

Board Members

Joe Neves, District 1, Chairman
Doug Verboon, District 3, Vice Chairman
Richard Valle, District 2
Craig Pedersen, District 4
Richard Fagundes, District 5



Staff

Roger Bradley, Assistant C.A.O.
Lee Burdick, County Counsel
Catherine Venturella, Clerk of the Board

Board of Supervisors

Regular Meeting Agenda

Date: Tuesday, December 10, 2019
Time: 9:00 a.m.
Place: Board of Supervisors Chambers, Kings County Government Center
1400 W. Lacey Boulevard, Hanford, California 93230

☎ (559) 852-2362 ❖ FAX (559) 585-8047 ❖ website: <https://www.countyofkings.com>

In compliance with the Americans with Disabilities Act, if you require a modification or accommodation to participate in this meeting, including agenda or other materials in an alternative format, please contact the Board of Supervisors Office at (559) 852-2362 (California Relay 711) by 3:00 p.m. on the Friday prior to this meeting. The Clerk of the Board will provide assistive listening devices upon request.

As a courtesy to those in attendance, please silence cell phones, pagers and electronic devices.

- I. 9:00 AM CALL TO ORDER**
ROLL CALL – Clerk of the Board
INVOCATION –Arthur Fox – New Hope Orthodox Presbyterian Church
PLEDGE OF ALLEGIANCE
- II. UNSCHEDULED APPEARANCES**
Any person may directly address the Board at this time on any item on the agenda, or on any other items of interest to the public, that is within the subject matter jurisdiction of the Board. Five (5) minutes are allowed for each item.
- III. APPROVAL OF MINUTES**
Approval of the minutes from the November 26, 2019 regular meeting.
- IV. CONSENT CALENDAR**
- A. Agriculture Department:**
Consider approving the Cooperative Agreement with the California Department of Food and Agriculture for the County's Exotic Pest Detection Program retroactively for the period of July 1, 2019 through June 30, 2020.
- B. Child Support Services Office:**
Consider authorizing out of state travel for Kimberlee Eggert, Assistant Director of Child Support Services, to attend the 2020 National Child Support Enforcement Association Policy Forum and Training Conference in Washington, D.C. on February 6-8, 2020.
- C. County Counsel:**
1. Consider approving the transfer of Kings County People's Ditch water stock to the Kings County Water District.
 2. Consider appointing Ralph Alcala as Director for Division 2, Donald Mills as Director for Division 3, and Clinton Church as Director for Division 4, to the Board of Directors of the Lakeside Irrigation Water District.



CONSENT CALENDAR CONTINUED

D. Community Development Agency:

Consider authorizing the purchase of a Contex IQ Quattro 4400 scanner.

E. Public Works Department:

1. Consider accepting the dedication for In-Lieu Parcel Map 19-06 (John Teixeira Farms, Inc.) into the County Maintained Mileage.
2. Consider awarding the purchase of a truck to Fresno Truck Center.
3. Consider awarding the purchase of a Lightweight Steel Bottom Dump Trailer to American Carrier Equipment.

V.

REGULAR AGENDA ITEMS

A. Community Development Agency – Greg Gatzka

Report on the actions of the Planning Commission at their December 2, 2019 meeting.

B. District Attorney’s Office – Keith Fagundes/Robert Waggle

Consider authorizing the advanced step hire for Nick Cardaras for the Extra Help Investigative Assistant position at Salary Range 175.0, Step 5.

C. Human Resources – Leslie McCormick Wilson

1. Consider:
 - a. Adopting the Salary Resolution which reflects recommended and previously authorized classification, salary and benefit changes; and
 - b. Approving salary recommendations effective December 30, 2019 for positions affected by the California \$13 minimum wage increase.

D. Administration – Rebecca Campbell

Consider approving the cancellation schedule for the Board of Supervisors’ meetings for 2020.

VI. 10:00 AM PUBLIC HEARINGS

A. Community Development Agency – Greg Gatzka/Alex Hernandez

1. a. Hold a public hearing provide citizens with an opportunity to make their comments known regarding the County’s 2016 Community Block Grant accomplishments; and
- b. Consider authorizing the Community Development Agency Director to sign and submit the documents required to closeout the grant to the Department of Housing and Community Development.

**B. Administration – Rebecca Campbell
California Public Finance Authority – Caitlin Lanctot**

1. a. Conduct a Tax Equity and Fiscal Responsibility Act Public Hearing; and
- b. Consider adopting a Resolution approving the tax-exempt financing and the issuance of the obligations by the California Public Finance Authority for Fore Springville Senior Apartments, L.P. for the Springville Senior Apartments.

**C. Administration – Rebecca Campbell
California Public Finance Authority – Caitlin Lanctot**

1. a. Conduct a Tax Equity and Fiscal Responsibility Act Public Hearing; and
- b. Consider adopting a Resolution approving the issuance of the obligations by the California Public Finance Authority for Wonderful Foundations.



VII. 10:00 AM PUBLIC AUCTION

A. Public Works Department – Kevin McAlister

1. Conduct a public auction and after opening sealed bids and calling for oral bids consider one of the following actions:
 - a. Rejecting all bids and direct staff to explore available options, including returning with a resolution setting a lower minimum bid; or
 - b. Accepting the highest bid that complies with the terms and conditions of the sale, which will be documented by a Resolution; or
 - c. Deferring acceptance of a bid until the meeting of December 17, 2019 or a noticed special meeting within 10 days.

VIII. BOARD MEMBERS ANNOUNCEMENTS OR REPORTS

On their own initiative Board Members may make a brief announcement or a brief report on their own activities. They may ask questions for clarification, make a referral to staff or take action to have staff place a matter of business on a future agenda (Gov. Code Section 54954.2a).

- ◆ Board Correspondence
- ◆ Upcoming Events
- ◆ Information on Future Agenda Items

IX. CLOSED SESSION

- ◆ **Personnel Matters: [Govt. Code Section 54957]**
Public Employment
Title: Director of Child Support Services
- ◆ **Personnel Matters: [Govt. Code Section 54957]**
Public Employee Performance Evaluation
Title: County Administrative Officer
- ◆ **Personnel Matters: [Govt. Code Section 54957]**
Public Employee Performance Evaluation
Title: County Counsel
- ◆ **Significant exposure to litigation.** 1 case [Govt. Code Section 54956.9(d)(2), (e)(3)]
- ◆ **Significant exposure to litigation.** 1 case [Govt. Code Section 54956.9(d)(2), (d)(4), (e)(3)]

X. ADJOURNMENT

The next regularly scheduled meeting will be held on Tuesday, December 17, 2019, at 9:00 a.m.

XI. 11:00 AM CALIFORNIA PUBLIC FINANCE AUTHORITY REGULAR MEETING

XII. 1:30 PM HOUSING AUTHORITY OF KINGS COUNTY BOARD OF COMMISSIONERS SPECIAL MEETING

FUTURE MEETINGS AND EVENTS

December 17	9:00 AM	Regular Meeting
December 23- January 1		County Offices Closed County offices closed in observance of Christmas & New Year's/Holiday closure
December 24	9:00 AM	Regular Meeting Cancelled/County Offices Closed
December 31	9:00 AM	Regular Meeting Cancelled/County Offices Closed
January 7	9:00 AM	Regular Meeting

Agenda backup information and any public records provided to the Board after the posting of the agenda will be available for the public to review at the Board of Supervisors office, 1400 W. Lacey Blvd, Hanford, for the meeting date listed on this agenda.

Board Members

Joe Neves, District 1, Chairman
Doug Verboon, District 3, Vice Chairman
Richard Valle, District 2
Craig Pedersen, District 4
Richard Fagundes, District 5



Staff

Rebecca Campbell, County Administrative Officer
Lee Burdick, County Counsel
Catherine Venturella, Clerk of the Board

Board of Supervisors Regular Meeting Action Summary

Date: Tuesday, November 26, 2019
Time: 9:00 a.m.
Place: Board of Supervisors Chambers, Kings County Government Center
1400 W. Lacey Boulevard, Hanford, California 93230

☎ (559) 852-2362 ❖ FAX (559) 585-8047 ❖ website: <https://www.countyofkings.com>

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- I. B 1 **CALL TO ORDER**
ROLL CALL – Clerk of the Board
INVOCATION - Sylvia Gaston – Koinonia Church
PLEDGE OF ALLEGIANCE
MEMBERS PRESENT: JOE NEVES, DOUG VERBOON, CRAIG PEDERSEN, RICHARD FAGUNDES
MEMBERS ABSENT: RICHARD VALLE
- II. B 2 **UNSCHEDULED APPEARANCES**
Any person may directly address the Board at this time on any item on the agenda, or on any other items of interest to the public, that is within the subject matter jurisdiction of the Board. Five (5) minutes are allowed for each item.
Beverly Rodrigues, Kings County resident made a presentation on the “Save the Laundry Building” project which is organized by the China Alley Preservation Society and First Presbyterian Church to save the Kings Hand Laundry owned by Naomi Tagawa aged 99 who is the last heir of the Tagawa family who has owned the building since the early 1900’s.
Greg Gatzka, Community Development Agency Director stated that his department staff reviewed the five current Groundwater Sustainability Plans in reference to impacts to the Kings County General Plan and completed a report to give to the Board on their findings.
- III. B 3 **APPROVAL OF MINUTES**
Approval of the minutes from the November 18 & 19, 2019 special and regular meetings.
ACTION: APPROVED AS PRESENTED (RF/DV/CP/JN-Aye, RV-Absent)
- IV. B 4 **CONSENT CALENDAR**
A. **District Attorney’s Office:**
Consider approving out-of-state travel retroactively for Senior Investigator Daron Kraemer, and Investigators Jeremy Ricks, Victoria Jones, and James Sizemore to attend the California Narcotic Officers Association 55th Annual Training Institute and Law Enforcement Exposition in Reno, Nevada from November 21-26, 2019.



B. Department of Finance:

Consider approving the Agreement with MGT of America, Incorporated to provide State Mandated Program claims assistance and preparation for Fiscal Year 2018-2019 through Fiscal Year 2020-2021. [Agmt 19-111]

ACTION: CONSENT CALENDAR APPROVED AS PRESENTED (DV/RF/CP/JN-Aye, RV-Absent)

V.

REGULAR AGENDA ITEMS

B 5

A. Fire Department – Clay Smith/Rick Levy

1. Consider:

- a. Approving the Fire Department to retroactively accept the Fiscal Year 2019-2020 Public Safety Power Shut Off Resiliency Program Allocation; and
- b. Authorizing the County Fire Chief to sign all grant documents; and
- c. Approving the budget change. **(4/5 vote required)**

ACTION: APPROVED AS PRESENTED (DV/CP/RV/JN-Aye, RV-Absent)

2. Consider introducing and waiving the first reading of the proposed changes to Article 1, Chapter 10, Section 10-1, Subsection C of the Fire Prevention and Protection provisions within the Code of Ordinances.

ACTION: APPROVED AS PRESENTED (DV/RF/CP/JN-Aye, RV-Absent)

B 6

B. Human Resources Department – Leslie McCormick Wilson

1. Consider:

- a. Approving the selection of International City/County Management Association-Retirement Corporation as the County's Deferred Compensation Plan; and
- b. Authorizing the Deferred Compensation Committee and County Counsel to prepare an Agreement to be brought back for the Board's approval.

ACTION: APPROVED AS PRESENTED (DV/CP/RF/JN-Aye, RV-Absent)

B 7

C. Public Works Department – Kevin McAlister/Dominic Tyburski

1. Consider approving the Agreement with Provost & Pritchard Consulting Group to prepare the Plans, Specifications, and Estimate package for the Kettleman City Active Transportation Program Cycle 4 project, and authorizing the Public Works Director to sign the Agreement.

ACTION: APPROVED AS PRESENTED (RF/DV/CP/JN-Aye, RV-Absent)

2. Consider approving the Agreement with Mark Thomas & Company, Incorporated to prepare the Plans, Specifications and Engineering estimate for the Kettleman City Residential District General Petroleum Avenue Curb, Gutter & Sidewalk Extension Project and authorizing the Public Works Director to sign the Agreement.

ACTION: APPROVED AS PRESENTED (DV/CP/RF/JN-Aye, RV-Absent)

B 8

**D. Administration – Rebecca Campbell/Julianne Phillips
County Counsel – Lee Burdick/Carrie Woolley**

Consider adopting a Resolution that sets a policy regarding the establishment and maintenance of sustainable sources of water for the County of Kings.

ITEM PULLED BY DEPARTMENT

B 9

E. Administration – Rebecca Campbell/Julianne Phillips

1. Receive a report from NaphCare, Incorporated regarding service issues.

INFORMATION ONLY - NOA

2. Consider approving Amendment No. 18 to the Water Supply Contract with the State Department of Water Resources and the County of Kings. [Agmt 67-038.18]

ACTION: APPROVED AS PRESENTED (DV/CP/RF/JN-Aye, RV-Absent)



VI. B 10 **STUDY SESSION**

Department of Finance – James Erb

Discuss the property assessment and tax system replacement project and provide staff with feedback on the proposed path forward to project completion.

INFORMATION ONLY - NOA

VII. B 11 **BOARD MEMBERS ANNOUNCEMENTS OR REPORTS**

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Supervisor Neves stated that he attended the Excelsior/Kings River Resource Conservation District update meeting and the Anthem Blue Cross meeting on November 20, 2019, attended the Medi-Cal Managed Care meeting and the South Fork Kings Technical Advisory Committee meeting on November 21, 2019, attended the unveiling of the Tachi Palace Lanes sign and Community Breakfast at Tachi Palace on November 22, 2019 and attended the Soroptimist Festival of Trees and Lemoore Holiday Stroll on November 23, 2019.

