

ORDINANCE NO. NS-20.23

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). 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) 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. Notwithstanding the foregoing, the County Executive shall have the discretion to provide for appropriate placement within the approved salary range.

- (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. The duration of Work Out of Class and Acting assignments is at the discretion of the County Executive and pursuant to CalPERS guidelines and limits.
- (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, in its discretion, 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. (RESERVED)

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, and in accordance with the California Family Rights Act and the County's Family and Medical Leave Policy:

(a) Annual Leave

- (1) Effective at the beginning of the first full pay period of January of each calendar year, three hundred twelve (312) hours 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 Director, Employee Services Agency and Director, Finance Agency, during any such year but prior to the end of the calendar year, any unused portion of the three hundred twelve (312) hours of annual leave shall be paid to the employee at the monetary value at the then current salary rate, up to a maximum of one hundred fifty-six (156) hours. The balance of any unused annual leave shall be credited to the employee's vacation leave bank, consistent with Paragraph (2) 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) In no case shall more than nine hundred thirty-six (936) hours be accumulated in an employee's vacation leave bank during the term of employment of persons in leadership positions. Any balance in excess of nine hundred thirty-six (936) hours shall be used by the employee or paid in cash at the then current salary rate in the pay period that contains December 31.
- (3) 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 (1).
- (4) 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.
- (5) 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 or before July 14, 1997, or who have been promoted from another County position, with existing (accrued but not used) sick leave balances, shall retain those balances. The retained sick leave balance shall be charged for any sick absence, including in accordance with the California Family Rights Act and the County's Family and Medical Leave Policy.
- (3) 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.

(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 (d), 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.
- (3) Unless otherwise required by the County Executive, absences of less than one full day are not charged to sick leave or annual leave.

(d) 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, 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.
- (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 \$30,000 per month, or as may be adjusted, 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.

SECTION 7. OTHER BENEFITS

- (a) Persons in positions covered by this Ordinance shall receive the same benefits, and under the same terms, 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), and A93 (Public Defender) or their designee shall be entitled to be reimbursed for actual and necessary expenses for meals and other reasonably related business expenses for the employee, or their 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 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

- (a) 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.

Domestic Partners: County employees who have filed a Declaration of Registered Domestic Partnership in accordance with the provisions of Family Code sections 297-297.5 shall have the same rights and shall be subject to the same responsibilities and obligations as are granted to and imposed upon spouses. The term “spouse” in this ordinance shall apply to Registered Domestic Partners.

- (b) Employees are solely responsible for paying any tax liability resulting from benefits provided as a result of their Registered Domestic Partnership.

SECTION 8. VEHICLES

- (a) Persons in 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, 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 PEPRA Miscellaneous or 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. Effective September 2021, the County shall contribute an amount equal to the cost of the Kaiser retiree-only medical plan premium rate in effect for the plan year toward the cost of single retiree-only coverage, for those retired 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); or,
 - (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 Part A and Part B is mandatory. Retirees over 65 or otherwise eligible for Medicare Part B must be enrolled in such a plan, and the County shall reimburse the retiree for the cost of the Medicare Part B premium on a quarterly basis. This reimbursement is subject to the maximum County contribution for retiree medical set forth in Subsection (a). The surviving spouse or domestic partner of an employee eligible for retiree medical benefits may continue to purchase medical coverage after the death of the retiree.

- (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 \$15 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

The County shall contribute to the County's Deferred Compensation Plan for employees in Class Code A01 (members of the Board of Supervisors), A02 (County Executive), A05 (Clerk of the Board of Supervisors), A5M (Chief Financial Officer), A1F (Chief Information Officer), A7C (Chief Operating Officer), A10 (Deputy County Executive), A1E (CSCHS-Chief Executive Officer), A15 (CSCHS-Chief Financial Officer), A28 (Assessor), A3H (Chief Procurement Officer), A59 (District Attorney), A62 (County Counsel), A65 (Sheriff), A6N (Director, CSCHS), A6O (Director, Employee Services Agency), A86 (Director, Social Services Agency), A93 (Public Defender), Q24 (Director, Department of Child Support Services), A80 (Chief Probation Officer), and A07 (Director, Finance Agency) the sum of \$22,500 per year or as may be adjusted to reflect changes in law to the contribution limits as prescribed under Section 457 of the Internal Revenue Code and regulations 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.

