

ORDINANCE NO. NS-20.18

**AN ORDINANCE RELATING TO THE COMPENSATION OF PERSONS IN
LEADERSHIP POSITIONS OF THE COUNTY OF SANTA CLARA UNREPRESENTED
BY RECOGNIZED EMPLOYEE ORGANIZATIONS**

SUMMARY

County Ordinance NS-20.18 provides for the compensation of persons in leadership positions of the County of Santa Clara, unrepresented by any recognized employee organization, and includes members of the Board of Supervisors, Assessor, District Attorney, and Sheriff. The Board of Supervisors of the County of Santa Clara, State of California, does ordain as follows:

SECTION 1. PURPOSE

This ordinance establishes the compensation of those salaried executive leadership positions (referred to herein as “leadership positions”) of the County of Santa Clara not represented by any recognized employee organization. Leadership positions are those employment positions set forth in Exhibit A, attached hereto. Leadership positions also include members of the Board of Supervisors (Class Code A01) and Assistant Public Health Officer (Class Code P04). To the extent that the provisions of this Ordinance are inconsistent with any other County ordinance, the provisions herein shall govern. Persons in leadership positions (referred to herein as “employees” or “executive leaders”) perform their duties and responsibilities regardless of the hours required to accomplish such duties and responsibilities; and, therefore, the various premium pay and leave provisions applicable to other County employees, such as cash overtime, compensatory time off, night shift differential, holiday pay, on-call pay, voluntary reduced work hours, personal leave days, birthday leave days, career incentive pay, and uniform allowance are inapplicable. Employees in leadership positions who work in extra-help assignments are not entitled to additional pay. Section 6 herein is inapplicable to a person serving as an appointee in an acting leadership position, unless such person occupied another leadership position immediately prior to service in the acting position.

SECTION 2. POSITIONS, SALARY RANGES, TRANSFERS AND INPLACEMENT

The salary range for persons in leadership positions (except members of the Board of Supervisors and Assistant Public Health Officer) designated in Exhibit A, attached hereto, shall be as set forth in the schedule of bi-weekly salaries as stated in Exhibit A, as adopted, and as may be subsequently amended, by the Board of Supervisors. Elected County officials, other than members of the Board of Supervisors, and Assistant Public Health Officer, and persons appointed by the Board of Supervisors shall receive the salaries as listed in Exhibit A.

If employees in leadership positions designated in Exhibit A, and attached hereto, qualify for transfer or demotion and the only prohibition is the salary of the new class, it shall be deemed to be a lateral transfer if the entry salary of the new salary range is not more than ten percent (10%) above the top of the former salary range. For promotion into leadership positions, employees shall have their pay adjusted within the new range which provides for ten (10%) percent increase in salary. In addition, the inplacement provisions that apply to other employees in the County shall also apply to the employees in leadership positions designated in Exhibit A.

Adopted: 06/19/2018

Employees appointed to an acting leadership position shall have their pay adjusted within the new range that provides for an increase up to 10% in salary. Acting salary shall not exceed the maximum pay of the salary range. Persons appointed to leadership positions are required to satisfactorily complete an eighteen (18) month probationary period. This does not apply to unclassified executive leadership positions as these are at-will.

SECTION 3. EMPLOYEES IN CLASS CODE A01

The base salary for persons in Class Code A01 (members of the Board of Supervisors) shall be: the annual rate of 80% of the annual salary of a Superior Court Judge of the State of California, County of Santa Clara.

Persons in Class Code A01 (members of the Board of Supervisors) or his/her designee shall be entitled to be reimbursed for actual and necessary expenses for meals and other reasonably related business expenses for the Board Member, or his/her designee, consistent with the County Meal Policy (Non-Travel), County Travel Policy, and the Procurement Card (P-Card) Policy.

SECTION 4. EMPLOYEES IN CLASS CODE P04

The salary range adjustments for positions in Class Code P04 (Assistant Public Health Officer) shall be aligned with leadership positions listed in Exhibit A.

SECTION 5. LEAVE PROVISIONS

Notwithstanding the provisions of any other ordinance of the County of Santa Clara, the following provisions relating to leaves shall be applicable to persons in leadership positions, excluding elective office positions:

A. Annual Leave

At the beginning of the first full pay period of each fiscal year (the pay period that contains July 14), thirty-six (36) days of annual leave shall be credited to each such employee for the fiscal year. During any such year, any unused portion of the thirty-six (36) days of annual leave shall be credited to each such employee for the fiscal year. During any such year, prior to the end of the fiscal year, any unused portion of the thirty-six (36) days of annual leave, at the option of the employee, shall be paid to the employee at the monetary value at the then current salary rate, up to a maximum of eighteen (18) days, and the balance carried forward into the subsequent fiscal year, but not to exceed the maximum accumulation authorized by this Ordinance. In the event an employee is on leave without pay, a proportionate reduction in the annual leave credit provided for in this section will be made for the period of such absence.

1. In no case shall more than one hundred and eight (108) days be accumulated in vacation leave bank during the term of employment of persons in leadership positions. Any balance in excess of one hundred and eight (108) days shall be used by the employee or paid in cash at the then current salary rate at the end on the final pay period of the fiscal year (the pay period that contains June 30).
2. Persons appointed to a leadership position after the effective date of this Ordinance shall receive, as of the date of appointment, a proportionate amount of the annual leave allotment prorated as of the date of appointment for the balance of the annual leave cycle.

