

ORDINANCE NO. NS-20.13

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

SUMMARY

Ordinance NS-20.13 provides for the compensation of persons in management positions of the County of Santa Clara, unrepresented by recognized employee organizations, and includes members of the Board of Supervisors, the Assessor, the District Attorney, and the 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 management positions (referred to herein as "management positions") of the County of Santa Clara denied representation by any recognized employee organization under the provisions of the County of Santa Clara Ordinance Code. Management positions are those employment positions set forth in Exhibit A, attached hereto. Management 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 ordinances, the provisions herein shall govern. Persons in management positions (referred to herein as "employees") 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, work-out-of-class pay, voluntary reduced work hours, personal leave days, birthday leave days, career incentive pay, and uniform allowance are inapplicable. Employees in management 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 management position, unless such person occupied another management position immediately prior to service in the acting position.

SECTION 2. POSITIONS, SALARY RANGES, TRANSFERS AND INPLACEMENT

The base salary for persons in management 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 according to the annual salary ordinance of the County of Santa Clara, as adopted, and subsequently amended, by the Board of Supervisors. Except as otherwise stated in this Ordinance, each employee shall receive no less than 22.5% below the base salary and no more than 12.5% above the base salary, as determined by the County Executive. 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 be paid as listed in Exhibit A.

Adopted

JUN 19 2012
~~JUN 05 2012~~

For persons employed in Class Codes A02 (County Executive), A05 (Clerk of the Board of Supervisors), A62 (County Counsel), A2X (Chief of Correction), A93 (Public Defender), Q24 (Director, Department of Child Support Services), annual performance evaluations will be conducted to adjust the base salary level. In addition, employees in Class Codes A02 (County Executive), A05 (Clerk of the Board of Supervisors), A62 (County Counsel), A2X (Chief of Correction), A93 (Public Defender), Q24 (Director, Department of Child Support Services) are eligible for a one-time performance adjustment, not to exceed five percent (5%); provided, however, that no such performance adjustment may be granted for the period July 1, 2012 through June 30, 2013.

If employees in management 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. In addition, the inplacement provisions that apply to other employees in the County shall also apply to the employees in management positions designated in Exhibit A.

Persons newly hired into the County and appointed to a management position set forth in Exhibit A, after July 1, 2012, shall be subject to an entry wage set at the minimum salary for the job classification. The County Executive may approve exceptions based on recruitment difficulty.

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.

- A. Persons in Class Code A01 (members of the Board of Supervisors) or his/her designee shall be entitled to receive the following:
1. Actual necessary expenses for meals and other reasonably related business expenses for the Board Member, or his/her designee, to attend business meetings with appointed or elected officials, official guests of the County, citizens, community groups, media representatives or other similar persons.
 2. Actual necessary expenses for the Board Member or his/her designee, to attend functions consistent with the official or community role of a member of the Board of Supervisors.
 3. All other business travel and business expense reimbursements as are authorized for employees of the County of Santa Clara.
 4. The office of each person in Class Code A01 (members of the Board of Supervisors) shall be limited to a maximum of \$3,000 per fiscal year combined total for items A1 and A2.

SECTION 4. EMPLOYEES IN CLASS CODE P04 and P06

The salary range adjustments for positions in Class Code P06 (Public Health Officer) and Class Code P04 (Assistant Public Health Officer) shall be aligned with Class Code P41 (Physician-VMC) in the Santa Clara County Salary Ordinance as adopted by the Board of Supervisors, or as may be amended or replaced.

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 management 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. On and after July 1, 2012, 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 lieu of the two (2) holidays eliminated County-wide; an additional two (2) days Annual Leave shall be credited to persons in management, excluding elective officials, for Fiscal Year 2013. 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 management 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 management 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 management positions terminated from County employment shall be paid the monetary value of the proportionate amount of the unused annual leave day's 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 management position shall be carried forward to the executive management position, consistent with other provisions of this Ordinance.

B. Sick Leave

1. Effective July 14, 1997, persons appointed to or occupying an executive management 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 executive management 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 an executive management position shall be retained by an employee appointed to a management 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 management positions, persons in management 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.
3. The employee in Class Code A02 (County Executive) shall be entitled to administrative leave during those periods when the Board of Supervisors is not in session, except as directed by the Board of Supervisors.

D. Sabbatical Leave

1. Employees in Class Codes Class Code A4A (Chief Medical Officer), Class Code A4B (Hospital Medical Director), Class Code A4C (Ambulatory Medical Director), and Class Code A4D (Valley Health Plan Medical Director) are eligible for Sabbatical Leave after six (6) years of service subject to Santa Clara Valley Health and Hospital System (SCVHHS) guidelines.