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 coverage of basic term life in the amount of twenty-five thousand dollars (\$25,000) and three hundred thousand dollars (\$300,000) double indemnity term life insurance policy for each person employed in a leadership position 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 in an executive leadership position 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 three hundred thousand dollars (\$300,000) for the first twenty-six pay periods following retirement, two hundred seventy thousand dollars (\$270,000) for the second twenty-six pay periods following retirement, two hundred forty thousand dollars (\$240,000) for the third twenty-six pay periods following retirement, two hundred ten thousand dollars (\$210,000) for the fourth twenty-six pay periods following retirement, one hundred eighty thousand dollars (\$180,000) for the fifth twenty-six pay periods following retirement, one hundred fifty thousand dollars (\$150,000) for the sixth twenty-six pay periods following retirement, one hundred twenty thousand dollars (\$120,000) for the seventh twenty-six pay periods following retirement, ninety thousand dollars (\$90,000) for the eighth twenty-six pay periods following retirement, sixty thousand dollars (\$60,000) for the ninth twenty-six pay periods following retirement, and thirty thousand dollars (\$30,000) for the tenth twenty-six pay periods following retirement, after which time the insurance will cease as to that specific individual.

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.

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SECTION 14. OPERATIVE DATE

This Ordinance shall take effect on June 27, 2023, and be implemented on July 10, 2023.

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

AYES:

NOES:

ABSENT:

SUSAN ELLENBERG, 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
Clerk of the Board of Supervisors

Approved as to form and legality:



ROB COELHO
Assistant County Counsel

Attachment: Exhibit A

QT 06/02/2023

ORDINANCE NO. NS-20.23
EXECUTIVE LEADERSHIP MASTER SALARY ORDINANCE
EXHIBIT A

# of F/N	Class Pos. Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>ASSESSOR</u>				
	1 A28	Assessor (U) *	F	\$10,529.13
	1 A29	Assistant Assessor (U)	\$7,136.49	\$9,160.36
	3 A6U	Division Chief, Office of the Assessor	\$6,030.25	\$7,729.05
	1 A1Q	Financial and Administrative Services Manager	\$5,854.60	\$7,503.93
	1 A4R	Deputy Assessor	\$5,518.72	\$7,079.80
<u>CLERK OF THE BOARD OF SUPERVISORS</u>				
	1 A05	Clerk Board of Supervisors (U) *	\$7,154.40	\$7,743.12
	1 D71	Assistant Clerk of the Board (U)	\$5,602.97	\$7,175.05
	1 B2K	Administrative Services Manager III	\$5,687.56	\$7,283.03
<u>CONSUMER AND ENVIRONMENTAL PROTECTION</u>				
	1 A50	Director, Consumer and Environmental Protection	\$7,770.39	\$9,971.02
	1 A55	Agricultural Commissioner/Sealer	\$6,058.07	\$7,770.39
	1 B2K	Administrative Services Manager III	\$5,687.56	\$7,283.03
<u>COUNTY COUNSEL</u>				
	1 A62	County Counsel (U) *	\$14,368.16	\$15,095.20
(4)	1 A7D	Assistant County Counsel (U)	\$10,020.85	\$12,857.52
(4)	6 A79	Assistant County Counsel	\$10,020.85	\$12,857.52
	1 A9C	Director, Independent Defense Counsel Office	\$10,020.85	\$12,857.52
	1 A9U	Assistant Director, Independent Defense Counsel Office	\$8,920.74	\$11,505.16
	1 A6Q	County Counsel Legal and Compliance Officer	\$7,044.60	\$9,039.74
	1 A47	Equal Opportunity Director	\$6,148.72	\$7,887.48
<u>COUNTY EXECUTIVE</u>				
(9)	1 A02	County Executive (U) *	\$14,151.84	\$18,414.95
(3)	1 A3P	Chief Operating Officer *	\$13,051.15	\$16,740.86
	1 A6N	Director, County of Santa Clara Health System*	\$10,070.92	\$12,921.70
	1 A3J	Chief Information Security Officer	\$10,562.01	\$12,838.32
	6 A10	Deputy County Executive *	\$9,580.94	\$12,293.62
	1 A3H	Chief Procurement Officer *	\$9,580.94	\$12,293.62
	1 A2B	County Budget Director	\$8,167.71	\$10,480.93

