

1                   **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**

2                                   **RESOLUTION NO. \_\_\_\_\_**

3                   **RESOLUTION ESTABLISHING SALARIES AND BENEFITS FOR MANAGEMENT EMPLOYEES**  
4                                   **FOR THE PERIOD FROM NOVEMBER 1, 2021 TO JUNE 30, 2025**

5  
6   RESOLVED by the Board of Supervisors of the County of Lake, State of California, that it finds,  
7   determines and hereby declares that the salaries and benefits for County Management employees shall  
8   be as follows:

9   **1. COMPENSATION**

10   1.1 Salary Schedule

11                   The salary range for each classification from Step 1 through Step 5 shall be as shown in  
12                   Attachment "A" which is attached hereto and incorporated by reference herein and reflects the  
13                   following adjustments:  
14

- 15                   a. Starting November 1, 2021 , the CPS-HR Classification and Compensation (CC) Study  
16                   dated October 1, 2019 shall be implemented at 98% of market median (Market 98).  
17                   b. Starting July 1, 2022, the CPS-HR Classification and Compensation (CC) Study dated  
18                   October 1, 2019 shall be implemented at 100% of market median (Market 100),  
19                   equivalent to a 2% COLA.  
20                   c. Starting July 1, 2023, the CPS-HR Classification and Compensation (CC) Study dated  
21                   October 1, 2019 shall be implemented at 102% of market median (Market 102),  
22                   equivalent to a 2% COLA.  
23                   d. Starting July 1, 2024, the CPS-HR Classification and Compensation (CC) Study dated  
24                   October 1, 2019 shall be implemented at 105% of market median (Market 105),  
25                   equivalent to a 3% COLA.  
26

27  
28   1.2 Step Advancement

29                   The Salary Step System contained herein is a five (5)-step salary schedule (Step 1, Step 2,  
30                   etc.). Salary step advancement as referenced above shall not be automatic, but movement in

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this system shall be based on an annual satisfactory performance evaluation as determined by the employee's department head (or the Board of Supervisors if it is a department head position) and procedural approval of the Human Resources Director.

Eligibility for progression through the first five (5) steps of the salary schedule shall be based upon a term of satisfactory service at the preceding step as outlined in Section 1.2 or 1.3.

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

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, or the Board of Supervisors, as applicable, to have improved to satisfactory or better at the conclusion of such ninety (90)-day period, the employee may be eligible to progress to the next step, subject to the full discretion of the department head, or the Board of Supervisors, if it is a department head position. If progression is still denied, the salary anniversary date will be set to one (1) year from the prior salary anniversary date.

**1.3 Management Incentive for Elected Department Heads**

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

<u>Incentive</u>	<u>Cumulative Years of Service</u>	<u>Compounded</u>
1	5 years	2.5%
2	10 years	5.062%
3	15 years	7.689%

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**1.4 Longevity Pay for Appointed County Management Employees**

1.4.1 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.

1.4.2 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 previously earned.

1.4.3 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 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.

**1.5 Salary upon Promotion**

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

1.5.2 An employee whose prior classification was not management and who is promoted or reclassified to a management classification, other than an elected official or appointed department head classification, shall receive a salary at the first step of the higher class or at the step which provides for at least a 10% increase over their based

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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.

1.5.3 Upon promotion of a full-time or part-time employee, the appointing authority may recommend based on the employee's extraordinary qualifications that the employee receive a salary step which is higher than that set forth in subsections 1.5.1 and 1.5.2. Under such circumstances, the Human Resources Director may authorize an advanced salary step at Step 2 or Step 3. The County Administrative Officer may authorize an advanced salary step at Step 4 or Step 5. Advanced step upon promotion does not apply to flex promotions.

**1.5 Working Above Class**

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

**1.6 Educational Incentives**

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

**1.7 Bilingual Differential**

All management employees certified as bilingual, through the County's standard bilingual certification process, in Spanish or other language as necessary for County business, as determined by the department head, or in the case of department heads, as determined by the County Administrative Officer, shall receive 2.5% of their base pay for all hours worked.

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

In recognition of their responsibilities for administering the day-to-day operations of a County department, incumbents in the elected offices of Assessor-Recorder, Auditor-Controller, District

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Attorney, Sheriff-Coroner and Treasurer-Tax Collector shall receive an annual payment in lieu of vacation, sick leave and administrative leave equal to 7.69% of their annual salary. Said payment shall be issued by September 30 of each fiscal year.

**2 HEALTH AND LIFE INSURANCE**

**2.1 Maximum Monthly County Contribution for Insurance Coverage**

The County shall pay a maximum contribution of one thousand dollars (\$1000.00) per month toward the County-sponsored group medical, dental and vision insurance plan for each employee who enrolls in such a County-sponsored group plan. In no event shall the County's financial obligation exceed the actual monthly premium for an employee's medical, dental and vision insurance choices under the County's flexible benefits plan.

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

**2.2 Insurance Opt-Out**

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

**2.3 Retiree Insurance**

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

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1 immediately prior to retiring, who participate in the County's retiree insurance program, the  
2 County shall pay a monthly stipend to the retiree which is equivalent to 50% of the group health  
3 insurance medical premium for active employees with employee-only coverage under the same  
4 health plan. Such stipend shall be discontinued once the employee reaches sixty-five (65)  
5 years of age or is eligible for Medicare coverage. For those retirees who retire from County with  
6 twenty (20) years of total County service as a permanent employee, of which five (5) years must  
7 be continuously served immediately prior to retiring, who participate in the County's retiree  
8 insurance program, the County shall pay a monthly stipend to the retiree which is equivalent to  
9 75% of the group health insurance medical premium for active employees with employee-only  
10 coverage under the same health plan. Such stipend shall be discontinued once the employee  
11 reaches sixty-five (65) years of age or is eligible for Medicare coverage.

