

BOARD OF SUPERVISORS, COUNTY OF SIERRA, STATE OF CALIFORNIA

**IN THE MATTER OF RESCINDING RESOLUTION 2019-057
AND ADOPTING THE PAY TABLES FOR
THE COUNTY OF SIERRA & SPECIAL REVENUE FUNDS**

RESOLUTION NO. 2019- 132

WHEREAS, pursuant to Government Code Section 29007 and for full disclosure of county business and CalPERS, the Sierra County Board of Supervisors adopts county pay tables for public posting; and

WHEREAS, the Board of Supervisors approved new Memorandums of Understanding and pay tables with the represented employees through their Unions representations, see Exhibits A through F; and

WHEREAS, the Board of Supervisors has approved multiple pay rates for elected department heads, appointed department heads and Mid-Management since 2017 to present, see Exhibits G through H; and

WHEREAS, Sierra County Resolution 2019-057 had erroneous pay tables for Department Managers and Mid-Management, Exhibits G and H.

NOW THEREFORE BE IT RESOLVED, that the Board of Supervisors of Sierra County does hereby rescind Resolution 2019-057.

BE IT FURTHER RESOLVED, that the Board of Supervisors of Sierra County does hereby adopt the pay tables attached hereto as Exhibits A through H, as required pursuant to Government Code §29007.

ADOPTED by the Board of Supervisors of the County of Sierra on the 15th day of October 2019, by the following vote:

AYES: Supervisors Adams, Huebner, Roen, Beard, Dryden

NOES: None

ABSTAIN: None


ABSENT: None

COUNTY OF SIERRA



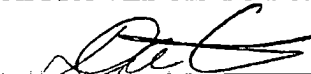
PAUL ROEN, CHAIRPERSON
BOARD OF SUPERVISORS

ATTEST:



HEATHER FOSTER
CLERK OF THE BOARD

APPROVED AS TO FORM:



DAVID PRENTICE
COUNTY COUNSEL

Exhibit A TOPOGRAPHY A INCREASE PER MOU		January 25, 2019 1.02000					After 5 Years L 1	After 10 Years L 2
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E		
12	Month	2,816.48	2,957.30	3,105.16	3,260.41	3,423.44	3,594.60	3,774.33
	Hour	16.2489	17.0613	17.9144	18.8101	19.7506	20.7381	21.7750
16	Month	3,208.84	3,369.28	3,537.75	3,714.63	3,900.36	4,095.38	4,300.15
	Hour	18.5125	19.4382	20.4101	21.4306	22.5021	23.6272	24.8086
20	Month	3,455.12	3,627.86	3,809.28	3,999.73	4,199.72	4,409.71	4,630.20
	Hour	19.9334	20.9300	21.9766	23.0754	24.2291	25.4406	26.7127
24	Month	3,785.39	3,974.67	4,173.41	4,382.08	4,601.17	4,831.23	5,072.79
	Hour	21.8388	22.9308	24.0773	25.2812	26.5452	27.8725	29.2661
28	Month	4,094.27	4,298.99	4,513.94	4,739.64	4,976.61	5,225.44	5,486.71
	Hour	23.6208	24.8019	26.0420	27.3441	28.7112	30.1468	31.6541
30	Month	4,114.24	4,319.96	4,535.96	4,762.76	5,000.89	5,250.94	5,513.49
	Hour	23.7360	24.9229	26.1690	27.4775	28.8513	30.2939	31.8086
32	Month	4,326.35	4,542.66	4,769.80	5,008.29	5,258.70	5,521.63	5,797.71
	Hour	24.9597	26.2076	27.5181	28.8940	30.3386	31.8556	33.4483
35	Month	4,567.62	4,796.01	5,035.81	5,287.59	5,551.97	5,829.57	6,121.05
	Hour	26.3517	27.6693	29.0528	30.5053	32.0306	33.6321	35.3138
39	Month	4,940.32	5,187.34	5,446.71	5,719.05	6,004.99	6,305.24	6,620.50
	Hour	28.5018	29.9270	31.4233	32.9945	34.6442	36.3764	38.1952
41	Month	5,150.91	5,408.45	5,678.89	5,962.83	6,260.96	6,574.02	6,902.72
	Hour	29.7168	31.2026	32.7628	34.4009	36.1209	37.9270	39.8234
45	Month	5,571.22	5,849.78	6,142.28	6,449.39	6,771.85	7,110.46	7,465.98
	Hour	32.1417	33.7487	35.4362	37.2080	39.0684	41.0219	43.0730

Confidential employees receive 5% additional pay.

