

**STATE OF CALIFORNIA, COUNTY OF SISKIYOU**  
**BOARD OF SUPERVISORS**  
**MINUTE ORDER, MAY 2, 2017**

COUNTY ADMINISTRATOR - Discussion, direction and possible action re Resolution regarding certain terms and conditions for employment for all Siskiyou County Elected Department Heads, effective May 2, 2017 through May 1, 2020. Resolution 17-63 adopted.

County Administrator Terry Barber provided an overview of the recent efforts to work with the Elected Department Head (DH) group, including development of a 'like' county salary survey that the Board reviewed on April 18<sup>th</sup>. Ms. Barber summarized the Elected DH's proposal to revise the Resolution regarding salary and benefits, including revision of verbiage related to health insurance coverage and a proposed three-year phase-in approach to salary increases, advising that the estimated fiscal impact of the first year was approximately \$100,000.

Elected Department Heads including Sheriff Jon Lopey, Assessor-Recorder Mike Mallory, District Attorney Kirk Andrus and Treasurer-Tax Collector Wayne Hammar appeared before the Board. Mr. Hammar presented two one-page documents detailing statistics related to Elected Department Head salaries in relation to other Department Heads, Assistant Department Heads and other management level employees within the County.

Mr. Andrus summarized the group's salary/benefits proposal, advising of efforts to develop a proposal to bring the County's Elected Department Heads into parity with peers in 'like' counties.

Supervisor Nixon voiced support for the three-year phase-in proposal, and support for the County's Elected Department Heads.

Supervisor Valenzuela shared concerns regarding the inability for Siskiyou County to be in parity with other 'like' counties in all job classifications, not only in the Elected Department Head field. Supervisor Valenzuela suggested a salary increase of 3%, with a committee developed to review and/or provide advice regarding the remaining benefits proposal.

In response to Supervisor Haupt, Mr. Hammar summarized the two one-page documents detailing certain statistics related to Elected Department Head salaries in relation to other Department Heads, Assistant Department Heads and other management employees.

In response to Supervisor Kobseff, Ms. Barber briefly summarized the proposed revisions to benefits, including the conversion of the existing wellness benefit to the employees' deferred comp and changes to the health insurance benefit (90% of the CalPERS Choice plan premium versus a plan of the employee's choice).

Continued.....

I certify that the foregoing is a full, true and correct copy of a Minute Order adopted by the Board of Supervisors, Siskiyou County, State of California.

ATTEST: COLLEEN SETZER, County Clerk and ex-Officio Clerk of the  
Siskiyou County Board of Supervisors.

By: \_\_\_\_\_  
Deputy



**STATE OF CALIFORNIA, COUNTY OF SISKIYOU**  
**BOARD OF SUPERVISORS**  
**MINUTE ORDER, MAY 2, 2017**

**COUNTY ADMINISTRATOR** – (continued)

Lengthy discussion followed between members of the Board, the Elected Department Heads, including Auditor-Controller Jennie Ebejer and County Clerk Colleen Setzer, and Ms. Barber regarding the potential fiscal impact of the salary/benefit proposal over the three-year timeframe, the possible future impact of the proposed benefit changes to new hires/employees, the potential impact of the proposal on other County employee bargaining units, the County's difficulties associated with attracting and retaining management level employees at current salary/benefit levels with the County's current 'stagnant' economy, the various duties, work activities/performance and efficiencies taking place within each Elected Department and the potential impact of the proposal to the County's budget as a whole.

In response to Supervisor Kobseff, Public Defender Lael Kayfetz spoke in support of an increase in the District Attorney's salary/benefits to be in line with similar salaries throughout the State.

Following further discussion regarding possible revenue generating opportunities that could offset the approximately \$100,000 annual impact of the proposal, the potential compaction (fiscal) impact within various County departments and the relationship of Siskiyou County to other 'like' counties with regard to elected department head salaries/benefits it was moved by Supervisor Nixon to adopt the Resolution regarding certain terms and conditions for employment for all County Elected Department Heads, accepting the proposal presented.

In response to Ms. Barber and Supervisor Kobseff, Mr. Andrus advised that the group was willing to exclude Section 4 – Insurance, b – Continuation of Medical Insurance, items I, II and III.

Supervisor Nixon advised that her motion included the exclusion of Resolution Section 4b I, II and III.

In response to Supervisor Criss, Supervisor Nixon advised that her motion did not include that the approximate \$100,000 increase would come from the various Elected Departments' budgets.

Members of the Board shared concerns regarding the overall increasing salary/benefit costs county-wide, the lack of resources to draw from to cover those costs and the potential increased costs associated with training new employees versus retaining existing employees.

Discussion followed regarding the possible continuation of the request to a future Board meeting and the need for additional information regarding the fiscal impact of the proposal.

The motion died for lack of a second.

Continued.....

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ATTEST: COLLEEN SETZER, County Clerk and ex-Officio Clerk of the Siskiyou County Board of Supervisors.

By: \_\_\_\_\_  
Deputy



**STATE OF CALIFORNIA, COUNTY OF SISKIYOU**  
**BOARD OF SUPERVISORS**  
**MINUTE ORDER, MAY 2, 2017**

**COUNTY ADMINISTRATOR** – *(continued)*

Supervisor Valenzuela suggested a salary increase of 6% for one year with re-consideration at the end of that time.

Following further discussion between members of the Board and the Elected Department Head group, County Counsel Brad W. Sullivan shared concerns regarding the potential impact to the labor negotiations process. Mr. Sullivan suggested a recess in order for the County's negotiator and the group to discuss options.

Following a recess, Mr. Andrus suggested that the Board consider the first column of the proposal (salary changes effective May 7, 2017), advising that the Cost of Living Adjustment (COLA) was near the 6% increase that Supervisor Valenzuela suggested. In addition, Mr. Andrus advised that the 4.06% (4.81% for safety members) included in the proposal took into account the offset for one-half of the Employer Paid Member Contribution (EPMC) and that the group was amenable to inclusion or exclusion of the amount as it was basically a 'wash' (the same amount for the County or the employee).

In response the Supervisor Kobseff, Ms. Barber advised that the 4.06% was slightly more beneficial to the employee, although the cost to the County was not significantly higher. Ms. Barber additionally advised that it was in parity with the other Department Head unit.

Following discussion regarding the inclusion or exclusion of the 4.06%, the proposal effective date of May 7, 2017 and future consideration of additional salary/benefit increase at a later date, it was moved by Supervisor Valenzuela and seconded by Supervisor Criss to adopt Resolution regarding certain terms and conditions of employment for County Elected Department Heads, accepting the first column of the group's proposal, effective May 7, 2017, including salary increase for the County Clerk in the amount of 11.56%, the Treasurer-Tax Collector in the amount of 10.89%, the Assessor-Recorder in the amount of 9.56%, the Auditor-Controller in the amount of 11.22%, the Sheriff in the amount of 8.97% and the District Attorney in the amount of 10.56%.

