

**MEMORANDUM OF UNDERSTANDING**  
**BY AND BETWEEN**  
**THE**  
**LAKE COUNTY EMPLOYEES ASSOCIATION,**  
**UNITS #3, #4, & #5 (LCEA)**  
**AND**  
**THE COUNTY OF LAKE**  
**FOR ~~October 21, 2021 – June 30, 2025~~**  
**July 1, 2025 – June 30, 2029**

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**County Personnel Rule Provision**

[LCEA Unit 3.4. 5 July 1, 2025 to June 30, 2029](#)

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## **1. GENERAL PROVISIONS**

### **1.1. PARTIES TO THE AGREEMENT**

This Memorandum of Understanding, hereinafter referred to as the MOU, has been executed by a representative of the Board of Supervisors of the County of Lake, hereinafter referred to as the COUNTY, and by representatives of Unit 3, 4, and 5 of the Lake County Employees Association, hereinafter referred to as the ASSOCIATION.

### **1.2. AUTHORIZED AGENTS**

For the purposes of administering the terms and provisions of this MOU, the following authorized agents have been designated:

#### **1.2.1. COUNTY'S AUTHORIZED AGENT**

COUNTY's principal authorized agent shall be the County Administrative Officer or the duly authorized representative.

County of Lake  
255 North Forbes Street  
Lakeport, California  
95453

#### **1.2.2. ASSOCIATION'S AUTHORIZED AGENT**

ASSOCIATION'S principal authorized agent shall be the President, or ~~his/her~~ their duly authorized representatives of Operating Engineers.

Lake County Employees Association, Inc.  
P.O. Box 845  
Lakeport, California 95453

### **1.3. RECOGNITION**

The ASSOCIATION is hereby acknowledged as the recognized employee organization for the purpose of meeting and conferring in good faith under the auspices of Section 3500 et seq. of the Government Code of the State of California and the Employer-Employee Relations Ordinance of Chapter 14 of the Ordinance Code of the County of Lake. Specifically, such recognition extends to those permanent positions in the Unit 3, 4, and 5.

### **1.4. ASSOCIATION RIGHTS**

#### **1.4.1. DUES & BENEFITS DEDUCTION**

The COUNTY agrees to continue the present ASSOCIATION check off system whereby ASSOCIATION dues, as established by the

ASSOCIATION, and payments for ASSOCIATION benefits programs, as established by the ASSOCIATION and approved by the COUNTY, will be withheld from ASSOCIATION members' pay. Such withholding will be remitted promptly to the Treasurer of the ASSOCIATION, or such other officer as designated by the ASSOCIATION, along with a list of the employees who have had said dues or payments deducted.

#### **1.4.2. MEET AND CONFER MEMBERS**

~~Five (5) Three~~ members of the ASSOCIATION shall be allowed on the Meet and Confer ~~Committee, and Committee and~~ shall be paid by the COUNTY for reasonable time spent in meeting and conferring with the COUNTY, but only for straight time hours they would otherwise have worked on their regular schedules of work.

#### **1.4.3. USE OF COUNTY FACILITIES**

The ASSOCIATION may utilize COUNTY facilities so far as such is not disruptive to the normal operations of the COUNTY.

##### **1.4.3.1. Bulletin Boards**

ASSOCIATION shall be allowed reasonable access to bulletin boards currently and normally utilized by the COUNTY for posting information of primary interest to COUNTY employees. Such access shall include space on such bulletin boards or other authorized area up to a maximum of twenty percent (20%) thereof. The use of such space shall be limited to the posting of ASSOCIATION matters. Items posted shall be dated and initialed by the person posting. Failure to meet reasonable standards shall result in the ASSOCIATION being required to immediately remove the posted documents.

##### **1.4.3.2. Duplication Equipment**

COUNTY will continue to provide use of the duplicating equipment at prevailing fees for work done and the use of established intercommunication systems, and meeting rooms.

##### **1.4.3.3. Mailing Lists**

COUNTY agrees to provide the LCEA with employee contact information (employee name, department, and classification) for each employee represented by Units 3, 4 and 5. This information will be provided in an electronic format suitable for database or spreadsheet use. The LCEA must submit a written request for this information to the Human Resources Director, no more than once per fiscal quarter. COUNTY shall be given a reasonable time to respond to the request.

**1.4.3.4. Information**

The first week of every calendar month the COUNTY agrees to provide the LCEA president with the available and most up-to-date employee contact information for all LCEA members (Employee Name, LCEA Unit #, Position Title, Department / Division Description, work e-mail, home e-mail, home phone, cell phone, work phone, mailing address) to the extent that such information is recorded in the COUNTY's HRIS system on the date that the report is run. It is agreed between the parties that this monthly report, as described, will suffice to meet all provisions of required AB119 reporting to the LCEA.

**1.4.4. ORIENTATION**

ASSOCIATION shall have access to all new employees within this Unit for the purposes of informing such employees of the additional benefits available to ASSOCIATION members. A maximum of one (1) hour of COUNTY time may be set aside during employees' orientation for the above service. The ASSOCIATION will notify the Human Resources Department of the representative it has designated as "Orientation Officer".

**1.4.5. BARGAINING UNIT ACTIVITIES ON COUNTY TIME**

In addition to the time allowed during work hours for ASSOCIATION representatives to participate in the meet and confer process with COUNTY representatives, the COUNTY shall also allow reasonable time during working hours for members the ASSOCIATION designates to investigate, process, and represent members in grievances and employee disciplinary appeals. No more than three employees shall be so designated at any one time and the COUNTY, by its Human Resources Director, shall be informed by the ASSOCIATION of the names of the employees so designated. Of the three members so designated, no more than one said designated member at any one time shall be allowed time during working hours to investigate, process, and represent a member in each particular grievance and/or employee disciplinary appeal. The employee who has filed a grievance and/or is subject to disciplinary action may select ~~his/her~~their representation in such a matter. No other bargaining unit business shall be conducted on COUNTY time.

**1.5. COUNTY RIGHTS AND RESPONSIBILITIES**

COUNTY retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this MOU except as expressly limited by a specific provision of this MOU. Without limiting the generality of the foregoing, the rights, powers and authority retained ~~solely and solely~~ and exclusively by COUNTY and not abridged herein, include, but

are not limited to, the following: To manage and direct its business and personnel; to manage, control and determine the mission of its departments, building facilities and operations; to create, change, combine or abolish jobs, departments and facilities in whole or in part; to subcontract or discontinue work for economic or operational reasons; to direct the work force; to increase or decrease the work force and determine the number of employees needed; to hire, transfer, promote and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operation and reasonable work load; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct and penalties for violation thereof; to determine the type and scope of work to be performed and the services to be provided; to determine the methods, processes, means, and places of providing services and to take whatever action is necessary to prepare for and operate in an emergency. Nothing in this Article shall be construed to limit, amend, decrease, revoke or otherwise modify the rights vested in the COUNTY by any law regulating, authorizing or empowering the COUNTY to act or refrain from acting.

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## 2. COMPENSATION

### 2.1. SALARY SCHEDULE

The salary for each classification from step 1 through 5 shall be as shown in Attachment "A" which is attached hereto and incorporated by reference herein and reflects the following adjustments:

- a. Beginning July 1, 2025, the County will implement the 2024 Compensation study at 97.5% of the 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 County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.

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### 2.2. Y-Rating Provision

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

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These employees will retain their current pay grade and step until one of the following conditions is met:

1. Their current step increases within the pay grade bring their salary into alignment with the study's range.

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2. A cost-of-living adjustment (COLA) is applied at a level that adjusts their pay to fall within the approved salary schedule.

During this time, Y-rated employees will continue to receive their current salary but will not be eligible for step increases, merit raises, or COLAs, as their compensation remains above the approved salary schedule.

**2.2.1. FOR PART TIME EMPLOYEES**

Employees working less than full time shall receive proportionate compensation.

**2.1.2.3. FIVE STEP SALARY SCHEDULE**

**2.1.1.2.3.1. SALARY STEP SYSTEM**

The Salary Step System contained herein is a five-step salary schedule (Step 1, Step 2, etc.). Movement in this system shall be based on an annual satisfactory performance evaluation as determined by the employee's department head. Eligibility for progression through the steps of the salary schedule shall be based upon at least one full year's satisfactory service at the preceding step. Upon achievement of one full year of service and an overall rating of "Satisfactory" or above on the associated annual performance evaluation, as determined by the employee's department head, the employee shall receive a 5% increase upon movement to the next step in the system (Steps 2-5). Unless advanced step hiring has been approved, every employee entering into represented classes covered by this MOU shall begin ~~his/her~~their service at the first step (Step 1) of the salary schedule.

In cases, where an employee's performance evaluation is less than satisfactory and, therefore, progression to the next step is denied, the department head shall reevaluate that employee following ninety (90) days additional service and, if such employee's performance is determined by the department head to have improved to satisfactory or better at the conclusion of such 90-day period, the employee may be eligible to progress to the next step, subject to the full discretion of the

department head. If progression is still denied the salary anniversary date will be set to one year from the prior salary anniversary date.

**2.3.2. Effective date of step increases**

A step increase shall become effective on the date the step increase became due except when the employee's performance is less than satisfactory.

**2.3.3. DEMOTION**

**2.1.2. 2.2.3.1 STEPS SALARY STEP UPON VOLUNTARY DEMOTION**

Employees who voluntarily demote shall be placed at the salary step 1-5 representing the least loss of pay. In no case shall the salary be increased above that received in the classification from which the employee was demoted. The employee's salary anniversary date will be maintained if the demotion places the employee at salary step 1 through step 4.

**2.1.3.2.3.4. PROMOTIONS AND RECLASSIFICATIONS**

**2.1.3.1.2.3.4.1. Promotion or Reclassification to Non-Supervisory Classification**

An employee who is promoted to a non-supervisory classification, or whose position has been reclassified to a higher level, but remains non-supervisory, shall receive a salary at the first step of the higher class or at the step which provides for at least a five percent (5%) increase over his/her their base salary prior to such promotion. If an increase equal to 5% should exceed the last step of the new range (Step 5), the employee shall be promoted to the last step (Step 5) of the new range (Step 5).

**2.1.3.2.2.3.4.2. Promotion or Reclassification to Supervisory Classification**

An employee who is promoted to a supervisory classification, or whose position has been reclassified to a supervisory level, shall receive a salary at the first step of the higher class or at the step which provides for at least a ten percent (10%) increase over his/her their base salary prior to such promotion. If an increase equal to 10% should exceed the last step of the new range (Step 5), the employee shall be promoted to the last step (Step 5) of the new range.

**2.1.3.3.2.3.4.3. Promotion or Reclassification from One Supervisory Classification to another Supervisory Classification**

An employee who is promoted or whose position is reclassified from one supervisory classification to another supervisory

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classification shall receive a salary at the first step of the higher class or at the step which provides for at least a five percent (5%) increase over ~~his/her~~their base salary prior to such promotion. If an increase equal to 5% should exceed the last step (Step 5) of the new range, the employee shall be promoted to the last step (Step 5) of the new range.

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**2.1.3.4.2.3.4.4. Salary on 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 2.3.2.1., and/or 2.1.3.22, 3.1, 2.2.3.2 and 2.2.3.3. Under such circumstances, the Human Resources Director may authorize an advanced salary step up to Step 3. The County Administrative Officer may authorize an advanced salary step at Step 4 or Step

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5. The ASSOCIATION will be notified when an advanced step is given on promotion pursuant to this section. Advanced step upon promotion does not apply to flex promotions.

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**2.1.4. EFFECTIVE DATE**

~~A step increase shall become effective on the date the step increase became due.~~

**2.2.2.4. PROMOTIONAL EXAMINATION LEAVE**

COUNTY will provide the necessary time off with pay to employees to participate in promotional examinations for the COUNTY which are held during his/her their regular work hours; provided such time off shall not exceed eight (8) hours in any calendar month.

**2.3. SALARY**

**2.3.1. SALARY SCHEDULE**

~~The salary range for each classification from Step 1 through Step 5 shall be as shown in Attachment "A" which is attached hereto and incorporated by reference herein and reflects the following adjustments:~~

- ~~a. Starting the October 21, 2021 pay period, the CPS-HR Classification and Compensation (CC) Study dated October 1, 2019 shall be implemented at 98% of market median (Market 98).~~
- ~~b. Starting July 1, 2022, the CPS-HR Classification and Compensation (CC) Study dated October 1, 2019 shall be implemented at 100% of market median (Market 100), equivalent to a 2% COLA.~~
- ~~c. Starting July 1, 2023, the CPS-HR Classification and Compensation (CC) Study dated October 1, 2019 shall be implemented at 102% of market median (Market 102), equivalent to a 2% COLA.~~
- ~~d. Starting July 1, 2024, the CPS-HR Classification and Compensation (CC) Study dated October 1, 2019 shall be implemented at 105% of market median (Market 105), equivalent to a 3% COLA.~~

#### LCEA Unit 3.4, 5 July 1, 2025 to June 30, 2029

### 2.3 Salary

~~The salary for each classification from step 1 through 5 shall be as shown in Attachment "A" and reflect the following adjustments:~~

~~Starting the July 1, 2025 pay period, the Classification and Compensation (CC) Study dated March 2024, shall be implemented at 97.5% of market median.~~

~~Beginning July 1, 2026, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.~~

~~Beginning July 1, 2027, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.~~

~~Beginning July 1, 2028, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.~~

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### 2.2 Y-Rating Provision

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

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#### **2.3.2. FOR PART TIME EMPLOYEES**

~~Employees working less than full time shall receive proportionate compensation.~~

### 1.4 Longevity Pay

#### 2.4.1 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.

#### 2.4.2 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%.

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

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#### 2.3.3 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 2.4.2) will be adjusted to the appropriate longevity step according to the longevity table above. This adjustment will take effect on July 1, 2025.

2.3.4 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 2.4.2) 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.

2.4.5 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.

2.4.6 Longevity CAP.

Longevity increases shall be capped at a maximum of six. Those employees who have reached a sixth longevity or above by the date this agreement goes into effect are eligible to attain a final longevity step, five years of continuous service and 10,400 hours worked, excluding overtime, from the date the last longevity pay was received.

**2.3.3. LONGEVITY PAY**

**2.3.3.1. — Eligibility**

~~The fifth year after an employee reaches the fifth step, the employee shall receive a 2.5% increase for longevity. Each fifth year thereafter, the employee shall receive an additional 2.5% for longevity. If the employee moves to a new position they will retain any longevity increases earned previously.~~

**2.3.3.2. — Longevity upon Voluntary Demotion**

~~Employees who voluntarily demote shall be placed at the salary step 1-5 representing the least loss of pay. In no case, shall the salary be increased above that received in the classification from which the employee was demoted. Employees shall retain any longevity increases earned.~~

**2.3.3.3. — Longevity upon Promotion**

~~Employees who are promoted will retain any longevity increases earned previously. Employees who are promoted to a position that places them at the fifth step of the new position with no~~

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~~longevity increases, shall receive a 2.5% longevity increase after serving five years in the new position. Each fifth year thereafter, the employee shall receive an additional 2.5% increase for longevity. Employees who promote to a new position with retained longevity increases, will be eligible for the next longevity increase, after 5 years of service in the new position. Each fifth year thereafter, the employee shall receive an additional 2.5% increase for longevity.~~

**2.4. COUNTY PAYMENT OF EMPLOYEE'S PERS CONTRIBUTION**

~~For employees who are defined by California Public Employee's Retirement Law as Classic PERS members, the employee shall pay the employee's contribution to PERS (currently equal to approximately seven percent (7%) of the employee's modified gross pay under the PERS 2% at 55 retirement benefit formula).~~

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For the term of this MOU, Classic PERS employees shall not be responsible to pay any more than the employee's share of 7% of the employee's modified gross pay.

For employees who are defined by California Public Employee's Retirement Law as New PERS members, the County is prohibited from paying any portion of the employee's share of PERS, and therefore will not pay any portion of the employee's contribution to PERS for the 2% at 62 retirement benefit formula.

## **2.5. WORKING ABOVE CLASS**

### **2.5.1. DEFINITION**

Employees who are duly authorized, directed or assigned to work above their normal classifications shall be compensated at the base salary rate of step 1 of the position to which assigned, or five percent (5%) above their normal salary rate, whichever is higher.

### **2.5.2. START OF PAY**

Pay for assignment above class shall commence on the sixteenth (16th) consecutive workday of such assignment, or the sixteenth (16th) day accumulated in any sixty (60) calendar day period.