3. Persons in leadership positions terminated from County employment shall be paid the monetary value of the proportionate amount of the unused annual leave days credited for the fiscal year in which the termination occurs, prorated as of the date of termination, and the monetary value of earned and unused annual leave accrued from previous fiscal years.
4. Vacation or STO accrued prior to the effective date of this Ordinance or earned prior to the date of appointment to a leadership position shall be carried forward to the executive leadership position, consistent with other provisions of this Ordinance.

B. Sick Leave

1. Effective July 14, 1997, persons appointed to or occupying a leadership position shall not earn or accrue any sick leave. Instead, the annual leave provisions shall be used for vacation and sick leave purposes.
2. Persons occupying leadership positions on July 14, 1997, who have existing (accrued but not used) sick leave balances, shall retain those balances. The retained sick leave balance shall be charged for any successive days of sick absence, provided that for each period of absence the first day is charged to annual leave.
3. Unless otherwise required by the County Executive, absences of less than one full day are not charged to sick leave or annual leave.
4. Upon termination in good standing and ten (10) or more years of County employment, accrued and unused sick leave shall be paid at the rate of two percent (2%) for each full year of service, not to exceed fifty percent (50%), multiplied by the current salary rate.
5. Previously accrued and unused sick leave balances earned prior to the date of appointment to a leadership position shall be retained by an employee appointed to a leadership position. Section 5.B.2-3 shall apply to the use of the retained sick leave.

C. Administrative Leave

1. Because of the inapplicability of the various premium pay and leave provisions to executive leaders, persons in leadership positions shall be entitled to administrative leave. Administrative leave means any type of leave for which pay is received other than annual leave and sick leave, and includes personal leave, bereavement leave, limited education leave (seminars, workshops and conferences), and absences of less than one full day for medical or dental care for the employee or dependents.
2. The granting of such leave or any portion thereof may be denied at the County Executive's discretion in the event of abuse and charged against either the sick leave or annual leave balance.

D. Sabbatical Leave

Employees in positions that are required to be filled by physicians, surgeons or dentists and designated in Exhibit A (except employees in Class Code P04, P05 and P06) are eligible for Sabbatical Leave after six (6) years of service subject to

SECTION 6. DISABILITY INCOME

As used herein, disability means total disability from disease, pregnancy or accidental bodily injury that wholly prevents the engaging in the performance of each and every duty of the position. The Deputy County Executive with responsibility for the Employee Services Agency shall make the final determination of disability benefits and may require such proof of disability, as she/he deems appropriate and in accordance with the California Family Rights Act and the County's Family and Medical Leave Policy.

- A. If the person in a leadership position, other than an elected office and a position that is required to be filled by a physician, surgeon or dentist and designated in Exhibit A, become subject to a disability which continues uninterrupted for forty-five (45) calendar days, the County may, with the approval of the Deputy County Executive with responsibility for ESA, pay disability income to such person for the remaining period, following the initial forty-five (45) days, during which the disability continues uninterrupted for a maximum of twelve (12) calendar months, excluding the initial forty-five (45) days, or until the disability ceases, whichever occurs first. Proof of continued disability must be provided upon request.
- B. Such income shall consist of the salary for the position as designated in Section 2 herein, less applicable mandatory and voluntary deductions therefrom. During the period of such income, sick leave (if applicable) or annual leave shall not accrue or be charged. A proportionate reduction in the annual leave credit provided for in Section 3 will be made for the period of such absence.
- C. In the event of a recurrence of the disability from the same or related causes, the period of such disability shall be deemed a continuation of any prior period of disability unless during the intervening period such person has performed on a full-time basis each and every duty of the position for at least six (6) consecutive months, consisting of one hundred eighty-two (182) consecutive calendar days. Annual leave shall not be accrued for the period of such disability. A proportionate reduction in annual leave provided for in Section 3 will be made for the period of such absence.
- D. A long-term disability insurance plan may be provided for partial salary continuation after the one-year disability income protection period described above. The insurance plan shall be selected by the Deputy County Executive with responsibility for the Employee Services Agency and may provide coverage not to exceed two-thirds of the base salary or \$6,800 per month; with index for inflation (whichever is less) for a period of up to 65 years of age, if totally disabled.
- E. The provisions of this section shall be administered by the Deputy County Executive with responsibility for the Employee Services Agency and shall be subject to the reasonable discretion of the Deputy County Executive as deemed necessary for the administration thereof.
- F. For persons in positions that are required to be filled by physicians, surgeons or dentists and designated in Exhibit A (except for employees in Class Codes P04, P05 and P06), long-term disability insurance shall be provided consistent with the coverage provisions provided to Class Code P41 (Physician-VMC) represented by

Valley Physician's Group. Long-term disability benefit pays seventy percent (70%) of the base salary or \$15,000 per month, whichever is less and with a 90-day waiting period and is specific to occupation and specialty. Coverage is prorated for part-time physician.

SECTION 7. OTHER BENEFITS

Persons in positions covered by this Ordinance shall receive the same benefits as available countywide to all other County employees, except as otherwise provided by this Ordinance. This shall also include the payment/reimbursement of Bar Association dues and mandated State license fees. In addition, this section provides tuition reimbursement and professional development benefits consistent with those applicable to County mid-management employees.

