## COUNTY OFFICERS AND DEPARTMENT HEADS
## 2005-2006 SALARY SCHEDULE*

| Elected Officials | Annual Salary |
|---|---|
| Supervisor | $ 70,866 |
| Assessor | 139,131 |
| Auditor-Controller | 139,131 |
| County Clerk-Recorder | 120,952 |
| Treasurer-Tax Collector-Pub. Administrator | 139,131 |
| District Attorney | 168,459 |
| Sheriff-Coroner | 163,051 |

| Appointed Department Heads | Annual Salary Minimum | - | Maximum |
|---|---|---|---|
| Ag Commissioner/Sealer of Weights & Measures | $ 97,384 | - | 118,371 |
| Chief Information Officer | 115,251 | - | 140,085 |
| Chief Probation Officer | 105,142 | - | 127,814 |
| County Administrative Officer | 157,703 | - | 191,689 |
| County Counsel | 138,588 | - | 168,456 |
| County Social Services Director | 118,163 | - | 143,621 |
| Director of Behavioral Health Services | 112,255 | - | 136,455 |
| Director of Child Support Services | 115,542 | - | 140,460 |
| Director of Planning/Building | 108,574 | - | 131,973 |
| Director of Public Health/Health Officer | 140,169 | - | 170,390 |
| Director of Public Works and Transportation | 124,756 | - | 151,650 |
| General Services Director | 111,819 | - | 135,905 |
| Health Agency Director | 124,028 | - | 150,756 |
| Library Director | 90,582 | - | 110,113 |
| Personnel Director | 107,035 | - | 130,101 |
| Veterans Service Officer | 80,723 | - | 98,133 |

*These salaries, as well as the salary schedule on the pages that follow; reflect the 2005-2006 rates known as of the date of preparation of this document, April 2006. For the most current salary information, contact the County Personnel Department.

## MAJOR COUNTY PAID EMPLOYEE BENEFITS FOR FISCAL YEAR 2005-2006

1. 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 during 2004-2005. The County's share of the retirement contribution based upon salaries for 2005-2006 are shown below. Upon adoption of the 2006-2007 final budget, the following POB rates will become effective:

| | 2005/06 | POB 2005/06 | POB 2006/07 |
|---|---|---|---|
| Attorneys, Management and Confidential | 13.96 % | 3.93 % | 3.93 % |
| Public Services, Clerical and Supervisory | 11.36 | 3.93 | 3.93 |
| Trades, Crafts and Services | 11.36 | 3.93 | 3.93 |
| Probation Management | 11.88 | 3.89 | 3.89 |
| Probation Officers | 8.22 | 3.89 | 3.89 |
| Law Enforcement Safety Management | 16.29 | 2.64 | 2.64 |
| Law Enforcement Safety | 16.29 | 2.64 | 2.64 |
| Law Enforcement Non-safety | 9.92 | 3.93 | 3.93 |

## MAJOR COUNTY PAID EMPLOYEE BENEFITS FOR FISCAL YEAR 2005-2006

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

| | 2005/06 | 2006/07 |
|---|---|---|
| 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 | 5.74 | 5.75 |
| Trades, Crafts and Services | 7.37 | 7.37 |
| Probation Officers | 5.74 | 5.75 |

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. Upon adoption of the 2006-2007 final budget, the following rates will become effective based on $100.00 of payroll for each department:

RISK EXPOSURE:

| Code | Classification | Exposure Rate |
|---|---|---|
| 2 | Police | $ 3.75 |
| 3 | Clerical | .39 |
| 5 | Institutional | 1.51 |
| 7 | County-Other | 2.12 |
| 8 | County-Manual | 3.96 |
| 9 | Roads | 3.29 |

LOSS EXPOSURE:

| Department | Experience Factor | Department | Experience Factor |
|---|---|---|---|
| Administrative Office | 5.12 | Agricultural Comm. | 1.87 |
| Auditor-Controller | 2.36 | Planning & Building | 1.47 |
| Treasurer-Tax Collector | 28.20 | Animal Services | 16.41 |
| Assessor | 2.20 | Public Works | 3.50 |
| County Counsel | 1.06 | Public Health | 2.58 |
| Personnel | 15.01 | Mental Health | 3.24 |
| Pension Trust | 1.00 | Drug & Alcohol Services | 2.40 |
| General Services | 3.43 | Air Pollution Control | 1.11 |
| Information Technology | 3.35 | Law Library | 1.00 |
| Clerk-Recorder | 4.27 | Social Services | 4.28 |
| Board of Supervisors | 1.53 | Veterans Services | 2.03 |
| District Attorney | 1.57 | Library | 1.87 |
| Child Support Services | 9.75 | Farm Advisor | 1.00 |
| Victim Witness | 1.01 | Sheriff-Coroner | 2.30 |
| Probation | 4.04 | Medical Services | 2.58 |

3. Social Security. The County matches the employees' contribution to Social Security. The 2006 calendar year rate is 6.20% on maximum wages of $94,200. The County also matches the employee's contribution to Medicare. The 2006 calendar year rate is 1.45% of total Medicare wages (no maximum).

4. Disability Insurance. The County provides a long-term disability insurance for all attorneys, management, District Attorney Investigators and confidential employees. The premium rates for 2005-2006 will be .48% of gross salary to a maximum monthly gross of $13,500.

## MAJOR COUNTY PAID EMPLOYEE BENEFITS FOR FISCAL YEAR 2005-2006

5. Unemployment. The County's unemployment insurance program is self-insured and is funded by charging departments to maintain adequate reserves. The rate for 2005-2006 is .220% of gross salary. Upon adoption of the 2006-2007 final budget, the rate will become .250% of gross salary.

6. Life Insurance. The County provides $30,000 term life insurance coverage to all District Attorney (DA) Investigators, attorneys, management and confidential employees at a cost of $6.30 per month. General managers and department heads receive $50,000 coverage at a cost of $10.50 per month.

7. Health, Vision and Dental Insurance. The County offers health insurance coverage through the Public Employees' Retirement System (PERS). Additionally, we offer two dental plans and a vision plan.

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

| | Monthly Contribution per employee |
|---|---|
| Attorneys, Management and Confidential | $ 741.00 |
| Public Services, Clerical and Supervisory | 509.00 |
| Probation Officers | 509.00 |
| Trades, Crafts, and Services | 481.26 |
| District Attorney Investigators | 290.00 |
| Deputy Sheriffs Association | 325.00 |
| Management Law Enforcement | 350.00 |
| Dispatchers | 359.50 |

8. Vacation. Permanent employees who have passed their probationary period accrue vacation as follows:

| Years of Service | Vacation Days/Year |
|---|---|
| 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 thirty (30) or forty (40) days, depending on the bargaining unit.

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) are paid for one half of their accrued sick leave, to a maximum of 90 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. Confidential employees are allowed three days each fiscal year. There is no carry-over of unused administrative leave into subsequent fiscal years. Employees are not paid for unused administrative leave upon termination.

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. Annual leave must be used prior to vacation. Employees are paid for their accrued annual leave upon termination.