12  
13 **2.3.1 Break in service due to layoff**

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

16 **2.3.2 Discontinue Allowance for Break in Service**

17 Notwithstanding the above, employees whose original hire date or rehire date is  
18 November 1, 2011 or later, shall not be eligible for the retiree health insurance  
19 monthly stipend unless they have either fifteen (15) or twenty (20) consecutive  
20 years of County service as a permanent employee immediately prior to retirement.  
21 However, if the last break in service immediately prior to retirement was due to a  
22 layoff and the employee was rehired under the Reemployment provision under Rule  
23 906 (A.) of the Lake County Personnel Rules, the employee maintains eligibility and  
24 the requirement to work at least five (5) continuous years shall be waived.

25 **2.4 Group Life Insurance**

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

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

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**2.5 Air Medical Membership Program**

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

**3 RETIREMENT BENEFITS**

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

3.2 For miscellaneous and safety employees who, pursuant to AB 340 and CalPERS regulations, are defined 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.

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

**4 LEAVE BENEFITS**

**4.1 Vacation Leave**

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

- a. Beginning of 1<sup>st</sup> year through end of 5<sup>th</sup> year: 3 weeks per year.
- b. Beginning of 6<sup>th</sup> year through end of 20<sup>th</sup> year: 4 weeks per year.
- c. After 20 or more years of continuous service: 5 weeks per year.

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

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

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

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

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

**4.1.6 A maximum of 280 hours of vacation leave may be accumulated.**

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

## 4.2 Sick Leave

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

**4.2.2** 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 (500) hours. However, no employee shall receive more than sixty (60) hours of cash in lieu of sick leave hours in any one (1) fiscal year.

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



**4.3 Bereavement Leave**

Management employees, other than elected officials, shall receive bereavement leave of twenty-four (24) hours for an incident that requires one way travel of less than five hundred (500) miles, or forty (40) hours for an incident that requires one way travel of five hundred (500) miles or more, due to the death of their parent, step-parent, mother-in-law, father-in-law, aunt, uncle, spouse, registered domestic partner, child, stepchild, adopted child, niece, nephew, grandchild, grandparent, sister, brother, step-sister, step-brother, sister-in-law, brother-in-law, grandfather-in-law, grandmother-in-law, son-in-law, daughter-in-law or the death of any person residing in the immediate household of the employee at the time of death.

Travel distances shall be computed using the "Maps & Directions" function available at [www.randomcnally.com](http://www.randomcnally.com), using the employee's residence as the starting point and the site of the memorial or funeral as the endpoint.

Bereavement leave is not subject to accrual and the leave allowed pursuant to this provision generally must be used for any single incident of bereavement within seven (7) days of the time the employee first takes bereavement leave for said incident. Upon advance request to do so, the County Administrative Officer may approve an extension of the seven (7) day period.

Said bereavement leave is separate and shall not be credited against other forms of leave.

Bereavement leave shall be used by the employee before they make use of accrued sick leave for the purposes of the bereavement leave provision of Section 1504 of the Lake County Personnel Rules.

**4.4 Holidays**

**4.4.1** The following holidays shall be observed:

1. July 4 (Independence Day)
2. First Monday in September (Labor Day)
3. Second Monday in October (Indigenous Peoples' Day)
4. November 11 (Veteran's Day)
5. Thanksgiving Day
6. Day after Thanksgiving Day

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7. Winter Holiday (Monday – Friday of the week December 25<sup>th</sup> falls on, if December 25<sup>th</sup> falls on a weekday. If December 25<sup>th</sup> falls on a Saturday or Sunday, the 23<sup>rd</sup> through the 29<sup>th</sup> of December.)
8. January 1 (New Year's Day)
9. Third Monday in January (Martin Luther King, Jr. Day)
10. Third Monday in February (President's Day)
11. Last Monday in May (Memorial Day)
12. Any other holiday declared by the Board pursuant to State Law

**4.4.2** Holidays Worked

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

**4.4.3** Holiday Observance

Any holiday, except Winter Holiday, as stated above in subsection 4.4.1, which falls on a Sunday shall be observed the following Monday. Any holiday, except Winter Holiday, as stated above in subsection 4.4.1, which falls on a Saturday shall be observed the preceding Friday.

**4.5** Administrative Leave

**4.5.1** Management employees, other than elected officials, shall be entitled to receive sixty (60) hours of administrative leave annually or the equivalent cash in lieu. Employees appointed after April 1<sup>st</sup> of a fiscal year shall not be entitled to any administrative leave for that fiscal year and shall not receive any allocation of administrative leave until July 1<sup>st</sup> of the following fiscal year. The annual allowance for administrative leave shall not accrue from one fiscal year to another fiscal year. Employees in positions allocated less than full-time shall receive a proportionate amount of administrative leave hours. Employees with less than one year of service shall be entitled to receive a pro rata share of the sixty (60) hours (except employees appointed after April 1<sup>st</sup> as stated above).

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1        **4.5.2**    Employees who terminate County service or who otherwise discontinue serving in a  
2                   management classification before the end of the fiscal year, and who have used  
3                   administrative leave hours greater than the pro rata share to which they are entitled  
4                   shall have the cash equivalent of those hours deducted from their separation pay or  
5                   deducted from their next payroll check if they are continuing in County service.

6  
7    **5    OTHER BENEFITS**

8        **5.1 Tool Allowance**

9                   Each Management employee who is required to use their personal tools as a condition of their  
10                  employment shall be paid a tool allowance of thirty dollars (\$30.00) per month. The amount  
11                  shall be paid in the manner prescribed by the Auditor-Controller on a monthly  
12                  basis as a reimbursement for the cost of maintaining and supplying the tools utilized.  
13                  Classifications authorized to receive this benefit must be approved by the Board of Supervisors.