- ◆ **Board Correspondence: Rebecca Campbell stated that the Board received a claim for tax refund from BNSF Railway and a notice and agenda from Central Valley Regional Water Quality Control Board for December 6, 2019 in Rancho Cordova, California. She stated that the Board received a resolution adopted by the Board of Trustees from the Kingsburg Joint Union High School District ordering a general obligation bond election for March 3, 2020 and information from VetNet a Regional organization focused on programs and services for vets in Central California launching a campaign called OPERATION: You're the Best! Their goal is to raise \$12 million to build a homeless shelter.**
- ◆ **Upcoming Events: Rebecca Campbell stated that the Free Thanksgiving Community Dinner will be held on November 28, 2019 at the Lemoore Recreation Center, Hanford Christmas Parade will be on November 29, 2019 at 6:00 p.m., the public hearing for the Groundwater Surface Plan on December 2, 2019, Hanford Breakfast Lion's Breakfast with Santa at the Hanford Civic Auditorium at 7:30 a.m. on December 7, 2019, Lemoore Christmas Parade will be held on December 7, 2019, Hanford Rockin' Rudolph Run 5K Christmas walk/run on December 8, 2019 starting at the City of Hanford offices at 8:20 a.m., Candy Cane Christmas Charity dinner will be held on December 12, 2019 at Hanford Civic Auditorium at 6:00 p.m., Wreaths across America – 4H Emerald Star Project at Grangeville Cemetery on December 14, 2019, Human Trafficking event at Sierra Pacific School gym on January 21, 2019. Supervisor Verboon stated that the Kings County Farm Bureau will hold their Christmas party at Hop Forged on December 17, 2019.**
- ◆ **Information on Future Agenda Items: Rebecca Campbell stated that the following items would be on a future agenda: Child Support Services out of state travel, Public Works Department In-Lieu Parcel Map No. 19-06 dedication, Probation Department electronic monitoring program, Administration SB 81 round two juvenile center remodel project plans, specifications and advertising.**

VIII. B 12 **CLOSED SESSION**

- ◆ **Personnel Matters: [Govt. Code Section 54957]**
Public Employment
Title: Director of Child Support Services
- ◆ **Significant exposure to litigation.** 1 case [Govt. Code Section 54956.9(d)(2), (e)(3)]
- ◆ **~~Deciding to initiate litigation~~ Litigation Initiated Formally** 1 case [Govt. Code Section 54956.9(d)(1)] **item was corrected to reflect title of Govt. Code Section listed.**



- ◆ **Conference with Labor Negotiator/Meet and Confer: [Govt. Code Section 54957.6]**
 Negotiators: Rebecca Campbell, Roger Bradley, Leslie McCormick Wilson, Henie Ring, Che Johnson of Liebert Cassidy Whitmore
 - Management

REPORT OUT: Lee Burdick, County Counsel stated that she did not anticipate any reportable action being taken in closed session.

IX. B 13 ADJOURNMENT

The next regularly scheduled meeting will be held on Tuesday, December 10, 2019, at 9:00 a.m. **The meeting for December 3, 2019 has been cancelled due to Board participation in the annual California State Association of Counties Conference on December 3-6, 2019.**

X. 11:00 AM CALIFORNIA PUBLIC FINANCE AUTHORITY REGULAR MEETING

XI. 11:00 AM CALIFORNIA COMMUNITY HOUSING AGENCY REGULAR MEETING

FUTURE MEETINGS AND EVENTS

December 3		Regular Meeting Cancelled/ Board members participating in CSAC Annual Meeting
December 10	9:00 AM	Regular Meeting
December 10	11:00 AM	California Public Finance Authority Regular Meeting
December 17	9:00 AM	Regular Meeting
December 23- January 1		County Offices Closed County offices closed in observance of Christmas & New Year's/Holiday closure
December 24	9:00 AM	Regular Meeting Cancelled/County Offices Closed
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COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Agriculture Department – Jimmy Hook/Lynda Schrupf

SUBJECT: AGREEMENT WITH THE CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE FOR THE COUNTY'S EXOTIC PEST DETECTION TRAPPING PROGRAM

SUMMARY:

Overview:

The Agricultural Commissioner-Sealer contracts with the California Department of Food and Agriculture for detection trapping of exotic insects. This agreement will continue the County's Pest Detection Program from Kings County Agreement Number 18-0218 which expired June 30, 2019.

Recommendation:

Approve the cooperative agreement with the California Department of Food and Agriculture for the County's Exotic Pest Detection Program retroactively for the period of July 1, 2019 through June 30, 2020.

Fiscal Impact:

Revenues of \$102,323 for this program are included in the adopted Fiscal Year 2019-2020 Budget, in Budget Unit 260000, Account 85043 (State Aid-Agriculture).

BACKGROUND:

The Agricultural Commissioner deploys and services insect traps according to State procedures established by this agreement to protect agriculture and the public from the introduction of exotic insects. This program provides the second line of defense against exotic pests through the early detection before they become widely established. Through early detection the likelihood of these pests becoming established in the state is lessened therefore, the cost and environmental impact of eradication is minimized. The term of this agreement is from July 1, 2019 through June 30, 2020.

This agreement has been reviewed and approved as to form by County Counsel.

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk of the Board

By _____, Deputy.



November 26, 2019

County of Kings
680 N Campus Dr., Ste B
Hanford, CA 93230
Attn: Agriculture Commissioner

Program: Exotic Pest Detection Trapping
Agreement Number: 19-0251

In regard to the enclosed Standard Agreement, please complete the following item(s) and return to the **California Department of Food and Agriculture, Grants and Contracts Unit, 1220 N Street, Room 120, Sacramento, CA 95814** within 15 business days of the date of this letter. Failure to comply may result in delayed payment. If you cannot return the documents within the 15 business days, please contact the analyst named below to inform her of when you will return the contract.

This Agreement cannot be considered binding on either party until fully executed and approved by the Department of General Services, when required. No services should be provided prior to approval, as the State is not obligated to make any payments on any services received prior to contract execution.

Standard Agreement (STD 213) with attached exhibits. Please have the person within your organization, who has full authority to commit to all of the contents of this agreement, review and sign the two signature pages of the Standard Agreement package. **Return ALL originals** to this office. Once the contract is finalized (see above paragraph), the agreement is considered fully executed and an original will be mailed to you.

Amendment to the above referenced Standard Agreement. Sign both copies and return both originals for further processing. A fully executed original will be returned to you when completed.

Contractor Certification Clauses (4/2017). The CCC package contains clauses and conditions that may apply to your agreement and to persons doing business with the State of California. The CCC will be kept on file in this office and must be renewed with every contract and as changes occur. Please sign and return the current CCC. Failure to do so will prohibit the State of California from doing business with your company.

A copy of the resolution, order or motion authorizing execution of this Agreement must be included.

A copy of your insurance certification which states coverage will not be canceled without 30 days written notice to the State of California and which also includes the **State of California, its officers, agents, employees, and servants as additional insureds, but**





only with respect to work performed under the contract. Any required endorsements requested by the State must be physically attached to all requested certificates of insurance and not substituted by referring to such coverage on the certificate of insurance.

Initial all changes on the enclosed Agreement and return the same for further processing.

California Civil Rights Laws Attachment.

Postconsumer-Content Certification (CalRecycle 74). This form must be completed and returned to this office in order to certify compliance with the Public Contract Code 12404, every supplier must certify the minimum, if not the exact recycled content, in the products, materials, goods, and supplies offered or sold to the State.

If you have any questions regarding this Agreement, please contact the analyst identified below.

Sincerely,

Valerie Roberts, (916) 403-6518
Grants and Contracts Unit
Administrative Services



STANDARD AGREEMENT

STD 213 (Rev. 03/2019)

AGREEMENT NUMBER

19-0251

PURCHASING AUTHORITY NUMBER (If Applicable)

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME

CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE

CONTRACTOR NAME

COUNTY OF KINGS

2. The term of this Agreement is:

START DATE

July 01, 2019

THROUGH END DATE

June 30, 2020

3. The maximum amount of this Agreement is:

\$102,323.00 - One Hundred Two Thousand Three Hundred Twenty-three Dollars and No Cents

4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made a part of the Agreement.

EXHIBITS	TITLE	PAGES
Exhibit A	Scope of Work	2
Exhibit A	Attachment 1	30
Exhibit B	Budget Detail and Payment Provisions	2
Exhibit B	Attachment 1	10
Exhibit C *	General Terms and Conditions, GTC 4/2017	0
Exhibit D	Special Terms and Conditions	2
Exhibit E	Additional Provisions	4
Exhibit F	Federal Terms and Conditions	5

Items shown with an asterisk (*), are hereby incorporated by reference and made part of this agreement as if attached hereto.

These documents can be viewed at <https://www.dgs.ca.gov/OLS/Resources>

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

COUNTY OF KINGS

CONTRACTOR BUSINESS ADDRESS

680 N CAMPUS DR., STE B

CITY

HANFORD

STATE

CA

ZIP

93230

PRINTED NAME OF PERSON SIGNING

TITLE

CONTRACTOR AUTHORIZED SIGNATURE

DATE SIGNED

STANDARD AGREEMENT

STD 213 (Rev. 03/2019)

AGREEMENT NUMBER

19-0251

PURCHASING AUTHORITY NUMBER (If Applicable)

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME

CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE

CONTRACTING AGENCY ADDRESS

1220 N STREET, ROOM 120

CITY

SACRAMENTO

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

MONICA AGUIRRE

TITLE

STAFF SERVICE MANAGER I

CONTRACTING AGENCY AUTHORIZED SIGNATURE

DATE SIGNED

CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL

EXEMPTION (If Applicable)

DGS Ltr 28.8

STANDARD AGREEMENT

STD 213 (Rev. 03/2019)

AGREEMENT NUMBER

19-0251

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CONTRACTOR NAME

COUNTY OF KINGS

2. The term of this Agreement is:

START DATE

July 01, 2019

THROUGH END DATE

June 30, 2020

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IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

COUNTY OF KINGS

CONTRACTOR BUSINESS ADDRESS

680 N CAMPUS DR., STE B

CITY

HANFORD

STATE

CA

ZIP

93230

PRINTED NAME OF PERSON SIGNING

TITLE

CONTRACTOR AUTHORIZED SIGNATURE

DATE SIGNED

STANDARD AGREEMENT

STD 213 (Rev. 03/2019)

AGREEMENT NUMBER

19-0251

PURCHASING AUTHORITY NUMBER (If Applicable)

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME

CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE

CONTRACTING AGENCY ADDRESS

1220 N STREET, ROOM 120

CITY

SACRAMENTO

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

MONICA AGUIRRE

TITLE

STAFF SERVICE MANAGER I

CONTRACTING AGENCY AUTHORIZED SIGNATURE

DATE SIGNED

CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL

EXEMPTION (If Applicable)

DGS Ltr 28.8

EXHIBIT A
(Standard Agreement)

SCOPE OF WORK

1. Contractor agrees to provide California Department of Food and Agriculture (CDFA) services as described herein:

County shall provide services for placing and servicing traps for the detection of exotic insect pests which are considered detrimental to agriculture and to the economy of California. Those insect pests may include, but are not limited to Mediterranean fruit fly, Mexican fruit fly, oriental fruit fly, melon fly, gypsy moth, Japanese beetle and other invasive exotic pests. This Agreement includes delimitation work associated with the detection of one or more life stages of the above target pests in a county.

2. Services shall be performed in and throughout the County of Kings.
3. The project representatives during the term of this agreement will be:

State Agency:	Contractor:
Name: Matthew Kaiser	Name: Jimmy Hook
Section/Unit: Pest Detection Emergency Projects	Section/Unit:
Address: 2800 Gateway Oaks Drive Sacramento, CA 95833	Address: 680 N Campus Dr., Std B Hanford, CA 93230-3556
Phone: (916) 654-1211	Phone: 559 852-2830
Email: matthew.kaiser@cdfa.ca.gov	Email: jimmy.hook@co.kings.ca.us

4. See Attachment 1 in Scope of Work for a detailed description of work to be performed and the duties of all parties.

Federal Agency	USDA, APHIS, PPQ
Federal Award Identification Number	AP19PPQFO000C447
Federal Award Date	1/01/2019
Catalog of Federal Domestic Assistance (CFDA) Number and Name	10.025 Plant and Animal Disease, Pest Control and Animal Care
Amount Awarded to State Agency	\$7,000,000
Effective Dates for State Agency	1/01/2019 through 12/31/2019
Federal Award to State Agency is Research & Development (Yes/No)	No

**EXHIBIT A
(Standard Agreement)**

Federal Agency	USDA, APHIS, PPQ
Federal Award Identification Number	AP19PPQFO000C392
Federal Award Date	7/01/2019
Catalog of Federal Domestic Assistance (CFDA) Number and Name	10.025 Plant and Animal Disease, Pest Control and Animal Care
Amount Awarded to State Agency	\$450,000
Effective Dates for State Agency	7/01/2019 through 6/30/2020
Federal Award to State Agency is Research & Development (Yes/No)	No

SCOPE OF WORK

**AGREEMENT SPECIFICATIONS FOR STATE-COUNTY
INSECT PEST DETECTION TRAPPING**

Fiscal Year 2019 - 2020

Effective Dates: July 1, 2019 to June 30, 2020

AGENCY RESPONSIBILITY

Section 1

The California Department of Food and Agriculture (CDFA) shall:

- A. Provide all traps, trap parts and lures.
- B. Provide technical assistance and training to county agricultural commissioner personnel on the use of traps and detection procedures.
- C. Assist with and review the county's trapping programs annually for the purpose of establishing and approving the Commitment Form (60-221), which is attached hereto and made part of this agreement.
- D. Provide county trappers with copies of the CDFA Insect Trapping Guide (ITG). The current version is on the CDFA website at: www.cdfa.ca.gov/go/ITG.
- E. Provide annual training programs for county trapping supervisors and trappers.
- F. Provide quality control (QC) of the county trapping program via inspections and QC plants. The current county QC plant protocol is attached and is available from the CDFA District Entomologist.
- G. Provide for the disposal of Dibrom® treated wicks according to California Environmental Protection Agency (CalEPA) guidelines.
- H. Provide training on management practices as they relate to CDFA's Statewide Pest Prevention Program Final Programmatic Environmental Impact Report (PEIR) at least one week prior to any covered activity occurring.
- I. Assist in data conversion into CalTrap.
- J. Provide reimbursement for data conversion, iPads and accessories.

K. Provide training in the use of CalTrap.

Section 2

The County Agricultural Commissioner shall:

- A. Submit a completed financial plan, trapping hours worksheet, PEIR checklists, and commitment form, which are attached hereto and made part of this agreement.
- B. Hire and train personnel as needed.
- C. Provide and maintain trapping vehicles.
- D. Ensure that supervisors and trapping personnel attend training provided by District Entomologists.
- E. Ensure that all trapping activities conform to the current version of the ITG.
1. Ensure that a copy of the current version of the ITG is kept in each trapper's vehicle for reference.
 2. Should there be a discrepancy between the Scope of Work or the enclosed Trapping Guidelines and the ITG, the Scope of Work and Trapping Guidelines shall supersede the ITG.
- F. Place and service the specified number of each trap type as indicated on the FY - Commitment Form (60-221).
- G. Ensure that all traps are properly identified with a unique trap number and accurately reflect servicing, baiting and rebaiting dates. The unique trap numbering system is based upon the Statewide Trapping Grid, reference <http://maps.cdфа.ca.gov/TrapBooks/MapBookHelp.pdf> for software needs, links to the Map Books and GIS layers, and contacts for assistance.
1. The naming convention for the grid system is alphanumeric. Columns are Alpha (A – UW) and rows are Numeric (001 – 656). The grid name is the combination of column and row names. Naming starts in the northwest corner of the state and runs through the southeast. The remainder of the trap number consists of the quint or subgrid, trap type, and an intra-quint or intra-subgrid designation if more than one trap of that type is present or it is otherwise needed to track a trap that moves between quints. For example, trap EV241-S-OF1 is in grid EV241, south quint, trap type is oriental fruit fly, and it is designated as number “1” OF trap within that quint.

