

Santa Clara County Schools' Insurance Group
Salary Schedule
Fiscal Year 2017/2018

Position	Hire Date	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	Longevity Increase based upon current step paid			Base Salaries			
									10 Yrs	15 Yrs	20 Yrs				
COLA effective 07/01/2017 (7)(6)		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	3%	3%	3%				
Annual:													10 Years	15 Years	20 Years
Executive Director	8/15/2005	\$ 149,492	\$ 156,967	\$ 164,815	\$ 173,056	\$ 181,709	\$ 190,794	\$ 200,334				\$ 200,334			
Accountant (1)	7/1/2015	\$ 58,150	\$ 61,058	\$ 64,111	\$ 67,316	\$ 70,682	\$ 73,509	\$ 76,450	\$ 66,130	\$ 68,114	\$ 70,157	\$ 64,111	7/1/25	7/1/30	7/1/35
Administrative Assistant	9/6/2016	\$ 51,186	\$ 53,746	\$ 56,433	\$ 59,255	\$ 62,217	\$ 64,706	\$ 67,294	\$ 52,799	\$ 54,383	\$ 56,014	\$ 51,186	9/1/24	9/1/29	9/1/34
Senior Loss Control Specialist (3)&(4)	11/1/2000	\$ 86,486	\$ 90,811	\$ 95,351	\$ 100,119	\$ 105,125	\$ 109,330	\$ 113,703	\$ 117,114	\$ 120,627	\$ 124,246	\$ 120,627	11/1/10	11/1/15	11/1/30
Loss Control Manager	4/15/2014	\$ 80,828	\$ 84,870	\$ 89,113	\$ 93,569	\$ 98,247	\$ 102,177	\$ 106,264	\$ 109,452	\$ 112,736	\$ 116,118	\$ 106,264	4/1/24	9/1/29	9/1/34
Loss Control Analyst (5)	10/3/2016	\$ 53,745	\$ 56,432	\$ 59,254	\$ 62,216	\$ 65,327	\$ 67,940	\$ 70,658	\$ 72,618	\$ 74,797	\$ 77,041	\$ 62,216			
Monthly:															
Executive Director		\$ 12,458	\$ 13,081	\$ 13,735	\$ 14,421	\$ 15,142	\$ 15,900	\$ 16,694				\$ 16,694			
Accountant		\$ 4,846	\$ 5,088	\$ 5,343	\$ 5,610	\$ 5,890	\$ 6,126	\$ 6,371				\$ 5,343			
Administrative Assistant		\$ 4,266	\$ 4,479	\$ 4,703	\$ 4,938	\$ 5,185	\$ 5,392	\$ 5,608				\$ 5,392			
Senior Loss Control Specialist		\$ 7,207	\$ 7,568	\$ 7,946	\$ 8,343	\$ 8,760	\$ 9,111	\$ 9,475		\$ 10,052		\$ 10,052			
Loss Control Manager		\$ 6,736	\$ 7,072	\$ 7,426	\$ 7,797	\$ 8,187	\$ 8,515	\$ 8,855				\$ 8,855			
Loss Control Analyst		\$ 4,479	\$ 4,703	\$ 4,938	\$ 5,185	\$ 5,444	\$ 5,662	\$ 5,888				\$ 4,479			
Hourly:															
Executive Director		\$ 71.87	\$ 75.46	\$ 79.24	\$ 83.20	\$ 87.36	\$ 91.73	\$ 96.31				\$ 96.31			
Accountant		\$ 27.96	\$ 29.35	\$ 30.82	\$ 32.36	\$ 33.98	\$ 35.34	\$ 36.75				\$ 30.82			
Administrative Assistant		\$ 24.61	\$ 25.84	\$ 27.13	\$ 28.49	\$ 29.91	\$ 31.11	\$ 32.35				\$ 31.11			
Senior Loss Control Specialist		\$ 41.58	\$ 43.66	\$ 45.84	\$ 48.13	\$ 50.54	\$ 52.56	\$ 54.66		\$ 57.99		\$ 57.99			
Loss Control Manager		\$ 38.86	\$ 40.80	\$ 42.84	\$ 44.99	\$ 47.23	\$ 49.12	\$ 51.09				\$ 51.09			
Loss Control Analyst		\$ 25.84	\$ 27.13	\$ 28.49	\$ 29.91	\$ 31.41	\$ 32.66	\$ 33.97				\$ 25.84			

Notes:

- (1) Eliminated Controller position and approved Accountant position at the 1/21/15 Executive Committee meeting. Position effective 07/01/2015. Effective 02/01/2016 moved to step #2.
- (2) Prior revision - revised 2014/2015 Salary Schedule was approved by the Executive Committee at their 02/12/15 meeting.
 - a) Revised 2014/2015 Salary Schedule used as base for 2015/2016 Salary Schedule adjusted by approved 2% COLA increase.
- (3) Current Revision-revised Salary Schedule approved at the 08/20/2015 Executive Committee meeting
 - a) Manger of Member Services job title changed to Senior Loss Control Specialist with a 7% increase.
 - b) Additional longevity columns added for 10, 15, and 20 years. Executive Director does not receive longevity policy reflects additional 3% for each of these years of service. Calculation based upon current step paid.
- (4) Effective 11/01/2015, Senior Loss Control Specialist earns additional 3% for 15 year longevity.
- (5) New position, Loss Control Analyst, approved effective 07/01/2016. Step #1.
- (6) Revised 2015/2016 Salary Schedule to include a 3% COLA increase for 2016/2017.
- (7) Revised 2016/2017 Salary Schedule to include a 2.5% COLA increase for 2017/2018.