

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

**RESOLUTION NO. 2021- 007**

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

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

**WHEREAS**, the Board approved new Memorandums of Understanding with the represented employees through their Unions representations, see Exhibit A through F; and

**WHEREAS**, the Board approved multiple pay rates for elected department heads, appointed department heads and Mid-Management, see Exhibit G through H; and

**WHEREAS**, County Ordinance 1086 set the Board of Supervisors pay, see Exhibit I.

**BE IT RESOLVED**, that the Board of Supervisors of Sierra County does rescind Resolution 2019-132.

**BE IT FURTHER RESOLVED**, that the Board of Supervisors of Sierra County does hereby adopt the wage tables shown in Exhibits A through H attached to this resolution, Government Code §29007.

Adopted by the Board of Supervisors of the County of Sierra on the 19<sup>th</sup> day of January 2021, by the following vote:

AYES: Supervisor Huebner, Roen, LeBlanc, Dryden, and Adams

NOES: None

ABSTAIN: None

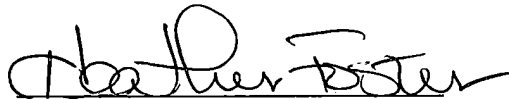
ABSENT: None

COUNTY OF SIERRA



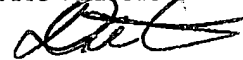
LEE ADAMS, CHAIRPERSON  
BOARD OF SUPERVISORS

ATTEST:



HEATHER FOSTER  
CLERK OF THE BOARD

APPROVED AS TO FORM:



DAVID PRENTICE COUNTY  
COUNSEL

Exhibit A

TOPOGRAPHY A

FISCAL YEAR 2020-21

INCREASE PER MOU		1.02000				After 5 Years	After 10 Years
CLASS		STEP A	STEP B	STEP C	STEP D	L 1	L 2
12	Month	3,076.78	3,230.62	3,392.15	3,561.75	3,739.84	3,926.83
	Hour	17.7506	18.6382	19.5701	20.5485	21.5760	22.6548
16	Month	3,505.39	3,680.66	3,864.71	4,057.93	4,260.83	4,473.87
	Hour	20.2234	21.2346	22.2964	23.4111	24.5817	25.8108
24	Month	4,135.24	4,342.02	4,559.12	4,787.07	5,026.42	5,277.74
	Hour	23.8572	25.0501	26.3026	27.6177	28.9986	30.4485
30	Month	4,494.48	4,719.21	4,955.17	5,202.93	5,463.07	5,736.23
	Hour	25.9297	27.2262	28.5875	30.0169	31.5177	33.0936
32	Month	4,726.20	4,962.50	5,210.64	5,471.17	5,744.72	6,031.95
	Hour	27.2665	28.6298	30.0614	31.5644	33.1426	34.7997
35	Month	4,989.77	5,239.27	5,501.23	5,776.28	6,065.10	6,368.35
	Hour	28.7871	30.2265	31.7379	33.3247	34.9909	36.7405
39	Month	5,396.90	5,666.76	5,950.09	6,247.60	6,559.97	6,887.97
	Hour	31.1360	32.6928	34.3275	36.0438	37.8460	39.7383
41	Month	5,626.96	5,908.31	6,203.74	6,513.92	6,839.61	7,181.60
	Hour	32.4632	34.0864	35.7908	37.5803	39.4593	41.4323
45	Month	6,086.13	6,390.43	6,709.96	7,045.46	7,397.72	7,767.62
	Hour	35.1123	36.8679	38.7113	40.6469	42.6792	44.8132

Confidential employees receive 5% additional pay.

Exhibit A

PARITY CLASSES IN TOPOGRAPHY A

<b>Class 12</b>	Integrated Case Wkr 1				
<b>Class 16</b>	Engineering Tech 1 Transportation Planner 1 Substance Abuse Cnstr 1 Info Systems Admin I	Building Inspector 1 Planner 1 Integrated Case Wkr 2 Contract Anayst I	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
<b>Class 24</b>	Engineering Tech 2 Transportation Planner 2 Info Systems Admin 2 Contract Anayst II	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
<b>Class 30</b>	Environmental Health Trainee Engineering Tech 3 Transportation Planner 3 Info Systems Admin 3	Building Inspector 3 Planner 3 Mental Health Ctr 1 Contract Anayst III	OES Coordinator 3 Safety Officer 3 Probation Splt./Court Coordinator 3	Appraiser 3 Accountant 3 Sub Abuse Counselor 3 Social Wrk III Public Guardian/IHHS	Victim-Witness Coordinator 3 Social Worker 3 Public Health Educator
<b>Class 32</b>	Behavior Intervention Specialist Public Health Nurse 1		Eligibility Supervisor Environmental Health Specialist 1	Accounting Manager	
<b>Class 35</b>	Sr Engineering Tech Sr Transportation Planner Info Systems Admin 4 Behavior Health Co-ordinat	Sr Building Inspector Sr Planner Mental Health Ctr 2 Educator Trainer Coord	Sr Risk Manager-Safety Officer Public Health Nurse 2 Integrated Caseworker Supv Environmental Health Specialist 2	Appraiser 4 Asst Assess Admin Interdepartmental Fiscal Officer Asst Treas-Tax Coll	Asst Clerk-Recorder Office Manager Social Wrk Supv 1 Personnel Analyst II
<b>Class 39</b>		Mental Health Ctr 3	Environmental Health Specialist 3		
<b>Class 41</b>	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. Environmental Health Specialist	Sr Appraiser	Dep Dir Social Services Social Wrk Supv 2
<b>Class 45</b>		Suprv Mental Health Counselor		Financial Officer	