Exhibit A.1
PARITY CLASSES IN TOPOGRAPHY A

Class 12		Integrated Case Wkr 1			
Class 16	Engineering Tech 1 Transportation Planner 1 Substance Abuse Cnslr 1 Info Systems Admin 1	Building Inspector 1 Planner 1 Integrated Case Wkr 2	OES Coordinator 1 Safety Officer 1 Probation Splt./Court Coordinator 1	Appraiser 1 Accountant 1 Case Manager 1	Victim-Witness Coordinator 1 Welfare Fraud Investigator 2 Social Worker 1
Class 20					Probation Officer 1
Class 24	Engineering Tech 2 Transportation Planner 2 Info Systems Admin 2	Building Inspector 2 Planner 2 Integrated Case Wkr 3	OES Coordinator 2 Safety Officer 2 Substance Abuse Counselor 2 Probation Splt./Court Coordinator 2	Appraiser 2 Accountant 2 Comm Outreach coord	Victim-Witness Coordinator 2 Case Manager 2 Social Worker 2
Class 28					Probation Officer 2
Class 30	Engineering Tech 3 Transportation Planner 3 Info Systems Admin 3	Building Inspector 3 Planner 3 Mental Health Clr 1	OES Coordinator 3 Safety Officer 3 Probation Splt./Court Coordinator 3	Appraiser 3 Accountant 3 Sub Abuse Counselor 3	Victim-Witness Coordinator 3 Social Worker 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 Transportation Planner Info Systems Admin 4 Behavior Health Co-ordinator	Sr Building Inspector Sr Planner Mental Health Clr 2	Sr Risk Manager-Safety Officer Public Health Nurse 2 Integrated Caseworker Supv Educator Trainer Coordinator	Appraiser 4 Asst Assess Admin Interdepartmental Fiscal Officer Asst Treas-Tax Coll	Asst Clerk-Recorder Office Manager Social Wrk Supv 1
Class 39		Mental Health Clr 3	Environmental Health Specialist 3		Sr. Probation Officer
Class 41	Asst Engineer Sr Mental Health Counselor Info Systems Admin SR	Sr Sub Abuse Cnslr Sr Accountant	Ed Trainer Coordinator Lic Sr Public Health Nurse	Sr Appraiser	Dep Dir Social Services Social Wrk Supv 2
Class 45		Suprv Mental Health Counselor		Asst. Dep Chief Probation Officer	

Exhibit A.2
TOPOGRAPHY A

January 25, 2020

INCREASE PER MOU

1.02000

CLASS		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

Confidential employees receive 5% additional pay.

Exhibit A.3
PARITY CLASSES IN TOPOGRAPHY A

Class 12		Integrated Case Wkr 1			
Class 16	Engineering Tech 1 Transportation Planner 1 Substance Abuse Cnslr 1 Info Systems Admin I	Building Inspector 1 Planner 1 Integrated Case Wkr 2	OES Coordinator 1 Safety Officer 1 Probation Splt./Court Coordinator 1	Appraiser 1 Accountant 1 Case Manager 1	Victim-Witness Coordinator 1 Welfare Fraud Investigator 2 Social Worker 1
Class 20					Probation Officer 1
Class 24	Engineering Tech 2 Transportation Planner 2 Info Systems Admin 2	Building Inspector 2 Planner 2 Integrated Case Wkr 3	OES Coordinator 2 Safety Officer 2 Substance Abuse Counselor 2 Probation Splt./Court Coordinator 2	Appraiser 2 Accountant 2 Comm Outreach coord	Victim-Witness Coordinator 2 Case Manager 2 Social Worker 2
Class 28					Probation Officer 2
Class 30	Engineering Tech 3 Transportation Planner 3 Info Systems Admin 3	Building Inspector 3 Planner 3 Mental Health Clr 1	OES Coordinator 3 Safety Officer 3 Probation Splt./Court Coordinator 3	Appraiser 3 Accountant 3 Sub Abuse Counselor 3	Victim-Witness Coordinator 3 Social Worker 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 Transportation Planner Info Systems Admin 4 Behavior Health Co-ordinator	Sr Building Inspector Sr Planner Mental Health Clr 2	Sr Risk Manager-Safety Officer Public Health Nurse 2 Integrated Caseworker Supv Educator Trainer Coordinator	Appraiser 4 Asst Assess Admin Interdepartmental Fiscal Asst Treas-Tax Coll	Asst Clerk-Recorder Office Manager Officer Social Wrk Supv 1
Class 39		Mental Health Clr 3	Environmental Health Specialist 3		Sr. Probation Officer
Class 41	Asst Engineer Sr Mental Health Counselor Info Systems Admin SR	Sr Sub Abuse Cnslr Sr Accountant	Ed Trainer Coordinator Lic Sr Public Health Nurse	Sr Appraiser	Dep Dir Social Services Social Wrk Supv 2
Class 45		Suprv Mental Health Counselor			

