



**RESOLUTION ESTABLISHING SALARIES AND BENEFITS
FOR EMPLOYEES ASSIGNED TO THE
MANAGEMENT UNIT
FOR JULY 1, 2025 TO JUNE 30, 2029**

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA

RESOLUTION NO. _____

RESOLUTION ESTABLISHING SALARIES AND BENEFITS FOR MANAGEMENT EMPLOYEES

FOR THE PERIOD FROM JULY 1, 2025 TO JUNE 30, 2029

RESOLVED by the Board of Supervisors of the County of Lake, State of California, that it finds, determines and hereby declares that the salaries and benefits for County Management employees shall be as follows:

1. COMPENSATION

1.1 Salary Schedule

The salary range for each classification from Step 1 through Step 5 shall be as shown in Attachment "A-0," and "A-1," which are attached hereto and incorporated herein by reference, and reflect the following adjustment:

- a. Starting the July 1, 2025 pay period, the Compensation Study dated March 2024, shall be implemented at 97.5% of market median.
- b. Beginning July 1, 2026, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.
- c. Beginning July 1, 2027, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.
- d. Beginning July 1, 2028, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.

2.2 Y-Rating Provision

Salary adjustments shall follow the salary schedule outlined in the Compensation Study and MOU. Employees whose pay exceeds the salary range defined by the study are designated as Y-rated.

During this time, Y-rated employees will continue to receive their salary as of June 30, 2025. They will become eligible for step increases, merit raises, or COLAs, when any combination of the following conditions are met:

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- 1 1. Their current step increases within the pay grade brings their salary into alignment with the
2 study's range, per, the approved Salary Schedule in Attachment "A". The employee
3 receives a step increase towards a step that has a salary higher than the employee's salary
4 amount prior to the step increase.
- 5 2 A cost-of-living adjustment (COLA) is applied at a level that adjusts their pay to fall within
6 with the study's range, per the approved Salary Schedule in Attachment "A".
7

8 **2.3 Step Advancement**

9 The Salary Step System contained herein is a five (5)-step salary schedule (Step 1, Step 2,
10 etc.). Salary step advancement as referenced above shall not be automatic, but movement in
11 this system shall be based on an annual satisfactory performance evaluation as determined
12 by the employee's department head (or the Board of Supervisors if it is a department head
13 position) and procedural approval of the Human Resources Director.

14 Eligibility for progression through the first five (5) steps of the salary schedule shall be based
15 upon a term of satisfactory service at the preceding step as outlined in Section 2.3

16 Management employees, other than elected officials, shall have completed at least six (6)
17 months satisfactory service at the preceding step to be eligible for advancement to Step 2 or
18 Step 3, and at least twelve months satisfactory service at the preceding step to be eligible for
19 advancement to Step 4 or Step 5.
20

21 In cases where an employee's performance evaluation is less than satisfactory, and,
22 therefore, progression to the next step is denied, the department head shall reevaluate that
23 employee following ninety (90) days additional service, and, if such employee's performance
24 is determined by the department head, or the Board of Supervisors, as applicable, to have
25 improved to satisfactory or better at the conclusion of such ninety (90)-day period, the
26 employee may be eligible to progress to the next step, subject to the full discretion of the
27 department head, or the Board of Supervisors, if it is a department head position. If
28 progression is still denied, the salary anniversary date will be set to one (1) year from the prior
29 salary anniversary date.
30

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

2.4 Management Incentive for Elected Department Heads

In addition to base salary, incumbents in the offices of Assessor-Recorder, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector are eligible for a management incentive (for salaries as shown in Attachment A-0), based upon cumulative years of service with the County of Lake. The specified years of service must be met prior to taking office, and at least two (2) years must be served immediately prior to assuming elected office.

| Incentive | Cumulative Years of Service | Compounded |
|-----------|-----------------------------|------------|
| 1 | 5 Years | 2.5% |
| 2 | 10 Years | 5.062% |
| 3 | 15 Years | 7.689% |

2.5 Longevity Pay

2.5.1 Purpose

Longevity pay rewards permanent County employees for each year of continuous employment with the County of Lake. Continuous is defined as an employee's period of work with the County without any breaks in service.

2.5.2 Eligibility

Permanent employees are eligible for-longevity pay based on their total continuous service and total hours worked, excluding overtime. Longevity pay is calculated using the employee's continuous years of service from their permanent employment hire date and total qualifying hours worked. Each longevity step shall equal a 2.5%.

| Step | Completion of Years & Hours | Longevity Pay |
|------|-----------------------------|-------------------|
| 1 | 10 years and 20,800 hours | 2.5% of base pay |
| 2 | 15 years and 31,200 hours | 5.0% of base pay |
| 3 | 20 years and 41,600 hours | 7.5% of base pay |
| 4 | 25 years and 52,000 hours | 10.0% of base pay |
| 5 | 30 years and 62,400 hours | 12.5% of base pay |
| 6 | 35 years and 72,800 hours | 15.0% of base pay |

2.5.3 Longevity for employees at a longevity level below the correlating year and hour level per table.

Employees who are currently assigned to a longevity step that is lower than what is warranted by their continuous years of service and total hours worked (as specified in Section 2.5.2) will be adjusted to the appropriate longevity step according to the longevity table above. This adjustment will take effect on July 1, 2025.

2.5.4 Longevity for employees at a longevity level above the correlating year and hour level per table.

Employees currently placed at a longevity step higher than indicated by their continuous years of service and hours worked (as outlined in Section 2.5.2) will retain their current, advanced step. However, they will not progress to the next longevity step until their service time and hours worked meet the criteria specified in the longevity table.

2.5.5 Longevity Upon Termination / Rehire.

Employees who are rehired after leaving County service do not receive credit for years of service previously worked for purpose of longevity.

2.5.6 Longevity CAP.

Longevity increases are limited to a maximum of six longevity steps. Employees who have already reached a sixth longevity step or higher, as of the effective date of the Resolution shall become eligible for one final longevity step after completing five years of continuous service and 10,400 hours worked (excluding overtime hours) since their last longevity increase.

2.6 Salary upon Promotion

2.6.1 Promotion or Reclassification From Management Classification to Another Management Classification

An employee who is promoted, or whose position has been reclassified from a management classification to another management classification, other than an elected official or appointed department head, shall receive a salary at the first step of the higher class or at the step that provides for at least a 5% increase over their base salary prior to

such promotion. If the employee being promoted, or whose position is reclassified to a higher level, is at Step 5 or above in the new classification, the employee's salary anniversary date will be maintained.

2.6.2 Promotion or Reclassification to Management Classification

An employee whose prior classification was not management and who is promoted or reclassified to a management classification, other than an elected official or appointed department head classification, shall receive a salary at the first step of the higher class or at the step which provides for at least a 10% increase over their based salary prior to such promotion. If the employee being promoted, or whose position is reclassified to a higher level, is at Step 5 or above in the former classification and will be at Step 5 or above in the new classification, the employee's salary anniversary date will be maintained.

2.6.3 Advanced Step Upon promotion

Advanced step upon promotion of a full-time or part-time employee to a new class the employee has not held before, the appointing authority may recommend based on the employee's extraordinary qualifications that the employee receive a salary step which is higher than that set forth in subsections 1.5.1 and 1.5.2. Under such circumstances, the Human Resources Director may authorize an advanced salary step at Step 3. The County Administrative Officer may authorize an advanced salary step at Step 4 or Step 5.

2.7 Working Above Class

Employees, other than elected officials, who are duly authorized, directed or assigned to work above their normal classifications shall be compensated at the base salary rate of the position to which assigned, or 5% above their normal salary rate, whichever is higher. Pay for assignment above class shall commence on the 16th consecutive workday of such assignment, or the 16th accumulated day in any period of sixty (60) calendar days.

2.8 Bilingual Differential

All Management employees certified as bilingual, through the County's standard bilingual certification process, in Spanish or other language as necessary for County business, as

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determined by the department head, or in the case of department heads, as determined by the County Administrative Officer, shall receive \$225.00 per month.

2.9 Geothermal Hazardous Differential

Employees assigned to the Air Quality Management District in the positions listed below shall receive geothermal hazardous differential add pay of 10% of their base pay rate, due to the knowledge, and understanding of geothermal chemistry, liquid, steam, and gas, abatement technologies for each, testing equipment, procedures and processes for power plants, wells, transmission lines, vents, drill rigs and other fugitive sources and due to the routine and consistent exposure to chemicals, radon and asepsis required to implement health and safety process and procedures.

- Air Pollution Control Officer
- Deputy Air Pollution Control Officer

2.10 Educational Incentives

Each peace officer law enforcement management employee who holds an Intermediate, Supervisory and Advanced Post Certificate shall receive an additional 2.5% of their base pay for each certificate held. Each management employee shall be eligible to receive add pays as provided to represented employees in their department for certain professional certifications and/or training and education as specified in the applicable memoranda of understanding.

2.11 Off-Salary Schedule Pay in Lieu of Vacation and Sick Leave

In recognition of their responsibilities for administering the day-to-day operations of a County department, incumbents in the elected offices of Assessor-Recorder, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector shall receive an annual payment in lieu of vacation, sick leave and administrative leave equal to 7.69% of their annual salary. Said payment shall be issued by September 30 of each fiscal year.

3 HEALTH AND LIFE INSURANCE

3.1 Maximum Monthly County Contribution for Insurance Coverage

The County shall pay a maximum contribution of one thousand dollars (\$1,500) per month toward the County-sponsored group medical, dental and vision insurance plan for each employee who enrolls in such a County-sponsored group plan. In no event shall the County's financial obligation exceed the actual monthly premium for an employee's medical, dental and vision insurance choices under the County's flexible benefits plan.