Exhibit B  
**TOPOGRAPH B**  
**FISCAL YEAR 2020-21**

INCREASE		1.02000						After	After
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	5 Years L 1	10 Years L 2	
8	MONTH	2,754.46	2,892.18	3,036.79	3,188.62	3,348.06	3,515.45	3,691.23	
	HOUR	15.8911	16.6857	17.5199	18.3959	19.3157	20.2815	21.2955	
12	MONTH	3,076.78	3,230.62	3,392.15	3,561.76	3,739.84	3,926.84	4,123.17	
	HOUR	17.7506	18.6382	19.5701	20.5486	21.5760	22.6548	23.7875	
15	MONTH	3,400.44	3,570.46	3,748.99	3,936.43	4,133.25	4,339.91	4,556.91	
	HOUR	19.6179	20.5988	21.6288	22.7102	23.8457	25.0380	26.2899	
19	MONTH	3,725.43	3,911.70	4,107.28	4,312.65	4,528.27	4,754.68	4,992.42	
	HOUR	21.4929	22.5675	23.6959	24.8807	26.1246	27.4309	28.8024	

Exhibit B

**PARITY CLASSES**

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

Exhibit C  
TOPOGRAPH C  
FISCAL YEAR 2020-21

INCREASE 1.02000

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After	After	PARITY CLASSES		
							5 Years	10 Years			
							L1	L2			
6	MONTH	2,515.99	2,641.79	2,773.88	2,912.57	3,058.19	3,211.11	3,371.67	Class 4	Off Asst	Driver
	HOUR	14.5153	15.2411	16.0032	16.8033	17.6434	18.5257	19.4519			
8	MONTH	2,754.45	2,892.17	3,036.78	3,188.61	3,348.05	3,515.44	3,691.21	Class 8	Adm Sec I	Cadastral Delineator I
	HOUR	15.8911	16.6856	17.5199	18.3958	19.3157	20.2814	21.2955			
12	MONTH	3,076.78	3,230.62	3,392.15	3,561.76	3,739.84	3,926.84	4,123.17	Class 12	Adm Sec II	Cadastral Delineator II Welfare Fraud Investigator I
	HOUR	17.7506	18.6382	19.5701	20.5486	21.5760	22.6548	23.7875			
15	MONTH	3,400.01	3,570.00	3,748.52	3,935.93	4,132.73	4,339.38	4,556.34	Class 15	Adm Sec III	Cadastral Delineator III Welfare Fraud Investigator II
	HOUR	19.6154	20.5961	21.6261	22.7073	23.8427	25.0349	26.2866			
19	MONTH	3,725.43	3,911.70	4,107.28	4,312.65	4,528.27	4,754.68	4,992.42	Class 19	Department Specialist	Welfare Fraud Investigator III
	HOUR	21.4929	22.5675	23.6959	24.8807	26.1246	27.4309	28.8024			

