

ORDINANCE NO. NS-20.19

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

Summary

This Ordinance provides for the compensation of persons in leadership positions of the County of Santa Clara, unrepresented by any recognized employee organization, and includes members of the Board of Supervisors, the Assessor, the District Attorney, and the Sheriff.

THE BOARD OF SUPERVISORS OF THE COUNTY OF SANTA CLARA, STATE OF CALIFORNIA, ORDAINS AS FOLLOWS:

SECTION 1. PURPOSE

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

SECTION 2. POSITIONS, SALARY RANGES, TRANSFERS AND INPLACEMENT

- (a) The salary range for persons in leadership positions (except members of the Board of Supervisors and Assistant Public Health Officer) designated in Exhibit A shall be as set forth in the schedule of bi-weekly salaries as stated in Exhibit A, as adopted, and as may be subsequently amended, by the Board of Supervisors.
- (b) If employees in leadership positions designated in Exhibit A, 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.
- (c) For promotion into leadership positions, employees shall have their pay adjusted within the new range which provides for a ten (10%) percent increase in salary. In addition, the in-placement provisions that apply to other employees in the County shall also apply to the employees in leadership positions.

Adopted: 06/18/2019

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

SECTION 3. EMPLOYEES IN ELECTED POSITIONS

- (a) 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.
- (b) The flat rate salary adjustments for persons in Class Codes: A28 (Assessor), A59 (District Attorney), and A65 (Sheriff) shall be aligned with the annual judicial salary increases for justices and judges as noticed by the Judicial Council of California; provided, however that the Board shall first adopt such adjustments by amending Exhibit A.
- (c) Persons in Class Codes A01, A28, A59, and A65 shall be entitled to be reimbursed for actual and necessary expenses for meals and other reasonably related business expenses for the elected official, or his/her designee, consistent with the County Meal Policy (Non-Travel), County Travel Policy, and the Procurement Card (P-Card) Policy.

SECTION 4. EMPLOYEES IN CLASS CODE P04

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

SECTION 5. LEAVE PROVISIONS

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

(a) Annual Leave

- (1) Effective July 1, 2019, persons appointed to or occupying a leadership position shall have credited eighteen (18) days of annual leave for the remainder of calendar year 2019. Such credit shall be applied at the first full pay period in July 2019. Prior to the end of calendar year 2019, any unused portion of the eighteen (18) days of annual leave, at the option of the employee on an irrevocable basis, shall be paid to the employee at the monetary value at the then current salary rate, up to a maximum of nine (9) days. The balance of any unused annual leave shall be credited to the employee's vacation leave bank, consistent with Paragraph (3) below. 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.
- (2) Effective at the beginning of the first full pay period of January of each calendar year, thirty-six (36) days of annual leave shall be credited to each employee for the calendar year. If an employee has made an irrevocable election prior to the

beginning of the calendar year pursuant to an administrative process provided by the Finance Agency Director, during any such year but prior to the end of the calendar year, any unused portion of the thirty-six (36) days of annual leave shall be paid to the employee at the monetary value at the then current salary rate, up to a maximum of eighteen (18) days. The balance of any unused annual leave shall be credited to the employee's vacation leave bank, consistent with Paragraph (3) below. 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.

- (3) In no case shall more than one hundred and eight (108) days be accumulated in an employee's 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 in the pay period that contains December 31.
- (4) 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. Such persons shall not be eligible for a monetary pay out of unused annual leave until the beginning of the calendar year following their appointment, and only after first making the irrevocable election required in Paragraph (2).
- (5) 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 calendar year in which the termination occurs, prorated as of the date of termination, and the monetary value of earned and unused annual or vacation leave accrued from previous years. Although annual leave is credited at the beginning of the calendar year, it is earned proportionately over the course of the year and the value of unearned but used leave shall be deducted from final payment to a terminated employee or otherwise repaid to the County.
- (6) Vacation or STO accrued prior to the effective date of this Ordinance or earned prior to the date of appointment to a leadership position shall be carried forward to the executive leadership position, consistent with other provisions of this Ordinance.

(b) Sick Leave

- (1) Effective July 14, 1997, persons appointed to or occupying a leadership position shall not earn or accrue any sick leave. Instead, the annual leave provisions shall be used for vacation and sick leave purposes.
- (2) Persons occupying leadership positions on July 14, 1997, who have existing (accrued but not used) sick leave balances, shall retain those balances. The retained sick leave balance shall be charged for any successive days of sick absence, provided that for each period of absence the first day is charged to annual leave.