Employees who select coverage with total monthly premiums less than one thousand dollars (\$1,500) per month will not be entitled to receive in cash, other compensation, benefits or in any form the difference between the amount of the cost of such coverage and the one thousand dollars (\$1,500) per month County contribution.

3.2 Insurance Opt-Out

Employees may waive health care coverage in its entirety, i.e. medical, dental and vision insurance. Eligibility for the opt-out, cash-in-lieu benefit shall be conditioned upon meeting the current Affordable Care Act (ACA) definition of an "eligible opt out arrangement." Employees wishing to receive the cash-in-lieu benefit described below are required to provide the County proof of similar employer-sponsored coverage in such form as the County may require, in addition to any documentation/certification/attestation/etc. required to demonstrate compliance with the current ACA definition of "eligible opt-out arrangement." Employees waiving health care coverage who are eligible for the opt-out stipend shall receive a cash-in-lieu benefit of two hundred dollars (\$200.00) per month. The County will not pay cash-in-lieu to any employee, at any time during the plan year, if the current provisions of the ACA eligible opt-out arrangement dictate that the County must not pay that employee.

3.3 Group Life Insurance

Commencing July 1, 2022, and on the first day of the month following date of hire thereafter, an employee, upon proper application and acceptance by the insurance carrier, shall be covered under a group life insurance plan for the amount of their base annual salary up to \$100,000.

3.4 Accidental Death and Dismemberment (AD&D) insurance

The County shall pay for \$5,000 of AD&D insurance for all eligible employees.

3.5 Air Medical Membership Program

Commencing January 1, 2022, and on the first day of the month following date of hire thereafter, an employee shall be covered under an air medical membership program, such as REACH Air Medical Services.

3.6 Section 125 Cafeteria Plan

The County shall pay the cost of the administration for the Section 125 plan for eligible employees. The Section 125 Cafeteria Plan is an employer sponsored benefits plan that lets employees pay for qualified medical and child care expenses on a pre-tax basis.

3.7 Employee Assistance Plan (EAP)

The County shall pay the cost of the EAP plan for eligible employees.

3.8 Retiree Insurance

Retiree with Fifteen (15) Years Service

For County retirees, who retire from County service with fifteen (15) years of total County service as a permanent employee, of which five (5) years must be continuously served immediately prior to retiring, who participate in the County's retiree insurance program, the County shall pay a monthly stipend to the retiree which is equivalent to 50% of the group health insurance medical premium for active employees with employee-only coverage under the same health plan. Such stipend shall be discontinued once the employee reaches sixty-five (65) years of age or is eligible for Medicare coverage.

Retiree with Twenty (20) Years Service

For those retirees who retire from County with twenty (20) years of total County service as a permanent employee, of which five (5) years must be continuously served immediately prior to retiring, who participate in the County's retiree insurance program, the County shall pay a monthly stipend to the retiree which is equivalent to 75% of the group health insurance medical premium for active employees with employee-only coverage under the same health plan. Such

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1 stipend shall be discontinued once the employee reaches sixty-five (65) years of age or is
2 eligible for Medicare coverage.

3
4 **3.9 Break in service due to layoff**

5 When the last break in service immediately prior to retirement is due to a layoff, the
6 requirement to work at least five (5) continuous years shall be waived.

7 **3.10 Discontinue Allowance for Break in Service**

8 Notwithstanding the above, employees whose original hire date or rehire date is November 1,
9 2011 or later, shall not be eligible for the retiree health insurance monthly stipend unless they
10 have either fifteen (15) or twenty (20) consecutive years of County service as a permanent
11 employee immediately prior to retirement. However, if the last break in service immediately
12 prior to retirement was due to a layoff and the employee was rehired under the Reemployment
13 provision under Rule 906 of the Lake County Personnel Rules, the employee maintains
14 eligibility and the requirement to work at least five (5) continuous years shall be waived.

15
16 **4 RETIREMENT BENEFITS**

17 Miscellaneous and safety employees who, pursuant to AB 340 and CalPERS regulations, are
18 defined as Classic members of the California Public Employee Retirement System (PERS) shall pay
19 the employee's contribution to PERS.

20 **4.1** For miscellaneous and safety employees who, pursuant to AB 340 and CalPERS regulations,
21 are defined as New PERS members, the County is prohibited from paying any portion of the
22 employee's share of PERS, and therefore will not pay any portion of the employee's contribution
23 to PERS.

24
25 **4.2** County shall provide, pursuant to its contract with PERS, a Section 21548 Pre-Retirement
26 Optional Settlement 2 Death Benefit to the family of an active miscellaneous or safety
27 employee, eligible for CalPERS retirement, who dies prior to retirement from County service.

5 LEAVE BENEFITS

5.1 Vacation Leave

5.1.1 The following annual allowance shall be credited to each employee, other than elected officials, based upon full-time, continuous, permanent employment with the County:

| Years of Service | Annual Vacation Accrual |
|--|--------------------------------|
| Beginning of 1 st year through end of 5 th year | 3 weeks |
| Beginning of 6 th year through end of 20 th year | 4 weeks |
| After 20 or more years of continuous service | 6 weeks |

5.1.2 In any position of a part-time, permanent nature the allowed vacation leave shall be that part of the appropriate annual allowance equal to the proportion that actual service bears to full-time service.

5.1.3 For employees hired after April 1, 2009 who have previously worked for the County and were terminated due to layoff after March 1, 2009, the years of County service prior to that layoff shall be added to the current years of service for the purposes of earning vacation leave.

5.1.4 Employees upon separation (termination or retirement) from County employment shall receive payment in full for the balance of unused vacation hours earned.

5.1.5 For employees, other than elected officials, whose first day of work with the County of Lake is on or after November 1, 2007, years of full-time, continuous, permanent employment for another county or city government for which the employee worked within 30 days immediately prior to being hired by the County shall be added to the years of service with the County for purposes of earning vacation time.

5.1.6 Accumulated vacation time shall be available for use during the pay period following its accrual subject to approval of the department head.

5.1.7 Vacation Cap

Employees may not accumulate more than 280 hours of vacation allowance. Once this limit is reached, no additional vacation time will accrue until the employee reduces their balance below the 280-hour cap.

5.1.8 Employees who have accrued more than 200 hours of unused vacation leave may request and receive cash in lieu of vacation leave which are in excess of two hundred (200) hours, however, no employee shall receive more than forty (40) hours of cash in lieu of vacation leave hours in any one (1) fiscal year.

5.2 Sick Leave

5.2.1 Sick leave provisions not contained herein shall be provided for in County Personnel Rule 1503 et seq.

5.2.2 Sick Leave Eligibility Permanent Full-Time Employees

- Each permanent County employee shall be entitled to County Sick Leave that, when combined with all Legally Mandated Sick leave, accrues at 8 hours per pay period, and totals ninety-six (96) hours of sick leave with pay in each year of full-time County service. County Sick Leave accrues from the date of hire.
- A day is defined at 8 hours for full time employees.
- Sick leave is available for use in the pay period after it is accrued/earned.
- Shall be allowed unlimited accumulation of sick leave/ no cap.

5.2.3 Permanent Part-Time Employees (County Sick Leave)

- Sick Leave will be available to employees as required by California law. Employees will have 24 hours available by the 120th day and an additional 16 hours by the 200th day.
- Sick leave is pro-rated based on an employees Full-Time Equivalent position. If the FTE pro-rated amount is more than the 40 hours as required by California Law, payroll will provide the remaining balance after the 200th day.
- Sick leave is available for use the pay period after it is accrued/earned.
- Shall be allowed unlimited accumulation of sick leave/ no cap.

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1 **5.2.4** Employees who have accrued more than five hundred (500) hours of unused sick
2 leave may request and receive cash in lieu of sick leave hours which are in excess
3 of five hundred (500) hours. However, no employee shall receive more than sixty
4 (60) hours of cash in lieu of sick leave hours in any one (1) fiscal year.

5 **5.2.5** The CalPERS plan shall continue to include the "credit for unused sick leave" option.
6 At the time of retirement, eligible employees shall have the option to elect either the
7 payment per the schedule in Personnel Rule 1503.3, or the CalPERS option, but
8 may not participate in both.

9
10 **5.3 Administrative Leave**

11 **5.3.1** Management employees, other than elected officials, shall be entitled to receive sixty
12 (60) hours of administrative leave annually or the equivalent cash in lieu. Employees
13 appointed after April 1st of a fiscal year shall not be entitled to any administrative leave
14 for that fiscal year and shall not receive any allocation of administrative leave until July
15 1st of the following fiscal year.

16 **5.3.2** Employees in positions allocated less than full-time shall receive a proportionate amount
17 of administrative leave hours. Employees with less than one year of service shall be
18 entitled to receive a pro-rata share of the forty (40) hours (except employees appointed
19 after April 1st as stated above).

20
21 **5.3.3** The annual allowance for administrative leave shall not accrue from one fiscal year to
22 another fiscal year.

23
24 **5.3.4** Employees who terminate County service or who otherwise discontinue serving in a
25 management classification before the end of the fiscal year, and who have used
26 administrative leave hours greater than the pro rata share to which they are entitled shall
27 have the cash equivalent of those hours deducted from their separation pay or deducted
28 from their next payroll check if they are continuing in County service.

5.4 Bereavement Leave

All employees covered under this resolution are eligible for five (5) days of unpaid bereavement leave under CFRA for deaths of an immediate family member and shall receive paid bereavement leave as follows:

- For bereavement leave that requires less than 500 miles (one-way), employees shall receive twenty-four (24) hours of paid bereavement leave and may use accruals to cover the remaining sixteen (16) hours to reach forty (40) hours or five (5) days of unpaid CFRA bereavement leave.
- For bereavement leave that requires more than 500 miles of travel (one-way), employees shall receive forty (40) hours of paid bereavement leave. The travel distance shall be computed using the employee's residence as the starting point and the site of the memorial or funeral as the end point.

