

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

MEETING DATE: April 16, 2019	TYPE OF AGENDA ITEM: <input type="checkbox"/> Regular <input type="checkbox"/> Timed <input checked="" type="checkbox"/> Consent
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DEPARTMENT: Audit
APPROVING PARTY: Van A. Maddox
PHONE NUMBER: 530-691-0800

AGENDA ITEM: In the matter of adopting pay tables for Sierra County and Special Revenue Funds to comply with CalPERS requirement to publicly post all compensation.

SUPPORTIVE DOCUMENTS ATTACHED: Memo Resolution Agreement Other

BACKGROUND INFORMATION: All the Attached pay tables have been publicly adopted since 2017 thru Memorandums of Understand with Labor Units or Resolution for Management. This resolution simply consolidates all pay tables, except for the Board of Supervisors which is done by Ordinance, for CalPERS purposes. This document will be posted on the County web page.

FUNDING SOURCE: BOARD BUDGET
GENERAL FUND IMPACT: No General Fund Impact
OTHER FUND:
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>BOARD ACTION:</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 2019- _____ Agreement 2019- _____ Ordinance _____ Vote: Ayes: Noes: Abstain: Absent: <input type="checkbox"/> By Consensus
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COMMENTS:

CLERK TO THE BOARD

DATE

BOARD OF SUPERVISORS
COUNTY OF SIERRA
STATE OF CALIFORNIA

RESOLUTION NO. 2018-

IN THE MATTER OF ADOPTING THE PAY TABLES FOR THE COUNTY OF SIERRA &
SPECIAL REVENUE FUNDS

WHERE AS, the Board determines for full disclose of County business and CalPERS required the public posting of wage tables, and

WHERE AS, the Board approved new Memorandums of Understanding with the represented employees thru their Unions representations, see exhibit A thru F

WHERE AS, the Board approved multiple pay rates for elected department heads, appointed department heads and Mid-Management since 2017 to present, see exhibit G thru H

BE IT RESOLVED THAT, the Board of Supervisors of Sierra County does adopt the wage tables shown in exhibit A thru I attached to this resolution, Government Code §29007.

Adopted by the Board of Supervisors of the County of Sierra on the 16st day of April 2019, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

COUNTY OF SIERRA

PAUL ROEN, CHAIRPERSON
BOARD OF SUPERVISORS

ATTEST:

HEATHER FOSTER
CLERK OF THE BOARD

APPROVED AS TO FORM:

COUNTY COUNSEL

**Exhibit A
TOPOGRAPHY A
INCREASE PER MOU**

January 25, 2019

1.02000

**Memo Only
Curent
L4 with
2% COLA**

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	Memo Only Curent L4 with 2% COLA
12	Month	2,816.48	2,957.30	3,105.16	3,260.41	3,423.44	3,594.60	3,774.33	3,963.05
	Hour	16.2489	17.0613	17.9144	18.8101	19.7506	20.7381	21.7750	22.8638
16	Month	3,208.84	3,369.28	3,537.75	3,714.63	3,900.36	4,095.38	4,300.15	4,515.16
	Hour	18.5125	19.4382	20.4101	21.4306	22.5021	23.6272	24.8086	26.0490
20	Month	3,455.12	3,627.86	3,809.28	3,999.73	4,199.72	4,409.71	4,630.20	4,861.71
	Hour	19.9334	20.9300	21.9766	23.0754	24.2291	25.4406	26.7127	28.0483
24	Month	3,785.39	3,974.67	4,173.41	4,382.08	4,601.17	4,831.23	5,072.79	5,326.43
	Hour	21.8388	22.9308	24.0773	25.2812	26.5452	27.8725	29.2661	30.7294
28	Month	4,094.27	4,298.99	4,513.94	4,739.64	4,976.61	5,225.44	5,486.71	5,761.05
	Hour	23.6208	24.8019	26.0420	27.3441	28.7112	30.1468	31.6541	33.2368
30	Month	4,114.24	4,319.96	4,535.96	4,762.76	5,000.89	5,250.94	5,513.49	5,789.16
	Hour	23.7360	24.9229	26.1690	27.4775	28.8513	30.2939	31.8086	33.3990
32	Month	4,326.35	4,542.66	4,769.80	5,008.29	5,258.70	5,521.63	5,797.71	6,087.60
	Hour	24.9597	26.2076	27.5181	28.8940	30.3386	31.8556	33.4483	35.1208
35	Month	4,567.62	4,796.01	5,035.81	5,287.59	5,551.97	5,829.57	6,121.05	6,427.10
	Hour	26.3517	27.6693	29.0528	30.5053	32.0306	33.6321	35.3138	37.0794
39	Month	4,940.32	5,187.34	5,446.71	5,719.05	6,004.99	6,305.24	6,620.50	6,951.53
	Hour	28.5018	29.9270	31.4233	32.9945	34.6442	36.3764	38.1952	40.1050
41	Month	5,150.91	5,408.45	5,678.89	5,962.83	6,260.96	6,574.02	6,902.72	7,247.86
	Hour	29.7168	31.2026	32.7628	34.4009	36.1209	37.9270	39.8234	41.8146
45	Month	5,571.22	5,849.78	6,142.28	6,449.39	6,771.85	7,110.46	7,465.98	7,839.28
	Hour	32.1417	33.7487	35.4362	37.2080	39.0684	41.0219	43.0730	45.2266

