

ORDINANCE NO. NS-20.15

**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-20.15 provides for the compensation of persons in leadership positions of the County of Santa Clara, unrepresented by 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 Exhibits A-1 and A-2, 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, 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 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 Exhibits A-1 and A-2, attached hereto, shall be as set forth in the schedule of bi-weekly salaries as stated in Exhibits A-1 and A-2, 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 Exhibits A-1 and A-2.

If employees in leadership positions designated in Exhibits A-1 and A-2, 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 leadership positions designated in Exhibits A-1 and A-2.

On February 16, 2015, the Miscellaneous PERS Member Contribution for Executive Leaders listed in Exhibit A-1, including Assistant Public Health Officers (P04), shall be increased from 0% to 7%; and 0% to 9% for Safety. Miscellaneous PERS Members will continue to contribute the additional 1% toward the Miscellaneous PERS Member Contribution rate, for a total contribution of 8%. Safety Employer Contribution paid by Safety will adjust from 3.931% to 0%. This change in contribution rate for Elected Officials will be effective March 11, 2015 and implemented March 16, 2015.

On February 16, 2015, Executive Leaders listed in Exhibits A-1, including the Assistant Public Health Officers (P04) will receive an increase of 6.885% and 9.535% for Safety classifications. Elected Officials listed in Exhibit A-1 will receive an increase as of March 16, 2015.

Employees hired on or after January 1, 2013 may be subject to membership and benefit formulas based on PEPPRA definition of a new member. Those deemed to be New Members (also referred to herein as "Non-Classic" employees) are excluded from the February 16, 2015 increase of 6.885% for Miscellaneous and 9.545% for Safety as set forth in Exhibit A-1.

A general range increase of 3.25% will be implemented June 22, 2015 for positions listed in Exhibit A-2, including Assistant Public Health Officers. This range increase will not provide an automatic salary adjustment for individual Executive Leaders. Individual salary increases will be determined upon completion of performance evaluation process by the appointing authority and subject to approval by the County Executive.

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 Non-Travel Business Meal Policy, 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 Executive Leadership positions listed in Exhibit A in the Santa Clara County Executive Leadership 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 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. On and after July 1, 2015, 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 an executive 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 executive 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 Class Code A4A (Chief Medical Officer), Class Code A4B (Hospital Medical Director), Class Code A4D (Valley Health Plan Medical Director), Class Code A1D (Patient Quality and Safety Medical Director), Class Code A1H (Ambulatory and Community Health Medical Director), Class Code A1Y (Chief Medical Information Officer), Class Code A4M (Perioperative Services Medical Director), Class Code A4N (Utilization and Valuation Medical Director), Class Code A4Q (Specialty Care Medical Director), and Class Code A4P (Medicine Residency Program 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 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 elected office holders and Class Codes A4A, A4B, A4D, A1D, A1H, A1Y, A4M, A4N, A4Q, and A4P 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.
- 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, A4D, A1D, A1H, A1Y, A4M, A4N, A4Q, and A4P, 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 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 Non-Travel Business Meal Policy, County Travel Policy, and the Procurement Card (P-Card) Policy.
- B. Persons in Class Code A4A (Chief Medical Officer), Class Code A4B (Hospital Medical Director), Class Code A4D (Valley Health Plan Medical Director), Class Code A1D (Patient Quality and Safety Medical Director), Class Code A1H (Ambulatory and Community Health Medical Director), Class Code A1Y (Chief Medical Information Officer), Class Code A4M (Perioperative Services Medical Director), Class Code A4N (Utilization and Valuation Medical Director), Class Code A4Q (Specialty Care Medical Director), and Class Code A4P (Medicine Residency Program 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 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-one (21) leadership positions, designated in Exhibit A-1 and A-2 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.

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 executive 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-1, 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 Safety member listed in Exhibit A-1 shall contribute the entire 9% PERS Member Contribution and shall pay 0% of the PERS Employer Contribution.

For Miscellaneous and Safety Elected Officials, the above changes will be implemented on March 16, 2015.

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 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 3915 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

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-unclassified), 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 \$18,000 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 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

- 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 leadership position, excluding employees in Class Codes A4A, A4B, A4D, A1D, A1H, A1Y, A4M, A4N, A4Q, and A4P 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.
1. 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 Class Codes A4A, A4B, A4D, A1D, A1H, A1Y, A4M, A4N, A4Q, and A4P, 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-20.15, Exhibit A-1 shall take effect on February 10, 2015 and be implemented on February 16, 2015, except for the elected positions of Assessor, District Attorney, and Sheriff. For these elected positions of Assessor, District Attorney, and Sheriff the wage adjustment and the discontinuation of the cost-share towards PERS employer contribution rate as set forth under Section 2 and Section 9, shall become effective on March 11, 2015, and shall be implemented on March 16, 2015. For all Executive Leaders listed in Exhibit A-2, including Elected Officials and excluding the Board of Supervisors, the FY 2016 wage increase of 3.25% will be implemented June 22, 2015.