Paid bereavement leave is available due to the death of the following family members:

- Parent or stepparent
- Sibling or stepsibling
- In-Law: mother-in-law, father-in-law, grandfather-in-law, grandmother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law
- Spouse, registered domestic partner
- Child, stepchild, adopted child, foster child
- Grandchild
- Grandparent
- Aunt or uncle
- Niece or nephew
- Any person residing in the immediate household of the employee at the time of death

Paid bereavement leave and CFRA unpaid bereavement leave is not subject to accrual, can be used intermittently or consecutively and must be used within three months of the family member's death.

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Paid bereavement leave and CFRA unpaid bereavement leave are available unlimited and is available to employees upon the death of each covered family member.

The county is prohibited from discriminating against an employee for exercising the use of bereavement leave.

The County of Lake reserves the right to request verification of death and travel necessity.

5.4.1 Bereavement leave provisions not contained herein shall be provided for in County Personnel Rule 1504 et seq.

5.5 Holidays

5.5.1 County Declared Holidays

Each calendar year, full-time permanent employees shall be entitled to sixteen (16) holidays. The following days during the contractual period shall be declared as holidays and compensated as such for employees in the represented classifications.

| Holiday | Date Observed |
|--|---------------------------------|
| 1. New Year's Day | January 1 st |
| 2. Martin Luther King Jr. Day | The third Monday in January |
| 3. President's day | The third Monday in January |
| 4. Memorial Day | The last Monday in May |
| 5. Juneteenth | June 19 th |
| 6. Independence Day | July 4 th |
| 7. Labor Day | The first Monday in September |
| 8. Indigenous Peoples' Day | The second Monday in October |
| 9. Veteran's Day | November 11 th |
| 10. Thanksgiving | The fourth Thursday in November |
| 11. Day after Thanksgiving | Friday following Thanksgiving |
| Winter Holiday - 12-16 | |
| Monday – Friday of the week December 25th falls on, if December falls on a weekday. If December 25th falls on a Saturday or Sunday, the 23rd through the 29th of December. | |

And any other holiday declared by the Board pursuant to State law.

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5.5.2 Holiday Observance

Any holiday which falls on a Sunday shall be observed on the following Monday. Any holiday which falls on a Saturday shall be observed on the previous Friday. County solid waste and library facilities shall be closed on recognized holidays falling on Saturday or Sunday.

5.5.3 Holidays Pay for Alternate Work Schedules

Employees following an alternate work schedule will receive eight (8) hours of compensation for each holiday. If an employee chooses to work additional hours at straight time on a holiday, they will be credited with their full alternate shift compensation, including holiday pay for the holiday they did not work. Any additional hours must be worked within the same payroll period as the holiday. Employees may also use approved vacation leave or compensatory time off to supplement the 8-hour holiday, ensuring they receive full pay for their alternate work schedule.

5.5.4 Holidays Worked

Management employees are not eligible for additional compensation for working on County holidays. Management employees who are required to work on holidays may be provided equivalent time off within the same pay period or within the succeeding sixty (60) day period.

5.5.5 Holiday Observance

Any holiday, except for Winter Holiday, which falls on a Sunday shall be observed on the following Monday.

Any holiday, except for winter holiday which falls on a Saturday shall be observed on the preceding Friday.

6 OTHER

6.1 Tool Allowance

Each Management employee who is required to use their personal tools as a condition of their employment shall be paid a tool allowance of thirty dollars (\$30.00) per month.

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The amount shall be paid in the manner prescribed by the Auditor-Controller on a monthly basis as a reimbursement for the cost of maintaining and supplying the tools utilized. Classifications authorized to receive this benefit must be approved by the Board of Supervisors.

6.3 Cellular Phone Stipend

Pursuant to County policy adopted by the Board of Supervisors, each eligible employee, as defined herein, shall be provided a County owned mobile device or a wireless-communication device stipend. Eligible employees are defined as the Board of Supervisors, Elected Officials, Department Heads and County Management employees, who have demonstrated a need to utilize a cellular phone for County business purposes on a daily basis. The stipend amount for a cellular phone shall be forty dollars (\$40.00) per month the stipend amount for mobile devices with Personal Digital Assistant (PDA)-like and mobile phone functionality shall be seventy-five dollars (\$75.00) per month.

The stipend shall be payable by the Auditor-Controller directly to employees on a monthly basis. Employees shall submit their request for the stipend to the County Administrative Officer, who shall approve or disapprove their request. The County Administrative Officer's eligibility for said stipend shall be subject to the approval of the Board of Supervisors' Chairman.

6.4 Overtime In Certain Board Designated Emergencies

Management employees shall be eligible for straight-time overtime pay when working beyond forty (40) hours in a week as Disaster Service Workers due to a Board of Supervisors' declared emergency that is concurrent with an active Emergency Operation Center (EOC). Such straight-time overtime must be specifically authorized by the Board of Supervisors resolution, shall be paid in cash and capped at a maximum of forty (40) hours per each authorized incident.

6.5 County Personnel Rules

All provisions not contained herein shall be provided for in County Personnel Rules.

- 7. All previous Board of Supervisors Resolutions in conflict herewith are rescinded to the extent of such conflict and no further.**

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

THIS RESOLUTION was passed and adopted by the Board of Supervisors of the County of Lake at a regular meeting thereof on the 17th day of June 2025 by the following vote:

AYES:

NOES:

ABSENT OR NOT VOTING:

ATTEST: SUSAN PARKER

Clerk to the Board of Supervisors

COUNTY OF LAKE

By: _____

Chair, Board of Supervisors

APPROVED AS TO FORM:

LLOYD GUINTIVANO

County Counsel

AUDITOR REVIEW:

JENAVIVE HERRINGTON

Auditor-Controller



Lloyd Guintivano (Jun 13, 2025 14:08 PDT)

Attachment "A" Unit 0 Elected Officials Salary Schedule

| Year 1 | | | |
|---------|--------------------------------|-------|-----|
| Class # | Classification Title | Grade | Pay |
| 00-0190 | ASSESSOR-RECORDER | E69 | F |
| 00-0280 | AUDITOR-CONTROLLR/COUNTY CLERK | E70 | F |
| 00-1501 | BOARD OF SUPERVISORS-CHAIRMAN* | | F |
| 00-1502 | BOARD OF SUPERVISORS-MEMBER* | | F |
| 00-0680 | DISTRICT ATTORNEY | E79 | F |
| 00-1230 | SHERIFF-CORONER | E80 | F |
| 00-1360 | TREASURER/TAX COLLECTOR | E69 | F |

| 7/1/2025-6/30/2026 | | | | |
|--------------------|--------|--------|--------|--------|
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 13,335 | | | | |
| 13,669 | | | | |
| | | | | |
| | | | | |
| 17,070 | | | | |
| 17,496 | | | | |
| 13,335 | | | | |

| Year 2 | | | |
|---------|--------------------------------|-------|-----|
| Class # | Classification Title | Grade | Pay |
| 00-0190 | ASSESSOR-RECORDER | E69 | F |
| 00-0280 | AUDITOR-CONTROLLR/COUNTY CLERK | E70 | F |
| 00-1501 | BOARD OF SUPERVISORS-CHAIRMAN* | | F |
| 00-1502 | BOARD OF SUPERVISORS-MEMBER* | | F |
| 00-0680 | DISTRICT ATTORNEY | E79 | F |
| 00-1230 | SHERIFF-CORONER | E80 | F |
| 00-1360 | TREASURER/TAX COLLECTOR | E69 | F |

| 7/1/2026-6/30/2027 | | | | |
|--------------------|--------|--------|--------|--------|
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 13,803 | | | | |
| 14,147 | | | | |
| | | | | |
| | | | | |
| 17,668 | | | | |
| 18,110 | | | | |
| 13,803 | | | | |

| Year 3 | | | |
|---------|--------------------------------|-------|-----|
| Class # | Classification Title | Grade | Pay |
| 00-0190 | ASSESSOR-RECORDER | E69 | F |
| 00-0280 | AUDITOR-CONTROLLR/COUNTY CLERK | E70 | F |
| 00-1501 | BOARD OF SUPERVISORS-CHAIRMAN* | | F |
| 00-1502 | BOARD OF SUPERVISORS-MEMBER* | | F |
| 00-0680 | DISTRICT ATTORNEY | E79 | F |
| 00-1230 | SHERIFF-CORONER | E80 | F |
| 00-1360 | TREASURER/TAX COLLECTOR | E69 | F |

| 7/1/2027-6/30/2028 | | | | |
|--------------------|--------|--------|--------|--------|
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 14,284 | | | | |
| 14,641 | | | | |
| | | | | |
| | | | | |
| 18,285 | | | | |
| 18,743 | | | | |
| 14,284 | | | | |

| Year 4 | | | |
|---------|--------------------------------|-------|-----|
| Class # | Classification Title | Grade | Pay |
| 00-0190 | ASSESSOR-RECORDER | E69 | F |
| 00-0280 | AUDITOR-CONTROLLR/COUNTY CLERK | E70 | F |
| 00-1501 | BOARD OF SUPERVISORS-CHAIRMAN* | | F |
| 00-1502 | BOARD OF SUPERVISORS-MEMBER* | | F |
| 00-0680 | DISTRICT ATTORNEY | E79 | F |
| 00-1230 | SHERIFF-CORONER | E80 | F |
| 00-1360 | TREASURER/TAX COLLECTOR | E69 | F |

| 7/1/2028 - New Agreement | | | | |
|--------------------------|--------|--------|--------|--------|
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 14,785 | | | | |
| 15,155 | | | | |
| | | | | |
| | | | | |
| 18,926 | | | | |
| 19,399 | | | | |
| 14,785 | | | | |

*BOS positions are updated pursuant to County of Lake Ordinance 3128.