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EXHIBIT A
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F/N	# of	Class	Position Title	Minimum	Maximum
	Pos.	Code		Biweekly	Biweekly
<u>COUNTY EXECUTIVE - Continued</u>					
1	A44		Director, Office of Supportive Housing	\$8,127.03	\$10,428.74
1	A9Z		Trauma Recovery Center Clinical Director	\$8,062.95	\$10,345.81
1	A1N		Director, Risk Management	\$7,667.87	\$9,839.62
1	A2U		Director, Office of Countywide Contract Management	\$7,667.87	\$9,839.62
1	A5W		Chief Privacy Officer	\$7,667.87	\$9,839.62
1	A2L		Director of Communication and Public Affairs	\$7,103.99	\$9,114.81
1	A9Q		Chief Children's Officer	\$7,103.99	\$9,114.81
1	A6M		Director, Financial and Business Operations	\$6,925.69	\$8,882.97
1	A9J		Director, Office of Diversion and Reentry Services	\$6,658.62	\$8,542.61
1	A9R		Chief Equity and Inclusion Officer	\$6,472.09	\$8,304.84
2	A06		Deputy Director, Office of Supportive Housing	\$6,346.46	\$8,143.81
1	A9P		Director of Workers' Compensation Program	\$6,148.72	\$7,887.48
1	A3K		Director, Learning and Organizational Development	\$6,148.72	\$7,887.48
1	A6P		Director, Office of Strategic and Intergovernmental Affairs	\$6,148.72	\$7,887.48
1	A9D		Special Assistant to the County Executive	\$6,148.72	\$7,887.48
1	A9W		Assistant Director, Office of Diversion and Reentry Services	\$6,148.72	\$7,887.48
1	B2K		Administrative Services Manager III	\$5,687.56	\$7,283.03
1	A5T		Director, Office of Sustainability	\$5,632.16	\$7,210.89
1	A5D		Director of Strategic Initiatives	\$5,632.16	\$7,210.89
<u>COUNTY LIBRARY</u>					
1	A38		County Librarian	\$7,926.88	\$10,171.89
2	J54		Deputy County Librarian	\$6,658.62	\$8,542.62
1	A1Q		Financial and Administrative Services Manager	\$5,854.60	\$7,503.93
1	A6K		Director of County Library Communication & Marketing	\$5,687.91	\$7,297.49
<u>DEPARTMENT OF CHILD SUPPORT SERVICES</u>					
1	Q24		Director, Department of Child Support Services *	\$8,773.12	\$11,256.56
1	B4T		Deputy Director, Department of Child Support Services	\$6,839.41	\$8,776.45
<u>DEPARTMENT OF CORRECTION</u>					
1	A6G		Assistant Sheriff-Correctional Operations	\$8,123.41	\$10,424.07
5	T54		Sheriff's Correctional Captain	\$7,426.50	\$9,528.88
1	A1Q		Financial and Administrative Services Manager	\$5,854.60	\$7,503.93