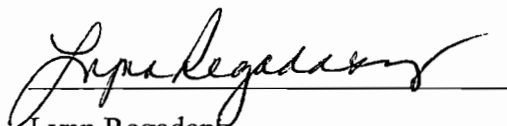
PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Clara, State of California, on FEB 10 2015 by the following vote:

AYES: Supervisors, **CHAVEZ, CORTESE, SIMITIAN, WASSERMAN, YEAGER**
NOES: Supervisors, **NONE**
ABSENT: Supervisors, **NONE**



Dave Cortese, President
BOARD OF SUPERVISORS

ATTEST:



Lynn Regadan
Clerk of the Board of Supervisors

Approved as to Form and Legality:



Nancy Clark
Lead Deputy County Counsel

ORDINANCE NO. NS-20.15
EXECUTIVE LEADERSHIP MASTER SALARY ORDINANCE
EXHIBIT A-1
Implemented 02-16-2015

F/N	# of Class	Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>ASSESSOR</u>					
(5)	1	A28	Assessor *		8,576.31
	1	A29	Assistant Assessor (U)	5,403.82	6,936.31
	1	A1J	Dir. Info. Systems - Assessor's Ofc	4,893.57	6,277.92
	1	A42	Assessor's Office Administrative Services Manager	4,327.60	5,542.27
	1	C55	Chief Auditor/Appraiser	4,242.62	5,433.02
	1	C44	Chief Appraiser	4,242.62	5,433.02
	1	C42	Chief of Assmt Standards, Services and Exemptions Division	4,242.62	5,433.02
	1	A9A	Executive Advisor to the Assessor	3,473.37	4,433.16
<u>CLERK OF THE BOARD OF SUPERVISORS</u>					
	1	A05	Clerk BOS (U) *	5,632.14	5,917.13
	1	D71	Assistant Clerk of the Board (U)	4,242.62	5,433.02
<u>COUNTY COMMUNICATIONS</u>					
	1	A40	County Communications Director	4,942.52	6,340.80
<u>COUNTY COUNSEL</u>					
	1	A62	County Counsel (U)*	10,071.86	10,581.50
	1	U39	Special Assistant County Counsel (U)	7,587.88	9,735.83
	3	A79	Assistant County Counsel	7,587.88	9,735.83
	1	A9C	Director, Independent Defense Counsel Office	7,587.88	9,735.83
	1	B2K	Administrative Services Manager III	4,306.67	5,514.77

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F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>COUNTY EXECUTIVE</u>				
	1	A02 County Executive (U)*	12,743.99	13,388.84
(3)	1	A1C Chief Operating Officer*	9,882.45	12,676.34
	4	A10 Deputy County Executive*	7,254.78	9,308.85
	1	Z01 Deputy County Executive (U)*	7,254.78	9,308.85
	1	B5A Asset and Economic Development Director	6,153.86	7,896.74
	1	A2B County Budget Director	5,738.91	7,364.19
	1	A2L Public Communication Director	5,379.21	6,901.82
	1	B2K Administrative Services Manager III	4,306.67	5,514.77
	1	A5D Director, Office of Cultural Competency for Childrens Svc	4,264.72	5,460.16
<u>COUNTY LIBRARY</u>				
	1	A38 County Librarian	6,002.31	7,702.25
	2	J54 Deputy County Librarian	5,041.97	6,468.55
	1	A1Q Financial and Administrative Services Manager	4,433.16	5,682.05
<u>DEPARTMENT OF AGRICULTURE & ENVIRONMENTAL MANAGEMENT</u>				
	1	A50 Director, Department of Agriculture and Environmental Management	5,883.82	7,550.15
	1	A70 Director, Environmental Health Department	5,194.87	6,665.02
	1	A55 Agricultural Commissioner/Sealer	4,587.23	5,883.82
	1	B2K Administrative Services Manager III	4,306.67	5,514.77
<u>DEPARTMENT OF CHILD SUPPORT SERVICES</u>				
	1	Q24 Director, Department of Child Support Services *	7,550.15	9,687.42
	1	B2K Administrative Service Manager III	4,306.67	5,514.77
<u>DEPARTMENT OF CORRECTION</u>				
	1	A2X Chief of Correction *	5,771.78	8,335.47
(1)	4	T54 Sheriff's Correctional Captain	5,623.42	7,215.36