Attachment A - Management 01

| Class # | Classification Title | Grade | Pay |
|---------|------------------------------------|-------|-----|
| 01-0090 | AG COMM/S OF W & M | M61 | M |
| 01-0110 | AIR POLLUTION CNTRL OFCR | M56 | M |
| 01-0155 | ANIMAL CONTROL DIRECTOR | M47 | M |
| 01-0364 | ASSISTANT ASSESSOR RECORDER | M52 | M |
| 01-0286 | ASSISTANT AUDITOR-CONTROLLER | M54 | M |
| 01-0230 | ASSISTANT CHIEF PROBATION OFFI | M56 | M |
| 01-2015 | ASSISTANT COUNTY ADMIN OFFICER | M71 | M |
| 01-1376 | ASSISTANT TREASURER TAX COLL | M49 | M |
| 01-0799 | ASST PUBLIC WORKS DIR | M58 | M |
| 01-1136 | BEHAVIORAL HEALTH PROG MGR | M50 | M |
| 01-2101 | CAPTAIN - CORRECTIONS | M53 | M |
| 01-2104 | CENTRAL DISPATCH MANAGER | M45 | M |
| 01-2106 | CHIEF BUILDING OFFICIAL | M54 | M |
| 01-1602 | CHIEF CLIMATE RESILIENCY OFF | M43 | M |
| 01-0285 | CHIEF DEPUTY AUDITOR-CONTROLLR | M50 | M |
| 01-2002 | CHIEF DEPUTY CO ADMIN OFFICER | M65 | M |
| 01-0526 | CHIEF DEPUTY DISTRICT ATTORNEY | M65 | M |
| 01-0231 | CHIEF DEPUTY PROBATION OFFICER | M45 | M |
| 01-0853 | CHIEF DISTRICT ATTORNEY INVEST | M55 | M |
| 01-0360 | CHIEF DPTY ASSR/REC-VALUATIONS | M46 | M |
| 01-1130 | CHIEF PROBATION OFFICER | M66 | M |
| 01-0472 | CHIEF PUBLIC DEFENDER | M71 | M |
| 01-0478 | CHIEF PUBLIC DEFENDER INVESTIGATOR | M42 | M |
| 01-2045 | CODE ENFORCEMENT MANAGER | M43 | M |
| 01-1110 | COMMUNITY DEVELOPMENT DIRECTOR | M62 | M |
| 01-2001 | COUNTY ADMINISTRATIVE OFFICER | M80 | M |
| 01-0520 | COUNTY COUNSEL | M75 | M |
| 01-0530 | COUNTY LIBRARIAN | M58 | M |
| 01-0610 | COUNTY SURVEYOR | M51 | M |
| 01-0644 | DEP ADMIN BEHAVIORAL HLTH CLIN | M60 | M |
| 01-0647 | DEP DIR OF BEHAVIOR HEALTH ADM | M55 | M |
| 01-0648 | DEP DIRECTOR BEHAVIORIAL HEALTH | M55 | M |
| 01-2233 | DEP INFORMATION TECH DIRECTOR | M54 | M |
| 01-1109 | DEP. COMMUNITY DEV. ADMINISTRATOR | M48 | M |
| 01-0154 | DEPUTY AG COMM/SEALER OF W&M | M46 | M |

| 7/1/2025-6/30/2026 | | | | |
|--------------------|--------|--------|--------|--------|
| Year 1 | | | | |
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 10,944 | 11,492 | 12,066 | 12,671 | 13,303 |
| 9,674 | 10,157 | 10,665 | 11,199 | 11,759 |
| 7,746 | 8,133 | 8,540 | 8,967 | 9,415 |
| 8,764 | 9,202 | 9,662 | 10,145 | 10,653 |
| 9,207 | 9,669 | 10,150 | 10,658 | 11,192 |
| 9,674 | 10,157 | 10,665 | 11,199 | 11,759 |
| 14,011 | 14,711 | 15,446 | 16,219 | 17,030 |
| 8,138 | 8,545 | 8,972 | 9,421 | 9,892 |
| 10,163 | 10,672 | 11,204 | 11,766 | 12,353 |
| 8,341 | 8,759 | 9,197 | 9,656 | 10,138 |
| 8,982 | 9,433 | 9,904 | 10,398 | 10,918 |
| 7,372 | 7,741 | 8,128 | 8,535 | 8,961 |
| 9,207 | 9,669 | 10,150 | 10,658 | 11,192 |
| 7,017 | 7,368 | 7,736 | 8,124 | 8,530 |
| 8,341 | 8,759 | 9,197 | 9,656 | 10,138 |
| 12,081 | 12,685 | 13,319 | 13,985 | 14,685 |
| 12,081 | 12,685 | 13,319 | 13,985 | 14,685 |
| 7,372 | 7,741 | 8,128 | 8,535 | 8,961 |
| 9,438 | 9,909 | 10,405 | 10,925 | 11,471 |
| 7,557 | 7,935 | 8,332 | 8,748 | 9,185 |
| 12,383 | 13,002 | 13,652 | 14,335 | 15,052 |
| 14,011 | 14,711 | 15,446 | 16,219 | 17,030 |
| 6,847 | 7,188 | 7,549 | 7,925 | 8,322 |
| 7,017 | 7,368 | 7,736 | 8,124 | 8,530 |
| 11,218 | 11,780 | 12,367 | 12,986 | 13,636 |
| 17,496 | 18,372 | 19,290 | 20,254 | 21,268 |
| 15,465 | 16,238 | 17,049 | 17,902 | 18,798 |
| 10,163 | 10,672 | 11,204 | 11,766 | 12,353 |
| 8,551 | 8,977 | 9,426 | 9,897 | 10,393 |
| 10,677 | 11,211 | 11,773 | 12,360 | 12,979 |
| 9,438 | 9,909 | 10,405 | 10,925 | 11,471 |
| 9,438 | 9,909 | 10,405 | 10,925 | 11,471 |
| 9,207 | 9,669 | 10,150 | 10,658 | 11,192 |
| 7,939 | 8,336 | 8,753 | 9,190 | 9,651 |
| 7,557 | 7,935 | 8,332 | 8,748 | 9,185 |

| 7/1/2026-6/30/2027 | | | | |
|--------------------|--------|--------|--------|--------|
| Year 2 | | | | |
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 11,327 | 11,894 | 12,489 | 13,113 | 13,770 |
| 10,012 | 10,513 | 11,038 | 11,591 | 12,170 |
| 8,017 | 8,417 | 8,838 | 9,280 | 9,745 |
| 9,071 | 9,525 | 10,000 | 10,501 | 11,026 |
| 9,530 | 10,007 | 10,506 | 11,031 | 11,584 |
| 10,012 | 10,513 | 11,038 | 11,591 | 12,170 |
| 14,501 | 15,226 | 15,987 | 16,786 | 17,626 |
| 8,422 | 8,843 | 9,285 | 9,750 | 10,239 |
| 10,520 | 11,045 | 11,598 | 12,177 | 12,785 |
| 8,634 | 9,065 | 9,518 | 9,994 | 10,494 |
| 9,298 | 9,762 | 10,251 | 10,762 | 11,301 |
| 7,630 | 8,011 | 8,414 | 8,833 | 9,275 |
| 9,530 | 10,007 | 10,506 | 11,031 | 11,584 |
| 7,263 | 7,627 | 8,008 | 8,408 | 8,828 |
| 8,634 | 9,065 | 9,518 | 9,994 | 10,494 |
| 12,504 | 13,128 | 13,785 | 14,475 | 15,198 |
| 12,504 | 13,128 | 13,785 | 14,475 | 15,198 |
| 7,630 | 8,011 | 8,414 | 8,833 | 9,275 |
| 9,767 | 10,256 | 10,769 | 11,308 | 11,873 |
| 7,821 | 8,213 | 8,623 | 9,055 | 9,507 |
| 12,816 | 13,458 | 14,130 | 14,836 | 15,577 |
| 14,501 | 15,226 | 15,987 | 16,786 | 17,626 |
| 7,086 | 7,439 | 7,812 | 8,202 | 8,613 |
| 7,263 | 7,627 | 8,008 | 8,408 | 8,828 |
| 11,612 | 12,192 | 12,801 | 13,440 | 14,113 |
| 18,110 | 19,015 | 19,965 | 20,963 | 22,012 |
| 16,006 | 16,806 | 17,647 | 18,529 | 19,455 |
| 10,520 | 11,045 | 11,598 | 12,177 | 12,785 |
| 8,849 | 9,292 | 9,757 | 10,244 | 10,757 |
| 11,052 | 11,605 | 12,184 | 12,794 | 13,433 |
| 9,767 | 10,256 | 10,769 | 11,308 | 11,873 |
| 9,767 | 10,256 | 10,769 | 11,308 | 11,873 |
| 9,530 | 10,007 | 10,506 | 11,031 | 11,584 |
| 8,218 | 8,629 | 9,060 | 9,513 | 9,987 |
| 7,821 | 8,213 | 8,623 | 9,055 | 9,507 |