14       **5.2 Cellular Phone Stipend**

15                  Pursuant to County policy adopted by the Board of Supervisors, each eligible employee, as  
16                  defined herein, shall be provided a County owned mobile device or a wireless-communication  
17                  device stipend. Eligible employees are defined as the Board of Supervisors, Elected Officials,  
18                  Department Heads and County Management employees, who have demonstrated a need to  
19                  utilize a cellular phone for County business purposes on a daily basis. The stipend amount for  
20                  a cellular phone shall be forty dollars (\$40.00) per month and the stipend amount for mobile  
21                  devices with Personal Digital Assistant (PDA)-like and mobile phone functionality shall be  
22                  seventy-five dollars (\$75.00) per month. The stipend shall be payable by the Auditor-Controller  
23                  directly to employees on a monthly basis. Employees shall submit their request for the stipend  
24                  to the County Administrative Officer, who shall approve or disapprove their request. The  
25                  County Administrative Officer's eligibility for said stipend shall be subject to the approval of the  
26                  Board of Supervisors' Chairman.

27       **5.3 Overtime In Certain Board Designated Emergencies**

28                  Management employees shall be eligible for straight-time overtime pay when working beyond  
29                  forty (40) hours in a week as Disaster Service Workers due to a Board of Supervisors' declared  
30                  emergency that is concurrent with an active Emergency Operation Center (EOC). Such

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straight-time overtime must be specifically authorized by the Board of Supervisors resolution,  
shall be paid in cash and capped at a maximum of forty (40) hours per each authorized incident.

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

**THIS RESOLUTION** was passed and adopted by the Board of Supervisors of the County of Lake at a  
regular meeting thereof on the 28th day of September, 2021 by the following vote:

**AYES:**

**NOES:**

**ABSENT OR NOT VOTING:**

**ATTEST: CAROL J. HUCHINGSON**

**COUNTY OF LAKE**

Clerk to the Board of Supervisors

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

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

APPROVED AS TO FORM:

AUDITOR REVIEW:


**ANITA L. GRANT**

**CATHY SADERLUND**

County Counsel

Auditor-Controller

  
anita grant (Sep 21, 2021 17:09 PDT)

  
Cathy Saderlund (Sep 23, 2021 09:00 PDT)

Salary Grade Table for Group 00

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
00-0190	ASSESSOR-RECORDER	E62	F	10,469					10,677				
00-0280	AUDITOR-CONTROLLER/COUNTY CLERK	E68	F	12,140					12,383				
00-1501	BOARD OF SUPERVISORS-CHAIRMAN*	20	F	5,510					5,510				
00-1502	BOARD OF SUPERVISORS-MEMBER*	10	F	5,309					5,309				
00-0680	DISTRICT ATTORNEY	E72	F	13,400					13,669				
00-1230	SHERIFF-CORONER	E72	F	13,400					13,669				
00-1360	TREASURER/TAX COLLECTOR	E61	F	10,213					10,417				

\* NO INCREASE

Salary Grade Table for Group 00

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
00-0190	ASSESSOR-RECORDER	E62	F	10,892					11,216				
00-0280	AUDITOR-CONTROLLER/COUNTY CLERK	E68	F	12,631					13,009				
00-1501	BOARD OF SUPERVISORS-CHAIRMAN*	20	F	5,510					5,510				
00-1502	BOARD OF SUPERVISORS-MEMBER*	10	F	5,309					5,309				
00-0680	DISTRICT ATTORNEY	E72	F	13,943					14,359				
00-1230	SHERIFF-CORONER	E72	F	13,943					14,359				
00-1360	TREASURER/TAX COLLECTOR	E61	F	10,625					10,944				