Following brief discussion regarding the potential time frame to revisit the proposal and inclusion of the 4.06% (4.81% for safety members) as identified in the proposal, the Chair called for the question and the motion to adopt Resolution 17-63 carried unanimously.

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ATTEST: COLLEEN SETZER, County Clerk and ex-Officio Clerk of the  
Siskiyou County Board of Supervisors.

By: \_\_\_\_\_  
Deputy



**STATE OF CALIFORNIA, COUNTY OF SISKIYOU**  
**BOARD OF SUPERVISORS**  
**MINUTE ORDER, APRIL 18, 2017**

COUNTY ADMINISTRATOR - Discussion and possible direction re results of a salary survey conducted for Elected Department Heads in the Assessor-Recorder, Auditor-Controller, County Clerk, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector Offices in four 'like' northern California counties. Continued to May 2, 2017.

County Administrator Terry Barber provided a brief overview of the Elected Department Heads salary survey that the Board requested at a previous meeting.

In response to Supervisor Kobseff, District Attorney Kirk Andrus shared that the group would come back on May 2<sup>nd</sup> with a proposal in response to this survey.

I certify that the foregoing is a full, true and correct copy of a Minute Order adopted by the Board of Supervisors, Siskiyou County, State of California.

ATTEST: COLLEEN SETZER, County Clerk and ex-Officio Clerk of the Siskiyou County Board of Supervisors.

By: \_\_\_\_\_  
Deputy



# AGENDA WORKSHEET

Submit completed worksheet to:  
Siskiyou County Clerk, 510 N Main St, Yreka, CA

Regular  Time Requested: 5 Minutes Meeting Date: 5/02/17

OR

Consent

Contact Person/Department: Terry Barber, County Administrator Phone: x8008

Address: 1312 Fairlane Rd., Yreka CA 96097

Person Appearing/Title: Terry Barber, County Administrator

### Subject/Summary of Issue:

As directed by the Board of Supervisors on February 14, 2017, the County Administrator respectfully requests the Board of Supervisors consideration of a successor salary and benefits resolution for the Elected Department Heads.

Attached is a summary of the changes.

### Financial Impact:

NO  Describe why no financial impact:

YES  Describe impact by indicating amount budgeted and funding source below

Amount: \$98,150.00

Fund: \_\_\_\_\_ Description: General Fund Org.: \_\_\_\_\_ Description: \_\_\_\_\_

Account: Various Description: Salaries/Benefits

Activity Code: \_\_\_\_\_ Description: \_\_\_\_\_

Local Preference: YES  NO

For Contracts – Explain how vendor was selected:

Additional Information: 1001 \$64,909/ 1002 \$12,577/ 1006 \$20,664

### Recommended Motion:

The Board of Supervisors approves the resolution for the salary and benefits for Elected Department Heads.

#### Reviewed as recommended by policy:

County Counsel \_\_\_\_\_  
Auditor \_\_\_\_\_  
Personnel \_\_\_\_\_  
CAO \_\_\_\_\_

#### Special Requests:

Certified Minute Order(s) \_\_\_\_\_ Quantity: \_\_\_\_\_

Other: \_\_\_\_\_

NOTE: For consideration for placement on the agenda, the original agenda worksheet and backup material must be submitted directly to the Board Clerk (after reviewing signatures have been obtained) by 12:00 p.m. on the Wednesday prior to the Board Meeting.

# AGENDA WORKSHEET

Submit completed worksheet to:  
Siskiyou County Clerk, 510 N Main St, Yreka, CA

Regular  Time Requested: 5 Minutes Meeting Date: 4/18/17

OR  
Consent

8A

Contact Person/Department: Terry Barber, County Administrator Phone: x8005

Address: 1312 Fairlane Rd., Yreka CA 96097

Person Appearing/Title: Terry Barber, County Administrator

**Subject/Summary of Issue:**

On January 17, 2017, the Board agreed to review elected Department Head salaries and directed Personnel to conduct a salary survey of four other agencies. The results are attached for Board discussion.

**Financial Impact:**

NO  Describe why no financial impact:

YES  Describe impact by indicating amount budgeted and funding source below

Amount: \_\_\_\_\_

Fund: \_\_\_\_\_ Description: \_\_\_\_\_ Org.: \_\_\_\_\_ Description: \_\_\_\_\_

Account: Various Description: Salaries/Benefits

Activity Code: \_\_\_\_\_ Description: \_\_\_\_\_

Local Preference: YES  NO

For Contracts – Explain how vendor was selected:

Additional Information:

**Recommended Motion:**

Direct staff as appropriate.

**Reviewed as recommended by policy:**

County Counsel \_\_\_\_\_

Auditor \_\_\_\_\_

Personnel \_\_\_\_\_

CAO \_\_\_\_\_

**Special Requests:**

Certified Minute Order(s) \_\_\_\_\_ Quantity: \_\_\_\_\_

Other: \_\_\_\_\_

**NOTE:** For consideration for placement on the agenda, the original agenda worksheet and backup material must be submitted directly to the Board Clerk (after reviewing signatures have been obtained) by 12:00 p.m. on the Wednesday prior to the Board Meeting.

**RESOLUTION OF THE SISKIYOU COUNTY BOARD OF SUPERVISORS  
REGARDING CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR  
COUNTY ELECTED DEPARTMENT HEADS**

May 2, 2017 through May 1, 2018

WHEREAS, the County is desirous of setting forth its understanding concerning salary increases and certain terms and conditions of employment for the Siskiyou County Elected Department Heads (Elected Department Heads) classifications.

NOW, THEREFORE, BE IT RESOLVED

**1. COMPENSATION**

- a. Elected Department Heads will receive the following cost of living adjustments that include a range adjustment, tiered COLA and EPMC offset:

Elected Official	May 7, 2017
Clerk	11.56% (6%+1.5%+4.06%)
Treasurer	10.89% (5.33%+1.5%+4.06%)
Assessor/Recorder	9.56% (4%+1.5%+4.06%)
Auditor	11.22% (5.66%+1.5%+4.06%)
Sheriff	8.97% (2.66%+1.5%+4.81%)
District Attorney	10.56% (5%+1.5%+4.06%)

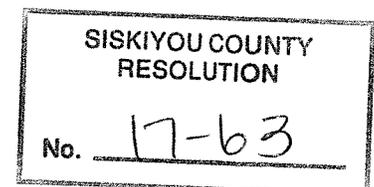
- b. County agrees to attempt to maintain a spread of fifteen (15%) percent, between the Assistant Department Head and Elected Department Head. Elected Department Heads to bring this issue forward in open session when compaction occurs.

**2. CALPERS MEMBER CONTRIBUTION**

Effective May 7, 2017, the County shall contribute 50% (3.5% Miscellaneous and 4.5% Safety) of the member contribution, as an Employer Paid Member Contribution (EPMC) and report it as Special compensation, pursuant to Gov. Code §20636(c)(4) for all members of this unit (excluding new members (due to PEPRA)). Elected Department Heads to contribute one half (50%) of the member contribution to CALPERS retirement (3.5%) on a pre-tax basis (Safety Members 4.5%). This shall only apply to Elected Department Heads hired before January 1, 2013 ("Classic" Members).