## **2.6. ~~UNIFORM ALLOWANCE~~**

~~All employees assigned by their department head to wear a uniform shall have such uniform provided by the COUNTY.~~

## **2.7. ~~ADVANCED CERTIFICATION~~**

~~(Unit #3) For the position of Utility Area Superintendent, the COUNTY will pay for the periodic certification(s) renewal when the employee has achieved a higher level of certification than the minimum level required to qualify for the position. It is understood between the parties that holding a higher certification than the minimum required for the position does not qualify the employee for compensation for working above class. It is further understood that the COUNTY is not obligated to provide funds to cover the cost of any training or education requirements necessary to achieve or maintain the certifications.~~

~~(Unit #5) For the positions of Water/Wastewater Treatment Plant Operators I/II/III and Hazardous Materials Specialist II, the COUNTY will pay for the periodic certification(s) renewal when the employee has achieved a higher level of certification than the minimum level required to qualify for the position. It is understood between the parties that holding higher certification than the minimum required for the position does not qualify the employee for compensation for working above~~



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3. \_\_\_\_\_ class. It is further understood that the COUNTY is not obligated to provide funds to cover the cost of any training or education requirements necessary to achieve or maintain the certifications.
4. \_\_\_\_\_ INCENTIVE PAYS

**4.1. SHIFT DIFFERENTIAL**

Any employee who is assigned and works a shift of which at least five hours are between 10:00 p.m. and 8:00 a.m. shall receive an additional two and one-half percent (2.5%) of base salary as shift differential for that shift.

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**4.2. BILINGUAL DIFFERENTIAL**

All employees certified as bilingual through the County's standard bilingual certification process, in Spanish, or other language as necessary for County business and as determined by the Department Head, shall receive two hundred twenty-five dollars per (\$225) month.

**4.3. GEOTHERMAL HAZARDOUS DIFFERENTIAL**

Employees assigned to the Air Quality Management District in the positions listed below shall receive a geothermal hazardous differential add pay 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.

3.7.1: Air Quality Engineer I shall receive a five percent (5%) Geothermal Hazardous Add Pay of their base pay for all hours worked

3.7.2: Air Quality Engineer II and Air Quality Engineer Senior shall receive a ten percent (10%) Geothermal Hazardous Add Pay of their base pay for all hours worked

**4.4. CLASS A/B DIFFERENTIAL**

Employees who are required to possess a Class A/B driver's license due to the minimum requirements of the job description, shall receive a two and one-half percent (2.5%) of their base salary.

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**3.5. \_\_\_\_\_ HOURS OF WORK**

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### 3.1.5.1. HOURS OF WORK

Unit members shall have regularly assigned work hours which shall not be changed without prior notice. Except in the case of emergencies, written or verbal notice shall be given at least five (5) days prior to the effective date of a change in regular work hours. Shifts are defined as any work period not to exceed forty (40) hours in any seven (7) day work week period. All days off will be consecutive and work days not exceeding twelve (12) hours. Each employee shall be scheduled to work a shift with regular starting and quitting times.

### 3.2.5.2. OVERTIME (OT) AND COMPENSATORY TIME OFF (CTO)

#### 3.2.1.5.2.1. OVERTIME DEFINED

#### 3.2.2 Definition Overtime Defined

It is hereby agreed that unit employees shall be compensated for overtime hours assigned and worked in excess of the normal work shift at 1-1/2 times the hourly rate of pay, or compensatory time off at time and one-half, at the employee's option.

Overtime is defined as any time actually worked by the employee in excess of eight (8) hours in a consecutive twenty-four (24) hour period or forty (40) hours in an employee's standard 5/8 work week.

For employees on an alternate work schedule (4/10's, 9/80's or 12 hour shifts), overtime is defined as anytime actually worked in excess of an employee's standard work day in a consecutive tw

Overtime is defined as all authorized and directed time hours worked in excess of the employees normally scheduled daily work shift for permanent full-time employees, for employees who are designated as permanent part time, overtime is defined as any hours worked in excess of 40 hours in a standard workweek, or in excess of 8 hours in any regularly scheduled workday.

Normal daily work shifts may consist of a 5/8 work schedule or any alternative work schedule agreed upon by the parties.

For permanent full-time non-exempt employees' overtime is defined as:

- Any time worked beyond the employee's regular daily work shift
- or
- over 40 hours in a standard workweek.
- Any time worked beyond an approved alternate work shift.

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**For part-time non-exempt employees' overtime is defined as:**

- Any time worked beyond 8 hours in a single workday or
- Any time worked beyond 40 hours in a standard workweek.

Overtime will be compensated at one and one-half times (1 ½) the employee's regular hourly rate, or with compensatory time off at one and one-half times the employee's regular hourly rate, based on the employee's choice. Work shifts may follow a 5/8, 9/80, 4/10, 3/12 & 4 schedule, or another alternative schedule mutually agreed upon.

~~Paid~~ holiday, sick leave, shall not be considered time worked for the purpose of calculating overtime nor shall it be used to calculate base pay. For this purpose, a work week shall begin at 12:01am on Sunday and end at midnight on Saturday.

**3.2.1.2. Time Worked**

5.2.1.1. ~~Compensatory Time Off (CTO) shall be considered as time worked only when used as provided in Section 3.2.2.4. (Use of CTO as Time Worked).~~

5.2.1.2. Use of CTO as Time Worked

CTO which was accrued in a prior work week and taken in a subsequent work week shall be considered as time worked in that subsequent work week.

**3.2.2.5.2.2. COMPENSATION FOR OVERTIME WORKED**

**3.2.2.1. Compensation Rate**

~~All overtime worked shall be compensated by cash payment at one and ONE-HALF TIMES (1 ½) the hourly rate.~~

**3.2.2.2. CTO Rate**

~~If an employee requests and is granted compensatory time off (CTO) in lieu of cash payment, such CTO shall accumulate and be granted at one and one-half times (1 ½) the hours worked.~~

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**3.2.2.3.5.2.2.1. Maximum Accrual of CTO**

The maximum accumulation of CTO that an employee may have at any point in time is eighty (80) hours. CTO shall be utilized in accordance with existing policy.

**3.2.2.4.5.2.2.2. Use of CTO as Time Worked**

CTO which was accrued in a prior work week and taken in a subsequent work week shall be considered as time worked in that subsequent work week.

**3.2.2.5.5.2.2.3. Use of CTO When Directed to Not Return**

**to Work** When an employee has worked overtime between regular shifts and is directed by ~~his/her~~their supervisor to not return to work at the beginning of the regular shift because of concern for employee safety and performance, the employee may use previously accrued CTO in lieu of sick leave for that portion of the regular shift not worked by direction of the supervisor.

**3.3.5.3. CALL BACK**

**3.3.1.5.3.1. DEFINITION**

For purposes of this MOU, Call Back, Call Out and Call In shall have identical meaning. Call Back shall occur when an employee has completed ~~their his/her~~ work shift, be it regular or extended; has departed the employer's premises or place of work assignment and is off duty; and is subsequently called back to a place of work assignment by the COUNTY prior to the beginning of the employee's next designated work shift.

**3.3.2.5.3.2. SHIFT EXTENSION NOT CALL BACK**

Call Back shall not mean work that is contiguous to, or an extension of, or an early beginning of a designated regular work shift.

**3.3.3.5.3.3. SCHEDULED WORK OR TRAINING NOT CALL BACK**

Call Back shall not mean scheduled work or training assignments that are in addition to the normal scheduled work week.

**3.3.4.5.3.4. MINIMUM CALL BACK TIME**

Employees called back shall be credited with the actual time away from home, or three (3) hours, whichever is greater, not to exceed 24 hours in a 24-hour period.

**3.2.5. CALL BACK EXCLUDES WORK FROM REMOTE LOCATION**

When work can be performed from a remote location via communication devices (e.g. telephone, computer, etc.), employees performing said work shall not receive call-back pay as defined herein above.

Rather said employees shall be compensated for a minimum of 1/4 hour or for the actual time worked.

#### **3.4.5.4. STANDBY ASSIGNMENTS**

##### **3.4.1-5.4.1. ELIGIBILITY**

Employees specifically assigned and authorized by the department head (or designee) to remain available at all times to receive and to respond to calls for service by telephone, or in person are eligible for standby pay. While on standby, an employee must either wear a County-supplied cell phone or be at their telephone at all times, must refrain from the use of alcohol and/or illegal and/or controlled substances, must remain within the County of Lake if the employee has been supplied a County vehicle, and must remain within forty-five minutes of the area to which the standby employee would be called to report. In situations where the employee has received in advance the express permission of ~~his/her~~their department head, the employee on standby may exceed the 45-minute restriction.

##### **3.4.2-5.4.2. ASSIGNMENT PERIODS**

###### **3.4.2-5.4.2.1. Daily**

Daily assignment shall include the hours when the office is closed Monday through Friday (normally from 5:00 p.m. until 8:00 a.m. of the next day).

###### **3.4.2-5.4.2.2. Weekend**

Weekend assignment shall include the period from 8:00 a.m. Saturday, until 8:00 a.m. Sunday or from 8:00 a.m. Sunday, until 8:00 a.m. Monday.

###### **3.4.2-5.4.2.3. Holiday**

Holiday assignment shall include the period from 8:00 a.m. of a holiday, during which the COUNTY offices are closed because of that holiday, until 8:00 a.m. the following morning.

##### **3.4.3-5.4.3. STANDBY PAY**

The COUNTY shall pay fifty (\$50.00) dollars per day for each daily assignment and seventy-five (\$75.00) per day for each weekend or holiday assignment.

#### **~~3.5. SHIFT DIFFERENTIAL~~**

~~Any employee who is assigned and works a shift of which at least five hours are between 10:00 p.m. and 8:00 a.m. shall receive an additional two and one-half percent (2.5%) of base salary as shift differential for that shift.~~

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### **3.6. BILINGUAL DIFFERENTIAL (SPANISH)**

~~When certified as bilingual in Spanish and filling a designated bilingual position, an employee will receive two and one-half percent (2.5%) of his/her base pay for all hours worked.~~

~~Any employee so certified who is assigned as part of his or her employment duties with the COUNTY to speak in Spanish shall be deemed to be serving in a designated bilingual position and shall receive the 2.5% described in this provision for the duration of said assignment (as long as the employee is assigned to a designated bilingual position).~~

~~3.7 GEOTHERMAL HAZARDOUS DIFFERENTIAL~~  
Employees assigned to the Air Quality Management District in the positions listed below shall receive a geothermal hazardous differential add pay 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.

~~3.7.1: Air Quality Engineer I shall receive a 5% Geothermal Hazardous Add Pay of their base pay for all hours worked~~

~~3.7.2: Air Quality Engineer II and Air Quality Engineer Senior shall receive a 10% Geothermal Hazardous Add Pay of their base pay for all hours worked~~

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### **3.7.5.5. 3.8 OTHER PROVISIONS**

Provisions of the County Personnel Rules which have been not altered by this MOU or subsequently changed during this contract year shall govern the remaining facets of hours and overtime.

## **4.6. LEAVE BENEFITS**

### **6.1. COUNTY DECLARED HOLIDAYS**

#### **4.1. HOLIDAYS**

The following days during the contractual period shall be declared as holidays for unit members:

<u>Holiday</u>	<u>Date</u>
<u>1. New Year's Day</u>	<u>January 1st</u>
<u>2. Martin Luther King Day</u>	<u>Third Monday in January</u>
<u>3. President's Day</u>	<u>Third Monday in February</u>
<u>4. Memorial Day</u>	<u>Last Monday in May</u>

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<u>5. Juneteenth</u>	<u>June 19th</u>
<u>6. Independence Day</u>	<u>July 4th</u>
<u>7. Labor Day</u>	<u>First Monday in September</u>
<u>8. Indigenous Peoples' Day</u>	<u>Second Monday in October</u>
<u>9. Veterans Day</u>	<u>November 11th</u>
<u>10. Thanksgiving Day</u>	<u>Fourth Thursday in November</u>
<u>11. Day After Thanksgiving Day</u>	<u>Friday following the Fourth Thursday in November</u>
<u>12. Winter Holiday</u>	<u>Monday - Friday of the week December 25th falls on, if December 25th falls on a weekday. If December 25th falls on a Saturday or Sunday, the 23rd through the 29th of December</u>
<u>Any other holiday declared by the Board pursuant to State Law.</u>	

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Each calendar year, full time permanent employees shall be entitled to sixteen (16) holidays. The holiday schedule will align with the schedule observed by the Courts. Any additional County declared holidays beyond those observed by the Courts shall be compensated with eight (8) hours of straight time pay during the pay period in which the holiday occurs, or with equivalent time off taken within the same pay period or within the following sixty (60) days.

The following days during the contractual period shall be declared as holidays and compensated as such for employees in the represented classifications:

<u>County Declared Holidays</u>	
<u>Holiday</u>	<u>Date Overserved</u>
<u>— New Year's Day</u>	<u>January 1<sup>st</sup></u>
<u>— Martin Luther King Jr. Day</u>	<u>The third Monday in January</u>
<u>— President's day</u>	<u>The third Monday in January</u>
<u>— Memorial Day</u>	<u>The last Monday in May</u>
<u>— Juneteenth</u>	<u>June 19<sup>th</sup></u>
<u>— Independence Day</u>	<u>July 4<sup>th</sup></u>
<u>— Labor Day</u>	<u>The first Monday in September</u>
<u>— Indigenous Peoples' Day</u>	<u>The second Monday in October</u>
<u>— Veteran's Day</u>	<u>November 11<sup>th</sup></u>
<u>— Thanksgiving</u>	<u>The fourth Thursday in November</u>

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<del>Day after Thanksgiving</del>	<del>Friday following Thanksgiving</del>
<u>Winter Holiday</u>	
<u>Holidays 12-16</u>	
<u>Monday – Friday of the week December 25th falls on, if December falls on a weekday.</u>	
<u>If December 25th falls on a Saturday or Sunday, the 23rd through the 29th of December.</u>	

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

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#### 4.1.1.6.1.1. HOLIDAY OBSERVANCE

Any holiday, except Winter Holiday as stated in section 4.1.1(11), which falls on a Sunday shall be observed on the following Monday. Any holiday, except Winter Holiday as stated in Section 4.1.1(11), which falls on a Saturday shall be observed on the preceding Friday.

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#### 4.1.2.6.1.2. HOLIDAYS WORKED

##### 4.1.2.4.6.1.2.1. Required to Work

When an employee is required to work on a declared COUNTY holiday, ~~they he/she~~ shall be compensated for the eight (8) hours holiday in addition to one and one-half times (1 1/2) for the actual hours worked. The department may, in lieu of the pay for the holiday, provide equivalent time off within the succeeding sixty (60) day period.

##### 4.1.2.2.6.1.2.2. Holiday on Regular Day Off

When a holiday falls on an employee's regular day off ~~he/shethey~~ shall be compensated with either equivalent time off within the pay period or pay at straight time, at the option of the department head.

#### 4.1.3.6.1.3. HOLIDAY PAY FOR ALTERNATE WORK SCHEDULES REGULAR WORK DAYS OVER EIGHT HOURS

Employees ~~on an alternate work schedule who are regularly assigned work day schedules longer than eight (8) hours shall will~~ receive eight (8) hours compensation for each holiday. If requested by the employee in advance, the department shall allow such employee to work additional hours at straight time for each holiday. Such time shall be worked during the same payroll period which contains the holiday(s). The use of approved vacation leave or compensatory time off may also be allowed to augment the eight (8) holiday hours in order to receive a full work day credit for that holiday.

The Department Head will assess staffing needs during the holiday workweek to ensure adequate coverage for ongoing operations, staff support, and the completion of essential tasks and responsibilities. Employees may be asked to adjust their schedules or cover specific hours or days as necessary.

#### 4.1.4.6.1.4. PERMANENT PART-TIME EMPLOYEE PRORATION

Part-time employees who are regularly assigned to work less than full-time shall receive a proportionate share of the 8 hours of Holiday pay in the same proportion that their part-time allocated positions bear to a full-time allocated position.