- A. Persons in Class Codes A02 (County Executive), A05 (Clerk of the Board of Supervisors), A62 (County Counsel), A2X (Chief of Correction), A93 (Public Defender), A59 (District Attorney), A65 (Sheriff), A28 (Assessor), Q24 (Director, Department of Child Support Services) or his/her designee shall be entitled to be reimbursed for actual and necessary expenses for meals and other reasonably related business expenses for the employee, or his/her designee, consistent with the County Meal Policy (Non-Travel), County Travel Policy, and the Procurement Card (P-Card) Policy.
- B. Persons in positions that are required to be filled by physicians, surgeons or dentists and designated in Exhibit A (excluding employees in Class Codes P04, P05 and P06) shall be entitled to receive the following:
 1. DEA License, California Medical License/X-Ray License fees, Professional liability insurance fees, and Medical Staff/Society Dues not to exceed \$1,200 each fiscal year. Fund is prorated based on start and termination date.
 2. Tuition reimbursement and professional development benefits not to exceed \$4,500 per fiscal year, prorated by number of months employed and the unused balance carried forward into the subsequent fiscal year, but not to exceed one year's allocation. The maximum amount at any given time cannot exceed \$9,000.

SECTION 7.5 HEALTH INSURANCE

Effective December 23, 2013, executive leaders will contribute to the cost of medical premiums for their selected medical plan on all tiers as follows and be based on the premium in effect on December 20, 2013, and as may be revised for subsequent plan years.

Employee share shall be as follows:

- Valley Health Plan: 4% Employee, Employee and Spouse, Employee and Child(ren), and Family Coverage
- Kaiser: 6% Employee, Employee and Spouse, Employee and Child(ren), and Family Coverage
- Health Net: 6% Employee and Family Coverage

The County shall contribute the remaining amounts to be paid toward employee health insurance.

In addition, the County shall fully pay for the premiums for dental and vision insurance for single-employee or family coverage for whichever available plan is selected by the employee.

SECTION 8. VEHICLES

Persons in the twenty-three (23) leadership positions, designated in Exhibit A to this Ordinance by an asterisk (*) and persons in Class Code A01, (members of the Board of Supervisors) shall use a personal vehicle for County business travel and shall be paid a flat rate vehicle allowance of four hundred dollars (\$400) per month.

Executive leaders receiving the vehicle allowance shall not be eligible to claim mileage reimbursement for any miles traveled within the County of Santa Clara. No person residing outside of Santa Clara County may be assigned a County vehicle. Further, no person in a leadership position assigned a County vehicle can claim mileage reimbursement.

Persons occupying executive law enforcement positions, including the Sheriff, who are assigned public safety equipped County vehicles, shall continue to be assigned such County vehicles for take home as well as work purposes subject to approval of the Deputy County Executive with responsibility for Employee Services Agency or if not assigned for take home purposes shall receive a flat rate vehicle allowance of two hundred dollars (\$200) per month, notwithstanding other provisions of this Ordinance.

Persons assigned the position of Chief Medical Examiner-Coroner shall be assigned emergency equipped take-home vehicle to allow quick response to death scenes and mass fatality incidents, subject to approval of the Deputy County Executive with responsibility for Employee Services Agency.

SECTION 9. PUBLIC EMPLOYEES' RETIREMENT LAW

Effective January 1, 2013, classic miscellaneous employees shall refer to those employees who are placed in the 2.5% at age 55 retirement tier. Classic safety employees shall refer to those employees who are eligible for and are placed in the 3% at age 50 retirement tier. Public Employee Pension Reform Act (PEPRA) miscellaneous employees shall refer to those employees who are eligible for and placed in the 2% at age 62 retirement plan. PEPRA safety employees shall refer to the 2.7% at age 55 retirement tier.

Employees hired into leadership positions on or after January 1, 2013 and elected officials who assume office after that date, who meet the definition of "New Member" under the Public Employees' Pension Reform Act (PEPRA), will be subject to a lower second tier retirement plan which includes the highest three (3) year average final compensation provision.

Effective February 16, 2015, the County of Santa Clara shall no longer contribute 7% of the required 8% of compensation toward the employee's share of the contribution rate imposed by the Public Employees' Retirement Law ("PERL"; Government Code Section 20000 et seq.) for all local Classic Miscellaneous member employees. Classic Miscellaneous member employees, listed in Exhibit A including Assistant Public Health Officers shall pay the entire 8% PERS Member Contribution. They shall also contribute 2.931% of the PERS Employer Contribution.

Effective February 16, 2015 Classic Safety member listed in Exhibit A shall contribute the entire 9% PERS Member Contribution and shall pay 0% of the PERS Employer Contribution.

Those hired on or after January 1, 2013 and deemed to be New Members under PEPRA definitions will continue to contribute the entire 6.5% Miscellaneous and 10.75% Safety PERS Member Contribution.

SECTION 10. RETIREE MEDICAL INSURANCE

- A. Persons in positions covered by this Ordinance shall contribute toward the County's unfunded liability obligations for the retiree medical benefit, on a biweekly basis, an amount equal to 20% of the premium in effect for the lowest cost retiree-only medical plan available for early retirees (under age 65).

- B. The County shall contribute an amount up to the applicable lowest cost retiree medical plan premium rate (early retiree or Medicare) in effect for the plan year toward the cost of single retiree-only coverage, for those County Employees who:
 - (a) were hired before August 12, 1996 and who have completed at least five (5) years or more of full-time paid County service (minimum 1,305 days of accrued service); or
 - (b) were hired on or after August 12, 1996 but before June 19, 2006, and who have completed eight (8) years or more of full-time paid County service (minimum 2,088 days of accrued service); or
 - (c) were hired on or after June 19, 2006 who have completed ten (10) years or more of full-time paid County service (minimum 2,610 days of accrued service); or
 - (d) were hired on or after December 23, 2013 who have completed fifteen (15) years or more of full-time paid County service (minimum 3,915 days of accrued service).For those employees who retire on or after December 23, 2013, in order to be eligible for retiree health insurance, all days of accrued service noted above must be accrued in a continuous manner (approved leaves of absences and reinstatement within one year pursuant to merit system rules shall not be deemed to interrupt continuous service) and must be accrued immediately preceding the date of retirement, and the employee must retire directly from the County under provisions of the Public Employees' Retirement System (PERS). If eligible, enrollment in Medicare A and B is mandatory.