**3. ADMINISTRATIVE LEAVE**

Elected Department Heads will be entitled to a total of sixty (60) hours of administrative leave per calendar year, leave to be paid out to the Elected Department Head on an annual basis. Elected Department Heads hired or separated from the County during the calendar year shall receive prorated



administrative leave hours with the hours being rounded to the nearest one-third (4 months) of the year.

**4. INSURANCE**

**a. Health Insurance**

Effective May 7, 2017, the County agrees to contribute a dollar amount equal to 90% of the CalPERS *Choice* health plan premium to the Elected Department Head's Health Plan premium option.

**b. Continuation of Medical Insurance**

For Elected Department Heads retiring during the term of this Resolution who elect to continue the health and dental insurance plans with the County, the County agrees to pay a monthly amount as determined by the Board of Supervisors towards the payment of health and dental insurance premiums.

**c. Vision Insurance**

The County agrees to maintain the vision insurance plan for Elected Department Heads and eligible dependents through the Vision Service Plan.

**d. Life Insurance**

Elected Department Heads covered herein shall be covered by term life insurance in an amount equal to two times the gross annual salary, which premium for the said term insurance policy shall be paid by the County. A certain portion of this premium paid by the County may be considered as taxable income and shall be reflected in the Elected Department Head's earnings statement for such purposes. In addition, the County shall make available, at the Elected Department Heads expense, additional term life insurance coverage under the terms and conditions as specified by the insurer providing the term life insurance pursuant to the first sentence of this paragraph.

**e. Long Term Disability**

The County shall maintain in effect the County paid long term disability insurance program for Elected Department Heads.

**5. DEFERRED COMPENSATION**

Effective May 7, 2017, the County will contribute an amount of Three Hundred (\$300.00) dollars per month to the Elected Department Head's designated deferred compensation program. This contribution is made on a bi-weekly basis, at \$138.47.

## 6. CALPERS RETIREMENT BENEFITS

### a. County Retirement Program

Elected Department Heads are eligible to participate in the County retirement program as contracted through California Public Employees' Retirement System ("CalPERS").

Participation in the retirement plan shall be consistent with the requirements of the California Public Employees' Pension Reform Act of 2013 as it is currently enacted and as it is amended in the future, and its implementing regulations, referred to hereinafter collectively as "PEPRA." To the extent PEPRA conflicts with any provision of this ordinance, PEPRA will govern.

New Elected Department Heads should contact CalPERS or County Personnel for information about the retirement formula they qualify for based on their date of hire/date they are sworn in as an Elected Department Head.

b. Military Service Credit is provided in accordance with Government code Section 21024

## 7. RETIREMENT/DEATH PAYOUTS

a. Upon death or a qualified CalPERS retirement, an Elected Department Head shall receive the following benefits provided the Elected Department Head has served at least five (5) or more continuous years of service:

- Payment of \$100 per year of service for each year of service as an Elected Department Head.

b. In addition to the payout listed above, provided the Elected Department has served at least eight (8) or more continuous years of service, they shall also receive:

- Payment of sixty (60) days of pay at his/her hourly rate of pay upon retirement (hourly rate times 8 hours per day times 60 days)

When an elected Department Head dies while in office, only a surviving spouse or the designated beneficiary (as noted on the life insurance beneficiary form) shall be eligible for this benefit.

## 8. PROFESSIONAL LICENSE FEES

The County shall reimburse Elected Department Heads for County required professional license fees. The maximum reimbursement shall be \$200.00 per Elected Department Head annually; except for the attorney classification, which shall continue to have state bar fees paid in full.

**9. IRS-125 PROGRAM**

An IRS-125 program shall remain in effect for the term of this agreement.

**10. TERM OF RESOLUTION**

The term of this resolution shall be from May 2, 2017, and remain in effect until May 1, 2018.

PASSED AND ADOPTED this 2nd day of May, 2017, by the Board of Supervisors of the County of Siskiyou by the following vote:

AYES: Supervisors Criss, Haupt, Valenzuela, Nixon and Kobseff  
NOES: NONE  
ABSENT: NONE  
ABSENT: NONE



Michael N. Kobseff, Chair  
Board of Supervisors

ATTEST:  
Colleen Setzer, County Clerk

By   
Deputy

### Elected Department Head Salary Survey - March 2017

Elected Department Heads	Siskiyou	Del Norte	Lake	Shasta	Tehama	Average (does not include Sisk)	% Above Siskiyou	Increase Offset Increase 1/2 of PERS Misc. effective upon adoption
	Monthly	Monthly	Monthly	Monthly	Monthly effective 1/18			
Assessor/Recorder (Tehama is Assessor)	\$7,464	\$9,984	\$8,067	\$10,190	\$9,541	\$9,446	27%	\$303.04
Auditor Controller (Lake: Auditor/Co. Clerk)	\$7,287	\$9,894	\$8,270	\$10,391	\$9,779	\$9,583	32%	\$295.85
Clerk (Tehama is Clerk/Recorder) (Lake: combined with Auditor)	\$6,609	\$9,809	N/A	\$8,101	\$8,654	\$8,855	34%	\$268.33
District Attorney	\$9,321	\$12,838	\$10,050	\$13,393	\$11,887	\$12,042	29%	\$378.43
Sheriff-Coroner (SAFETY)	\$9,287	\$11,099	\$9,984	\$11,289	\$11,274	\$10,912	17%	\$446.70
Treasurer-Tax Collector	\$6,770	\$9,706	\$7,874	\$8,931	\$9,087	\$8,900	31%	\$274.86

\*Siskiyou is only county that pays 100% or PERS contribution  
 \*Shasta and Tehama offer some deferred comp-minor amt.  
 \*analysis does not include health insurance benefit  
 Siskiyou contributes more toward health and contributes 50%  
 of health premium to retirees

1.5% COLA	Existing 3.5% PERS Co. Mo. Contribution	County's Mo. Contribution Deferred Comp	Monthly salary after COLAs & PERS & Def Comp added in	Average (does not include Sisk)	% Above Siskiyou after PERS/Def Comp
\$111.96	\$256.62	\$300	\$8,436	\$9,446	12%
\$109.31	\$250.41	\$300	\$8,243	\$9,583	16%
\$99.14	\$226.69	\$300	\$7,503	\$8,855	18%
\$139.82	\$321.62	\$300	\$10,461	\$12,042	15%
\$139.31	\$0.00	\$200	\$10,073	\$10,912	8%
\$101.55	\$232.33	\$300	\$7,679	\$8,900	16%

