

Item #8
10-23-2018

Department Head Salary Adjustment		
	Current Salary	Proposed Salary
County Administrative Officer	\$220,000	\$224,400
County Counsel	\$173,096	\$181,751
Director of Public Works & Planning	\$163,020	\$166,280
Public Defender	\$158,262	\$166,175
Retirement Administrator	\$150,000	\$157,500
Director of Social Services	\$148,382	\$155,801
Chief Probation Officer	\$138,487	\$145,411
Director of Behavioral Health	\$138,476	\$145,400
Director of Internal Services/CIO	\$138,476	\$145,400
Director of Human Resources	\$138,476	\$141,246
Director of Public Health	\$138,476	\$145,400
Director of Child Support	\$128,570	\$134,999
Agricultural Commissioner/Sealer	\$123,630	\$129,812
County Librarian	\$123,630	\$129,812

Attachment A
March 28, 2017 Board of Supervisors Agenda
Effective March 27, 2017

Department Head Salary Adjustment		
	Current Salary	Proposed Salary
County Administrative Officer	\$224,400	\$224,400
County Counsel*	\$196,291	\$196,291
Director of Public Works & Planning	\$166,280	\$174,594
Public Defender	\$166,175	\$174,484
Retirement Administrator**	\$169,751	\$169,751
Director of Social Services	\$155,801	\$168,265
Director of Public Health	\$145,400	\$157,032
Director of Behavioral Health	\$145,400	\$157,032
Director of Internal Services/CIO	\$145,400	\$149,762
Director of Human Resources	\$141,246	\$148,308
Chief Probation Officer	\$145,411	\$145,411
Director of Child Support	\$134,999	\$141,749
Agricultural Commissioner/Sealer	\$129,812	\$136,303
County Librarian	\$129,812	\$129,812

*Approved by the Board on March 28, 2017

**Approved by the Board on February 7, 2017

Attachment A
Effective October 22, 2018

Department Head Salary Adjustments			
	Current Salary	% increase	Proposed Salary
County Administrative Officer*	\$235,620	3%	\$242,710
County Counsel*	\$196,291	3%	\$202,202
Director of Public Works & Planning	\$174,594	6%	\$185,094
Public Defender	\$174,484	3%	\$179,738
Retirement Administrator*	\$169,751	3%	\$174,850
Director of Social Services	\$168,265	3%	\$173,316
Director of Behavioral Health	\$157,032	6%	\$166,478
Chief Probation Officer*	\$160,000	3%	\$164,814
Director of Public Health	\$157,032	3%	\$161,746
Director of Internal Services/CIO	\$152,757	3%	\$157,352
Director of Human Resources	\$148,308	3%	\$152,776
Assistant County Admin Officer	\$139,230	8%	\$150,384
Director of Child Support	\$141,749	3%	\$146,016
Agricultural Commissioner/Sealer	\$136,303	3%	\$140,400
County Librarian	\$129,812	3%	\$133,718

*Denotes flat annual salary.

Item #8
10-23-2018

CAO OFFICE

Pay Changes time period covers from 5 months to 3 years 8 months

Pay Change Report															No. of Pay Changes Reported	Pay Change Time Frame	Total Increase	Ave. Increase per Pay Change	Total Percentage Increase	Average Percentage Increase per Pay Change
Dates	1/4/15	4/25/15	7/10/15	10/15/15	1/15/16	4/14/16	7/21/16	2/2/17	5/17/17	8/16/17	11/17/17	2/15/18	5/14/18	8/20/18						
CAO					220,000	220,000	220,000	224,400	224,400	224,400	224,400	235,620	235,620	235,620	2	2 yrs 10 mos.	\$ 15,620.00	\$ 7,810.00	7.100%	3.55%
Assist. CAO	112,320	112,320	112,320	112,320	112,320	130,000	130,000	132,600	139,230	139,230	139,230	139,230	139,230	139,230	3	3 yrs 8 mos.	\$ 26,910.00	\$ 8,970.00	23.959%	7.99%
Assist CAO						130,000	130,000	132,600	139,230	139,230	139,230	139,230	139,230	139,230	2	2 yrs 5 mos.	\$ 9,230.00	\$ 4,615.00	7.100%	3.55%
Prin Admin Analyst		74,100	74,100	74,100	74,100	74,100	74,100	78,000	78,000	80,340	80,340	80,340	80,340	90,142	3	3 yrs 5 mos.	\$ 16,042.00	\$ 5,347.33	21.650%	7.22%
Prin Admin Analyst	74,100	74,100	74,100	74,100	74,100	74,100	74,100	78,000	78,000	84,370	84,370	88,374	88,374	90,142	4	3 yrs 8 mos.	\$ 16,042.00	\$ 4,010.50	21.650%	5.41%
Sr Admin Analyst	54,314	56,004	56,004	56,004	56,004	57,746	57,746	58,942	75,738	78,000	78,000	78,000	80,340	81,952	7	3 yrs 8 mos.	\$ 27,638.00	\$ 3,948.29	50.885%	7.27%
Sr Admin Analyst									75,738	78,000	78,000	78,000	80,340	81,952	3	1 yr 5 mos.	\$ 6,214.00	\$ 2,071.33	8.205%	2.74%
Sr Admin Analyst											75,010	75,010	75,010	81,952	1	12 mos.	\$ 6,942.00	\$ 6,942.00	9.255%	9.26%
Admin Analyst II											48,828	52,520	52,520	53,586	2	12 mos.	\$ 4,758.00	\$ 2,379.00	9.745%	4.87%
Exec Sec - CAO	35,204	36,296	36,296	37,492	37,492	38,662	39,234	43,680	45,058	46,384	46,384	46,384	47,840	48,802	8	3 yrs 8 mos.	\$ 13,598.00	\$ 1,699.75	38.626%	4.83%
Prog Tech II-Conf													50,648	50,648	0	5 mos.	\$ -	\$ -	0.000%	0.00%
	Denotes Pay Change	Denotes Assistant CAO	Pay Change information from the County Employee Annual Salaries Report on the HR Website Reported Quarterly																	

Past Employees	1/4/15	4/25/15	7/10/15	10/15/15	1/15/16	4/14/16								
CAO	217,623	217,623	217,623	217,623										
Assist. CAO	138,476	138,476	138,476	138,476	138,476									
Exec. Asst. to CAO	62,660	62,660	62,660	69,472	69,472	69,472								