**Exhibit B
 TOPOGRAPH B**

January 25, 2019

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

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	After
		1.02000					5 Years	10 Years
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2
8	MONTH	2,700.45	2,835.47	2,977.25	3,126.10	3,282.41	3,446.52	3,618.85
	HOUR	15.5795	16.3585	17.1764	18.0352	18.9370	19.8838	20.8780
12	MONTH	3,016.45	3,167.27	3,325.63	3,491.91	3,666.51	3,849.83	4,042.32
	HOUR	17.4026	18.2727	19.1863	20.1457	21.1529	22.2106	23.3211
15	MONTH	3,333.76	3,500.45	3,675.48	3,859.24	4,052.20	4,254.81	4,467.55
	HOUR	19.2332	20.1949	21.2047	22.2649	23.3781	24.5470	25.7744
19	MONTH	3,652.38	3,835.00	4,026.75	4,228.09	4,439.49	4,661.46	4,894.53
	HOUR	21.0714	22.1250	23.2313	24.3928	25.6124	26.8930	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	PARITY CLASSES	
							5 Years	10 Years		
							L 1	L 2		
1	MONTH	1,680.03	1,764.03	1,852.24	1,944.85	2,042.09	2,144.19	2,251.40	Class 1	Govt Svc Wkr
	HOURLY	9.6925	10.1771	10.6860	11.2203	11.7813	12.3703	12.9889		
4	MONTH	2,112.98	2,218.63	2,329.56	2,446.03	2,568.33	2,696.76	2,831.60	Class 4	Off Asst Driver
	HOURLY	12.1903	12.7998	13.4398	14.1117	14.8173	15.5582	16.3361		
8	MONTH	2,521.41	2,647.48	2,779.85	2,918.84	3,064.79	3,218.02	3,378.92	Class 8	Adm Sec I Cadastral Delineator I
	HOURLY	14.5466	15.2739	16.0376	16.8394	17.6815	18.5655	19.4938		
12	MONTH	2,816.48	2,957.30	3,105.16	3,260.42	3,423.44	3,594.62	3,774.34	Class 12	Adm Sec II Cadastral Delineator II Welfare Fraud Investigator I
	HOURLY	16.2489	17.0613	17.9144	18.8101	19.7506	20.7382	21.7750		
15	MONTH	3,112.36	3,267.96	3,431.38	3,602.94	3,783.09	3,972.25	4,170.87	Class 15	Adm Sec III Cadastral Delineator III Welfare Fraud Investigator II
	HOURLY	17.9559	18.8536	19.7964	20.7862	21.8255	22.9168	24.0627		
19	MONTH	3,410.26	3,580.78	3,759.82	3,947.81	4,145.19	4,352.45	4,570.07	Class 19	Department Specialist Welfare Fraud Investigator III
	HOURLY	19.6746	20.6584	21.6913	22.7758	23.9146	25.1103	26.3658		

