

SILICON VALLEY
ANIMAL CONTROL AUTHORITY

AGENDA ITEM

Consideration of Executive Director Salary Increase

RECOMMENDED MOTION

That the Board of Directors consider a salary increase for the Executive Director in an amount to be determined based on the three options provided.

DISCUSSION

At the September meeting, the Board of Directors evaluated the Executive Director. At the conclusion of the evaluation, the Board requested that staff return in November with three salary increase options. The Executive Director's current salary and three options are listed in the following table.

Current	Option 1	Option 2	Option 3
\$178,206	3% \$183,552	5% \$187,116	7% \$190,680

The Executive Director receives all standard SVACA employee benefits. The only exception is a monthly auto allowance of \$200 which has not changed since Fiscal Year 2008-09. The Board may want to review this amount; member agency director amounts range from \$220 to \$400.

DOCUMENTS ATTACHED

Salary Survey

SALARY COMPARISON
Based on 2017-18 Figures
3/30/18

	SVACA	San Jose	Santa Cruz Co.	Santa Clara Co.	Palo Alto	San Francisco
Care Specialist	\$25.70 - \$31.25					
Veterinary Assistant	\$25.70 - \$31.25					
Animal Attendant		\$19.23 - \$23.38	\$19.08 - \$22.95	\$21.96 - \$28.43	\$24.55 - \$30.17	\$24.00 - \$30.75
Animal Services Specialists/Animal Health Tech		\$21.01 - \$25.51	\$22.35 - \$28.90	\$19.57 - \$24.03	\$25.97 - \$31.88	
Animal Services Specialist II		\$19.81 - \$23.98			\$29.53 - \$35.16	
Office Specialist I		\$21.01 - \$25.54				
Office Specialist II						
Care Specialist Lead	\$32.79 - \$39.86	\$24.79 - \$30.16	\$24.59 - \$28.81			\$25.24 - \$30.88
Animal Shelter Coordinator						
Animal Control Officer	\$26.14 - \$31.77	\$23.23 - \$29.25	\$21.72 - \$26.16	\$24.50 - \$29.58	\$26.32 - \$32.33	\$26.70 - \$34.08
Animal Control Officer I		\$27.28 - \$33.18	\$25.27 - \$30.40		\$28.18 - \$34.59	
Animal Control Officer III/Lead					\$28.99 - \$33.03	\$22.61 - \$27.49
Vet Tech/RVT/ Animal Health Technician	\$25.70 - \$31.25		\$22.35 - \$28.90			
Medical Clinic Manager	\$38.88 - \$44.82	\$37.27 - \$45.41	\$34.32 - \$41.84			
Shelter Manager	\$38.88 - \$44.82					
Animal Services Supervisor	\$38.88 - \$44.82	\$37.27 - \$45.41	\$34.32 - \$41.84	\$36.59 - \$44.98		\$29.15 - \$35.44
Field Services Manager				\$46.08 - \$56.03		
Animal Control Program Manager						
Program Coordinator			\$30.12 - \$38.71			
Outreach Coordinator	\$31.80 - \$38.65					
Senior Public Information Representative		\$45.26 - \$55.17				
Public Information Representative I (Volunteer Coordinator)		\$33.72 - \$40.98				
Executive Assistant	\$36.34 - \$44.17					
Executive Director/Directors/etc.	\$172,848	\$133,866 - \$208,068	\$114,420 - \$146,059	\$187,970 - \$215,027	\$144,622 - \$216,944	not available