2. Ensure that the unique trap number is placed properly on all traps, along with accurate placement, servicing, baiting, and rebaiting dates, as appropriate. Requirements for the various trap types are as follows.
 - a. Jackson trap – full trap number and servicing and rebaiting dates on outside.
 - b. Jackson trap insert – full trap number, placement date, and trapper's initials on non-sticky side.
 - c. Delta trap – full trap number, servicing and rebaiting dates, and trapper's initials on outside.
 - d. Japanese beetle trap – full trap number and servicing and rebaiting dates on calendar card in cup of trap.
 - e. ChamP™ trap – full trap number, servicing dates, and trapper's initials on the top fold.
 - f. Yellow panel trap – full trap number, placement date, and trapper's initials on white backside when placing; note servicing dates on outside non-sticky margins.
 - g. McPhail trap – full trap number and servicing dates on calendar card.
- H. Ensure that all sticky traps (i.e., Jackson, ChamP™, yellow panel, and GM) inspected and removed from the field shall be screened for suspects a second time at the trapping office by a supervisor or other qualified staff before disposal. This should occur daily, but in any event must be done within a week of removal from the field.
- I. Ensure that all suspect sterilized fruit flies (non-QC plants) from areas where such flies are not being released are brought to the attention of the District Entomologist, and sent to the Plant Pest Diagnostic Center in Sacramento with an accompanying Pest and Damage Record (PDR).
- J. Ensure that all county commitment traps are placed, serviced, maintained, and removed in the same manner as state funded traps and that all data collected from these traps are also maintained in the same manner as state funded traps.
- K. Ensure that all activities are performed following CDFA's management practices and any necessary mitigation measures as required and consistent with CDFA's PEIR. A summarized list of pertinent practices and measures is attached. Complete the Tiering Checklist prior to conducting trapping activities and mark any management practices and mitigation measures as required for each specific activity. The Checklist and descriptions of the CDFA's management practices and mitigation measures are found in PEIR Appendix C (PEIR, Appendix C, at http://www.cdfa.ca.gov/plant/peir/docs/final/Volume-3_Appendices_B-G.pdf), Mitigation Reporting Program at http://www.cdfa.ca.gov/plant/peir/docs/final/Volume-4_Appendices_H-P.pdf, and Findings of Fact at <http://www.cdfa.ca.gov/plant/peir/docs/final/Findings-of-Fact-and-Overriding-Considerations.pdf>. Complete the enclosed checklist templates

for trapping by inserting Project Leader and County name where indicated by quote marks, and by inserting County number and name where indicated in the electronic file name. Submit each completed checklist along with the agreement. When the agreement ends, the county dates and signs a copy of each Checklist and sends that copy to Rudy Martinez (rudy.martinez@cdfa.ca.gov) at PD/EP headquarters at the address listed under item U to signify that the PEIR requirements were implemented.

- L. Maintain a Daily Trapping Summary (DTS) (Form 60-210) for each trapper. This form must be completed daily, signed by the individual who performed the work and submitted to the trapping supervisor. The current DTS (i.e., the DTS completed the day prior to a QC inspection) must be available for immediate review by the CDFA District Entomologist or designee conducting the QC inspection. All DTS forms must be kept on file, for the CDFA Audits Office, for three years. This form is available from the District Entomologist.
- M. Complete a monthly Pest Detection Report Number One (Form 66-035), documenting all traps deployed, added, removed and serviced during the month. A servicing is an inspection of the trap for the presence of the target pest. Relocations are considered trap servicings. Do not count trap relocations as "removed" and then "added." A copy of this form must accompany the monthly invoice. This form is available from the District Entomologist.
- N. Provide one set of trapping records for all traps. This set, in the form of either the "Trap Book" or electronic records, shall indicate the exact trap location using a site map and all information regarding trap placement, servicing, baiting, relocation and removal.
- O. Attend trainings on the use of an electronic trapping database being developed, called CalTrap. Participate in Data Conversion in one of three ways: 1) Manual data entry into the CalTrap website (login information will be provided upon confirmation that the county will be performing the data conversion); 2) Bulk upload – enter data into an Excel spreadsheet; 3) CDFA will enter the data. Reference the CalTrap website at www.caltrap-info.com for additional information about the project.

Participate in implementation of CalTrap when it becomes operational for your county. Counties that have completed the data conversion should plan for using CalTrap in Fiscal Year 2019-2020.

- P. Maintain an inventory of known host sites. The inventory shall be organized by square mile, contain the addresses of host properties traceable to the nearest cross street, and indicate all known hosts on that property. The inventory shall be updated yearly. The multiple trap card system will suffice for this inventory. This inventory must be available for the trapper to use in the field daily.

- Q. Maintain county wall maps with numbered square miles grids based upon the Statewide Trapping Grid, depicting the density of all currently deployed traps.
- R. Allow state detection personnel and/or federal officers to perform quality control inspections on all county trap lines, including any county commitment trap lines. Also, follow any recommendations to address problems revealed through quality control inspections.
- S. Allow state detection personnel and/or federal officers to accompany trappers and/or supervisors in the field. This will be credited as field training for county personnel.
- T. Submit invoices along with the Report Number One monthly by postal mail or e-mail to:

Rudy Martinez
CDFA - PD/EP
2800 Gateway Oaks Drive
Sacramento, CA 95833
rudy.martinez@cdfa.ca.gov

1. Submit monthly invoices and corresponding Report Number Ones no later than 30 days past the end of the month in which the invoiced activity occurred. Reimbursement will not occur unless the trapping Report Number One is submitted with the invoice.
2. If the invoice carries a signature block, the block must be signed. Invoices with blank signature blocks cannot be processed.
3. Only authorized charges matching the Financial Plan will be reimbursed; for example salaries, benefits, overhead, supplies, vehicle mileage and vehicle leasing costs. These expenditures must be itemized on the invoice with documentation to support the charges in the event of an audit (federal or state). Any expenditure that is not listed in the Financial Plan is considered unauthorized and cannot be reimbursed.
4. A sample invoice is included with the agreement. The county may use this form or submit their own invoice, but the invoice must contain the following:
 - a. County name
 - b. Remit to address
 - c. Date of submittal
 - d. Invoice number
 - e. Agreement name
 - f. Agreement number
 - g. Billing period

- h. Percentages of trapping activity credited to fruit flies vs. GM vs. JB
- i. Allowable itemized charges as listed on the Financial Plan:
 - i. Employee name (or other unique identifying number), classification, hours worked on the pest detection program, hourly rate, benefit rate.
NOTE: The number of hours worked claimed on the invoice must match those documented on the Report Number One. Invoices received without an accurate Report Number One will not be paid.
 - ii. Vehicles license plate number (or unique identifying number), driver name, ownership of the vehicle (county, state, or leased), allowable mileage rate for the vehicle, and if leased, the monthly lease rate for the vehicle.
5. Payment of the invoice is contingent upon submission of the Report Number One, and compliance with the required information as listed in #4.
6. All invoices, including any amendments, must be received within 30 days of the expiration date of the agreement. Invoices received more than 30 days after expiration of the agreement will not be paid.
7. Please do not submit the invoice as a PDF file or use dark highlights. A low resolution PDF file or dark highlights may make the numbers illegible and the invoice unacceptable to the CDFA Financial Services Branch.
8. Payment will be made monthly, in arrears, upon receipt of the Report Number One and approval of the invoice.
9. Please note that CDFA cannot reimburse for more than the total agreement amount. However, continue to send monthly invoices even if the fiscal year agreement funds are depleted, as this can be useful information for future budget allocations.

**"COUNTY NAME" COUNTY DEPARTMENT OF AGRICULTURE
 FY 2019-20 Pest Detection CalTrap**

INVOICE

4/26/19

Green = fillable cells to be completed by the County.
 Purple = subtotals and totals. These contain formulas - **DO NOT MODIFY!**
 Orange = instructions.

Invoice Number: [Redacted]
Date: [Redacted]
Agreement Number: [Redacted]
Billing Period: [Redacted]

**A. CALTRAP
 Item**

	NO. OF SITES*	COST PER SITE	COST
Data Conversion - Manual Entry	0.00	\$1.4000	\$0.00
Data Conversion - Bulk Upload	0.00	\$0.6323	\$0.00

	NO. OF DEVICES	COST PER DEVICE	COST
iPad	0.00	\$0.00	\$0.00
iPad Accessories	0.00	\$0.00	\$0.00
Data Plan	0.00	\$0.00	\$0.00
Insurance/Warranty (optional)	0.00	\$0.00	\$0.00

TOTAL CALTRAP COST: \$0.00

***This is the number of sites successfully uploaded to CalTrap with confirmation from the database administrator.**

TOTAL MONTHLY INVOICE: \$0.00

COMMENTS:

Remit payment to:

[Redacted Comment Area]

PEST DETECTION TRAPPING GUIDELINES (#4)

With McPhail and ChamP, Fresno District, 6 months

Fiscal Year 2019 - 2020

1. Place all traps, except gypsy moth (GM) and Japanese beetle (JB) (see below), beginning on the season start date (versus two weeks prior to the season start date). Remove traps at the last servicing for the season so that all traps have been removed at the end of the season (versus the two weeks after the season).
2. Place GM and JB traps beginning on or prior to the season start date (normally June 1). Remove all GM and JB traps after August 31, unless a different time period has been agreed upon with the District Entomologist.
3. Ensure that Jackson Mediterranean fruit fly (Medfly) traps, baited with trimedlure, are serviced every 14 days from July 1 through October 31, 2019, and from date of placement in 2020 (May 1 or later) through June 30.
4. Ensure that McPhail traps are serviced every seven days from July 1 through October 31, 2019, and from date of placement in 2020 (May 1 or later) through June 30. For Merced, San Joaquin, and Stanislaus counties only, McPhail traps should be placed in garden sites with melon fly traps June through October; while during May, McPhail traps should be placed on properties separate from all other fruit fly traps.
5. Ensure that ChamP™ or yellow panel traps, baited with ammonium bicarbonate or ammonium carbonate, respectively, in urban areas are serviced every 14 days from July 1 through October 31, 2019, and from date of placement in 2020 (May 1 or later) through June 30.
6. Ensure that ChamP™ or yellow panel traps, baited with ammonium bicarbonate or ammonium carbonate, respectively, in rural areas are serviced once each month and relocated at each service from July 1 through October 31, 2019, and from date of placement in 2020 (May 1 or later) through June 30.
7. Ensure that Jackson oriental fruit fly traps, baited with methyl eugenol, are serviced every 14 days from July 1 through October 31, 2019, and from date of placement in 2020 (May 1 or later) through June 30.
8. Ensure that Jackson melon fly traps, baited with cue-lure, are serviced every 14 days from July 1 through October 31, 2019, and from date of placement in 2020 (June 1 or later) through June 30.
9. Ensure that GM and JB traps are serviced every 14 days from July 1 through August 31, 2019, and from June 15 through June 30, 2020, unless determined otherwise by the CDFA District Entomologist and noted on the FY-Commitment Form (60-221).

PEST DETECTION TRAPPING GUIDELINES SUPPLEMENT

Kings County

Fiscal Year 2019 - 2020

These guidelines are in addition to (and in the case of conflict, supersede) any other guidelines included in this contract.

1. Place and service khapra beetle as outlined in the Insect Trapping Guide and as agreed upon by the CDFA District Entomologist.

PEST DETECTION/EMERGENCY PROJECTS

FY 2019 / 2020 COMMITMENT FORM

AGRICULTURAL COMMISSIONER Jimmy Hook	COUNTY Kings
DETECTION SPECIALIST Cassandra Davis	DATE 7/1/2019

PROGRAM	UNITS	COUNTY COMMITMENT		STATE COMMITMENT		TOTAL COMMITMENT	
		UNITS	HOURS	UNITS	HOURS	UNITS	HOURS
COMMERCIAL CROP:	(PROPERTIES)	0	0	0	0	0	0
PUBLIC CONTACT:	(SAMPLE PROPERTIES)	200	200	0	0	200	200
SPECIAL SURVEYS:		0	0	0	0	0	0
		0	0	0	0	0	0
		0	0	0	0	0	0
		0	0	0	0	0	0
		0	0	0	0	0	0
TRAPPING		SUMMER/WINTER		SUMMER/WINTER		SUMMER/WINTER	
JACKSON TRAP - MEDFLY	MF	35	/ 0	179	/ 0	214	/ 0
McPHAIL TRAP	MP	0	/ 0	101	/ 0	101	/ 0
CHAMP TRAP - Garden	CP	0	/ 0	60	/ 0	60	/ 0
CHAMP TRAP - Rural	CP	0	/ 0	46	/ 0	46	/ 0
CHAMP TRAP - Rural Residential	CP	0	/ 0	10	/ 0	10	/ 0
JACKSON TRAP - ORIENTAL FRUIT FLY	OF	0	/ 0	214	/ 0	214	/ 0
JACKSON TRAP - MELON FLY	ML	0	/ 0	80	/ 0	80	/ 0
GYPSY MOTH	GM	34		49		83	
JAPANESE BEETLE	JB	30		50		80	
MISCELLANEOUS:		0		0		0	
	Apple Maggot	0		0		0	
	European Corn Borer	13		0		13	
	European Pine Shoot Moth	5		0		5	
	Western Cherry Fruit Fly	0		0		0	
	Khapra Beetle	0		32		0	

SPECIAL TRAPS OR TRAPPING CONSIDERATIONS:

Attachment 1 - Tiering Strategy Checklist

Start Date:	July 1, 2019
Project Leader:	Jimmy Hook
Description of Activity:	Jackson traps (contain trimedlure, methyl eugenol and dibrom, or cue-lure and dibrom), McPhail traps (contain torula yeast), and Champ or yellow panel traps (contain ammonium bicarbonate or carbonate) hung in or near host plants during the prescribed trapping season. Residents notified at time of placement.
Activity Surroundings (Residential, agriculture, mixed use, other regulated entities):	Exotic fruit fly trapping conducted within the whole of Kings County. Property types are various (residential, agriculture, mixed use, undeveloped) and have fruit fly host plants on or near them.