- (3) Unless otherwise required by the County Executive, absences of less than one full day are not charged to sick leave or annual leave.
- (4) Upon termination in good standing and ten (10) or more years of County employment, accrued and unused sick leave shall be paid at the rate of two percent (2%) for each full year of service, not to exceed fifty percent (50%), multiplied by the current salary rate.
- (5) Previously accrued and unused sick leave balances earned prior to the date of appointment to a leadership position shall be retained by an employee appointed to a leadership position. Paragraphs (2) and (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, approved leave under Subsection (e), limited education leave (e.g., 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, annual leave or vacation leave balance.

(d) Sabbatical Leave

Employees in positions that are required to be filled by physicians, surgeons, or dentists and designated in Exhibit A (except employees in Class Codes P04, P05 and P06) are eligible for sabbatical leave after six (6) years of service subject to Santa Clara Valley Health and Hospital System (SCVHHS) guidelines.

(e) Maternity and Paternity Leave

Notwithstanding any other provision of this Ordinance, persons in leadership positions shall be entitled to parental leave as provided by Ordinance Code section A25-686. In addition, employee benefits shall be continued consistent with the treatment of County mid-management employees. Furthermore, following the receipt of pregnancy disability leave, if applicable, the County shall pay an amount equivalent to that provided by the California Paid Family Leave Program (PFL) for the same duration and subject to the same payment caps as provided by PFL. Such payments may be integrated with an employee's other leave banks.

SECTION 6. DISABILITY INCOME

As used herein, "disability" shall include all qualifying disabilities under the California State Disability Insurance Program, and shall for example include total disability from disease, pregnancy or accidental bodily injury that wholly prevents the engaging in the performance of each duty of the

position. The Director, Employee Services Agency shall make the final determination of disability benefits and may require such proof of disability, as she/he deems appropriate and in accordance with the California Family Rights Act and the County's Family and Medical Leave Policy.

- (a) If the person in a leadership position, other than an elected office and a position that is required to be filled by a physician, surgeon, or dentist and designated in Exhibit A, becomes subject to a disability which continues uninterrupted for eight (8) calendar days, the County may, with the approval of the Director, Employee Services Agency, pay disability income and benefits to such person for the remaining period, following the initial eight (8) days, during which the disability continues uninterrupted for a maximum of twelve (12) calendar months, excluding the initial eight (8) days, or until the disability ceases, whichever occurs first. Proof of continued disability must be provided upon request.
- (b) Such income shall consist of the salary continuation for the position as designated in Section 2 herein, less applicable mandatory and voluntary deductions therefrom. During the period of such income, annual leave shall not accrue or be charged. A proportionate reduction in the annual leave credit provided for in Section 5 will be made for the period of such absence.
- (c) In the event of a recurrence of the disability from the same or related causes, the period of such disability shall be deemed a continuation of any prior period of disability unless during the intervening period such person has performed on a full-time basis each and every duty of the position for at least six (6) consecutive months, consisting of one hundred eighty-two (182) consecutive calendar days. Annual leave shall not be accrued for the period of such disability. A proportionate reduction in annual leave provided for in Section 5 will be made for the period of such absence.
- (d) A long-term disability insurance plan shall be provided for partial salary continuation after the one-year disability income and benefits protection period described above. The insurance plan shall be selected by the Director, Employee Services Agency and shall, at minimum provide, specific to occupation and specialty, coverage of two-thirds of base salary up to \$25,000 per month for a period of up to 65 years of age, if totally disabled.
- (e) The provisions of this Section shall be administered by the Director, Employee Services Agency and shall be subject to the reasonable discretion of the Director, Employee Services Agency as deemed necessary for the administration thereof.
- (f) For persons in positions that are required to be filled by physicians, surgeons, or dentists and designated in Exhibit A (except for employees in Class Codes P04, P05 and P06), long-term disability insurance shall be provided consistent with the coverage provisions provided to Class Code P41 (Physician-VMC) represented by Valley Physician's Group. Such long-term disability benefit pays seventy percent (70%) of the base salary or \$25,000 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

- (a) 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.

- (b) Persons in Class Codes A02 (County Executive), A05 (Clerk of the Board of Supervisors), A62 (County Counsel), A2X (Chief of Correction), A93 (Public Defender), A59 (District Attorney), A65 (Sheriff), A28 (Assessor), Q24 (Director, Department of Child Support Services) or his/her designee shall be entitled to be reimbursed for actual and necessary expenses for meals and other reasonably related business expenses for the employee, or his/her designee, consistent with the County Meal Policy (Non-Travel), County Travel Policy, and the Procurement Card (P-Card) Policy.
- (c) Persons in positions that are required to be filled by physicians, surgeons, or dentists and designated in Exhibit A (excluding employees in Class Codes P04, P05 and P06) shall be entitled to receive the following:
 - (1) DEA License, California Medical License/X-Ray License fees, Professional liability insurance fees, and Medical Staff/Society Dues not to exceed \$1,200 each fiscal year. Such 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

The County shall provide health, dental, and vision insurance coverage to executive leaders consistent with its offerings to other County employees. Effective December 23, 2013, executive leaders shall contribute to the cost of medical premiums for their selected medical plan on all tiers as follows and based on the premium in effect on December 20, 2013, and as may be revised for subsequent plan years.