SECTION 11. DEFERRED COMPENSATION PLAN

The County shall contribute to the County's Deferred Compensation Plan for employees in Class Code A01 (Board of Supervisors), A02 (County Executive), A05 (Clerk of the Board of Supervisors), A07 (Director, Finance Agency), A1F (Chief Information Officer), A1C (Chief Operating Officer), A10 (Deputy County Executive), A1E (SCVMC-CEO), A15 (Chief Financial Officer, SCVHHS), A2X (Chief of Correction), A28 (Assessor), A59 (District Attorney), A62 (County Counsel), A65 (Sheriff), A6N (Director, SCVHHS), A6O (Director, Employee Services Agency), A86 (Director, Social Services Agency), A93 (Public Defender), Q24 (Director, Department of Child Support Services), and A80 (Chief Probation Officer) the sum of \$18,500 per year or as may be adjusted to reflect changes in law to the contribution limits as prescribed under Section 457 of the Internal Revenue Code and regulations hereunder. The contribution shall be paid on the basis of the calendar year and shall be prorated in any calendar year according to the portion of the year during which such employee holds the position/office. Payment by the County of the contribution shall be dependent upon the executive leader's enrollment in the County's Deferred Compensation Plan.

For persons in Class Code A01 (members of the Board of Supervisors), A59 (District Attorney), A65 (Sheriff), and A28 (Assessor), the County shall contribute the amounts as permitted under the "Catch-Up Provision" of the Deferred Compensation Plan or effective January 1, 2015 the "Age 50 Catch Up Plan".

SECTION 12. LIFE INSURANCE

The County of Santa Clara shall provide a two hundred thousand dollar (\$200,000) double indemnity term life insurance policy for each person employed in a leadership position, excluding employees in positions that are required to be filled by physicians, surgeons or dentists and designated in Exhibit A during the period of such employment. The policy of insurance shall be approved by the County. The beneficiary shall be designated by the executive leader.

IRS regulations require that the value of group-term life insurance coverage provided by the County in excess of \$50,000 (including the retirement benefit) must be included as income and is subject to social security and Medicare taxes.

- A. Upon retirement from County service within the meaning of the Public Employees' Retirement Law immediately following employment in a leadership position and five (5) years continuous service with the County, executive leaders shall be provided term life insurance as follows:

The County of Santa Clara shall provide term life insurance for each position designated herein for ten (10) years following retirement. The amount shall be two hundred thousand dollars (\$200,000) for the first twenty-six pay periods following retirement, one hundred eighty thousand dollars (\$180,000) for the second twenty-six pay periods following retirement, one hundred sixty thousand dollars (\$160,000) for the third twenty-six pay periods following retirement, one hundred forty thousand dollars (\$140,000) for the fourth twenty-six pay periods following retirement, one hundred twenty thousand dollars (\$120,000) for the fifth twenty-six pay periods following retirement, one hundred thousand dollars (\$100,000) for the sixth twenty-six pay periods following retirement, eighty thousand dollars (\$80,000) for the seventh twenty-six pay periods following retirement, sixty thousand dollars (\$60,000) for the eighth twenty-six pay periods following retirement, forty thousand dollars (\$40,000) for the ninth twenty-six pay periods following retirement, and twenty thousand dollars (\$20,000) for the tenth twenty-six pay periods following retirement, after which time the insurance will cease as to that specific employee.

- B. For persons in positions that are required to be filled by physicians, surgeons or dentists and designated in Exhibit A (excluding employees in Class Codes P04, P05 and P06), life insurance coverage shall be provided consistent with the coverage provisions provided to Class Code P41 (Physician VMC) represented by Valley Physician's Group. Coverage shall include basic term life in the amount of twenty-five thousand dollars (\$25,000) and three hundred thousand dollars (\$300,000) double indemnity term life for each person employed in a Physician-VMC position during the period of such employment. The County shall approve the policy of insurance. The executive leader shall designate the beneficiary.

SECTION 13. SEVERABILITY

If any part of this Ordinance is for any reason held to be invalid, such decision shall not affect the validity of the remaining portions of this Ordinance.

SECTION 14. OPERATIVE DATE

Ordinance NS-20.18, Exhibit A shall take effect on June 18, 2018 and be implemented on July 2, 2018.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Clara, State of California, on JUN 19 2018 by the following vote:

AYES: **CHAVEZ, CORTESE, SIMITIAN, WASSERMAN, YEAGER**

NOES: **NONE**

ABSENT: **NONE**

ABSTAIN: **NONE**



S. JOSEPH SIMITIAN, President
Board of Supervisors

Signed and certified that a copy of this document has been delivered by electronic or other means to the President, Board of Supervisors.