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**4.2.6.2. VACATION LEAVE**

**4.2.1.6.2.1. ALLOWANCE**

The following annual vacation allowance shall be credited to each employee based upon full-time, continuous, permanent employment with the COUNTY:

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<u>YEARS</u>	<u>ANNUAL ALLOWANCE</u>
Beginning of 1st year thru end of 4th year	80 hours
Beginning of 5th year thru end of 15th year	120 hours
Beginning of 16th year thru end of 16th year	128 hours
Beginning of 17th year thru end of 17th year	136 hours
Beginning of 18th year thru end of 18th year	144 hours
Beginning of 19th year thru end of 19th year	152 hours
Beginning of 20th year and thereafter	160 hours

~~For employees 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 leave~~

Employees who previously worked full-time, continuously and permanently for another county or city government—provided the employment ended within 30 days before being hired by the COUNTY—may request for those years to count toward the employee's total years of service with the COUNTY for the purpose of accruing vacation leave

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#### 4.2.2.6.2.2. UTILIZATION

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

#### 4.2.3.6.2.3. VACATION ACCRUAL FOLLOWING LAYOFF

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

### 4.3.6.3. SICK LEAVE

#### 4.3.1.6.3.1. RELATIONSHIP TO PERSONNEL RULES

Sick leave provisions not contained herein shall be as provided for in the County Personnel Rules.

#### 4.3.2.6.3.2. PERS SICK LEAVE OPTIONSICK LEAVE CONVERSION TO CalPERS SERVICE CREDIT

Pursuant to CalPERS regulations, eligible employees who retire from County service may elect to convert unused sick leave to CalPERS service credit for retirement purposes.

Eligible employees must elect either the CalPERS service credit conversion or the Sick Leave Incentive Program; employees may not participate under both programs.

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~~The PERS plan includes the credit for unused sick leave option upon retirement. In addition, employees with at least a year of service and unused sick leave are eligible for the COUNTY sickleave incentive program at either termination or retirement. Employees may not participate in both programs.~~

~~**4.3.3.6.3.3. SICK LEAVE PAYMENT UPON SEPARATION\_**~~  
~~**INCENTIVE PROGRAM UPON SEPARATION**~~

~~Employees shall be allowed, as a bonus payment, a percentage of unused sick leave upon voluntary termination from COUNTY service according to the following schedule, up to a maximum payment of two thousand dollars (\$2,000.00).~~

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~~Employees who retire from COUNTY service shall be allowed, as a bonus payment, a percentage of unused sick leave according to the following schedule, up to a maximum payment of two thousand five hundred dollars (\$2,500.00). For purposes of this provision, to "retire" means that the subject employee has taken all necessary steps to implement a CalPERS retirement.~~

<u>Complete Service</u>	<u>Sick Leave Paid Off</u>
<del>1 yr. but less than 2 yrs.</del>	<del>20.0%</del>
<del>2 yrs. but less than 3 yrs.</del>	<del>22.5%</del>
<del>3 yrs. but less than 4 yrs.</del>	<del>25.0%</del>
<del>4 yrs. but less than 5 yrs.</del>	<del>27.5%</del>
<del>5 yrs. but less than 6 yrs.</del>	<del>30.0%</del>
<del>6 yrs. but less than 7 yrs.</del>	<del>32.5%</del>
<del>7 yrs. but less than 8 yrs.</del>	<del>35.0%</del>
<del>8 yrs. but less than 9 yrs.</del>	<del>40.0%</del>
<del>9 yrs. but less than 10 yrs.</del>	<del>45.0%</del>
<del>10 or more years</del>	<del>50.0%</del>

Employees who voluntarily separate from County service with at least one (1) year of service and unused sick leave shall be eligible to receive a percentage of their unused sick leave as a monetary payout, not to exceed two thousand dollars (\$2,000.00).

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Employees who retire from County service, having completed all necessary steps to implement a CalPERS retirement, shall be eligible to receive a percentage of their unused sick leave as a monetary payout, not to exceed two thousand five hundred dollars (\$2,500.00), provided they do not elect to convert sick leave to CalPERS service credit.

Employees must elect either the Sick Leave Incentive Program or the Sick Leave Conversion to CalPERS service credit; employees may not participate under both programs.

<u>Completed Service</u>	<u>Sick Leave Paid Off</u>
<u>1 yr but less than 2 yrs</u>	<u>20.0%</u>
<u>2 yrs but less than 3 yrs</u>	<u>22.5%</u>
<u>3 yrs but less than 4 yrs</u>	<u>25.0%</u>
<u>4 yrs but less than 5 yrs</u>	<u>27.5%</u>
<u>5 yrs but less than 6 yrs</u>	<u>30.0%</u>
<u>6 yrs but less than 7 yrs</u>	<u>32.5%</u>
<u>7 yrs but less than 8 yrs</u>	<u>35.0%</u>
<u>8 yrs but less than 9 yrs</u>	<u>40.0%</u>
<u>9 yrs but less than 10 yrs</u>	<u>45.0%</u>
<u>10 or more years</u>	<u>50.0%</u>

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**4.3.4.6.3.4. PERMANENT PART-TIME EMPLOYEE PRORATION**

Permanent employees who are regularly assigned to work less than full time shall accrue a pro rata share of the sick leave rate as their scheduled hours bear to those of a full-time employee.

**4.3.5.6.3.5. CASH IN LIEU (Unit 3)**

Employees who have accrued more than five hundred (500) hours of unused sick leave may request and receive cash in lieu of sick leave hours which are in excess of five hundred hours. However, no such employee shall receive more than 40 hours cash in lieu of sick leave hours in any one fiscal year.

**4.3.6.6.3.6. CASH IN LIEU (Unit 4 and 5)**

Employees who have accrued more than five hundred (500) hours of unused sick leave may request and receive cash in lieu of sick leave hours which are in excess of five hundred hours. However, no such employee shall receive more than twenty (20) hours cash in lieu of sick leave hours in any one fiscal year.

**4.4 BEREAVEMENT LEAVE**

All employees covered under this AGREEMENT 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.

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.

~~All employees covered under this AGREEMENT 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, 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, 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 to permanent full-time employees and pro 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~~

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- ~~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.~~

~~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.~~

**5.7. HEALTH AND WELFARE BENEFITS**

**5.4.7.1. GROUP INSURANCE**

**5.4.1.7.1.1. MAXIMUM MONTHLY COUNTY CONTRIBUTION FOR HEALTH CARE COVERAGE**

The COUNTY shall pay a maximum contribution of one thousand five hundred dollars (\$1,500.00) per month toward the County-Sponsored medical, dental, and vision group insurance plan for each employee who enrolls in a County-Sponsored group medical, dental, and vision insurance plan.

Under the COUNTY's flexible benefits plan, a specific amount (as defined in Section 22892 of the California Government Code, which is adjusted annually based on inflation) of this contribution is specifically designated for group medical insurance, with the balance of the COUNTY contribution available and paid toward an employee's total group medical, dental, and vision premium.

In no event shall the COUNTY's financial obligation exceed the actual monthly premium for an employee's medical, dental, and vision insurance. Employees who select such employee-only

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coverage and/or employee plus one dependent coverage will NOT be entitled to receive in cash, other compensation, benefits, or in any form the difference between the amount of the cost of either such coverage and the \$1,500 per month COUNTY contribution.

~~The COUNTY shall pay a maximum contribution of one thousand hundred dollars (\$1000.00) per month toward the COUNTY-sponsored medical, dental and vision insurance plan for each employee who enrolls in a COUNTY-sponsored group medical, dental and vision insurance plan.~~

~~In no event, shall the COUNTY's financial obligation exceed the actual monthly premium for an employee's medical, dental and insurance choices under the COUNTY'S flexible benefits plan.~~

~~Employees who select coverage with monthly total premiums less than \$1000.00 per month will not be entitled to receive in cash, other compensation, and benefits or in any form the difference between the amount of the cost of such coverage and the \$1000.00 per month COUNTY contribution.~~

**5.1.2.7.1.2. COVERAGE**

The scope of coverage under the COUNTY-sponsored plan will not be diminished during the term of this Agreement.

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For purposes of this paragraph, "scope of coverage" is defined as medical, dental, vision, and life insurance coverage.

### 5.1.3. RETIREES' COVERAGE

~~5.1.3.1. 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.~~

5.1.3.1 County retirees who retire with fifteen (15) years of total County service as a permanent employee, including at least five (5) consecutive years immediately prior to retirement, and who participate in the County-Sponsored Insurance Program, are entitled to a monthly contribution equal to 50% of the "employee-only" portion of the group health insurance medical premium (excluding dental and vision coverage) toward a County-Sponsored Health Plan. This monthly contribution will discontinue once the retiree reaches sixty-five (65) years of age or becomes eligible for Medicare coverage.

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County retirees who retire with twenty (20) years of total County service as a permanent employee, including at least five (5) consecutive years immediately prior to retirement, and who participate in the County-Sponsored Insurance Program, are entitled to a monthly contribution equal to 75% of the "employee-only" portion of the group health insurance medical premium (excluding dental and vision coverage) toward a County-Sponsored Health Plan. This monthly contribution will discontinue once the retiree reaches sixty-five (65) years of age or becomes eligible for Medicare coverage.

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~~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.~~

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~~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.~~

**5.1.3.2.5.1.3.1. Break in Service Due to Layoff**

When the last break in service immediately prior to retirement is due to a lay-off, the requirement to work at least 5 continuous years shall be waived.

**5.1.3.3.5.1.3.2. Discontinue Allowance for Break in Service**

Notwithstanding the above, employees whose original hire date or re-hire date is November 1, 2011, or later, shall not be eligible for the retiree health insurance monthly stipend unless they have either fifteen or twenty consecutive years of COUNTY service as a permanent employee immediately prior to retirement. However, if the last break in service immediately prior to retirement is due to a lay-off and the employee was re-hired under the Re-employment provision under Article 7.2 herein, the employee maintains eligibility and the requirement to work at least 5 continuous years shall be waived.

#### **5.1.4. INSURANCE OPT-OUT WITH ALTERNATIVE COVERAGE**

Employees may waive all health care coverage in its entirety, i.e medical, dental, and vision insurance. Eligibility for the opt-out cash-in-lieu benefit will be based on meeting the current Affordable Care Act (ACA) definition of an "eligible opt-out arrangement." To receive this cash-in-lieu benefit, employees must provide the COUNTY with proof of similar, employer-sponsored coverage in a form specified by the COUNTY. This includes any required documentation, certifications, or attestations to verify compliance with the ACA's definition of an "eligible opt-out arrangement". Eligible employees who waive of health care coverage will receive a monthly stipend of \$200.00, which is considered taxable income. Employees are required to complete annual certification during the open enrollment period and promptly report any changes to their qualifying coverage. If at any time during the plan year, the County will not pay the cash-in-lieu to an employee if the current provisions in the ACA eligible opt-out arrangement dictate that the County must not pay that employee.

~~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's (ACA) definition of an "eligible opt-out arrangement". Employees wishing to receive the cash-in-lieu benefit described below are required to provide to the COUNTY proof of similar, employer-sponsored coverage in such a form as the COUNTY may require, in addition to any documentation/certifications/attestations/etc. required to demonstrate compliance with the ACA's current definition of "eligible opt-out arrangement". Employees waiving health care coverage who are eligible for the opt-out stipend shall receive \$200.00 per month cash in lieu. At any time during the plan year, the County will not pay the cash-in-lieu to an employee if the current provisions in the ACA eligible opt-out arrangement dictate that the County must not pay that employee.~~

#### **5.1.5.1.4. GROUP LIFE INSURANCE**

The County shall pay the cost for basic group life insurance for eligible employees. If elected, the County will also pay for basic group life insurance for a qualified dependent.

Employees will be automatically enrolled in the County's basic group life insurance plan, effectively the first of the month following their hire date, for the amount of their base annual salary up to \$100,000. The employee is responsible for any associated taxes.

If enrolled by the employee, a qualified dependent shall be covered for \$1,000.

~~The County shall pay the cost for basic, group life insurance for eligible employees and their qualified dependents.~~

~~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.~~

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5.1.6 Accidental Death and Dismemberment (AD&D) Insurance

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

5.1.76 AIR MEDICAL MEMBERSHIP PROGRAM

Effective the first day of the month following the employees date of hire, an employee shall be covered under an air medical membership program, such as REACH Air Medical Services.

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.

5.1.8 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.

5.1.9 Employee Assistance Plan (EAP)

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

5.1.10 STATE DISABILITY INSURANCE

Unit employees shall have coverage through the State Disability Insurance (SDI) Program.

It is understood that each unit employee shall pay the cost of their SDI premium and the necessary premium contributions will be deducted by the COUNTY from the employee's salary each pay period.

8. RETIREMENT

7.1 Employees CalPERS Contribution.

The County will maintain its contract with the State Public Employees' Retirement System (CalPERS) and the benefits currently provided there under. The current CalPERS plan being provided for "classic" employees hired before January 1, 2013 is the 2% @ 50 formula for Local Safety Members, 2% @ 55 for Classic Miscellaneous Members and for "new" Employees hired after January 1, 2013 is the 2.7% @ 57 formula for Local Safety Members and 2% @ 62 for Miscellaneous Members

7.1.1 "Classic" Miscellaneous Members

Employees who are defined by California Public Employee's Retirement Law as Classic Miscellaneous PERS members, the employee shall pay the employee's contribution to PERS (currently

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**LCEA Unit 3.4, 5 July 1, 2025 to June 30, 2029**

equal to approximately seven percent (7%) of the employee's modified gross pay under the PERS 2% at 55 retirement benefit formula).

For the term of this MOU, Classic non-safety PERS employees shall not be responsible to pay any more than the employee's share of 7% of the employee's modified gross pay.

**7.1.2 "New" Miscellaneous PEPRAs Members**

Employees who are defined by California Public Employee's Retirement Law as New Miscellaneous PERS members, the COUNTY is prohibited from paying any portion of the employee's share of PERS, and therefore will not pay any portion of the employee's contribution to PERS for the 2% @ 62 retirement benefit formula.

**7.2 Sick Leave Conversion to CalPERS Service Credit**

Pursuant to CalPERS regulations, eligible employees who retire from County service may elect to convert unused sick leave to CalPERS service credit for retirement purposes.

Eligible employees must elect either the CalPERS service credit conversion or the Sick Leave Incentive Program; employees may not participate under both programs.

**7.3 Military Buy Back**

Pursuant to the COUNTY's contract with PERS, employees may "buyback" limited military service time at no cost to the COUNTY.

**7.4 SOCIAL SECURITY**

All County employees will contribute to social security program.

**8.1. UNIFORM ALLOWANCE**

All employees assigned by their department head to wear a uniform shall have such uniform provided by the COUNTY.

**8.2. ADVANCED CERTIFICATION**

(Unit #3) For the position of Utility Area Superintendent, the COUNTY will pay for the periodic certification(s) renewal when the employee has achieved a higher level of certification than the minimum level required to qualify for the position. It is understood between the parties that holding a higher certification than the minimum required for the position does not qualify the employee for compensation for working above class. It is further understood that the COUNTY is not obligated to provide funds to cover the cost of any training or education requirements necessary to achieve or maintain the certifications.

(Unit #5) For the positions of Water/Wastewater Treatment Plant Operators I/II/III and Hazardous Materials Specialist II, the COUNTY

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[LCEA Unit 3.4, 5 July 1, 2025 to June 30, 2029](#)

will pay for the periodic certification(s) renewal when the employee has achieved a higher level of certification than the minimum level required to qualify for the position. It is understood between the parties that holding higher certification than the minimum required for the position does not qualify the employee for compensation for working above

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class. It is further understood that the COUNTY is not obligated to provide funds to cover the cost of any training or education requirements necessary to achieve or maintain the certifications.

### **8.3. TOOL ALLOWANCE**

The COUNTY shall pay a tool allowance of \$30.00 per month to each employee who is required as a condition of their employment to use personal tools. This amount shall be paid in the manner prescribed by the County Auditor 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

### **8.4. CLASS A & B DRIVERS LICENSE PHYSICALS**

Employees who are required to maintain Class A or B driver's licenses shall be allowed time off without loss of pay for required physical examinations if such physical examinations are scheduled during regular working hours, with such scheduling subject to the approval of the Department Head.

If employees utilize COUNTY-designated physicians for physical examinations, said basic exam shall be provided at no cost to the employee.

## **6.9. GRIEVANCE PROCEDURE**

### **6.1.9.1. DEFINITIONS**

#### **6.1.1.9.1.1. GRIEVANCE**

A grievance is a claimed violation, misapplication or misinterpretation of a specific provision of this MOU or employee protection contained in any ordinance, resolutions, personnel rules or written policies which adversely affects the grievant.

#### **6.1.2.9.1.2. GRIEVANT**

A grievant is an employee in the unit who is filing a grievance as defined above, or the ASSOCIATION alleging a violation of an ASSOCIATION right as defined in Article I. Section D. Alleged violations, misapplications, or misinterpretations which affect more than one employee in a substantially similar manner may be consolidated at the discretion of management as a group grievance.