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EXHIBIT A-1

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F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>DEPARTMENT OF PARKS AND RECREATION</u>				
	1 A56	Director of Parks & Recreation	6,032.31	7,740.78
	2 A68	Deputy Director of Parks & Recreation	5,162.95	6,622.77
<u>DEPARTMENT OF PLANNING AND DEVELOPMENT</u>				
	1 A1B	Director, Department of Planning and Development	6,002.31	7,702.25
	1 A2D	Building Official	5,406.07	6,936.31
	1 A2F	Planning Manager	5,406.07	6,936.31
<u>DISTRICT ATTORNEY</u>				
(5)	1 A59	District Attorney *	F	12,023.84
(4)	1 Z60	Assistant District Attorney (U)	7,587.88	9,735.83
(4)	6 A60	Assistant District Attorney	7,587.88	9,735.83
	1 V71	Chief Investigator, District Attorney	6,151.12	7,893.21
	1 V7A	Assistant Chief Investigator, District Attorney	5,485.24	7,037.77
	1 V63	Director of the Crime Laboratory	5,117.88	6,566.11
	1 B2K	Administrative Services Manager III	4,306.67	5,514.77
<u>EMPLOYEE SERVICES AGENCY</u>				
	1 A10	Deputy County Executive*	7,254.78	9,308.85
	1 A99	Employee Benefits Director	4,797.08	6,153.86
	1 A41	Human Resources Director	4,797.08	6,153.86
	1 A37	Labor Relations Director	4,797.08	6,153.86
	1 A1Q	Financial and Administrative Services Manager	4,433.16	5,682.05
	1 V01	Workers' Compensation Director	4,410.33	5,645.50
	1 A47	Equal Opportunity Director	4,160.69	5,325.94
	1 A81	Administrator, Executive Recruitment Services	3,884.88	4,969.38
<u>FACILITIES AND FLEET DEPARTMENT</u>				
	1 A53	Director, Facilities and Fleet	6,309.27	8,096.18
	1 C12	Deputy Director FAF, Capital Programs	5,569.93	7,146.98
	1 M39	Deputy Director FAF, Building Operations	4,847.30	6,215.58
	1 M37	Deputy Director FAF, Administration	4,655.87	5,972.48

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EXHIBIT A-1**

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F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>FINANCE AGENCY</u>				
	1	A07 Director, Finance Agency*	7,625.80	9,784.43
	1	A08 Controller/Treasurer	6,123.23	7,857.48
	1	A23 Tax Collector	5,117.88	6,566.11
	1	A1G Director, Information Systems-Finance Agency	5,092.46	6,533.41
	1	B74 Fiscal Services Manager	4,992.02	6,404.41
	1	A69 County Clerk/Recorder	4,544.02	5,825.42
	1	B84 Investment Officer	4,522.01	5,796.41
	4	B55 Controller-Treasurer Division Manager	4,433.16	5,682.05
	1	A1Q Financial & Administrative Services Manager or	4,433.16	5,682.05
	1	B2K Administrative Services Manager III	4,306.67	5,514.77
	1	A34 Director, Revenue Collections	4,431.95	5,673.69
	1	A19 Assistant County Clerk/ Recorder	3,925.23	5,016.90
<u>INFORMATION SERVICES DEPARTMENT</u>				
	1	A1F Chief Information Officer	7,857.48	10,081.43
	1	A6E Director of Information Technology Operations	6,799.41	8,725.11
	1	A3J Chief Information Security Officer	5,945.80	7,629.79
	1	A1Q Financial and Administrative Services Manager	4,433.16	8,682.05
<u>PRE-TRIAL SERVICES</u>				
	1	B69 Director of Pre-Trial Services	5,041.97	6,468.55
<u>PROBATION DEPARTMENT</u>				
	1	A80 Chief Probation Officer (U) *	6,212.80	7,972.38
	3	A82 Deputy Chief Probation Officer	5,166.97	6,628.93
	1	B6P Administrative Services Manager - Probation	5,041.97	6,468.55
	1	A97 Director Information Systems - Probation	4,893.57	6,277.92
<u>PROCUREMENT DEPARTMENT</u>				
	1	A25 Director of Procurement	5,965.05	7,653.38