The employee share of contribution 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

- (a) Persons in the twenty-four (24) leadership positions designated in Exhibit A to this Ordinance by an asterisk (*) and persons in Class Code A01, (members of the Board of

Supervisors) shall use a personal vehicle for County business travel and shall be paid a flat rate vehicle allowance of six hundred dollars (\$600) per month. Persons receiving the vehicle allowance shall not be eligible to claim mileage reimbursement for any miles traveled within Santa Clara County.

- (b) 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.
- (c) 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 Director, 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.
- (d) Persons assigned the position of Chief Medical Examiner-Coroner shall be assigned an emergency equipped take-home vehicle to allow quick response to death scenes and mass fatality incidents, subject to approval of the Director, Employee Services Agency.

SECTION 9. PUBLIC EMPLOYEES' RETIREMENT LAW

- (a) Employees shall be enrolled in the California Public Employees Retirement System (CalPERS) in accordance with state law and the County's agreements with CalPERS.
 - (1) Effective January 1, 2013, "Classic Miscellaneous" employees shall refer to those employees who are eligible for and 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 safety retirement tier.
 - (2) "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 those employees who are eligible for and are placed in the 2.7% at age 55 safety retirement tier.
- (b) Employees hired into leadership positions on or after January 1, 2013 and elected officials who assume office after that date, who meet the definition of "New Member" under the PEPRA, will be subject to the second tier retirement plans (i.e., are PEPRA Miscellaneous or PEPRA Safety employees), which includes the highest three (3) year average final compensation provision and other provisions as provided by state law.
- (c) *Contributions.* Classic Miscellaneous member employees listed in Exhibit A, including Assistant Public Health Officers, shall pay the entire 8% CalPERS Member Contribution rate imposed by the Public Employees' Retirement Law (PERL), Government Code section 20000 *et seq.* Classic Miscellaneous employees shall also contribute 2.931% of the CalPERS Employer Contribution. Classic Safety members listed in Exhibit A shall contribute the entire 9% CalPERS Member Contribution for safety members and shall pay 0% of the CalPERS Employer Contribution. Persons hired on or after January 1, 2013 and

deemed to be New Members under PEPRA shall contribute the entire 6% PEPRA Miscellaneous and 11.25% PEPRA Safety CalPERS Member Contributions.

SECTION 10. RETIREE MEDICAL INSURANCE

- (a) The County shall provide retiree medical insurance coverage to persons retiring as executive leaders as provided in this Section. 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:
- (1) were hired before August 12, 1996 and who have completed at least five (5) years or more of full-time paid County service (minimum 1305 days of accrued service);
 - (2) 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 2088 days of accrued service);
 - (3) were hired on or after June 19, 2006, but before December 23, 2013, who have completed ten (10) years or more of full-time paid County service (minimum 2610 days of accrued service);
 - (4) were hired on or after December 23, 2013 and who have completed fifteen (15) years or more of full-time paid County service (minimum 3915 days of accrued service).
- (b) 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 in Paragraphs (1) through (4) of Subsection (a) 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 such service must be accrued immediately preceding the date of retirement, and the employee must retire directly from the County under provisions of the California Public Employees' Retirement System (CalPERS). If eligible, enrollment in Medicare A and B is mandatory.
- (c) Persons in positions covered by this Ordinance shall contribute toward the County's unfunded liability obligations for the retiree medical benefit, on a biweekly basis, an amount equal to 20% of the premium in effect for the lowest cost retiree-only medical plan available for early retirees (under age 65).

SECTION 11. DEFERRED COMPENSATION PLAN

- (a) The County shall contribute to the County's Deferred Compensation Plan for employees in Class Code A01 (Board of Supervisors), A02 (County Executive), A05 (Clerk of the Board of Supervisors), A07 (Director, Finance Agency), A1F (Chief Information Officer), A1C (Chief Operating Officer), A10 (Deputy County Executive), A1E (SCVMC-CEO), A15 (Chief Financial Officer, SCVHHS), A2X (Chief of Correction), A28 (Assessor), A59 (District Attorney), A62 (County Counsel), A65 (Sheriff), A6N (Director, SCVHHS), A6O (Director, Employee Services Agency), A86 (Director, Social Services Agency), A93

(Public Defender), Q24 (Director, Department of Child Support Services), and A80 (Chief Probation Officer) the sum of \$19,000 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 thereunder. The contribution shall be paid based on 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 person's enrollment in the County's Deferred Compensation Plan.