Part A

	Response	Justification/Rationale
Is the proposed activity under CDFA's discretion?	Yes	Detect exotic fruit flies.
Is the activity described in the PEIR?	Yes	(If the Response is "Partially" or "No" skip to Part C) PEIR section 3.4.16

Part B

		Check Applicable Requirements
General Requirements		
Conduct activity as described in Chapters 2 and 3 of PEIR		✓
Include applicable PEIR requirements in Compliance Agreements with regulated entities, based on the activities the regulated entities may conduct in response to quarantine		
Activity Site Specific Review		
Database	Date Reviewed	Mitigation If Any
California Natural Diversity Database	N/A	
303(d) List of Impaired Waters	N/A	
EnviroStor Hazardous Site	N/A	

	Check Applicable Requirements
Management Practices	
MP-SPRAY-1: Conduct a Site Assessment	
MP-SPRAY-2: Properly clean and calibrate all equipment to apply chemicals uniformly and in the correct quantities	✓
MP-SPRAY-3: Follow pesticide application laws and regulations, and label directions	✓
MP-SPRAY-4: Apply chemicals only under favorable weather conditions	
MP-SPRAY-5: Follow integrated pest management and drift reduction techniques	
MP-SPRAY-6: Clean equipment and dispose of rinse water per label directions	✓
MP-SPRAY-7: Follow appropriate product storage procedures	✓
MP-AERIAL-1: Use appropriate aerial spray treatment procedures	
MP-GROUND-1: Follow appropriate ground-rig foliar treatment procedures	
MP-GROUND-2: Follow appropriate low-pressure backpack treatment procedures	
MP-GROUND-3: Train personnel in proper use of pesticides	✓
MP-GROUND-4: Enforce runoff and drift prevention	
MP-HAZ-1: Implement a Spill Contingency Plan	✓
MP-HAZ-2: Use safety and cleanup materials checklist	✓
MP-HAZ-3: Implement decontamination	✓
MP-HAZ-4: Follow appropriate disposal procedures	✓
Mitigation Measures	
Mitigation Measure BIO-CHEM-2: CDFA will obtain technical assistance from USFWS, CDFW and NMFS to identify site-specific buffers and other measures to protect habitats utilized by special-status species	
Mitigation Measure HAZ-GEN-4a: Determine Potential for Hazardous Materials Exposure	✓
Mitigation Measure HAZ-GEN-4b: Conduct a Hazardous Materials Records Search before Beginning Proposed Program Activities at a Given Site	✓
Mitigation Measure HAZ-GEN-4c: Stop work and implement hazardous materials investigations/ remediation for contamination health risks	✓
Mitigation Measure HAZ-CHEM-1a: Conduct Public Information Sessions Regarding Pesticide Safety Practices	✓
Mitigation Measure HAZ-CHEM-1b: Conduct Training Sessions and Prepare Educational Materials Regarding Safe Handling and Application of Pesticides	✓
Mitigation Measure HAZ-CHEM-3: Require Compliance with the Proposed Program's Authorized Chemical Application Scenarios	✓
Mitigation Measure NOISE-PHYS-1: Conduct Activities during the Daytime	
Mitigation Measure WQ-CHEM-2: Track Emerging Water Quality Standards and Implement Additional Mitigation as Appropriate	
Mitigation Measure WQ-CHEM-5: Require Implementation of Proposed Program MPs as Part of Compliance Agreements	
Mitigation Measure WQ-CUM-1: Identify whether Proposed Program Pesticide Applications May Occur in Proximity to Impaired Waterbodies, and Implement Appropriate MPs	

Part C

	Y/N	Justification/Rationale
Step 1		
Is the Activity substantially similar to that considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
If a management practice that was not included in the PEIR is being considered, would it be equivalent or more effective to the management practice originally considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
If a mitigation measure that was not included in the PEIR is being considered, would it be equivalent or more effective to the mitigation measure originally considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
Would the activity result in potentially significant impacts which were not considered in the PEIR, not considered to be significant in the PEIR, or would be substantially more significant than disclosed in the PEIR?		(If yes go to Step 3, if no go to Step 2)
Step 2		Attach supporting documentation for determination, and CEQA Addendum, as applicable
Step 3		Attach tiered CEQA document, and identify additional requirements from that document

Confirmation of Implementation (following completion of activity)	
Project Leader Name:	Jimmy Hook
Signature*:	
End Date:	June 30, 2020

*This signature confirms that all applicable requirements identified on this checklist and related documentation has been properly implemented.

Attachment 1 - Tiering Strategy Checklist

Start Date:	July 1, 2019
Project Leader:	Jimmy Hook
Description of Activity:	Gypsy moth traps (contain disparlure) hung in or near host plants during the prescribed trapping season. Residents notified at time of placement.
Activity Surroundings (Residential, agriculture, mixed use, other regulated entities):	Gypsy moth trapping conducted within the whole of Kings County. Property types are various (residential, agriculture, mixed use, undeveloped) and have gypsy moth host plants on or near them.

Part A

	Response	Justification/Rationale
Is the proposed activity under CDFA's discretion?	Yes	Detect gypsy moth.
Is the activity described in the PEIR?	Yes	(If the Response is "Partially" or "No" skip to Part C) PEIR section 3.4.19

Part B

		Check Applicable Requirements
General Requirements		
Conduct activity as described in Chapters 2 and 3 of PEIR		✓
Include applicable PEIR requirements in Compliance Agreements with regulated entities, based on the activities the regulated entities may conduct in response to quarantine		
Activity Site Specific Review		
Database	Date Reviewed	Mitigation If Any
California Natural Diversity Database	N/A	
303(d) List of Impaired Waters	N/A	
EnviroStor Hazardous Site	N/A	

	Check Applicable Requirements
Management Practices	
MP-SPRAY-1: Conduct a Site Assessment	
MP-SPRAY-2: Properly clean and calibrate all equipment to apply chemicals uniformly and in the correct quantities	✓
MP-SPRAY-3: Follow pesticide application laws and regulations, and label directions	✓
MP-SPRAY-4: Apply chemicals only under favorable weather conditions	
MP-SPRAY-5: Follow integrated pest management and drift reduction techniques	
MP-SPRAY-6: Clean equipment and dispose of rinse water per label directions	✓
MP-SPRAY-7: Follow appropriate product storage procedures	✓
MP-AERIAL-1: Use appropriate aerial spray treatment procedures	
MP-GROUND-1: Follow appropriate ground-rig foliar treatment procedures	
MP-GROUND-2: Follow appropriate low-pressure backpack treatment procedures	
MP-GROUND-3: Train personnel in proper use of pesticides	✓
MP-GROUND-4: Enforce runoff and drift prevention	
MP-HAZ-1: Implement a Spill Contingency Plan	✓
MP-HAZ-2: Use safety and cleanup materials checklist	✓
MP-HAZ-3: Implement decontamination	✓
MP-HAZ-4: Follow appropriate disposal procedures	✓
Mitigation Measures	
Mitigation Measure BIO-CHEM-2: CDFA will obtain technical assistance from USFWS, CDFW and NMFS to identify site-specific buffers and other measures to protect habitats utilized by special-status species	
Mitigation Measure HAZ-GEN-4a: Determine Potential for Hazardous Materials Exposure	✓
Mitigation Measure HAZ-GEN-4b: Conduct a Hazardous Materials Records Search before Beginning Proposed Program Activities at a Given Site	✓
Mitigation Measure HAZ-GEN-4c: Stop work and implement hazardous materials investigations/ remediation for contamination health risks	✓
Mitigation Measure HAZ-CHEM-1a: Conduct Public Information Sessions Regarding Pesticide Safety Practices	✓
Mitigation Measure HAZ-CHEM-1b: Conduct Training Sessions and Prepare Educational Materials Regarding Safe Handling and Application of Pesticides	✓
Mitigation Measure HAZ-CHEM-3: Require Compliance with the Proposed Program's Authorized Chemical Application Scenarios	✓
Mitigation Measure NOISE-PHYS-1: Conduct Activities during the Daytime	
Mitigation Measure WQ-CHEM-2: Track Emerging Water Quality Standards and Implement Additional Mitigation as Appropriate	
Mitigation Measure WQ-CHEM-5: Require Implementation of Proposed Program MPs as Part of Compliance Agreements	
Mitigation Measure WQ-CUM-1: Identify whether Proposed Program Pesticide Applications May Occur in Proximity to Impaired Waterbodies, and Implement Appropriate MPs	

Part C

	Y/N	Justification/Rationale
Step 1		
Is the Activity substantially similar to that considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
If a management practice that was not included in the PEIR is being considered, would it be equivalent or more effective to the management practice originally considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
If a mitigation measure that was not included in the PEIR is being considered, would it be equivalent or more effective to the mitigation measure originally considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
Would the activity result in potentially significant impacts which were not considered in the PEIR, not considered to be significant in the PEIR, or would be substantially more significant than disclosed in the PEIR?		(If yes go to Step 3, if no go to Step 2)
Step 2		Attach supporting documentation for determination, and CEQA Addendum, as applicable
Step 3		Attach tiered CEQA document, and identify additional requirements from that document

Confirmation of Implementation (following completion of activity)	
Project Leader Name:	Jimmy Hook
Signature*:	
End Date:	June 30, 2020

*This signature confirms that all applicable requirements identified on this checklist and related documentation has been properly implemented.

Attachment 1 - Tiering Strategy Checklist

Start Date:	July 1, 2019
Project Leader:	Jimmy Hoek
Description of Activity:	Japanese beetle traps (contain Japoniluré, phenethyl propionate, eugenol, and geraniol) hung in or near host plants during the prescribed trapping season. Residents notified at time of placement.
Activity Surroundings (Residential, agriculture, mixed use, other regulated entities):	Japanese beetle trapping conducted within the whole of Kings County. Property types are various (residential, agriculture, mixed use, undeveloped) and have Japanese beetle host plants on or near them.

Part A

	Response	Justification/Rationale
Is the proposed activity under CDFA's discretion?	Yes	Detect Japanese beetle.
Is the activity described in the PEIR?	Yes	(If the Response is "Partially" or "No" skip to Part C) PEIR section 3.4.20

Part B

		Check Applicable Requirements
General Requirements		
Conduct activity as described in Chapters 2 and 3 of PEIR		✓
Include applicable PEIR requirements in Compliance Agreements with regulated entities, based on the activities the regulated entities may conduct in response to quarantine		
Activity Site Specific Review		
Database	Date Reviewed	Mitigation If Any
California Natural Diversity Database	N/A	
303(d) List of Impaired Waters	N/A	
EnviroStor Hazardous Site	N/A	

	Check Applicable Requirements
Management Practices	
MP-SPRAY-1: Conduct a Site Assessment	
MP-SPRAY-2: Properly clean and calibrate all equipment to apply chemicals uniformly and in the correct quantities	✓
MP-SPRAY-3: Follow pesticide application laws and regulations, and label directions	✓
MP-SPRAY-4: Apply chemicals only under favorable weather conditions	
MP-SPRAY-5: Follow integrated pest management and drift reduction techniques	
MP-SPRAY-6: Clean equipment and dispose of rinse water per label directions	✓
MP-SPRAY-7: Follow appropriate product storage procedures	✓
MP-AERIAL-1: Use appropriate aerial spray treatment procedures	
MP-GROUND-1: Follow appropriate ground-rig foliar treatment procedures	
MP-GROUND-2: Follow appropriate low-pressure backpack treatment procedures	
MP-GROUND-3: Train personnel in proper use of pesticides	✓
MP-GROUND-4: Enforce runoff and drift prevention	
MP-HAZ-1: Implement a Spill Contingency Plan	✓
MP-HAZ-2: Use safety and cleanup materials checklist	✓
MP-HAZ-3: Implement decontamination	✓
MP-HAZ-4: Follow appropriate disposal procedures	✓
Mitigation Measures	
Mitigation Measure BIO-CHEM-2: CDFA will obtain technical assistance from USFWS, CDFW and NMFS to identify site-specific buffers and other measures to protect habitats utilized by special-status species	
Mitigation Measure HAZ-GEN-4a: Determine Potential for Hazardous Materials Exposure	✓
Mitigation Measure HAZ-GEN-4b: Conduct a Hazardous Materials Records Search before Beginning Proposed Program Activities at a Given Site	✓
Mitigation Measure HAZ-GEN-4c: Stop work and implement hazardous materials investigations/ remediation for contamination health risks	✓
Mitigation Measure HAZ-CHEM-1a: Conduct Public Information Sessions Regarding Pesticide Safety Practices	✓
Mitigation Measure HAZ-CHEM-1b: Conduct Training Sessions and Prepare Educational Materials Regarding Safe Handling and Application of Pesticides	✓
Mitigation Measure HAZ-CHEM-3: Require Compliance with the Proposed Program's Authorized Chemical Application Scenarios	✓
Mitigation Measure NOISE-PHYS-1: Conduct Activities during the Daytime	
Mitigation Measure WQ-CHEM-2: Track Emerging Water Quality Standards and Implement Additional Mitigation as Appropriate	
Mitigation Measure WQ-CHEM-5: Require Implementation of Proposed Program MPs as Part of Compliance Agreements	
Mitigation Measure WQ-CUM-1: Identify whether Proposed Program Pesticide Applications May Occur in Proximity to Impaired Waterbodies, and Implement Appropriate MPs	

Part C

	Y/N	Justification/Rationale
Step 1		
Is the Activity substantially similar to that considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
If a management practice that was not included in the PEIR is being considered, would it be equivalent or more effective to the management practice originally considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
If a mitigation measure that was not included in the PEIR is being considered, would it be equivalent or more effective to the mitigation measure originally considered in the PEIR?		(If yes go to Step 2, if no move to the next question)
Would the activity result in potentially significant impacts which were not considered in the PEIR, not considered to be significant in the PEIR, or would be substantially more significant than disclosed in the PEIR?		(If yes go to Step 3, if no go to Step 2)
Step 2		Attach supporting documentation for determination, and CEQA Addendum, as applicable
Step 3		Attach tiered CEQA document, and identify additional requirements from that document

Confirmation of Implementation (following completion of activity)	
Project Leader Name:	Jimmy Hook
Signature*:	
End Date:	June 30, 2020

*This signature confirms that all applicable requirements identified on this checklist and related documentation has been properly implemented.

**PEIR Management Practices (MP) and Mitigation Measures (MM)
For Trapping**

June 2019

MP-SPRAY-2: Properly clean and calibrate all equipment to apply chemicals uniformly and in the correct quantities.

- Use dedicated specific equipment for specific products when appropriate.
- Ensure equipment is cleaned properly per the manufacturer's specifications and any pesticide label directions.

MP-SPRAY-3: Follow pesticide application laws and regulations, and label directions.

- Comply with Pesticide label.
- Be aware of any regulations or internal procedures before application.
- Use appropriate application methods and rates.
- Mix and load chemicals in areas where spills can be contained. Limit mixing and loading in the field.

MP-SPRAY-6: Clean equipment and dispose of rinse water per label directions.

- Rinse equipment according to manufacturer's label instructions.
- Discharge rinse water only in areas that are part of the application site or at a certified waste treatment facility.
- Dispose of surplus chemicals and containers according to label instructions.

MP-SPRAY-7: Follow appropriate product storage procedures.

- Ensure proper storage of all pesticides per label instructions.
- Ensure all pesticides removed from their original container are properly sealed for use within a service container.
- Seal all service containers within a tool box.
- Lock tool boxes when unattended.

MP-GROUND-3: Train personnel in proper use of pesticides.

- Conduct training for personnel in the safe and proper mixing, loading, and application of pesticides, in compliance with both federal and State pesticide regulations and the product label.