**NS-20.15
EXHIBIT A-1**

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F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>PUBLIC DEFENDER</u>				
1	A93	Public Defender *	9,926.14	10,428.41
1	A95	Assistant Public Defender (U)	7,587.88	9,735.83
3	A94	Assistant Public Defender	7,587.88	9,735.83
1	V81	Chief Public Defender Investigator	5,325.94	6,833.37
1	B2K	Administrative Services Manager III	4,306.67	5,514.77
<u>ROADS AND AIRPORTS DEPARTMENT</u>				
1	A1R	Director, Roads and Airports Department*	6,340.70	8,136.68
1	B5R	Deputy Director, Infrastructre Development	4,845.05	6,215.58
1	B4R	Deputy Director, Road Maintenance	4,845.05	6,215.58
1	B2K	Administrative Services Manager III	4,306.67	5,514.77
<u>REGISTRAR OF VOTERS</u>				
1	A20	Registrar of Voters	6,215.58	7,975.97
1	A21	Assistant Registrar of Voters	4,306.67	5,514.77
<u>SANTA CLARA VALLEY HEALTH & HOSPITAL SYSTEM</u>				
1	A4A	Chief Medical Officer (U)	12,447.83	13,077.69
1	A1E	SCVMC-Chief Executive Officer*	9,591.38	12,303.35
1	A4Q	Specialty Care Medical Director (U)	10,187.17	12,070.60
1	A1D	Patient Quality and Safety Medical Director (U)	9,660.76	12,056.36
1	A1H	Ambulatory and Community Health Medical Director (U)	9,660.76	12,056.36
1	A1Y	Chief Medical Information Officer (U)	9,660.76	12,056.36
1	A4B	Hospital Medical Director (U)	11,475.69	12,056.36
1	A4M	Perioperative Services Medical Director (U)	9,660.76	12,056.36
1	A4N	Utilization and Valuation Medical Director (U)	9,660.76	12,056.36
1	A15	SCVHHS Chief Financial Officer*	8,681.71	11,138.48
1	A4P	Medicine Residency Program Director (U)	8,772.69	11,009.16
1	A4G	SCVMC-Chief Operating Officer	7,936.26	10,182.40
1	P06	Public Health Officer (U)	7,076.01	10,182.40
1	A36	Director, Ambulatory & Community Health Services	7,702.25	9,882.45
1	A49	Mental Health Medical Director (U)	7,625.80	9,784.43
1	A4D	Valley Health Plan - Medical Director (U)	7,625.80	9,784.43
1	A2G	Director, Contracts-SCVHHS	7,587.88	9,735.83

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EXHIBIT A-1

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F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>SANTA CLARA VALLEY HEALTH & HOSPITAL SYSTEM - Continued</u>				
1	A4H	Valley Health Plan - Chief Executive Officer	7,438.04	9,543.68
1	A14	Director of Nursing Services	7,364.19	9,449.08
1	A5C	Director, Clinical & Support Services	7,111.40	9,125.23
1	A4L	Director, Advanced Practice	7,079.83	9,084.03
1	C14	Chief Healthcare Technology Officer	6,799.41	8,725.11
1	A5E	Director, Behavioral Health Services	6,769.98	8,687.25
1	S86	Dir. Custody Health Services	6,598.90	8,467.91
1	A51	Director of Mental Health Services	6,566.11	8,425.78
1	S33	Director, Inpatient Acute Care	6,472.20	8,305.17
1	S3D	Dir, Nursing, Critical Care & Administrative Services	6,472.20	8,305.17
1	A52	Public Health Director	6,468.55	8,300.64
1	S40	Deputy Director Public Health-Nursing Services	6,215.57	7,975.98
1	C04	SCVHHS Controller	6,184.67	7,936.26
1	A35	Dir, Seismic Compliance & Modernization Project	6,123.23	7,857.48
1	A4F	Director, Financial Planning & Performance - SCVHHS	6,092.77	7,818.40
1	A4K	Chief Improvement and Innovation Officer	6,092.77	7,818.40
1	B85	Director, Business Development & Contracting	6,092.77	7,818.40
2	C0A	SCVHHS Assistant Controller	6,092.77	7,818.40
1	A4J	Valley Health Plan - Chief Financial Officer	5,913.19	7,587.89
2	A96	Dir., Performance & Outcome Management	5,913.19	7,587.88
1	A1U	Director, Primary and Community Health Services	5,626.84	7,219.79
1	A2T	Director of Patient Panels and Access	5,625.72	7,218.67
1	C10	Revenue Cycle Director	5,518.59	7,080.03
1	A4E	Chief Dentist	6,515.88	6,845.59
1	B89	Asst. Director, Managed Care Programs	5,299.44	6,799.41
1	C49	Director, Alcohol & Drug Services	5,169.09	6,631.87
1	N23	Director of Facilities, SCVHHS	5,169.09	6,631.87
1	C05	Director, General Fund Financial Services	4,893.57	6,277.92
1	A3T	Ethics & Compliance Officer	4,820.98	6,184.67
1	A3C	Director, Govt. & Public Relations & Spec. Projects	4,749.56	6,092.77
1	A5A	Public Health Division Director - Planning & Evaluation	4,725.93	6,062.50
1	A5B	Public Health Division Director - Programs	4,725.93	6,062.50
1	B3R	Deputy Director, Mental Health Program Operations	4,566.38	5,854.53
1	B20	Emergency Medical Services Administrator	4,433.16	5,682.05
1	B2K	Administrative Services Manager III	4,306.67	5,514.77