- (b) For persons in Class Code A01 (members of the Board of Supervisors), A59 (District Attorney), A65 (Sheriff), and A28 (Assessor), the County shall also 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 shall provide a two hundred thousand dollar (\$200,000) double indemnity term life insurance policy for each person employed in a leadership position, excluding employees in positions that are required to be filled by physicians, surgeons, or dentists and designated in Exhibit A during the period of such employment. The policy of insurance shall be approved by the County. The beneficiary shall be designated by the executive leader.

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

- (b) 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:

- (1) The County shall provide term life insurance for each executive leader 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 individual.

- (c) For persons in positions that are required to be filled by physicians, surgeons, or dentists and designated in Exhibit A (excluding employees in Class Codes P04, P05 and P06), life

insurance coverage shall be provided consistent with the coverage provisions provided to Class Code P41 (Physician VMC) represented by Valley Physician's Group. Coverage shall include basic term life in the amount of twenty-five thousand dollars (\$25,000) and three hundred thousand dollars (\$300,000) double indemnity term life 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

This Ordinance shall take effect on June 18, 2019 and be implemented on July 1, 2019.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Clara, State of California, on JUN 18 2019 by the following vote:

AYES: CHAVEZ, CORTESE, ELLENBERG
SIMITIAN, WASSERMAN


NOES: NONE

ABSENT: NONE




S. JOSEPH SIMITIAN, President
Board of Supervisors

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

Attest:


TIFFANY LENNEAR
Assistant Clerk of the Board of Supervisors

Approved as to form and legality:



JAMES R. WILLIAMS
County Counsel

Attachment: Exhibit A

PC 6/04/2019

**ORDINANCE NO. NS-20.19
EXECUTIVE LEADERSHIP MASTER SALARY ORDINANCE**

EXHIBIT A

# of Class F/N Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>ASSESSOR</u>			
1	A28 Assessor *	F	\$ 9,447.44
1	A29 Assistant Assessor (U)	\$ 6,096.81	\$ 7,825.83
1	A1J Director Information Systems - Assessor's Office	\$ 5,521.12	\$ 7,083.01
1	C42 Chief of Assmt Standards, Services and Exemptions Divis	\$ 5,001.67	\$ 6,410.72
1	C44 Chief Appraiser	\$ 5,001.67	\$ 6,410.72
1	C55 Chief Auditor/Appraiser	\$ 5,001.67	\$ 6,410.72
1	A1Q Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
1	A4R Deputy Assessor	\$ 4,714.72	\$ 6,048.38
<u>CLERK OF THE BOARD OF SUPERVISORS</u>			
1	A05 Clerk Board of Supervisors (U) *	\$ 6,484.34	\$ 7,017.92
1	B2K Administrative Services Manager III	\$ 4,858.97	\$ 6,221.99
1	D71 Assistant Clerk of the Board (U)	\$ 4,786.69	\$ 6,129.75
<u>CONSUMER AND ENVIRONMENTAL PROTECTION</u>			
1	A50 Director, Consumer and Environmental Protection	\$ 6,638.36	\$ 8,518.39
1	A70 Director, Environmental Health Department	\$ 5,861.06	\$ 7,519.74
1	A55 Agricultural Commissioner/Sealer	\$ 5,175.50	\$ 6,638.36
1	B2K Administrative Services Manager III	\$ 4,858.97	\$ 6,221.99
<u>COUNTY COUNSEL</u>			
1	A62 County Counsel (U)*	\$ 12,229.44	\$ 12,848.27
(4)	1 A7D Assistant County Counsel (U)	\$ 8,560.96	\$ 10,984.36
(4)	5 A79 Assistant County Counsel	\$ 8,560.96	\$ 10,984.36
1	A9C Director, Independent Defense Counsel Office	\$ 8,560.96	\$ 10,984.36
1	A6Q County Counsel Legal and Compliance Officer	\$ 6,018.30	\$ 7,722.79
1	B2K Administrative Services Manager III	\$ 4,858.97	\$ 6,221.99
<u>COUNTY EXECUTIVE</u>			
1	A02 County Executive (U)*	\$ 13,142.33	\$ 14,523.46
1	A1C Chief Operating Officer (U)*	\$ 11,149.78	\$ 14,301.96
1	A6N Director, Santa Clara Valley Health and Hospital System*	\$ 8,603.73	\$ 11,039.20
1	A3J Chief Information Security Officer	\$ 9,023.28	\$ 10,967.96
5	A10 Deputy County Executive*	\$ 8,185.13	\$ 10,502.62
1	A3H Chief Procurement Officer	\$ 7,987.75	\$ 10,248.97
1	A2B County Budget Director	\$ 6,977.80	\$ 8,954.01
1	B5A Asset and Economic Development Director	\$ 6,943.04	\$ 8,909.42
1	A5W Chief Privacy Officer	\$ 6,550.77	\$ 8,406.13
1	A2L Director of Communication and Public Affairs	\$ 6,069.05	\$ 7,786.91
1	A2U Director, Office of Countywide Contract Management	\$ 5,697.04	\$ 7,310.51
1	A1N Director, Risk Management	\$ 5,529.20	\$ 7,094.95