MUSEUM MANAGER	48	Appt DH	\$ 57,345.01
COUNTY LIBRARIAN	60	Appt DH	\$ 76,903.78
COUNTY CLERK	159	Elected DH	\$ 79,315.60
TREASURER/TAX COLLECTOR	161	Elected DH	\$ 81,250.00
AUDITOR/CONTROLLER	163	Elected DH	\$ 87,447.62
PLANNING DIRECTOR	66	Appt DH	\$ 88,960.59
ASSESSOR/RECORDER	164	Elected DH	\$ 89,578.32
DIR OF GENERAL SERVICES (pc	67	Appt DH	\$ 89,782.68
DIR OF CHILD SUPPORT SERVICE	67	Appt DH	\$ 91,129.38
AGR COMMISSION/SEALER	70	Appt DH	\$ 98,078.85
DIR OF COMMUNITY DEVELOPN	70	Appt DH	\$ 98,078.85
CHIEF PROBATION OFFICER	75	Appt DH	\$ 110,770.57
SHERIFF/CORONER	274	Elected DH	\$ 111,449.00
DISTRICT ATTORNEY	178	Elected DH	\$ 111,862.66
PUBLIC DEFENDER	78	Appt DH	\$ 119,213.64
DIRECTOR OF PUBLIC HEALTH	80	Appt DH	\$ 125,162.68
COUNTY COUNSEL	82	Appt DH	\$ 155,000.00

Department Head		Appointment	Annual Salary	Step 7/Flat	Range
MUSEUM MANAGER		Appt DH	\$ 57,345.01	Step 7	DG048
COUNTY LIBRARIAN		Appt DH	\$ 76,903.78	Step 7	DG060
CLERK		Elected	\$ 79,315.60	Flat	DE159
TREASURER		Elected	\$ 81,250.00	Flat	DE161
AUDITOR		Elected	\$ 87,447.69	Flat	DE163
ASSESSOR/RECORDER		Elected	\$ 89,578.40	Flat	DE164
DIRECTOR OF CHILD SUPPORT SERVICES		Appt DH	\$ 91,129.38	Step 7	DG067
DIRECTOR OF COMMUNITY DEVELOPMENT		Appt DH	\$ 109,000.00	Flat	DG179
AG COMMISSIONER		Appt DH	\$ 98,078.85	Step 7	DG070
CHIEF PROBATION OFFICER		Appt DH	\$ 110,770.57	Step 7	DG075
SHERIFF		Elected	\$ 111,449.00	Flat	DE274
DISTRICT ATTORNEY		Elected	\$ 111,862.55	Flat	DE178
PUBLIC DEFENDER		Appt DH	\$ 119,213.64	Step 7	DG078
DIRECTOR OF PUBLIC WORKS		Appt. DH	\$ 124,891.29	Flat	DG078
DIRECTOR OF HEALTH AND HUMAN SERVICES AGENCY		Appt. DH	\$ 135,000.00	Flat	DG177
COUNTY ADMINISTRATOR		Appt. DH	\$ 152,250.00	Flat	XO086
COUNTY COUNSEL		Appt. DH	\$ 155,000.00	Flat	DG085

**RESOLUTION OF THE SISKIYOU COUNTY BOARD OF SUPERVISORS  
REGARDING CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR ALL  
SISKIYOU COUNTY ELECTED DEPARTMENT HEADS EMPLOYEES  
(DEPARTMENT HEADS AND COUNTY SUPERVISORS)**

July 1, 2007 through June 30, 2011  
May 2, 2017 through May 1, 2020

WHEREAS, the County is desirous of setting forth its understanding concerning salary increases and certain terms and conditions of employment for the Siskiyou County Elected Department Heads (Elected Department Heads) classifications.

NOW, THEREFORE, BE IT RESOLVED:

**1. COMPENSATION**

Salary information/data will be compiled at the completion of the Resolution (June 2011), or when a term of office expires. The Board of Supervisors will determine which counties are included in this process information will be utilized by the Board of Supervisors in consideration of all Elected Officials salaries. This is inclusive of the following offices: County Supervisors, County Clerk, County Auditor/Recorder, Sheriff Coroner, Assessor, Treasurer Tax Collector, and District Attorney.

Base salaries shall be increased as follows, effective July 29, 2007:

County Clerk	10% increase
Treasurer/Tax Collector	10% increase
Auditor/Controller/Recorder	10% increase
Assessor	10% increase

a. Elected Department Heads will receive the following cost of living adjustments that include a range adjustment, tiered COLA and EPMC offset:

Elected Official	May 7, 2017	May 6, 2018	May 5, 2019	Total over 3 yrs
Clerk	11.56% (6%+1.5%+4.06%)	7.5% (6%+1.5%)	7% (6%+1%)	26.06%
Treasurer	10.89% (5.33%+1.5%+4.06%)	6.83% (5.33%+1.5%)	6.34% (5.34%+1%)	24.06%
Assessor/Recorder	9.56% (4%+1.5%+4.06%)	5.5% (4%+1.5%)	5% (4%+1%)	20.06%
Auditor	11.22% (5.66%+1.5%+4.06%)	7.16% (5.66%+1.5%)	6.68% (5.68%+1%)	25.06%
Sheriff	8.97% (2.66%+1.5%+4.81%)	4.16% (2.66%+1.5%)	3.68% (2.68%+1%)	16.81%
District Attorney	10.56% (5%+1.5%+4.06%)	6.5% (5%+1.5%)	6% (5%+1%)	23.06%

- ~~5.56%~~ Effective May 7, 2017 (PERS Misc. members)
  - ~~(1.5% for the annual COLA and 4.06% due to the employees paying one half (3.5%) of the member contribution);~~
- ~~6.31%~~ (for Safety Elected Department head)
  - ~~(1.5% for the annual COLA and 4.81% to offset the employee paying half (4.5%) of the safety of the member contribution)~~
- ~~1.5%~~ effective May 6, 2018
- ~~1.0%~~ effective May 5, 2019

~~1. Cost of Living — Effective 2008, the base salary shall be increased by an amount equal to the Consumer Price Index, All Urban Consumers, U.S. City Average, measured in April of each year, with the increase being effective the first full period of May. In no event shall the increase in salary be less than two (2%) percent or greater than four (4%) percent. Increases shall be based on approval of County Administrator and Board of Supervisors, annually.~~

2.b. County agrees to attempt to maintain a spread of fifteen (15%) percent, between the Assistant Department Head and Elected Department Head. Elected Department Heads to bring this issue forward in open session, when compaction occurs.

## 2. CALPERS MEMBER CONTRIBUTION

~~County shall pay one hundred (100%) percent of the normal member contribution, as an Employer Paid Member Contribution (EPMC).~~

Effective May 7, 2017, the County shall contribute 50% (of 3.5%) of the member contribution, as an Employer Paid Member Contribution (EPMC) and report it as Special Compensation, pursuant to Gov. Code §20636(c)(4) for all members of this unit (excluding new members (due to PEPRA)). Elected Department Head's to contribute one half (50%) of the member contribution to CALPERS retirement (3.5%) on a pre-tax basis (Safety Members 4.5%). This shall only apply to Elected Department Heads hired before January 1, 2013 ("Classic" Members).

