



24-4317

DATE: February 6, 2024 (Item No. 22)

TO: Board of Supervisors

FROM: James R. Williams, County Executive

SUBJECT: Executive Leadership Salary Ordinance Amendment

RECOMMENDED ACTION

Under advisement from November 7, 2023 (Item No. 17): Introduce and preliminarily adopt Salary Ordinance No. NS-20.23.08, an Ordinance amending Santa Clara County Executive Leadership Salary Ordinance No. NS-20.23, amending Section 2 - Positions, Salary Range, Transfers, and Inplacement, adding subsection (f) providing a one-time payment up to 10% of the salary upon satisfactory completion of the 18-month probationary period for specialized, difficult to fill positions.

FISCAL IMPLICATIONS

The recommended action carries no near-term impact to the General Fund (GF). Future impacts to the GF are expected to be modest and would depend on the number of positions filled through this method and the extent to which these are General Fund positions.

REASONS FOR RECOMMENDATION AND BACKGROUND

At the November 7, 2023 Board of Supervisors meeting (Item No. 17), at the request of Supervisor Chavez, the Board directed Administration to report during the Fiscal Year 2023-2024 Mid-Year Budget review relating to strategies regarding recruitment and retention for certain specialized, very difficult to fill positions.

One such strategy is to amend the Executive Salary Ordinance to allow the County Executive the discretion to authorize a one-time payment of up to 10% of the salary upon satisfactory completion of the probationary period for specialized, difficult to fill positions. The recommended action requests approval of this strategy. The Employee Services Agency will assess the impact of this change on recruitments and use it as a pilot opportunity to determine efficacy.

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 proposed amendments to Executive Leadership Salary Ordinance No. NS-20.23 would not be adopted to reflect necessary revisions and additions.

STEPS FOLLOWING APPROVAL

The Clerk of the Board of Supervisors will send notification of completed processing to Patricia Carrillo and Felicia Sanchez in ESA Executive Services.

ATTACHMENTS:

- NS-20.23.08 – Amendments to Executive Leadership Salary Ordinance