**NS-20.23
EXHIBIT A**

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F/N	# of	Class	Position Title	Minimum	Maximum
	Pos.	Code		Biweekly	Biweekly
<u>DEPARTMENT OF PARKS AND RECREATION</u>					
	1	A56	Director of Parks & Recreation	\$7,966.50	\$10,222.77
	2	A68	Deputy Director of Parks & Recreation	\$6,818.40	\$8,746.29
	1	A1Q	Financial and Administrative Services Manager	\$5,854.60	\$7,503.93
<u>DEPARTMENT OF PLANNING AND DEVELOPMENT</u>					
	1	A1B	Director, Department of Planning and Development	\$7,926.88	\$10,171.89
	1	A2D	Dep Director, Plng & Develop-Develop Svcs/Building Official	\$7,139.46	\$9,160.36
	1	A2F	Dep Director, Plng & Develop-Planning	\$7,139.46	\$9,160.36
	1	A9N	Dep Director, Plng & Develop-Administration	\$6,148.72	\$7,887.48
<u>DISTRICT ATTORNEY</u>					
	1	A59	District Attorney (U)*	F	\$15,279.08
(4)	1	Z60	Assistant District Attorney (U)	\$10,020.85	\$12,857.52
(4)	6	A60	Assistant District Attorney	\$10,020.85	\$12,857.52
	1	V71	Chief Investigator, District Attorney	\$8,123.41	\$10,424.07
	1	V63	Director of the Crime Laboratory	\$6,758.87	\$8,671.46
	1	A1Q	Financial and Administrative Services Manager	\$5,854.60	\$7,503.93
	1	A6S	Director, Victim Services	\$5,824.46	\$7,455.66
<u>EMPLOYEE SERVICES AGENCY</u>					
	1	A6O	Director, Employee Services Agency *	\$10,070.92	\$12,921.70
	1	A6L	Deputy Director, Employee Services Agency	\$7,696.77	\$9,875.62
	1	A6M	Director, Financial and Business Operations	\$6,925.69	\$8,882.97
	1	A37	Labor Relations Director	\$6,925.69	\$8,882.97
	1	A41	Human Resources Director	\$6,925.69	\$8,882.97
	1	A81	Director, Executive Services	\$6,925.69	\$8,882.97
	1	A99	Employee Benefits Director	\$6,925.69	\$8,882.97
	1	A9X	Assistant Employee Benefits Director	\$6,150.71	\$7,890.32
	1	A9L	Assistant Labor Relations Director	\$6,150.71	\$7,890.32
	1	A9K	Assistant Human Resources Director	\$6,150.71	\$7,890.32
<u>FACILITIES AND FLEET DEPARTMENT</u>					
	1	A53	Director, Facilities and Fleet	\$8,332.27	\$10,692.13
	2	C12	Deputy Director FAF, Capital Programs	\$7,355.86	\$9,438.58
	1	M39	Deputy Director FAF, Facilities Operations	\$6,818.40	\$8,746.29
	1	M37	Deputy Director FAF, Administration	\$6,148.72	\$7,887.48

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F/N	# of Pos.	Class Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>FINANCE AGENCY</u>					
	1	A5M	Chief Financial Officer *	\$11,465.41	\$14,709.91
	1	A07	Director, Finance Agency *	\$9,777.59	\$12,545.33
	1	A08	Controller-Treasurer *	\$8,167.71	\$10,480.93
	1	A3W	Director, Department of Tax and Collections	\$7,115.20	\$9,327.13
	2	A0A	Assistant Controller-Treasurer	\$6,925.69	\$8,882.97
	1	A3X	Assistant Director, Department of Tax and Collections	\$6,925.69	\$8,882.97
	1	A69	County Clerk-Recorder	\$6,925.69	\$8,882.97
	1	A6M	Director, Financial and Business Operations	\$6,925.69	\$8,882.97
	1	A9E	County Treasury Administrator	\$6,439.96	\$8,263.50
	1	A19	Assistant County Clerk-Recorder	\$6,030.25	\$7,729.05
	3	A6J	Department of Tax and Collections Division Manager	\$6,030.25	\$7,729.05
	3	B55	Controller-Treasurer Division Manager	\$6,030.25	\$7,729.05
<u>MEDICAL EXAMINER-CORONER</u>					
	1	P45	Chief Medical Examiner-Coroner (U)	\$14,028.65	\$17,992.98
	1	B2K	Administrative Services Manager III	\$5,687.56	\$7,283.03
<u>PRETRIAL SERVICES</u>					
	1	B69	Director of Pretrial Services	\$6,658.62	\$8,542.61
	1	B65	Assistant Director, Pretrial Services	\$6,148.72	\$7,887.48
	1	B2K	Administrative Services Manager III	\$5,687.56	\$7,283.03
<u>PROBATION DEPARTMENT</u>					
	1	A80	Chief Probation Officer (U) *	\$8,204.86	\$10,528.64
	1	S9F	Deputy Director of Probation Administration	\$7,012.08	\$8,998.09
(6)	4	A82	Deputy Chief Probation Officer	\$6,823.70	\$8,754.42
	1	B6P	Administrative Services Manager - Probation	\$6,658.62	\$8,542.62
<u>PROCUREMENT DEPARTMENT</u>					
	1	A25	Director of Procurement	\$8,437.00	\$10,824.96
	1	A1Q	Financial and Administrative Services Manager	\$5,854.60	\$7,503.93