Exhibit A.1

PARITY CLASSES IN TOPOGRAPHY A

Class 12

Integrated Case Wkr 1

Class 16 Engineering Tech 1 Building Inspector 1 OES Coordinator 1 Appraiser 1 Victim-Witness Coordinator 1
 Transportation Planner 1 Planner 1 Safety Officer 1 Accountant 1 Welfare Fraud Investigator 2
 Substance Abuse Cnslr 1 Integrated Case Wkr 2 Probation Splt./Court Coordinator 1 Case Manager 1 Social Worker 1
 Info Systems Admin I

Class 20

Probation Officer 1

Class 24 Engineering Tech 2 Building Inspector 2 OES Coordinator 2 Appraiser 2 Victim-Witness Coordinator 2
 Transportation Planner 2 Planner 2 Safety Officer 2 Accountant 2 Case Manager 2
 Info Systems Admin 2 Integrated Case Wkr 3 Substance Abuse Counselor 2 Comm Outreach coord Social Worker 2
 Probation Splt./Court Coordinator 2

Class 28

Probation Officer 2

Class 30 Engineering Tech 3 Building Inspector 3 OES Coordinator 3 Appraiser 3 Victim-Witness Coordinator 3
 Transportation Planner 3 Planner 3 Safety Officer 3 Accountant 3 Social Worker 3
 Info Systems Admin 3 Mental Health Clr 1 Probation Splt./Court Coordinator 3 Sub Abuse Counselor 3 Public Health Educator

Class 32 Behavior Intervention Specialist
 Public Health Nurse 1

Eligibility Supervisor

Accounting Manager

Probation Officer 3

Class 35 Sr Engineering Tech Sr Building Inspector Sr Risk Manager-Safety Officer Appraiser 4 Asst Clerk-Recorder
 Sr Transportation Planner Sr Planner Public Health Nurse 2 Asst Assess Admin Office Manager
 Info Systems Admin 4 Mental Health Clr 2 Integrated Caseworker Supv Interdepartmental Fiscal Officer
 Behavior Health Co-ordinator Educator Trainer Coordinator Asst Treas-Tax Coll Social Wrk Supv 1

Class 39

Mental Health Clr 3

Environmental Health Specialist 3

Sr. Probation Officer

Class 41 Asst Engineer Sr Sub Abuse Cnslr Ed Trainer Coordinator Lic Sr Appraiser Dep Dir Social Services
 Sr Mental Health Counselor Sr Accountant Sr Public Health Nurse Social Wrk Supv 2
 Info Systems Admin SR

Class 45

Suprv Mental Health Counselor

Asst. Dep Chief Probation Officer

**Exhibit A.2
TOPOGRAPHY A**

INCREASE PER MOU		1.02000					January 25, 2020	
		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2
12	Month	3,016.45	3,167.27	3,325.63	3,491.90	3,666.51	3,849.82	4,042.32
	Hour	17.4026	18.2727	19.1863	20.1456	21.1529	22.2105	23.3210
16	Month	3,436.66	3,608.49	3,788.92	3,978.36	4,177.28	4,386.14	4,605.45
	Hour	19.8269	20.8182	21.8592	22.9521	24.0997	25.3047	26.5699
20	Month	3,700.44	3,885.45	4,079.74	4,283.72	4,497.91	4,722.81	4,958.95
	Hour	21.3487	22.4161	23.5370	24.7138	25.9495	27.2470	28.6093
24	Month	4,054.14	4,256.86	4,469.70	4,693.19	4,927.84	5,174.23	5,432.94
	Hour	23.3893	24.5588	25.7867	27.0761	28.4298	29.8513	31.3439
28	Month	4,384.96	4,604.22	4,834.43	5,076.15	5,329.95	5,596.44	5,876.27
	Hour	25.2978	26.5628	27.8909	29.2855	30.7497	32.2872	33.9015
30	Month	4,406.35	4,626.68	4,858.01	5,100.91	5,355.95	5,623.75	5,904.94
	Hour	25.4212	26.6924	28.0270	29.4283	30.8997	32.4447	34.0670
32	Month	4,633.53	4,865.20	5,108.47	5,363.89	5,632.08	5,913.68	6,209.37
	Hour	26.7319	28.0685	29.4719	30.9455	32.4928	34.1174	35.8233
35	Month	4,891.93	5,136.54	5,393.36	5,663.02	5,946.17	6,243.48	6,555.66
	Hour	28.2227	29.6339	31.1156	32.6713	34.3048	36.0201	37.8211
39	Month	5,291.08	5,555.64	5,833.42	6,125.09	6,431.34	6,752.91	7,090.55
	Hour	30.5254	32.0518	33.6544	35.3371	37.1039	38.9591	40.9070
41	Month	5,516.63	5,792.46	6,082.09	6,386.20	6,705.50	7,040.78	7,392.82
	Hour	31.8267	33.4180	35.0890	36.8435	38.6856	40.6199	42.6509
45	Month	5,966.79	6,265.13	6,578.39	6,907.31	7,252.67	7,615.31	7,996.08
	Hour	34.4238	36.1450	37.9523	39.8499	41.8423	43.9345	46.1312

**Exhibit A.3
PARITY CLASSES IN TOPOGRAPHY A**

Class 12

Integrated Case Wkr 1

Class 16 Engineering Tech 1 Building Inspector 1 OES Coordinator 1 Appraiser 1 Victim-Witness Coordinator 1
 Transportation Planner 1 Planner 1 Safety Officer 1 Accountant 1 Welfare Fraud Investigator 2
 Substance Abuse Cnslr 1 Integrated Case Wkr 2 Probation Splt./Court Coordinator 1 Case Manager 1 Social Worker 1
 Info Systems Admin I

