



24-1858-01

DATE: February 6, 2024 (Item No. {{item.number}})

TO: Board of Supervisors

FROM: James R. Williams, County Executive

SUBJECT: Executive Salary Ordinance Flat Rate Adjustment for Assessor, District Attorney, and Sheriff

RECOMMENDED ACTION

Final adoption of Salary Ordinance No. NS-20.23.06, an Ordinance amending Santa Clara County Executive Leadership Master Salary Ordinance No. NS-20.23 relating to compensation of employees increasing the flat rate salaries of the Assessor, District Attorney, and Sheriff by 2.6163 percent.

FISCAL IMPLICATIONS

The additional cost to the General Fund for the elected officials' salary adjustments for Fiscal Year (FY) 2023-2024 is approximately \$13,835. The cost breakdown by position is approximately \$3,568 for the Assessor, \$5,033 for the District Attorney, and \$5,234 for the Sheriff. The annualized cost is approximately \$99,539 and is subject to change if the FY 2024-2025 benefit rates are updated. The cost breakdown by position is approximately \$23,970 for the Assessor, \$37,718 for the District Attorney, and \$37,851 for the Sheriff.

REASONS FOR RECOMMENDATION AND BACKGROUND

Approval to adjust the flat rate salaries for the elected positions of Assessor, District Attorney, and Sheriff is being requested pursuant to Section 3 of the Executive Leadership Master Salary Ordinance, which provides that salary adjustments for the Assessor, District Attorney, and Sheriff are tied to salary adjustments for justices and judges as noticed by the Judicial Council of California. Any salary adjustments pursuant to this Section are made at the discretion of the Board of Supervisors through the approval of an amendment to the Executive Leadership Master Salary Ordinance to adjust the flat rate salaries.

At the April 23, 2019, Board of Supervisors meeting, the Board approved tying future salary adjustments for the Assessor, District Attorney, and Sheriff to salary adjustments for justices and judges as noticed by the Judicial Council of California. Therefore, Section 3 of the Executive Leadership Master Salary Ordinance was amended to memorialize the Board's direction, and to provide that any future salary adjustments made pursuant to this Section are

at the discretion of the Board of Supervisors through approval of a salary ordinance amendment.

Per the memorandum dated December 18, 2023 issued by the Judicial Council of California (attached), the Judicial Council approved a 2.6163 percent increase for judicial salaries, effective retroactively to July 1, 2023.

In accordance with Section 3b of the Executive Leadership Master Salary Ordinance NS-20.23, the flat rate salaries of the Assessor, District Attorney, and Sheriff would be adjusted by 0.53%, should the Board approve this salary ordinance amendment, to the following new bi-weekly salaries:

- Assessor \$10,861.87
- District Attorney \$15,761.93
- Sheriff \$13,260.08

Consistent with California Government Code Section 25123, these salary adjustments for the Assessor, District Attorney, and Sheriff shall become effective on or after March 18, 2024, or thirty (30) days after the date of adoption of Executive Leadership Salary Ordinance No. NS-20.23.06, whichever is later.

CHILD IMPACT

The recommended action will have no/neutral impact on children and youth.

SENIOR IMPACT

The recommended action will have no/neutral impact on seniors.

SUSTAINABILITY IMPLICATIONS

The recommended action will have no/neutral sustainability implications.

CONSEQUENCES OF NEGATIVE ACTION

The flat rate salaries of the Assessor, District Attorney, and Sheriff would not be adjusted.

STEPS FOLLOWING APPROVAL

The Clerk of the Board of Supervisors will send notification of completed processing to Felicia Sanchez, ESA—Executive Services; Patricia Carrillo, ESA—Executive Services; Quynh Truong, ESA—Executive Services; and Jennifer Paredes-Fricano, ESA—Human Resources.

ATTACHMENTS:

- NS-20.23.06
- Judicial Council Pay Memo 12/18/2023
- CAL HR Memo 12/18/2023