NS-20.19
EXHIBIT A
- 2 -

F/N	# of Class	Position Title	Minimum	Maximum
	Pos. Code		Biweekly	Biweekly
<u>COUNTY EXECUTIVE - Continued</u>				
1	A44	Director, Office of Supportive Housing	\$ 6,943.04	\$ 8,909.42
1	A9J	Director, Office of Reentry Services	\$ 5,421.88	\$ 6,957.38
1	A06	Deputy Director, Office of Supportive Housing	\$ 5,421.88	\$ 6,957.38
1	A3K	Director, Learning and Organizational Development	\$ 5,252.94	\$ 6,738.39
1	A47	Equal Opportunity Director	\$ 5,252.94	\$ 6,738.39
1	A6P	Director, Office of Strategic and Intergovernmental Affairs	\$ 5,252.94	\$ 6,738.39
1	A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
1	V01	Workers' Compensation Director	\$ 4,975.92	\$ 6,369.48
1	A5T	Director, Office of Sustainability	\$ 4,811.64	\$ 6,160.37
1	A5D	Director, Office of Cultural Competency	\$ 4,811.63	\$ 6,160.37
<u>COUNTY LIBRARY</u>				
1	A38	County Librarian	\$ 6,772.05	\$ 8,689.99
2	J54	Deputy County Librarian	\$ 5,688.55	\$ 7,298.08
1	A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
1	A6K	Director of County Library Communication & Marketing	\$ 4,859.26	\$ 6,234.36
<u>DEPARTMENT OF CHILD SUPPORT SERVICES</u>				
1	Q24	Director, Department of Child Support Services (U) *	\$ 8,029.40	\$ 10,302.32
1	B4T	Deputy Director, Department of Child Support Services	\$ 5,843.01	\$ 7,497.85
1	B2K	Administrative Service Manager III	\$ 4,858.97	\$ 6,221.99
<u>DEPARTMENT OF CORRECTION</u>				
1	A2X	Chief of Correction (U) *	\$ 5,959.36	\$ 8,606.37
1	A6G	Assistant Sheriff-Correctional Operations	\$ 6,661.79	\$ 8,547.68
5	T54	Sheriff's Correctional Captain	\$ 6,344.57	\$ 8,140.65
1	A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
<u>DEPARTMENT OF PARKS AND RECREATION</u>				
1	A56	Director of Parks & Recreation	\$ 6,805.90	\$ 8,733.47
2	A68	Deputy Director of Parks & Recreation	\$ 5,825.05	\$ 7,472.08
1	A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
<u>DEPARTMENT OF PLANNING AND DEVELOPMENT</u>				
1	A1B	Director, Department of Planning and Development	\$ 6,772.05	\$ 8,689.99
1	A2D	Building Official	\$ 6,099.35	\$ 7,825.83
1	A2F	Planning Manager	\$ 6,099.35	\$ 7,825.83

