

**MAJOR COUNTY PAID EMPLOYEE BENEFITS FOR FISCAL YEAR 2010-2011**

**COUNTY OFFICERS AND DEPARTMENT HEADS  
2010-2011 SALARY SCHEDULE**

<u>Elected Officials</u>	<u>Annual Salary</u>
Supervisor	\$ 82,014
Assessor	156,042
Auditor-Controller	156,042
County Clerk-Recorder	135,658
Treasurer-Tax Collector-Public Administrator	156,042
District Attorney	190,965
Sheriff-Coroner	182,104

<u>Appointed Department Heads</u>	<u>Annual Salary</u>	
	<u>Minimum</u>	<u>Maximum</u>
Ag Commissioner/Sealer of Weights & Measures	\$ 107,825	- 131,061
General Services Agency Director	139,922	- 170,061
Chief Probation Officer	121,514	- 147,701
County Administrative Officer	181,584	- 220,709
County Counsel	157,102	- 190,965
County Social Services Director	133,494	- 162,282
Director of Child Support Services	130,998	- 159,245
Director of Planning/Building	125,507	- 152,568
Director of Public Works and Transportation	139,922	- 170,061
Health Agency Director	140,109	- 170,310
Library Director	105,685	- 128,461
Human Resources Director	121,680	- 147,902
Veterans Service Officer	68,910	- 83,782

\*These salaries, and the salary schedule on the following pages are the 2009-2010 rates as of April 2010. Actual rates may change during Fiscal Year 2010-2011. For the most current salary information, contact the County Human Resources Department.

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- Retirement. The County operates its own independent retirement plan. Participation in the plan is mandatory for all employees except elected officials. The County sold Pension Obligation Bonds (POBs) during 2004-2005. The County's share of the budgeted retirement contribution based upon salaries for 2010-2011 are shown below. Additionally, the County pays for the costs associated with the unfunded liability related to retiree healthcare costs. This latter cost is commonly referred to as Other Post Employment Benefits (OPEB). Currently this is funded at a flat rate of \$643 a month per employee and is in addition to the numbers noted in the table below.

<u>Employee Group</u>	<u>County 2010-11</u>	<u>POBs 2010-11</u>	<u>Total</u>
Attorneys	21.66 %	3.93 %	25.59 %
Management and Confidential	20.26	3.93	24.19
Public Services, Clerical and Supervisory	18.99	3.93	22.92
Trades, Crafts and Services	20.64	3.93	24.57
Probation Management	15.89	3.89	19.78
Probation Officers/Supervisors	15.46	3.89	19.35
Law Enforcement Safety Management	24.09	2.64	26.73
Law Enforcement Safety	28.38	2.64	31.02
Law Enforcement Non-safety	19.16	3.93	23.09

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Additionally, the County pays a portion of the employee's retirement contribution (County pickup):

<u>Employee Group</u>	<u>2009-10</u>	<u>2010-11</u>
Elected Officials	13.55 %	13.55 %
Attorneys, Management and Confidential	9.29	9.29
Law Enforcement, Safety	7.00	7.00
Law Enforcement Non-Safety	4.20	4.20
District Attorney Investigators	7.20	7.20
Public Services, Clerical and Supervisory	5.75	8.75
Trades, Crafts and Services	7.38	10.38
Probation Officers/Supervisors	5.75	5.75
Probation Management	9.29	9.29

2. Workers' Compensation. The County's Workers' Compensation program is self-insured. Workers' Compensation is charged to departments to maintain adequate reserves and is based upon job classification and departmental experience. The following rates will become effective for 2010-2011 based on \$100.00 of payroll for each department:

RISK EXPOSURE:

<u>Code</u>	<u>Classification</u>	<u>Exposure Rate</u>
2	Police	\$ 1.05
3	Clerical	.14
5	Institutional	.62
7	County-Other	.53
8	County-Manual	1.52
9	Roads	1.36

LOSS EXPOSURE:

<u>Department</u>	<u>Experience Factor</u>	<u>Department</u>	<u>Experience Factor</u>
Administrative Office	2.52	Agricultural Comm.	1.60
Auditor-Controller	4.85	Planning & Building	1.29
Treasurer-Tax Collector	11.87	Animal Services	5.80
Assessor	1.84	Public Works	2.26
County Counsel	1.24	Public Health	3.66
Personnel	26.31	Mental Health	2.79
Pension Trust	1.00	Drug & Alcohol Services	1.39
General Services	3.01	Air Pollution Control	1.03
Information Technology	2.68	Law Library	1.00
Clerk-Recorder	6.25	Social Services	6.10
Board of Supervisors	2.52	Veterans Services	4.31
District Attorney	1.33	Library	2.88
Child Support Services	1.69	Farm Advisor	1.56
Victim Witness	1.50	Sheriff-Coroner	2.77
Probation	4.03		

3. Social Security. The County matches the employees' contribution to Social Security. The 2010 calendar year rate is 6.20% on maximum wages of \$106,800. The County also matches the employee's contribution to Medicare. The 2010 calendar year rate is 1.45% of total wages (no maximum).
4. Disability Insurance. The County provides long-term disability insurance for all attorneys, management, District Attorney Investigators and confidential employees. The premium rates for 2010-2011 will be .369% of gross salary to a maximum monthly gross of \$13,500.

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5. Unemployment. The County's unemployment insurance program is self-insured and is funded by charging departments to maintain adequate reserves. The rate for 2009-2010 is .200% of gross salary.
6. Life Insurance. The County provides \$30,000 term life insurance coverage to all District Attorney (DA) Investigators, attorneys, staff management and confidential employees at a cost of \$4.08 per month. General management and department heads receive \$50,000 coverage at a cost of \$6.80 per month.
7. Medical, Vision and Dental Insurance. The County offers medical insurance coverage through the Public Employees' Retirement System (PERS). Additionally, we offer two dental plans and a vision plan.

County contributions to the medical, dental and vision plans are as follows:

<u>Employee Group</u>	<u>Monthly Contribution per employee</u>
Attorneys, Management and Confidential	\$ 850.00
Public Services, Clerical and Supervisory	725.58
Probation Officers	991.00
Trades, Crafts, and Services	689.94
District Attorney Investigators	716.07
Deputy Sheriffs Association	700.00
Management Law Enforcement	1300.00
Dispatchers	700.00

8. Vacation. Permanent employees who have passed probation accrue vacation time as follows:

<u>Years of Service</u>	<u>Vacation Days/Year</u>
Beginning of service to end of fourth year	10
Beginning of fifth year to end of ninth year	15
Over ten years of service	20

Employees must complete their first probationary period before taking any vacation time off. Vacation payoffs at the time of termination are limited to forty (40) days.

9. Sick Leave. Permanent employees accrue twelve (12) days sick leave for each year of service. The bargaining units and unrepresented groups can accrue sick leave up to specified maximums. Employees with more than five years of service (10 years for law enforcement, Probation Officers, and Juvenile Services Officers) are paid for one half of their accrued sick leave, to a maximum of 180 days, upon termination.
10. Holidays. Legal holidays are designated by the Board of Supervisors with county ordinance and agreements with the unions. Permanent employees are entitled to twelve (12) paid holidays and one (1) paid personal leave day per fiscal year.
11. Compensatory Time Off. Employees may earn one and one-half hours of compensatory time off (CTO) for each hour worked in lieu of being paid overtime according the Fair Labor Standards Act (FLSA) and Memorandum of Understanding (MOU). Public services, clerical and supervisory employees, confidential employees, DA investigators, law enforcement and dispatchers may accrue up to 120 hours of CTO. The Trades, Crafts and Services unit may accrue up to 90 hours. Employees are paid for their accrued CTO upon termination.
12. Administrative Leave. General management employees are allowed six days of administrative leave each fiscal year. Attorneys, operations and staff management are allowed four days each fiscal year. Probation managers are allowed five days each year. Confidential employees are allowed three days each fiscal year. There is no carry-over of unused administrative leave into the next fiscal year and employees are not paid for any administrative leave balances.
13. Annual Leave. Employees who work in designated 24-hour facilities may elect to participate in the annual leave program, which allows the employees to accrue holidays and utilize them as paid time off. Employees are paid for their accrued annual leave upon termination.