Attachment A - Management 01

| 01-0158 | DEPUTY ANIMAL CONTROL DIRECTOR | M36 | M |
|---------|-----------------------------------|-----|---|
| 01-2107 | DEPUTY BUILDING OFFICIAL | M48 | M |
| 01-1999 | DEPUTY CO ADMIN OFF PROJ/GRANT | M53 | M |
| 01-2008 | DEPUTY COUNTY ADMN OFFICER I | M53 | M |
| 01-2003 | DEPUTY COUNTY ADMN OFFICER II | M56 | M |
| 01-2108 | DEPUTY DIR OF CHILD SUPPORT SV | M55 | M |
| 01-2057 | DEPUTY HEALTH SERVICES DIRECTR | M55 | M |
| 01-1524 | DEPUTY HUMAN RESOURCES DIRECTO | M56 | M |
| 01-0476 | DEPUTY PUBLIC DEFENDER ADMIN MANA | M55 | M |
| 01-2209 | DEPUTY PUBLIC SERV DIR ADMN I | M46 | M |
| 01-2210 | DEPUTY PUBLIC SERV DIR ADMN II | M50 | M |
| 01-7098 | DEPUTY PUBLIC WORKS DIRECTOR | M50 | M |
| 01-0804 | DEPUTY PUBLIC WORKS DIR I ADMN | M46 | M |
| 01-0805 | DEPUTY PUBLIC WORKS DIR II ADM | M50 | M |
| 01-2112 | DEPUTY REGISTRAR OF VOTERS | M39 | M |
| 01-1221 | DEPUTY SOCIAL SERVICES DIR CPS | M60 | M |
| 01-1220 | DEPUTY SOCIAL SERVICES DIRECT | M55 | M |
| 01-2059 | DEPUTY SPEC DIST ADMIN FISCAL | M49 | M |
| 01-2062 | DEPUTY SPECIAL DIST ADMN I | M52 | M |
| 01-2063 | DEPUTY SPECIAL DIST ADMN II | M56 | M |
| 01-0649 | DIRECTOR OF BEHAVIORAL HEALTH | M64 | M |
| 01-0525 | DIRECTOR OF CHILD SUPPORT SERV | M66 | M |
| 01-2067 | DISTRICT ATTORNEY ADMIN COORD | M41 | M |
| 01-0133 | DPTY AIR POLL CONTROL OFFICER | M47 | M |
| 01-2217 | DPTY DIRECTOR OF PUBLIC HEALTH | M55 | M |
| 01-2212 | DPTY PUBLIC SERVS DIR-PROJECT | M48 | M |
| 01-0640 | EMERGENCY EVENT FISCAL MANAGER | M46 | M |
| 01-1600 | EMERGENCY SERVICES MANAGER | M46 | M |
| 01-1195 | ENVIRONMENTAL HEALTH DIR | M52 | M |
| 01-2017 | FACILITIES MAINTENANCE SUPT | M38 | M |
| 01-0666 | FIRST FIVE EXECUTIVE DIRECTOR | M45 | M |
| 01-2065 | HEALTH SERVICES ADMIN MANAGER | M44 | M |
| 01-0658 | HEALTH SERVICES DIRECTOR | M64 | M |
| 01-1137 | HEALTH SERVICES PROGRAM MGR | M47 | M |
| 01-2211 | HEAVY EQUIP FLEET MAINT SUPT | M36 | M |
| 01-1525 | HUMAN RESOURCES DIRECTOR | M64 | M |

| 7/1/2025-6/30/2026 | | | | |
|--------------------|--------|--------|--------|--------|
| Year 1 | | | | |
| 5,904 | 6,198 | 6,509 | 6,835 | 7,176 |
| 7,939 | 8,336 | 8,753 | 9,190 | 9,651 |
| 8,982 | 9,433 | 9,904 | 10,398 | 10,918 |
| 8,982 | 9,433 | 9,904 | 10,398 | 10,918 |
| 9,674 | 10,157 | 10,665 | 11,199 | 11,759 |
| 9,438 | 9,909 | 10,405 | 10,925 | 11,471 |
| 9,438 | 9,909 | 10,405 | 10,925 | 11,471 |
| 9,674 | 10,157 | 10,665 | 11,199 | 11,759 |
| 9,438 | 9,909 | 10,405 | 10,925 | 11,471 |
| 7,557 | 7,935 | 8,332 | 8,748 | 9,185 |
| 8,341 | 8,759 | 9,197 | 9,656 | 10,138 |
| 8,341 | 8,759 | 9,197 | 9,656 | 10,138 |
| 7,557 | 7,935 | 8,332 | 8,748 | 9,185 |
| 8,341 | 8,759 | 9,197 | 9,656 | 10,138 |
| 6,358 | 6,675 | 7,010 | 7,360 | 7,727 |
| 10,677 | 11,211 | 11,773 | 12,360 | 12,979 |
| 9,438 | 9,909 | 10,405 | 10,925 | 11,471 |
| 8,138 | 8,545 | 8,972 | 9,421 | 9,892 |
| 8,764 | 9,202 | 9,662 | 10,145 | 10,653 |
| 9,674 | 10,157 | 10,665 | 11,199 | 11,759 |
| 11,787 | 12,376 | 12,995 | 13,645 | 14,326 |
| 12,383 | 13,002 | 13,652 | 14,335 | 15,052 |
| 6,679 | 7,013 | 7,363 | 7,732 | 8,119 |
| 7,746 | 8,133 | 8,540 | 8,967 | 9,415 |
| 9,438 | 9,909 | 10,405 | 10,925 | 11,471 |
| 7,939 | 8,336 | 8,753 | 9,190 | 9,651 |
| 7,557 | 7,935 | 8,332 | 8,748 | 9,185 |
| 7,557 | 7,935 | 8,332 | 8,748 | 9,185 |
| 8,764 | 9,202 | 9,662 | 10,145 | 10,653 |
| 6,202 | 6,512 | 6,838 | 7,179 | 7,538 |
| 7,372 | 7,741 | 8,128 | 8,535 | 8,961 |
| 7,193 | 7,552 | 7,930 | 8,327 | 8,743 |
| 11,787 | 12,376 | 12,995 | 13,645 | 14,326 |
| 7,746 | 8,133 | 8,540 | 8,967 | 9,415 |
| 5,904 | 6,198 | 6,509 | 6,835 | 7,176 |
| 11,787 | 12,376 | 12,995 | 13,645 | 14,326 |

| 7/1/2026-6/30/2027 | | | | |
|--------------------|--------|--------|--------|--------|
| Year 2 | | | | |
| 6,110 | 6,415 | 6,736 | 7,074 | 7,427 |
| 8,218 | 8,629 | 9,060 | 9,513 | 9,987 |
| 9,298 | 9,762 | 10,251 | 10,762 | 11,301 |
| 9,298 | 9,762 | 10,251 | 10,762 | 11,301 |
| 10,012 | 10,513 | 11,038 | 11,591 | 12,170 |
| 9,767 | 10,256 | 10,769 | 11,308 | 11,873 |
| 9,767 | 10,256 | 10,769 | 11,308 | 11,873 |
| 10,012 | 10,513 | 11,038 | 11,591 | 12,170 |
| 9,767 | 10,256 | 10,769 | 11,308 | 11,873 |
| 7,821 | 8,213 | 8,623 | 9,055 | 9,507 |
| 8,634 | 9,065 | 9,518 | 9,994 | 10,494 |
| 8,634 | 9,065 | 9,518 | 9,994 | 10,494 |
| 7,821 | 8,213 | 8,623 | 9,055 | 9,507 |
| 8,634 | 9,065 | 9,518 | 9,994 | 10,494 |
| 6,580 | 6,909 | 7,254 | 7,616 | 7,998 |
| 11,052 | 11,605 | 12,184 | 12,794 | 13,433 |
| 9,767 | 10,256 | 10,769 | 11,308 | 11,873 |
| 8,422 | 8,843 | 9,285 | 9,750 | 10,239 |
| 9,071 | 9,525 | 10,000 | 10,501 | 11,026 |
| 10,012 | 10,513 | 11,038 | 11,591 | 12,170 |
| 12,199 | 12,809 | 13,449 | 14,121 | 14,827 |
| 12,816 | 13,458 | 14,130 | 14,836 | 15,577 |
| 6,913 | 7,259 | 7,621 | 8,003 | 8,403 |
| 8,017 | 8,417 | 8,838 | 9,280 | 9,745 |
| 9,767 | 10,256 | 10,769 | 11,308 | 11,873 |
| 8,218 | 8,629 | 9,060 | 9,513 | 9,987 |
| 7,821 | 8,213 | 8,623 | 9,055 | 9,507 |
| 7,821 | 8,213 | 8,623 | 9,055 | 9,507 |
| 9,071 | 9,525 | 10,000 | 10,501 | 11,026 |
| 6,419 | 6,741 | 7,077 | 7,431 | 7,803 |
| 7,630 | 8,011 | 8,414 | 8,833 | 9,275 |
| 7,445 | 7,817 | 8,207 | 8,618 | 9,050 |
| 12,199 | 12,809 | 13,449 | 14,121 | 14,827 |
| 8,017 | 8,417 | 8,838 | 9,280 | 9,745 |
| 6,110 | 6,415 | 6,736 | 7,074 | 7,427 |
| 12,199 | 12,809 | 13,449 | 14,121 | 14,827 |

