

**Sierra County  
Board of Supervisors'  
Agenda Transmittal &  
Record of Proceedings**

<b>MEETING DATE:</b> May 17, 2022	<b>TYPE OF AGENDA ITEM:</b> <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Timed <input type="checkbox"/> Consent
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**DEPARTMENT:** Board of Supervisors  
**APPROVING PARTY:** Finance Committee - Supervisors Adams and Roen  
**PHONE NUMBER:** 530-289-3286

**AGENDA ITEM:** Resolution authorizing a Cost of Living Adjustment (COLA) for Mid-Management positions.

**SUPPORTIVE DOCUMENTS ATTACHED:** Memo Resolution Agreement Other

**BACKGROUND INFORMATION:** Board of Supervisors has authorized increases in the compensation for represented employees, this resolution gives the same 4% COLA to Mid-Management. For the remaining budget year of 2021/22 the cost will be: General Fund wages and benefits \$1,218.06; Road Fund \$1,201.81; BH \$562.54  
Annually General Fund wages and benefits \$14,616; Road Fund \$14,412.98; BH \$6,750.54  
The impact of these increases is already calculated in the 2022/23 preliminary budget.

**FUNDING SOURCE:**  
**GENERAL FUND IMPACT:** General Fund Impact  
**OTHER FUND:** see above  
**AMOUNT:** \$ N/A

**ARE ADDITIONAL PERSONNEL REQUIRED?**  
Yes, -- --  
No

**IS THIS ITEM ALLOCATED IN THE BUDGET?** Yes No  
**IS A BUDGET TRANSFER REQUIRED?** Yes No

**SPACE BELOW FOR CLERK'S USE**

<p><b>BOARD ACTION:</b></p> <input type="checkbox"/> Approved <input type="checkbox"/> Approved as amended <input type="checkbox"/> Adopted <input type="checkbox"/> Adopted as amended <input type="checkbox"/> Denied <input type="checkbox"/> Other <input type="checkbox"/> No Action Taken	<input type="checkbox"/> Set public hearing For: _____ <input type="checkbox"/> Direction to: _____ <input type="checkbox"/> Referred to: _____ <input type="checkbox"/> Continued to: _____ <input type="checkbox"/> Authorization given to: _____	Resolution 2022- _____ Agreement 2022- _____ Ordinance _____ Vote: Ayes: Noes: Abstain: Absent: <input type="checkbox"/> By Consensus
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**COMMENTS:**

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CLERK TO THE BOARD \_\_\_\_\_ DATE \_\_\_\_\_

**BOARD OF SUPERVISORS  
COUNTY OF SIERRA  
STATE OF CALIFORNIA**

Resolution Authorizing Increases in the Compensation for Mid-Management  
Positions

Resolution No. 2022-

WHEREAS, the Board of Supervisors has authorized increases in the compensation for represented employees.

WHEREAS, the Board finds that it is reasonable and appropriate to authorize increases in compensation to Mid-Management Personnel in the same manner as for the other County employees.

NOW THEREFORE BE IT RESOLVED, the Sierra County Board of Supervisors approves the increases in the compensation Mid-Management as follows:

Mid-Management Personnel shall receive a 4% wage increase effective as of May 25, 2022; 4% wage increase effective as of December 25, 2022; and 4% wage increase effective as of December 25, 2023.

The wages for the respective Mid-Management Personnel with the increases as set forth above shall be as reflected in the Attached Tables:

**ADOPTED** by the Board of Supervisors of the County of Sierra, State of California on the 17<sup>th</sup> day of May 2022 by the following vote:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

COUNTY OF SIERRA

\_\_\_\_\_  
PAUL ROEN, CHAIRPERSON  
BOARD OF SUPERVISORS

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
HEATHER FOSTER  
CLERK OF THE BOARD

\_\_\_\_\_  
DAVID PRENTICE  
COUNTY COUNSEL

**NON ELECTED / NON DEPARTMENT HEAD  
MANAGEMENT UNIT - At Will & Exempt  
Calendar Year 2022**

		<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>After 5 Years L 1</b>	<b>After 10 Years L 2</b>	<b>After 15 Years L 3</b>	<b>After 20 Years L 4</b>	<b>Undersheriff Memo only 20yr with 2 posts</b>
Tier	MONTH	5,791.60	6,081.18	6,385.24	6,704.50	7,039.73	7,391.71	7,761.30	8,149.36	8,556.83	
	HOUR	33.4131	35.0837	36.8379	38.6798	40.6138	42.6445	44.7767	47.0156	49.3663	
	mm 4	69,499.20	72,974.16	76,622.87	80,454.01	84,476.71	88,700.55	93,135.57	97,792.35	102,681.97	
Tier	MONTH	6,492.23	6,816.84	7,157.68	7,515.57	7,891.35	8,285.91	8,700.21	9,135.22	9,591.98	10,071.58
	HOUR	37.4552	39.3279	41.2943	43.3590	45.5270	47.8033	50.1935	52.7032	55.3383	58.1053
	mm 1	77,906.76	81,802.10	85,892.20	90,186.81	94,696.15	99,430.96	104,402.51	109,622.63	115,103.77	120,858.96
Tier	MONTH	6,954.51	7,302.24	7,667.35	8,050.71	8,453.25	8,875.91	9,319.71	9,785.69	10,274.98	
	HOUR	40.1222	42.1283	44.2347	46.4464	48.7688	51.2072	53.7675	56.4559	59.2787	
	mm 2	83,454.12	87,626.83	92,008.17	96,608.58	101,439.00	106,510.95	111,836.50	117,428.33	123,299.74	
Tier	MONTH	9,809.65	10,300.13	10,815.14	11,355.90	11,923.69	12,519.88	13,145.87	13,803.16	14,493.32	
	HOUR	56.5941	59.4238	62.3950	65.5148	68.7905	72.2301	75.8416	79.6336	83.6153	
	mm 3	117,715.80	123,601.59	129,781.67	136,270.75	143,084.29	150,238.51	157,750.43	165,637.95	173,919.85	