Class 20

Probation Officer 1

Class 24 Engineering Tech 2 Building Inspector 2 OES Coordinator 2 Appraiser 2 Victim-Witness Coordinator 2
 Transportation Planner 2 Planner 2 Safety Officer 2 Accountant 2 Case Manager 2
 Info Systems Admin 2 Integrated Case Wkr 3 Substance Abuse Counselor 2 Comm Outreach coord Social Worker 2
 Probation Splt./Court Coordinator 2

Class 28

Probation Officer 2

Class 30 Engineering Tech 3 Building Inspector 3 OES Coordinator 3 Appraiser 3 Victim-Witness Coordinator 3
 Transportation Planner 3 Planner 3 Safety Officer 3 Accountant 3 Social Worker 3
 Info Systems Admin 3 Mental Health Clr 1 Probation Splt./Court Coordinator 3 Sub Abuse Counselor 3 Public Health Educator

Class 32 Behavior Intervention Specialist
 Public Health Nurse 1

Eligibility Supervisor

Accounting Manager

Probation Officer 3

Class 35 Sr Engineering Tech Sr Building Inspector Sr Risk Manager-Safety Officer Appraiser 4 Asst Clerk-Recorder
 Sr Transportation Planner Sr Planner Public Health Nurse 2 Asst Assess Admin Office Manager
 Info Systems Admin 4 Mental Health Clr 2 Integrated Caseworker Supv Interdepartmental Fiscal Officer
 Behavior Health Co-ordinator Educator Trainer Coordinator Asst Treas-Tax Coll Social Wrk Supv 1

Class 39

Mental Health Clr 3

Environmental Health Specialist 3

Sr. Probation Officer

Class 41 Asst Engineer Sr Sub Abuse Cnslr Ed Trainer Coordinator Lic Sr Appraiser Dep Dir Social Services
 Sr Mental Health Counselor Sr Accountant Sr Public Health Nurse Social Wrk Supv 2
 Info Systems Admin SR

Class 45

Suprv Mental Health Counselor

**Exhibit B
TOPOGRAPH B**

January 25, 2019

INCREASE		1.02000							
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	Memo Only Curent L4 with 2% COLA
8	MONTH	2,521.42	2,647.49	2,779.87	2,918.85	3,064.80	3,218.03	3,378.93	3,547.88
	HOUR	14.5467	15.2740	16.0377	16.8395	17.6815	18.5656	19.4938	20.4685
12	MONTH	2,816.48	2,957.30	3,105.16	3,260.42	3,423.44	3,594.62	3,774.34	3,963.04
	HOUR	16.2489	17.0613	17.9144	18.8101	19.7506	20.7382	21.7750	22.8637
15	MONTH	3,112.74	3,268.38	3,431.81	3,603.39	3,783.56	3,972.74	4,171.38	4,379.94
	HOUR	17.9581	18.8560	19.7989	20.7888	21.8282	22.9196	24.0656	25.2689
19	MONTH	3,410.26	3,580.78	3,759.82	3,947.81	4,145.19	4,352.45	4,570.07	4,798.58
	HOUR	19.6746	20.6584	21.6913	22.7758	23.9146	25.1103	26.3658	27.6841

Exhibit B.1

PARITY CLASSES

Class 8	Account Tech 1 Assessment Tech 1	Dep Clerk-Recorder 1 Permit Tech 1	Victim-Witness Adv 1	Eligibility Wkr 1	Sub Abuse Prev Tech 1
Class 12	Account Tech 2 Assessment Tech 2	Dep Clerk-Recorder 2 Per Mentor	Victim-Witness Adv 2 Permit Tech 2	Eligibility Wkr 2 Integrated Case Wkr 1	Sub Abuse Prev Tech 2 Health Assist. 1
Class 15	Account Tech 3 Assessment Tech 3	Dep Clerk-Recorder 3 Permit Tech 3	Victim-Witness Adv 3	Eligibility Wkr 3 Integrated Case Wkr 2	Sub Abuse Prev Tech 3 Health Assist. 2
Class 19	Chief Account Tech Chief Assessment Tech	Chief Clerk-recorder Dept. Specialist-Probation/Court	Department Specialist	Health Assist. 3 Integrated Case Wkr 3	

**Exhibit B.2
TOPOGRAPH B**

January 25, 2020

INCREASE							After 5 Years	After 10 Years
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2
8	MONTH HOUR	2,700.45 15.5795	2,835.47 16.3585	2,977.25 17.1764	3,126.10 18.0352	3,282.41 18.9370	3,446.52 19.8838	3,618.85 20.8780
12	MONTH HOUR	3,016.45 17.4026	3,167.27 18.2727	3,325.63 19.1863	3,491.91 20.1457	3,666.51 21.1529	3,849.83 22.2106	4,042.32 23.3211
15	MONTH HOUR	3,333.76 19.2332	3,500.45 20.1949	3,675.48 21.2047	3,859.24 22.2649	4,052.20 23.3781	4,254.81 24.5470	4,467.55 25.7744
19	MONTH HOUR	3,652.38 21.0714	3,835.00 22.1250	4,026.75 23.2313	4,228.09 24.3928	4,439.49 25.6124	4,661.46 26.8930	4,894.53 28.2377