\* NO INCREASE

Unit 01 Management 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
01-0090	AG COMM/S OF W & M	M57	M	9,253	9,715	10,201	10,712	11,246	9,438	9,909	10,405	10,925	11,471
01-0110	AIR POLLUTION CNTRL OFCR	M57	M	9,253	9,715	10,201	10,712	11,246	9,438	9,909	10,405	10,925	11,471
01-0155	ANIMAL CONTROL DIRECTOR	M42	M	6,389	6,708	7,044	7,396	7,765	6,516	6,841	7,185	7,543	7,921
01-0364	ASSISTANT ASSESSOR RECORDER	M46	M	7,051	7,405	7,774	8,164	8,571	7,193	7,552	7,930	8,327	8,743
01-0286	ASSISTANT AUDITOR-CONTROLLER	M52	M	8,178	8,587	9,017	9,467	9,941	8,341	8,759	9,197	9,656	10,140
01-0230	ASSISTANT CHIEF PROBATION OFFI	M49	M	7,594	7,973	8,372	8,791	9,230	7,746	8,133	8,540	8,967	9,415
01-2015	ASSISTANT COUNTY ADMIN OFFICER	M65	M	11,274	11,837	12,430	13,050	13,704	11,499	12,074	12,678	13,312	13,978
01-1376	ASSISTANT TREASURER TAX COLL	M47	M	7,228	7,590	7,970	8,367	8,786	7,374	7,741	8,129	8,535	8,961
01-0799	ASST PUBLIC WORKS DIR	M55	M	8,807	9,247	9,710	10,195	10,705	8,984	9,433	9,904	10,398	10,918
01-1136	BEHAVIORAL HEALTH PROG MGR	M47	M	7,228	7,590	7,970	8,367	8,786	7,374	7,741	8,129	8,535	8,961
01-1106	CANNABIS PROGRAM MANAGER	M41	M	6,233	6,545	6,871	7,216	7,576	6,358	6,675	7,010	7,360	7,727
01-2101	CAPTAIN - CORRECTIONS	M50	M	7,784	8,173	8,582	9,012	9,462	7,940	8,337	8,753	9,192	9,651
01-2104	CENTRAL DISPATCH MANAGER	M36	M	5,509	5,784	6,074	6,377	6,696	5,619	5,900	6,195	6,505	6,829
01-2106	CHIEF BUILDING OFFICIAL	M50	M	7,784	8,173	8,582	9,012	9,462	7,940	8,337	8,753	9,192	9,651
01-0285	CHIEF DEPUTY AUDITOR-CONTROLLER	M48	M	7,408	7,779	8,167	8,577	9,006	7,557	7,935	8,332	8,748	9,185
01-2002	CHIEF DEPUTY CO ADMIN OFFICER	M60	M	9,965	10,462	10,986	11,535	12,111	10,164	10,672	11,206	11,766	12,353
01-0526	CHIEF DEPUTY DISTRICT ATTORNEY	M58	M	9,485	9,958	10,455	10,979	11,528	9,674	10,157	10,665	11,199	11,759
01-0231	CHIEF DEPUTY PROBATION OFFICER	M41	M	6,233	6,545	6,871	7,216	7,576	6,358	6,675	7,010	7,360	7,727
01-0853	CHIEF DISTRICT ATTORNEY INVEST	M41	M	6,233	6,545	6,871	7,216	7,576	6,358	6,675	7,010	7,360	7,727
01-0360	CHIEF DPTY ASSR/REC-VALUATIONS	M40	M	6,081	6,386	6,705	7,039	7,391	6,202	6,512	6,838	7,179	7,538
01-1130	CHIEF PROBATION OFFICER	M59	M	9,721	10,208	10,717	11,253	11,816	9,916	10,412	10,932	11,478	12,052
01-2045	CODE ENFORCEMENT MANAGER	M37	M	5,647	5,930	6,226	6,536	6,864	5,760	6,048	6,349	6,668	7,001
01-1110	COMMUNITY DEVELOPMENT DIRECTOR	M61	M	10,213	10,724	11,260	11,823	12,414	10,417	10,939	11,485	12,059	12,662
01-2001	COUNTY ADMINISTRATIVE OFFICER	M75	M	14,432	15,153	15,910	16,706	17,541	14,719	15,456	16,229	17,040	17,891
01-0520	COUNTY COUNSEL	M73	M	13,735	14,423	15,144	15,902	16,695	14,011	14,711	15,446	16,219	17,030
01-0530	COUNTY LIBRARIAN	M50	M	7,784	8,173	8,582	9,012	9,462	7,940	8,337	8,753	9,192	9,651
01-0610	COUNTY SURVEYOR	M47	M	7,228	7,590	7,970	8,367	8,786	7,374	7,741	8,129	8,535	8,961
01-0644	DEP ADMIN BEHAVIORAL HLTH CLIN	M52	M	8,178	8,587	9,017	9,467	9,941	8,341	8,759	9,197	9,656	10,140
01-0647	DEP DIR OF BEHAVIOR HEALTH ADM	M52	M	8,178	8,587	9,017	9,467	9,941	8,341	8,759	9,197	9,656	10,140
01-0648	DEP DIRECTOR BEHAVIORAL HEALTH	M52	M	8,178	8,587	9,017	9,467	9,941	8,341	8,759	9,197	9,656	10,140
01-2233	DEP INFORMATION TECH DIRECTOR	M53	M	8,382	8,802	9,242	9,703	10,189	8,551	8,977	9,426	9,897	10,393
01-1113	DEP. COMMUNITY DEV. DIRECTOR	M54	M	8,592	9,022	9,473	9,946	10,443	8,764	9,202	9,662	10,145	10,653
01-0154	DEPUTY AG COMM/SEALER OF W&M	M40	M	6,081	6,386	6,705	7,039	7,391	6,202	6,512	6,838	7,179	7,538
01-0158	DEPUTY ANIMAL CONTROL DIRECTOR	M31	M	4,869	5,113	5,368	5,637	5,918	4,966	5,216	5,476	5,749	6,037
01-2107	DEPUTY BUILDING OFFICIAL	M44	M	6,711	7,048	7,400	7,771	8,159	6,847	7,188	7,549	7,925	8,322
01-1999	DEPUTY CO ADMIN OFF PROJ/GRANT	M49	M	7,594	7,973	8,372	8,791	9,230	7,746	8,133	8,540	8,967	9,415
01-2008	DEPUTY COUNTY ADMIN OFFICER I	M49	M	7,594	7,973	8,372	8,791	9,230	7,746	8,133	8,540	8,967	9,415
01-2003	DEPUTY COUNTY ADMIN OFFICER II	M52	M	8,178	8,587	9,017	9,467	9,941	8,341	8,759	9,197	9,656	10,140
01-2108	DEPUTY DIR OF CHILD SUPPORT SV	M50	M	7,784	8,173	8,582	9,012	9,462	7,940	8,337	8,753	9,192	9,651