## 2. ADMINISTRATIVE LEAVE

~~2. Effective July 1, 2007, Elected Department Heads will be entitled to a total of sixty (60) hours of administrative leave per calendar year, leave to be paid out to the Elected Department Head Employee on an annual basis. Elected Department Heads Employees hired or separated from the County terminated during the calendar year shall receive prorated administrative leave hours with the hours being rounded to the nearest one-third (4 months) of the year.~~

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## 4. INSURANCE

### a. Health Insurance

~~The County shall contribute 90% with the employee contributing 10% of the established monthly premiums.~~

Effective May 7, 2017, the County agrees to contribute a dollar amount equal to 90% of the CalPERS Choice health plan premium to the Elected Department Head's Health Plan premium option.

### b. Continuation of Medical Insurance

For Elected Department Heads Officials retiring during the term of this Resolution who elect to continue the health and dental insurance plans with the County, the County agrees to pay a monthly amount as determined by the Board of Supervisors towards the payment of health and dental insurance premiums as described below and in accordance with the CalPERS Health Contract.

- i. The County shall contribute the minimum required by CalPERS health regulations to the employee's retiree health plan if they served less than eight years in office (two terms).
- ii. The County shall contribute twenty five percent (25%) of the *PERS Choice employee only premium* to the retiree health insurance if they served at least eight to eleven years (two terms).
- iii. The County shall contribute fifty percent (50%) of the *PERS Choice employee only premium* to the retiree health insurance if they served at least twenty (20) years of combined service and have served two terms as an elected official or have served twelve or more years in office (3 terms).

**Wellness Benefit**

~~3. Elected Officials shall be entitled to receive up to three hundred (\$300) per fiscal year for participation in membership or purchase of equipment to be used for a conscientious program of physical fitness. Elected Officials hired or terminated during the contract year shall receive a prorated amount rounded to the nearest one third (four months) of the year. Elected Officials terminating during the year shall have the appropriate amount deducted from accrued pay, if necessary. All claims for reimbursement must be received by July 30<sup>th</sup> after a fiscal year has ended for purchases or services during the fiscal year just ended.~~

**c. Vision Insurance**

~~4. The County agrees to maintain the vision insurance plan for Elected Department Heads Officials and eligible dependents through the Vision Service Plan. A, with a \$15.00 co-payment for the examination and a \$25.00 co-payment for the materials. The County agrees to pay up to \$11.00 per employee per month for the vision plan. Should premiums increase above this amount after the execution of this contract, the employee shall be responsible for the payment of the increase, effective the first of the month following the implementation of the increase by the Board of Supervisors. The County shall not be required to pay for this increase unless an agreement to do so is ratified by the Board of Supervisors.~~

**d. Life Insurance**

Elected Department Heads Officials covered herein shall be covered by term life insurance in an amount equal to two times the gross annual salary, which premium for the said term insurance policy shall be paid by the County. A certain portion of this premium paid by the County may be considered as taxable income and shall be reflected in the Elected Department Head's employees earnings statement for such purposes. In addition, the County shall make available, at the Elected Department Heads Officials expense, additional term life insurance coverage under the terms and conditions as specified by the insurer providing the term life insurance pursuant to the first sentence of this paragraph.

**e. Long Term Disability**

The County shall maintain in effect the County paid long term disability insurance program for Elected Department Head. ~~unit employees. The program shall provide benefits up to sixty percent (60%) of the employees' monthly salary subject to a maximum monthly benefit of \$4,000.00, with a 90 day elimination period.~~

**5. DEFERRED COMPENSTATION**

Effective May 7, 2017 | ~~tThe County will contribute an amount of Two Hundred (\$200.00) Three Hundred \$300.00 dollars per month to the Elected Department Head's designated deferred compensation program. This contribution is made on a bi-weekly basis, at \$138.47 92-34, effective July 1, 2007.~~

Comment [TB1]: Is this the correct effective date

~~The County will contribute an amount of One Hundred Seventy-five (\$175.00) dollars per month to the County Supervisor's designated deferred compensation program. This contribution will be made on a bi-weekly basis, at a rate of \$80.77.~~

## 6. CALPERS RETIREMENT BENEFITS

- a. ~~Elected Officials are entitled to the benefits of County's contract with CalPERS that allows for the two (2%) percent at fifty-five (55) benefit for the single highest year calculation of salary for retirement purposes.~~

### a. County Retirement Program

Elected Department Heads are eligible to participate in the County retirement program as contracted through California Public Employees' Retirement System ("CalPERS").

Participation in the retirement plan shall be consistent with the requirements of the California Public Employees' Pension Reform Act of 2013 as it is currently enacted and as it is amended in the future, and its implementing regulations, referred to hereinafter collectively as "PEPRA." To the extent PEPRA conflicts with any provision of this ordinance, PEPRA will govern.

New Elected Department Heads should contact CalPERS or County Personnel for information about the retirement formula they qualify for based on their date of hire/date they are sworn in as an Elected Department Head.

- b. Military Service Credit is provided in accordance with Government Code Section 21024.

~~Elected Department Heads with five, six or seven years of continuous service as elected Department Heads and County of Supervisors with five (5) or more years of service~~

~~shall upon death or retirement receive severance pay of \$100 per year of service for each year of service as an elected Department Head, subject to the following conditions and restrictions: Retiring elected Department Heads shall have reached the minimum retirement age permitted by CalPERS; when an elected Department Head of the County dies while in County service, only a surviving spouse or the designated beneficiary shall be eligible for this benefit. Only time as an elected Department Head will be considered.~~

~~Elected Department Heads with eight or more years of continuous service shall, upon death or retirement, receive severance pay of \$100 per year of service for each year of service as an elected Department Head plus payment for sixty days of severance pay at their rate of pay upon retirement, subject to the following conditions and restrictions; retiring elected Department Heads shall have reached the minimum retirement age permitted by CalPERS; when an elected Department Head of the County dies while in service only a surviving spouse or the designated beneficiary shall be eligible for this benefit.~~

**7. RETIREMENT/DEATH PAYOUTS**

a. Upon death or a qualified CalPERS retirement, an Elected Department Head shall receive the following benefits provided the Elected Department Head has served at least five (5) or more continuous years of service:

- Payment of \$100 per year of service for each year of service as an Elected Department Head

b. In addition to the payout listed above, provided the Elected Department has served at least eight (8) or more continuous years of service, they shall also receive:

- Payment of sixty (60) days of pay at his/her hourly rate of pay upon retirement (hourly rate times 8 hours per day times 60 days)

When an Elected Department Head dies while in office, only a surviving spouse or the designated beneficiary (as noted on the life insurance beneficiary form) shall be eligible for this benefit.

**8. PROFESSIONAL LICENSE FEES**

The County shall reimburse Elected Department Heads ~~Unit employees~~ for County required professional license fees. The maximum reimbursement shall be \$200.00 per ~~employee~~ Elected Department Head annually; except for the attorney classification, which shall continue to have state bar fees paid in full.