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.

- A. If the person in a management position, other than elected office holders and Class Codes A4A, A4B, A4C, and A4D 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 to 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. The disability period due to a normal pregnancy is up to four (4) weeks before the expected delivery date and up to six (6) weeks after the actual delivery. A physician may certify to a longer period if the delivery is accomplished by Cesarean section, if there are medical complications, or if the employee is unable to perform regular or customary job duties.
- B. Such income shall consist of the salary for the position as designated in Section 2 herein, less applicable mandatory and voluntary deductions there from. 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 the annual leave credit provided for in Section 3 will be made for the period of such absence.

Adopted

- 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 Class Codes A4A, A4B, A4C, and A4D, 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 physicians.

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 receive the following:
 1. Actual necessary expenses for meals and other reasonably related business expenses for the employee, or his/her designee to attend business meetings with appointed or elected officials, official guests of the County, citizens, community groups, media representatives or other similar persons.
 2. Actual necessary expenses for the employee or his/her designee, to attend business functions consistent with the official or community role.
 3. All other business travel and business expense reimbursements as are authorized for employees of the County of Santa Clara.

Adopted

4. The following designated codes shall be limited to maximum annual combined total for items A1 and A2 as follows: Clerk of the Board of Supervisors - \$1,500; Chief of Correction - \$2,500; County Counsel - \$2,500; Public Defender - \$2,500; and Director, Department of Child Support Services - \$2,500; District Attorney - \$3,000; Sheriff - \$3,000; Assessor – \$3,000; and County Executive - \$5,000.

B. Persons in Class Codes A4A (Chief Medical Officer), A4B (Hospital Medical Director), A4C (Ambulatory Medical Director), and A4D (Valley Health Plan Medical Director) 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 September 5, 2011, the County shall contribute towards the medical premium for employees covered by this Ordinance at either the lowest cost medical plan for single-employee coverage, or for family coverage, whichever is applicable. Employees will be responsible for the additional premium costs for any medical plan selected that is not the lowest cost plan.

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 (20) management 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.

Management employees 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 management position assigned a County vehicle can claim mileage reimbursement.

Persons occupying executive law enforcement positions, including the Sheriff, and 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.

SECTION 9. PUBLIC EMPLOYEES' RETIREMENT LAW

The County of Santa Clara shall 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 miscellaneous member employees (other than safety members), and 9% required for safety member employees. Miscellaneous member employees shall pay the balance of 1% of their employee share.

In accordance with § 20636, sub section (c) (4) of the California Public Employees' Retirement Law, the full monetary value of normal contributions paid to PERS by the County on behalf of the unrepresented employees, shall be treated as special compensation effective for Safety members on and after September 17, 2001 and effective for Miscellaneous members concurrently with the implementation of "Single Highest Year" on and after January 7, 2002.

Miscellaneous members in Public Employees' Retirement System (PERS) under this Ordinance shall decrease their cost share towards the PERS employer contribution rate from 11.017% to 6.288% of PERS reportable compensation. For Safety members under this Ordinance, their cost share toward PERS employer contribution rate shall decrease from 12.017% to 7.288% of PERS reportable compensation.

Persons occupying executive management positions and new County elected officials who come into office after the next PERS contract amendment on or after January 24, 2011, whichever is later, will be subject to a lower second tier retirement plan and the highest three (3) year average final compensation.

SECTION 10. RETIREE MEDICAL INSURANCE

- A. Persons in positions covered by this Ordinance shall contribute toward the County's unfunded liability obligations for 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). For those employees who retire on or after July 1, 2011, 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

Employees In Designated Class Codes:

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), Z01 (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), A86 (Director, Social Services Agency), A93 (Public Defender), and Q24 (Director, Department of Child Support Services), and A80 (Chief Probation Officer) the sum of \$17,000 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 management employee'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, 2002 the "Age 50 Catch Up Plan".

Adopted

SECTION 12. LIFE INSURANCE

- A. 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 management position, excluding employees in Class Codes A4A, A4B, A4C, and A4D during the period of such employment. The policy of insurance shall be approved by the County. The beneficiary shall be designated by the management employee.
1. Upon retirement from County service within the meaning of the Public Employees' Retirement Law immediately following employment in a management position and five (5) years continuous service with the County, management employees 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 Class Codes A4A, A4B, A4C, and A4D, 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 management employee shall designate the beneficiary.