Unit 01 Management 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
01-1524	DEPUTY HUMAN RESOURCES DIRECTO	M52	M	8,178	8,587	9,017	9,467	9,941	8,341	8,759	9,197	9,656	10,140
01-2209	DEPUTY PUBLIC SERV DIR ADMIN I	M44	M	6,711	7,048	7,400	7,771	8,159	6,847	7,188	7,549	7,925	8,322
01-2210	DEPUTY PUBLIC SERV DIR ADMIN II	M48	M	7,408	7,779	8,167	8,577	9,006	7,557	7,935	8,332	8,748	9,185
01-0804	DEPUTY PUBLIC WORKS DIR I ADMIN	M44	M	6,711	7,048	7,400	7,771	8,159	6,847	7,188	7,549	7,925	8,322
01-0805	DEPUTY PUBLIC WORKS DIR II ADMIN	M48	M	7,408	7,779	8,167	8,577	9,006	7,557	7,935	8,332	8,748	9,185
01-2112	DEPUTY REGISTRAR OF VOTERS	M40	M	6,081	6,386	6,705	7,039	7,391	6,202	6,512	6,838	7,179	7,538
01-1221	DEPUTY SOCIAL SERVICES DIR CPS	M59	M	9,721	10,208	10,717	11,253	11,816	9,916	10,412	10,932	11,478	12,052
01-1220	DEPUTY SOCIAL SERVICES DIRECT	M54	M	8,592	9,022	9,473	9,946	10,443	8,764	9,202	9,662	10,145	10,653
01-2059	DEPUTY SPEC DIST ADMIN FISCAL	M44	M	6,711	7,048	7,400	7,771	8,159	6,847	7,188	7,549	7,925	8,322
01-2062	DEPUTY SPECIAL DIST ADMIN I	M50	M	7,784	8,173	8,582	9,012	9,462	7,940	8,337	8,753	9,192	9,651
01-2063	DEPUTY SPECIAL DIST ADMIN II	M54	M	8,592	9,022	9,473	9,946	10,443	8,764	9,202	9,662	10,145	10,653
01-0649	DIRECTOR OF BEHAVIORAL HEALTH	M61	M	10,213	10,724	11,260	11,823	12,414	10,417	10,939	11,485	12,059	12,662
01-0525	DIRECTOR OF CHILD SUPPORT SERV	M59	M	9,721	10,208	10,717	11,253	11,816	9,916	10,412	10,932	11,478	12,052
01-2067	DISTRICT ATTORNEY ADMIN COORD	M34	M	5,243	5,505	5,781	6,070	6,373	5,349	5,616	5,897	6,191	6,502
01-0133	DPT AIR POLL CONTROL OFFICER	M48	M	7,408	7,779	8,167	8,577	9,006	7,557	7,935	8,332	8,748	9,185
01-2212	DPT PUBLIC SERV DIR-PROJECT	M48	M	7,408	7,779	8,167	8,577	9,006	7,557	7,935	8,332	8,748	9,185
01-0641	EMERG EVENT DATA EVAL PROG MGR	M40	M	6,081	6,386	6,705	7,039	7,391	6,202	6,512	6,838	7,179	7,538
01-1600	EMERGENCY SERVICES MANAGER	M41	M	6,233	6,545	6,871	7,216	7,576	6,358	6,675	7,010	7,360	7,727
01-1195	ENVIRONMENTAL HEALTH DIR	M50	M	7,784	8,173	8,582	9,012	9,462	7,940	8,337	8,753	9,192	9,651
01-2017	FACILITIES MAINTENANCE SUPT	M36	M	5,509	5,784	6,074	6,377	6,696	5,619	5,900	6,195	6,505	6,829
01-0666	FIRST FIVE EXECUTIVE DIRECTOR	M40	M	6,081	6,386	6,705	7,039	7,391	6,202	6,512	6,838	7,179	7,538
01-2065	HEALTH SERVICES ADMIN MANAGER	M42	M	6,389	6,708	7,044	7,396	7,765	6,516	6,841	7,185	7,543	7,921
01-0658	HEALTH SERVICES DIRECTOR	M62	M	10,469	10,993	11,542	12,119	12,724	10,677	11,211	11,773	12,360	12,979
01-1137	HEALTH SERVICES PROGRAM MGR	M49	M	7,594	7,973	8,372	8,791	9,230	7,746	8,133	8,540	8,967	9,415
01-2211	HEAVY EQUIP FLEET MAINT SUPT	M35	M	5,375	5,644	5,926	6,221	6,533	5,483	5,756	6,044	6,346	6,663
01-1525	HUMAN RESOURCES DIRECTOR	M60	M	9,965	10,462	10,986	11,535	12,111	10,164	10,672	11,206	11,766	12,353
01-2110	INFORMATION TECH DIRECTOR	M62	M	10,469	10,993	11,542	12,119	12,724	10,677	11,211	11,773	12,360	12,979
01-0809	LANDFILL MANAGER	M39	M	5,933	6,230	6,540	6,867	7,211	6,051	6,354	6,672	7,004	7,355
01-2027	PRINCIPAL CIVIL ENGINEER	M49	M	7,594	7,973	8,372	8,791	9,230	7,746	8,133	8,540	8,967	9,415
01-1105	PRINCIPAL PLANNER	M50	M	7,784	8,173	8,582	9,012	9,462	7,940	8,337	8,753	9,192	9,651
01-1138	PROGRAM MANAGER	M47	M	7,228	7,590	7,970	8,367	8,786	7,374	7,741	8,129	8,535	8,961
01-1139	PROGRAM MANAGER - CPS	M52	M	8,178	8,587	9,017	9,467	9,941	8,341	8,759	9,197	9,656	10,140
01-2094	PROJECT AND PARKS SUPERINTEND	M34	M	5,243	5,505	5,781	6,070	6,373	5,349	5,616	5,897	6,191	6,502
01-0036	PUBLIC HEALTH NURSING DIRECTOR*	M58	M	9,485	9,958	10,455	10,979	11,528	9,674	10,157	10,665	11,199	11,759
01-2215	PUBLIC HEALTH OFFICER	M78	M	15,541	16,318	17,134	17,990	18,890	15,851	16,643	17,475	18,351	19,268
01-1321	PUBLIC SERVICES DIRECTOR	M63	M	10,731	11,267	11,830	12,421	13,043	10,944	11,492	12,067	12,671	13,303
01-0800	PUBLIC WORKS DIRECTOR**	M65	M	11,274	11,837	12,430	13,050	13,704	11,499	12,074	12,678	13,312	13,978
01-1180	PUBLIC WORKS SUPERINTENDENT	M40	M	6,081	6,386	6,705	7,039	7,391	6,202	6,512	6,838	7,179	7,538
01-2111	REGISTRAR OF VOTERS	M48	M	7,408	7,779	8,167	8,577	9,006	7,557	7,935	8,332	8,748	9,185