**9. IRS-125 PROGRAM**

| \_\_\_\_\_ An IRS-125 program shall remain in effect for the term of this agreement.

**10. TERM OF RESOLUTION**

| \_\_\_\_\_ The term of this resolution shall be from ~~July 4~~ May 27, 2017, and remain in effect until ~~June-May 1, 2020 30, 2011~~.

PASSED AND ADOPTED this 2nd day of May ~~August~~, 2017, by the Board of Supervisors of the County of Siskiyou by the following vote:

AYES:  
NOES:  
ABSENT:

\_\_\_\_\_  
Michael N. Kobseff, Chair  
Board of Supervisors

ATTEST:  
Colleen Setzer, County Clerk

By \_\_\_\_\_  
Deputy

**RESOLUTION OF THE SISKIYOU COUNTY BOARD OF SUPERVISORS  
REGARDING CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR  
COUNTY ELECTED DEPARTMENT HEADS**

May 2, 2017 through May 1, 2020

WHEREAS, the County is desirous of setting forth its understanding concerning salary increases and certain terms and conditions of employment for the Siskiyou County Elected Department Heads (Elected Department Heads) classifications.

NOW, THEREFORE, BE IT RESOLVED:

**1. COMPENSATION**

a. Elected Department Heads will receive the following cost of living adjustments that include a range adjustment, tiered COLA and EPMC offset:

Elected Official	May 7, 2017	May 6, 2018	May 5, 2019	Total over 3 yrs
Clerk	11.56% (6%+1.5%+4.06%)	7.5% (6%+1.5%)	7% (6%+1%)	26.06%
Treasurer	10.89% (5.33%+1.5%+4.06%)	6.83% (5.33%+1.5%)	6.34% (5.34%+1%)	24.06%
Assessor/Recorder	9.56% (4%+1.5%+4.06%)	5.5% (4%+1.5%)	5% (4%+1%)	20.06%
Auditor	11.22% (5.66%+1.5%+4.06%)	7.16% (5.66%+1.5%)	6.68% (5.68%+1%)	25.06%
Sheriff	8.97% (2.66%+1.5%+4.81%)	4.16% (2.66%+1.5%)	3.68% (2.68%+1%)	16.81%
District Attorney	10.56% (5%+1.5%+4.06%)	6.5% (5%+1.5%)	6% (5%+1%)	23.06%

b. County agrees to attempt to maintain a spread of fifteen (15%) percent, between the Assistant Department Head and Elected Department Head. Elected Department Heads to bring this issue forward in open session, when compaction occurs.

**2. CALPERS MEMBER CONTRIBUTION**

Effective May 7, 2017, the County shall contribute 50% (of 3.5%) of the member contribution, as an Employer Paid Member Contribution (EPMC) and report it as Special Compensation, pursuant to Gov. Code §20636(c)(4) for all members of this unit (excluding new members (due to PEPRA). Elected Department Head's to contribute one half (50%) of the member contribution to CALPERS retirement (3.5%) on a pre-tax basis (Safety Members 4.5%). This shall only apply to Elected Department Heads hired before January 1, 2013 ("Classic" Members).

**2. ADMINISTRATIVE LEAVE**

Elected Department Heads will be entitled to a total of sixty (60) hours of administrative leave per calendar year, leave to be paid out to the Elected Department Head on an annual basis. Elected Department Heads hired or separated from the County during the calendar year shall receive prorated administrative leave hours with the hours being rounded to the nearest one-third (4 months) of the year.

← --- Formatted: List Paragraph

**4. INSURANCE**

**a. Health Insurance**

Effective May 7, 2017, the County agrees to contribute a dollar amount equal to 90% of the CalPERS *Choice* health plan premium to the Elected Department Head's Health Plan premium option.

**b. Continuation of Medical Insurance**

For Elected Department Heads retiring during the term of this Resolution who elect to continue the health and dental insurance plans with the County, the County agrees to pay a monthly amount as determined by the Board of Supervisors towards the payment of health and dental insurance premiums as described below and in accordance with the CalPERS Health Contract.

- i. The County shall contribute the minimum required by CalPERS health regulations to the employee's retiree health plan if they served less than eight years in office (two terms).
- ii. The County shall contribute twenty five percent (25%) of the *PERS Choice employee only premium* to the retiree health insurance if they served at least eight to eleven years (two terms).
- iii. The County shall contribute fifty percent (50%) of the *PERS Choice employee only premium* to the retiree health insurance if they served at least twenty (20) years of combined service and have served two terms as an elected official or have served twelve or more years in office (3 terms).

**c. Vision Insurance**

The County agrees to maintain the vision insurance plan for Elected Department Heads and eligible dependents through the Vision Service Plan.

**d. Life Insurance**

Elected Department Heads covered herein shall be covered by term life insurance in an amount equal to two times the gross annual salary, which premium for the said term insurance policy shall be paid by the County. A certain portion of this premium paid by the County may be considered as taxable income and shall be reflected in the Elected Department Head's earnings statement for such purposes. In addition, the County shall make available, at the Elected Department Heads expense, additional term life insurance coverage under the terms and conditions as specified by the insurer providing the term life insurance pursuant to the first sentence of this paragraph.

**e. Long Term Disability**

The County shall maintain in effect the County paid long term disability insurance program for Elected Department Head.

**5. DEFERRED COMPENSTATION**

Effective May 7, 2017, the County will contribute an amount of Three Hundred \$300.00 dollars per month to the Elected Department Head's designated deferred compensation program. This contribution is made on a bi-weekly basis, at \$138.47.

**6. CALPERS RETIREMENT BENEFITS**

**a. County Retirement Program**

Elected Department Heads are eligible to participate in the County retirement program as contracted through California Public Employees' Retirement System ("CalPERS").

Participation in the retirement plan shall be consistent with the requirements of the California Public Employees' Pension Reform Act of 2013 as it is currently enacted and as it is amended in the future, and its implementing regulations, referred to hereinafter collectively as "PEPRA." To the extent PEPRA conflicts with any provision of this ordinance, PEPRA will govern.

New Elected Department Heads should contact CalPERS or County Personnel for information about the retirement formula they qualify for based on their date of hire/date they are sworn in as an Elected Department Head.

- c. Military Service Credit is provided in accordance with Government Code Section 21024.

## 7. RETIREMENT/DEATH PAYOUTS

a. Upon death or a qualified CalPERS retirement, an Elected Department Head shall receive the following benefits provided the Elected Department Head has served at least five (5) or more continuous years of service:

- Payment of \$100 per year of service for each year of service as an Elected Department Head

b. In addition to the payout listed above, provided the Elected Department has served at least eight (8) or more continuous years of service, they shall also receive:

- Payment of sixty (60) days of pay at his/her hourly rate of pay upon retirement (hourly rate times 8 hours per day times 60 days)

When an Elected Department Head dies while in office, only a surviving spouse or the designated beneficiary (as noted on the life insurance beneficiary form) shall be eligible for this benefit.