Adopted

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

All provisions of this Ordinance shall take effect on June 19, 2012 and be implemented on June 25, 2012, except that the cost share towards PERS employer contribution rate as set forth under Section 9 for members of the Board of Supervisors, Assessor, District Attorney, and Sheriff shall become effective on and after July 25, 2012, or thirty (30) days after the date of final adoption of NS-20.13, whichever is later, pursuant to Government Code Section 25123 and shall be implemented on July 23, 2012.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Clara, State of California, on JUN 19 2012 by the following vote:

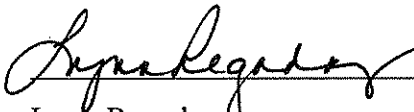
AYES: Supervisors, **CORTESE, KNISS, SHIRAKAWA, WASSERMAN, YEAGER**
NOES: Supervisors, **NONE**
ABSENT: Supervisors, **NONE**



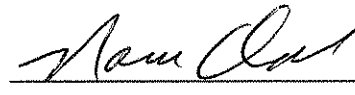
GEORGE SHIRAKAWA, PRESIDENT
BOARD OF SUPERVISORS

ATTEST:

Approved as to Form and Legality:



Lynn Regadan
Interim Clerk of the Board of Supervisors



Nancy J. Clark
Deputy County Counsel

Adopted

**ORDINANCE NO. NS-20.13
EXECUTIVE MANAGEMENT MASTER SALARY ORDINANCE
EXHIBIT A**

# of Class F/N Pos. Code	Position Title	Mid Point Salary (bi-weekly)
<u>ASSESSOR - BUDGET 115</u>		
1	A28 Assessor (U)*	7,071.70 F
1	A29 Assistant Assessor (U)	5,452.88
1	A1J Dir. Info. Systems - Assessor's Ofc	4,935.52
1	A42 Assessor's Ofc Admin. Services Mgr.	4,357.84
1	C55 Chief Auditor/ Appraiser	4,271.92
1	C44 Chief Appraiser	4,271.92
1	C42 Chief of Assmt Standards, Services and Exemptions Division	4,271.92
1	A9A Special Assistant to the Assessor	3,495.52
<u>CLERK OF THE BOARD OF SUPERVISORS - BUDGET 106</u>		
1	A05 Clerk BOS (U) *	5,269.35 F
1	D71 Assistant Clerk of the Board (U)	4,271.92
<u>COUNTY COMMUNICATIONS - BUDGET 190</u>		
1	A40 County Communications Director	4,984.96
<u>COUNTY COUNSEL - BUDGET 120</u>		
1	A62 County Counsel (U)*	9,423.08 F
1	U39 Special Assistant County Counsel (U)	7,654.56
3	A79 Assistant County Counsel	7,654.56
1	B2K Administrative Services Manager III	4,336.16

Adopted

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F/N	# of Class Pos. Code		Mid Point Salary (bi-weekly)
<u>COUNTY EXECUTIVE - BUDGETS 107, 140, 610</u>			
	1	A02 County Executive (U) (107)*	11,923.09 F
(3)	1	A1C Chief Operating Officer (107)*	9,967.73
	4	A10 Deputy County Executive (107)*	7,318.56
	1	A20 Registrar of Voters (140)	6,270.00
	1	B5A Asset and Economic Development Director (107)	6,207.84
	1	A38 County Librarian (610)	6,055.04
	1	A2B County Budget Director (107)	5,789.20
	1	A98 Special Assistant to the County Executive	5,760.40
	1	A2L Public Communication Director (107)	5,425.76
	2	J54 Deputy County Librarian (610)	5,085.28
	1	A21 Assistant Registrar of Voters (140)	4,336.16
	1	B2K Administrative Services Manager III (107)	4,336.16
	1	A1Q Financial and Administrative Services Manager (610)	4,467.68
	1	B6E Director of Emergency Preparedness (107)	4,314.64

DEPARTMENT OF AGRICULTURE & ENVIRONMENTAL MGMT. - BUDGETS 261, 262

	1	A50 Director, Department of Agriculture and Environmental Management (262)	5,935.36
	1	A70 Director, Environmental Health Department (261)	5,239.68

DEPARTMENT OF CHILD SUPPORT SERVICES - BUDGET 200

	1	Q24 Director, Department of Child Support Services (U)*	7,067.44
	1	A43 Chief Attorney, Department of Child Support Services	7,616.48
	1	B2K Administrative Service Manager III	4,336.16

DEPARTMENT OF CORRECTION - BUDGET 240

	1	A2X Chief of Correction (U)*	N/ A F
(1)	4	U54 Sheriff's Correctional Captain	5,535.12

Adopted

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F/N	# of Class	Pos. Code	Mid Point	Salary
				(bi-weekly)