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F/N	# of Pos.	Class Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>PUBLIC DEFENDER</u>					
	1	A93	Public Defender (U) *	\$12,652.68	\$13,886.59
(4)	1	A95	Assistant Public Defender (U)	\$10,020.85	\$12,857.52
(4)	4	A94	Assistant Public Defender	\$10,020.85	\$12,857.52
	1	V81	Chief Public Defender Investigator	\$7,033.64	\$9,024.41
	1	B2K	Administrative Services Manager III	\$5,687.56	\$7,283.03
<u>ROADS AND AIRPORTS DEPARTMENT</u>					
	1	A1R	Director, Roads and Airports Department *	\$8,373.77	\$10,745.62
	1	B4R	Deputy Director, Roads and Signals Operations	\$6,398.57	\$8,208.53
	1	B5R	Deputy Director, Infrastructure Development	\$6,398.57	\$8,208.53
	1	A4S	Deputy Director, Roads and Airports Administration	\$6,148.72	\$7,887.48
<u>REGISTRAR OF VOTERS</u>					
	1	A20	Registrar of Voters	\$8,208.53	\$10,533.37
	2	A21	Assistant Registrar of Voters	\$5,687.56	\$7,283.03
<u>COUNTY OF SANTA CLARA HEALTH SYSTEM</u>					
	1	A1E	CSCHS-Chief Executive Officer *	\$13,933.42	\$17,873.10
	1	A4B	CSCHS-Chief Medical Officer (U)	\$14,034.21	\$17,514.31
	1	A4Q	Specialty Care Medical Director (U)	\$12,758.37	\$15,922.10
	1	A9G	VHP - Chief Medical Officer (U)	\$12,758.37	\$15,922.10
	2	A9H	Behavioral Health Medical Director (U)	\$12,758.37	\$15,922.10
	5	A1D	Patient Quality and Safety Medical Director (U)	\$12,758.37	\$15,922.10
	1	A1Y	Chief Medical Information Officer (U)	\$12,758.37	\$15,922.10
	2	A4I	VHP - Medical Director (U)	\$12,758.37	\$15,922.10
	1	A4M	Perioperative Services Medical Director (U)	\$12,758.37	\$15,922.10
	1	A4N	Utilization and Valuation Medical Director (U)	\$12,758.37	\$15,922.10
	1	A5V	Whole Person Care Medical Director (U)	\$12,758.37	\$15,922.10
	1	A5L	Primary Care Medical Director (U)	\$12,758.37	\$15,922.10
	1	A9F	Emergency Medical Services Medical Director (U)	\$12,758.37	\$15,922.10
	1	P06	Public Health Officer (U)	\$12,758.37	\$15,922.10
	1	A15	CSCHS-Chief Financial Officer *	\$11,465.41	\$14,709.91
	1	A4P	Medicine Residency Program Director (U)	\$11,585.56	\$14,539.11
	1	P05	Deputy Public Health Officer (U)	\$10,740.00	\$13,779.80
(8)	4	A4G	CSCHS-Chief Operating Officer	\$10,480.93	\$13,447.27