**NS-20.15
EXHIBIT A-1**

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F/N	# of	Class	Position Title	Minimum	Maximum
	Pos.	Code		Biweekly	Biweekly
<u>SHERIFF</u>					
(5)	1	A65	Sheriff	F	10,772.85
	1	Z56	Undersheriff (U)	7,463.70	9,577.40
	2	A2Z	Assistant Sheriff	6,151.12	7,893.21
	1	A1S	Director of Sheriff's Administrative Services	6,002.30	7,702.25
	10	U55	Captain	5,623.42	7,215.36
	1	A63	Director, Information Systems - Sheriff's Office	5,406.07	6,598.90
<u>SOCIAL SERVICES AGENCY</u>					
	1	A86	Director, Social Services Agency*	7,291.07	9,355.39
	1	A8A	Chief Deputy Director-Social Services Agency	6,372.52	8,177.39
	1	A3F	SSA Deputy Director, Operations	5,913.19	7,587.88
	1	A2N	Director of Information Systems - Social Services Agency	5,601.71	7,186.75
	1	B90	Chief Fiscal Officer-Social Services Agency	5,463.96	7,009.77
	1	A2V	Director, Family and Children Services	5,246.89	6,731.85
	1	A78	Director of Employment & Benefit Services	4,992.02	6,404.41
	1	A98	Assistant Director, Employment & Benefit Services	4,869.22	6,246.66
	1	A2S	Director, Adult and Aging Services	4,773.28	6,123.23
	1	A74	Assistant Director, Family and Children Services	4,587.23	5,883.82
	1	B6U	Administrator of Benefit Services	4,587.23	5,883.82
	1	A73	Public Administrator/Guardian/Conservator	4,368.75	5,597.78

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) Consistent with Santa Clara County Charter, Article IV, Section 402: the Chief Operating Officer (A1C) when appointed Acting County Executive shall be compensated at 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)
- (5) Elected Officials salaries listed in A-1 will be implemented on March 16, 2015

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.

ORDINANCE NO. NS-20.15
EXECUTIVE LEADERSHIP MASTER SALARY ORDINANCE
EXHIBIT A-2
Implemented 06-22-2015

	# of Class		Position Title		Minimum	Maximum
F/N	Pos. Code				Biweekly	Biweekly
<u>ASSESSOR</u>						
(5)	1	A28	Assessor *	F		8,855.04
	1	A29	Assistant Assessor (U)		5,579.45	7,161.74
	1	A1J	Dir. Info. Systems - Assessor's Ofc		5,052.61	6,481.96
	1	A42	Assessor's Office Administrative Services Manager		4,468.25	5,722.39
	1	C55	Chief Auditor/Appraiser		4,380.50	5,609.59
	1	C44	Chief Appraiser		4,380.50	5,609.59
	1	C42	Chief of Assmt Standards, Services and Exemptions Division		4,380.50	5,609.59
	1	A9A	Executive Advisor to the Assessor		3,586.25	4,577.24
<u>CLERK OF THE BOARD OF SUPERVISORS</u>						
	1	A05	Clerk BOS (U) *		5,815.19	6,109.44
	1	D71	Assistant Clerk of the Board (U)		4,380.50	5,609.59
<u>COUNTY COMMUNICATIONS</u>						
	1	A40	County Communications Director		5,103.15	6,546.88
<u>COUNTY COUNSEL</u>						
	1	A62	County Counsel (U)*		10,399.19	10,925.40
	1	U39	Special Assistant County Counsel (U)		7,834.49	10,052.25
	3	A79	Assistant County Counsel		7,834.49	10,052.25
	1	A9C	Director, Independent Defense Counsel Office		7,834.49	10,052.25
	1	B2K	Administrative Services Manager III		4,446.64	5,694.00