Exhibit D  
TOPOGRAPH D  
FISCAL YEAR 2020-21

INCREASE 1.02000

CLASS	STEP A	STEP B	STEP C	STEP D	STEP E	After	After
						5 Years	10 Years
						L 1	L 2
6 MONTH	2,515.99	2,641.79	2,773.88	2,912.57	3,058.19	3,211.11	3,371.67
HOUR	14.5153	15.2411	16.0032	16.8033	17.6434	18.5257	19.4519
11 MONTH	3,002.35	3,152.47	3,310.09	3,475.58	3,649.37	3,831.83	4,023.42
HOUR	17.3212	18.1873	19.0967	20.0515	21.0541	22.1067	23.2121
14 MONTH	3,353.68	3,521.36	3,697.43	3,882.30	4,076.42	4,280.24	4,494.24
HOUR	19.3481	20.3156	21.3313	22.3979	23.5178	24.6937	25.9283
18 MONTH	3,706.47	3,891.78	4,086.39	4,290.70	4,505.23	4,730.50	4,967.03
HOUR	21.3835	22.4526	23.5753	24.7540	25.9917	27.2914	28.6559
23 MONTH	4,060.70	4,263.75	4,476.93	4,700.78	4,935.81	5,182.60	5,441.73
HOUR	23.4271	24.5985	25.8285	27.1199	28.4758	29.8996	31.3946
27 MONTH	4,413.50	4,634.18	4,865.89	5,109.19	5,364.64	5,632.88	5,914.52
HOUR	25.4625	26.7357	28.0725	29.4761	30.9498	32.4974	34.1222
34 MONTH	4,899.85	5,144.85	5,402.09	5,672.18	5,955.79	6,253.58	6,566.26
HOUR	28.2683	29.6818	31.1659	32.7241	34.3603	36.0784	37.8823
39 MONTH	5,396.93	5,666.79	5,950.13	6,247.62	6,560.01	6,888.01	7,232.41
HOUR	31.1361	32.6930	34.3277	36.0440	37.8462	39.7385	41.7254

Exhibit D

PARITY CLASSES

Class 6	Assist. Mech	Laborer	Custodian I		
Class 11	Equip Mech I Solid Waste Attendant	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		Facilities Manger	
Class 39	Road Superintendent				



Exhibit E

PROBATION

PARITY CLASSES IN TOPOGRAPHY A

INCREASE PER MOU		1.02000					After 5 Years	After 10 Years		
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2		
PO1	Month	3,792.58	3,982.20	4,181.33	4,390.39	4,609.91	4,840.42	5,082.44	Class 20	Probation Officer 1
	Hour	21.8803	22.9743	24.1231	25.3292	26.5956	27.9255	29.3217		
PO2	Month	4,494.16	4,718.88	4,954.82	5,202.56	5,462.68	5,735.82	6,022.61	Class 28	Probation Officer 2
	Hour	25.9279	27.2243	28.5855	30.0148	31.5155	33.0912	34.7458		
PO3	Month	4,748.94	4,986.37	5,235.70	5,497.49	5,772.35	6,060.97	6,364.02	Class 32	Probation Officer 3
	Hour	27.3977	28.7675	30.2060	31.7163	33.3020	34.9671	36.7155		
SRPO	Month	5,422.85	5,694.00	5,978.70	6,277.64	6,591.51	6,921.09	7,267.14	Class 39	Sr. Probation Officer
	Hour	31.2857	32.8500	34.4925	36.2171	38.0279	39.9293	41.9258		
ADCPO	Month	6,115.39	6,421.16	6,742.23	7,079.34	7,433.30	7,804.97	8,195.22	Class 45	Asst. Dep Chief Probation Officer
	Hour	35.2811	37.0451	38.8975	40.8423	42.8844	45.0287	47.2801		

Exhibit F

DEPUTY/DISPATCHER/JAILEF  
PAY TABLE

\*\*\*NOTE: Deputies add additional 2.5% for each Post Incentive (@ Maximum 5%)

