

## ARTICLE VIII

MEMBERS OF THE BOARD OF SUPERVISORS, EXECUTIVE MANAGEMENT EMPLOYEES, BOS CHIEFS OF STAFF, EXECUTIVE AIDES AND EXECUTIVE ASSISTANTS TO MEMBERS OF THE BOARD OF SUPERVISORS, AND ELECTED OFFICIALS

Section 1. General Provisions

Except as otherwise provided in this Article or by State law or action of the Board of Supervisors and except where the natural construction of a provision indicates otherwise, the wages, hours and terms and conditions of employment for members of the Board of Supervisors, Executive Management employees, BOS Chiefs of Staff, Executive Aides and Executive Assistants to members of the Board of Supervisors and elected officials shall be the same as adopted for employees in the Administrative Management Unit, or Law Enforcement Management Unit for Law Enforcement Executives. However, any provision requiring Department Head approval for Administrative Management employees shall be interpreted to require Board of Supervisors' approval in the case of nonelected Department Heads.

The Executive Management ~~(ML-E)~~, Executive Assistant/Executive Aide (ML-A), and BOS Chief of Staff (ML-B) salary ranges may be increased by the County Executive Officer consistent with the salary range increases approved by the Board of Supervisors for other bargaining units if required to maintain an appropriate salary differential. The increases may not be a greater/higher percentage as what was approved for the other bargaining units.

The County Executive Officer may also make necessary pay structure adjustments or increases to the salary ranges for critical executive level recruitment and retention purposes, based upon such factors such as external market data, position responsibilities and sound management principles. Increases to the salary ranges approved by the County Executive Officer that are unrelated to negotiated contracts shall not exceed 10%.

The County Executive Officer will provide administrative notification to the Board when such increases to the executive salary ranges occur.

~~The Executive Assistant classification salary range shall be tied to the salary range for the Administrative Manager II classification.~~