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In situations where more than one employee is affected, the ASSOCIATION may file grievances on behalf of its members.

The COUNTY may require that the ASSOCIATION provide a list of the names of the employees allegedly affected.

**6.1.3.9.1.3. DAYS**

"Day(s)" shall mean day(s) in which the COUNTY's main Administration Office is open for business.

**6.2.9.2. INFORMAL LEVEL**

Within seven (7) days from the event giving rise to a grievance or from the date the employee could reasonably be expected to have had knowledge of such event the grievant shall orally discuss his/her/their grievance with his/her/their supervisor. The supervisor shall have three (3) days to give an answer to the employee.

**6.3.9.3. FORMAL LEVELS**

**6.3.1.9.3.1. LEVEL 1 - DEPARTMENT HEAD**

If the grievant is not satisfied with the supervisor's answer, the grievant may within five (5) days from receipt of such answer file a written appeal to the department head who shall, within ten (10) days meet with the employee, and within five (5) days thereafter give a written answer to the grievant.

**6.3.2.9.3.2. LEVEL 2 - HUMAN RESOURCES DIRECTOR**

If the grievant is not satisfied with the written answer from the department head, the grievant may within five (5) days from the receipt of such answer file a written appeal to the County Human Resources Director, or his/her/their designee.

Within twenty (20) days of receipt of the written appeal, the County Human Resources Director or his/her/their designee shall investigate the grievance, which may include a meeting with the concerned parties, and give a written answer to the grievant within five (5) days thereafter.

**6.3.3.9.3.3. LEVEL 3 - COUNTY ADMINISTRATIVE OFFICER**

If the grievant is not satisfied with the County Human Resources Director's written answer to the grievance, the grievant may within five (5) days from receipt of such answer file an appeal for final determination by the County Administrative Officer.

The appeal along with any documentation shall be forwarded to the County Administrative Officer for their consideration by the County Human Resources Director and the grievant.

The County Administrative Officer or designees hear the grievance within two (2) weeks thereafter, or as soon as possible. A neutral person, such as a member of State Mediation & Conciliation Service (SMCS), and the ASSOCIATION president, or ~~his/her~~their representative, shall sit on a hearing panel for the purpose of providing input and guidance to the County Administrative Officer or designee. The neutral person and ASSOCIATION president can ask questions and review all written documentation submitted. No later than two (2) weeks after the hearing, the County Administrative Officer or designee shall issue a final decision in the matter.

#### **6.4.9.4. GENERAL PROVISIONS**

##### **6.4.1.9.4.1. EMPLOYEE'S TIME LIMIT FOR FORWARDING GRIEVANCE**

If a grievant fails to carry ~~his/her~~their grievance forward to the next level within the prescribed time period, the grievance shall be considered settled based upon the decision rendered at the most recent step utilized.

##### **6.4.2.9.4.2. TIME LIMIT FOR RESPONSE**

If any reviewer fails to respond with an answer within the given time period during the formal levels, the grievance shall be automatically forwarded to the next higher level.

##### **6.4.3.9.4.3. EMPLOYEE REPRESENTATION**

The grievant may be represented by a person of ~~his/her~~their choice at any formal level of this procedure.

##### **6.4.4.9.4.4. WAIVER OF LIMITS AND LEVELS**

Time limits and formal levels may be waived by mutual written consent of the parties.

#### **6.3.5. PROOF OF SERVICE**

Proof of Service shall be accomplished by registered mail or hand delivery.

#### **6.3.6. PROCEDURE BY MUTUAL AGREEMENT**

Nothing in this procedure shall preclude both parties from agreeing to submit an individual grievance to a hearing officer in lieu of the hearing procedure in Level 3.

#### **6.3.7. APPEALS**

The employee shall receive regular pay for that time in the appeals process which is part of their normal duty shift but shall not receive any compensation for time spent outside of normal duty shift.

## **7.10. MISCELLANEOUS**

### **7.1.10.1. LAYOFF**

#### **7.1.1.10.1.1. REASONS FOR LAYOFF**

When it becomes necessary, through exercise of the portions of this MOU, through lack of work, through lack of funds, or whenever it is deemed advisable in the interests of economy or other causes, to reduce the number of employees in a department within a given class, the Human Resources Director, with the advice of the department head, shall prepare a layoff list providing that all extra help, temporary and provisional employees in the given class shall be laid off before probationary or employees holding permanent status in that class. At the request of ASSOCIATION, the COUNTY shall meet and discuss possible alternatives to layoffs. Such meetings shall be conducted subsequent to an announcement by the COUNTY that specific layoffs will occur, and shall cease, whether or not there is an agreement, prior to the effective date of the first layoff.

#### **7.1.2.10.1.2. ORDER OF LAYOFF**

##### **7.1.2.1.10.1.2.1. Probationary Employees**

Persons serving in the initial probationary period shall be laid off prior to permanent regular employees.

##### **7.1.2.2.10.1.2.2. Seniority**

Permanent regular employees shall be laid off by inverse order of COUNTY seniority except that employees whose last two consecutive performance evaluations were less than "satisfactory" shall be laid off prior to employees whose evaluations were "satisfactory". The evaluations utilized for this determination must have occurred at least one year apart.

### **7.1.3.10.1.3. SENIORITY**

#### **7.1.3.1.10.1.3.1. Date of Appointment**

COUNTY seniority shall be measured from the last date of appointment to COUNTY service from which there has been continuous service.

#### **7.1.3.2.10.1.3.2. Break in Service**

Any voluntary termination of employment except an authorized leave of absence shall constitute a break in service, at which point seniority will terminate

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**7.1.3.3-10.1.3.3. Leave without Pay**

An authorized leave of absence without pay shall not terminate seniority but shall be deducted from all determinations of COUNTY seniority and total COUNTY services.

**7.1.3.4-10.1.3.4. Ties in Seniority**

The above provisions of this Article notwithstanding any ties in seniority shall be broken by lot.

**7.1.4-10.1.4. NOTICE OF LAYOFF**

The COUNTY shall send written notice by e-mail to the employees County email and last known personal email address found in the employees personnel file and certified mail, postage prepaid, return receipt requested and correctly addressed, to the last known mailing address of the employee as found in his/her personnel file. In lieu of the above, the COUNTY may serve notice by personal service. Notice of layoff shall be made at least fourteen calendar (14) days prior to the effective date of the action. If the written notice is returned to the COUNTY marked unable to forward, or is otherwise undeliverable, that shall also serve as proper notice.

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**7.1.5-10.1.5. DEMOTION AND DISPLACEMENT IN LIEU OF LAYOFF**

**7.1.5.1-10.1.5.1. Demotion in Lieu of Layoff**

In lieu of being laid off, a regular employee may elect demotion and displacement in the same department to a classification previously held in permanent status by said employee with substantially the same or lower salary range. In order to be eligible for demotion or displacement, an employee must have more seniority than at least one of the incumbents in the demotion or displacement class.

**7.1.5.2-10.1.5.2. Demotion within Department Only**

Demotion and displacement rights to specified classifications shall be applicable only within the department and subject to layoff list provisions in this section based on ability and seniority.

**7.1.5.3-10.1.5.3. Employee Election**

Employees wishing demotion and displacement in lieu of layoff must notify the COUNTY, in writing, of this election no later than seven (7) calendar days after receiving notice of layoff.

**7.1.5.4-10.1.5.4. Salary Step**

Employees being demoted or displaced to a position they have never held shall be placed at the salary step 1-5 representing the least loss of pay. Employees being demoted or displaced to a position they have held shall be placed at the lower salary range

at the appropriate step based on their qualifications. In no case shall the salary be increased above that received in the classification from which the employee was laid off. Employees who voluntarily demote shall follow article II (A) 2. The salary anniversary date shall be set at one year for Step 1 through 4, ~~and 5 years for Step 5.~~

#### **7.2.10.2. RE-EMPLOYMENT AFTER LAYOFF**

##### **7.2.1.10.2.1. RE-EMPLOYMENT LIST**

A permanent employee involuntarily terminated from COUNTY employment by layoff shall have ~~his/her~~their name placed on a re-employment list by the Human Resources Director. Persons on such a list shall be provided to employing departments in accordance with the County Personnel Merit System for a period of twelve (12) months following the date of layoff. This twelve-month period may be extended an additional six months, for a total of no more than eighteen months following the date of layoff, upon the written request of the employee to the Human Resources Director.

##### **7.2.2.10.2.2. CONDITIONS OF RE-EMPLOYMENT**

If all of the following conditions exist, the hiring department shall be required to rehire former departmental employees from the re-employment list.

###### **7.2.2.1.10.2.2.1. Vacancy in Class**

The department has previously laid off employee(s) in the class for which it is now attempting to fill a vacancy.

###### **7.2.2.2.10.2.2.2. Employee on List**

The layoff described above resulted in a former departmental employee being placed on the current re-employment list for that class.

###### **7.2.2.3.10.2.2.3. Employee Acceptance**

The employee(s) in question accept(s) the appointment to that department position. These provisions of re-employment apply even if the employee has accepted another position within the COUNTY.

##### **7.2.3.10.2.3. NEW ANNIVERSARY DATE**

For purposes of salary increases within the classification, the anniversary date of any person re-employed under this provision shall be adjusted by postponing the anniversary date last held in a permanent position by the number of days equal to the days during which the employee was laid off.

The above procedure shall establish the employee's new salary anniversary date and all benefits and leave accrual rates.

**7.2.4.10.2.4. REINSTATEMENT OF LEAVE BENEFITS**

Any person reemployed under this section may, within thirty (30) days of re-employment, reinstate all unused sick leave benefits formerly accrued by repayment to the COUNTY of all moneys received for sick leave payoff resulting from his/her/their layoff. Furthermore, the employee shall be entitled to utilize sick leave and vacation benefits as if there had been no break in service. The aAccrual of such benefits shall be based on the new salary anniversary date.

**7.2.5.10.2.5. TIME LIMITS**

Re-employment rights under this section are limited to twelve (12) months from the date of separation from COUNTY service. A six (6) month extension may be requested in writing from the Human Resources Director, however, under no circumstances shall re-employment rights extend more than eighteen (18) months from the date of separation from COUNTY service.

**7.2.6.10.2.6. DECLINATION BY EMPLOYEE**

Three declinations by an employee of an appointment opportunity from a re-employment list shall serve to remove his/her/their name from all re-employment lists.

**7.2.7.10.2.7. EMPLOYEE RESPONSIBLE FOR CONTACT INFORMATION**

It shall be the responsibility of the laid-off employee to keep the COUNTY sufficiently informed of an adequate means by which to be contacted for purposes of this Article.

**7.3. TOOL ALLOWANCE**

The COUNTY shall pay a tool allowance of \$30.00 per month to each employee who is required as a condition of his/her employment to use personal tools. This amount shall be paid in the manner prescribed by the County Auditor 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

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**7.4. CLASS A & B DRIVERS LICENSE PHYSICALS**

Employees who are required to maintain Class A or B driver's licenses shall be allowed time off without loss of pay for required physical examinations if such physical examinations are scheduled during regular working hours, with such scheduling subject to the approval of the Department Head.

If employees utilize COUNTY designated physicians for physical examinations, said basic exam shall be provided at no cost to the employee.

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#### **7.5.10.3. HAZARDOUS MATERIALS SURVEY**

The COUNTY shall begin implementation of consultant report "Hazardous Substance/Practice Survey" as funding resources allow.

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#### **7.6.10.4. PROBATIONARY PERIOD**

##### **7.6.1.10.4.1. PROBATIONARY PERIOD**

Any person entering COUNTY employment shall serve an initial twelve (12) month probationary period. Any person promoted within COUNTY employment shall serve a six (6) month probationary period.

##### **7.6.2.10.4.2. PROMOTION DURING PROBATIONARY PERIOD**

A probationary period resulting from a certified promotion during the initial probationary period will not serve to extend the initial probationary period described above.

#### **7.7.10.5. INDIVIDUAL RIGHTS**

Neither the COUNTY nor the ASSOCIATION shall interfere with, intimidate, coerce, restrain, or discriminate against an employee because of the exercise of his/her/their right to engage in or refrain from engaging in activities pursuant to Section 3500 et seq. of the California Government Code, including the right to belong or not to belong to the Lake County Employees Association, the right to be or not to be represented by the LCEA or its affiliated union, Operating Engineers Local #3, and the right to engage or not to engage in union activities.

#### **7.8.10.6. NEW SUPERVISORS TRAINING**

One time per calendar year, the Lake County Human Resources Department shall conduct training for new supervisors and managers to assist in the development of their management skills.

#### **7.9.10.7. PERSONNEL POLICY CHANGE**

During the term of the MOU, the ASSOCIATION shall submit any proposed changes to the personnel policies to the County for review and consideration.

#### **8.11. CLOSING PROVISIONS**

##### **8.1.11.1. FULL UNDERSTANDING, MODIFICATION & WAIVER**

This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right to negotiate, and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein during the term of this MOU. Nothing in this paragraph shall preclude the parties from jointly agreeing to meet and confer on any issue(s) within

the scope of representation during the term of this MOU. No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto, and, if required, approved and implemented by the County Board of Supervisors and the ASSOCIATION. The waiver of any breach, term, or condition of this MOU by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

#### **8.1. PEACEFUL PERFORMANCE CLAUSE**

The parties to this MOU recognize and acknowledge that the services performed by the COUNTY employees covered by this MOU are essential to the public health, safety and general welfare of the residents of the County of Lake. ASSOCIATION agrees that under no circumstances will the ASSOCIATION recommend, encourage, cause, or permit its members to initiate, participate in, nor will any member of the bargaining unit take part in, any strike, sit-down, sick-out, slow-down or picketing (hereinafter collectively referred to as work stoppage), in any office or department of the COUNTY, nor curtail any work or restrict any production, or interfere with any operation of the COUNTY.

In the event of any such work stoppage by any member of the bargaining unit, the COUNTY shall not be required to negotiate on the merits of any dispute which may have given rise to such work stoppage until said work stoppage has ceased.

In the event of any work stoppage during the term of this MOU, whether by the ASSOCIATION, or by any member of the bargaining unit, the ASSOCIATION by its officers, shall immediately declare in writing and publicize that such work stoppage is unauthorized, and further direct its members in writing to cease the said conduct and resume work. Copies of such written notice shall be served upon the COUNTY. If in the event of any work stoppage, the ASSOCIATION promptly and in good faith performs the obligations of this paragraph, and providing the ASSOCIATION has not otherwise authorized, permitted or encouraged such work stoppage, the ASSOCIATION shall not be liable for any damages caused by the violation of this provision. However, the COUNTY shall have the right to discipline, to include discharge, any employee who instigates, participates in, or gives leadership to, any work stoppage activity herein prohibited, and the COUNTY shall also have the right to seek full legal redress, including damages, as against any such employee.

#### **8.2. SAVINGS PROVISION**

If any provisions of this MOU are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting



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except to the extent permitted by law or an agency of the State, but all other provisions will continue in full force and effect.

**8.5 COUNTY PERSONNEL RULE PROVISION**

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

**8.3. IMPLEMENTATION**

This MOU shall be of no force or effect until ratified and approved by formal action of the Board of Supervisors and the membership of ASSOCIATION. It is recognized that certain provisions herein may require ordinance changes in order to be effectuated.

**8.4. TERM**

This MOU represents the entire Agreement between the COUNTY and on subjects contained herein and shall become of full force and effect, unless otherwise noted, upon ratification by both parties and shall continue in full force and effect until midnight June 30, 2029~~5~~; and shall continue from month to month thereafter until superseded by other agreement; or until the Board of Supervisors of the COUNTY, after compliance with the provisions of Government Code Sections 3500 et seq. and Ordinance No. 1063 relating to meeting and conferring, takes action which supersedes the provisions hereof. Parties will commence negotiations of potential COLA increases prior to the expiration of this MOU.

~~8.5 All provisions not contained herein shall be provided for in County Personnel Rules~~

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IN WITNESS WHEREOF, the parties hereto have caused this MOU  
to be executed by affixing their signatures below.