DESCRIPTION		1.02 Deputies					After		Deputy only (Memo L 2 PP)
		STEP A	STEP B	STEP C	STEP D	STEP E	5 Years L 1	10 Years L 2	
DISP/JAILER I	MONTH	3,695.82	3,880.61	4,074.64	4,278.37	4,492.29	4,716.90	4,952.75	
	HOUR	21.3220	22.3881	23.5075	24.6829	25.9170	27.2129	28.5735	
DISP/JAILER II	MONTH	3,931.47	4,128.04	4,334.44	4,551.17	4,778.72	5,017.66	5,268.54	
	HOUR	22.6815	23.8156	25.0064	26.2567	27.5696	28.9480	30.3954	
DISP/JAILER III	MONTH	4,246.17	4,458.48	4,681.40	4,915.47	5,161.24	5,419.31	5,690.27	
	HOUR	24.4971	25.7220	27.0081	28.3585	29.7764	31.2652	32.8285	
Correctional Sergeant	MONTH	4,620.40	4,851.42	5,093.99	5,348.69	5,616.12	5,896.93	6,191.77	
	HOUR	26.6561	27.9889	29.3884	30.8578	32.4007	34.0207	35.7218	
DEP SHERIFF I	MONTH	4,422.75	4,643.89	4,876.08	5,119.89	5,375.88	5,644.68	5,926.91	6,223.25
	HOUR	25.5159	26.7917	28.1312	29.5378	31.0147	32.5654	34.1937	35.9034
DEP SHERIFF II	MONTH	4,683.35	4,917.52	5,163.39	5,421.56	5,692.64	5,977.27	6,276.14	6,589.94
	HOUR	27.0193	28.3703	29.7888	31.2783	32.8422	34.4843	36.2085	38.0189
DEP SHERIFF III	MONTH	5,061.00	5,314.04	5,579.75	5,858.73	6,151.67	6,459.25	6,782.22	7,121.33
	HOUR	29.1980	30.6580	32.1908	33.8004	35.4904	37.2649	39.1282	41.0846
CHIEF CIVIL DEP	MONTH	5,210.45	5,470.97	5,744.52	6,031.74	6,333.33	6,650.00	6,982.50	7,331.62
	HOUR	30.0603	31.5633	33.1414	34.7985	36.5384	38.3654	40.2836	42.2978
SHERIFF CRPL	MONTH	5,267.49	5,530.87	5,807.41	6,097.78	6,402.67	6,722.81	7,058.95	7,411.89
	HOUR	30.3894	31.9089	33.5043	35.1795	36.9385	38.7854	40.7247	42.7609
SHERIFF SG1	MONTH	5,564.39	5,842.60	6,134.74	6,441.47	6,763.55	7,101.72	7,456.81	7,829.65
	HOUR	32.1022	33.7073	35.3927	37.1623	39.0205	40.9715	43.0201	45.1711
SHERIFF LT	MONTH	5,859.16	6,152.11	6,459.72	6,782.70	7,121.84	7,477.93	7,851.83	8,244.42
	HOUR	33.8028	35.4930	37.2676	39.1310	41.0875	43.1419	45.2990	47.5640
Community Service Officer/A	MONTH	4,401.61	4,621.69	4,852.77	5,095.41	5,350.18	5,617.69	5,898.57	
	HOUR	25.3939	26.6636	27.9968	29.3966	30.8664	32.4097	34.0302	
SHERIFF DETECTIVE	MONTH	5,564.39	5,842.60	6,134.74	6,441.47	6,763.55	7,101.72	7,456.81	7,829.65
	HOUR	32.1022	33.7073	35.3927	37.1623	39.0205	40.9715	43.0201	45.1711
Assistant to Sheriff	MONTH	4,989.76	5,239.25	5,501.21	5,776.27	6,065.08	6,368.34	6,686.75	
	HOUR	28.7871	30.2264	31.7377	33.3246	34.9909	36.7404	38.5774	

Exhibit G

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

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	5,568.85	5,847.30	6,139.66	6,446.64	6,768.98	7,107.42	7,462.80	7,835.94	8,227.73	
HOUR	32.1280	33.7344	35.4211	37.1922	39.0518	41.0044	43.0546	45.2073	47.4677	
mm 4	66,826.24	70,167.55	73,675.93	77,359.72	81,227.71	85,289.10	89,553.55	94,031.23	98,732.79	
MONTH	6,242.53	6,554.66	6,882.39	7,226.51	7,587.84	7,967.23	8,365.59	8,783.87	9,223.06	9,684.22
HOUR	36.0146	37.8153	39.7061	41.6914	43.7760	45.9648	48.2630	50.6762	53.2100	55.8705
mm 1	74,910.39	78,655.91	82,588.71	86,718.14	91,054.05	95,606.75	100,387.09	105,406.44	110,676.77	116,210.60
MONTH	6,687.03	7,021.38	7,372.45	7,741.07	8,128.12	8,534.53	8,961.26	9,409.32	9,879.79	
HOUR	38.5790	40.5080	42.5334	44.6600	46.8930	49.2377	51.6996	54.2845	56.9988	
mm 2	80,244.34	84,256.56	88,469.38	92,892.85	97,537.49	102,414.37	107,535.09	112,911.84	118,557.43	
MONTH	9,432.36	9,903.98	10,399.17	10,919.13	11,465.09	12,038.34	12,640.26	13,272.28	13,935.89	
HOUR	54.4175	57.1383	59.9952	62.9950	66.1448	69.4520	72.9246	76.5708	80.3994	
mm 3	113,188.30	118,847.71	124,790.10	131,029.60	137,581.08	144,460.14	151,683.15	159,267.30	167,230.67	

**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

Schedule A 2% Increase as of 1/5/2021		DEPARTMENT
TITLE		1.02
E Assessor	Month	9,883.97
E Auditor Controller/Treasurer-Tax Collector	Month	11,879.94
A Chief Probation Officer	Month	9,883.97
E Clerk-Recorder	Month	9,883.97
E District Attorney	Month	11,879.94
A Admin Dir. Behavioral Health	Month	9,883.97
A Dir. Health & Social Services	Month	11,879.94
E Sheriff-Coroner	Month	11,879.94
A Transportation and Planning Director	Month	13,096.92
A Chief Technology Officer	Month	9,883.97

**E County Supervisors**

		<b>BASE</b>	<b>Supervisor District #2</b>
Board Chairperson	Month	3,137.40	3,568.88
Supervisor	Month	3,037.40	3,468.88

+ \$100 Added while Board Chairperson