MP-HAZ-1: Implement a Spill Contingency Plan.

- Contain spill immediately to minimize the risk of further pesticide exposure to people, animals, and the environment.
- Be prepared to respond to pesticide spills.
- Provide clean-up of small spills (50 gallons or less) and properly dispose of residual materials. For larger spills notify the Chemical Transportation Emergency Center at 800-424-9300.
- Follow instructions for First Aid Measures as listed on the Material Safety Data Sheet.
- Call an ambulance in the event of a spill involving severe personal injury.
- Remove anyone exposed to pesticides to a safe location. If applicable, remove their clothing and wash contaminated skin with soap and water.
- Do not move a seriously injured person unless it is absolutely essential because of the risk of further injury.

- Do not leave injured or incapacitated persons until proper medical assistance arrives.
- Provide a pesticide label and/or material safety data sheet for medical personnel.
- For any spill incident, contact the California State Warning Center / Governor's Office of Emergency Services at 916-845-8911 or warning.center@oes.ca.gov.
- Call the fire department and notify department personnel of the presence of pesticides for a spill involving fire, if a fire hazard exists. Eliminate all sources of ignition (electric motors, gasoline engines, or smoking) to prevent fire or explosion.
- Contact the California Highway Patrol by calling 911 for a spill occurring on a highway.
- Call local police or the county sheriff for a spill occurring off-road.
- For minor spills of 50 gallons or less:
 - Wear rubber boots, coveralls, rubber gloves, and eye protection.
 - Confine the leak or spill to the smallest area possible by using natural terrain, soil, or absorbent material.
 - Shovel contaminated material into a leak-proof container.
 - Do not hose down the area.
 - Work carefully and safely; do not hurry.
 - Dispose contaminated material in the same manner as for excess pesticides or hazardous wastes.
- For major spills of 50 gallons or more:
 - Follow the steps listed for all above and include the additional number below.
 - If the spill is too big, or uncertainty exists as to the appropriate action, notify the Chemical Transportation Emergency Center at 800-424-9300.

MP-HAZ-2: Use a safety and cleanup materials checklist.

- Follow a checklist for safety and cleanup materials to accompany mixing-loading vehicles during treatment activities, which should include the following:
 - For Safety: a first-aid kit; a fire extinguisher (516, type A-B-C), and goggles.
 - For Clean-up: one shovel, large heavy-duty plastic bags, rubber boots, disposable coveralls, water, rubber gloves, a broom and dust pan, liquid detergent, several bags of "kitty litter" or other absorbent materials.

MP-HAZ-3: Implement decontamination.

- Decontaminate paved surfaces per site specific protocols and Accidental Release Measures on the Material Safety Data Sheet.
- Shovel contaminated material into a leak-proof metal drum for final disposal.

MP-HAZ-4: Follow appropriate disposal procedures.

- Dispose all materials that have been contaminated by spillage or exposed to large volumes of pesticides, including cloth, soil, and wood that cannot be decontaminated, in the same manner as done for excess pesticides.
- Store contaminated absorbent material and materials that cannot be

decontaminated in a leak-proof container and dispose the container at a Class I landfill.

Mitigation Measure HAZ-GEN-4a: Determine Potential for Hazardous Materials Exposure.

- Before conducting any activities under the Proposed Program, CDFA staff (or the entity conducting the activity) shall determine whether the potential exists for the activity, based on its characteristics and location, to result in exposure to existing sites of hazardous materials contamination.

Mitigation Measure HAZ-GEN-4b: Conduct a Hazardous Materials Records Search before Beginning Proposed Program Activities at a Given Site.

- If exposure to hazardous materials contamination is determined to be a possibility, before conducting the activity under the Proposed Program, CDFA staff (or the entity conducting the activity) shall search the EnviroStor database to identify any area that may be on sites containing known hazardous materials. If hazardous sites are encountered, CDFA shall coordinate with the property owners and/or site managers, and regulatory agencies with jurisdiction over these sites for proper protocols to follow to protect worker health and safety. At a minimum, these protocols shall ensure that workers are not subjected to unacceptable health risk or hazards, as determined by existing regulations and standards that have been developed to protect human health.

Mitigation Measure HAZ-GEN-4c: Stop work and implement hazardous materials investigations/ remediation for contamination health risks.

- In the event that during the activity, previously unknown hazardous materials not related to the Proposed Program are encountered that may pose a health risk to those implementing Proposed Program activities, all activities will stop and CDFA (or the entity conducting the activity) shall consult the landowner and appropriate agencies to determine the extent of the hazardous material and determine what safety protocols need to be implemented to continue Proposed Program activities. At a minimum, these protocols will ensure that workers are not subjected to unacceptable health risk or hazards, as determined by existing regulations and standards that have been developed to protect human health.

Mitigation Measure HAZ-CHEM-1a: Conduct Public Information Sessions Regarding Pesticide Safety Practices.

- CDFA shall continue to work with CDPR and CACs to conduct public information sessions in the local communities where Proposed Program chemical management activities are proposed to be conducted. The focus will be on educating residents whose properties are being treated or who live in proximity to areas being treated on MPs for pesticide applications, including an emphasis on notification, signage, re-entry periods, potential adverse health effects, and how to seek proper help if an accident is suspected. As necessary, sessions will be conducted or translated in a language understood by the target audience, such as Spanish.

Mitigation Measure HAZ-CHEM-1b: Conduct Training Sessions and Prepare Educational Materials Regarding Safe Handling and Application of Pesticides.

- CDFA shall continue training sessions for its staff and contractors

regarding safe pesticide handling and application.

- In addition, for quarantine areas, CDFA shall include materials in its compliance agreements with regulated entities (e.g., growers) with information for pesticide applicators and agricultural workers regarding MPs for pesticide applications, including an emphasis on notification, signage, re-entry periods, potential adverse health effects, and how to seek proper help if an accident is suspected. A regulated entity is defined as someone who has to comply with the quarantine requirements in order to move their products outside of the regulated area. This may include but not be limited to growers, nurseries, and commodity shippers. The compliance agreements will require that regulated entities distribute these materials to applicators and workers.
- As necessary, all materials will be presented in a language understood by the target audience, such as Spanish.

Mitigation Measure HAZ-CHEM-3: Require Compliance with the Proposed Program's Authorized Chemical Application Scenarios.

- CDFA shall require Proposed Program staff and contractors to conduct chemical applications in a manner consistent with the Proposed Program's authorized chemical application scenarios, resulting in acceptable human health risk as described in Chapter 2, Proposed Program Description and the HHRA (Appendix B). Deviations from the authorized chemical application scenarios may be allowed if:
 - An evaluation is conducted pursuant to the CEQA Tiering Strategy (Appendix C), which concludes that the alternative scenario will not exceed the level of concern for any receptor; or
 - A certified industrial hygienist concludes that the alternative scenario will not result in risk exceeding the level of concern for any potential receptor, and the scenario is implemented by a licensed or certified applicator. This conclusion may be based on site-specific factors that minimize potential for exposure, absence of a particular receptor, use of additional or different PPE, or monitoring of the exposure, such as regular blood tests to ensure blood concentrations in the exposed individuals are below the risk threshold.
 - The results of the evaluation or hygienist's conclusions will be documented, along with any monitoring results.
 - CDFA will conduct training for its staff and contractors on these approaches. CDFA also will require adherence to these scenarios by including requirements in contractual agreements, such as compliance agreements (for quarantines), permits (e.g., for movement of certain materials outside quarantine areas), contracts (e.g., with CDFA contractors), or other similar means.

**CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE
PEST DETECTION/EMERGENCY PROJECTS**

**PROTOCOL FOR CONDUCTING QUALITY CONTROL PLANTING
OF DETECTION TRAPPING PROGRAMS**

April 2019

Quality control planting (QCP) is a tool used by the California Department of Food and Agriculture (CDFA) to determine the trapper's ability to identify specific target insects that are placed inside traps in an actual trapping environment and to monitor compliance with protocols as outlined in the CDFA Insect Trapping Guide (ITG, [https://www.cdfa.ca.gov/plant/PDEP/Insect Trapping Guide/index.html](https://www.cdfa.ca.gov/plant/PDEP/Insect%20Trapping%20Guide/index.html)).

These guidelines may be revised. Should any revisions occur, County staff will be notified and provided revised guidelines prior to any changes taking effect.

Types of Plants

There are two types of plants: Training and General. Training plants are used to evaluate new trappers, and no more than two should occur per trapper for the duration of their employment. If two Training plants are given to the same trapper, the target pests and traps should be of different types (e.g., Medfly and Mexican fruit fly, Jackson and McPhail). All other plants are considered General plants, and are subject to the Missed Plant recommendations below.

Frequency

Frequent planting will ensure that all trappers have a variety of target insects planted in their traps over the course of the season. Planting may occur as often as monthly, especially for counties with five or more trappers. New trappers will be planted as soon as possible after they have started servicing traps, in order to identify and correct any issues as early as possible. All trappers in a program will be planted as equally as possible over the course of the season, so as not to unduly substantially bias planting towards one or more trappers.

Preparation

1. Seven target species are used in routine planting of detection and delimitation trap lines: Mediterranean fruit fly (MF), melon fly (ML), Mexican fruit fly (MX), oriental fruit fly (OF), gypsy moth (GM), Japanese beetle (JB), and European grapevine moth (EGVM). Additional species may be used for specific projects.
2. Planting specimens are pre-marked as follows:
 - a. Fruit flies are fluorescent-dyed at the rearing facilities, and have the right wing clipped at the tip under the direction of the District Entomologist. These flies have also been irradiated, so their reproductive organs will show signs of sterility.
 - b. GMs and EGVMs display a red abdomen internally as the result of a red rearing diet.
 - c. JBs have a mounting-pin hole through the sternum.
3. Trap type – QCP species correlation:

<u>TRAP</u>	<u>QCP</u>
a. McPhail, Multillure or ChamP	Any one of the target fly species: MF, ML, MX, OF
b. Trimedlure Jackson	MF
c. Cue-lure Jackson	ML
d. Methyl eugenol Jackson	OF
e. GM	GM
f. JB	JB
g. EGVM	EGVM

4. Only one specimen per trap will be planted.
5. Specimens which are the same species as that being released as part of a sterile release project will not be planted into traps either within the release area or within a one-mile buffer surrounding the release area.
6. All planting specimens will be in good condition, clearly showing distinguishing body parts.
7. Specimens are available to District Entomologists through the CDFA Statewide Trapping QC Coordinator or designee.
7. Upon receipt, the District Entomologist is responsible for their specimens' distribution, condition, proper reporting, and follow-up to any identified problems.
8. All specimens are stored in alcohol, with the exception of EGVM and GM, which are stored dry in a freezer.
9. Specimens are kept secured by being stored in locked cabinets, boxes, etc.

Planting Procedure

1. The District Entomologist, or designee, will notify the county trapping supervisor that planting will occur within a general timeframe. All involved parties shall maintain the confidential nature of this process and must not inform trappers that planting will be performed during that timeframe. Trapping supervisors and District Entomologists should promote the concepts that planting can be performed at any time during the trapping season and that trappers should always be on the alert for targeted insects, not only when they think planting is occurring.
2. Traps to be planted will be those scheduled to be serviced within three to four working days of the planting. This will reduce the possibility of plants being destroyed while in the traps.
3. Trap address will be verified and all other identifying descriptions of that trap will be checked for accuracy.
4. The planter shall carefully place the planted insect within the trap in a manner that will not damage the insect and that will allow for accurate identification by the trapper. Flies placed on sticky traps will be placed so that one wing adheres to the adhesive on the insert, and one or both wings should be in full view. GM and EGVM will be placed so that the tops of the wings are visible, and GM may be placed under the trap lip to ensure that

the entire trap is examined. Plants on dry traps will be placed on the sticky surface in full view, and not partially covered by debris or other larger insects. Plants will not be placed in traps which are compromised and not fully functional, such as sticky traps covered by debris or other larger insects, dried out McPhails, etc.

5. Immediately after placing an insect within a trap, the planter will complete the QC Plant Form (QCPF) at the location of the planting, double-checking to make sure that all relevant information is accurate. It is recommended that photos be taken of the trap and of the QC plant as documentation.
6. Sticky traps are required to be double-checked by someone other than the trapper prior to being discarded. Therefore, it is acceptable for QC plants to be placed onto sticky traps removed from the field for discard to determine the effectiveness of the second checker when double-checking those inserts. This procedure will only be performed by the District Entomologist or designee in the presence of the trapping supervisor. If the trapping supervisor serves as the second checker, the trapping supervisor's supervisor must be notified and participate, per the above procedure. For this type of plant, the QCPF is completed with the appropriate notations and "Discard" written in the Address column.

Reporting

At the end of each planting day, the planter will provide (via email, fax or in person) the completed QCPF to the county Agricultural Commissioner (or designee), the Statewide Trapping QC Coordinator, the QCP contact at PD/EP Headquarters, and the District Entomologist (if not the planter). The naming convention to be used for the report is: county number or state office initial as designated in the PDR system (e.g., Shasta County is 45, San Marcos PD/EP office is SM) - date [year (last 2 numbers) - month (2 numbers) - day] - planter's initials (e.g., rl for Ray Leclerc) - qcp (Quality Control Plant). As an example, 45200618rlqcp would be the QCP report for Shasta County on June 18, 2020 as performed by Ray Leclerc. For those counties, such as San Diego, which are partially trapped by the county and partially by one or more state offices, the county number will be used for county routes and the state office initial used for state routes.

Within two working days of the last date that planted insects should have been discovered and submitted, the trapping supervisor shall send a copy of the QCPF with the final status for each of the planted traps indicated to the District Entomologist. The District Entomologist will forward the QCPF to the Statewide Trapping QC Coordinator and to the QCP contact at PDEP Headquarters.

If any of the plants were missed, the Missed QC Plant Report shall be submitted by the trapping supervisor to the District Entomologist as soon as possible. The District Entomologist will send the information to the Statewide QC Coordinator and the QCP contact at PD/EP Headquarters within two working days of receiving all of the relevant information.

Statewide Trapping QC Coordinator:
TBD

QCP contact at PD/EP Headquarters:
Jason Leathers
Jason.leathers@cdfa.ca.gov Fax (916) 654-0555

Sample Submission

Routine QCP recoveries should not be sent to the CDFA Plant Pest Diagnostics Center (PPDC), provided that the trapping supervisor can confirm the presence of identifying QCP markings on the specimen (e.g., clipped wing, fluorescent dye, pin hole through the sternum, etc.) and the trap information matches that on the QCPF. Such recovered plants should be returned to the District Entomologist or designee, who will destroy them. It is critical that all recovered plants are returned for disposal.