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F/N	# of Pos.	Class Code	Position Title	Minimum Biweekly	Maximum Biweekly
<u>COUNTY OF SANTA CLARA HEALTH SYSTEM - Continued</u>					
1	1	A14	CSCHS-Chief Nursing Officer	\$10,211.71	\$13,102.73
1	1	A36	Director, Ambulatory & Community Health Services	\$10,171.89	\$13,051.15
1	1	A2G	CSCHS-Director, Contracts	\$10,020.85	\$12,857.51
1	1	A6T	California Children's Services Medical Director (U)	\$8,902.67	\$12,613.98
1	1	A4H	VHP - Chief Executive Officer	\$9,822.97	\$12,603.75
4	1	P04	Assistant Public Health Officer (U)	\$8,644.07	\$12,247.57
1	1	S33	Director, Inpatient Acute Care	\$9,402.17	\$12,064.94
4	1	S3D	Dir, Nursing, Critical Care & Administrative Services	\$9,402.17	\$12,064.94
1	1	S4D	Director, Public Health Nursing Services	\$9,402.17	\$12,064.94
1	1	A1U	Director of Primary Care Operations	\$9,402.17	\$12,064.94
1	1	A5C	Director, Clinical & Support Services	\$9,391.58	\$12,051.14
1	1	S86	Dir. Custody Health & Custody Behavioral Health Services	\$9,391.58	\$12,051.14
1	1	A4L	Director, Advanced Practice	\$9,349.89	\$11,996.71
1	1	A4E	Chief Dentist (U)	\$8,950.00	\$11,483.17
1	1	A5E	Director, Behavioral Health Services	\$8,940.69	\$11,472.72
1	1	A4J	VHP - Chief Financial Officer	\$8,905.49	\$11,426.07
1	1	A4V	VHP - Chief Operations Officer	\$8,905.49	\$11,426.07
1	1	A4U	CSCHS-Director of Quality and Safety	\$8,686.10	\$11,144.89
1	1	A5K	Director of System Integration	\$8,547.44	\$10,968.13
1	1	B20	Director, Emergency Medical Services	\$8,547.44	\$10,968.13
1	1	A6F	CSCHS-Chief Fiscal Officer	\$8,167.71	\$10,480.93
1	1	C04	CSCHS-Controller	\$8,167.71	\$10,480.93
1	1	C10	Revenue Cycle Director	\$8,167.71	\$10,480.93
1	1	A5G	Director, Ambulatory Care Support Services	\$8,062.95	\$10,345.81
3	1	A5Q	Behavioral Health Services Department, Deputy Director	\$8,062.95	\$10,345.81
1	1	A4F	CSCHS-Director, Financial Planning & Performance	\$8,046.34	\$10,325.28
2	1	A5F	Director, Analytics & Reporting	\$8,046.34	\$10,325.28
1	1	A6D	Chief Science Officer - Public Health	\$8,046.34	\$10,325.28
2	1	B85	CSCHS-Dir, Business Development & Managed Care Contracts	\$8,046.34	\$10,325.28
2	1	C0A	CSCHS-Assistant Controller	\$8,046.34	\$10,325.28
1	1	A4Y	VHP - Chief Business Development Officer	\$7,809.18	\$10,020.86
1	1	N23	CSCHS-Director of Facilities	\$7,809.18	\$10,020.86
1	1	A3T	CSCHS-Chief Compliance Officer	\$7,667.87	\$9,839.62
1	1	A2T	Director of Operational Improvement	\$7,429.54	\$9,533.25