ATTEST:



MEGAN DOYLE
Clerk of the Board of Supervisors

APPROVED AS TO FORM AND LEGALITY:



NANCY CLARK
Deputy County Counsel

ORDINANCE NO. NS-20.18
EXECUTIVE LEADERSHIP MASTER SALARY ORDINANCE
EXHIBIT A

# of Class F/N Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>ASSESSOR</u>			
1	A28 Assessor *	F	\$ 8,855.04
1	A29 Assistant Assessor (U)	\$ 6,096.81	\$ 7,825.83
1	A1J Dir. Info. Systems - Assessor's Office	\$ 5,521.12	\$ 7,083.01
1	C42 Chief of Assmt Standards, Services and Exemptions Division	\$ 5,001.67	\$ 6,410.72
1	C44 Chief Appraiser	\$ 5,001.67	\$ 6,410.72
1	C55 Chief Auditor/Appraiser	\$ 5,001.67	\$ 6,410.72
1	A1Q Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
1	A9A Deputy Assessor	\$ 4,714.72	\$ 6,048.38
<u>CLERK OF THE BOARD OF SUPERVISORS</u>			
1	A05 Clerk BOS (U) *	\$ 6,396.71	\$ 6,923.08
1	D71 Assistant Clerk of the Board (U)	\$ 4,786.69	\$ 6,129.75
<u>CONSUMER AND ENVIRONMENTAL PROTECTION</u>			
1	A50 Director, Consumer and Environmental Protection	\$ 6,638.36	\$ 8,518.39
1	A70 Director, Environmental Health Department	\$ 5,861.06	\$ 7,519.74
1	A55 Agricultural Commissioner/Sealer	\$ 5,175.50	\$ 6,638.36
1	B2K Administrative Services Manager III	\$ 4,858.97	\$ 6,221.99
<u>COUNTY COMMUNICATIONS</u>			
1	A40 County Communications Director	\$ 6,078.62	\$ 7,800.23
1	A4T County Communications Deputy Director	\$ 5,782.89	\$ 7,420.67
<u>COUNTY COUNSEL</u>			
1	A62 County Counsel (U)*	\$ 11,647.09	\$ 12,236.45
(4)	1 A7D Assistant County Counsel (U)	\$ 8,560.96	\$ 10,984.36
(4)	4 A79 Assistant County Counsel	\$ 8,560.96	\$ 10,984.36
1	A9C Director, Independent Defense Counsel Office	\$ 8,560.96	\$ 10,984.36
1	A6Q County Counsel Legal and Compliance Officer	\$ 6,018.30	\$ 7,722.79
1	B2K Administrative Services Manager III	\$ 4,858.97	\$ 6,221.99
<u>COUNTY EXECUTIVE</u>			
1	A02 County Executive (U)*	\$ 13,158.17	\$ 14,238.69
1	A1C Chief Operating Officer (U)*	\$ 11,149.78	\$ 14,301.96
1	A6N Director, Santa Clara Valley Health and Hospital System*	\$ 8,603.73	\$ 11,039.20
5	A10 Deputy County Executive*	\$ 8,185.13	\$ 10,502.62
1	A3H Chief Procurement Officer	\$ 7,987.75	\$ 10,248.97
1	A2B County Budget Director	\$ 6,977.80	\$ 8,954.01
1	B5A Asset and Economic Development Director	\$ 6,943.04	\$ 8,909.42
1	A5W Chief Privacy Officer	\$ 6,550.77	\$ 8,406.13
1	A2L Director of Communication and Public Affairs	\$ 6,069.05	\$ 7,786.91
1	A2U Director, Office of Countywide Contract Management	\$ 5,697.04	\$ 7,310.51
1	A1N Director, Risk Management	\$ 5,529.20	\$ 7,094.95

**NS-20.18
EXHIBIT A**

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F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>COUNTY EXECUTIVE - Continued</u>				
1	A9J	Director, Office of Reentry Services	\$ 5,421.88	\$ 6,957.38
1	A44	Director, Office of Supportive Housing	\$ 5,421.88	\$ 6,957.38
1	A6P	Director, Office of Strategic and Governmental Affairs	\$ 5,252.94	\$ 6,738.39
1	A3K	Director, Learning and Organizational Development	\$ 5,252.94	\$ 6,738.39
1	A47	Equal Opportunity Director	\$ 5,252.94	\$ 6,738.39
1	V01	Workers' Compensation Director	\$ 4,975.92	\$ 6,369.48
1	A06	Deputy Director, Office of Supportive Housing	\$ 4,885.17	\$ 6,267.84
1	A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
1	A5T	Director, Office of Sustainability	\$ 4,811.64	\$ 6,160.37
1	A5D	Director, Office of Cultural Competency	\$ 4,811.63	\$ 6,160.37
<u>COUNTY LIBRARY</u>				
1	A38	County Librarian	\$ 6,772.05	\$ 8,689.99
1	J54	Deputy County Librarian	\$ 5,688.55	\$ 7,298.08
1	A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
1	A6K	Director of County Library Communication & Marketing	\$ 4,859.26	\$ 6,234.36
<u>DEPARTMENT OF CHILD SUPPORT SERVICES</u>				
1	Q24	Director, Department of Child Support Services (U) *	\$ 8,029.40	\$ 10,302.32
1	B4T	Deputy Director, Department of Child Support Services	\$ 5,843.01	\$ 7,497.85
1	B2K	Administrative Service Manager III	\$ 4,858.97	\$ 6,221.99
<u>DEPARTMENT OF CORRECTION</u>				
1	A2X	Chief of Correction (U) *	\$ 5,959.36	\$ 8,606.37
1	A6G	Assistant Sheriff-Correctional Operations	\$ 6,661.79	\$ 8,547.68
5	T54	Sheriff's Correctional Captain	\$ 6,344.57	\$ 8,140.66
1	A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
<u>DEPARTMENT OF PARKS AND RECREATION</u>				
1	A56	Director of Parks & Recreation	\$ 6,805.90	\$ 8,733.47
2	A68	Deputy Director of Parks & Recreation	\$ 5,825.05	\$ 7,472.08
1	A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
<u>DEPARTMENT OF PLANNING AND DEVELOPMENT</u>				
1	A1B	Director, Department of Planning and Development	\$ 6,772.05	\$ 8,689.99
1	A2D	Building Official	\$ 6,099.35	\$ 7,825.83
1	A2F	Planning Manager	\$ 6,099.35	\$ 7,825.83