DEPARTMENT OF PARKS AND RECREATION - BUDGET 710

	1	A56 Director of Parks & Recreation		6,085.28
	2	A68 Deputy Director of Parks & Recreation		4,649.28

DEPARTMENT OF PLANNING AND DEVELOPMENT - BUDGET 260

	1	A1B Director, Department of Planning and Development		6,055.04
	1	A2D Building Official		5,452.88
	1	A2F Planning Manager		5,452.88

DISTRICT ATTORNEY - BUDGETS 202, 203

	1	A59 District Attorney (U) (202)*		10,707.56	F
(4)	1	Z60 Assistant District Attorney (U) (202)		7,654.56	
(4)	5	A60 Assistant District Attorney (202)		7,654.56	
	1	V71 Chief Investigator, District Attorney (202)		6,055.04	
	1	V7A Assistant Chief Investigator, District Attorney (202)		5,398.80	
	1	V63 Director of the Crime Laboratory (203)		5,161.84	
	1	B2K Administrative Services Manager III (202)		4,336.16	

EMPLOYEE SERVICES AGENCY - BUDGETS 130, 132

	1	A10 Deputy County Executive (130)*		7,318.56	
	1	A1N Director, Risk Management (132)		4,935.52	
	1	A99 Employee Benefits Director (130)		4,838.24	
	1	A41 Human Resources Director (130)		4,838.24	
	1	A37 Labor Relations Director (130)		4,838.24	
	1	A1Q Financial and Administrative Services Manager (130)		4,467.88	
	1	V01 Manager, Workers' Compensation Division (132)		4,187.68	

Adopted

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F/N	# of Class	Pos. Code	Mid Point
			Salary
			(bi-weekly)

FACILITIES AND FLEET DEPARTMENT - BUDGETS 263

1	A53	Director, Facilities and Fleet	6,364.56
1	C12	Deputy Director FAF, Capital Programs	5,618.56
1	M39	Deputy Director FAF, Building Operations	4,886.64
1	M37	Deputy Director FAF, Intragovernmental Support Services	4,695.84

FINANCE AGENCY - BUDGETS 110, 112, 114

1	A07	Director, Finance Agency (110)*	7,692.80
1	A08	Controller/ Treasurer (110)	6,176.96
1	A23	Tax Collector (112)	5,161.84
1	B74	Fiscal Services Manager (110)	5,034.88
1	A1G	Director, Information Systems - Tax Collector's Office	4,935.52
1	A69	County Clerk/ Recorder (114)	4,580.32
1	B84	Investment Officer (110)	4,557.60
3	B55	Controller-Treasurer Division Manager (110)	4,467.68
1	A34	Director, Revenue Collections	4,208.56
1	A19	Assistant County Clerk/ Recorder (114)	3,947.84

INFORMATION SERVICES DEPARTMENT - BUDGET 145

1	A1F	Chief Information Officer	7,926.32
1	A1Q	Financial and Administrative Services Manager	4,467.68

PRE-TRIAL SERVICES - BUDGET 210

1	B69	Director of Pre-Trial Services	5,085.28
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PROBATION DEPARTMENT - BUDGETS 246

1	A80	Chief Probation Officer (U)*	6,115.68
3	A82	Deputy Chief Probation Officer	5,085.28
1	B6P	Administrative Services Manager - Probation	5,085.28
1	A97	Dir. Info. Systems - Probation	4,935.52

Adopted

NS-20.13

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F/N	# of Class Pos. Code	Mid Point Salary (bi-weekly)
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PROCUREMENT DEPARTMENT - BUDGET 118

1	A25 Director of Procurement	5,371.92
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PUBLIC DEFENDER - BUDGET 204

1	A93 Public Defender (U)*	9,286.75 F
1	A95 Assistant Public Defender (U)	7,654.56
3	A94 Assistant Public Defender	7,654.56
1	V81 Chief Public Defender Investigator	5,371.92
1	B2K Administrative Services Manager III	4,336.16

ROADS AND AIRPORTS DEPARTMENT - BUDGET 603

1	A1R Director, Roads and Airports Department*	6,396.40
1	B5R Deputy Director, Infrastructure Development	4,886.64
1	B4R Deputy Director, Road Maintenance	4,886.64
1	B2K Administrative Services Manager III	4,336.16