NS-20.19
EXHIBIT A
- 3 -

F/N	# of Class	Pos. Code	Position Title		Minimum	Maximum
					Biweekly	Biweekly
<u>DISTRICT ATTORNEY</u>						
	1	A59	District Attorney *	F		\$ 13,709.44
(4)	1	Z60	Assistant District Attorney (U)		\$ 8,560.96	\$ 10,984.36
(4)	6	A60	Assistant District Attorney		\$ 8,560.96	\$ 10,984.36
	1	V71	Chief Investigator, District Attorney		\$ 6,939.94	\$ 8,905.43
	1	V63	Director of the Crime Laboratory		\$ 5,774.20	\$ 7,408.15
	1	A1Q	Financial and Administrative Services Manager		\$ 5,001.67	\$ 6,410.72
<u>EMPLOYEE SERVICES AGENCY</u>						
	1	A6O	Director, Employee Services Agency*		\$ 8,603.73	\$ 11,039.20
	1	A6L	Deputy Director, Employee Services Agency		\$ 6,099.35	\$ 7,825.83
	1	A37	Labor Relations Director		\$ 5,412.27	\$ 6,943.04
	1	A41	Human Resources Director		\$ 5,412.27	\$ 6,943.04
	1	A99	Employee Benefits Director		\$ 5,412.27	\$ 6,943.04
	1	A6M	Director, Financial and Business Operations		\$ 5,412.27	\$ 6,943.04
	1	A81	Director, Executive Services		\$ 5,412.27	\$ 6,943.04
<u>FACILITIES AND FLEET DEPARTMENT</u>						
	1	A53	Director, Facilities and Fleet		\$ 7,118.38	\$ 9,134.43
	2	C12	Deputy Director FAF, Capital Programs		\$ 6,284.22	\$ 8,063.52
	1	M39	Deputy Director FAF, Operations		\$ 5,825.05	\$ 7,472.08
	1	M37	Deputy Director FAF, Administration		\$ 5,252.94	\$ 6,738.39
<u>FINANCE AGENCY</u>						
	1	A07	Director, Finance Agency*		\$ 8,603.73	\$ 11,039.20
	1	A08	Controller/Treasurer		\$ 6,908.47	\$ 8,865.13
	1	A3W	Director, Department of Tax and Collections		\$ 6,078.62	\$ 7,800.23
	1	A04	Assistant Controller-Treasurer		\$ 5,754.13	\$ 7,383.77
	1	A3X	Assistant Director, Department of Tax and Collections		\$ 5,754.13	\$ 7,383.77
	1	A69	County Clerk-Recorder		\$ 5,632.20	\$ 7,225.72
	1	A9E	County Treasury Administrator		\$ 5,501.75	\$ 7,059.63
	1	A6M	Director, Finance and Business Operations		\$ 5,412.27	\$ 6,043.04
	1	A19	Assistant County Clerk- Recorder		\$ 5,001.67	\$ 6,410.72
	3	A6J	Department of Tax and Collections Division Manager		\$ 5,001.67	\$ 6,410.72
	3	B55	Controller-Treasurer Division Manager		\$ 5,001.67	\$ 6,410.72

NS-20.19
EXHIBIT A
- 4 -

F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>MEDICAL EXAMINER-CORONER</u>				
	1 P45	Chief Medical Examiner-Coroner	\$ 10,895.35	\$ 13,974.24
	1 B2K	Administrative Service Manager III	\$ 4,858.97	\$ 6,221.99
<u>PRE-TRIAL SERVICES</u>				
	1 B69	Director of Pre-Trial Services	\$ 5,688.56	\$ 7,298.08
<u>PROBATION DEPARTMENT</u>				
	1 A80	Chief Probation Officer (U) *	\$ 7,009.53	\$ 8,994.76
	1 S9F	Deputy Director of Probation Administration	\$ 5,990.52	\$ 7,687.20
(6)	4 A82	Deputy Chief Probation Officer	\$ 5,829.58	\$ 7,479.03
	1 B6P	Administrative Services Manager - Probation	\$ 5,688.55	\$ 7,298.08
<u>PROCUREMENT DEPARTMENT</u>				
	1 A25	Director of Procurement	\$ 6,730.02	\$ 8,634.85
	1 A4W	Deputy Director of Procurement	\$ 5,697.04	\$ 7,310.52
	1 A1Q	Financial and Administrative Services Manager	\$ 5,001.67	\$ 6,410.72
<u>PUBLIC DEFENDER</u>				
	1 A93	Public Defender (U) *	\$ 11,189.56	\$ 12,280.77
(4)	1 A95	Assistant Public Defender (U)	\$ 8,560.96	\$ 10,984.36
(4)	4 A94	Assistant Public Defender	\$ 8,560.96	\$ 10,984.36
	1 V81	Chief Public Defender Investigator	\$ 6,008.94	\$ 7,709.69
	1 B2K	Administrative Services Manager III	\$ 4,858.97	\$ 6,221.99