NS-20.18
EXHIBIT A

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F/N	# of Class	Position Title	Minimum	Maximum
	Pos. Code		Biweekly	Biweekly
<u>DISTRICT ATTORNEY</u>				
	1	A59 District Attorney *	F	\$ 13,221.56
(4)	1	Z60 Assistant District Attorney (U)	\$ 8,560.96	\$ 10,984.36
(4)	6	A60 Assistant District Attorney	\$ 8,560.96	\$ 10,984.36
	1	V71 Chief Investigator, District Attorney	\$ 6,939.94	\$ 8,905.43
	1	V7A Assistant Chief Investigator, District Attorney	\$ 6,188.67	\$ 7,940.30
	1	V63 Director of the Crime Laboratory	\$ 5,774.20	\$ 7,408.15
	1	A1Q Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
<u>EMPLOYEE SERVICES AGENCY</u>				
	1	A6O Director, Employee Services Agency*	\$ 8,603.73	\$ 11,039.20
	1	A6L Deputy Director, Employee Services Agency	\$ 6,099.35	\$ 7,825.83
	1	A37 Labor Relations Director	\$ 5,412.27	\$ 6,943.04
	1	A41 Human Resources Director	\$ 5,412.27	\$ 6,943.04
	1	A99 Employee Benefits Director	\$ 5,412.27	\$ 6,943.04
	1	A6M Director, Financial and Business Operations	\$ 5,412.27	\$ 6,943.04
	1	A81 Director, Executive Services	\$ 5,412.27	\$ 6,943.04
<u>FACILITIES AND FLEET DEPARTMENT</u>				
	1	A53 Director, Facilities and Fleet	\$ 7,118.38	\$ 9,134.43
	2	C12 Deputy Director FAF, Capital Programs	\$ 6,284.22	\$ 8,063.52
	1	M39 Deputy Director FAF, Operations	\$ 5,468.92	\$ 7,012.67
	1	M37 Deputy Director FAF, Administration	\$ 5,252.94	\$ 6,738.39
<u>FINANCE AGENCY</u>				
	1	A07 Director, Finance Agency*	\$ 8,603.73	\$ 11,039.20
	1	A08 Controller/Treasurer	\$ 6,908.47	\$ 8,865.13
	1	A3W Director, Department of Tax and Collections	\$ 6,078.62	\$ 7,800.23
	1	A04 Assistant Controller-Treasurer	\$ 5,754.13	\$ 7,383.77
	1	A3X Assistant Director, Department of Tax and Collections	\$ 5,754.13	\$ 7,383.77
	1	A1G Director, Information Systems-Finance Agency	\$ 5,745.52	\$ 7,371.26
	1	A69 County Clerk-Recorder	\$ 5,632.20	\$ 7,225.72
	1	B74 Fiscal Systems Manager	\$ 5,632.20	\$ 7,225.72
	1	A9E County Treasury Administrator	\$ 5,501.75	\$ 7,059.63
	1	A6M Director, Finance and Business Operations	\$ 5,412.27	\$ 6,043.04
	3	A6J Department of Tax and Collections Division Manager	\$ 5,001.67	\$ 6,410.72
	3	B55 Controller-Treasurer Division Manager	\$ 5,001.67	\$ 6,410.72
	1	A19 Assistant County Clerk- Recorder	\$ 5,001.67	\$ 6,410.72

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F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>INFORMATION SERVICES DEPARTMENT</u>				
	1	A1F Chief Information Officer *	\$ 8,865.13	\$ 11,374.27
	1	A3U Deputy Chief Information Officer	\$ 8,226.08	\$ 10,555.13
	1	A6E Chief Information Technology Operations Officer	\$ 8,226.08	\$ 10,240.58
	1	A5S Chief Technology Officer	\$ 8,226.08	\$ 10,240.58
	1	A6H Chief Information Technology Business Officer	\$ 8,226.08	\$ 10,240.58
	1	C14 Chief Healthcare Technology Officer	\$ 7,671.37	\$ 9,844.02
	1	A3V Chief Data Officer	\$ 7,172.73	\$ 9,204.17
	1	A6R Deputy Chief Technology Officer	\$ 6,805.90	\$ 8,733.46
	10	A85 Director, Information Technology	\$ 6,805.90	\$ 8,733.46
	1	A6H Deputy Chief Information Technology Business Officer	\$ 6,805.90	\$ 8,733.46
	1	A3J Chief Information Security Officer	\$ 6,708.29	\$ 8,608.24
	1	A3G Director of Public Safety & Justice Information Systems	\$ 6,550.77	\$ 8,406.13
	1	A5X Director of Information Systems - SCVHHS	\$ 6,320.08	\$ 8,108.38
	1	A2N Director of Information Systems - Social Services Agency Operations	\$ 6,320.07	\$ 8,108.38
<u>MEDICAL EXAMINER-CORONER</u>				
	1	P45 Chief Medical Examiner-Coroner	\$ 10,895.35	\$ 13,974.24
	1	B2K Administrative Service Manager III	\$ 4,858.97	\$ 6,221.99
<u>PRE-TRIAL SERVICES</u>				
	1	B69 Director of Pre-Trial Services	\$ 5,688.56	\$ 7,298.08
<u>PROBATION DEPARTMENT</u>				
	1	A80 Chief Probation Officer (U) *	\$ 7,009.53	\$ 8,994.76
	1	S9F Deputy Director of Probation Administration	\$ 5,990.52	\$ 7,687.20
(6)	4	A82 Deputy Chief Probation Officer	\$ 5,829.58	\$ 7,479.03
	1	B6P Administrative Services Manager - Probation	\$ 5,688.55	\$ 7,298.08
	1	A97 Director Information Systems - Probation	\$ 5,521.12	\$ 7,083.01
<u>PROCUREMENT DEPARTMENT</u>				
	1	A25 Director of Procurement	\$ 6,730.02	\$ 8,634.85
	1	A4W Deputy Director of Procurement	\$ 5,697.04	\$ 7,310.52
	1	A1Q Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
<u>PUBLIC DEFENDER</u>				
	1	A93 Public Defender (U) *	\$ 10,863.66	\$ 11,923.08
	1	A95 Assistant Public Defender (U)	\$ 8,560.96	\$ 10,984.36
	3	A94 Assistant Public Defender	\$ 8,560.96	\$ 10,984.36
	1	V81 Chief Public Defender Investigator	\$ 6,008.94	\$ 7,709.69
	1	B2K Administrative Services Manager III	\$ 4,858.97	\$ 6,221.99