**ATTEST: SUSAN PARKER**

**COUNTY OF LAKE LAKE COUNTY**

**EMPLOYEE**

**ASSOCIATION**

Clerk to the Board of Supervisors

By: \_\_\_\_\_

\_\_\_\_\_  
Chair, Board of Supervisors

APPROVED AS TO FORM:  
**LLOYD GUINTIVANO**  
County Counsel

AUDITOR REVIEW:  
**JENAVIVE HERRINGTON**  
Auditor-Controller

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Salary Grade/Step Table for Group 03 LCEA

Class #	Classification Title	Grade	Pay	YEAR 1					YEAR 2				
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
03-0031	ACCOUNT AUDITOR I SUPERVISING	540	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
03-0032	ACCOUNT AUDITOR II SUPERVISING	542	H	36.86	38.70	40.64	42.67	44.80	37.59	39.47	41.45	43.52	45.70
03-0118	AIR QUALITY PROGRAM COORDINATOR	540	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
03-0174	APPRAISER, SUPERVISING	532	H	28.79	30.23	31.74	33.33	35.00	29.37	30.84	32.38	34.00	35.70
03-0707	AREA AGENCY AGING PROG COORD	531	H	28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
03-2045	BRIDGE MAINTENANCE SUPERVISOR	522	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
03-2101	CHILD SUPPORT OFFICER, SUPERV	535	H	31.01	32.56	34.19	35.89	37.69	31.63	33.21	34.87	36.61	38.44
03-2043	CODE ENFORCEMENT PROGRAM SUPER	531	H	28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
03-0033	COLLECTIONS SUPERVISOR	524	H	23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
03-2224	DEPUTY ASSESSOR RECORDER SUP.	522	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
03-0721	ELIGIBILITY SPECIALIST SPRVSR	526	H	24.83	26.07	27.37	28.74	30.18	25.32	26.59	27.92	29.32	30.78
03-0714	EMPLOYMENT AND TRAINING SUPERV	530	H	27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
03-2068	ENVIRONMENTAL HLTH SPEC SUP I	539	H	34.23	35.94	37.73	39.62	41.60	34.91	36.66	38.49	40.41	42.43
03-2069	ENVIRONMENTAL HLTH SPEC SUP II	541	H	35.96	37.76	39.64	41.63	43.71	36.68	38.51	40.44	42.46	44.58
03-0240	EVIDENCE TECHNICIAN SUPERVISOR	525	H	24.22	25.43	26.71	28.04	29.44	24.71	25.94	27.24	28.60	30.03
03-2073	FISCAL SUPPORT SUPERVISOR	526	H	24.83	26.07	27.37	28.74	30.18	25.32	26.59	27.92	29.32	30.78
03-2130	HEALTH PROGRAMS COORDINATOR	538	H	33.39	35.06	36.81	38.65	40.59	34.06	35.76	37.55	39.43	41.40
03-2102	HEAVY EQUIP/FLEET MAINT LEADWK	521	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
03-0715	HOUSING PROGRAM COORDINATOR	531	H	28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
03-2015	JANITORIAL SUPERVISOR	513	H	18.01	18.91	19.86	20.85	21.89	18.37	19.29	20.25	21.27	22.33
03-0807	LANDFILL OPERATIONS SUPERVISOR	527	H	25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
03-2060	LIBRARY TECHNICIAN, SUPERVISIN	515	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
03-0665	MANAGED CARE ADMIN COORD	527	H	25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
03-0945	MUSEUM CURATOR	527	H	25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
03-1205	NURSE PRACTITIONER - PHYS. ASST*	556	H	52.08	54.68	57.42	60.29	63.30	53.12	55.78	58.57	61.49	64.57
03-2141	NUTRITIONAL EDUCATION COORD I	538	H	33.39	35.06	36.81	38.65	40.59	34.06	35.76	37.55	39.43	41.40
03-2142	NUTRITIONAL EDUCATION COORD II	540	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
03-0683	OFFICE MANAGER	515	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
03-2117	OFFICE SERVICES SUPERVISOR	517	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
03-2094	PARKS AREA SUPERVISOR	520	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
03-1100	PLANNER, SENIOR	543	H	37.78	39.67	41.65	43.73	45.92	38.53	40.46	42.48	44.61	46.84
03-0035	PROPERTY TAX COORDINATOR I	528	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
03-0036	PROPERTY TAX COORDINATOR II	532	H	28.79	30.23	31.74	33.33	35.00	29.37	30.84	32.38	34.00	35.70
03-0037	PROPERTY TAX COORDINATOR III	536	H	31.78	33.37	35.04	36.79	38.63	32.42	34.04	35.74	37.53	39.40
03-2308	PUBLIC AUTHORITY SUPERVISOR	521	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
03-2131	PUBLIC HEALTH EMERG PREP COORD	538	H	33.39	35.06	36.81	38.65	40.59	34.06	35.76	37.55	39.43	41.40
03-1204	PUBLIC HEALTH NURSE, SENIOR*	551	H	46.03	48.33	50.75	53.29	55.95	46.95	49.30	51.76	54.35	57.07
03-2004	PUBLIC SERVICES ANALYST	529	H	26.74	28.07	29.48	30.95	32.50	27.27	28.64	30.07	31.57	33.15
03-0802	PUBLIC WORKS ANALYST	536	H	31.78	33.37	35.04	36.79	38.63	32.42	34.04	35.74	37.53	39.40

Salary Grade/Step Table for Group 03 LCEA

Class #	Classification Title	Grade	Pay	YEAR 1					YEAR 2				
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
03-0810	PUBLIC WORKS AREA SUPERVISOR	S31	H	28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
03-0423	PUBLIC WORKS CONST PROJ MGR	S41	H	35.96	37.76	39.64	41.63	43.71	36.68	38.51	40.44	42.46	44.58
03-0800	PUBLIC WORKS FISCAL COORD-I	S33	H	29.51	30.99	32.54	34.17	35.87	30.10	31.61	33.19	34.85	36.59
03-0801	PUBLIC WORKS FISCAL COORD-II	S37	H	32.58	34.21	35.92	37.71	39.60	33.23	34.89	36.63	38.47	40.39
03-2049	PUBLIC WORKS LEADWORKER	S25	H	24.22	25.43	26.71	28.04	29.44	24.71	25.94	27.24	28.60	30.03
03-2140	REGISTERED DIETICIAN	S44	H	38.72	40.66	42.69	44.83	47.07	39.59	41.47	43.55	45.72	48.01
03-2046	SIGN & PAINT MAINT SUPERVISOR	S25	H	24.22	25.43	26.71	28.04	29.44	24.71	25.94	27.24	28.60	30.03
03-1149	SOCIAL SERVICES INFOR SYS SUP	S40	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
03-1260	SOCIAL WORKER SUPERVISOR-I	S35	H	31.01	32.56	34.19	35.89	37.69	31.63	33.21	34.87	36.61	38.44
03-1262	SOCIAL WORKER SUPERVISOR-I CPS	S42	H	36.86	38.70	40.64	42.67	44.80	37.59	39.47	41.45	43.52	45.70
03-1261	SOCIAL WORKER SUPERVISOR-II	S39	H	34.23	35.94	37.73	39.62	41.60	34.91	36.66	38.49	40.41	42.43
03-1263	SOCIAL WORKER SUPERVISOR-II CPS	S46	H	40.68	42.72	44.85	47.10	49.45	41.50	43.57	45.75	48.04	50.44
03-0414	SPECIAL DISTRICTS CUSTOMER SERVICE SUPERVISOR	S21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
03-2233	STAFF SERVICES ANALYST, SENIOR	S34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
03-2229	STAFF SERVICES SPECIALIST	S34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
03-2217	SUB ABUSE PROGRAMS COORDINATOR	S37	H	32.58	34.21	35.92	37.71	39.60	33.23	34.89	36.63	38.47	40.39
03-0030	SUPERVISING ACCOUNTANT	S33	H	29.51	30.99	32.54	34.17	35.87	30.10	31.61	33.19	34.85	36.59
03-0672	SUPERVISING BEHAVIORAL HEALTH CLINICAL SPECIALIST	S36	H	31.78	33.37	35.04	36.79	38.63	32.42	34.04	35.74	37.53	39.40
03-0673	SUPERVISING BEHAVIORAL HEALTH CLINICIAN	S40	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
03-0674	SUPERVISING BEHAVIORAL HEALTH CLINICIAN SENIOR	S44	H	38.72	40.66	42.69	44.83	47.07	39.59	41.47	43.55	45.72	48.01
03-0671	SUPERVISING MENTAL HEALTH NURS*	S37	H	32.58	34.21	35.92	37.71	39.60	33.23	34.89	36.63	38.47	40.39
03-2230	SUPERVISING STAFF ANALYST	S34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
03-2086	UTILITY AREA SUPERINTENDENT	S40	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
03-2317	WATER RESOURCES SUPERVISOR	S44	H	38.72	40.66	42.69	44.83	47.07	39.59	41.47	43.55	45.72	48.01

\* Starting from 90% and not 85%

Salary Grade/Step Table for Group 03 LCEA

Class #	Classification Title	Grade	Pay	YEAR 3					YEAR 4				
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
03-0031	ACCOUNT AUDITOR I SUPERVISING	540	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
03-0032	ACCOUNT AUDITOR II SUPERVISING	542	H	38.35	40.26	42.28	44.39	46.61	39.49	41.47	43.54	45.72	48.00
03-0118	AIR QUALITY PROGRAM COORDINATOR	540	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
03-0174	APPRAISER, SUPERVISING	532	H	29.96	31.45	33.03	34.68	36.41	30.85	32.39	34.01	35.71	37.50
03-0707	AREA AGENCY AGING PROG COORD	531	H	29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
03-2045	BRIDGE MAINTENANCE SUPERVISOR	522	H	23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
03-2101	CHILD SUPPORT OFFICER, SUPERV	535	H	32.26	33.87	35.57	37.34	39.21	33.22	34.89	36.63	38.46	40.38
03-2043	CODE ENFORCEMENT PROGRAM SUPER	531	H	29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
03-0033	COLLECTIONS SUPERVISOR	524	H	24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
03-2224	DEPUTY ASSESSOR RECORDER SUP.	522	H	23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
03-0721	ELIGIBILITY SPECIALIST SUPERVISOR	526	H	25.83	27.12	28.48	29.90	31.40	26.60	27.93	29.33	30.80	32.34
03-0714	EMPLOYMENT AND TRAINING SUPERV	530	H	28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
03-2068	ENVIRONMENTAL HLTH SPEC SUP I	539	H	35.61	37.39	39.26	41.22	43.28	36.67	38.51	40.43	42.45	44.58
03-2069	ENVIRONMENTAL HLTH SPEC SUP II	541	H	37.41	39.28	41.25	43.31	45.47	38.53	40.46	42.48	44.60	46.83
03-0240	EVIDENCE TECHNICIAN SUPERVISOR	525	H	25.20	26.46	27.78	29.17	30.63	25.95	27.25	28.61	30.05	31.55
03-2073	FISCAL SUPPORT SUPERVISOR	526	H	25.83	27.12	28.48	29.90	31.40	26.60	27.93	29.33	30.80	32.34
03-2130	HEALTH PROGRAMS COORDINATOR	538	H	34.74	36.48	38.30	40.22	42.23	35.78	37.57	39.45	41.42	43.49
03-2102	HEAVY EQUIP/FLEET MAINT LEADWK	521	H	22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
03-0715	HOUSING PROGRAM COORDINATOR	531	H	29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
03-2015	JANITORIAL SUPERVISOR	513	H	18.74	19.68	20.66	21.69	22.78	19.30	20.26	21.28	22.34	23.46
03-0807	LANDFILL OPERATIONS SUPERVISOR	527	H	26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
03-2060	LIBRARY TECHNICIAN, SUPERVISIN	515	H	19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
03-0665	MANAGED CARE ADMIN COORD	527	H	26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
03-0945	MUSEUM CURATOR	527	H	26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
03-1205	NURSE PRACTITIONER - PHYS. ASST*	556	H	54.18	56.89	59.74	62.72	65.86	55.80	58.59	61.52	64.60	67.83
03-2141	NUTRITIONAL EDUCATION COORD I	538	H	34.74	36.48	38.30	40.22	42.23	35.78	37.57	39.45	41.42	43.49
03-2142	NUTRITIONAL EDUCATION COORD II	540	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
03-0683	OFFICE MANAGER	515	H	19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
03-2117	OFFICE SERVICES SUPERVISOR	517	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
03-2094	PARKS AREA SUPERVISOR	520	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
03-1100	PLANNER, SENIOR	543	H	39.31	41.27	43.33	45.50	47.78	40.48	42.50	44.63	46.86	49.20
03-0035	PROPERTY TAX COORDINATOR I	528	H	27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
03-0036	PROPERTY TAX COORDINATOR II	532	H	29.96	31.45	33.03	34.68	36.41	30.85	32.39	34.01	35.71	37.50
03-0037	PROPERTY TAX COORDINATOR III	536	H	33.07	34.72	36.46	38.28	40.19	34.05	35.76	37.55	39.42	41.39
03-2308	PUBLIC AUTHORITY SUPERVISOR	521	H	22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
03-2131	PUBLIC HEALTH EMERG PREP COORD	538	H	34.74	36.48	38.30	40.22	42.23	35.78	37.57	39.45	41.42	43.49
03-1204	PUBLIC HEALTH NURSE, SENIOR*	551	H	47.89	50.28	52.80	55.44	58.21	49.32	51.79	54.38	57.10	59.95
03-2004	PUBLIC SERVICES ANALYST	529	H	27.82	29.21	30.67	32.20	33.81	28.65	30.08	31.59	33.16	34.82
03-0802	PUBLIC WORKS ANALYST	536	H	33.07	34.72	36.46	38.28	40.19	34.05	35.76	37.55	39.42	41.39

Salary Grade/Step Table for Group 03 LCEA

Class #	Classification Title	Grade	Pay	YEAR 3					YEAR 4				
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
03-0810	PUBLIC WORKS AREA SUPERVISOR	S31	H	29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
03-0423	PUBLIC WORKS CONST PROJ MGR	S41	H	37.41	39.28	41.25	43.31	45.47	38.53	40.46	42.48	44.60	46.83
03-0800	PUBLIC WORKS FISCAL COORD I	S33	H	30.71	32.24	33.85	35.55	37.32	31.62	33.20	34.86	36.61	38.44
03-0801	PUBLIC WORKS FISCAL COORD II	S37	H	33.89	35.59	37.37	39.24	41.20	34.91	36.65	38.48	40.41	42.43
03-2049	PUBLIC WORKS LEADWORKER	S25	H	25.20	26.46	27.78	29.17	30.63	25.95	27.25	28.61	30.05	31.55
03-2140	REGISTERED DIETICIAN	S44	H	40.29	42.30	44.42	46.64	48.97	41.49	43.57	45.75	48.03	50.43
03-2046	SIGN & PAINT MAINT SUPERVISOR	S25	H	25.20	26.46	27.78	29.17	30.63	25.95	27.25	28.61	30.05	31.55
03-1149	SOCIAL SERVICES INFOR SYS SUP	S40	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
03-1260	SOCIAL WORKER SUPERVISOR I	S35	H	32.26	33.87	35.57	37.34	39.21	33.22	34.89	36.63	38.46	40.38
03-1262	SOCIAL WORKER SUPERVISOR I CPS	S42	H	38.35	40.26	42.28	44.39	46.61	39.49	41.47	43.54	45.72	48.00
03-1261	SOCIAL WORKER SUPERVISOR II	S39	H	35.61	37.39	39.26	41.22	43.28	36.67	38.51	40.43	42.45	44.58
03-1263	SOCIAL WORKER SUPERVISOR II CPS	S46	H	42.33	44.44	46.67	49.00	51.45	43.59	45.77	48.06	50.46	52.99
03-0414	SPECIAL DISTRICTS CUSTOMER SERVICE SUPERVISOR	S21	H	22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
03-2233	STAFF SERVICES ANALYST, SENIOR	S34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
03-2229	STAFF SERVICES SPECIALIST	S34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
03-2217	SUB ABUSE PROGRAMS COORDINATOR	S37	H	33.89	35.59	37.37	39.24	41.20	34.91	36.65	38.48	40.41	42.43
03-0030	SUPERVISING ACCOUNTANT	S33	H	30.71	32.24	33.85	35.55	37.32	31.62	33.20	34.86	36.61	38.44
03-0672	SUPERVISING BEHAVIORAL HEALTH CLINICAL SPECIALIST	S36	H	33.07	34.72	36.46	38.28	40.19	34.05	35.76	37.55	39.42	41.39
03-0673	SUPERVISING BEHAVIORAL HEALTH CLINICIAN	S40	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
03-0674	SUPERVISING BEHAVIORAL HEALTH CLINICIAN SENIOR	S44	H	40.29	42.30	44.42	46.64	48.97	41.49	43.57	45.75	48.03	50.43
03-0671	SUPERVISING MENTAL HEALTH NURS*	S37	H	33.89	35.59	37.37	39.24	41.20	34.91	36.65	38.48	40.41	42.43
03-2230	SUPERVISING STAFF ANALYST	S34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
03-2086	UTILITY AREA SUPERINTENDENT	S40	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
03-2317	WATER RESOURCES SUPERVISOR	S44	H	40.29	42.30	44.42	46.64	48.97	41.49	43.57	45.75	48.03	50.43