In the event that the identity of the sample as a QCP is not 100% assured as outlined above, the trapping program will send the sample to the PPDC at the address below, accompanied by an electronic Pest and Damage Record (ePDR). Examples of less-than-100% assurance can include the presence of two specimens on one insert when the QCPF shows only one, the inability to confirm identifying QCP markings as described above, or discrepancy in the trap information. Such specimens shall be considered a possible wild suspect and should be submitted as a RUSH wild A-rated suspect would be submitted (see ITG). In addition, in the "Remarks" section of the ePDR, state the following: "Questionable QC Planted Insect". Include the reason for the uncertainty in this section (e.g., "Two specimens on insert, one specimen known to be a plant." or "possible plant but lacking any marked features – no clipped wing", etc.). Report any such specimens to the District Entomologist immediately.

Send suspects to: Entomology Lab
CDFA Plant Pest Diagnostics Center
3294 Meadowview Road
Sacramento, CA 95832-1448
Phone: 916-262-1100

Missed Plant

Any missed plants will require the trapping supervisor to visit the subject trap location as soon as possible to determine if the plant is still in the trap and if it is in recognizable condition. A trapper who misses a plant shall be immediately retrained in target pest identification by the trapping supervisor, and will be re-planted within two weeks of the retraining session. The re-plant of a missed training plant is considered a general plant; i.e., it is not a second training plant.

In the event that the missed plant is determined by the District Entomologist to not be the fault of the trapper (e.g., plant missing from trap or plant damaged beyond recognition), this situation will be noted on the QCPF as "MNFT" (Missed Not Fault of Trapper) in the "Status" column. MNFT specimens will not be reported on the Missed QC Plant Report and do not count towards employee evaluations.

Trappers will be recommended for removal from the trapping program if they miss non-training planted insects in the following numbers during a 12-month period, starting on the date of the first miss.

- 1. Fruit Flies or EGVM: Three (in any combination)**
- 2. GM or JB: Two, or one plus any other insect (in any combination)**

Consequences of missing plants from a sticky trap that was double-checked will be reviewed and evaluated on an individual basis.

Missed training plants and MNFTs will not be counted against a program's overall percent-recovered rating.

**EXHIBIT B
(County Agreement)**

BUDGET DETAIL AND PAYMENT PROVISIONS

1. Invoicing and Payment

- A. For services satisfactorily rendered, and upon receipt and approval of the invoices, the State agrees to compensate the Contractor, Grant, Sub-Grant or Agreement recipient for actual expenditures incurred in accordance with this Agreement and stated herein, which is attached hereto and made a part of this Agreement or Grant.

Original invoices shall include the agreement/contract number, dates of service, type of work performed, and when applicable, a breakdown of the costs of parts and materials, labor charges, and any other relevant information required to ensure proper invoices are submitted for payment. Invoices shall be itemized to follow the allowed expenses outlined in the agreement/contract budget and Scope of Work documents.

- B. Unless mutually agreed, monthly invoices must be submitted within 30 days from the end of each month in which services were rendered. Invoices must include the Agreement number and submitted in triplicate to the Program Contract Manager listed in this contract.
- C. Any travel and subsistence payments authorized under this agreement shall be paid as needed to execute the work. The maximum travel rates allowable are those established by the California Department of Human Resources. <https://www.calhr.ca.gov/employees/Pages/travel-reimbursements.aspx>.

2. Budget Contingency Clause

- A. It is mutually agreed that if the Budget Act of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, the State shall have no liability to pay any funds whatsoever to Contractor or to furnish any other considerations under this Agreement and Contractor shall not be obligated to perform any provisions of this Agreement.
- B. If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, the State shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an agreement amendment to Contractor to reflect the reduced amount.

**EXHIBIT B
(County Agreement)**

3. Funding Sources for County Contracts (If no Federal Funds, this Section is not applicable)

An annual report of expenditures, where county payments are supported by Federal funds, will be issued by CDFA Administrative Services, Financial Services Branch. This report will be issued by September 30th for invoices submitted prior to July 31st for services rendered in the prior State Fiscal Year.

Federal and State Regulations - The County will comply with all Federal and State regulations and requirements. The County must ensure they have an adequate accounting system in place and appropriate internal controls to ensure expenditures are tracked and maintained.

All sub-recipients of Federal awards shall comply with the Code of Federal Regulations (CFR) Title 2, Part 225 - Cost Principles for State and Local Governments and Title 7, Part 3016 - Uniform Administrative Requirements for Grants and Cooperative Agreements to state and local governments.

Federal 2 CFR 225 (OMB Circular A-87) can be found at the following website:
https://obamawhitehouse.archives.gov/omb/circulars_a087_2004/

Federal 7 CFR 3016 can be found at the following website:
<https://childnutrition.ncpublicschools.gov/regulations-policies/federal-regulations/federal-regulations/7cfr3016.pdf>

The State's accounting standards and procedures for counties provided by the State Controller's Office are located at the following website: https://www.sco.ca.gov/Files-ARD-Local/ASP_Manual.pdf

Kings COUNTY DEPARTMENT OF AGRICULTURE
 FY 2019-20 Pest Detection Trapping Exotic Fruit Fly (FF) Financial Plan

4/26/19

Green = fillable cells to be completed by the County.
 Purple = subtotals and totals. These contain formulas - **DO NOT MODIFY!**
 Orange = instructions.

A. PERSONNEL¹

1. STAFF - Detection Trappers

<u>Employee Name</u>	<u>Title</u>	HOURS/ DAY	TOTAL WORK DAYS	HOURS
1 Agricultural & Standards Aide	Agricultural & Standards Aide	8.00	111.00	888.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	8.00	97.50	780.00
3 Agricultural & Stds Aide - Extra Help	Agricultural & Stds Aide - Extra Help	8.00	13.00	104.00
4 Agricultural & Standards Inspector	Agricultural & Standard Inspector	8.00	13.00	104.00
			Subtotal:	1,876.00

2. SALARIES - Detection Trappers

		HOURLY RATE w/o BENEFITS	HOURS	SALARY
1 Agricultural & Standards Aide	Agricultural & Standards Aide	\$20.38	888.00	\$18,097.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	\$20.38	780.00	\$15,896.00
3 Agricultural & Stds Aide - Extra Help	Agricultural & Stds Aide - Extra Help	\$20.38	104.00	\$2,120.00
4 Agricultural & Standards Inspector	Agricultural & Standard Inspector	\$34.20	104.00	\$3,557.00
			Subtotal:	\$39,670.00

3. BENEFITS - Detection Trappers

		BENEFIT RATE (%)	SALARY	BENEFIT COST
1 Agricultural & Standards Aide	Agricultural & Standards Aide	40.0000%	\$18,097.00	\$7,239.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	40.0000%	\$15,896.00	\$6,358.00
3 Agricultural & Stds Aide - Extra Help	Agricultural & Stds Aide - Extra Help	10.0000%	\$2,120.00	\$212.00
4 Agricultural & Standards Inspector	Agricultural & Standard Inspector	40.0000%	\$3,557.00	\$1,423.00
			Subtotal:	\$15,232.00

DETECTION STAFF SUBTOTAL: \$54,902.00

4. STAFF - Non-Detection

<u>Employee Name</u>	<u>Title</u>	HOURS/ DAY	TOTAL WORK DAYS	HOURS
1 Deputy Agricultural Commissioner/Sealer	Deputy Agricultural Commissioner/Sealer	8.00	13.00	104.00
2 Clerical	Clerical	4.00	12.00	48.00
3		0.00	0.00	0.00
4		0.00	0.00	0.00
			Subtotal:	152.00

5. SALARIES - Non-Detection Staff

		HOURLY RATE w/o BENEFITS	HOURS	SALARY
1 Deputy Agricultural Commissioner/Sealer	Deputy Agricultural Commissioner/Sealer	\$43.87	104.00	\$4,562.00
2 Clerical	Clerical	\$26.40	48.00	\$1,267.00
3		\$0.00	0.00	\$0.00
			Subtotal:	\$5,829.00

6. BENEFITS - Non-Detection Staff

		BENEFIT RATE (%)	SALARY	BENEFIT COST
1 Deputy Agricultural Commissioner/Sealer	Deputy Agricultural Commissioner/Sealer	40.0000%	\$4,562.00	\$1,825.00
2 Clerical	Clerical	40.0000%	\$1,267.00	\$507.00
3		0.0000%	\$0.00	\$0.00
			Subtotal:	\$2,332.00

NON-DETECTION STAFF SUBTOTAL: \$8,161.00

25.00 % Overhead (Not to exceed 25%)

SALARIES	BENEFITS	OVERHEAD COST
\$45,499.00	\$17,564.00	\$15,766.00
TOTAL PERSONNEL COST :		\$78,829.00

B. SUPPLIES (Itemized, such as: trapping poles, office supplies, etc.)

Description	COST
1 office supplies	\$71.00
2	\$0.00
3	\$0.00
4	\$0.00
TOTAL SUPPLY COST:	\$71.00

C. SUBCONTRACTOR

TITLE

	HOURLY RATE	HOURS	COST
1			\$0.00
2			\$0.00
3			\$0.00
4			\$0.00
TOTAL SUBCONTRACTOR COST:			\$0.00

D. VEHICLE OPERATIONS

COUNTY VEHICLES	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST	
2.00	6.00	1260.00	\$0.580	\$8,770.00	
STATE VEHICLES	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST	
0.00	0.00	0.00	\$0.285	\$0.00	
NO. OF LEASED VEHICLES	COST PER MONTH	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST
0.00	0.00	0.00	0.00	\$0.285	\$0.00
VEHICLE COST TOTAL:				\$8,770.00	

E. OTHER ITEMS OF EXPENSE (e.g., communications, IT services)

Description	COST
1	\$0.00
2	\$0.00
3	\$0.00
4	\$0.00
TOTAL SUPPLY COST:	\$0.00

¹Salary rates subject to change due to changes in labor contracts program modifications, cost-of-living adjustments, step increases, classification series, fringe benefits, etc.

²Per federal audit guidelines, this rate cannot be exceeded. However, if your county's internal policy uses a lower rate, that rate may be applied.

Pest Detection FF Trapping Cost:	\$87,670.00
Pest Detection Trapping Total Cost:	\$102,323.00

FF, GM, JB Cost:	\$94,808.00
CalTrap Cost:	\$3,120.00
Other Cost:	\$4,395.00

COMMENTS:

Kings

COUNTY DEPARTMENT OF AGRICULTURE

FY 2019-20 Pest Detection Trapping Gypsy Moth (GM) Financial Plan

4/26/19

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A. PERSONNEL¹

1. STAFF - Detection Trappers

Employee Name	Title	HOURS/ DAY	TOTAL WORK DAYS	HOURS
1 Agricultural & Standards Aide	Agricultural & Standards Aide	2.00	22.00	44.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	2.00	22.00	44.00
3		0.00	0.00	0.00
4		0.00	0.00	0.00
Subtotal:				88.00

2. SALARIES - Detection Trappers

Employee Name	Title	HOURLY RATE w/o BENEFITS	HOURS	SALARY
1 Agricultural & Standards Aide	Agricultural & Standards Aide	\$20.38	44.00	\$897.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	\$20.38	44.00	\$897.00
3		\$0.00	0.00	\$0.00
4		\$0.00	0.00	\$0.00
Subtotal:				\$1,794.00

3. BENEFITS - Detection Trappers

Employee Name	Title	BENEFIT RATE (%)	SALARY	BENEFIT COST
1 Agricultural & Standards Aide	Agricultural & Standards Aide	40.0000%	\$897.00	\$359.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	40.0000%	\$897.00	\$359.00
3		0.0000%	\$0.00	\$0.00
4		0.0000%	\$0.00	\$0.00
Subtotal:				\$718.00

DETECTION STAFF SUBTOTAL: \$2,512.00

4. STAFF - Non-Detection

Employee Name	Title	HOURS/ DAY	TOTAL WORK DAYS	HOURS
1		0.00	0.00	0.00
2		0.00	0.00	0.00
3		0.00	0.00	0.00
4		0.00	0.00	0.00
Subtotal:				0.00

5. SALARIES - Non-Detection Staff

Employee Name	Title	HOURLY RATE w/o BENEFITS	HOURS	SALARY
1		\$0.00	0.00	\$0.00
2		\$0.00	0.00	\$0.00
3		\$0.00	0.00	\$0.00
4		\$0.00	0.00	\$0.00
Subtotal:				\$0.00

6. BENEFITS - Non-Detection Staff

Employee Name	Title	BENEFIT RATE (%)	SALARY	BENEFIT COST
1		0.0000%	\$0.00	\$0.00
2		0.0000%	\$0.00	\$0.00
3		0.0000%	\$0.00	\$0.00
4		0.0000%	\$0.00	\$0.00
Subtotal:				\$0.00

NON-DETECTION STAFF SUBTOTAL: \$0.00

25.00 % Overhead (Not to exceed 25%)

SALARIES	BENEFITS	OVERHEAD COST
\$1,794.00	\$718.00	\$628.00
TOTAL PERSONNEL COST :		\$3,140.00

B. SUPPLIES (Itemized, such as: trapping poles, office supplies, etc.)

Description	COST
1	\$0.00
2	\$0.00
3	\$0.00
4	\$0.00
TOTAL SUPPLY COST:	\$0.00

C. SUBCONTRACTOR TITLE

	HOURLY RATE	HOURS	COST
1			\$0.00
2			\$0.00
3			\$0.00
4			\$0.00
TOTAL SUBCONTRACTOR COST:			\$0.00

D. VEHICLE OPERATIONS

COUNTY VEHICLES	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST	
2.00	4.00	185.00	\$0.580	\$858.00	
STATE VEHICLES	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST	
0.00	0.00	0.00	\$0.285	\$0.00	
NO. OF LEASED VEHICLES	COST PER MONTH	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST
0.00	0.00	0.00	0.00	\$0.285	\$0.00
VEHICLE COST TOTAL:				\$858.00	

E. OTHER ITEMS OF EXPENSE (e.g., communications, IT services)

Description	COST
1	\$0.00
2	\$0.00
3	\$0.00
4	\$0.00
TOTAL SUPPLY COST:	\$0.00

¹Salary rates subject to change due to changes in labor contracts program modifications, cost-of-living adjustments, step increases, classification series, fringe benefits, etc.

²Per federal audit guidelines, this rate cannot be exceeded. However, if your county's internal policy uses a lower rate, that rate may be applied.