**Tier Positions in the Mid-Management Unit**

- 1 Assistant District Attorney
- 1 Assistant Director Health and Human Service
- 2 Chief Deputy Auditor
- 1 Deputy Director of Planning and Building
- 1 Deputy Director of Transportation - Administration
- 1 Deputy Director of Transportation - Operations
- 1 Undersheriff
- 3 Clinical Director Behavioral Health
- 4 Road Superintendent

**NON ELECTED / NON DEPARTMENT HEAD  
MANAGEMENT UNIT - At Will & Exempt  
Calendar year 2023**

		<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>After 5 Years L 1</b>	<b>After 10 Years L 2</b>	<b>After 15 Years L 3</b>	<b>After 20 Years L 4</b>	<b>Undersheriff Memo only 20yr with 2 posts</b>
Tier	MONTH	6,023.26	6,324.43	6,640.65	6,972.68	7,321.32	7,687.38	8,071.75	8,475.34	8,899.10	
	HOUR	34.7496	36.4871	38.3114	40.2270	42.2384	44.3503	46.5678	48.8962	51.3410	
	mm 4	72,279.17	75,893.13	79,687.78	83,672.17	87,855.78	92,248.57	96,861.00	101,704.05	106,789.25	
Tier	MONTH	6,751.92	7,089.52	7,443.99	7,816.19	8,207.00	8,617.35	9,048.22	9,500.63	9,975.66	10,474.44
	HOUR	38.9534	40.9010	42.9461	45.0934	47.3481	49.7155	52.2013	54.8113	57.5519	60.4295
	mm 1	81,023.03	85,074.18	89,327.89	93,794.29	98,484.00	103,408.20	108,578.61	114,007.54	119,707.92	125,693.31
Tier	MONTH	7,232.69	7,594.32	7,974.04	8,372.74	8,791.38	9,230.95	9,692.50	10,177.12	10,685.98	
	HOUR	41.7271	43.8134	46.0041	48.3043	50.7195	53.2555	55.9183	58.7142	61.6499	
	mm 2	86,792.28	91,131.90	95,688.49	100,472.92	105,496.56	110,771.39	116,309.96	122,125.46	128,231.73	
Tier	MONTH	10,202.04	10,712.14	11,247.74	11,810.13	12,400.64	13,020.67	13,671.70	14,355.29	15,073.05	
	HOUR	58.8579	61.8008	64.8908	68.1354	71.5421	75.1193	78.8752	82.8190	86.9599	
	mm 3	122,424.43	128,545.65	134,972.94	141,721.58	148,807.66	156,248.05	164,060.45	172,263.47	180,876.64	

- Tier **Positions in the Mid-Management Unit**
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  - 1 Undersheriff
  - 3 Clinical Director Behavioral Health
  - 4 Road Superintendent

**NON ELECTED / NON DEPARTMENT HEAD  
MANAGEMENT UNIT - At Will & Exempt  
Calendar Year 2024**

		<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>After 5 Years L 1</b>	<b>After 10 Years L 2</b>	<b>After 15 Years L 3</b>	<b>After 20 Years L 4</b>	<b>Undersheriff Memo only 20yr with 2 posts</b>
Tier	MONTH	6,264.19	6,577.40	6,906.27	7,251.59	7,614.17	7,994.88	8,394.62	8,814.35	9,255.07	
	HOUR	36.1396	37.9466	39.8439	41.8361	43.9279	46.1243	48.4305	50.8520	53.3946	
	mm 4	75,170.33	78,928.85	82,875.29	87,019.06	91,370.01	95,938.51	100,735.44	105,772.21	111,060.82	
Tier	MONTH	7,022.00	7,373.10	7,741.75	8,128.84	8,535.28	8,962.04	9,410.15	9,880.65	10,374.69	10,893.42
	HOUR	40.5115	42.5371	44.6639	46.8971	49.2420	51.7041	54.2893	57.0038	59.8540	62.8467
	mm 1	84,263.95	88,477.15	92,901.01	97,546.06	102,423.36	107,544.53	112,921.75	118,567.84	124,496.23	130,721.05
Tier	MONTH	7,522.00	7,898.10	8,293.00	8,707.65	9,143.04	9,600.19	10,080.20	10,584.21	11,113.42	
	HOUR	43.3961	45.5659	47.8442	50.2365	52.7483	55.3857	58.1550	61.0627	64.1159	
	mm 2	90,263.98	94,777.18	99,516.03	104,491.84	109,716.43	115,202.25	120,962.36	127,010.48	133,361.00	
Tier	MONTH	10,610.12	11,140.62	11,697.65	12,282.54	12,896.66	13,541.50	14,218.57	14,929.50	15,675.98	
	HOUR	61.2122	64.2728	67.4865	70.8608	74.4038	78.1240	82.0302	86.1317	90.4383	
	mm 3	127,321.41	133,687.48	140,371.85	147,390.45	154,759.97	162,497.97	170,622.87	179,154.01	188,111.71	

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