\* Starting from 90% and not 85%

Unit 4 LCEA Salary Grade Table

Class #	Classification Title	Grade	Pay	YEAR 1					YEAR 2				
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
04-0026	ACCOUNTANT-AUDITOR-I	G26	H	24.83	26.07	27.37	28.74	30.18	25.32	26.59	27.92	29.32	30.78
04-0031	ACCOUNTANT-I	G23	H	23.06	24.21	25.42	26.69	28.02	23.52	24.69	25.93	27.22	28.58
04-0032	ACCOUNTANT-II	G27	H	25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
04-0027	ACCOUNTANT-AUDITOR-II	G30	H	27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
04-0040	ACCOUNTANT-AUDITOR, SENIOR	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-0015	ACCOUNTING TECH-AUDITOR-I	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-0017	ACCOUNTING TECH-AUDITOR-II	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-2213	ACCOUNTING TECHNICIAN, SENIOR	G18	H	20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
04-0014	ACCOUNTING TECHNICIAN	G12	H	17.57	18.45	19.37	20.34	21.36	17.92	18.82	19.76	20.75	21.79
04-1441	ADMINISTRATIVE ASSIST, SR	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-1440	ADMINISTRATIVE ASSISTANT	G14	H	18.46	19.38	20.35	21.37	22.44	18.83	19.77	20.76	21.80	22.89
04-0170	APPRAISER-AIDE	G15	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
04-0171	APPRAISER-I	G19	H	20.89	21.93	23.03	24.18	25.39	21.30	22.37	23.49	24.66	25.90
04-0172	APPRAISER-II	G23	H	23.06	24.21	25.42	26.69	28.02	23.52	24.69	25.93	27.22	28.58
04-0176	APPRAISER, SENIOR	G27	H	25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
04-0407	ASSISTANT ENGINEER-I	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-0408	ASSISTANT ENGINEER-II	G38	H	33.39	35.06	36.81	38.65	40.59	34.06	35.76	37.55	39.43	41.40
04-0410	ASSISTANT ENGINEER, SENIOR	G41	H	35.96	37.76	39.64	41.63	43.71	36.68	38.51	40.44	42.46	44.58
04-2237	ASSISTANT-MUSEUM-CURATOR	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-0420	ASSOCIATE-CIVIL-ENGINEER	G44	H	38.72	40.66	42.69	44.83	47.07	39.50	41.47	43.55	45.72	48.01
04-0273	AUDITOR-APPRAISER, SENIOR	G30	H	27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
04-0270	AUDITOR-APPRAISER-I	G22	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
04-0271	AUDITOR-APPRAISER-II	G26	H	24.83	26.07	27.37	28.74	30.18	25.32	26.59	27.92	29.32	30.78
04-0650	BEHAVIORAL HEALTH CLINICAL SPECIALIST	G31	H	28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
04-0653	BEHAVIORAL HEALTH CLINICAL SPECIALIST - SAC	G33	H	29.51	30.99	32.54	34.17	35.87	30.10	31.61	33.19	34.85	36.59
04-0651	BEHAVIORAL HEALTH CLINICIAN	G33	H	29.51	30.99	32.54	34.17	35.87	30.10	31.61	33.19	34.85	36.59
04-0654	BEHAVIORAL HEALTH CLINICIAN - SAC	G35	H	31.01	32.56	34.19	35.89	37.69	31.63	33.21	34.87	36.61	38.44
04-0652	BEHAVIORAL HEALTH CLINICIAN-SENIOR	G37	H	32.58	34.21	35.92	37.71	39.60	33.23	34.89	36.63	38.47	40.39
04-0655	BEHAVIORAL HEALTH CLINICIAN-SENIOR - SAC	G39	H	34.23	35.94	37.73	39.62	41.60	34.91	36.66	38.49	40.41	42.43
04-2062	BRANCH LIBRARY COOR	G09	H	16.32	17.13	17.99	18.89	19.83	16.64	17.48	18.35	19.27	20.23
04-2233	BUSINESS SOFTWARE ANALYST	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-2199	CADASTRAL-MAPPING TECH-I	G11	H	17.14	18.00	18.90	19.85	20.84	17.49	18.36	19.28	20.24	21.25
04-2200	CADASTRAL-MAPPING TECH-II	G15	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46

Unit 4 LCEA Salary Grade Table

Class #	Classification Title	Grade	Pay	YEAR 1					YEAR 2				
				Step-1	Step-2	Step-3	Step-4	Step-5	Step-1	Step-2	Step-3	Step-4	Step-5
04-2150	CADASTRAL MAPPING, SENIOR	G24	H	23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
04-2123	CHILD SUPP-SPEC PROG COOR	G28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
04-2121	CHILD-SUPPORT-ASSISTANT-I	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-2122	CHILD-SUPPORT-ASSISTANT-II	G13	H	18.01	18.91	19.86	20.85	21.89	18.37	19.29	20.25	21.27	22.33
04-2142	CHILD-SUPPORT-ASSISTANT-III	G17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
04-2066	CHILD-SUPPORT-OFFICER-I	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-2032	CHILD-SUPPORT-OFFICER-II	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-2120	CHILD-SUPPORT-OFFICER-III	G24	H	23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
04-2038	CIVILIAN-CORONER	G28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
04-0677	CLIENT-SUPPORT-ASSISTANT	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-0422	CMOM-ENGINEER-I	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-0423	CMOM-ENGINEER-II	G40	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
04-0417	CMOMCOORDI	G35	H	31.01	32.56	34.19	35.89	37.69	31.63	33.21	34.87	36.61	38.44
04-0418	CMOMCOORDII	G39	H	34.23	35.94	37.73	39.62	41.60	34.91	36.66	38.49	40.41	42.43
04-2043	CODE-ENFORCEMENT-OFFICER	G25	H	24.22	25.43	26.71	28.04	29.44	24.71	25.94	27.24	28.60	30.03
04-2262	COMMUNITY-DEVELOPMENT-TECH	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-2263	COMMUNITY-DEVELOPMENT-TECH-SR	G28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
04-1213	COMMUNITY-HEALTH-NURSE-I*	G33	H	29.51	30.99	32.54	34.17	35.87	30.10	31.61	33.19	34.85	36.59
04-1214	COMMUNITY-HEALTH-NURSE-II*	G37	H	32.58	34.21	35.92	37.71	39.60	33.23	34.89	36.63	38.47	40.39
04-1220	COMMUNITY-HEALTH-NURSE-SENIOR*	G40	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
04-2231	COMPLIANCE-REVIEW-TECHNICIAN	G09	H	16.32	17.13	17.99	18.89	19.83	16.64	17.48	18.35	19.27	20.23
04-2039	CORONER-TECHNICIAN	G17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
04-0730	CUSTOMER-SERVICE-TECH-I	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-0734	CUSTOMER-SERVICE-TECHNICIAN-II	G10	H	16.72	17.56	18.44	19.36	20.33	17.06	17.91	18.81	19.75	20.74
04-2236	DA-INVESTIGATOR-AIDE	G14	H	18.46	19.38	20.35	21.37	22.44	18.83	19.77	20.76	21.80	22.89
04-2241	DA-INVESTIGATOR-TECHNICIAN	G14	H	18.46	19.38	20.35	21.37	22.44	18.83	19.77	20.76	21.80	22.89
04-2220	DEPUTY-ASSESSOR-RECORDER-I	G12	H	17.57	18.45	19.37	20.34	21.36	17.92	18.82	19.76	20.75	21.79
04-2221	DEPUTY-ASSESSOR-RECORDER-II	G14	H	18.46	19.38	20.35	21.37	22.44	18.83	19.77	20.76	21.80	22.89
04-2149	DEPUTY-ASSESSOR-RECORDER-SR	G18	H	20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
04-0030	DEPUTY-CO-CLERK/FISCAL-SUPPORT	G21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
04-0386	ELECTIONS-SPECIALIST	G12	H	17.57	18.45	19.37	20.34	21.36	17.92	18.82	19.76	20.75	21.79
04-0387	ELECTIONS-SPECIALIST, SENIOR	G18	H	20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
04-0705	ELIGIBILITY-SPECIALIST-I	G12	H	17.57	18.45	19.37	20.34	21.36	17.92	18.82	19.76	20.75	21.79



Unit 4 LCEA Salary Grade Table

Class #	Classification Title	Grade	Pay	YEAR 1					YEAR 2				
				Step-1	Step-2	Step-3	Step-4	Step-5	Step-1	Step-2	Step-3	Step-4	Step-5
04-0706	ELIGIBILITY SPECIALIST-II	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-0707	ELIGIBILITY SPECIALIST-III	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-0704	ELIGIBILITY SPECIALIST-TRAINEE	G10	H	16.72	17.56	18.44	19.36	20.33	17.06	17.91	18.81	19.75	20.74
04-0717	EMPLOYMENT & TRAIN-WORKER II	G21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
04-0718	EMPLOYMENT & TRAINING WORKER-I	G17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
04-0715	EMPMNT & TRNG-WORKER-III	G25	H	24.22	25.43	26.71	28.04	29.44	24.71	25.94	27.24	28.60	30.03
04-2051	ENVIRONMENTAL HEALTH-AIDE	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-2019	EVIDENCE TECHNICIAN-I	G13	H	18.01	18.91	19.86	20.85	21.89	18.37	19.29	20.25	21.27	22.33
04-2020	EVIDENCE TECHNICIAN-II	G17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
04-2097	FORENSIC-INTERVIEWER	G21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
04-2206	GEOGRAPH-INFO-SYST-SPEC-I	G30	H	27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
04-2304	GEOGRAPHIC-INF-SYS-SPEC-II	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-0036	GRANT-MANAGER	G23	H	23.06	24.21	25.42	26.69	28.02	23.52	24.69	25.93	27.22	28.58
04-2131	HEALTH-PROG-SUPPORT-SPEC-I	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-2132	HEALTH-PROG-SUPPORT-SPEC-II	G24	H	23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
04-0716	HOUSING-ELIGIBILITY-SPECIALIST	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-1167	INFORMATION-SYSTEM-ANALYST-III	G40	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
04-1165	INFORMATION-SYSTEMS-ANALYST-I	G32	H	28.79	30.23	31.74	33.33	35.00	29.37	30.84	32.38	34.00	35.70
04-1163	INFORMATION-SYSTEMS-ANALYST-II	G36	H	31.78	33.37	35.04	36.79	38.63	32.42	34.04	35.74	37.53	39.40
04-1168	INFORMATION-SYSTEMS-ANALYST-SR	G46	H	40.68	42.72	44.85	47.10	49.45	41.50	43.57	45.75	48.04	50.44
04-0425	INVASIVE-SPECIES-PROGRAM-COORD	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-2025	LAW-ENFORCEMENT-RECORD-TECH	G10	H	16.72	17.56	18.44	19.36	20.33	17.06	17.91	18.81	19.75	20.74
04-2026	LAW-ENFORCEMENT-RECORD-TECH-SR	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-1444	LEGAL-ADMINISTRATIVE-ASSIST-SR	G22	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
04-1443	LEGAL-ADMINISTRATIVE-ASSISTANT	G17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
04-0943	LIBRARY-ASSISTANT	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-2061	LIBRARY-TECHNICIAN	G11	H	17.14	18.00	18.90	19.85	20.84	17.49	18.36	19.28	20.24	21.25
04-2306	LICENSED-VOC-NURSE-II*	G22	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
04-0694	LICENSED-VOC-NURSE-SR*	G32	H	28.79	30.23	31.74	33.33	35.00	29.37	30.84	32.38	34.00	35.70
04-1208	LICENSED-VOCATION-NURSE-I*	G18	H	20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
04-0940	LITERACY-PROGRAM-COORDINATOR	G18	H	20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
04-0708	LONG-TERM-CARE-OMBUDSMAN	G27	H	25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
04-2068	MAIL-CLERK	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74

Unit 4 LCEA Salary Grade Table

Class #	Classification Title	Grade	Pay	YEAR 1					YEAR 2				
				Step-1	Step-2	Step-3	Step-4	Step-5	Step-1	Step-2	Step-3	Step-4	Step-5
04-0675	MENTAL HEALTH CASE MANAGER	G18	H	20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
04-0688	MENTAL HLTH CULT SPEC NAT AMER	G22	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
04-0689	MH CULTURAL SPECIALIST LATINO	G22	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
04-0690	MH PARENT PARTNER SPECIALIST	G22	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
04-0691	MH PEER SUPPORT SPECIALIST	G22	H	22.49	23.62	24.80	26.04	27.34	22.94	24.09	25.29	26.56	27.89
04-2235	OCCUPATIONAL THERAPIST	G44	H	38.72	40.66	42.69	44.83	47.07	39.50	41.47	43.55	45.72	48.01
04-2021	OFFICE ASSISTANT	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-2042	OFFICE ASSISTANT III	G10	H	16.72	17.56	18.44	19.36	20.33	17.06	17.91	18.81	19.75	20.74
04-1460	OFFICE OF EMERGENCY SERV SPEC.	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-2234	PHYSICAL THERAPIST	G57	H	53.38	56.05	58.85	61.80	64.88	54.45	57.17	60.03	63.03	66.18
04-2067	PLANNER I, ASSISTANT	G28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
04-2044	PLANNER II, ASSISTANT	G32	H	28.79	30.23	31.74	33.33	35.00	29.37	30.84	32.38	34.00	35.70
04-1105	PLANNER, ASSOCIATE	G36	H	31.78	33.37	35.04	36.79	38.63	32.42	34.04	35.74	37.53	39.40
04-2229	PREVENTION SPECIALIST	G24	H	23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
04-0622	PROBATION AIDE	G15	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
04-2128	PROGRAM SUPPORT SPECIALIST	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-1158	PROGRAMMER ANALYST I	G38	H	33.39	35.06	36.81	38.65	40.59	34.06	35.76	37.55	39.43	41.40
04-1159	PROGRAMMER ANALYST II	G42	H	36.86	38.70	40.64	42.67	44.80	37.59	39.47	41.45	43.52	45.70
04-2095	PROJECT COORDINATOR	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-2090	PROJECT SPECIALIST	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-0700	PSYCHIATRIC TECHNICIAN*	G21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
04-0697	PSYCHIATRIC TECHNICIAN, SENIOR*	G30	H	27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
04-2310	PUBLIC AUTHORITY SPECIALIST	G11	H	17.14	18.00	18.90	19.85	20.84	17.49	18.36	19.28	20.24	21.25
04-1190	PUBLIC HEALTH AIDE	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-1201	PUBLIC HEALTH NURSE I*	G43	H	37.78	39.67	41.65	43.73	45.92	38.53	40.46	42.48	44.61	46.84
04-1202	PUBLIC HEALTH NURSE II*	G47	H	41.70	43.79	45.98	48.27	50.69	42.54	44.66	46.90	49.24	51.70
04-2245	PUBLIC WORKS SERVICE TECH	G15	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
04-0698	REG NURSE I - MENTAL HEALTH*	G28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
04-0699	REG NURSE II - MENTAL HEALTH*	G31	H	28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
04-0146	REGISTERED VETERINARY TECH	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-0044	RESOURCE PLANNER I, ASSISTANT	G28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
04-0045	RESOURCE PLANNER II, ASSISTANT	G32	H	28.79	30.23	31.74	33.33	35.00	29.37	30.84	32.38	34.00	35.70
04-0046	RESOURCE PLANNER, ASSOCIATE	G36	H	31.78	33.37	35.04	36.79	38.63	32.42	34.04	35.74	37.53	39.40