Pest Detection GM Trapping Cost:	\$3,998.00
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COMMENTS:

Kings COUNTY DEPARTMENT OF AGRICULTURE
FY 2019-20 Pest Detection Trapping Japanese Beetle (JB) Financial Plan

4/26/19

Green = fillable cells to be completed by the County.
 Purple = subtotals and totals. These contain formulas - **DO NOT MODIFY!**
 Orange = instructions-

A. PERSONNEL¹

1. STAFF - Detection Trappers

<u>Employee Name</u>	<u>Title</u>	<u>HOURS/ DAY</u>	<u>TOTAL WORK DAYS</u>	<u>HOURS</u>
1 Agricultural & Standards Aide	Agricultural & Standards Aide	2.00	22.00	44.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	2.00	22.00	44.00
3		0.00	0.00	0.00
4		0.00	0.00	0.00
Subtotal:				88.00

2. SALARIES - Detection Trappers

		<u>HOURLY RATE w/o BENEFITS</u>	<u>HOURS</u>	<u>SALARY</u>
1 Agricultural & Standards Aide	Agricultural & Standards Aide	\$20.38	44.00	\$897.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	\$20.38	44.00	\$897.00
3		\$0.00	0.00	\$0.00
4		\$0.00	0.00	\$0.00
Subtotal:				\$1,794.00

3. BENEFITS - Detection Trappers

		<u>BENEFIT RATE (%)</u>	<u>SALARY</u>	<u>BENEFIT COST</u>
1 Agricultural & Standards Aide	Agricultural & Standards Aide	40.0000%	\$897.00	\$359.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	40.0000%	\$897.00	\$359.00
3		0.0000%	\$0.00	\$0.00
4		0.0000%	\$0.00	\$0.00
Subtotal:				\$718.00

DETECTION STAFF SUBTOTAL: \$2,512.00

4. STAFF - Non-Detection

<u>Employee Name</u>	<u>Title</u>	<u>HOURS/ DAY</u>	<u>TOTAL WORK DAYS</u>	<u>HOURS</u>
1		0.00	0.00	0.00
2		0.00	0.00	0.00
3		0.00	0.00	0.00
4		0.00	0.00	0.00
Subtotal:				0.00

5. SALARIES - Non-Detection Staff

		<u>HOURLY RATE w/o BENEFITS</u>	<u>HOURS</u>	<u>SALARY</u>
1		\$0.00	0.00	\$0.00
2		\$0.00	0.00	\$0.00
3		\$0.00	0.00	\$0.00
4		\$0.00	0.00	\$0.00
Subtotal:				\$0.00

6. BENEFITS - Non-Detection Staff

		<u>BENEFIT RATE (%)</u>	<u>SALARY</u>	<u>BENEFIT COST</u>
1		0.0000%	\$0.00	\$0.00
2		0.0000%	\$0.00	\$0.00
3		0.0000%	\$0.00	\$0.00
4		0.0000%	\$0.00	\$0.00
Subtotal:				\$0.00

NON-DETECTION STAFF SUBTOTAL: \$0.00

25.00 % Overhead (Not to exceed 25%)

<u>SALARIES</u>	<u>BENEFITS</u>	<u>OVERHEAD COST</u>
\$1,794.00	\$718.00	\$628.00
TOTAL PERSONNEL COST :		\$3,140.00

B. SUPPLIES (Itemized, such as: trapping poles, office supplies, etc.)

Description	COST
1	\$0.00
2	\$0.00
3	\$0.00
4	\$0.00
TOTAL SUPPLY COST:	\$0.00

C. SUBCONTRACTOR

TITLE

	HOURLY RATE	HOURS	COST
1			\$0.00
2			\$0.00
3			\$0.00
4			\$0.00
TOTAL SUBCONTRACTOR COST:			\$0.00

D. VEHICLE OPERATIONS

COUNTY VEHICLES	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST	
0.00	0.00	0.00	\$0.580	\$0.00	
STATE VEHICLES	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST	
0.00	0.00	0.00	\$0.285	\$0.00	
NO. OF LEASED VEHICLES	COST PER MONTH	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST
0.00	0.00	0.00	0.00	\$0.285	\$0.00
VEHICLE COST TOTAL:				\$0.00	

E. OTHER ITEMS OF EXPENSE (e.g., communications, IT services)

Description	COST
1	\$0.00
2	\$0.00
3	\$0.00
4	\$0.00
TOTAL SUPPLY COST:	\$0.00

¹Salary rates subject to change due to changes in labor contracts program modifications, cost-of-living adjustments, step increases, classification series, fringe benefits, etc.
²Per federal audit guidelines, this rate cannot be exceeded. However, if your county's internal policy uses a lower rate, that rate may be applied.

Pest Detection JB Trapping Cost:	\$3,140.00
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COMMENTS:

Kings

COUNTY DEPARTMENT OF AGRICULTURE

FY 2019-20 Pest Detection Trapping Khapra Beetle (KB) Financial Plan

4/26/19

Green = fillable cells to be completed by the County.
 Purple = subtotals and totals. These contain formulas - DO NOT MODIFY!
 Orange = instructions.

A. PERSONNEL¹

1. STAFF - Detection Trappers

Employee Name	Title	HOURS/ DAY	TOTAL WORK DAYS	HOURS
1 Agricultural & Standards Aide	Agricultural & Standards Aide	2.00	11.50	23.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	2.00	11.50	23.00
3 Agricultural & Standards Inspector	Agricultural & Standards Inspector	4.00	11.50	46.00
4		0.00	0.00	0.00
			Subtotal:	92.00

2. SALARIES - Detection Trappers

		HOURLY RATE w/o BENEFITS	HOURS	SALARY
1 Agricultural & Standards Aide	Agricultural & Standards Aide	\$20.38	23.00	\$469.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	\$20.38	23.00	\$469.00
3 Agricultural & Standards Inspector	Agricultural & Standards Inspector	\$34.20	46.00	\$1,573.00
4		\$0.00	0.00	\$0.00
			Subtotal:	\$2,511.00

3. BENEFITS - Detection Trappers

		BENEFIT RATE (%)	SALARY	BENEFIT COST
1 Agricultural & Standards Aide	Agricultural & Standards Aide	40.0000%	\$469.00	\$188.00
2 Agricultural & Standards Aide	Agricultural & Standards Aide	40.0000%	\$469.00	\$188.00
3 Agricultural & Standards Inspector	Agricultural & Standards Inspector	40.0000%	\$1,573.00	\$629.00
4		0.0000%	\$0.00	\$0.00
			Subtotal:	\$1,005.00

DETECTION STAFF SUBTOTAL: \$3,516.00

4. STAFF - Non-Detection

Employee Name	Title	HOURS/ DAY	TOTAL WORK DAYS	HOURS
1		0.00	0.00	0.00
2		0.00	0.00	0.00
3		0.00	0.00	0.00
4		0.00	0.00	0.00
			Subtotal:	0.00

5. SALARIES - Non-Detection Staff

		HOURLY RATE w/o BENEFITS	HOURS	SALARY
1		\$0.00	0.00	\$0.00
2		\$0.00	0.00	\$0.00
3		\$0.00	0.00	\$0.00
4		\$0.00	0.00	\$0.00
			Subtotal:	\$0.00

6. BENEFITS - Non-Detection Staff

		BENEFIT RATE (%)	SALARY	BENEFIT COST
1		0.0000%	\$0.00	\$0.00
2		0.0000%	\$0.00	\$0.00
3		0.0000%	\$0.00	\$0.00
4		0.0000%	\$0.00	\$0.00
			Subtotal:	\$0.00

NON-DETECTION STAFF SUBTOTAL: \$0.00

25.00 % Overhead (Not to exceed 25%)

SALARIES	BENEFITS	OVERHEAD COST
\$2,511.00	\$1,005.00	\$879.00
TOTAL PERSONNEL COST :		\$4,395.00

B. SUPPLIES (Itemized, such as: trapping poles, office supplies, etc.)

Description	COST
1	\$0.00
2	\$0.00
3	\$0.00
4	\$0.00
TOTAL SUPPLY COST:	\$0.00

C. SUBCONTRACTOR

TITLE

	HOURLY RATE	HOURS	COST
1			\$0.00
2			\$0.00
3			\$0.00
4			\$0.00
TOTAL SUBCONTRACTOR COST:			\$0.00

D. VEHICLE OPERATIONS

COUNTY VEHICLES	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST	
		0.00	\$0.580	\$0.00	
STATE VEHICLES	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST	
0.00	0.00	0.00	\$0.285	\$0.00	
NO. OF LEASED VEHICLES	COST PER MONTH	NO. OF USAGE MONTHS	MILEAGE PER VEHICLE PER MONTH	COST PER MILE ²	COST
0.00	0.00	0.00	0.00	\$0.285	\$0.00
VEHICLE COST TOTAL:					\$0.00

E. OTHER ITEMS OF EXPENSE (e.g., communications, IT services)

Description	COST
1	\$0.00
2	\$0.00
3	\$0.00
4	\$0.00
TOTAL SUPPLY COST:	\$0.00

¹Salary rates subject to change due to changes in labor contracts program modifications, cost-of-living adjustments, step increases, classification series, fringe benefits, etc.

²Per federal audit guidelines, this rate cannot be exceeded. However, if your county's internal policy uses a lower rate, that rate may be applied.

Pest Detection KB Trapping Cost:	\$4,395.00
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COMMENTS:

Kings

COUNTY DEPARTMENT OF AGRICULTURE
 FY 2019-20 CalTrap Financial Plan

Green = fillable cells to be completed by the County.
 Purple = subtotals and totals. These contain formulas - **DO NOT MODIFY!**
 Orange = instructions.

A. CALTRAP

DATA CONVERSION MANUAL ENTRY	NO. OF SITES*	COST PER SITE	COST
	0.00	\$1.4000	\$0.00

DATA CONVERSION BULK UPLOAD	NO. OF SITES*	COST PER SITE	COST
	0.00	\$0.6323	\$0.00

IPAD	NO. OF DEVICES	COST PER DEVICE**	COST
	3.00	\$900.00	\$2,700.00

IPAD ACCESSORIES	NO. OF DEVICES	COST PER DEVICE**	COST
	3.00	\$0.00	\$0.00

DATA PLAN	COST PER MONTH	NO. OF USAGE MONTHS	NO. OF DEVICES	COST
	\$20.00	7.00	3.00	\$420.00

INSURANCE/WARRANTY (OPTIONAL)	COST PER MONTH	NO. OF USAGE MONTHS	NO. OF DEVICES	COST
	\$0.00	0.00	3.00	\$0.00

FY 2019-20 CalTrap Cost:	\$3,120.00
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* When requesting reimbursement, this is the number of sites successfully uploaded to CalTrap with confirmation from the database administrator.
 ** This is total cost to include tax and fees. Reimbursement based on actual invoice.

COMMENTS:

State of California
 Department of Food and Agriculture
 Plant Health and Pest Prevention Services
 Pest Detection/Emergency Projects

County: Kings

Fiscal Year: 2019-20

TRAPPING HOURS/YEAR WORKSHEET

Green = fillable cells to be completed by the County.
 Purple = subtotals and totals. These contain formulas - **DO NOT MODIFY!**

TRAPPING SEASON

Trap Type	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
MF												
MP												
CP garden												
CP rural												
CP rural res.												
OF												
ML												
GM												
JB												
KB												

weekly servicings biweekly servicings monthly servicings

Trap Type	# of traps	x	serv/year*	=	serv/year/trap
MF	214	x	13.00	=	2,782
MP	101	x	26.00	=	2,626
CP garden	60	x	13.00	=	780
CP rural	46	x	6.50	=	299
CP rural res.	10	x	6.50	=	65
OF	214	x	13.00	=	2,782
ML	80	x	10.83	=	866
GM	83	x	6.50	=	540
JB	80	x	6.50	=	520
KB	32	x	12.00	=	384
Total:					11,644

NOTE: serv/year*. Insert figure from Servicings per Year sheet, 66_223A.

FF TOTAL:	10,200 (A)	÷	5.98 (B)	=	1,705.68 (C)	x 1.1 (10%)	1,876.24 (D)
GM TOTAL:	540 (A)	÷	6.75 (B)	=	80.00 (C)	x 1.1 (10%)	88.00 (D)
JB TOTAL:	520 (A)	÷	6.50 (B)	=	80.00 (C)	x 1.1 (10%)	88.00 (D)
KB TOTAL:	384 (A)	÷	4.60 (B)	=	83.47 (C)	x 1.1 (10%)	91.81 (D)

- A = Servicings/year/trap - calculated electronically.
- B = Average # of traps serviced per hour - figure entered by person completing work sheet.
- C = Hours/year - calculated electronically.
- D = Hours/year plus 10% - calculated electronically. "D" represents the billable hours for the trapper(s) in the field and is applied to the work plan in the "Detection" section. In addition to the detection trapper hours, the financial plans also cover non-detection (supervisor, administrative, etc.) hours.

**EXHIBIT D
(County Agreement)**

SPECIAL TERMS AND CONDITIONS

1. **Excise Tax**

The State of California is exempt from federal excise taxes and no payment will be made for any taxes levied on employees' wages. The State will pay for any applicable State of California or local sales or use taxes on the services rendered or equipment or parts supplied pursuant to this Agreement. California may pay any applicable sales and use tax imposed by another state.

2. **Settlement of Disputes**

In the event of a dispute, Contractor shall file a "Notice of Dispute" with the CDFA within ten (10) days of discovery of the problem. Such Notice of Dispute shall contain the Agreement number. Within ten (10) days of receipt of such Notice of Dispute, the Agency Secretary, or Designee, shall meet with the Contractor and the CDFA project manager for the purpose of resolving the dispute. The decision of the Agency Secretary or Designee shall be final. In the event of a dispute, the language contained within this Agreement shall prevail over any other language including that of the bid proposal.

3. **Evaluation of Contractor- Consultant Contracts Only**

Per the Department of General Services (DGS), all contracts for consultant services of \$5,000 or more must be evaluated. The Contract/Contraction Evaluation, Form Std. 4, must be prepared by the program within 60 days of the completion of the contract. These evaluations shall remain on file by the Department (in a separate location from the contract file) for a period of 36 months.

4. **Agency Liability**

The Contractor warrants by execution of this Agreement, that no person or selling agency has been employed or retained to solicit or secure this Agreement upon agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the Contractor for the purpose of securing business. For breach or violation of this warranty, the State shall, in addition to other remedies provided by law, have the right to annul this Agreement without liability, paying only for the value of the work actually performed, or otherwise recover the full amount of such commission, percentage, brokerage, or contingent fee.

**EXHIBIT D
(County Agreement)**

5. Potential Subcontractors

If Contractor subcontracts out a portion of the work required by this Agreement, nothing contained in this Agreement or otherwise, shall create any contractual relation between the State and any subcontractors, and no subcontract shall relieve the Contractor of his responsibilities and obligations hereunder. The Contractor agrees to be as fully responsible to the State for the acts and omissions of its subcontractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the Contractor. The Contractor's obligation to pay its subcontractors is an independent obligation from the State's obligation to make payments to the Contractor. As a result, the State shall have no obligation to pay or to enforce the payment of any moneys to any subcontractor.

6. Right To Terminate

The State reserves the right to terminate this agreement subject to 30 days written notice to the Contractor. Contractor may submit a written request to terminate this agreement only if the State should substantially fail to perform its responsibilities as provided herein. However, the agreement can be immediately terminated for cause.