Adopted

NS-20.13

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F/N	# of Class Pos. Code		Mid Point Salary (bi-weekly)
<u>SCVHHS- BUDGETS 410, 412, 414, 417, 418, 725, 921</u>			
1	A1E	Santa Clara Valley Medical Center-Chief Executive Officer*	9,674.44
1	A15	Chief Financial Officer, SCVH&HS (921)*	8,756.80
1	A49	Mental Health Medical Director (U) (412)	7,692.80
1	A14	Director of Nursing Services (921)	7,428.88
1	A5C	Director, Clinical & Support Services (921)	7,174.00
1	P06	Public Health Officer (410)	7,102.80
1	C14	Chief Healthcare Technology Officer	6,859.04
1	S86	Dir. Custody Health Services (414)	6,656.88
1	A51	Director of Mental Health Services (412)	6,623.76
1	A52	Public Health Director (410)	6,525.36
1	S17	Dep. Dir., Ambulatory & Community Health Svcs. (921)	6,364.56
1	C04	SCVHHS Director - General Acctg and Reimbursement (921)	6,238.88
1	A35	Dir, Seismic Compliance & Modernization Project (921)	6,176.96
1	B85	Director, Business Development & Contracting (921)	6,146.24
2	A96	Dir., Performance & Outcome Management (921)	5,965.04
1	S33	Director, Inpatient Acute Care (921)	5,935.36
1	S3D	Dir, Nursing, Critical Care & Administrative Services	5,935.36
1	A1U	Director, Primary and Community Health Services	5,674.88
1	A2T	Director of Patient Panels and Access	5,674.88
1	B89	Asst. Director, Managed Care Programs (725)	5,345.20
1	C49	Director, Alcohol & Drug Services (417)	5,213.60
1	N23	Director of Facilities, SCVHHS (921)	5,213.60
1	S40	Director of Public Health Nursing (410)	5,161.84
1	C10	Revenue Cycle Director	5,060.00
1	C05	Director, General Fund Financial Services (921)	4,935.52
1	A3C	Director, Govt. & Public Relations & Spec. Projects (921)	4,790.32
1	B3R	Deputy Director, Mental Health Program Ops (412)	4,603.20
1	B20	Emergency Medical Services Administrator (410)	4,467.68
2	B2K	Administrative Services Manager III (410)	4,336.16
1	A4A	Chief Medical Officer	11,646.00 F
1	A4B	Hospital Medical Director	10,736.48 F
1	A4C	Ambulatory Medical Director	8,100.88 F
1	A4D	Valley Health Plan Medical Director (725)	7,852.72 F
1	A4E	Chief Dentist	6,096.16 F
1	A5A	Public Health Division Director - Planning & Evaluation	4,766.56
1	A5B	Public Health Division Director - Programs	4,766.56

Adopted

NS-20.13

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F/N	# of Class Pos. Code		Mid Point Salary (bi-weekly)	
<u>SHERIFF - BUDGET 230</u>				
	1	A65 Sheriff (U)	8,915.61	F
	1	Z56 Undersheriff (U)	6,997.28	
	2	A2Z Assistant Sheriff	6,055.04	
	1	A1S Director of Sheriff's Administrative Services	6,055.04	
	10	U55 Captain	5,535.12	
	1	A63 Director, Information Systems - Sheriff's Office	5,187.68	

SOCIAL SERVICES AGENCY - BUDGET 501

	1	A86 Director, Social Services Agency*	7,355.12	
	1	A3E SSA Deputy Director, Administration	5,965.04	
	1	A3F SSA Deputy Director, Operations	5,965.04	
	1	A2V Director, Family and Children Services	5,292.16	
	1	A2N Director of Information Systems - SSA	5,136.16	
	1	A78 Director of Employment of Benefit Services	5,034.88	
	1	B90 Chief Fiscal Officer-Social Services Agency	5,009.84	
	1	A98 Assistant Director, Employment & Benefit Services	4,911.04	
	1	A2S Director, Adult and Aging Services	4,814.24	
	1	A74 Assistant Director, Family and Children Services	4,626.16	
	2	B6U Administrator of Benefit Services	4,626.16	
	1	A73 Public Administrator/ Guardian/ Conservator	4,401.44	

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 and persons appointed by the Board of Supervisors.

Adopted

NS-20.13

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FOOTNOTES:

- (1) Deleted (NS-20.11.06)
- (2) Deleted (NS-20.11.06)
- (3) Consistent with Santa Clara County Charter, Article IV, Section 402: the Chief Operating Officer (A1C) when appointed Acting County Executive shall be compensated at a rate 10% above the employees current rate of pay. In addition, all other benefits associated with the County Executive (A02) position shall be afforded to the Acting County Executive. This shall apply throughout the duration of the Acting appointment.
- (4) One employee in this classification when assigned by the District Attorney to perform the duties of the Chief Assistant shall be compensated up to a maximum 7.76% above the employee's current salary. (NS-20.11.08)

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.

Adopted