**NS-20.19
EXHIBIT A**

- 5 -

F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>ROADS AND AIRPORTS DEPARTMENT</u>				
1	A1R	Director, Roads and Airports Department*	\$ 7,153.83	\$ 9,180.14
1	B5R	Deputy Director, Infrastructre Development	\$ 5,466.39	\$ 7,012.67
1	B4R	Deputy Director, Road Maintenance	\$ 5,466.39	\$ 7,012.67
1	A4S	Deputy Director, Roads and Airport Administration	\$ 5,252.94	\$ 6,738.39
<u>REGISTRAR OF VOTERS</u>				
1	A20	Registrar of Voters	\$ 7,012.67	\$ 8,998.81
2	A21	Assistant Registrar of Voters	\$ 4,858.96	\$ 6,221.99
<u>SANTA CLARA VALLEY HEALTH & HOSPITAL SYSTEM</u>				
1	A4A	SCVHHS - Chief Medical Officer (U)	\$ 14,044.15	\$ 14,754.78
1	A1E	SCVMC-Chief Executive Officer*	\$ 10,821.38	\$ 13,881.14
1	A4Q	Specialty Care Medical Director (U)	\$ 11,493.57	\$ 13,618.54
1	A9G	Valley Health Plan - Chief Medical Officer (U)	\$ 10,899.65	\$ 13,602.48
1	A9H	Behavioral Health Medical Director (U)	\$ 10,899.65	\$ 13,602.48
3	A1D	Patient Quality and Safety Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A1H	Director, Primary and Community Health (U)	\$ 10,899.66	\$ 13,602.48
1	A1Y	Chief Medical Information Officer (U)	\$ 10,899.66	\$ 13,602.48
1	A4B	SCVMC - Chief Medical Officer (U)	\$ 10,899.66	\$ 13,602.48
1	A4M	Perioperative Services Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A4N	Utilization and Valuation Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A5V	Whole Person Care Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A4X	Women's and Children's Health Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A5L	Primary Care Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A9F	Emergency Medical Services Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A4I	Valley Health Plan - Medical Director (U)	\$ 10,899.66	\$ 13,602.48
1	A15	SCVHHS Chief Financial Officer*	\$ 9,795.06	\$ 12,566.89
1	A4P	Medicine Residency Program Director (U)	\$ 9,897.71	\$ 12,420.97
3	A4G	SCVMC-Chief Operating Officer	\$ 8,954.01	\$ 11,488.20
1	P06	Public Health Officer (U)	\$ 7,983.44	\$ 11,488.20
1	A36	Director, Ambulatory & Community Health Services	\$ 8,689.99	\$ 11,149.78
1	A2G	Director, Contracts-SCVHHS	\$ 8,560.96	\$ 10,984.36
1	A4H	Valley Health Plan - Chief Executive Officer	\$ 8,391.90	\$ 10,767.57
1	A14	Chief Nursing Officer	\$ 8,308.58	\$ 10,660.84
1	A5C	Director, Clinical & Support Services	\$ 8,023.37	\$ 10,295.46
1	A4L	Director, Advanced Practice	\$ 7,987.75	\$ 10,248.97
1	P05	Deputy Public Health Officer	\$ 7,646.12	\$ 9,810.24
1	A5E	Director, Behavioral Health Services	\$ 7,638.16	\$ 9,801.31

**NS-20.19
EXHIBIT A**

- 6 -

F/N	# of Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>SANTA CLARA VALLEY HEALTH & HOSPITAL SYSTEM - Continued</u>				
1	A4V	Chief Operations Officer-Valley Health Plan	\$ 7,608.09	\$ 9,761.46
1	S86	Dir. Custody Health & Custody Behavioral Health Services	\$ 7,445.15	\$ 9,553.84
1	A4U	SCVMC-Director of Quality and Safety	\$ 7,420.67	\$ 9,521.24
1	S33	Director, Inpatient Acute Care	\$ 7,302.20	\$ 9,370.23
1	A5K	Director of Systems Integration	\$ 7,302.20	\$ 9,370.23
1	A1U	Director of Primary Care Operations	\$ 7,302.20	\$ 9,370.23
1	B20	Director, Emergency Medical Services	\$ 7,302.20	\$ 9,370.23
3	S3D	Dir, Nursing, Critical Care & Administrative Services	\$ 7,302.20	\$ 9,370.23
1	S4D	Deputy Director, Public Health Nursing Services	\$ 7,012.66	\$ 8,998.82
1	A5J	Director, Custody Behavioral Health Services	\$ 7,012.66	\$ 8,998.82
1	C04	SCVHHS Controller	\$ 6,977.80	\$ 8,954.01
1	C10	Revenue Cycle Director	\$ 6,977.79	\$ 8,954.01
1	A5G	Director, Ambulatory Care Support Services	\$ 6,888.30	\$ 8,838.57
1	A5Q	Behavioral Health Services Department, Deputy Director	\$ 6,888.30	\$ 8,838.57
2	A4F	Director, Financial Planning & Performance - SCVHHS	\$ 6,874.11	\$ 8,821.04
1	A4K	Chief Improvement and Innovation Officer	\$ 6,874.11	\$ 8,821.04
2	A5F	Director, Analytics & Reporting	\$ 6,874.11	\$ 8,821.04
2	B85	Director, Business Development & Contracting	\$ 6,874.11	\$ 8,821.04
1	C0A	SCVHHS Assistant Controller	\$ 6,874.11	\$ 8,821.04
1	A4J	Valley Health Plan - Chief Financial Officer	\$ 6,671.50	\$ 8,560.97
1	A4Y	Valley Health Plan - Chief Business Development Officer	\$ 6,671.50	\$ 8,560.97
1	A4E	Chief Dentist	\$ 8,086.63	\$ 8,495.82
1	A2T	Director of Operational Improvement	\$ 6,347.17	\$ 8,144.40
1	N23	Director of Facilities, SCVHHS	\$ 6,284.22	\$ 8,063.52
1	A3T	Ethics and Compliance Officer	\$ 6,018.30	\$ 7,722.79
1	A5H	Deputy Director, Public Health Operations	\$ 6,018.30	\$ 7,722.79
1	B89	Valley Health Plan - Assistant Director, Managed Care Pr	\$ 5,979.04	\$ 7,671.37
1	A5P	Director, Children, Youth, and Family System of Care	\$ 5,831.98	\$ 7,482.35
1	A5R	Director, Adult/Older Adult System of Care	\$ 5,831.98	\$ 7,482.35
1	A5U	Behavioral Health Services Department Quality Director	\$ 5,831.98	\$ 7,482.35
1	A58	Branch Director, Healthy Communities	\$ 5,831.98	\$ 7,482.35
1	C49	Director of Alcohol, Drug and Access Services	\$ 5,831.98	\$ 7,482.35
2	M39	Deputy, Director, FAF Operations	\$ 5,825.05	\$ 7,472.08
1	C05	Director, General Fund Financial Services	\$ 5,521.12	\$ 7,083.00
1	A3C	Director, Govt. & Public Relations & Spec. Projects	\$ 5,358.65	\$ 6,874.11
1	A9M	Director of Materials Management	\$ 5,260.65	\$ 6,749.73
2	B2K	Administrative Services Manager III	\$ 4,858.96	\$ 6,221.99

