# THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS BOARD ACTION SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA #: \*B-8

AGENDA DATE: February 28, 2017

No. 2017-86

# SUBJECT:

Approval to Appoint Sandip Sandhu to the Position of Public Defender with a Starting Annual Salary of \$178,859.20 Effective March 18, 2017.

# **BOARD ACTION AS FOLLOWS:**

On motion of Supervisor _ Withrow and approved by the following vot	
Ayes: Supervisors: Olsen, Withrow	Monteith, DeMartini, and Chairman Chiesa
Noes: Supervisors: Excused or Absent: Supervisors:	None None
Abstaining: Supervisor:	None
1) X Approved as recomme	nded
<ul><li>2) Denied</li><li>3) Approved as amended</li></ul>	
4) Other:	
MOTION:	

KING, Clerk of the Board of Supervisors

File No.

# THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS AGENDA ITEM

DEPT: Chief Executive Office	BOARD AGENDA #: *B-8	
Urgent O Routine	AGENDA DATE: February 28, 2017	
	4/5 Vote Required: Yes O No 🖲	

## SUBJECT:

Approval to Appoint Sandip Sandhu to the Position of Public Defender with a Starting Annual Salary of \$178,859.20 Effective March 18, 2017.

# STAFF RECOMMENDATIONS:

- 1. Appoint Sandip Sandhu to the position of Stanislaus County Public Defender in accordance with California Government Code § 27703 effective March 18, 2017.
- 2. Authorize a starting annual salary of \$178,859.20, plus department head benefits as set forth in the attached benefit summary, for Sandip Sandhu. This salary is above the midpoint of the salary band for the position of Public Defender.

#### DISCUSSION:

Due to the announced retirement of the current Public Defender effective March 17, 2017, Stanislaus County conducted an open recruitment to identify potential candidates for the position of Public Defender. Sandip Sandhu was identified as the top candidate as a result of the selection process and is now recommended to the Board of Supervisors for final appointment.

Mr. Sandhu brings a wealth of knowledge and experience to support his qualifications for Public Defender. He has served in the Stanislaus County Public Defender's Office for over 13 years, and in the position of Chief Deputy Public Defender for the last four years. During his tenure with the County, Mr. Sandhu has developed valuable working relationships with all partner agencies supporting the criminal justice system in Stanislaus County, many of whom submitted letters of recommendation supporting Mr. Sandhu's appointment to the position of Public Defender. Through the selection process, Mr. Sandhu demonstrated strong leadership skills and alignment with the strategic vision, mission and values for Stanislaus County government.

The position of Public Defender is assigned to Salary Band H in the Salary and Position Allocation Resolution, which is currently \$129,521.60 to \$194,292.80 per year. Mr. Sandhu's current salary is \$155,542.40, which includes his base salary and 5% in additional compensation for acting in the capacity of Assistant Public Defender. A starting salary of \$178,859.20 is recommended for Mr. Sandhu upon his appointment to Public Defender, which is approximately 15% above his current compensation. In addition, the position of Public Defender is a department head position and therefore Mr. Sandhu will be eligible for

Approval to Appoint Sandip Sandhu to the Position of Public Defender with a Starting Annual Salary of \$178,859.20 Effective March 18, 2017.

department head benefits pursuant to County policy. A copy of the current department head benefits plan is attached to this agenda item for reference.

## POLICY ISSUE:

State law provides that the Board of Supervisors is the appointing authority for the position of Public Defender (Gov. Code §27703)

#### FISCAL IMPACT:

The position of Public Defender is an allocated and funded position in the Public Defender Department budget. The appointment of Mr. Sandhu at \$178,859.20 annually is within the range established by the Board of Supervisors in the Salary and Position Allocation Resolution and is above the mid-point of the band. There are sufficient funds budgeted to cover the annual salary and benefit costs of this position.

### BOARD OF SUPERVISORS' PRIORITY:

Approval of this item supports the Board's priorities of a Safe Community and the Efficient Delivery of Public Services.

#### **STAFFING IMPACT:**

There is no staffing impact associated with this recommendation. The position of Public Defender is a currently allocated position in the Public Defender's Department.