Resolution 2019-132
October 15, 2019

Exhibit C.2
TOPOGRAPH C

January 25, 2020

INCREASE 1.02000

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After	After	PARITY CLASSES
							5 Years	10 Years	
							L1	L2	
1	MONTH HOUR	1,799.31 10.3806	1,889.28 10.8997	1,983.74 11.4447	2,082.93 12.0169	2,187.07 12.6177	2,296.43 13.2486	2,411.25 13.9110	Class 1 Govt Svc Wkr
4	MONTH HOUR	2,262.99 13.0557	2,376.14 13.7085	2,494.95 14.3939	2,619.69 15.1136	2,750.67 15.8693	2,888.21 16.6628	3,032.63 17.4959	Class 4 Off Asst Driver
8	MONTH HOUR	2,700.44 15.5795	2,835.46 16.3584	2,977.23 17.1764	3,126.09 18.0351	3,282.40 18.9369	3,446.51 19.8837	3,618.84 20.8779	Class 8 Adm Sec I Cadastral Delineator I
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	Class 12 Adm Sec II Cadastral Delineator II Welfare Fraud Investigator I
15	MONTH HOUR	3,333.34 19.2308	3,500.00 20.1923	3,675.02 21.2020	3,858.76 22.2621	4,051.70 23.3752	4,254.29 24.5440	4,467.00 25.7712	Class 15 Adm Sec III Cadastral Delineator III Welfare Fraud Investigator II
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	Class 19 Department Specialist Welfare Fraud Investigator III

Exhibit D
TOPOGRAPH D

January 25, 2019

INCREASE	1.02000						After 5 Years	After 10 Years
<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>L1</u>	<u>L2</u>	
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	
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	
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	
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	
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	
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	
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	
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	

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					After	After	
	CLASS	STEP A	STEP B	STEP C	STEP D	STEP E	5 Years L 1	10 Years L 2
6 MONTH		2,466.66	2,589.99	2,719.49	2,855.45	2,998.23	3,148.15	3,305.55
	HOUR	14.2307	14.9422	15.6894	16.4738	17.2975	18.1624	19.0705
11 MONTH		2,943.48	3,090.65	3,245.18	3,407.43	3,577.81	3,756.69	3,944.53
	HOUR	16.9816	17.8307	18.7222	19.6583	20.6412	21.6732	22.7569
14 MONTH		3,287.92	3,452.31	3,624.93	3,806.18	3,996.49	4,196.31	4,406.12
	HOUR	18.9688	19.9172	20.9131	21.9587	23.0567	24.2095	25.4199
18 MONTH		3,633.79	3,815.47	4,006.26	4,206.57	4,416.90	4,637.75	4,869.64
	HOUR	20.9642	22.0123	23.1131	24.2687	25.4821	26.7563	28.0941
23 MONTH		3,981.08	4,180.14	4,389.15	4,608.61	4,839.03	5,080.98	5,335.03
	HOUR	22.9678	24.1162	25.3220	26.5881	27.9175	29.3134	30.7790
27 MONTH		4,326.96	4,543.32	4,770.49	5,009.01	5,259.45	5,522.43	5,798.56
	HOUR	24.9632	26.2115	27.5220	28.8981	30.3430	31.8602	33.4532
34 MONTH		4,803.77	5,043.97	5,296.17	5,560.97	5,839.02	6,130.97	6,437.51
	HOUR	27.7141	29.0998	30.5548	32.0825	33.6866	35.3710	37.1395
39 MONTH		5,291.11	5,555.67	5,833.46	6,125.12	6,431.37	6,752.94	7,090.59
	HOUR	30.5256	32.0520	33.6546	35.3372	37.1041	38.9593	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					After	After		
		1.02000					5 Years	10 Years	Class 12	
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2		
PO1	Month Hour	3,471.72 20.0292	3,645.30 21.0306	3,827.58 22.0822	4,018.95 23.1863	4,219.90 24.3456	4,430.91 25.5629	4,652.45 26.8411	Class 20	Probation Officer 1
PO2	Month Hour	4,113.96 23.7344	4,319.66 24.9211	4,535.65 26.1672	4,762.43 27.4756	5,000.54 28.8493	5,250.57 30.2917	5,513.10 31.8063	Class 28	Probation Officer 2
PO3	Month Hour	4,347.16 25.0798	4,564.51 26.3337	4,792.74 27.6504	5,032.38 29.0330	5,283.99 30.4845	5,548.19 32.0088	5,825.60 33.6092	Class 32	Probation Officer 3
SRPO	Month Hour	4,964.07 28.6389	5,212.29 30.0709	5,472.90 31.5744	5,746.55 33.1532	6,033.87 34.8108	6,335.56 36.5513	6,652.34 38.3789	Class 39	Sr. Probation Officer
ADCPO	Month Hour	5,598.02 32.2962	5,877.92 33.9111	6,171.82 35.6067	6,480.41 37.3870	6,804.42 39.2563	7,144.65 41.2192	7,501.89 43.2801	Class 45	Asst. Dep Chief Probation Officer