Unit 01 Management 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
01-1500	RISK MANAGEMENT PROGRAM COORD	M38	M	5,788	6,077	6,380	6,699	7,036	5,904	6,198	6,509	6,835	7,176
01-1501	RISK MANAGER	M49	M	7,594	7,973	8,372	8,791	9,230	7,746	8,133	8,540	8,967	9,415
01-2105	SHERIFF-CORONER ADMIN MANAGER	M42	M	6,389	6,708	7,044	7,396	7,765	6,516	6,841	7,185	7,543	7,921
01-1490	SOCIAL SERVICES DIRECTOR	M66	M	11,556	12,133	12,740	13,376	14,045	11,787	12,376	12,995	13,645	14,326
01-2006	SPECIAL DISTRICT ADMINISTRATOR	M61	M	10,213	10,724	11,260	11,823	12,414	10,417	10,939	11,485	12,059	12,662
01-1526	STAFF SERVICES MANAGER	M47	M	7,228	7,590	7,970	8,367	8,786	7,374	7,741	8,129	8,535	8,961
01-1605	TAX ADMINISTRATOR	M47	M	7,228	7,590	7,970	8,367	8,786	7,374	7,741	8,129	8,535	8,961
01-2060	UTILITY SYSTEMS COMPL COORD	M49	M	7,594	7,973	8,372	8,791	9,230	7,746	8,133	8,540	8,967	9,415
01-1420	VETERAN SERVICES OFFICER	M40	M	6,081	6,386	6,705	7,039	7,391	6,202	6,512	6,838	7,179	7,538
01-0165	VETERINARIAN	M45	M	6,880	7,225	7,585	7,965	8,363	7,018	7,368	7,738	8,124	8,530
01-0566	VICTIM WITNESS PROGRAM ADMIN	M32	M	4,990	5,240	5,502	5,777	6,067	5,091	5,346	5,613	5,893	6,188
01-0791	WATER RESOURCES DEPUTY DIRECTR	M49	M	7,594	7,973	8,372	8,791	9,230	7,746	8,133	8,540	8,967	9,415

\* Starting from 90% and not 80%

\* Starting from 100% and not 80%

Unit 01 Management 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
01-0090	AG COMM/S OF W & M	M57	M	9,627	10,107	10,613	11,144	11,702	9,915	10,410	10,930	11,476	12,050
01-0110	AIR POLLUTION CNTRL OFCR	M57	M	9,627	10,107	10,613	11,144	11,702	9,915	10,410	10,930	11,476	12,050
01-0155	ANIMAL CONTROL DIRECTOR	M42	M	6,647	6,978	7,329	7,694	8,079	6,845	7,188	7,547	7,925	8,320
01-0364	ASSISTANT ASSESSOR RECORDER	M46	M	7,337	7,703	8,089	8,493	8,918	7,556	7,933	8,330	8,746	9,185
01-0286	ASSISTANT AUDITOR-CONTROLLER	M52	M	8,509	8,934	9,381	9,849	10,343	8,762	9,201	9,662	10,143	10,651
01-0230	ASSISTANT CHIEF PROBATION OFFI	M49	M	7,901	8,296	8,710	9,147	9,604	8,136	8,544	8,972	9,419	9,890
01-2015	ASSISTANT COUNTY ADMIN OFFICER	M65	M	11,729	12,315	12,931	13,577	14,257	12,080	12,683	13,317	13,983	14,683
01-1376	ASSISTANT TREASURER TAX COLL	M47	M	7,521	7,897	8,291	8,705	9,142	7,745	8,133	8,538	8,967	9,414
01-0799	ASST PUBLIC WORKS DIR	M55	M	9,162	9,620	10,102	10,606	11,137	9,436	9,908	10,403	10,923	11,469
01-1136	BEHAVIORAL HEALTH PROG MGR	M47	M	7,521	7,897	8,291	8,705	9,142	7,745	8,133	8,538	8,967	9,414
01-1106	CANNABIS PROGRAM MANAGER	M41	M	6,484	6,809	7,150	7,507	7,881	6,679	7,013	7,363	7,731	8,117
01-2101	CAPTAIN - CORRECTIONS	M50	M	8,098	8,504	8,928	9,376	9,844	8,341	8,757	9,195	9,655	10,138
01-2104	CENTRAL DISPATCH MANAGER	M36	M	5,732	6,018	6,320	6,635	6,966	5,902	6,198	6,509	6,833	7,174
01-2106	CHIEF BUILDING OFFICIAL	M50	M	8,098	8,504	8,928	9,376	9,844	8,341	8,757	9,195	9,655	10,138
01-0285	CHIEF DEPUTY AUDITOR-CONTROLLER	M48	M	7,708	8,093	8,499	8,923	9,369	7,939	8,336	8,752	9,190	9,649
01-2002	CHIEF DEPUTY CO ADMIN OFFICER	M60	M	10,367	10,885	11,430	12,002	12,601	10,677	11,211	11,771	12,359	12,977
01-0526	CHIEF DEPUTY DISTRICT ATTORNEY	M58	M	9,868	10,360	10,878	11,423	11,993	10,163	10,670	11,204	11,764	12,352
01-0231	CHIEF DEPUTY PROBATION OFFICER	M41	M	6,484	6,809	7,150	7,507	7,881	6,679	7,013	7,363	7,731	8,117
01-0853	CHIEF DISTRICT ATTORNEY INVEST	M41	M	6,484	6,809	7,150	7,507	7,881	6,679	7,013	7,363	7,731	8,117
01-0360	CHIEF DPTY ASSR/REC-VALUATIONS	M40	M	6,327	6,642	6,975	7,323	7,689	6,516	6,841	7,183	7,543	7,920
01-1130	CHIEF PROBATION OFFICER	M59	M	10,114	10,620	11,151	11,709	12,293	10,416	10,937	11,483	12,059	12,660
01-2045	CODE ENFORCEMENT MANAGER	M37	M	5,874	6,169	6,477	6,802	7,141	6,051	6,353	6,670	7,004	7,355
01-1110	COMMUNITY DEVELOPMENT DIRECTOR	M61	M	10,625	11,157	11,716	12,301	12,915	10,944	11,490	12,066	12,669	13,302
01-2001	COUNTY ADMINISTRATIVE OFFICER	M75	M	15,014	15,765	16,553	17,380	18,250	15,463	16,236	17,047	17,900	18,795
01-0520	COUNTY COUNSEL	M73	M	14,291	15,005	15,756	16,543	17,370	14,718	15,454	16,226	17,037	17,890
01-0530	COUNTY LIBRARIAN	M50	M	8,098	8,504	8,928	9,376	9,844	8,341	8,757	9,195	9,655	10,138
01-0610	COUNTY SURVEYOR	M47	M	7,521	7,897	8,291	8,705	9,142	7,745	8,133	8,538	8,967	9,414
01-0644	DEP ADMIN BEHAVIORAL HLTH CLIN	M52	M	8,509	8,934	9,381	9,849	10,343	8,762	9,201	9,662	10,143	10,651
01-0647	DEP DIR OF BEHAVIOR HEALTH ADM	M52	M	8,509	8,934	9,381	9,849	10,343	8,762	9,201	9,662	10,143	10,651
01-0648	DEP DIRECTOR BEHAVIORAL HEALTH	M52	M	8,509	8,934	9,381	9,849	10,343	8,762	9,201	9,662	10,143	10,651
01-2233	DEP INFORMATION TECH DIRECTOR	M53	M	8,720	9,157	9,615	10,097	10,601	8,982	9,431	9,903	10,398	10,918
01-1113	DEP. COMMUNITY DEV. DIRECTOR	M54	M	8,939	9,386	9,856	10,348	10,866	9,206	9,667	10,150	10,658	11,190
01-0154	DEPUTY AG COMM/SEALER OF W&M	M40	M	6,327	6,642	6,975	7,323	7,689	6,516	6,841	7,183	7,543	7,920
01-0158	DEPUTY ANIMAL CONTROL DIRECTOR	M31	M	5,067	5,320	5,585	5,864	6,157	5,217	5,477	5,751	6,039	6,342
01-2107	DEPUTY BUILDING OFFICIAL	M44	M	6,984	7,332	7,699	8,084	8,488	7,192	7,552	7,930	8,325	8,741
01-1999	DEPUTY CO ADMIN OFF PROJ/GRANT	M49	M	7,901	8,296	8,710	9,147	9,604	8,136	8,544	8,972	9,419	9,890
01-2008	DEPUTY COUNTY ADMIN OFFICER I	M49	M	7,901	8,296	8,710	9,147	9,604	8,136	8,544	8,972	9,419	9,890
01-2003	DEPUTY COUNTY ADMIN OFFICER II	M52	M	8,509	8,934	9,381	9,849	10,343	8,762	9,201	9,662	10,143	10,651
01-2108	DEPUTY DIR OF CHILD SUPPORT SV	M50	M	8,098	8,504	8,928	9,376	9,844	8,341	8,757	9,195	9,655	10,138