#### CONTACT PERSON:

Jody Hayes, Assistant Chief Executive Officer (209) 525-6333

## ATTACHMENT(S):

1. Stanislaus County Department Heads 2017 Benefit Summary.



## STANISLAUS COUNTY DEPARTMENT HEADS 2017 BENEFIT SUMMARY

ТҮРЕ	SEMI-MONTHLY PREMIUMS	DESCRIPTION	SUBJECT TO TAXES
MEDICAL INSURANCE STANISLAUS COUNTY PARTNERS IN HEALTH (SCPH) OR ANTHEM BLUECROSS Medical Plan Carrier is based on employee's zip code. See Employee Benefit Guide for zip code list.	HDHP WITH HSAEmployee Only\$320.74Employee+1\$641.48Family\$866.02EPOEmployee Only\$383.52Employee + 1\$767.03Family\$1,035.50Health Savings Account (HSA)funded by the County:\$1,250 single per year\$2,100 family per year	<ul> <li>Employee/dependent HDHP coverage paid at 95%.</li> <li>Employee/dependent EPO coverage paid at 80%.</li> <li>Employees working a benefitted percentage schedule will have a reduced employer contribution toward health insurance benefits.</li> <li>30-34 hours/week = 75% of the employer contribution</li> <li>35-39 hours/week = 90% of the employer contribution.</li> <li>Employee share will be deducted semi- monthly before tax from paycheck.</li> <li>\$75.00 semi-monthly medical waive credit provided with proof of other coverage.</li> </ul>	Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No Waive Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
DENTAL INSURANCE DELTA DENTAL	CORE PLAN           Employee Only         \$18.25           Employee + 1         \$36.50           Family         \$62.53           BUYUP PLAN         Employee Only           Employee + 1         \$65.79           Family         \$112.70	Employee/dependent Dental coverage paid at 80% of the Core Plan. Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
VISION INSURANCE VSP	CHOICE PLAN Employee Only \$4.28 Employee + 1 \$8.27 Family \$11.67	Employee/dependent Vision coverage paid at 80%. Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
SUPPLEMENTAL EMPLOYEE AND SPOUSAL TERM AD&D LIFE INSURANCE AND CHILD TERM LIFE INSURANCE VOY A/RELIASTAR	Opt. 1 - \$20,000 - \$ 2.25 EE and SP Opt. 2 - \$30,000 - \$ 3.38 EE and SP Opt. 3 - \$50,000 - \$ 5.63 EE Only Opt. 4 - \$100,000 - \$11.25 EE Only Opt. 5 - \$150,000 - \$16.88 EE Only Opt. 6 - \$200,000 - \$22.50 EE Only Opt. 7 - \$250,000 - \$28.13 EE Only Opt. 8 - \$300,000 - \$33.75 EE Only Opt. 1 - \$10,000 - \$ 1.25 CH Only	This is a voluntary benefit offered to employees with two options available for spouses. All premiums will be deducted semi-monthly after tax from employee paycheck.	Premium Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
BASIC TERM AD&D LIFE INSURANCE VOY A/RELIASTAR	Regular Employee Basic Term Life \$30,000 - \$1.58	County pays 100% of Basic Term Life and AD&D insurance premiums.	Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No
ACCIDENT AND CRITICAL ILLNESS INSURANCE VOY A/RELIASTAR	See Employee Benefit Guide for Rates.	These are voluntary benefits offered to employees and their dependents. All premiums will be deducted semi-monthly after tax from paycheck.	<b>Premium</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No

ТҮРЕ	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
VACATION ACCRUAL	<ul> <li>4.62 hours biweekly first year.</li> <li>6.16 hours biweekly beginning 2<sup>nd</sup> - 20<sup>th</sup> year.</li> </ul>	120 hours—3 weeks annually 160 hours—4 weeks annually	<b>Taxed when time is used.</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
	7.70 hours biweekly beginning 21 <sup>st</sup> + years.	200 hours5 weeks annually	
	Prorated if work less than 80 hours base. Maximum of 800 hours plus one year accruals or their actual balance on 12/15/95 if more than 800 hours.		
VACATION FLOATS	1.24 hours biweekly - Posted as part of per pay period vacation accrual.	32 hours total annually - additional vacation included in biweekly accruals.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
ANNUAL VACATION CASH OUT ALLOWANCE		Twice in any 12 month period contingent upon departmental budget/approval and Ventura limitation.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
TERM VACATION CASH OUT		Balance of hours paid at termination.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
MANAGEMENT LEAVE		56 hours per year, no carry over, no cash out. Use it or lose it. Prorated for new Department Head.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
SICK LEAVE ACCRUAL	3.7 hours per pay period. Prorated if work less than 80 hours base.	96.20 hours annually.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
TERM SICK LEAVE CASH OUT		0% - Less than one year of service. 25% - Over one year of service. 75% - Upon retirement (service or disability) or death up to 600 hours or individual maximum set in 11/9/94 and 1/18/95. Employees receive hour for hour retirement service credit for any sick leave above 600 hours or their personal maximum amount.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
SICK LEAVE CONVERSION		Convert sick leave to vacation time at open enrollment. Rate = 40%. Remaining sick leave balance = 500 hours.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
DEFERRED COMPENSATION	2.0% of base wages.	County pays 2.0% of employee's base wages to designated deferred compensation plan.	Federal/State—No FICA/Medicare—No Retirement Contributable—Yes
PROFESSIONAL DEVELOPMENT	\$1,200 annually (fiscal year).	Reimbursement allowance to assist eligible employees in achieving professional and educational growth related to their professional position. The allowance covers work-related expenditures such as classes and seminars, professional memberships, registration fees, educational materials, tools, and equipment. See policy for further details.	Reimbursement can be either: <b>Taxable</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No <b>Non-Taxable</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
SHORT TERM DISABILITY		Waiting period—30 days. On day 31 receive 50% biweekly salary for eleven months when completely disabled.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
LONG TERM DISABILITY		60% to a maximum of \$6,000 per month. Waiting period—365 days.	Premium Federal/State—No FICA/Medicare—Yes Retirement Contributable—No
CAR ALLOWANCE	\$184.62 per pay period, plus mileage.	\$4,800 annually	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
MOVING ALLOWANCE	Recruited from out-of-County up to \$3,000. Paid by the Department.	See Personnel Policy Tab 12.	See IRS publication 521.