Exhibit E.1
PROBATION

PARITY CLASSES IN TOPOGRAPHY A

INCREASE PER MOU		January 25, 2020									
		1.02000					After 5 Years L 1	After 10 Years L 2	Class 12		
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 Deputies					1.020 Dispatchers		memo only (L 2 PP)
		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	
DISP/JAILER I	MONTH HOUR	3,383.14 19.5181	3,552.29 20.4940	3,729.91 21.5187	3,916.40 22.5946	4,112.22 23.7244	4,317.83 24.9106	4,533.73 26.1561	
DISP/JAILER II	MONTH HOUR	3,598.85 20.7626	3,778.79 21.8007	3,967.73 22.8907	4,166.11 24.0353	4,374.42 25.2370	4,593.14 26.4989	4,822.80 27.8238	
DISP/JAILER III	MONTH HOUR	3,886.92 22.4246	4,081.27 23.5458	4,285.33 24.7231	4,499.60 25.9592	4,724.58 27.2572	4,960.81 28.6201	5,208.85 30.0511	
Correctional Sergeant	MONTH HOUR	4,229.50 24.4010	4,440.98 25.6210	4,663.03 26.9021	4,896.18 28.2472	5,140.99 29.6595	5,398.03 31.1425	5,667.94 32.6996	
DEP SHERIFF I	MONTH HOUR	4,048.58 23.3572	4,251.01 24.5251	4,463.56 25.7513	4,686.74 27.0389	4,921.08 28.3908	5,167.13 29.8104	5,425.49 31.3009	5,696.76 32.8659
DEP SHERIFF II	MONTH HOUR	4,287.13 24.7335	4,501.49 25.9701	4,726.56 27.2686	4,962.89 28.6321	5,211.04 30.0637	5,471.59 31.5668	5,745.17 33.1452	6,032.42 34.8024
DEP SHERIFF III	MONTH HOUR	4,632.83 26.7279	4,864.47 28.0643	5,107.69 29.4675	5,363.08 30.9408	5,631.23 32.4879	5,912.80 34.1123	6,208.44 35.8179	6,518.86 37.6088
CHIEF CIVIL DEP	MONTH HOUR	4,769.63 27.5171	5,008.11 28.8930	5,258.52 30.3376	5,521.45 31.8545	5,797.52 33.4472	6,087.39 35.1196	6,391.76 36.8756	6,711.35 38.7193
SHERIFF CRPL	MONTH HOUR	4,821.86 27.8184	5,062.95 29.2093	5,316.10 30.6698	5,581.90 32.2033	5,861.00 33.8134	6,154.05 35.5041	6,461.75 37.2793	6,784.84 39.1433
SHERIFF SGT	MONTH HOUR	5,093.63 29.3863	5,348.31 30.8556	5,615.72 32.3984	5,896.51 34.0183	6,191.33 35.7192	6,500.90 37.5052	6,825.94 39.3804	7,167.24 41.3495
SHERIFF LT	MONTH HOUR	5,363.47 30.9431	5,631.64 32.4902	5,913.22 34.1147	6,208.88 35.8205	6,519.33 37.6115	6,845.29 39.4921	7,187.56 41.4667	7,546.94 43.5400
Community Service Office	MONTH HOUR	4,029.22 23.2455	4,230.69 24.4078	4,442.22 25.6282	4,664.33 26.9096	4,897.55 28.2551	5,142.42 29.6678	5,399.55 31.1512	
SHERIFF DETECTIVE	MONTH HOUR	5,093.63 29.3863	5,348.31 30.8556	5,615.72 32.3984	5,896.51 34.0183	6,191.33 35.7192	6,500.90 37.5052	6,825.94 39.3804	7,167.24 41.3495
Assistant to the Sheriff	MONTH HOUR	4,567.62 26.3517	4,796.00 27.6692	5,035.80 29.0527	5,287.59 30.5053	5,551.97 32.0306	5,829.57 33.6321	6,121.05 35.3137	

Exhibit F.1
DEPUTY/DISPATCHER/JAILER

		January 25, 2020								
		***NOTE: Add additional 2.5% for each Post incentive (@ Maximum 5%)						After	After	memo
		1.020 Deputies		1.020 Dispatchers				5 Years	10 Years	only
DESCRIPTION		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2	(L 2PP)	
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 Officer/Animal Control	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	
Assistant to the Sheriff	MONTH	4,891.92	5,136.52	5,393.34	5,663.01	5,946.16	6,243.47	6,555.64		
	HOUR	28.2226	29.6337	31.1154	32.6712	34.3048	36.0200	37.8210		

