

**Santa Clara County Schools' Insurance Group**  
**Salary Schedule**  
**Fiscal Year 2016/2017**

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		
<b>COLA effective 07/01/2016 (6)</b>		<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>		
<b>Annual:</b>													
Executive Director	8/15/2005	\$ 145,846	\$ 153,138	\$ 160,794	\$ 168,835	\$ 177,276	\$ 186,140	\$ 195,447				\$ 195,447	
Accountant (1)	7/1/2015	\$ 56,732	\$ 59,569	\$ 62,547	\$ 65,675	\$ 68,959	\$ 71,717	\$ 74,586	\$ 64,424	\$ 66,357	\$ 68,348	\$ 62,547	7/1/25 7/1/30 7/1/35
Administrative Assistant	9/6/2016	\$ 49,938	\$ 52,434	\$ 55,056	\$ 57,809	\$ 60,699	\$ 63,127	\$ 65,652	\$ 51,436	\$ 52,979	\$ 54,568	\$ 49,938	9/1/24 9/1/29 9/1/34
Senior Loss Control Specialist (3)&(4)	11/1/2000	\$ 84,377	\$ 88,596	\$ 93,026	\$ 97,677	\$ 102,561	\$ 106,664	\$ 110,930	\$ 114,258	\$ 117,686	\$ 121,217	\$ 117,686	11/1/10 11/1/15 11/1/30
Loss Control Manager	4/15/2014	\$ 78,857	\$ 82,800	\$ 86,940	\$ 91,287	\$ 95,852	\$ 99,686	\$ 103,673	\$ 106,783	\$ 109,986	\$ 113,286	\$ 103,673	4/1/24 9/1/29 9/1/34
Loss Control Analyst (5)	10/3/2016	\$ 52,434	\$ 55,056	\$ 57,809	\$ 60,699	\$ 63,734	\$ 66,284	\$ 68,935	\$ 71,003	\$ 73,133	\$ 75,327	\$ 60,699	
<b>Monthly:</b>													
Executive Director		\$ 12,154	\$ 12,761	\$ 13,400	\$ 14,070	\$ 14,773	\$ 15,512	\$ 16,287				\$ 16,287	
Accountant		\$ 4,728	\$ 4,964	\$ 5,212	\$ 5,473	\$ 5,747	\$ 5,976	\$ 6,216				\$ 5,212	
Administrative Assistant		\$ 4,161	\$ 4,370	\$ 4,588	\$ 4,817	\$ 5,058	\$ 5,261	\$ 5,471				\$ 5,261	
Senior Loss Control Specialist		\$ 7,031	\$ 7,383	\$ 7,752	\$ 8,140	\$ 8,547	\$ 8,889	\$ 9,244		\$ 9,807		\$ 9,807	
Loss Control Manager		\$ 6,571	\$ 6,900	\$ 7,245	\$ 7,607	\$ 7,988	\$ 8,307	\$ 8,639				\$ 8,639	
Loss Control Analyst		\$ 4,370	\$ 4,588	\$ 4,817	\$ 5,058	\$ 5,311	\$ 5,524	\$ 5,745				\$ 4,370	
<b>Hourly:</b>													
Executive Director		\$ 70.12	\$ 73.62	\$ 77.30	\$ 81.17	\$ 85.23	\$ 89.49	\$ 93.97				\$ 93.97	
Accountant		\$ 27.28	\$ 28.64	\$ 30.07	\$ 31.57	\$ 33.15	\$ 34.48	\$ 35.86				\$ 30.07	
Administrative Assistant		\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.79	\$ 29.18	\$ 30.35	\$ 31.56				\$ 24.01	
Senior Loss Control Specialist		\$ 40.57	\$ 42.59	\$ 44.72	\$ 46.96	\$ 49.31	\$ 51.28	\$ 53.33		\$ 56.58		\$ 56.58	
Loss Control Manager		\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.89	\$ 46.08	\$ 47.93	\$ 49.84				\$ 49.84	
Loss Control Analyst		\$ 25.21	\$ 26.47	\$ 27.79	\$ 29.18	\$ 30.64	\$ 31.87	\$ 33.14				\$ 25.21	

**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.