

Attachment A
September 27, 2016 Board of Supervisors Agenda
Effective September 26, 2016

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

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	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
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								