NS-20.19
EXHIBIT A
- 7 -

F/N	Pos. Code	POSITION TITLE	MINIMUM Biweekly	MAXIMUM Biweekly
	<u>SHERIFF</u>			
	1	A65 Sheriff	F	\$ 11,533.41
	1	Z56 Undersheriff (U)	\$ 8,420.85	\$ 10,805.61
(7)	2	A2Z Assistant Sheriff	\$ 6,939.94	\$ 8,905.43
	1	A1S Director of Sheriff's Administrative Services	\$ 6,772.04	\$ 8,689.99
	10	U55 Captain	\$ 6,344.57	\$ 8,140.65

SOCIAL SERVICES AGENCY

	1	A86 Director, Social Services Agency*	\$ 8,226.08	\$ 10,555.13
	1	A8A Chief Deputy Director-Social Services Agency	\$ 7,189.74	\$ 9,226.06
	1	A3F Deputy Director, Program Support, Research and Evaluat	\$ 6,671.50	\$ 8,560.95
	1	B90 Chief Fiscal Officer-Social Services Agency	\$ 6,164.66	\$ 7,908.70
	1	A2S Director, Adult and Aging Services	\$ 5,929.75	\$ 7,595.15
	1	A2V Director, Family and Children Services	\$ 5,929.75	\$ 7,595.15
	1	A78 Director of Employment & Benefit Services	\$ 5,929.75	\$ 7,595.15
	1	A98 Assistant Director, Employment & Benefit Services	\$ 5,493.65	\$ 7,047.73
	2	A74 Assistant Director, Family and Children Services	\$ 5,493.65	\$ 7,047.73
	1	A7A Chief Deputy Public Administrator/Guardian/Conservat	\$ 5,175.50	\$ 6,638.36
	1	B6U Employment Services Director	\$ 5,175.50	\$ 6,638.36
	1	A87 Director, Central Services	\$ 4,706.02	\$ 6,026.14

TECHNOLOGY SERVICES AND SOLUTIONS

	1	A1F Chief Information Officer *	\$ 9,572.79	\$ 11,635.91
	1	A3U Deputy Chief Information Officer	\$ 9,293.98	\$ 11,297.00
	1	A6E Chief Information Technology Operations Officer	\$ 9,023.28	\$ 10,967.96
	1	A5S Chief Technology Officer	\$ 9,023.28	\$ 10,967.96
	1	A84 Chief Information Technology Business Officer	\$ 9,023.28	\$ 10,967.96
	1	C14 Chief Healthcare Technology Officer	\$ 9,023.28	\$ 10,967.96
	1	A3V Chief Data Officer	\$ 9,023.28	\$ 10,967.96
	1	A6R Deputy Chief Technology Officer	\$ 8,593.60	\$ 10,445.67
	10	A85 Director, Information Technology	\$ 8,593.60	\$ 10,445.67
	1	A6H Deputy Chief Information Technology Business Officer	\$ 8,593.60	\$ 10,445.67

SYMBOLS:

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

FOOTNOTES:

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

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