Exhibit B.3

PARITY CLASSES

Class 8	Account Tech 1 Assessment Tech 1	Dep Clerk-Recorder 1 Permit Tech 1	Victim-Witness Adv 1	Eligibility Wkr 1	Sub Abuse Prev Tech 1
Class 12	Account Tech 2 Assessment Tech 2	Dep Clerk-Recorder 2 Per Mentor	Victim-Witness Adv 2 Permit Tech 2	Eligibility Wkr 2 Integrated Case Wkr 1	Sub Abuse Prev Tech 2 Health Assist. 1
Class 15	Account Tech 3 Assessment Tech 3	Dep Clerk-Recorder 3 Permit Tech 3	Victim-Witness Adv 3	Eligibility Wkr 3 Integrated Case Wkr 2	Sub Abuse Prev Tech 3 Health Assist. 2
Class 19	Chief Account Tech Chief Assessment Tech	Chief Clerk-recorder Dept. Specialist-Probation/Court	Department Specialist	Health Assist. 3 Integrated Case Wkr 3	

Exhibit C
TOPOGRAPH C

January 25, 2019

INCREASE 1.02000

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After	After	Memo Only	PARITY CLASSES	
							5 Years	10 Years	Curent		
							L 1	L 2	L4 with		
									2% COLA		
1	MONTH HOUR	1,680.03 9.6925	1,764.03 10.1771	1,852.24 10.6860	1,944.85 11.2203	2,042.09 11.7813	2,144.19 12.3703	2,251.40 12.9889	2,363.97 13.6383	Class 1	Govt Svc Wkr
4	MONTH HOUR	2,112.98 12.1903	2,218.63 12.7998	2,329.56 13.4398	2,446.03 14.1117	2,568.33 14.8173	2,696.76 15.5582	2,831.60 16.3361	2,973.18 17.1529	Class 4	Off Asst Driver
8	MONTH HOUR	2,521.41 14.5466	2,647.48 15.2739	2,779.85 16.0376	2,918.84 16.8394	3,064.79 17.6815	3,218.02 18.5655	3,378.92 19.4938	3,547.86 20.4684	Class 8	Adm Sec I Cadastral Delineator I
12	MONTH HOUR	2,816.48 16.2489	2,957.30 17.0613	3,105.16 17.9144	3,260.42 18.8101	3,423.44 19.7506	3,594.62 20.7382	3,774.34 21.7750	3,963.04 22.8637	Class 12	Adm Sec II Cadastral Delineator II Welfare Fraud Investigator I
15	MONTH HOUR	3,112.36 17.9559	3,267.96 18.8536	3,431.38 19.7964	3,602.94 20.7862	3,783.09 21.8255	3,972.25 22.9168	4,170.87 24.0627	4,379.41 25.2658	Class 15	Adm Sec III Cadastral Delineator III Welfare Fraud Investigator II
19	MONTH	3,410.26 19.6746	3,580.78 20.6584	3,759.82 21.6913	3,947.81 22.7758	4,145.19 23.9146	4,352.45 25.1103	4,570.07 26.3658	4,798.58 27.6841	Class 19	Department Specialist Welfare Fraud Investigator III

Exhibit C.2
TOPOGRAPH C

January 25, 2020

INCREASE 1.02000

<u>CLASS</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L 1</u>	After 10 Years <u>L 2</u>	<u>PARITY CLASSES</u>	
1	MONTH	1,799.31	1,889.28	1,983.74	2,082.93	2,187.07	2,296.43	2,411.25	Class 1	Govt Svc Wkr
	HOUR	10.3806	10.8997	11.4447	12.0169	12.6177	13.2486	13.9110		
4	MONTH	2,262.99	2,376.14	2,494.95	2,619.69	2,750.67	2,888.21	3,032.63	Class 4	Off Asst Driver
	HOUR	13.0557	13.7085	14.3939	15.1136	15.8693	16.6628	17.4959		
8	MONTH	2,700.44	2,835.46	2,977.23	3,126.09	3,282.40	3,446.51	3,618.84	Class 8	Adm Sec I Cadastral Delineator I
	HOUR	15.5795	16.3584	17.1764	18.0351	18.9369	19.8837	20.8779		
12	MONTH	3,016.45	3,167.27	3,325.63	3,491.91	3,666.51	3,849.83	4,042.32	Class 12	Adm Sec II Cadastral Delineator II Welfare Fraud Investigator I
	HOUR	17.4026	18.2727	19.1863	20.1457	21.1529	22.2106	23.3211		
15	MONTH	3,333.34	3,500.00	3,675.02	3,858.76	4,051.70	4,254.29	4,467.00	Class 15	Adm Sec III Cadastral Delineator III Welfare Fraud Investigator II
	HOUR	19.2308	20.1923	21.2020	22.2621	23.3752	24.5440	25.7712		
19	MONTH	3,652.38	3,835.00	4,026.75	4,228.09	4,439.49	4,661.46	4,894.53	Class 19	Department Specialist Welfare Fraud Investigator III
	HOUR	21.0714	22.1250	23.2313	24.3928	25.6124	26.8930	28.2377		