Unit 4 LCEA Salary Grade Table

Class #	Classification Title	Grade	Pay	YEAR 1					YEAR 2				
				Step-1	Step-2	Step-3	Step-4	Step-5	Step-1	Step-2	Step-3	Step-4	Step-5
04-0719	SECT 8 FAM SELF SUFF CASE MGR	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-2035	SHERIFF-CORONER ASSISTANT	G17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
04-2030	SHERIFF'S PUBLIC INFORMATION AND OUTREACH OFFICER	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-2314	SOCIAL SERVICES AIDE	G17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
04-2315	SOCIAL SERVICES AIDE, SENIOR	G20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
04-1251	SOCIAL WORKER I	G21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
04-1255	SOCIAL WORKER I - CPS	G26	H	24.83	26.07	27.37	28.74	30.18	25.32	26.59	27.92	29.32	30.78
04-1252	SOCIAL WORKER II	G25	H	24.22	25.43	26.71	28.04	29.44	24.71	25.94	27.24	28.60	30.03
04-1256	SOCIAL WORKER II - CPS	G30	H	27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
04-1253	SOCIAL WORKER III	G29	H	26.74	28.07	29.48	30.95	32.50	27.27	28.64	30.07	31.57	33.15
04-1257	SOCIAL WORKER III - CPS	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-1254	SOCIAL WORKER IV	G33	H	29.51	30.99	32.54	34.17	35.87	30.10	31.61	33.19	34.85	36.59
04-1259	SOCIAL WORKER IV - CPS	G38	H	33.39	35.06	36.81	38.65	40.59	34.06	35.76	37.55	39.43	41.40
04-0415	SPEC DIST CUST SERV COORD	G15	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
04-2239	SPECIAL PROJECTS ENGINEER I	G38	H	33.39	35.06	36.81	38.65	40.59	34.06	35.76	37.55	39.43	41.40
04-2240	SPECIAL PROJECTS ENGINEER II	G41	H	35.96	37.76	39.64	41.63	43.71	36.68	38.51	40.44	42.46	44.58
04-0723	STAFF SERVICES ANALYST I	G26	H	24.83	26.07	27.37	28.74	30.18	25.32	26.59	27.92	29.32	30.78
04-0725	STAFF SERVICES ANALYST II	G30	H	27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
04-2047	SUBSTANCE ABUSE COUNSELOR I	G15	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
04-2048	SUBSTANCE ABUSE COUNSELOR II	G17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
04-2050	SUBSTANCE ABUSE COUNSELOR, SR	G24	H	23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
04-2049	SUBSTANCE ABUSE COUNSELOR III	G19	H	20.89	21.93	23.03	24.18	25.39	21.30	22.37	23.49	24.66	25.90
04-1152	SYSTEMS SUPPORT ANALYST I	G30	H	27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
04-1145	SYSTEMS SUPPORT ANALYST II	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-0037	UTILITY BILLING SPECIALIST	G14	H	18.46	19.38	20.35	21.37	22.44	18.83	19.77	20.76	21.80	22.89
04-0038	UTILITY BILLING SPECIALIST, SR	G18	H	20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
04-1425	VETERANS SERVICES REP I	G11	H	17.14	18.00	18.90	19.85	20.84	17.49	18.36	19.28	20.24	21.25
04-1426	VETERANS SERVICES REP II	G15	H	18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
04-2091	VICTIM ADVOCATE I	G08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
04-2092	VICTIM ADVOCATE II	G12	H	17.57	18.45	19.37	20.34	21.36	17.92	18.82	19.76	20.75	21.79
04-2093	VICTIM ADVOCATE, SENIOR	G16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
04-0431	WATER RESOURCES ENGINEER I	G34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
04-0432	WATER RESOURCES ENGINEER II	G38	H	33.39	35.06	36.81	38.65	40.59	34.06	35.76	37.55	39.43	41.40

Unit 4 LCEA Salary Grade Table

	YEAR 1					YEAR 2				
Class #	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
04-0434	38.72	40.66	42.69	44.83	47.07	39.50	41.47	43.55	45.72	48.01
04-0427	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51

\* Starting from 90% and not 85%

Unit 4 LCEA Salary Grade Table

YEAR 3					YEAR 4				
Step-1	Step-2	Step-3	Step-4	Step-5	Step-1	Step-2	Step-3	Step-4	Step-5
25.83	27.12	28.48	29.90	31.40	26.60	27.93	29.33	30.80	32.34
23.99	25.19	26.45	27.77	29.16	24.70	25.94	27.24	28.60	30.03
26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
18.28	19.20	20.16	21.16	22.22	18.83	19.77	20.76	21.80	22.89
22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
19.21	20.17	21.18	22.23	23.35	19.78	20.77	21.81	22.90	24.04
19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
21.73	22.82	23.96	25.16	26.41	22.38	23.50	24.67	25.91	27.20
23.99	25.19	26.45	27.77	29.16	24.70	25.94	27.24	28.60	30.03
26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
34.74	36.48	38.30	40.22	42.23	35.78	37.57	39.45	41.42	43.49
37.41	39.28	41.25	43.31	45.47	38.53	40.46	42.48	44.60	46.83
20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
40.29	42.30	44.42	46.64	48.97	41.49	43.57	45.75	48.03	50.43
28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
25.83	27.12	28.48	29.90	31.40	26.60	27.93	29.33	30.80	32.34
29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
30.71	32.24	33.85	35.55	37.32	31.62	33.20	34.86	36.61	38.44
30.71	32.24	33.85	35.55	37.32	31.62	33.20	34.86	36.61	38.44
32.26	33.87	35.57	37.34	39.21	33.22	34.89	36.63	38.46	40.38
33.89	35.59	37.37	39.24	41.20	34.91	36.65	38.48	40.41	42.43
35.61	37.39	39.26	41.22	43.28	36.67	38.51	40.43	42.45	44.58
16.98	17.83	18.72	19.65	20.63	17.48	18.36	19.28	20.24	21.25
31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
17.84	18.73	19.66	20.65	21.68	18.37	19.29	20.25	21.26	22.33
19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65

Unit 4 LCEA Salary Grade Table

Class #	Classification Title	Grade	Pay	YEAR 3					YEAR 4				
				Step-1	Step-2	Step-3	Step-4	Step-5	Step-1	Step-2	Step-3	Step-4	Step-5
04-2150	CADASTRAL MAPPING, SENIOR	G24	H	24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
04-2123	CHILD SUPP-SPEC PROG COOR	G28	H	27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
04-2121	CHILD-SUPPORT-ASSISTANT-I	G08	H	16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
04-2122	CHILD-SUPPORT-ASSISTANT-II	G13	H	18.74	19.68	20.66	21.69	22.78	19.30	20.26	21.28	22.34	23.46
04-2142	CHILD-SUPPORT-ASSISTANT-III	G17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
04-2066	CHILD-SUPPORT-OFFICER-I	G16	H	20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
04-2032	CHILD-SUPPORT-OFFICER-II	G20	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
04-2120	CHILD-SUPPORT-OFFICER-III	G24	H	24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
04-2038	CIVILIAN CORONER	G28	H	27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
04-0677	CLIENT-SUPPORT-ASSISTANT	G08	H	16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
04-0422	CMOM-ENGINEER-I	G34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
04-0423	CMOM-ENGINEER-II	G40	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
04-0417	CMOM-COORD-I	G35	H	32.26	33.87	35.57	37.34	39.21	33.22	34.89	36.63	38.46	40.38
04-0418	CMOM-COORD-II	G39	H	35.61	37.39	39.26	41.22	43.28	36.67	38.51	40.43	42.45	44.58
04-2043	CODE-ENFORCEMENT-OFFICER	G25	H	25.20	26.46	27.78	29.17	30.63	25.95	27.25	28.61	30.05	31.55
04-2262	COMMUNITY-DEVELOPMENT-TECH	G20	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
04-2263	COMMUNITY-DEVELOPMENT-TECH-SR	G28	H	27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
04-1213	COMMUNITY-HEALTH-NURSE-I*	G33	H	30.71	32.24	33.85	35.55	37.32	31.62	33.20	34.86	36.61	38.44
04-1214	COMMUNITY-HEALTH-NURSE-II*	G37	H	33.89	35.59	37.37	39.24	41.20	34.91	36.65	38.48	40.41	42.43
04-1220	COMMUNITY-HEALTH-NURSE-SENIOR*	G40	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
04-2231	COMPLIANCE-REVIEW-TECHNICIAN	G09	H	16.98	17.83	18.72	19.65	20.63	17.48	18.36	19.28	20.24	21.25
04-2039	CORONER-TECHNICIAN	G17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
04-0730	CUSTOMER-SERVICE-TECH-I	G08	H	16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
04-0734	CUSTOMER-SERVICE-TECHNICIAN-II	G10	H	17.40	18.27	19.18	20.14	21.15	17.92	18.82	19.76	20.75	21.78
04-2236	DA-INVESTIGATOR-AIDE	G14	H	19.21	20.17	21.18	22.23	23.35	19.78	20.77	21.81	22.90	24.04
04-2241	DA-INVESTIGATOR-TECHNICIAN	G14	H	19.21	20.17	21.18	22.23	23.35	19.78	20.77	21.81	22.90	24.04
04-2220	DEPUTY-ASSESSOR-RECORDER-I	G12	H	18.28	19.20	20.16	21.16	22.22	18.83	19.77	20.76	21.80	22.89
04-2221	DEPUTY-ASSESSOR-RECORDER-II	G14	H	19.21	20.17	21.18	22.23	23.35	19.78	20.77	21.81	22.90	24.04
04-2149	DEPUTY-ASSESSOR-RECORDER-SR	G18	H	21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
04-0030	DEPUTY-CO-CLERK/FISCAL-SUPPORT	G21	H	22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
04-0386	ELECTIONS-SPECIALIST	G12	H	18.28	19.20	20.16	21.16	22.22	18.83	19.77	20.76	21.80	22.89
04-0387	ELECTIONS-SPECIALIST, SENIOR	G18	H	21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
04-0705	ELIGIBILITY-SPECIALIST-I	G12	H	18.28	19.20	20.16	21.16	22.22	18.83	19.77	20.76	21.80	22.89

Unit 4 LCEA Salary Grade Table

				YEAR 3					YEAR 4				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
04-0706	ELIGIBILITY SPECIALIST-II	G16	H	20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
04-0707	ELIGIBILITY SPECIALIST-III	G20	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
04-0704	ELIGIBILITY SPECIALIST-TRAINEE	G10	H	17.40	18.27	19.18	20.14	21.15	17.92	18.82	19.76	20.75	21.78
04-0717	EMPLOYMENT & TRAIN-WORKER-II	G21	H	22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
04-0718	EMPLOYMENT & TRAINING WORKER-I	G17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
04-0715	EMPMNT & TRNG-WORKER-III	G25	H	25.20	26.46	27.78	29.17	30.63	25.95	27.25	28.61	30.05	31.55
04-2051	ENVIRONMENTAL HEALTH AIDE	G08	H	16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
04-2019	EVIDENCE TECHNICIAN-I	G13	H	18.74	19.68	20.66	21.69	22.78	19.30	20.26	21.28	22.34	23.46
04-2020	EVIDENCE TECHNICIAN-II	G17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
04-2097	FORENSIC INTERVIEWER	G21	H	22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
04-2206	GEOGRAPH-INFO SYST-SPEC-I	G30	H	28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
04-2304	GEOGRAPHIC-INF-SYS-SPEC-II	G34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
04-0036	GRANT-MANAGER	G23	H	23.99	25.19	26.45	27.77	29.16	24.70	25.94	27.24	28.60	30.03
04-2131	HEALTH-PROG-SUPPORT-SPEC-I	G20	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
04-2132	HEALTH-PROG-SUPPORT-SPEC-II	G24	H	24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
04-0716	HOUSING-ELIGIBILITY SPECIALIST	G16	H	20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
04-1167	INFORMATION SYSTEM-ANALYST-III	G40	H	36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
04-1165	INFORMATION SYSTEMS-ANALYST-I	G32	H	29.96	31.45	33.03	34.68	36.41	30.85	32.39	34.01	35.71	37.50
04-1163	INFORMATION SYSTEMS-ANALYST-II	G36	H	33.07	34.72	36.46	38.28	40.19	34.05	35.76	37.55	39.42	41.39
04-1168	INFORMATION SYSTEMS-ANALYST-SR	G46	H	42.33	44.44	46.67	49.00	51.45	43.59	45.77	48.06	50.46	52.99
04-0425	INVASIVE SPECIES PROGRAM COORD	G34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
04-2025	LAW ENFORCEMENT-RECORD-TECH	G10	H	17.40	18.27	19.18	20.14	21.15	17.92	18.82	19.76	20.75	21.78
04-2026	LAW ENFORCEMENT-RECORD-TECH-SR	G16	H	20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
04-1444	LEGAL ADMINISTRATIVE ASSIST-SR	G22	H	23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
04-1443	LEGAL ADMINISTRATIVE ASSISTANT	G17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
04-0943	LIBRARY-ASSISTANT	G08	H	16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
04-2061	LIBRARY-TECHNICIAN	G11	H	17.84	18.73	19.66	20.65	21.68	18.37	19.29	20.25	21.26	22.33
04-2306	LICENSED-VOC-NURSE-II*	G22	H	23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
04-0694	LICENSED-VOC-NURSE-SR*	G32	H	29.96	31.45	33.03	34.68	36.41	30.85	32.39	34.01	35.71	37.50
04-1208	LICENSED VOCATION-NURSE-I*	G18	H	21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
04-0940	LITERACY PROGRAM COORDINATOR	G18	H	21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
04-0708	LONG-TERM CARE-OMBUDSMAN	G27	H	26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
04-2068	MAIL-CLERK	G08	H	16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73

Unit 4 LCEA Salary Grade Table

YEAR 3					YEAR 4				
Step-1	Step-2	Step-3	Step-4	Step-5	Step-1	Step-2	Step-3	Step-4	Step-5
21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
23.40	24.57	25.80	27.09	28.45	24.10	25.31	26.57	27.90	29.30
40.29	42.30	44.42	46.64	48.97	41.49	43.57	45.75	48.03	50.43
16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
17.40	18.27	19.18	20.14	21.15	17.92	18.82	19.76	20.75	21.78
20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
55.54	58.31	61.23	64.29	67.51	57.20	60.06	63.06	66.21	69.52
27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
29.96	31.45	33.03	34.68	36.41	30.85	32.39	34.01	35.71	37.50
33.07	34.72	36.46	38.28	40.19	34.05	35.76	37.55	39.42	41.39
24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
34.74	36.48	38.30	40.22	42.23	35.78	37.57	39.45	41.42	43.49
38.35	40.26	42.28	44.39	46.61	39.49	41.47	43.54	45.72	48.00
22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
17.84	18.73	19.66	20.65	21.68	18.37	19.29	20.25	21.26	22.33
16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
39.31	41.27	43.33	45.50	47.78	40.48	42.50	44.63	46.86	49.20
43.39	45.56	47.83	50.22	52.74	44.68	46.92	49.26	51.73	54.31
19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
29.96	31.45	33.03	34.68	36.41	30.85	32.39	34.01	35.71	37.50
33.07	34.72	36.46	38.28	40.19	34.05	35.76	37.55	39.42	41.39



Unit 4 LCEA Salary Grade Table

Class #	Classification Title	Grade	Pay	YEAR 3					YEAR 4				
				Step-1	Step-2	Step-3	Step-4	Step-5	Step-1	Step-2	Step-3	Step-4	Step-5
04-0719	SECT 8 FAM SELF SUFF CASE MGR	G16	H	20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
04-2035	SHERIFF-CORONER ASSISTANT	G17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
04-2030	SHERIFF'S PUBLIC INFORMATION AND OUTREACH OFFICER	G34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
04-2314	SOCIAL SERVICES AIDE	G17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
04-2315	SOCIAL SERVICES AIDE, SENIOR	G20	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
04-1251	SOCIAL WORKER I	G21	H	22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
04-1255	SOCIAL WORKER I - CPS	G26	H	25.83	27.12	28.48	29.90	31.40	26.60	27.93	29.33	30.80	32.34
04-1252	SOCIAL WORKER II	G25	H	25.20	26.46	27.78	29.17	30.63	25.95	27.25	28.61	30.05	31.55
04-1256	SOCIAL WORKER II - CPS	G30	H	28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
04-1253	SOCIAL WORKER III	G29	H	27.82	29.21	30.67	32.20	33.81	28.65	30.08	31.59	33.16	34.82
04-1257	SOCIAL WORKER III - CPS	G34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
04-1254	SOCIAL WORKER IV	G33	H	30.71	32.24	33.85	35.55	37.32	31.62	33.20	34.86	36.61	38.44
04-1259	SOCIAL WORKER IV - CPS	G38	H	34.74	36.48	38.30	40.22	42.23	35.78	37.57	39.45	41.42	43.49
04-0415	SPEC DIST CUST SERV COORD	G15	H	19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
04-2239	SPECIAL PROJECTS ENGINEER I	G38	H	34.74	36.48	38.30	40.22	42.23	35.78	37.57	39.45	41.42	43.49
04-2240	SPECIAL PROJECTS ENGINEER II	G41	H	37.41	39.28	41.25	43.31	45.47	38.53	40.46	42.48	44.60	46.83
04-0723	STAFF SERVICES ANALYST I	G26	H	25.83	27.12	28.48	29.90	31.40	26.60	27.93	29.33	30.80	32.34
04-0725	STAFF SERVICES ANALYST II	G30	H	28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
04-2047	SUBSTANCE ABUSE COUNSELOR I	G15	H	19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
04-2048	SUBSTANCE ABUSE COUNSELOR II	G17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
04-2050	SUBSTANCE ABUSE COUNSELOR, SR	G24	H	24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
04-2049	SUBSTANCE ABUSE COUNSELOR III	G19	H	21.73	22.82	23.96	25.16	26.41	22.38	23.50	24.67	25.91	27.20
04-1152	SYSTEMS SUPPORT ANALYST I	G30	H	28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
04-1145	SYSTEMS SUPPORT ANALYST II	G34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
04-0037	UTILITY BILLING SPECIALIST	G14	H	19.21	20.17	21.18	22.23	23.35	19.78	20.77	21.81	22.90	24.04
04-0038	UTILITY BILLING SPECIALIST, SR	G18	H	21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
04-1425	VETERANS SERVICES REP I	G11	H	17.84	18.73	19.66	20.65	21.68	18.37	19.29	20.25	21.26	22.33
04-1426	VETERANS SERVICES REP II	G15	H	19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
04-2091	VICTIM ADVOCATE I	G08	H	16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
04-2092	VICTIM ADVOCATE II	G12	H	18.28	19.20	20.16	21.16	22.22	18.83	19.77	20.76	21.80	22.89
04-2093	VICTIM ADVOCATE, SENIOR	G16	H	20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
04-0431	WATER RESOURCES ENGINEER I	G34	H	31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
04-0432	WATER RESOURCES ENGINEER II	G38	H	34.74	36.48	38.30	40.22	42.23	35.78	37.57	39.45	41.42	43.49