## 8. PROFESSIONAL LICENSE FEES

The County shall reimburse Elected Department Heads for County required professional license fees. The maximum reimbursement shall be \$200.00 per Elected Department Head annually; except for the attorney classification, which shall continue to have state bar fees paid in full.

## 9. IRS-125 PROGRAM

| \_\_\_\_\_ An IRS-125 program shall remain in effect for the term of this agreement.

## 10. TERM OF RESOLUTION

| \_\_\_\_\_ The term of this resolution shall be from May 2, 2017, and remain in effect until ~~June~~ May 1, 2020.

PASSED AND ADOPTED this 2nd day of May 2017, by the Board of Supervisors of the County of Siskiyou by the following vote:

AYES:  
NOES:  
ABSENT:

\_\_\_\_\_  
Michael N. Kobseff, Chair  
Board of Supervisors

ATTEST:  
Colleen Setzer, County Clerk

By \_\_\_\_\_  
Deputy



# COUNTY OF SISKIYOU

## COUNTY ADMINISTRATIVE OFFICE

Terry Barber, County Administrator  
 P.O. Box 750 • 1312 Fairlane Rd, Yreka, CA 96097  
 Phone: (530) 842-8005, Fax Number: (530) 842-8013  
[www.co.siskiyou.ca.us](http://www.co.siskiyou.ca.us)

**To: Siskiyou County Board of Supervisors**

**From: Terry Barber, County Administrator**

**Date: May 2, 2017**

Re: Board of Supervisors consideration of the proposed revisions to the Elected Department Heads' salary and benefits Ordinance.

**Summary of revisions:**

- Removed Board of Supervisors language
- Tiered Cost of Living Adjustments by Official includes the following:
  - Range Adjustment based on external salary survey spread over three years
    - Varies for each official based on survey results
  - 4% COLA provided to Appointed Department Heads spread over three years
    - (1.5% Year 1, 1.5% Year 2 and 1% Year 3)
  - Year 1 also includes offset for ½ of Employer Paid member contribution:
    - 4.06% increase Effective May 7, 2017, due to the employees paying one have of the member contribution to CalPERS (For safety members the increase will be 4.81% to offset the employee paying half (4.5%) of the safety of the member contribution)

Elected Official	May 7, 2017	May 6, 2018	May 5, 2019	Total over 3 yrs
Clerk	11.56% (6%+1.5%+4.06%)	7.5% (6%+1.5%)	7% (6%+1%)	26.06%
Treasurer	10.89% (5.33%+1.5%+4.06%)	6.83% (5.33%+1.5%)	6.34% (5.34%+1%)	24.06%
Assessor/Recorder	9.56% (4%+1.5%+4.06%)	5.5% (4%+1.5%)	5% (4%+1%)	20.06%
Auditor	11.22% (5.66%+1.5%+4.06%)	7.16% (5.66%+1.5%)	6.68% (5.68%+1%)	25.06%
Sheriff	8.97% (2.66%+1.5%+4.81%)	4.16% (2.66%+1.5%)	3.68% (2.68%+1%)	16.81%
District Attorney	10.56% (5%+1.5%+4.06%)	6.5% (5%+1.5%)	6% (5%+1%)	23.06%

- Health insurance revised to 90% of CalPERS Choice plan premium rather than 90% of the plan of their choosing
- Removed wellness benefit
- Increased County's contribution to deferred compensation plan from \$175 to \$300 per month
- Clarified Retirement/Death payouts
- Cleaned up CalPERS retirement language and added pension reform language

	ANNUAL SALARY CURRENT	% OF CHANGE based on Surve	7-May-17		6-May-18		5-May-19		New Salary
			INCREASE W/COLA'S 1.5%	INCREASE W/COLA'S 1.5%	INCREASE W/COLA'S 1.5%	INCREASE W/COLA'S 1%	Total		
SHERIFF-CORONER	111,449.00	8%	8.97%	4.16%	3.68%	16.81%	131,153.26		
DISTRICT ATTORNEY	111,862.66	15%	10.56%	6.50%	6.00%	23.06%	139,617.11		
ASSESSOR-RECORDER	89,578.32	12%	9.56%	5.50%	5.00%	20.06%	108,716.81		
TREASURER-TAX COLLECTOR	81,250.00	16%	10.89%	6.83%	6.34%	24.06%	102,354.19		
AUDITOR-CONTROLLER	87,447.62	17%	11.22%	7.16%	6.68%	25.06%	111,185.10		
CLERK	79,315.60	18%	11.56%	7.50%	7.00%	26.60%	101,779.28		

\*Year 1 - includes COLA, CalPERS 50%, and parity  
 \*\*Year 2 - includes COLA and parity  
 \*\*\*Year 3 - includes COLA and parity

**4. c. Health Insurance**

Elected officials agree to the following terms regarding continued health insurance coverage by the employer upon retirement.  
 If the elected official has served two complete terms and then retires from the County of Siskiyou, they will be entitled to the employer contributing 25% of the CalPERS Choice Health plan premium. However, if the individual has 20 years of combined service and has served two terms as an elected official, then the employer would contribute 50% of the CalPERS Choice Health plan premium upon retirement from the County of Siskiyou.

If the elected official has served three or more terms as an elected official, then the employer would contribute 50% of the CalPERS Choice Health plan premium upon retirement from the County of Siskiyou.

Department Head	Appointment	Annual Salary Step 7 or Flat
MUSEUM MANAGER	Appt DH	\$ 57,345.01
COUNTY LIBRARIAN	Appt DH	\$ 76,903.78
DIRECTOR OF CHILD SUPPORT SERVICES	Appt DH	\$ 91,129.38
CLERK	Elected	\$ 79,315.60
TREASUER	Elected	\$ 81,250.00
AG COMMISSIONER	Appt DH	\$ 98,078.85
ASSESSOR/RECORDER	Elected	\$ 89,578.40
AUDITOR	Elected	\$ 87,447.69
DIRECTOR OF COMMUNITY DEVELOPMENT	Appt DH	\$ 109,000.00
CHIEF PROBATION OFFICER	Appt DH	\$ 110,770.57
PUBLIC DEFENDER	Appt DH	\$ 119,213.64
SHERIFF	Elected	\$ 111,449.00
DIRECTOR OF PUBLIC WORKS	Appt. DH	\$ 124,891.29
DISTRICT ATTORNEY	Elected	\$ 111,862.55
DIRECTOR OF HEALTH AND HUMAN SERVICES AGENC	Appt. DH	\$ 135,000.00
COUNTY ADMINISTRATOR	Appt. DH	\$ 152,250.00
COUNTY COUNSEL	Appt DH	\$ 155,000.00