Unit 01 Management 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
01-1524	DEPUTY HUMAN RESOURCES DIRECTO	M52	M	8,509	8,934	9,381	9,849	10,343	8,762	9,201	9,662	10,143	10,651
01-2209	DEPUTY PUBLIC SERV DIR ADMIN I	M44	M	6,984	7,332	7,699	8,084	8,488	7,192	7,552	7,930	8,325	8,741
01-2210	DEPUTY PUBLIC SERV DIR ADMIN II	M48	M	7,708	8,093	8,499	8,923	9,369	7,939	8,336	8,752	9,190	9,649
01-0804	DEPUTY PUBLIC WORKS DIR I ADMIN	M44	M	6,984	7,332	7,699	8,084	8,488	7,192	7,552	7,930	8,325	8,741
01-0805	DEPUTY PUBLIC WORKS DIR II ADMIN	M48	M	7,708	8,093	8,499	8,923	9,369	7,939	8,336	8,752	9,190	9,649
01-2112	DEPUTY REGISTRAR OF VOTERS	M40	M	6,327	6,642	6,975	7,323	7,689	6,516	6,841	7,183	7,543	7,920
01-1221	DEPUTY SOCIAL SERVICES DIR CPS	M59	M	10,114	10,620	11,151	11,709	12,293	10,416	10,937	11,483	12,059	12,660
01-1220	DEPUTY SOCIAL SERVICES DIRECT	M54	M	8,939	9,386	9,856	10,348	10,866	9,206	9,667	10,150	10,658	11,190
01-2059	DEPUTY SPEC DIST ADMIN FISCAL	M44	M	6,984	7,332	7,699	8,084	8,488	7,192	7,552	7,930	8,325	8,741
01-2062	DEPUTY SPECIAL DIST ADMIN I	M50	M	8,098	8,504	8,928	9,376	9,844	8,341	8,757	9,195	9,655	10,138
01-2063	DEPUTY SPECIAL DIST ADMIN II	M54	M	8,939	9,386	9,856	10,348	10,866	9,206	9,667	10,150	10,658	11,190
01-0649	DIRECTOR OF BEHAVIORAL HEALTH	M61	M	10,625	11,157	11,716	12,301	12,915	10,944	11,490	12,066	12,669	13,302
01-0525	DIRECTOR OF CHILD SUPPORT SERV	M59	M	10,114	10,620	11,151	11,709	12,293	10,416	10,937	11,483	12,059	12,660
01-2067	DISTRICT ATTORNEY ADMIN COORD	M34	M	5,455	5,729	6,015	6,315	6,632	5,618	5,899	6,195	6,503	6,829
01-0133	PTY AIR POLL CONTROL OFFICER	M48	M	7,708	8,093	8,499	8,923	9,369	7,939	8,336	8,752	9,190	9,649
01-2212	PTY PUBLIC SERV DIR-PROJECT	M48	M	7,708	8,093	8,499	8,923	9,369	7,939	8,336	8,752	9,190	9,649
01-0641	EMERG EVENT DATA EVAL PROG MGR	M40	M	6,327	6,642	6,975	7,323	7,689	6,516	6,841	7,183	7,543	7,920
01-1600	EMERGENCY SERVICES MANAGER	M41	M	6,484	6,809	7,150	7,507	7,881	6,679	7,013	7,363	7,731	8,117
01-1195	ENVIRONMENTAL HEALTH DIR	M50	M	8,098	8,504	8,928	9,376	9,844	8,341	8,757	9,195	9,655	10,138
01-2017	FACILITIES MAINTENANCE SUPT	M36	M	5,732	6,018	6,320	6,635	6,966	5,902	6,198	6,509	6,833	7,174
01-0666	FIRST FIVE EXECUTIVE DIRECTOR	M40	M	6,327	6,642	6,975	7,323	7,689	6,516	6,841	7,183	7,543	7,920
01-2065	HEALTH SERVICES ADMIN MANAGER	M42	M	6,647	6,978	7,329	7,694	8,079	6,845	7,188	7,547	7,925	8,320
01-0658	HEALTH SERVICES DIRECTOR	M62	M	10,892	11,437	12,009	12,608	13,239	11,216	11,778	12,367	12,984	13,634
01-1137	HEALTH SERVICES PROGRAM MGR	M49	M	7,901	8,296	8,710	9,147	9,604	8,136	8,544	8,972	9,419	9,890
01-2211	HEAVY EQUIP FLEET MAINT SUPT	M35	M	5,592	5,871	6,165	6,472	6,796	5,758	6,048	6,349	6,666	6,999
01-1525	HUMAN RESOURCES DIRECTOR	M60	M	10,367	10,885	11,430	12,002	12,601	10,677	11,211	11,771	12,359	12,977
01-2110	INFORMATION TECH DIRECTOR	M62	M	10,892	11,437	12,009	12,608	13,239	11,216	11,778	12,367	12,984	13,634
01-0809	LANDFILL MANAGER	M39	M	6,172	6,481	6,805	7,145	7,502	6,356	6,675	7,008	7,358	7,727
01-2027	PRINCIPAL CIVIL ENGINEER	M49	M	7,901	8,296	8,710	9,147	9,604	8,136	8,544	8,972	9,419	9,890
01-1105	PRINCIPAL PLANNER	M50	M	8,098	8,504	8,928	9,376	9,844	8,341	8,757	9,195	9,655	10,138
01-1138	PROGRAM MANAGER	M47	M	7,521	7,897	8,291	8,705	9,142	7,745	8,133	8,538	8,967	9,414
01-1139	PROGRAM MANAGER - CPS	M52	M	8,509	8,934	9,381	9,849	10,343	8,762	9,201	9,662	10,143	10,651
01-2094	PROJECT AND PARKS SUPERINTEND	M34	M	5,455	5,729	6,015	6,315	6,632	5,618	5,899	6,195	6,503	6,829
01-0036	PUBLIC HEALTH NURSING DIRECTOR*	M58	M	9,868	10,360	10,878	11,423	11,993	10,163	10,670	11,204	11,764	12,352
01-2215	PUBLIC HEALTH OFFICER	M78	M	16,169	16,976	17,826	18,717	19,653	16,652	17,484	18,359	19,276	20,240
01-1321	PUBLIC SERVICES DIRECTOR	M63	M	11,164	11,723	12,308	12,924	13,570	11,497	12,073	12,676	13,310	13,976
01-0800	PUBLIC WORKS DIRECTOR**	M65	M	11,729	12,315	12,931	13,577	14,257	12,080	12,683	13,317	13,983	14,683
01-1180	PUBLIC WORKS SUPERINTENDENT	M40	M	6,327	6,642	6,975	7,323	7,689	6,516	6,841	7,183	7,543	7,920
01-2111	REGISTRAR OF VOTERS	M48	M	7,708	8,093	8,499	8,923	9,369	7,939	8,336	8,752	9,190	9,649