Unit 4 LCEA Salary Grade Table

YEAR 3				
Step-1	Step-2	Step-3	Step-4	Step-5
40.29	42.30	44.42	46.64	48.97
31.47	33.05	34.70	36.43	38.26

YEAR 4				
Step-1	Step-2	Step-3	Step-4	Step-5
41.49	43.57	45.75	48.03	50.43
32.41	34.03	35.74	37.52	39.40

\* Starting from 90% and not 85%

Unit 5 LCEA Salary Grade Table

				YEAR 1					YEAR 2				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
05-0085	AG-BIOLOGIST/W&M-INP-II-CL-B	T24	H	23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
05-0081	AG-BIOLOGIST/W&M-INSP-I	T19	H	20.89	21.93	23.03	24.18	25.39	21.30	22.37	23.49	24.66	25.90
05-0084	AG-BIOLOGIST/W&M-INSP-I-CL-B	T20	H	21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
05-0082	AG-BIOLOGIST/W&M-INSP-II	T23	H	23.06	24.21	25.42	26.69	28.02	23.52	24.69	25.93	27.22	28.58
05-0091	AGRICULTURAL-BIO/W&M-SR-CLSS-B	T28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
05-0090	AGRICULTURAL-BIOLOGIST/W&M-SR	T27	H	25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
05-0119	AIR-QUALITY-ENGINEER	T34	H	30.25	31.76	33.35	35.02	36.77	30.86	32.40	34.02	35.72	37.51
05-0121	AIR-QUALITY-ENGINEER, SENIOR	T40	H	35.08	36.84	38.68	40.61	42.64	35.78	37.57	39.45	41.42	43.49
05-0120	AIR-QUALITY-TECH	T26	H	24.83	26.07	27.37	28.74	30.18	25.32	26.59	27.92	29.32	30.78
05-0157	ANIMAL-CARE & CONTROL-ADOPT-CO	T09	H	16.32	17.13	17.99	18.89	19.83	16.64	17.48	18.35	19.27	20.23
05-0150	ANIMAL-CONTROL-ASSISTANT	T08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
05-0151	ANIMAL-CONTROL-OFFICER-I	T08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
05-0152	ANIMAL-CONTROL-OFFICER-II	T12	H	17.57	18.45	19.37	20.34	21.36	17.92	18.82	19.76	20.75	21.79
05-0154	ANIMAL-CONTROL-OFFICER-SR	T16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
05-2044	BRIDGE-MAINTENANCE-WORKER	T16	H	19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
05-0314	BUILDING-INSPECTOR	T27	H	25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
05-0313	BUILDING-INSPECTOR, SENIOR	T31	H	28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
05-1450	CONSTRUCTION-INSPECTOR	T39	H	34.23	35.94	37.73	39.62	41.60	34.91	36.66	38.49	40.41	42.43
05-0817	CORRECTIONAL-FAC-MAINT-TECH	T21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
05-0611	DEPUTY-COUNTY-SURVEYOR	T39	H	34.23	35.94	37.73	39.62	41.60	34.91	36.66	38.49	40.41	42.43
05-1463	ELECTRO/MECH-TECH-I	T28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
05-1465	ELECTRO/MECH-TECH-II	T32	H	28.79	30.23	31.74	33.33	35.00	29.37	30.84	32.38	34.00	35.70
05-0731	ENGINEERING-TECHNICIAN-I	T21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
05-0732	ENGINEERING-TECHNICIAN-II	T24	H	23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
05-0729	ENGINEERING-TECHNICIAN, SENIOR	T28	H	26.09	27.39	28.76	30.20	31.71	26.61	27.94	29.33	30.80	32.34
05-2052	ENVIRONMENTAL-HEALTH-SPEC-I	T25	H	24.22	25.43	26.71	28.04	29.44	24.71	25.94	27.24	28.60	30.03
05-1191	ENVIRONMENTAL-HEALTH-SPEC-II	T31	H	28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
05-1193	ENVIRONMENTAL-HEALTH-SPEC.-SR	T35	H	31.01	32.56	34.19	35.89	37.69	31.63	33.21	34.87	36.61	38.44
05-0812	FACIL-MAINT-WORKER-I	T08	H	15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
05-0813	FACIL-MAINT-WORKER-II	T10	H	16.72	17.56	18.44	19.36	20.33	17.06	17.91	18.81	19.75	20.74
05-0818	FACILITIES-MAINT-TECH-I	T17	H	19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
05-0819	FACILITIES-MAINT-TECH-II	T21	H	21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
05-0820	FACILITIES-MAINTENANCE-LEAD-WK	T25	H	24.22	25.43	26.71	28.04	29.44	24.71	25.94	27.24	28.60	30.03
05-0823	FACILITIES-MAINTENANCE-WKR-SR	T14	H	18.46	19.38	20.35	21.37	22.44	18.83	19.77	20.76	21.80	22.89
05-1241	FLEET-MAINTENANCE-TECHNICIAN	T14	H	18.46	19.38	20.35	21.37	22.44	18.83	19.77	20.76	21.80	22.89

Unit 5 LCEA Salary Grade Table

YEAR 1					YEAR 2				
Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
27.41	28.78	30.21	31.73	33.31	27.95	29.35	30.82	32.36	33.98
29.51	30.99	32.54	34.17	35.87	30.10	31.61	33.19	34.85	36.59
20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
19.88	20.87	21.92	23.01	24.17	20.28	21.29	22.36	23.47	24.65
15.92	16.72	17.55	18.43	19.35	16.24	17.05	17.90	18.80	19.74
19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
16.72	17.56	18.44	19.36	20.33	17.06	17.91	18.81	19.75	20.74
18.46	19.38	20.35	21.37	22.44	18.83	19.77	20.76	21.80	22.89
19.40	20.37	21.38	22.45	23.58	19.78	20.77	21.81	22.90	24.05
32.58	34.21	35.92	37.71	39.60	33.23	34.89	36.63	38.47	40.39
34.23	35.94	37.73	39.62	41.60	34.91	36.66	38.49	40.41	42.43
23.06	24.21	25.42	26.69	28.02	23.52	24.69	25.93	27.22	28.58
17.14	18.00	18.90	19.85	20.84	17.49	18.36	19.28	20.24	21.25
18.92	19.87	20.86	21.91	23.00	19.30	20.27	21.28	22.34	23.46
20.89	21.93	23.03	24.18	25.39	21.30	22.37	23.49	24.66	25.90
31.01	32.56	34.19	35.89	37.69	31.63	33.21	34.87	36.61	38.44
21.41	22.48	23.60	24.78	26.02	21.84	22.93	24.08	25.28	26.54
23.63	24.81	26.05	27.36	28.72	24.10	25.31	26.58	27.90	29.30
20.89	21.93	23.03	24.18	25.39	21.30	22.37	23.49	24.66	25.90
23.06	24.21	25.42	26.69	28.02	23.52	24.69	25.93	27.22	28.58
25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
17.57	18.45	19.37	20.34	21.36	17.92	18.82	19.76	20.75	21.79
20.38	21.40	22.47	23.59	24.77	20.79	21.82	22.92	24.06	25.26
18.01	18.91	19.86	20.85	21.89	18.37	19.29	20.25	21.27	22.33
28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
16.32	17.13	17.99	18.89	19.83	16.64	17.48	18.35	19.27	20.23
21.94	23.04	24.19	25.40	26.67	22.38	23.50	24.68	25.91	27.21
25.45	26.72	28.06	29.46	30.93	25.96	27.26	28.62	30.05	31.55
28.09	29.50	30.97	32.52	34.14	28.65	30.09	31.59	33.17	34.83
31.01	32.56	34.19	35.89	37.69	31.63	33.21	34.87	36.61	38.44

Unit 5 LCEA Salary Grade Table

YEAR 3					YEAR 4				
Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
21.73	22.82	23.96	25.16	26.41	22.38	23.50	24.67	25.91	27.20
22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
23.99	25.19	26.45	27.77	29.16	24.70	25.94	27.24	28.60	30.03
27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
31.47	33.05	34.70	36.43	38.26	32.41	34.03	35.74	37.52	39.40
36.50	38.32	40.24	42.25	44.36	37.59	39.47	41.44	43.52	45.69
25.83	27.12	28.48	29.90	31.40	26.60	27.93	29.33	30.80	32.34
16.98	17.83	18.72	19.65	20.63	17.48	18.36	19.28	20.24	21.25
16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
18.28	19.20	20.16	21.16	22.22	18.83	19.77	20.76	21.80	22.89
20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
35.61	37.39	39.26	41.22	43.28	36.67	38.51	40.43	42.45	44.58
22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
35.61	37.39	39.26	41.22	43.28	36.67	38.51	40.43	42.45	44.58
27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
29.96	31.45	33.03	34.68	36.41	30.85	32.39	34.01	35.71	37.50
22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
27.14	28.50	29.92	31.42	32.99	27.95	29.35	30.82	32.36	33.97
25.20	26.46	27.78	29.17	30.63	25.95	27.25	28.61	30.05	31.55
29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
32.26	33.87	35.57	37.34	39.21	33.22	34.89	36.63	38.46	40.38
16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
17.40	18.27	19.18	20.14	21.15	17.92	18.82	19.76	20.75	21.78
20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
25.20	26.46	27.78	29.17	30.63	25.95	27.25	28.61	30.05	31.55
19.21	20.17	21.18	22.23	23.35	19.78	20.77	21.81	22.90	24.04
19.21	20.17	21.18	22.23	23.35	19.78	20.77	21.81	22.90	24.04

Unit 5 LCEA Salary Grade Table

Class #	Classification Title	Grade	Pay	YEAR 3					YEAR 4				
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
05-0049	GRADING AND STORMWATER INSPECT	T31	H	29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
05-2079	HAZARDOUS MATERIALS SPEC I	T30	H	28.51	29.94	31.44	33.01	34.66	29.37	30.83	32.38	33.99	35.69
05-2080	HAZARDOUS MATERIALS SPEC II	T33	H	30.71	32.24	33.85	35.55	37.32	31.62	33.20	34.86	36.61	38.44
05-2047	HEAVY EQUIPMENT OPERATOR I	T18	H	21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
05-2048	HEAVY EQUIPMENT OPERATOR II	T20	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
05-1032	HEAVY EQUIPMENT/AUTO MECH	T17	H	20.68	21.72	22.80	23.94	25.14	21.30	22.37	23.49	24.66	25.89
05-0156	KENNEL COORDINATOR	T08	H	16.56	17.39	18.26	19.17	20.13	17.06	17.91	18.81	19.75	20.73
05-2111	LANDFILL OPERATOR TRAINEE	T16	H	20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
05-2112	LANDFILL OPERATOR	T18	H	21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
05-2113	LANDFILL HEAVY EQUIPMENT OPERATOR	T20	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
05-2061	PARKS MAINTENANCE WORKER I	T10	H	17.40	18.27	19.18	20.14	21.15	17.92	18.82	19.76	20.75	21.78
05-0352	PARKS MAINTENANCE WORKER II	T14	H	19.21	20.17	21.18	22.23	23.35	19.78	20.77	21.81	22.90	24.04
05-2063	PARKS MAINTENANCE WORKER, SR	T16	H	20.18	21.19	22.25	23.36	24.53	20.78	21.82	22.91	24.06	25.26
05-0308	PLANS EXAMINER I	T37	H	33.89	35.59	37.37	39.24	41.20	34.91	36.65	38.48	40.41	42.43
05-0309	PLANS EXAMINER II	T39	H	35.61	37.39	39.26	41.22	43.28	36.67	38.51	40.43	42.45	44.58
05-2218	PUBLIC WORKS WKR- INMTE CRW LDR	T23	H	23.99	25.19	26.45	27.77	29.16	24.70	25.94	27.24	28.60	30.03
05-2050	PUBLIC WORKS WORKER I	T11	H	17.84	18.73	19.66	20.65	21.68	18.37	19.29	20.25	21.26	22.33
05-2096	PUBLIC WORKS WORKER II	T15	H	19.69	20.67	21.71	22.79	23.93	20.28	21.29	22.35	23.47	24.65
05-2099	PUBLIC WORKS WORKER, SENIOR	T19	H	21.73	22.82	23.96	25.16	26.41	22.38	23.50	24.67	25.91	27.20
05-2104	RWA/AIRPORT OPS COORD	T35	H	32.26	33.87	35.57	37.34	39.21	33.22	34.89	36.63	38.46	40.38
05-2109	SOLID WASTE Hvy EQUIP OPERATOR	T20	H	22.27	23.39	24.56	25.79	27.07	22.94	24.09	25.29	26.56	27.88
05-0737	SURVEY TECHNICIAN	T24	H	24.59	25.82	27.11	28.46	29.89	25.32	26.59	27.92	29.31	30.78
05-1467	UTILITY WORKER I	T19	H	21.73	22.82	23.96	25.16	26.41	22.38	23.50	24.67	25.91	27.20
05-1468	UTILITY WORKER II	T23	H	23.99	25.19	26.45	27.77	29.16	24.70	25.94	27.24	28.60	30.03
05-1470	UTILITY WORKER, SENIOR	T27	H	26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
05-0725	WATER METER READ/CONN TECH I	T12	H	18.28	19.20	20.16	21.16	22.22	18.83	19.77	20.76	21.80	22.89
05-0726	WATER METER READ/CONN TECH II	T18	H	21.20	22.26	23.37	24.54	25.77	21.83	22.93	24.07	25.28	26.54
05-0376	WATER RESOURCES FIELD MAINTENANCE TECH	T13	H	18.74	19.68	20.66	21.69	22.78	19.30	20.26	21.28	22.34	23.46
05-0431	WATER RESOURCES TECHNICIAN	T31	H	29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
05-0831	WEIGHMASTER	T09	H	16.98	17.83	18.72	19.65	20.63	17.48	18.36	19.28	20.24	21.25
05-1443	WTR/WSTWTR TRTMNT PLOP TRAINEE	T21	H	22.83	23.97	25.17	26.43	27.75	23.51	24.69	25.92	27.22	28.58
05-1444	WTR/WSTWTR TRTMNT PLANT OP I	T27	H	26.48	27.80	29.19	30.65	32.18	27.27	28.63	30.06	31.57	33.15
05-1445	WTR/WSTWTR TRTMNT PLANT OP II	T31	H	29.23	30.69	32.22	33.83	35.52	30.10	31.60	33.18	34.84	36.59
05-1446	WTR/WSTWTR TRTMNT PLANT OP III	T35	H	32.26	33.87	35.57	37.34	39.21	33.22	34.89	36.63	38.46	40.38


# LCEA Unit 3, 4, & 5 MOU 2021 to 2025


Final Audit Report 2021-09-22


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