Exhibit D
TOPOGRAPH D

January 25, 2019

INCREASE		1.02000							
<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L 1</u>	After 10 Years <u>L 2</u>	Memo Only Curent L4 with 2% COLA	
6 MONTH HOUR	2,303.13 13.2873	2,418.29 13.9516	2,539.20 14.6492	2,666.15 15.3816	2,799.46 16.1507	2,939.44 16.9583	3,086.41 17.8062	3,240.73 18.6965	
11 MONTH HOUR	2,748.35 15.8559	2,885.77 16.6487	3,030.05 17.4811	3,181.55 18.3551	3,340.64 19.2729	3,507.66 20.2365	3,683.04 21.2483	3,867.19 22.3107	
14 MONTH HOUR	3,069.95 17.7112	3,223.44 18.5968	3,384.61 19.5266	3,553.85 20.5030	3,731.54 21.5281	3,918.11 22.6045	4,114.01 23.7347	4,319.70 24.9213	
18 MONTH HOUR	3,392.89 19.5743	3,562.52 20.5530	3,740.67 21.5808	3,927.69 22.6598	4,124.08 23.7927	4,330.29 24.9824	4,546.80 26.2316	4,774.14 27.5431	
23 MONTH HOUR	3,717.18 21.4452	3,903.04 22.5176	4,098.20 23.6434	4,303.11 24.8256	4,518.25 26.0668	4,744.16 27.3702	4,981.37 28.7387	5,230.44 30.1756	
27 MONTH HOUR	4,040.12 23.3084	4,242.13 24.4738	4,454.24 25.6975	4,676.95 26.9824	4,910.79 28.3315	5,156.34 29.7481	5,414.16 31.2355	5,684.86 32.7973	
34 MONTH HOUR	4,485.32 25.8768	4,709.59 27.1707	4,945.07 28.5293	5,192.32 29.9557	5,451.93 31.4535	5,724.53 33.0261	6,010.76 34.6774	6,311.29 36.4113	
39 MONTH HOUR	4,940.34 28.5020	5,187.37 29.9271	5,446.73 31.4235	5,719.06 32.9946	6,005.01 34.6443	6,305.27 36.3765	6,620.53 38.1954	6,951.55 40.1051	

Exhibit D.1

PARITY CLASSES

Class 6	Assist. Mech	Laborer	Custodian I	Solid Waste Attendant	
Class 11	Equip Mech I	Rd Maint Wkr I	Custodian II	Plant Maint I	Water/Service Area Fac Oper I
Class 14	Equip Mech II	Rd Maint Wkr II		Plant Maint II	Water/Service Area Fac Oper II
Class 18	Equip Mech III	Rd Maint Wkr III		Plant Maint III	Water/Service Area Fac Oper III
Class 23			Plant Mgr		
Class 27	Lead Equip Mech	Lead Rd Wkr			
Class 34	Rd Maint Superv	Equipment Shop Supervisor			
Class 39	Road Superintendent				

Exhibit D.2
TOPOGRAPH D

January 25, 2020

INCREASE 1.02000

<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L 1</u>	After 10 Years <u>L 2</u>
6 MONTH HOUR	2,466.66 14.2307	2,589.99 14.9422	2,719.49 15.6894	2,855.45 16.4738	2,998.23 17.2975	3,148.15 18.1624	3,305.55 19.0705
11 MONTH HOUR	2,943.48 16.9816	3,090.65 17.8307	3,245.18 18.7222	3,407.43 19.6583	3,577.81 20.6412	3,756.69 21.6732	3,944.53 22.7569
14 MONTH HOUR	3,287.92 18.9688	3,452.31 19.9172	3,624.93 20.9131	3,806.18 21.9587	3,996.49 23.0567	4,196.31 24.2095	4,406.12 25.4199
18 MONTH HOUR	3,633.79 20.9642	3,815.47 22.0123	4,006.26 23.1131	4,206.57 24.2687	4,416.90 25.4821	4,637.75 26.7563	4,869.64 28.0941
23 MONTH HOUR	3,981.08 22.9678	4,180.14 24.1162	4,389.15 25.3220	4,608.61 26.5881	4,839.03 27.9175	5,080.98 29.3134	5,335.03 30.7790
27 MONTH HOUR	4,326.96 24.9632	4,543.32 26.2115	4,770.49 27.5220	5,009.01 28.8981	5,259.45 30.3430	5,522.43 31.8602	5,798.56 33.4532
34 MONTH HOUR	4,803.77 27.7141	5,043.97 29.0998	5,296.17 30.5548	5,560.97 32.0825	5,839.02 33.6866	6,130.97 35.3710	6,437.51 37.1395
39 MONTH HOUR	5,291.11 30.5256	5,555.67 32.0520	5,833.46 33.6546	6,125.12 35.3372	6,431.37 37.1041	6,752.94 38.9593	7,090.59 40.9073

Exhibit D.3

PARITY CLASSES

Class 6	Assist. Mech	Laborer	Custodian I	Solid Waste Attendant	
Class 11	Equip Mech I	Rd Maint Wkr I	Custodian II	Plant Maint I	Water/Service Area Fac Oper I
Class 14	Equip Mech II	Rd Maint Wkr II		Plant Maint II	Water/Service Area Fac Oper II
Class 18	Equip Mech III	Rd Maint Wkr III		Plant Maint III	Water/Service Area Fac Oper III
Class 23			Plant Mgr		
Class 27	Lead Equip Mech	Lead Rd Wkr			
Class 34	Rd Maint Superv	Equipment Shop Supervisor			
Class 39	Road Superintendent				