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EXHIBIT A-2**

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F/N	# of Class Pos. Code	Position Title		
<u>COUNTY EXECUTIVE</u>				
	1	A02 County Executive (U)*	13,158.17	13,823.98
(3)	1	A1C Chief Operating Officer*	10,203.63	13,088.32
	4	A10 Deputy County Executive*	7,490.56	9,611.39
	1	Z01 Deputy County Executive (U)*	7,490.56	9,611.39
	1	B5A Asset and Economic Development Director	6,353.86	8,153.38
	1	A2B County Budget Director	5,925.43	7,603.53
	1	A2L Public Communication Director	5,554.04	7,126.13
	1	B2K Administrative Services Manager III	4,446.64	5,694.00
	1	A5D Director, Office of Cultural Competency for Childrens Svc	4,403.33	5,637.61
<u>COUNTY LIBRARY</u>				
	1	A38 County Librarian	6,197.38	7,952.57
	2	J54 Deputy County Librarian	5,205.83	6,678.78
	1	A1Q Financial and Administrative Services Manager	4,577.24	5,866.72
<u>DEPARTMENT OF AGRICULTURE & ENVIRONMENTAL MANAGEMENT</u>				
	1	A50 Director, Department of Agriculture and Environmental Management	6,075.04	7,795.53
	1	A70 Director, Environmental Health Department	5,363.70	6,881.63
	1	A55 Agricultural Commissioner/Sealer	4,736.31	6,075.04
	1	B2K Administrative Services Manager III	4,446.64	5,694.00
<u>DEPARTMENT OF CHILD SUPPORT SERVICES</u>				
	1	Q24 Director, Department of Child Support Services *	7,795.53	10,002.26
	1	B2K Administrative Service Manager III	4,446.64	5,694.00
<u>DEPARTMENT OF CORRECTION</u>				
	1	A2X Chief of Correction *	5,959.36	8,606.37
(1)	4	T54 Sheriff's Correctional Captain	5,806.18	7,449.86

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EXHIBIT A-2**

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F/N	# of Class Pos. Code	Position Title		
<u>DEPARTMENT OF PARKS AND RECREATION</u>				
	1	A56 Director of Parks & Recreation	6,228.36	7,992.36
	2	A68 Deputy Director of Parks & Recreation	5,330.75	6,838.01
<u>DEPARTMENT OF PLANNING AND DEVELOPMENT</u>				
	1	A1B Director, Department of Planning and Development	6,197.38	7,952.57
	1	A2D Building Official	5,581.77	7,161.74
	1	A2F Planning Manager	5,581.77	7,161.74
<u>DISTRICT ATTORNEY</u>				
(5)	1	A59 District Attorney *	F	12,414.61
(4)	1	Z60 Assistant District Attorney (U)	7,834.49	10,052.25
(4)	6	A60 Assistant District Attorney	7,834.49	10,052.25
	1	V71 Chief Investigator, District Attorney	6,351.03	8,149.73
	1	V7A Assistant Chief Investigator, District Attorney	5,663.51	7,266.50
	1	V63 Director of the Crime Laboratory	5,284.21	6,779.50
	1	B2K Administrative Services Manager III	4,446.64	5,694.00
<u>EMPLOYEE SERVICES AGENCY</u>				
	1	A10 Deputy County Executive*	7,490.56	9,611.39
	1	A99 Employee Benefits Director	4,952.99	6,353.86
	1	A41 Human Resources Director	4,952.99	6,353.86
	1	A37 Labor Relations Director	4,952.99	6,353.86
	1	A1Q Financial and Administrative Services Manager	4,577.24	5,866.72
	1	V01 Workers' Compensation Director	4,553.67	5,828.98
	1	A47 Equal Opportunity Director	4,295.91	5,499.03
	1	A81 Administrator, Executive Recruitment Services	4,011.14	5,130.89
<u>FACILITIES AND FLEET DEPARTMENT</u>				
	1	A53 Director, Facilities and Fleet	6,514.32	8,359.30
	1	C12 Deputy Director FAF, Capital Programs	5,750.95	7,379.26
	1	M39 Deputy Director FAF, Building Operations	5,004.84	6,417.58
	1	M37 Deputy Director FAF, Administration	4,807.18	6,166.58