Attachment A - Management 01

| 01-2110 | INFORMATION TECH DIRECTOR | M63 | M |
|---------|--------------------------------|-----|---|
| 01-0810 | INTIGRATED SOLID WASTE MANAGER | M44 | M |
| 01-0809 | LANDFILL MANAGER | M41 | M |
| 01-2093 | PARKS SUPERINTENDENT | M40 | M |
| 01-2027 | PRINCIPAL CIVIL ENGINEER | M54 | M |
| 01-1105 | PRINCIPAL PLANNER | M50 | M |
| 01-1138 | PROGRAM MANAGER | M48 | M |
| 01-1139 | PROGRAM MANAGER - CPS | M53 | M |
| 01-0257 | PROPERTY TAX MANAGER | M43 | M |
| 01-0036 | PUBLIC HEALTH NURSING DIRECTOR | M56 | M |
| 01-2215 | PUBLIC HEALTH OFFICER | M80 | M |
| 01-1321 | PUBLIC SERVICES DIRECTOR | M67 | M |
| 01-0800 | PUBLIC WORKS DIRECTOR | M67 | M |
| 01-1180 | PUBLIC WORKS SUPERINTENDENT | M41 | M |
| 01-2111 | REGISTRAR OF VOTERS | M47 | M |
| 01-1500 | RISK MANAGEMENT PROGRAM COORD | M37 | M |
| 01-1501 | RISK MANAGER | M48 | M |
| 01-2105 | SHERIFF-CORONER ADMIN MANAGER | M44 | M |
| 01-1490 | SOCIAL SERVICES DIRECTOR | M64 | M |
| 01-2006 | SPECIAL DISTRICT ADMINISTRATOR | M66 | M |
| 01-1526 | STAFF SERVICES MANAGER | M48 | M |
| 01-2060 | UTILITY SYSTEMS COMPL COORD | M54 | M |
| 01-1420 | VETERAN SERVICES OFFICER | M39 | M |
| 01-0165 | VETERINARIAN | M62 | M |
| 01-0566 | VICTIM WITNESS PROGRAM ADMIN | M36 | M |
| 01-0791 | WATER RESOURCES DEPUTY DIRECTR | M47 | M |
| 01-0429 | WATER RESOURCES DIRECTOR | M54 | M |

| 7/1/2025-6/30/2026 | | | | |
|--------------------|--------|--------|--------|--------|
| Year 1 | | | | |
| 11,499 | 12,074 | 12,678 | 13,312 | 13,978 |
| 7,193 | 7,552 | 7,930 | 8,327 | 8,743 |
| 6,679 | 7,013 | 7,363 | 7,732 | 8,119 |
| 6,516 | 6,841 | 7,185 | 7,543 | 7,921 |
| 9,207 | 9,669 | 10,150 | 10,658 | 11,192 |
| 8,341 | 8,759 | 9,197 | 9,656 | 10,138 |
| 7,939 | 8,336 | 8,753 | 9,190 | 9,651 |
| 8,982 | 9,433 | 9,904 | 10,398 | 10,918 |
| 7,017 | 7,368 | 7,736 | 8,124 | 8,530 |
| 9,674 | 10,157 | 10,665 | 11,199 | 11,759 |
| 17,496 | 18,372 | 19,290 | 20,254 | 21,268 |
| 12,693 | 13,328 | 13,993 | 14,693 | 15,428 |
| 12,693 | 13,328 | 13,993 | 14,693 | 15,428 |
| 6,679 | 7,013 | 7,363 | 7,732 | 8,119 |
| 7,746 | 8,133 | 8,540 | 8,967 | 9,415 |
| 6,051 | 6,354 | 6,672 | 7,004 | 7,355 |
| 7,939 | 8,336 | 8,753 | 9,190 | 9,651 |
| 7,193 | 7,552 | 7,930 | 8,327 | 8,743 |
| 11,787 | 12,376 | 12,995 | 13,645 | 14,326 |
| 12,383 | 13,002 | 13,652 | 14,335 | 15,052 |
| 7,939 | 8,336 | 8,753 | 9,190 | 9,651 |
| 9,207 | 9,669 | 10,150 | 10,658 | 11,192 |
| 6,358 | 6,675 | 7,010 | 7,360 | 7,727 |
| 11,218 | 11,780 | 12,367 | 12,986 | 13,636 |
| 5,904 | 6,198 | 6,509 | 6,835 | 7,176 |
| 7,746 | 8,133 | 8,540 | 8,967 | 9,415 |
| 9,207 | 9,669 | 10,150 | 10,658 | 11,192 |

| 7/1/2026-6/30/2027 | | | | |
|--------------------|--------|--------|--------|--------|
| Year 2 | | | | |
| 11,901 | 12,496 | 13,121 | 13,777 | 14,466 |
| 7,445 | 7,817 | 8,207 | 8,618 | 9,050 |
| 6,913 | 7,259 | 7,621 | 8,003 | 8,403 |
| 6,744 | 7,082 | 7,436 | 7,807 | 8,199 |
| 9,530 | 10,007 | 10,506 | 11,031 | 11,584 |
| 8,634 | 9,065 | 9,518 | 9,994 | 10,494 |
| 8,218 | 8,629 | 9,060 | 9,513 | 9,987 |
| 9,298 | 9,762 | 10,251 | 10,762 | 11,301 |
| 7,263 | 7,627 | 8,008 | 8,408 | 8,828 |
| 10,012 | 10,513 | 11,038 | 11,591 | 12,170 |
| 18,110 | 19,015 | 19,965 | 20,963 | 22,012 |
| 13,137 | 13,794 | 14,484 | 15,207 | 15,967 |
| 13,137 | 13,794 | 14,484 | 15,207 | 15,967 |
| 6,913 | 7,259 | 7,621 | 8,003 | 8,403 |
| 8,017 | 8,417 | 8,838 | 9,280 | 9,745 |
| 6,263 | 6,576 | 6,906 | 7,251 | 7,613 |
| 8,218 | 8,629 | 9,060 | 9,513 | 9,987 |
| 7,445 | 7,817 | 8,207 | 8,618 | 9,050 |
| 12,199 | 12,809 | 13,449 | 14,121 | 14,827 |
| 12,816 | 13,458 | 14,130 | 14,836 | 15,577 |
| 8,218 | 8,629 | 9,060 | 9,513 | 9,987 |
| 9,530 | 10,007 | 10,506 | 11,031 | 11,584 |
| 6,580 | 6,909 | 7,254 | 7,616 | 7,998 |
| 11,612 | 12,192 | 12,801 | 13,440 | 14,113 |
| 6,110 | 6,415 | 6,736 | 7,074 | 7,427 |
| 8,017 | 8,417 | 8,838 | 9,280 | 9,745 |
| 9,530 | 10,007 | 10,506 | 11,031 | 11,584 |

Attachment A - Management 01

| Class # | Classification Title | Grade | Pay |
|---------|------------------------------------|-------|-----|
| 01-0090 | AG COMM/S OF W & M | M61 | M |
| 01-0110 | AIR POLLUTION CNTRL OFCR | M56 | M |
| 01-0155 | ANIMAL CONTROL DIRECTOR | M47 | M |
| 01-0364 | ASSISTANT ASSESSOR RECORDER | M52 | M |
| 01-0286 | ASSISTANT AUDITOR-CONTROLLER | M54 | M |
| 01-0230 | ASSISTANT CHIEF PROBATION OFFI | M56 | M |
| 01-2015 | ASSISTANT COUNTY ADMIN OFFICER | M71 | M |
| 01-1376 | ASSISTANT TREASURER TAX COLL | M49 | M |
| 01-0799 | ASST PUBLIC WORKS DIR | M58 | M |
| 01-1136 | BEHAVIORAL HEALTH PROG MGR | M50 | M |
| 01-2101 | CAPTAIN - CORRECTIONS | M53 | M |
| 01-2104 | CENTRAL DISPATCH MANAGER | M45 | M |
| 01-2106 | CHIEF BUILDING OFFICIAL | M54 | M |
| 01-1602 | CHIEF CLIMATE RESILIENCY OFF | M43 | M |
| 01-0285 | CHIEF DEPUTY AUDITOR-CONTROLLR | M50 | M |
| 01-2002 | CHIEF DEPUTY CO ADMIN OFFICER | M65 | M |
| 01-0526 | CHIEF DEPUTY DISTRICT ATTORNEY | M65 | M |
| 01-0231 | CHIEF DEPUTY PROBATION OFFICER | M45 | M |
| 01-0853 | CHIEF DISTRICT ATTORNEY INVEST | M55 | M |
| 01-0360 | CHIEF DPTY ASSR/REC-VALUATIONS | M46 | M |
| 01-1130 | CHIEF PROBATION OFFICER | M66 | M |
| 01-0472 | CHIEF PUBLIC DEFENDER | M71 | M |
| 01-0478 | CHIEF PUBLIC DEFENDER INVESTIGATOR | M42 | M |
| 01-2045 | CODE ENFORCEMENT MANAGER | M43 | M |
| 01-1110 | COMMUNITY DEVELOPMENT DIRECTOR | M62 | M |
| 01-2001 | COUNTY ADMINISTRATIVE OFFICER | M80 | M |
| 01-0520 | COUNTY COUNSEL | M75 | M |
| 01-0530 | COUNTY LIBRARIAN | M58 | M |
| 01-0610 | COUNTY SURVEYOR | M51 | M |
| 01-0644 | DEP ADMIN BEHAVIORAL HLTH CLIN | M60 | M |
| 01-0647 | DEP DIR OF BEHAVIOR HEALTH ADM | M55 | M |
| 01-0648 | DEP DIRECTOR BEHAVIORIAL HEALTH | M55 | M |
| 01-2233 | DEP INFORMATION TECH DIRECTOR | M54 | M |
| 01-1109 | DEP. COMMUNITY DEV. ADMINISTRATOR | M48 | M |