Exhibit E
PROBATION

PARITY CLASSES IN TOPOGRAPHY A

INCREASE PER MOU		January 25, 2019					PARITY CLASSES IN TOPOGRAPHY A			
		1.02000					After	After	Memo Only	
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	5 Years	10 Years	Curent	Class 12
							L 1	L 2	L4 with	
									2% COLA	
PO1	Month	3,471.72	3,645.30	3,827.58	4,018.95	4,219.90	4,430.91	4,652.45	4,885.07	Class 20 Probation Officer 1
	Hour	20.0292	21.0306	22.0822	23.1863	24.3456	25.5629	26.8411	28.1831	
PO2	Month	4,113.96	4,319.66	4,535.65	4,762.43	5,000.54	5,250.57	5,513.10	5,788.75	Class 28 Probation Officer 2
	Hour	23.7344	24.9211	26.1672	27.4756	28.8493	30.2917	31.8063	33.3966	
PO3	Month	4,347.16	4,564.51	4,792.74	5,032.38	5,283.99	5,548.19	5,825.60	6,116.88	Class 32 Probation Officer 3
	Hour	25.0798	26.3337	27.6504	29.0330	30.4845	32.0088	33.6092	35.2897	
SRPO	Month	4,964.07	5,212.29	5,472.90	5,746.55	6,033.87	6,335.56	6,652.34	6,984.95	Class 39 Sr. Probation Officer
	Hour	28.6389	30.0709	31.5744	33.1532	34.8108	36.5513	38.3789	40.2978	
ADCPO	Month	5,598.02	5,877.92	6,171.82	6,480.41	6,804.42	7,144.65	7,501.89	7,876.98	Class 45 Asst. Dep Chief Probation Officer
	Hour	32.2962	33.9111	35.6067	37.3870	39.2563	41.2192	43.2801	45.4441	

**Exhibit E.1
PROBATION**

PARITY CLASSES IN TOPOGRAPHY A

INCREASE PER MOU		January 25, 2020					After 5 Years	After 10 Years	Class 12	
		1.02000					L 1	L 2		
CLASS	STEP A	STEP B	STEP C	STEP D	STEP E					
PO1	Month	3,718.22	3,904.12	4,099.34	4,304.30	4,519.52	4,745.50	4,982.78	Class 20 Probation Officer 1	
	Hour	21.4512	22.5238	23.6501	24.8325	26.0741	27.3779	28.7468		
PO2	Month	4,406.04	4,626.36	4,857.67	5,100.56	5,355.57	5,623.35	5,904.52	Class 28 Probation Officer 2	
	Hour	25.4195	26.6905	28.0250	29.4263	30.8975	32.4424	34.0645		
PO3	Month	4,655.82	4,888.60	5,133.04	5,389.69	5,659.17	5,942.13	6,239.23	Class 32 Probation Officer 3	
	Hour	26.8605	28.2035	29.6137	31.0944	32.6490	34.2815	35.9956		
SRPO	Month	5,316.52	5,582.35	5,861.47	6,154.54	6,462.26	6,785.37	7,124.64	Class 39 Sr. Probation Officer	
	Hour	30.6722	32.2059	33.8162	35.5070	37.2823	39.1464	41.1037		
ADCPO	Month	5,995.48	6,295.25	6,610.02	6,940.53	7,287.54	7,651.93	8,034.53	Class 45 Asst. Dep Chief Probation Officer	
	Hour	34.5893	36.3188	38.1348	40.0415	42.0435	44.1457	46.3530		

Exhibit F
DEPUTY/DISPATCHER/JAILER

January 25, 2019

*****NOTE:** Add additional 2.5% for each Post incentive (@ Maximum 5%)

DESCRIPTION		1.020	1.020						After	After	memo	Memo Only
		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2	only	(L 2 PP)	Curent	
			Deputies						5 Years	10 Years		L4 with
			Dispatchers									2% COLA
DISP/JAILER I	MONTH	3,383.14	3,552.29	3,729.91	3,916.40	4,112.22	4,317.83	4,533.73				4,760.41
	HOUR	19.5181	20.4940	21.5187	22.5946	23.7244	24.9106	26.1561				27.4639
DISP/JAILER II	MONTH	3,598.85	3,778.79	3,967.73	4,166.11	4,374.42	4,593.14	4,822.80				5,063.94
	HOUR	20.7626	21.8007	22.8907	24.0353	25.2370	26.4989	27.8238				29.2150
DISP/JAILER III	MONTH	3,886.92	4,081.27	4,285.33	4,499.60	4,724.58	4,960.81	5,208.85				5,469.29
	HOUR	22.4246	23.5458	24.7231	25.9592	27.2572	28.6201	30.0511				31.5536
Correctional Sergeant	MONTH	4,229.50	4,440.98	4,663.03	4,896.18	5,140.99	5,398.03	5,667.94				5,951.33
	HOUR	24.4010	25.6210	26.9021	28.2472	29.6595	31.1425	32.6996				34.3346
DEP SHERIFF I	MONTH	4,048.58	4,251.01	4,463.56	4,686.74	4,921.08	5,167.13	5,425.49	5,696.76	5,696.76	5,981.60	5,981.60
	HOUR	23.3572	24.5251	25.7513	27.0389	28.3908	29.8104	31.3009	32.8659	32.8659	34.5092	34.5092
DEP SHERIFF II	MONTH	4,287.13	4,501.49	4,726.56	4,962.89	5,211.04	5,471.59	5,745.17	6,032.42	6,032.42	6,334.05	6,334.05
	HOUR	24.7335	25.9701	27.2686	28.6321	30.0637	31.5668	33.1452	34.8024	34.8024	36.5426	36.5426
DEP SHERIFF III	MONTH	4,632.83	4,864.47	5,107.69	5,363.08	5,631.23	5,912.80	6,208.44	6,518.86	6,518.86	6,844.80	6,844.80
	HOUR	26.7279	28.0643	29.4675	30.9408	32.4879	34.1123	35.8179	37.6088	37.6088	39.4892	39.4892
CHIEF CIVIL DEP	MONTH	4,769.63	5,008.11	5,258.52	5,521.45	5,797.52	6,087.39	6,391.76	6,711.35	6,711.35	7,046.92	7,046.92
	HOUR	27.5171	28.8930	30.3376	31.8545	33.4472	35.1196	36.8756	38.7193	38.7193	40.6553	40.6553
SHERIFF CRPL	MONTH	4,821.86	5,062.95	5,316.10	5,581.90	5,861.00	6,154.05	6,461.75	6,784.84	6,784.84	7,124.08	7,124.08
	HOUR	27.8184	29.2093	30.6698	32.2033	33.8134	35.5041	37.2793	39.1433	39.1433	41.1004	41.1004
SHERIFF SGT	MONTH	5,093.63	5,348.31	5,615.72	5,896.51	6,191.33	6,500.90	6,825.94	7,167.24	7,167.24	7,525.60	7,525.60
	HOUR	29.3863	30.8556	32.3984	34.0183	35.7192	37.5052	39.3804	41.3495	41.3495	43.4169	43.4169
SHERIFF LT	MONTH	5,363.47	5,631.64	5,913.22	6,208.88	6,519.33	6,845.29	7,187.56	7,546.94	7,546.94	7,924.28	7,924.28
	HOUR	30.9431	32.4902	34.1147	35.8205	37.6115	39.4921	41.4667	43.5400	43.5400	45.7170	45.7170
Community Service Offic	MONTH	4,029.22	4,230.69	4,442.22	4,664.33	4,897.55	5,142.42	5,399.55				5,669.52
	HOUR	23.2455	24.4078	25.6282	26.9096	28.2551	29.6678	31.1512				32.7088
SHERIFF DETECTIVE	MONTH	5,093.63	5,348.31	5,615.72	5,896.51	6,191.33	6,500.90	6,825.94	7,167.24	7,167.24	7,525.60	7,525.60
	HOUR	29.3863	30.8556	32.3984	34.0183	35.7192	37.5052	39.3804	41.3495	41.3495	43.4169	43.4169
Assistant to the Sheriff	MONTH	4,567.62	4,796.00	5,035.80	5,287.59	5,551.97	5,829.57	6,121.05				6,427.10
	HOUR	26.3517	27.6692	29.0527	30.5053	32.0306	33.6321	35.3137				37.0794