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F/N	# of Class	Position Title	Minimum	Maximum
	Pos. Code		Biweekly	Biweekly
<u>ROADS AND AIRPORTS DEPARTMENT</u>				
1	A1R	Director, Roads and Airports Department*	\$ 7,153.83	\$ 9,180.14
1	B5R	Deputy Director, Infrastructre Development	\$ 5,466.39	\$ 7,012.67
1	B4R	Deputy Director, Road Maintenance	\$ 5,466.39	\$ 7,012.67
1	A4S	Deputy Director, Roads and Airport Administration	\$ 5,252.94	\$ 6,738.39
<u>REGISTRAR OF VOTERS</u>				
1	A20	Registrar of Voters	\$ 7,012.67	\$ 8,998.81
2	A21	Assistant Registrar of Voters	\$ 4,858.96	\$ 6,221.99
<u>SANTA CLARA VALLEY HEALTH & HOSPITAL SYSTEM</u>				
1	A4A	SCVHHS - Chief Medical Officer (U)	\$ 14,044.15	\$ 14,754.78
1	A1E	SCVMC-Chief Executive Officer*	\$ 10,821.38	\$ 13,881.14
1	A4Q	Specialty Care Medical Director (U)	\$ 11,493.57	\$ 13,618.54
1	A9G	Valley Health Plan - Chief Medical Officer (U)	\$ 10,899.65	\$ 13,602.48
1	A9H	Behavioral Health Medical Director (U)	\$ 10,899.65	\$ 13,602.48
1	A1D	Patient Quality and Safety Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A1H	Ambulatory and Community Health Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A1Y	Chief Medical Information Officer (U)	\$ 10,899.66	\$ 13,602.48
1	A4B	SCVMC - Chief Medical Officer (U)	\$ 10,899.66	\$ 13,602.48
1	A4M	Perioperative Services Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A4N	Utilization and Valuation Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A5V	Whole Person Care Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A4X	Women's and Children's Health Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A5L	Primary Care Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A9F	Emergency Medical Services Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A4I	Valley Health Plan - Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A15	SCVHHS Chief Financial Officer*	\$ 9,795.06	\$ 12,566.89
1	A4P	Medicine Residency Program Director (U)	\$ 9,897.71	\$ 12,420.97
1	A4G	SCVMC-Chief Operating Officer	\$ 8,954.01	\$ 11,488.20
1	P06	Public Health Officer (U)	\$ 7,983.44	\$ 11,488.20
1	A36	Director, Ambulatory & Community Health Services	\$ 8,689.99	\$ 11,149.78
1	A2G	Director, Contracts-SCVHHS	\$ 8,560.96	\$ 10,984.36
1	A4H	Valley Health Plan - Chief Executive Officer	\$ 8,391.90	\$ 10,767.57
1	A14	Chief Nursing Officer	\$ 8,308.58	\$ 10,660.84
1	A4E	Chief Dentist	\$ 8,086.63	\$ 8,495.82
1	A5C	Director, Clinical & Support Services	\$ 8,023.37	\$ 10,295.46
1	A4L	Director, Advanced Practice	\$ 7,987.75	\$ 10,248.97
1	P05	Deputy Public Health Officer	\$ 7,646.12	\$ 9,810.24