**NON ELECTED / NON DEPARTMENT HEAD
MANAGEMENT UNIT - At Will & Exempt
January 25, 2019**

Exhibit G

**TABLE 3
INCREASE**

	1.02000						After 5 Years	After 10 Years	After 15 Years	After 20 Years	Undersheriff Memo only 20yr with 2 posts
	STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2	L 3	L 4		
Tier 1 MONTH	6,000.13	6,300.14	6,615.14	6,945.90	7,293.20	7,657.85	8,040.75	8,442.78	8,864.92	9,308.17	
HOUR	34.6161	36.3469	38.1643	40.0725	42.0761	44.1799	46.3889	48.7084	51.1438	53.7010	
Tier 2 MONTH	6,427.36	6,748.72	7,086.16	7,440.47	7,812.49	8,203.12	8,613.27	9,043.94	9,496.13		
HOUR	37.0809	38.9349	40.8817	42.9258	45.0721	47.3257	49.6920	52.1766	54.7854		
Tier 3 MONTH	9,066.09	9,519.39	9,995.36	10,495.13	11,019.88	11,570.88	12,149.42	12,756.89	13,394.74		
HOUR	52.3043	54.9196	57.6655	60.5488	63.5763	66.7551	70.0928	73.5975	77.2773		
Tier 4 MONTH	5,352.60	5,620.23	5,901.24	6,196.30	6,506.12	6,831.42	7,173.00	7,531.65	7,908.23		
HOUR	30.8804	32.4244	34.0456	35.7479	37.5353	39.4121	41.3827	43.4518	45.6244		

- 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 Assistant Director Behavioral Health (Clinical Director of Behavioral Health)
 - 4 Road Superintendent

NON ELECTED / NON DEPARTMENT HEAD
MANAGEMENT UNIT - At Will & Exempt
January 25, 2020

Exhibit G.1

TABLE 4
INCREASE

	1.02000					After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4	Undersheriff Memo only 20yr with 2 posts
	STEP A	STEP B	STEP C	STEP D	STEP E					
Tier 1										
MONTH	6,120.13	6,426.14	6,747.45	7,084.82	7,439.06	7,811.01	8,201.56	8,611.64	9,042.22	9,494.33
HOUR	35.3085	37.0739	38.9276	40.8740	42.9177	45.0635	47.3167	49.6825	52.1667	54.7750
Tier 2										
MONTH	6,555.91	6,883.70	7,227.89	7,589.28	7,968.75	8,367.18	8,785.54	9,224.82	9,686.06	
HOUR	37.8225	39.7137	41.6994	43.7843	45.9735	48.2722	50.6858	53.2201	55.8811	
Tier 3										
MONTH	9,247.41	9,709.78	10,195.27	10,705.04	11,240.29	11,802.30	12,392.42	13,012.04	13,662.64	
HOUR	53.3505	56.0180	58.8189	61.7598	64.8478	68.0902	71.4947	75.0694	78.8229	
Tier 4										
MONTH	5,459.66	5,732.64	6,019.28	6,320.24	6,636.25	6,968.06	7,316.47	7,682.29	8,066.40	
HOUR	31.4980	33.0729	34.7266	36.4629	38.2861	40.2004	42.2104	44.3209	46.5369	

- 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 Assistant Director Behavioral Health (Clinical Director of Behavioral Health)
 - 4 Road Superintendent

DEPARTMENT MANAGERS SALARY TABLE

Exhibit H

January 25, 2019

TITLE		BASE
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 Director of Health and Social Services Direc	Month	11,647.00
E Sheriff-Coroner	Month	11,647.00
A Transportation and Planning Director	Month	12,840.12
A Chief Technology Officer	Month	8,750.00
A Administrative Director of Behavioral Health	Month	9,690.17

Exhibit H.1

DEPARTMENT MANAGERS SALARY TABLE

January 25, 2020

TITLE		BASE
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 Director of Health and Social Services Director	Month	11,647.00
E Sheriff-Coroner	Month	11,647.00
A Transportation and Planning Director	Month	12,840.12
A Chief Technology Officer	Month	8,750.00
A Administrative Director of Behavioral Health	Month	9,690.17