Exhibit F.1
DEPUTY/DISPATCHER/JAILER

January 25, 2020

***NOTE: Add additional 2.5% for each Post incentive (@ Maximum 5%)

DESCRIPTION		1.020						After	After	memo only (L 2PP)
		1.020	STEP A	STEP B	STEP C	STEP D	STEP E	5 Years L 1	10 Years L 2	
DISP/JAILER I	MONTH	3,623.35	3,804.51	3,994.74	4,194.48	4,404.20	4,624.41	4,855.63		
	HOUR	20.9039	21.9491	23.0466	24.1989	25.4088	26.6793	28.0133		
DISP/JAILER II	MONTH	3,854.38	4,047.09	4,249.45	4,461.92	4,685.02	4,919.27	5,165.23		
	HOUR	22.2368	23.3486	24.5161	25.7419	27.0290	28.3804	29.7994		
DISP/JAILER III	MONTH	4,162.91	4,371.05	4,589.60	4,819.08	5,060.04	5,313.04	5,578.69		
	HOUR	24.0168	25.2176	26.4785	27.8024	29.1925	30.6522	32.1848		
Correctional Sergeant	MONTH	4,529.80	4,756.29	4,994.10	5,243.81	5,506.00	5,781.30	6,070.36		
	HOUR	26.1335	27.4401	28.8121	30.2527	31.7654	33.3537	35.0213		
DEP SHERIFF I	MONTH	4,336.03	4,552.83	4,780.47	5,019.50	5,270.47	5,534.00	5,810.70	6,101.23	
	HOUR	25.0156	26.2663	27.5797	28.9586	30.4066	31.9269	33.5232	35.1994	
DEP SHERIFF II	MONTH	4,591.52	4,821.10	5,062.15	5,315.26	5,581.02	5,860.07	6,153.08	6,460.73	
	HOUR	26.4895	27.8140	29.2047	30.6650	32.1982	33.8081	35.4985	37.2734	
DEP SHERIFF III	MONTH	4,961.76	5,209.85	5,470.34	5,743.86	6,031.05	6,332.60	6,649.23	6,981.69	
	HOUR	28.6255	30.0568	31.5597	33.1376	34.7945	36.5342	38.3610	40.2790	
CHIEF CIVIL DEP	MONTH	5,108.28	5,363.70	5,631.88	5,913.48	6,209.15	6,519.61	6,845.59	7,187.87	
	HOUR	29.4709	30.9444	32.4916	34.1162	35.8220	37.6131	39.4938	41.4685	
SHERIFF CRPL	MONTH	5,164.21	5,422.42	5,693.54	5,978.22	6,277.13	6,590.98	6,920.53	7,266.56	
	HOUR	29.7935	31.2832	32.8473	34.4897	36.2142	38.0249	39.9262	41.9225	
SHERIFF SGT	MONTH	5,455.28	5,728.04	6,014.44	6,315.16	6,630.92	6,962.47	7,310.59	7,676.12	
	HOUR	31.4727	33.0464	34.6987	36.4336	38.2553	40.1681	42.1765	44.2853	
SHERIFF LT	MONTH	5,744.27	6,031.49	6,333.06	6,649.71	6,982.20	7,331.31	7,697.87	8,082.77	
	HOUR	33.1400	34.7970	36.5369	38.3637	40.2819	42.2960	44.4108	46.6314	
Community Service Off	MONTH	4,315.30	4,531.07	4,757.62	4,995.50	5,245.28	5,507.54	5,782.92		
	HOUR	24.8960	26.1408	27.4478	28.8202	30.2612	31.7743	33.3630		
SHERIFF DETECTIVE	MONTH	5,455.28	5,728.04	6,014.44	6,315.16	6,630.92	6,962.47	7,310.59	7,676.12	
	HOUR	31.4727	33.0464	34.6987	36.4336	38.2553	40.1681	42.1765	44.2853	