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F/N	# of Class	Position Title	Minimum	Maximum
	Pos. Code		Biweekly	Biweekly
<u>SANTA CLARA VALLEY HEALTH & HOSPITAL SYSTEM - Continued</u>				
1	A5E	Director, Behavioral Health Services	\$ 7,638.16	\$ 9,801.31
1	A4V	Chief Operations Officer-Valley Health Plan	\$ 7,608.09	\$ 9,761.46
1	S86	Dir. Custody Health & Custody Mental Health Services	\$ 7,445.15	\$ 9,553.84
1	A4U	SCVMC-Director of Quality and Safety	\$ 7,420.67	\$ 9,521.24
1	S33	Director, Inpatient Acute Care	\$ 7,302.20	\$ 9,370.23
1	A1U	Director of Primary Care Operations	\$ 7,302.20	\$ 9,370.23
1	S3D	Dir, Nursing, Critical Care & Administrative Services	\$ 7,302.20	\$ 9,370.23
1	B20	Director, Emergency Medical Services	\$ 7,302.20	\$ 9,370.23
1	S4D	Deputy Director, Public Health Nursing Services	\$ 7,012.66	\$ 8,998.82
1	A5J	Director, Custody Behavioral Health Services	\$ 7,012.66	\$ 8,998.82
1	C04	SCVHHS Controller	\$ 6,977.80	\$ 8,954.01
1	C10	Revenue Cycle Director	\$ 6,977.79	\$ 8,954.01
1	A5G	Director, Ambulatory Care Support Services	\$ 6,888.30	\$ 8,838.57
1	A5Q	Behavioral Health Services Department, Deputy Director	\$ 6,888.30	\$ 8,838.57
1	A5K	Director of Systems Integration	\$ 6,874.12	\$ 8,821.04
1	A4F	Director, Financial Planning & Performance - SCVHHS	\$ 6,874.11	\$ 8,821.04
1	A4K	Chief Improvement and Innovation Officer	\$ 6,874.11	\$ 8,821.04
1	B85	Director, Business Development & Contracting	\$ 6,874.11	\$ 8,821.04
1	C0A	SCVHHS Assistant Controller	\$ 6,874.11	\$ 8,821.04
1	A4J	Valley Health Plan - Chief Financial Officer	\$ 6,671.50	\$ 8,560.97
1	A4Y	Valley Health Plan - Chief Business Development Officer	\$ 6,671.50	\$ 8,560.97
1	A2T	Director of Operational Improvement	\$ 6,347.17	\$ 8,144.40
1	N23	Director of Facilities, SCVHHS	\$ 6,284.22	\$ 8,063.52
1	A3T	Ethics and Compliance Officer	\$ 6,018.30	\$ 7,722.79
1	A5H	Deputy Director, Public Health Operations	\$ 6,018.30	\$ 7,722.79
1	B89	Valley Health Plan - Assistant Director, Managed Care Prog	\$ 5,979.04	\$ 7,671.37
1	A5P	Director, Children, Youth, and Family System of Care	\$ 5,831.98	\$ 7,482.35
1	A5R	Director, Adult/Older Adult System of Care	\$ 5,831.98	\$ 7,482.35
1	C49	Director of Alcohol, Drug and Access Services	\$ 5,831.98	\$ 7,482.35
1	A58	Branch Director, Healthy Communities	\$ 5,831.98	\$ 7,482.35
2	A5F	Director, Analytics & Reporting	\$ 5,529.20	\$ 7,094.95
1	C05	Director, General Fund Financial Services	\$ 5,521.12	\$ 7,083.00
1	A4Z	Valley Health Plan - Director, Information Systems	\$ 5,521.13	\$ 7,083.00
1	A5U	Behavioral Health Services Department Quality Director	\$ 5,521.13	\$ 7,083.00
1	A3C	Director, Govt. & Public Relations & Spec. Projects	\$ 5,358.65	\$ 6,874.11
1	A9M	Director of Materials Management	\$ 5,260.65	\$ 6,749.73
2	B2K	Administrative Services Manager III	\$ 4,858.96	\$ 6,221.99

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# of Class F/N Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>SHERIFF</u>			
1	A65 Sheriff	F	\$ 11,122.97
1	Z56 Undersheriff (U)	\$ 8,420.85	\$ 10,805.61
(7)	2 A2Z Assistant Sheriff	\$ 6,939.94	\$ 8,905.43
1	A1S Director of Sheriff's Administrative Services	\$ 6,772.04	\$ 8,689.99
10	U55 Captain	\$ 6,344.57	\$ 8,140.65
1	A63 Director, Information Systems - Sheriff's Office	\$ 6,099.35	\$ 7,445.15
<u>SOCIAL SERVICES AGENCY</u>			
1	A86 Director, Social Services Agency*	\$ 8,226.08	\$ 10,555.13
1	A8A Chief Deputy Director-Social Services Agency	\$ 7,189.74	\$ 9,226.06
1	A3F Deputy Director, Program Support, Research and Evaluation	\$ 6,671.50	\$ 8,560.95
1	B90 Chief Fiscal Officer-Social Services Agency	\$ 6,164.66	\$ 7,908.70
1	A2S Director, Adult and Aging Services	\$ 5,929.75	\$ 7,595.15
1	A2V Director, Family and Children Services	\$ 5,929.75	\$ 7,595.15
1	A78 Director of Employment & Benefit Services	\$ 5,929.75	\$ 7,595.15
1	A98 Assistant Director, Employment & Benefit Services	\$ 5,493.65	\$ 7,047.73
1	A74 Assistant Director, Family and Children Services	\$ 5,493.65	\$ 7,047.73
1	A7A Chief Deputy Public Administrator/Guardian/Conservator	\$ 5,175.50	\$ 6,638.36
1	B6U Employment Services Director	\$ 5,175.50	\$ 6,638.36
1	B57 Director, Central Services	\$ 4,706.02	\$ 6,026.14

SYMBOLS:

- * - Position is eligible for the benefit described in Section 8 - Vehicles.
- F** Indicates a flat rate pursuant to Section 2 relative to elected County Officials.

FOOTNOTES:

- (1) Deleted (NS-20.11.06)
- (2) Deleted (NS-20.11.06)
- (3) Deleted (NS-20.17)
- (4) One employee in this classification when assigned by the County Counsel or the District Attorney to perform the duties of the Chief Assistant shall be compensated up to a maximum 7.76% above the employees's current salary. (NS-20.11.08 and NS-20.16.05)
- (5) Deleted (NS-20.16)
- (6) One Deputy Chief Probation Officer position in Probation, when assigned by the Chief Probation Officer to perform lead duties of the Deputy Chief Probation Officer shall be compensated up to a maximum 10% above the employee's current salary.
- (7) When Undersheriff is assigned Chief of Correction responsibility Section 11 will apply.

Individual pay shall be based on complete review and evaluation of each individual and that individual's salary history with the County. Hiring and adjustments shall be made within the schedule based on recommendation of the County Executive. Automatic step placements are eliminated.