidates will have knowledge of base salary of office prior to the deadline for deciding whether to seek election or re-election.

This annual four-year review of the base salary for an elected office in no way limits or prevents any elected official from requesting the Board of Supervisors adjust the salary for their respective office anytime during their term in office.

In establishing and reviewing the base salary for any elected office, excluding the Board of Supervisors, the Board of Supervisors may, in public session:



1. Rely on the same salary survey information that may be provided to it in considering adjustments to the salaries of appointed officials; and,
2. Consider any additional data or other information the elected official, staff or members of the public may choose to provide.

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