| 7/1/2027-6/30/2028 Year 3 | | | | |
|------------------------------|--------|--------|--------|--------|
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 11724 | 12310 | 12925 | 13572 | 14251 |
| 10362 | 10880 | 11424 | 11996 | 12596 |
| 8297 | 8712 | 9149 | 9606 | 10086 |
| 9388 | 9857 | 10350 | 10868 | 11411 |
| 9863 | 10357 | 10875 | 11417 | 11989 |
| 10362 | 10880 | 11424 | 11996 | 12596 |
| 15007 | 15758 | 16546 | 17373 | 18242 |
| 8717 | 9154 | 9611 | 10091 | 10596 |
| 10887 | 11431 | 12003 | 12603 | 13234 |
| 8935 | 9383 | 9852 | 10345 | 10861 |
| 9623 | 10104 | 10610 | 11140 | 11697 |
| 7897 | 8292 | 8707 | 9143 | 9599 |
| 9863 | 10357 | 10875 | 11417 | 11989 |
| 7517 | 7894 | 8287 | 8701 | 9136 |
| 8935 | 9383 | 9852 | 10345 | 10861 |
| 12941 | 13588 | 14267 | 14981 | 15730 |
| 12941 | 13588 | 14267 | 14981 | 15730 |
| 7897 | 8292 | 8707 | 9143 | 9599 |
| 10111 | 10615 | 11145 | 11703 | 12288 |
| 8095 | 8500 | 8925 | 9370 | 9840 |
| 13265 | 13927 | 14624 | 15356 | 16123 |
| 15007 | 15758 | 16546 | 17373 | 18242 |
| 7334 | 7701 | 8086 | 8490 | 8915 |
| 7517 | 7894 | 8287 | 8701 | 9136 |
| 12017 | 12619 | 13250 | 13912 | 14607 |
| 18743 | 19680 | 20665 | 21698 | 22783 |
| 16565 | 17394 | 18264 | 19178 | 20136 |
| 10887 | 11431 | 12003 | 12603 | 13234 |
| 9159 | 9617 | 10098 | 10603 | 11133 |
| 11438 | 12010 | 12610 | 13241 | 13903 |
| 10111 | 10615 | 11145 | 11703 | 12288 |
| 10111 | 10615 | 11145 | 11703 | 12288 |
| 9863 | 10357 | 10875 | 11417 | 11989 |
| 8505 | 8930 | 9377 | 9845 | 10338 |

| 7/1/2028 - New Agreement Year 4 | | | | |
|------------------------------------|--------|--------|--------|--------|
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| 12135 | 12742 | 13378 | 14047 | 14749 |
| 10726 | 11261 | 11825 | 12416 | 13036 |
| 8589 | 9017 | 9467 | 9942 | 10438 |
| 9717 | 10202 | 10712 | 11248 | 11811 |
| 10208 | 10719 | 11255 | 11818 | 12409 |
| 10726 | 11261 | 11825 | 12416 | 13036 |
| 15532 | 16311 | 17125 | 17982 | 18881 |
| 9022 | 9474 | 9948 | 10445 | 10967 |
| 11268 | 11832 | 12423 | 13045 | 13697 |
| 9249 | 9710 | 10195 | 10707 | 11241 |
| 9960 | 10457 | 10981 | 11528 | 12106 |
| 8174 | 8583 | 9012 | 9462 | 9935 |
| 10208 | 10719 | 11255 | 11818 | 12409 |
| 7781 | 8169 | 8578 | 9006 | 9457 |
| 9249 | 9710 | 10195 | 10707 | 11241 |
| 13393 | 14064 | 14768 | 15506 | 16281 |
| 13393 | 14064 | 14768 | 15506 | 16281 |
| 8174 | 8583 | 9012 | 9462 | 9935 |
| 10464 | 10988 | 11535 | 12113 | 12719 |
| 8379 | 8797 | 9237 | 9700 | 10183 |
| 13730 | 14416 | 15137 | 15893 | 16689 |
| 15532 | 16311 | 17125 | 17982 | 18881 |
| 7590 | 7970 | 8369 | 8786 | 9227 |
| 7781 | 8169 | 8578 | 9006 | 9457 |
| 12438 | 13061 | 13712 | 14399 | 15118 |
| 19399 | 20368 | 21388 | 22457 | 23580 |
| 17146 | 18002 | 18904 | 19848 | 20842 |
| 11268 | 11832 | 12423 | 13045 | 13697 |
| 9480 | 9953 | 10452 | 10974 | 11523 |
| 11839 | 12430 | 13052 | 13705 | 14390 |
| 10464 | 10988 | 11535 | 12113 | 12719 |
| 10464 | 10988 | 11535 | 12113 | 12719 |
| 10208 | 10719 | 11255 | 11818 | 12409 |
| 8802 | 9242 | 9705 | 10190 | 10700 |

Attachment A - Management 01

| | | | |
|---------|-----------------------------------|-----|---|
| 01-0154 | DEPUTY AG COMM/SEALER OF W&M | M46 | M |
| 01-0158 | DEPUTY ANIMAL CONTROL DIRECTOR | M36 | M |
| 01-2107 | DEPUTY BUILDING OFFICIAL | M48 | M |
| 01-1999 | DEPUTY CO ADMIN OFF PROJ/GRANT | M53 | M |
| 01-2008 | DEPUTY COUNTY ADMN OFFICER I | M53 | M |
| 01-2003 | DEPUTY COUNTY ADMN OFFICER II | M56 | M |
| 01-2108 | DEPUTY DIR OF CHILD SUPPORT SV | M55 | M |
| 01-2057 | DEPUTY HEALTH SERVICES DIRECTR | M55 | M |
| 01-1524 | DEPUTY HUMAN RESOURCES DIRECTO | M56 | M |
| 01-0476 | DEPUTY PUBLIC DEFENDER ADMIN MANA | M55 | M |
| 01-2209 | DEPUTY PUBLIC SERV DIR ADMN I | M46 | M |
| 01-2210 | DEPUTY PUBLIC SERV DIR ADMN II | M50 | M |
| 01-7098 | DEPUTY PUBLIC WORKS DIRECTOR | M50 | M |
| 01-0804 | DEPUTY PUBLIC WORKS DIR I ADMN | M46 | M |
| 01-0805 | DEPUTY PUBLIC WORKS DIR II ADM | M50 | M |
| 01-2112 | DEPUTY REGISTRAR OF VOTERS | M39 | M |
| 01-1221 | DEPUTY SOCIAL SERVICES DIR CPS | M60 | M |
| 01-1220 | DEPUTY SOCIAL SERVICES DIRECT | M55 | M |
| 01-2059 | DEPUTY SPEC DIST ADMIN FISCAL | M49 | M |
| 01-2062 | DEPUTY SPECIAL DIST ADMN I | M52 | M |
| 01-2063 | DEPUTY SPECIAL DIST ADMN II | M56 | M |
| 01-0649 | DIRECTOR OF BEHAVIORAL HEALTH | M64 | M |
| 01-0525 | DIRECTOR OF CHILD SUPPORT SERV | M66 | M |
| 01-2067 | DISTRICT ATTORNEY ADMIN COORD | M41 | M |
| 01-0133 | DPTY AIR POLL CONTROL OFFICER | M47 | M |
| 01-2217 | DPTY DIRECTOR OF PUBLIC HEALTH | M55 | M |
| 01-2212 | DPTY PUBLIC SVRS DIR-PROJECT | M48 | M |
| 01-0640 | EMERGENCY EVENT FISCAL MANAGER | M46 | M |
| 01-1600 | EMERGENCY SERVICES MANAGER | M46 | M |
| 01-1195 | ENVIRONMENTAL HEALTH DIR | M52 | M |
| 01-2017 | FACILITIES MAINTENANCE SUPT | M38 | M |
| 01-0666 | FIRST FIVE EXECUTIVE DIRECTOR | M45 | M |
| 01-2065 | HEALTH SERVICES ADMIN MANAGER | M44 | M |
| 01-0658 | HEALTH SERVICES DIRECTOR | M64 | M |
| 01-1137 | HEALTH SERVICES PROGRAM MGR | M47 | M |
| 01-2211 | HEAVY EQUIP FLEET MAINT SUPT | M36 | M |

| 7/1/2027-6/30/2028 | | | | |
|--------------------|-------|-------|-------|-------|
| Year 3 | | | | |
| 8095 | 8500 | 8925 | 9370 | 9840 |
| 6323 | 6640 | 6971 | 7322 | 7687 |
| 8505 | 8930 | 9377 | 9845 | 10338 |
| 9623 | 10104 | 10610 | 11140 | 11697 |
| 9623 | 10104 | 10610 | 11140 | 11697 |
| 10362 | 10880 | 11424 | 11996 | 12596 |
| 10111 | 10615 | 11145 | 11703 | 12288 |
| 10111 | 10615 | 11145 | 11703 | 12288 |
| 10362 | 10880 | 11424 | 11996 | 12596 |
| 10111 | 10615 | 11145 | 11703 | 12288 |
| 8095 | 8500 | 8925 | 9370 | 9840 |
| 8935 | 9383 | 9852 | 10345 | 10861 |
| 8935 | 9383 | 9852 | 10345 | 10861 |
| 8095 | 8500 | 8925 | 9370 | 9840 |
| 8935 | 9383 | 9852 | 10345 | 10861 |
| 6810 | 7150 | 7509 | 7883 | 8278 |
| 11438 | 12010 | 12610 | 13241 | 13903 |
| 10111 | 10615 | 11145 | 11703 | 12288 |
| 8717 | 9154 | 9611 | 10091 | 10596 |
| 9388 | 9857 | 10350 | 10868 | 11411 |
| 10362 | 10880 | 11424 | 11996 | 12596 |
| 12626 | 13257 | 13920 | 14615 | 15347 |
| 13265 | 13927 | 14624 | 15356 | 16123 |
| 7155 | 7512 | 7888 | 8284 | 8696 |
| 8297 | 8712 | 9149 | 9606 | 10086 |
| 10111 | 10615 | 11145 | 11703 | 12288 |
| 8505 | 8930 | 9377 | 9845 | 10338 |
| 8095 | 8500 | 8925 | 9370 | 9840 |
| 8095 | 8500 | 8925 | 9370 | 9840 |
| 9388 | 9857 | 10350 | 10868 | 11411 |
| 6644 | 6977 | 7325 | 7691 | 8076 |
| 7897 | 8292 | 8707 | 9143 | 9599 |
| 7705 | 8091 | 8495 | 8920 | 9365 |
| 12626 | 13257 | 13920 | 14615 | 15347 |
| 8297 | 8712 | 9149 | 9606 | 10086 |
| 6323 | 6640 | 6971 | 7322 | 7687 |