Unit 01 Management 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
01-1500	RISK MANAGEMENT PROGRAM COORD	M38	M	6,022	6,323	6,639	6,971	7,320	6,202	6,512	6,838	7,179	7,538
01-1501	RISK MANAGER	M49	M	7,901	8,296	8,710	9,147	9,604	8,136	8,544	8,972	9,419	9,890
01-2105	SHERIFF-CORONER ADMIN MANAGER	M42	M	6,647	6,978	7,329	7,694	8,079	6,845	7,188	7,547	7,925	8,320
01-1490	SOCIAL SERVICES DIRECTOR	M66	M	12,022	12,624	13,255	13,917	14,614	12,381	13,000	13,650	14,333	15,051
01-2006	SPECIAL DISTRICT ADMINISTRATOR	M61	M	10,625	11,157	11,716	12,301	12,915	10,944	11,490	12,066	12,669	13,302
01-1526	STAFF SERVICES MANAGER	M47	M	7,521	7,897	8,291	8,705	9,142	7,745	8,133	8,538	8,967	9,414
01-1605	TAX ADMINISTRATOR	M47	M	7,521	7,897	8,291	8,705	9,142	7,745	8,133	8,538	8,967	9,414
01-2060	UTILITY SYSTEMS COMPL COORD	M49	M	7,901	8,296	8,710	9,147	9,604	8,136	8,544	8,972	9,419	9,890
01-1420	VETERAN SERVICES OFFICER	M40	M	6,327	6,642	6,975	7,323	7,689	6,516	6,841	7,183	7,543	7,920
01-0165	VETERINARIAN	M45	M	7,159	7,516	7,892	8,285	8,700	7,372	7,741	8,128	8,533	8,961
01-0566	VICTIM WITNESS PROGRAM ADMIN	M32	M	5,193	5,451	5,725	6,011	6,311	5,347	5,614	5,895	6,190	6,500
01-0791	WATER RESOURCES DEPUTY DIRECTR	M49	M	7,901	8,296	8,710	9,147	9,604	8,136	8,544	8,972	9,419	9,890

\* Starting from 90% and not 80%

\* Starting from 100% and not 80%










# Management Resolution 092821

Final Audit Report

2021-09-23

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