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F/N	# of	Class	Position Title	Minimum	Maximum
	Pos.	Code		Biweekly	Biweekly
<u>COUNTY OF SANTA CLARA HEALTH SYSTEM - Continued</u>					
2	A5H		Deputy Director, Public Health	\$7,044.60	\$9,039.74
3	B89		VHP - Assistant Director, Managed Care Program	\$6,998.65	\$8,979.57
1	A70		Director, Environmental Health Department	\$6,860.55	\$8,802.08
1	A5P		Director, Children, Youth, and Family System of Care	\$6,826.50	\$8,758.31
2	A5R		Director, Adult/Older Adult System of Care	\$6,826.50	\$8,758.31
1	A5U		Behavioral Health Services Department Quality Director	\$6,826.50	\$8,758.31
1	A58		Branch Director, Healthy Communities	\$6,826.50	\$8,758.31
1	C49		Director, Access and Unplanned Services	\$6,826.50	\$8,758.31
2	M39		Deputy Director FAF, Facilities Operations	\$6,818.40	\$8,746.29
1	A9S		Director, Diversity and Health Equity	\$6,472.09	\$8,304.85
1	A3C		Director, Government, Public Relations & Special Projects	\$6,272.46	\$8,046.36
1	A9M		Director of Materials Management	\$6,157.75	\$7,900.76
1	A8F		Assistant Emergency Medical Services Director	\$6,148.72	\$7,887.48
1	A1Q		Financial and Administrative Services Manager	\$5,854.60	\$7,503.93
2	B2K		Administrative Services Manager III	\$5,687.56	\$7,283.03
<u>SHERIFF</u>					
1	A65		Sheriff (U)	F	\$12,853.87
1	Z56		Undersheriff (U)	\$9,856.85	\$12,648.28
2	A2Z		Assistant Sheriff	\$8,123.41	\$10,424.07
1	A1S		Director of Sheriff's Administrative Services	\$7,926.87	\$10,171.89
11	U55		Captain	\$7,426.50	\$9,528.88
1	A3N		Inmate Rehabilitation Director	\$6,148.72	\$7,887.48
<u>SOCIAL SERVICES AGENCY</u>					
1	A86		Director, Social Services Agency *	\$9,628.87	\$12,355.09
1	A8A		Chief Deputy Director-Social Services Agency	\$8,415.79	\$10,799.38
1	A3F		Deputy Director, Program Support, Research & Evaluation	\$7,809.18	\$10,020.86
1	B90		Chief Fiscal Officer-Social Services Agency	\$7,215.92	\$9,257.37
1	A2S		Director, Aging and Adult Services	\$6,940.95	\$8,890.35
1	A2V		Director, Family and Children Services	\$6,940.95	\$8,890.35
1	A78		Director of Employment & Benefit Services	\$6,940.95	\$8,890.35
2	A74		Assistant Director, Family and Children Services	\$6,430.48	\$8,249.58
1	A98		Assistant Director, Employment & Benefit Services	\$6,430.48	\$8,249.58

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F/N	# of	Class	Position Title	Minimum	Maximum
	Pos.	Code		Biweekly	Biweekly
<u>SOCIAL SERVICES AGENCY - continued</u>					
1	A7A		Chief Deputy Public Administrator/Guardian/Conservator	\$6,058.07	\$7,770.39
1	B6U		Employment Services Director	\$6,058.07	\$7,770.39
1	A87		Director, Central Services	\$5,508.54	\$7,053.77
<u>TECHNOLOGY SERVICES AND SOLUTIONS</u>					
1	A1F		Chief Information Officer *	\$11,205.23	\$13,620.17
1	A5S		Chief Technology Officer	\$10,562.01	\$12,838.32
2	A7F		Associate Chief Information Officer	\$10,562.01	\$12,838.32
1	C14		Chief Healthcare Technology Officer	\$10,562.01	\$12,838.32
11	A85		Director, Information Technology	\$10,059.06	\$12,226.96

- (*) Indicates the 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.
- (U) Indicates the position is unclassified under section 701 of the County Charter.

FOOTNOTES:

- (1) Deleted (NS-20.11.06).
- (2) Deleted (NS-20.11.06).
- (3) Consistent with Santa Clara County Charter, Article IV, Section 402, the Chief Operating Officer (A1C) when appointed Acting County Executive shall be compensated at a rate 10% above the employee's 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 (NS-20.22.02).
- (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; and such amount shall be included in the calculation of current rate of pay for the purposes of Section 5 of this Ordinance (NS-20.11.08, NS-20.16.05, rev NS-20.20, rev 20.23).
- (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 of 10% above the employee's current salary; and such amount shall be included in the calculation of current rate of pay for the purposes of Section 5 of this Ordinance (Rev NS-20.20).
- (7) Deleted (NS-20.23).
- (8) One employee in this classification, when assigned by the CSCHS-Chief Executive Officer to perform the duties of the Enterprise Chief, shall be compensated up to a maximum of 10% above the employee's current salary (NS-20.22.07).
- (9) Notwithstanding any provision of this ordinance, and in lieu of any provision of this ordinance less favorable to James R. Williams, the terms of the written agreement dated November 1, 2022 between the County and Mr. Williams shall be applicable to Mr. Williams, including with respect to initial salary, participation in the County's 401(a) plan, retiree health, and maximum vacation-leave accrual (NS-20.23).

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.