Department Head	Appointment	Annual Salary
MUSEUM MANAGER	Appt DH	\$ 57,345.01
COUNTY LIBRARIAN	Appt DH	\$ 76,903.78
DIRECTOR OF CHILD SUPPORT SERVICES	Appt DH	\$ 91,129.38
AG COMMISSIONER	Appt DH	\$ 98,078.85
CLERK	Elected	\$ 101,779.28
TREASUER	Elected	\$ 102,354.19
ASSESSOR/RECORDER	Elected	\$ 108,716.81
DIRECTOR OF COMMUNITY DEVELOPMENT	Appt DH	\$ 109,000.00
AUDITOR	Elected	\$ 110,161.61
CHIEF PROBATION OFFICER	Appt DH	\$ 110,770.57
PUBLIC DEFENDER	Appt DH	\$ 119,213.64
DIRECTOR OF PUBLIC WORKS	Appt. DH	\$ 124,891.29
SHERIFF	Elected	\$ 131,153.26
DIRECTOR OF HEALTH AND HUMAN SERVICES AGENC	Appt. DH	\$ 135,000.00
DISTRICT ATTORNEY	Elected	\$ 139,617.11
COUNTY ADMINISTRATOR	Appt. DH	\$ 152,250.00
COUNTY COUNSEL	Appt DH	\$ 155,000.00

5/2/17

ICA

from Elected  
DH

<u>Department Head</u>	<u>Appointment</u>	<u>Annual Salary Step 7 or Flat</u>
Museum Manager	Appt DH	\$57,345.01
County Librarian	Appt DH	\$76,903.78
<b>County Clerk</b>	<b>Elected</b>	<b>\$79,315.00</b>
<b>Treasurer-Tax Collector</b>	<b>Elected</b>	<b>\$81,250.00</b>
<b>Auditor-Controller</b>	<b>Elected</b>	<b>\$87,447.69</b>
<b>Assessor-Recorder</b>	<b>Elected</b>	<b>\$89,578.40</b>
Director of Child Support Services	Appt DH	\$91,129.38
Ag Commissioner	Appt DH	\$98,078.85
Director of Community Development	Appt DH	\$109,000.00
Chief Probation Officer	Appt DH	\$110,770.57
<b>Sheriff</b>	<b>Elected</b>	<b>\$111,449.00</b>
<b>District Attorney</b>	<b>Elected</b>	<b>\$111,862.55</b>
Public Defender	Appt DH	\$119,213.64
Director of Public Works	Appt DH	\$124,891.29
Director of Health & Human Services Agency	Appt DH	\$135,000.00
County Administrator	Appt DH	\$152,250.00
County Counsel	Appt DH	\$155,000.00

<u>Department Head</u>	<u>Appointment</u>	<u>Annual Salary Step 7 or Flat</u>
Museum Manager	Appt DH	\$58,787.24
County Librarian	Appt DH	\$78,837.91
Director of Child Support Services	Appt DH	\$93,421.28
Ag Commissioner	Appt DH	\$100,545.53
<b>County Clerk</b>	<b>Elected</b>	<b>\$101,779.28</b>
<b>Treasurer-Tax Collector</b>	<b>Elected</b>	<b>\$102,354.19</b>
<b>Assessor-Recorder</b>	<b>Elected</b>	<b>\$108,716.81</b>
<b>Auditor-Controller</b>	<b>Elected</b>	<b>\$110,161.61</b>
Director of Community Development	Appt DH	\$111,741.35
Chief Probation Officer	Appt DH	\$113,556.45
Public Defender	Appt DH	\$122,211.86
Director of Public Works	Appt DH	\$128,032.31
<b>Sheriff</b>	<b>Elected</b>	<b>\$131,153.26</b>
Director of Health & Human Services Agency	Appt DH	\$138,395.25
<b>District Attorney</b>	<b>Elected</b>	<b>\$139,617.11</b>
County Administrator	Appt DH	\$156,079.09
County Counsel	Appt DH	\$158,898.25

5/2/17

11A

From Elect  
DH

<u>Department Heads</u>	<u>Annual Salary</u>	
Public Health Officer	\$191,047.74	(Physician)
County Counsel	\$155,000.00	(Recently Inc for recruitment)
County Administrator	\$152,250.00	
Director of Health & Human Services Agency	\$135,000.00	(Increased for recruitment)
Director of Public Health	\$125,162.70	
Director of Public Works	\$124,891.29	(Plus performance incentives/Recently Increased)
Public Defender	\$119,213.64	
District Attorney	\$111,862.66	
Sheriff-Coroner	\$111,449.00	
Chief Probation Officer	\$110,770.57	(Increased in 2013)
Director of Community Development	\$109,000.00	(Recently Inc for recruitment)
Agriculture Commissioner/Sealer	\$98,078.85	(Increased in 2013)
Director of Child Support Services	\$91,129.38	
Assessor-Recorder	\$89,578.32	
Auditor-Controller	\$87,447.62	
Treasurer-Tax Collector	\$81,250.00	
County Clerk	\$79,315.60	
Librarian	\$76,903.78	
Museum Director	\$57,345.01	

<u>Assistant Department Heads</u>	<u>Annual Salary</u>
Director of Behavioral Health Division	\$117,562.12
Assistant County Counsel	\$111,886.58
District Attorney	\$111,862.66
Sheriff-Coroner	\$111,449.00
Assistant District Attorney	\$104,772.20
Assistant Public Defender	\$104,772.20
Undersheriff	\$106,905.50
Director of Public Health Division	\$101,379.72
Director of Social Services	\$101,379.72
Assistant Director/Chief Attorney	\$99,805.68
Assistant County Administrator	\$99,226.40
Deputy Director of Behavioral Health Services	\$98,841.60
Deputy Director of Public Works	\$94,135.08
Deputy Director of General Services	\$94,134.82
Deputy Director of Planning	\$89,651.90
Assessor-Recorder	\$89,578.32
Deputy Director of Road/Bridges Services	\$87,466.34
Auditor-Controller	\$87,447.62
Deputy Director of Environmental Health	\$85,383.22
Deputy Director of Personal Health Services	\$85,383.22
Deputy Director of Admin Services	\$83,300.36
Deputy Director of Social Services Division	\$83,300.36
Treasurer-Tax Collector	\$81,250.00
County Clerk	\$79,315.60
Deputy Chief Probation Officer	\$71,957.60

<u>Other Management Employees</u>	<u>Annual Salary</u>
District Attorney	\$111,862.66
Sheriff-Coroner	\$111,449.00
Attorney IV Confidential	\$101,714.86
Deputy County Counsel / Natural Resource Spec	\$101,714.86
Jail Captain	\$96,588.18
Behavioral Health Systems Administrator	\$91,737.88
Assessor-Recorder	\$89,578.32
Chief DA Investigator	\$88,092.16
Auditor-Controller	\$87,447.62
Clinical Services Site Supervisor	\$83,209.10
Jail Lieutenant	\$83,048.42
Attorney III Confidential	\$82,869.80
Treasurer-Tax Collector	\$81,250.00
County Clerk	\$79,315.60