DEPARTMENT MANAGERS SALARY TABLE

TITLE		1.00
E Assessor	Month	9,690.17
E Auditor Controller/Treasurer-Tax Collector	Month	11,647.00
A Chief Probation Officer	Month	9,690.17
E Clerk-Recorder	Month	9,690.17
E District Attorney	Month	11,647.00
A Admin Dir. Behavioral Health	Month	9,690.17
A Dir. Health & Social Services	Month	11,250.00
E Sheriff-Coroner	Month	11,647.00
A Transportation and Planning Director	Month	12,840.12
A Chief Technology Officer	Month	7,916.67

NON ELECTED / NON DEPARTMENT HEAD

Exhibit H

**MANAGEMENT UNIT - At Will & Exempt
FISCAL YEAR 2018-19**

INCREASE	1.00000					After	After	After	After	Undersheriff Memo only 20yr with 2 posts
	STEP A	STEP B	STEP C	STEP D	STEP E	5 Years L 1	10 Years L 2	15 Years L 3	20 Years L 4	
MONTH	5,388.29	5,657.70	5,940.59	6,237.62	6,549.50	6,876.97	7,220.82	7,581.86	7,960.95	
HOUR	31.0863	32.6406	34.2726	35.9862	37.7856	39.6748	41.6586	43.7415	45.9286	
mm 4	64,659.44	67,892.41	71,287.03	74,851.38	78,593.95	82,523.65	86,649.83	90,982.33	95,531.44	
MONTH	6,040.13	6,342.14	6,659.24	6,992.21	7,341.82	7,708.91	8,094.35	8,499.07	8,924.02	9,370.22
HOUR	34.8469	36.5892	38.4187	40.3396	42.3566	44.4745	46.6982	49.0331	51.4847	54.0590
mm 1	72,481.56	76,105.64	79,910.92	83,906.47	88,101.79	92,506.88	97,132.22	101,988.83	107,088.28	112,442.69
MONTH	6,470.21	6,793.72	7,133.41	7,490.08	7,864.58	8,257.81	8,670.70	9,104.24	9,559.45	
HOUR	37.3281	39.1945	41.1543	43.2120	45.3726	47.6412	50.0233	52.5244	55.1507	
mm 2	77,642.52	81,524.65	85,600.88	89,880.92	94,374.97	99,093.72	104,048.40	109,250.82	114,713.36	
MONTH	9,126.53	9,582.86	10,062.00	10,565.10	11,093.35	11,648.02	12,230.42	12,841.94	13,484.04	
HOUR	52.6531	55.2857	58.0500	60.9525	64.0001	67.2001	70.5601	74.0881	77.7925	
mm 3	109,518.36	114,994.28	120,743.99	126,781.19	133,120.25	139,776.26	146,765.08	154,103.33	161,808.50	

Positions in the Mid-Management Unit

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

NON ELECTED / NON DEPARTMENT HEAD

Exhibit H.1

**MANAGEMENT UNIT - At Will & Exempt
FISCAL YEAR 2019-20**

INCREASE	1.02000					After	After	After	After	Undersheriff Memo only 20yr with 2 posts
	STEP A	STEP B	STEP C	STEP D	STEP E	5 Years L 1	10 Years L 2	15 Years L 3	20 Years L 4	
MONTH	5,496.05	5,770.86	6,059.40	6,362.37	6,680.49	7,014.51	7,365.24	7,733.50	8,120.17	
HOUR	31.7080	33.2934	34.9581	36.7060	38.5413	40.4683	42.4917	44.6163	46.8471	
mm 4	65,952.63	69,250.26	72,712.77	76,348.41	80,165.83	84,174.12	88,382.83	92,801.97	97,442.07	
MONTH	6,160.93	6,468.98	6,792.43	7,132.05	7,488.65	7,863.08	8,256.24	8,669.05	9,102.50	9,557.63
HOUR	35.5438	37.3210	39.1871	41.1464	43.2038	45.3640	47.6321	50.0138	52.5144	55.1402
mm 1	73,931.19	77,627.75	81,509.14	85,584.60	89,863.82	94,357.02	99,074.87	104,028.61	109,230.04	114,691.54
MONTH	6,599.61	6,929.59	7,276.07	7,639.88	8,021.87	8,422.97	8,844.11	9,286.32	9,750.64	
HOUR	38.0747	39.9784	41.9774	44.0762	46.2800	48.5940	51.0237	53.5749	56.2537	
mm 2	79,195.37	83,155.14	87,312.90	91,678.54	96,262.47	101,075.59	106,129.37	111,435.84	117,007.63	
MONTH	9,309.06	9,774.51	10,263.24	10,776.40	11,315.22	11,880.98	12,475.03	13,098.78	13,753.72	
HOUR	53.7061	56.3914	59.2110	62.1715	65.2801	68.5441	71.9713	75.5699	79.3484	
mm 3	111,708.73	117,294.16	123,158.87	129,316.82	135,782.66	142,571.79	149,700.38	157,185.40	165,044.67	

Positions in the Mid-Management Unit

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