**NS-20.15
EXHIBIT A-2**

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F/N	# of Class Pos. Code	Position Title		
<u>FINANCE AGENCY</u>				
1	A07	Director, Finance Agency*	7,873.63	10,102.43
1	A08	Controller/Treasurer	6,322.23	8,112.85
1	A23	Tax Collector	5,284.21	6,779.50
1	A1G	Director, Information Systems-Finance Agency	5,257.97	6,745.74
1	B74	Fiscal Services Manager	5,154.26	6,612.55
1	A69	County Clerk/Recorder	4,691.70	6,014.75
1	B84	Investment Officer	4,668.97	5,984.79
4	B55	Controllor-Treasurer Division Manager	4,577.24	5,866.72
1	A1Q	Financial & Administrative Services Manager or	4,577.24	5,866.72
1	B2K	Administrative Services Manager III	4,446.64	5,694.00
1	A34	Director, Revenue Collections	4,575.99	5,858.08
1	A19	Assistant County Clerk/ Recorder	4,052.80	5,179.95
<u>INFORMATION SERVICES DEPARTMENT</u>				
1	A1F	Chief Information Officer	8,112.85	10,409.07
1	A6E	Director of Information Technology Operations	7,020.39	9,008.68
1	A3J	Chief Information Security Officer	6,139.04	7,877.76
1	A1Q	Financial and Administrative Services Managaer	4,577.24	8,964.22
<u>PRE-TRIAL SERVICES</u>				
1	B69	Director of Pre-Trial Services	5,205.83	6,678.78
<u>PROBATION DEPARTMENT</u>				
1	A80	Chief Probation Officer (U) *	6,414.72	8,231.48
3	A82	Deputy Chief Probation Officer	5,334.90	6,844.37
1	B6P	Administrative Services Manager - Probation	5,205.83	6,678.78
1	A97	Director Information Systems - Probation	5,052.61	6,481.96
<u>PROCUREMENT DEPARTMENT</u>				
1	A25	Director of Procurement	6,158.92	7,902.11

**NS-20.15
EXHIBIT A-2**

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F/N	# of Class Pos. Code	Position Title		
<u>PUBLIC DEFENDER</u>				
1	A93	Public Defender *	10,248.74	10,767.33
1	A95	Assistant Public Defender (U)	7,834.49	10,052.25
3	A94	Assistant Public Defender	7,834.49	10,052.25
1	V81	Chief Public Defender Investigator	5,499.03	7,055.46
1	B2K	Administrative Services Manager III	4,446.64	5,694.00
<u>ROADS AND AIRPORTS DEPARTMENT</u>				
1	A1R	Director, Roads and Airports Department*	6,546.77	8,401.13
1	B5R	Deputy Director, Infrastructre Development	5,002.52	6,417.58
1	B4R	Deputy Director, Road Maintenance	5,002.52	6,417.58
1	B2K	Administrative Services Manager III	4,446.64	5,694.00
<u>REGISTRAR OF VOTERS</u>				
1	A20	Registrar of Voters	6,417.59	8,235.19
1	A21	Assistant Registrar of Voters	4,446.64	5,694.00
<u>SANTA CLARA VALLEY HEALTH & HOSPITAL SYSTEM</u>				
1	A4A	Chief Medical Officer (U)	12,852.38	13,502.71
1	A1E	SCVMC-Chief Executive Officer*	9,903.10	12,703.21
1	A4Q	Specialty Care Medical Director (U)	10,518.25	12,462.89
1	A1D	Patient Quality and Safety Medical Director (U)	9,974.73	12,448.19
1	A1H	Ambulatory and Community Health Medical Director (U)	9,974.73	12,448.19
1	A1Y	Chief Medical Information Officer (U)	9,974.73	12,448.19
1	A4B	Hospital Medical Director (U)	11,848.65	12,448.19
1	A4M	Perioperative Services Medical Director (U)	9,974.73	12,448.19
1	A4N	Utilization and Valuation Medical Director (U)	9,974.73	12,448.19
1	A15	SCVHHS Chief Financial Officer*	8,963.87	11,500.48
1	A4P	Medicine Residency Program Director (U)	9,057.81	11,366.95
1	A4G	SCVMC-Chief Operating Officer	8,194.19	10,513.33
1	P06	Public Health Officer (U)	7,305.98	10,513.33
1	A36	Director, Ambulatory & Community Health Services	7,952.57	10,203.63
1	A49	Mental Health Medical Director (U)	7,873.64	10,102.42
1	A4D	Valley Health Plan - Medical Director (U)	7,873.64	10,102.42
1	A2G	Director, Contracts-SCVHHS	7,834.49	10,052.24

**NS-20.15
EXHIBIT A-2**

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F/N	# of Class Pos. Code	Position Title
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SANTA CLARA VALLEY HEALTH & HOSPITAL SYSTEM - Continued