| 7/1/2028 - New Agreement | | | | |
|--------------------------|-------|-------|-------|-------|
| Year 4 | | | | |
| 8379 | 8797 | 9237 | 9700 | 10183 |
| 6545 | 6873 | 7216 | 7576 | 7956 |
| 8802 | 9242 | 9705 | 10190 | 10700 |
| 9960 | 10457 | 10981 | 11528 | 12106 |
| 9960 | 10457 | 10981 | 11528 | 12106 |
| 10726 | 11261 | 11825 | 12416 | 13036 |
| 10464 | 10988 | 11535 | 12113 | 12719 |
| 10464 | 10988 | 11535 | 12113 | 12719 |
| 10726 | 11261 | 11825 | 12416 | 13036 |
| 10464 | 10988 | 11535 | 12113 | 12719 |
| 8379 | 8797 | 9237 | 9700 | 10183 |
| 9249 | 9710 | 10195 | 10707 | 11241 |
| 9249 | 9710 | 10195 | 10707 | 11241 |
| 8379 | 8797 | 9237 | 9700 | 10183 |
| 9249 | 9710 | 10195 | 10707 | 11241 |
| 7048 | 7401 | 7771 | 8159 | 8568 |
| 11839 | 12430 | 13052 | 13705 | 14390 |
| 10464 | 10988 | 11535 | 12113 | 12719 |
| 9022 | 9474 | 9948 | 10445 | 10967 |
| 9717 | 10202 | 10712 | 11248 | 11811 |
| 10726 | 11261 | 11825 | 12416 | 13036 |
| 13068 | 13721 | 14407 | 15127 | 15884 |
| 13730 | 14416 | 15137 | 15893 | 16689 |
| 7405 | 7776 | 8164 | 8573 | 9001 |
| 8589 | 9017 | 9467 | 9942 | 10438 |
| 10464 | 10988 | 11535 | 12113 | 12719 |
| 8802 | 9242 | 9705 | 10190 | 10700 |
| 8379 | 8797 | 9237 | 9700 | 10183 |
| 8379 | 8797 | 9237 | 9700 | 10183 |
| 9717 | 10202 | 10712 | 11248 | 11811 |
| 6876 | 7221 | 7582 | 7961 | 8358 |
| 8174 | 8583 | 9012 | 9462 | 9935 |
| 7975 | 8374 | 8791 | 9232 | 9693 |
| 13068 | 13721 | 14407 | 15127 | 15884 |
| 8589 | 9017 | 9467 | 9942 | 10438 |
| 6545 | 6873 | 7216 | 7576 | 7956 |

Attachment A - Management 01

| | | | |
|---------|--------------------------------|-----|---|
| 01-1525 | HUMAN RESOURCES DIRECTOR | M64 | M |
| 01-2110 | INFORMATION TECH DIRECTOR | M63 | M |
| 01-0810 | INTIGRATED SOLID WASTE MANAGER | M44 | M |
| 01-0809 | LANDFILL MANAGER | M41 | M |
| 01-2093 | PARKS SUPERINTENDENT | M40 | M |
| 01-2027 | PRINCIPAL CIVIL ENGINEER | M54 | M |
| 01-1105 | PRINCIPAL PLANNER | M50 | M |
| 01-1138 | PROGRAM MANAGER | M48 | M |
| 01-1139 | PROGRAM MANAGER - CPS | M53 | M |
| 01-0257 | PROPERTY TAX MANAGER | M43 | M |
| 01-0036 | PUBLIC HEALTH NURSING DIRECTOR | M56 | M |
| 01-2215 | PUBLIC HEALTH OFFICER | M80 | M |
| 01-1321 | PUBLIC SERVICES DIRECTOR | M67 | M |
| 01-0800 | PUBLIC WORKS DIRECTOR | M67 | M |
| 01-1180 | PUBLIC WORKS SUPERINTENDENT | M41 | M |
| 01-2111 | REGISTRAR OF VOTERS | M47 | M |
| 01-1500 | RISK MANAGEMENT PROGRAM COORD | M37 | M |
| 01-1501 | RISK MANAGER | M48 | M |
| 01-2105 | SHERIFF-CORONER ADMIN MANAGER | M44 | M |
| 01-1490 | SOCIAL SERVICES DIRECTOR | M64 | M |
| 01-2006 | SPECIAL DISTRICT ADMINISTRATOR | M66 | M |
| 01-1526 | STAFF SERVICES MANAGER | M48 | M |
| 01-2060 | UTILITY SYSTEMS COMPL COORD | M54 | M |
| 01-1420 | VETERAN SERVICES OFFICER | M39 | M |
| 01-0165 | VETERINARIAN | M62 | M |
| 01-0566 | VICTIM WITNESS PROGRAM ADMIN | M36 | M |
| 01-0791 | WATER RESOURCES DEPUTY DIRECTR | M47 | M |
| 01-0429 | WATER RESOURCES DIRECTOR | M54 | M |

| 7/1/2027-6/30/2028 | | | | |
|--------------------|-------|-------|-------|-------|
| Year 3 | | | | |
| 12626 | 13257 | 13920 | 14615 | 15347 |
| 12317 | 12934 | 13581 | 14260 | 14973 |
| 7705 | 8091 | 8495 | 8920 | 9365 |
| 7155 | 7512 | 7888 | 8284 | 8696 |
| 6980 | 7330 | 7696 | 8081 | 8485 |
| 9863 | 10357 | 10875 | 11417 | 11989 |
| 8935 | 9383 | 9852 | 10345 | 10861 |
| 8505 | 8930 | 9377 | 9845 | 10338 |
| 9623 | 10104 | 10610 | 11140 | 11697 |
| 7517 | 7894 | 8287 | 8701 | 9136 |
| 10362 | 10880 | 11424 | 11996 | 12596 |
| 18743 | 19680 | 20665 | 21698 | 22783 |
| 13596 | 14276 | 14990 | 15740 | 16527 |
| 13596 | 14276 | 14990 | 15740 | 16527 |
| 7155 | 7512 | 7888 | 8284 | 8696 |
| 8297 | 8712 | 9149 | 9606 | 10086 |
| 6483 | 6807 | 7147 | 7504 | 7880 |
| 8505 | 8930 | 9377 | 9845 | 10338 |
| 7705 | 8091 | 8495 | 8920 | 9365 |
| 12626 | 13257 | 13920 | 14615 | 15347 |
| 13265 | 13927 | 14624 | 15356 | 16123 |
| 8505 | 8930 | 9377 | 9845 | 10338 |
| 9863 | 10357 | 10875 | 11417 | 11989 |
| 6810 | 7150 | 7509 | 7883 | 8278 |
| 12017 | 12619 | 13250 | 13912 | 14607 |
| 6323 | 6640 | 6971 | 7322 | 7687 |
| 8297 | 8712 | 9149 | 9606 | 10086 |
| 9863 | 10357 | 10875 | 11417 | 11989 |

| 7/1/2028 - New Agreement | | | | |
|--------------------------|-------|-------|-------|-------|
| Year 4 | | | | |
| 13068 | 13721 | 14407 | 15127 | 15884 |
| 12749 | 13387 | 14056 | 14758 | 15496 |
| 7975 | 8374 | 8791 | 9232 | 9693 |
| 7405 | 7776 | 8164 | 8573 | 9001 |
| 7225 | 7587 | 7965 | 8363 | 8781 |
| 10208 | 10719 | 11255 | 11818 | 12409 |
| 9249 | 9710 | 10195 | 10707 | 11241 |
| 8802 | 9242 | 9705 | 10190 | 10700 |
| 9960 | 10457 | 10981 | 11528 | 12106 |
| 7781 | 8169 | 8578 | 9006 | 9457 |
| 10726 | 11261 | 11825 | 12416 | 13036 |
| 19399 | 20368 | 21388 | 22457 | 23580 |
| 14073 | 14777 | 15515 | 16290 | 17105 |
| 14073 | 14777 | 15515 | 16290 | 17105 |
| 7405 | 7776 | 8164 | 8573 | 9001 |
| 8589 | 9017 | 9467 | 9942 | 10438 |
| 6710 | 7044 | 7396 | 7767 | 8155 |
| 8802 | 9242 | 9705 | 10190 | 10700 |
| 7975 | 8374 | 8791 | 9232 | 9693 |
| 13068 | 13721 | 14407 | 15127 | 15884 |
| 13730 | 14416 | 15137 | 15893 | 16689 |
| 8802 | 9242 | 9705 | 10190 | 10700 |
| 10208 | 10719 | 11255 | 11818 | 12409 |
| 7048 | 7401 | 7771 | 8159 | 8568 |
| 12438 | 13061 | 13712 | 14399 | 15118 |
| 6545 | 6873 | 7216 | 7576 | 7956 |
| 8589 | 9017 | 9467 | 9942 | 10438 |
| 10208 | 10719 | 11255 | 11818 | 12409 |