

BOARD OF SUPERVISORS, COUNTY OF SIERRA, STATE OF CALIFORNIA

**RESOLUTION OF THE SIERRA COUNTY BOARD OF SUPERVISORS APPROVING A
COST-OF-LIVING ADJUSTMENT (COLA) FOR DEPARTMENT MANAGERS FOR
FISCAL YEAR 2025–2026**

RESOLUTION NO. 2025-091

WHEREAS, the Sierra County Board of Supervisors recognizes the value and dedication of its Department Managers in ensuring the effective administration of County services; and

WHEREAS, the Board seeks to maintain equitable and competitive compensation for management employees while remaining mindful of fiscal constraints and long-term budget sustainability; and

WHEREAS, the Board desires to provide a cost-of-living adjustment (COLA) to Department Managers for the 2025–2026 fiscal year while preserving flexibility for salary consideration in future years.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Sierra as follows:

1. Effective July 25, 2025, all County Department Managers shall receive a cost-of-living adjustment (COLA) which represents 4% of the average base salary across all Department Manager tiers.
2. This flat dollar amount shall be applied uniformly to the base salary of all Department Managers.
3. The updated salary table reflecting this COLA adjustment is hereby adopted and attached hereto as Exhibit A, and incorporated herein by reference.
4. This COLA adjustment shall apply to the 2025–2026 fiscal year only. No additional COLAs shall be implemented for Department Managers during this fiscal year.
5. The Department Managers may return to the Board during the 2026–2027 fiscal year to request consideration of additional salary adjustments or cost-of-living increases, subject to the County’s fiscal condition and Board approval.

PASSED AND ADOPTED by the Board of Supervisors of the County of Sierra on the 5th day of August, 2025, by the following vote:

AYES: Supervisors Heuer, Roen, LeBlanc, Dryden and Adams
NOES: None
ABSTAIN: None
ABSENT: None

COUNTY OF SIERRA



LEE ADAMS, CHAIR
BOARD OF SUPERVISORS

ATTEST:



HEATHER FOSTER
CLERK OF THE BOARD

APPROVED AS TO FORM:



ANDREW PLETT
COUNTY COUNSEL

**DEPARTMENT MANAGERS SALARY TABLE
FISCAL YEAR 2025/2026**

INCREASE		1.00000		
		Base	10 years L1	20 years L2
TIER 1	MONTH	12,211.49	12,822.06	13,463.17
	ANNUAL	146,537.88	153,864.77	161,558.01
TIER 2	MONTH	12,797.04	13,436.89	14,108.74
	ANNUAL	153,564.48	161,242.70	169,304.84
TIER 3	MONTH	14,026.70	14,728.04	15,464.44
	ANNUAL	168,320.40	176,736.42	185,573.24

Tier	Position	Elected/Appointed
1	Assessor	E
1	Auditor	E
1	Chief Probation Officer	A
1	Chief Technology Officer	A
1	Clerk-Recorder	E
3	District Attorney	E
3	Director of Behavioral Health	A
1	Director of Personnel	A
2	Director of Planning	A
1	Director of Public Health	A
2	Director of Public Works	A
1	Director of Social Services	A
3	Sheriff-Coroner	E
1	Treasurer/Tax Collector	E