1	A4H	Valley Health Plan - Chief Executive Officer	7,679.78	9,853.85
1	A14	Director of Nursing Services	7,603.53	9,756.18
1	A5C	Director, Clinical & Support Services	7,342.52	9,421.80
1	A4L	Director, Advanced Practice	7,309.92	9,379.26
1	C14	Chief Healthcare Technology Officer	7,020.39	9,008.68
1	A5E	Director, Behavioral Health Services	6,990.00	8,969.58
1	S86	Dir. Custody Health Services	6,813.36	8,743.12
1	A51	Director of Mental Health Services	6,779.51	8,699.62
1	S33	Director, Inpatient Acute Care	6,682.55	8,575.09
1	S3D	Dir, Nursing, Critical Care & Administrative Services	6,682.54	8,575.09
1	A52	Public Health Director	6,678.78	8,570.41
1	S40	Deputy Director Public Health-Nursing Services	6,417.58	8,235.20
1	C04	SCVHHS Controller	6,385.67	8,194.19
1	A35	Dir, Seismic Compliance & Modernization Project	6,322.23	8,112.85
1	A4F	Director, Financial Planning & Performance - SCVHHS	6,290.79	8,072.50
1	A4K	Chief Improvement and Innovation Officer	6,290.78	8,072.50
1	B85	Director, Business Development & Contracting	6,290.79	8,072.50
2	C0A	SCVHHS Assistant Controller	6,290.79	8,072.50
1	A4J	Valley Health Plan - Chief Financial Officer	6,105.37	7,834.50
2	A96	Dir., Performance & Outcome Management	6,105.37	7,834.49
1	A1U	Director, Primary and Community Health Services	5,809.71	7,454.43
1	A2T	Director of Patient Panels and Access	5,808.56	7,453.28
1	C10	Revenue Cycle Director	5,697.95	7,310.13
1	A4E	Chief Dentist	6,727.65	7,068.07
1	B89	Asst. Director, Managed Care Programs	5,471.67	7,020.39
1	C49	Director, Alcohol & Drug Services	5,337.09	6,847.41
1	N23	Director of Facilities, SCVHHS	5,337.09	6,847.41
1	C05	Director, General Fund Financial Services	5,052.61	6,481.95
1	A3T	Ethics & Compliance Officer	4,977.66	6,385.67
1	A3C	Director, Govt. & Public Relations & Spec. Projects	4,903.92	6,290.79
1	A5A	Public Health Division Director - Planning & Evaluation	4,879.52	6,259.53
1	A5B	Public Health Division Director - Programs	4,879.52	6,259.53
1	B3R	Deputy Director, Mental Health Program Operations	4,714.79	6,044.80
1	B20	Emergency Medical Services Administrator	4,577.24	5,866.72
1	B2K	Administrative Services Manager III	4,446.64	5,694.00

**NS-20.15
EXHIBIT A-2**

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F/N	# of	Class	Position Title		
	Pos.	Code			
<u>SHERIFF</u>					
(5)	1	A65	Sheriff	F	11,122.97
	1	Z56	Undersheriff (U)		9,888.67
	2	A2Z	Assistant Sheriff		8,149.73
	1	A1S	Director of Sheriff's Administrative Services		7,952.57
	10	U55	Captain		7,449.85
	1	A63	Director, Information Systems - Sheriff's Office		6,813.36
<u>SOCIAL SERVICES AGENCY</u>					
	1	A86	Director, Social Services Agency*		9,659.44
	1	A8A	Chief Deputy Director-Social Services Agency		8,443.16
	1	A3F	SSA Deputy Director, Operations		7,834.49
	1	A2N	Director of Information Systems - Social Services Agency		7,420.32
	1	B90	Chief Fiscal Officer-Social Services Agency		7,237.58
	1	A2V	Director, Family and Children Services		6,950.64
	1	A78	Director of Employment & Benefit Services		6,612.55
	1	A98	Assistant Director, Employment & Benefit Services		6,449.68
	1	A2S	Director, Adult and Aging Services		6,322.23
	1	A74	Assistant Director, Family and Children Services		6,075.04
	1	B6U	Administrator of Benefit Services		6,075.04
	1	A73	Public Administrator/Guardian/Conservator		5,779.71

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) Consistent with Santa Clara County Charter, Article IV, Section 402: the Chief Operating Officer (A1C) when appointed Acting County Executive shall be compensated at 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)
- (5) Elected Officials salaries listed in A-2 will be implemented on June 22, 2015

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.