**EXHIBIT E
(County Agreement)**

ADDITIONAL PROVISIONS

CONTRACTS FUNDED BY THE FEDERAL GOVERNMENT

It is mutually understood between the parties that this contract may have been written before ascertaining the availability of congressional appropriation of funds, for the mutual benefit of both parties, in order to avoid program and fiscal delays which would occur if the contract were executed after that determination was made.

This contract is valid and enforceable only if sufficient funds are available to the State by the United State Government for the Fiscal Year(s) 2019-2020 covered by this Agreement for the purposes of the program. In addition, this contract is subject to any additional restrictions, limitations, or conditions enacted by the Congress or any statute enacted by the Congress, which may affect the provisions or funding of this contract in any manner.

It is mutually agreed that if the Congress does not appropriate sufficient funds for the program this contract shall be amended to reflect any reductions in funds.

The Department has the option to void the contract under the 30-day cancellation clause or to amend the contract to reflect any reduction of funds.

The recipient shall comply with the Single Audit Act and the reporting requirements set forth in OMB Circular A-133.

CONTRACT AND SUBCONTRACT COMPLIANCE REQUIREMENTS

The Contractor shall ensure its officers, agents and employees will fully cooperate with any/all investigations conducted by the Department of Food and Agriculture's Equal Employment Opportunity and Human Resources Offices and will require the same of any subcontractors or consultants used pursuant to this agreement.

SUBCONTRACTORS

Contractor shall obtain prior approval from CDFA before hiring subcontractors, consultants or both. The total amount of all subcontracts shall not exceed \$50,000 or 25% of the total amount of the contract, whichever is less, unless the Contractor can provide certified documents that award was made through a competitive bidding process requiring at least three bids from responsible bidders.

All subcontractors identified shall be experts in their respective disciplines and capable of performing the tasks for which they were hired. Subcontractors shall have extensive experience in their area of expertise, with particular emphasis on prior experience on similar programs or projects that clearly illustrate their expertise in areas essential to the CDFA.

**EXHIBIT E
(County Agreement)**

The Contractor must use the Small business and/or Disabled Veterans Business Enterprise (DVBE) subcontractor(s) identified in the Small Business/DVBE Participation Summary submitted with the bid unless the Contractor requests substitution in writing to the CDFA prior to the subcontractor performing any work and the CDFA approves such substitution.

INSURANCE REQUIREMENTS

Contractor shall comply with all requirements outlined in the (1) General Provisions section and (2) Contract Insurance Requirements outlined in this section. No payments will be made under this contract until contractor fully complies with all requirements.

1. General Provisions Applying to All Policies

- a. Coverage Term – Coverage needs to be in force for the complete term of the contract. If insurance expires during the term of the contract, a new certificate must be received by the State at least ten (10) days prior to the expiration of this insurance. Any new insurance must comply with the original contract terms.
- b. Policy Cancellation or Termination & Notice of Non-Renewal – Insurance policies shall contain a provision stating coverage will not be cancelled without 30 days prior written notice to the State. New Certificates of insurance are subject to the approval of the Department of General Services and the Contractor agrees no work or services will be performed prior to obtaining such approval. In the event Contractor fails to keep in effect at all times the specified insurance coverage, the State may, in addition to any other remedies it may have, terminate this contract upon the occurrence of such event, subject to the provisions of this contract.
- c. Premiums, Assessments and Deductibles – Contractor is responsible for any premiums, policy assessments, deductibles or self-insured retentions contained within their insurance program.
- d. Primary clause – Any required insurance contained in this contract shall be primary and not excess or contributory to any other insurance carried by the State.
- e. Insurance Carrier Required Rating – All insurance carriers must carry an AM Best rating of at least an "A-" with a financial category rating of no lower than VI. If the contractor is self-insured for a portion or all of its insurance, documentation of self-insurance must be submitted and approved by the Department of General Services, Office of Risk and Insurance Management.

**EXHIBIT E
(County Agreement)**

- f. **Endorsements** – Any required endorsements requested by the State must be physically attached to all requested certificates of insurance and not substituted by referring to such coverage on the certificate of insurance.
- g. **Inadequate Insurance** – Inadequate or lack of insurance does not negate the contractor's obligation under the contract.
- h. **Use of Subcontractors** – In the case of Contractor's utilization of subcontractors to complete the contracted scope of work, the contractor shall include all subcontractors as insured's under Contractor's insurance or supply evidence of subcontractor's insurance to the State equal to policies, coverages and limits required of the Contractor.

2. Contract Insurance Requirements

Prime Contractor Insurance Requirements

Contractor shall display on an Acord certificate of insurance evidence of the following coverages:

Commercial General Liability Insurance

Contractor shall maintain general liability on an occurrence form with limits not less than \$1,000,000 per occurrence for bodily injury and property damage liability. A "per project aggregate" endorsement is required. The policy shall include coverage for liabilities arising out of premises, operations, independent contractors, products, completed operations, personal and advertising injury, and liability assumed under an insured contract. This insurance shall apply separately to each insured against whom claim is made or suit is brought subject to the Contractor's liability.

The policy must be endorsed to name **The State of California, its officers, agents, employees and servants as additional insureds, but only with respect to work performed under this contract.**

Automobile Liability Insurance

Contractor shall maintain automobile liability insurance for limits not less than \$1,000,000 combined single limit. Such insurance shall cover liability arising out of a motor vehicle including owned, hired, and non-owned motor vehicles. Should the scope of the contract involve transportation of hazardous materials, evidence of an MCS-90 or equivalent is required.

**EXHIBIT E
(County Agreement)**

Workers Compensation Insurance

The Contractor shall have and maintain, for the term of this agreement, workers' compensation insurance and shall furnish to the State a certificate of insurance evidencing workers' compensation insurance and employer's liability presently in effect with limits not less than \$1,000,000 by an insurance carrier licensed to underwrite workers' compensation insurance in California. Such certificate shall include the name of the carrier, policy inception and expiration dates. If the Contractor is self-insured for workers' compensation, a certificate must be presented evidencing Contractor is a qualified self-insurer in the State of California. By signing this agreement, the Contractor hereby warrants that it carries workers' compensation insurance on all of its employees who will be engaged in the performance of this agreement. If staff provided by the Contractor is defined as independent contractors, this clause does not apply.

The insurer waives any right of recovery the insurer may have against the State because of payments the insurer makes for injury or damage arising out of the work done under contract with the State. The waiver of Subrogation or Right to Recover endorsement in favor of the State of California must be attached to certificate.

EXHIBIT F
FEDERAL TERMS AND CONDITIONS

The Recipient and recipients of any subawards under this award, agree to comply with all applicable requirements of all Federal laws, executive orders, regulations, and policies governing this program, including but not limited to 2 CFR 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards. For-profit organizations will be subject to 48 CFR Subpart 31. Recipients are responsible for identifying the federal regulations appropriate to their organization, consistently applying cost principles and ensuring contractors or consultants comply with applicable federal regulations.

1. Civil Rights

The Recipient must comply with civil rights and nondiscrimination standards pursuant to the following:

- A. Civil Rights Act, 42 USC 2000, as implemented at 28 CFR Part 42;
- B. Age Discrimination Act, 42 USC 6101, as implemented at 45 CFR Part 90;
- C. Age Discrimination in Employment Act, 29 USC 621, as implemented at 29 CFR Part 1625;
- D. Title IX of the Education Amendments of 1972, 20 USC 1681, as implemented at 45 CFR Part 86;
- E. Section 504 of the Rehabilitation Act, 29 USC 791, as implemented at 28 CFR Part 41;
- F. Executive Order (EO) 11246; and
- G. Americans with Disabilities Act, (PL 101-366).

2. Labor Standards

The Recipient must comply with labor standards pursuant to the following:

- A. Fair Labor Standards Act, 29 USC 207, as implemented at 29 CFR Part 500-899;
- B. Davis-Bacon Act, 40 USC 3141-3148, as implemented at 29 CFR Parts 1, 3, 5, and 7; and
- C. Contract Work Hours and Safety Standards Act, 40 USC 327, as implemented at 29 CFR Part 5.

3. Environmental Standards

The Recipient must comply with environmental standards pursuant to the following:

- A. Institution of environmental quality control measures under the National Environmental Policy Act of 1969 (PL 91-190) and EO 11514 as implemented at 7 CFR Part 1b.
- B. Notification of violating facilities pursuant to EO 11738;
- C. Protection of wetlands pursuant to EO 11990;
- D. Evaluation of flood hazards in floodplains in accordance with EO 11988;

EXHIBIT F
FEDERAL TERMS AND CONDITIONS

- E. Assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 USC §§1451 *et seq.*);
- F. Conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176 (c) of the Clean Air Act of 1955, as amended (42 USC §§7401 *et seq.*);
- G. Protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (PL 93-523); and,
- H. Protection of endangered species under the Endangered Species Act of 1973, as amended (PL 93-205).

4. Drug-Free Environment

The Recipient must comply with drug-free environment standards pursuant to §5151-5610 of the Drug-Free Workplace Act of 1988, as implemented by 2 CFR 421.

5. Restrictions on Lobbying and Political Activities

The Recipient must comply with lobbying restriction standards pursuant to the Limitations on Use of Appropriated Funds to Influence Certain Federal Contracting and Financial Transactions, 31 USC 1352, as implemented at 2 CFR 418.

6. Officials Not to Benefit

The Recipient must ensure that no member of Congress be admitted to any share or part of this Agreement or to any benefit arising from it, in accordance with 41 USC 22.

7. Trafficking in Persons

The Recipient must comply with the provisions in 2 CFR Part 175, prohibiting trafficking in persons.

8. Intergovernmental Review

The Recipient must comply with intergovernmental review standards pursuant to the following:

- A. Executive Order 12372, as implemented at 7 CFR part 3015, subpart V; and
- B. The Intergovernmental Cooperation Act of 1968, 31 USC 6501.

9. Confidentiality

The Recipient must comply with confidentiality standards pursuant to the following:

- A. Freedom of Information Act, 5 USC 552, as implemented at 7 CFR Part 1; and
- B. Privacy Act, 5 USC 552 (a).

EXHIBIT F
FEDERAL TERMS AND CONDITIONS

10. Conservation in Procurement

The Recipient must comply with procurement standards pursuant to the Resource Conservation and Recovery Act, 42 USC 6962 and EO 12873, as implemented at 40 CFR Part 247.

11. Debarment, Suspension, Criminal or Civil Convictions

The Recipient and its principals must comply with debarment and suspension standards pursuant to the EO 12549, as implemented at 2 CFR 180 and 2 CFR 417.

The Recipient must provide immediate written notice to CDFA if at any time it learns that this certification was erroneous when made or has become erroneous by reason of changed circumstances, and must require recipients of lower-tier covered transactions under this Agreement to similarly certify pursuant to EO 12549, as implemented by 2 CFR 180 and 2 CFR 417.

See <https://www.sam.gov/SAM/> to determine debarment and suspension status.

12. Crimes and Prohibited Activities

The Recipient must comply with crimes and prohibited activities standards pursuant to the following:

- A. Anti-Kickback (Copeland) Act, as implemented at 29 CFR Part 3.1;
- B. False Claims Act, 31 USC 3729; and
- C. Program Fraud Civil Remedies Act, 31 USC 3801-3812.

13. Biosafety in Laboratories

The Recipient must comply with laboratory biosafety standards pursuant to the following the *Biosafety in Microbiological and Biomedical Laboratories*, published jointly by the Centers for Disease Control and the National Institutes of Health.

14. Conflicts of Interest

The Recipient must comply with the conflict of interest standards pursuant to 2 CFR 400.2.

EXHIBIT F
FEDERAL TERMS AND CONDITIONS

15. **Inventions, Patents, Copyrights and Project Results**

A. The Recipient must comply with invention and patent standards pursuant to the following:

1. Patent Rights in Inventions Made with Federal Assistance, 35 USC 202-204, as implemented at 37 CFR Part 401 (Bayh-Dole Act and the Technology Transfer Commercialization Act of 2000) to ensure that inventions made are used in a manner to promote free competition and enterprise without unduly encumbering future research and discovery.
2. The Plant Variety Protection Act, 7 USC 2321 *et seq.*

B. The Recipient may retain title to any invention conceived of or first actually reduced to practice using Federal funds provided Recipient does the following:

1. Reports all subject inventions to CDFA;
2. Makes efforts to commercialize the subject invention through patent or licensing;
3. Formally acknowledges the Federal government's support in all patents that arise from the subject invention; and
4. Formally grants the Federal government and CDFA a limited use license to the subject invention.

C. The Recipient may copyright any publications, data, or other copyrightable works developed using Federal funds provided it provides the Federal government and CDFA a royalty-free, non-exclusive, and irrevocable license to reproduce, publish, or otherwise use the material, and agrees that the Federal government and CDFA may do so in cooperation with other public agencies.

D. The Recipient agrees that the results of this project may be published by the Federal government, CDFA or appropriate contractors or cooperators as mutually agreed.

16. **Care and Use of Laboratory Animals**

The Recipient must comply with the care and use of laboratory animal standards pursuant to the following:

- A. Animal Welfare Act, 7 USC 2131, as implemented at 9 CFR, Sub Chapter A, Parts 1-4; and
- B. Marine Mammal Protection Act, 16 USC 1361-1407.

17. **Fly America Act**

The Recipient must comply with the Fly America Act (49 USC 40118) as implemented at 41 CFR 301-10.131 to 301-10.143.

EXHIBIT F
FEDERAL TERMS AND CONDITIONS

18. **Motor Vehicle Safety**

The Recipient must comply with seat belt use standards pursuant to the following:

- A. Highway Safety Act of 1966 as amended (23 USC 402-403);
- B. Government Organization and Employees Act as amended (5 USC 7902 (c));
- C. Occupational Safety and Health Act of 1970 as amended (29 USC 668); and
- D. Increasing Seat Belt Use in the United States (EO 13043).
- E. Federal Leadership on Reducing Text Messaging While Driving (EO 13513).

19. **All Other Federal Laws**

The Recipient must comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

FOOTNOTES:

1. “Postconsumer recycled-content material” is defined as products that were bought, used, and recycled by consumers. For example, a newspaper that has been purchased, recycled, and used to make another product would be considered postconsumer material.
2. “Product category” refers to one of the categories listed below, into which the reportable purchase is best placed.
3. If the product does not belong in any of the product categories, enter “N/A.” Common “N/A” products include wood products, natural textiles, aggregate, concrete, and electronics such as computers, TV, software on a disk or CD, and telephones.
4. Reused or refurbished products, there is no minimum content requirement. (PCC 12209 (l))

Code	Product Categories	Product Examples <i>Examples are inclusive but are not limited to the individual product.</i>	Minimum Postconsumer Content Requirement
1	Paper Products	Paper janitorial supplies, cartons, wrapping, packaging, file folders, and hanging files, building insulation and panels, corrugated boxes, tissue, and toweling.	30 percent by fiber weight postconsumer fiber.
2	Printing and Writing Papers	Copy, xerographic, watermark, cotton fiber, offset, forms, computer printout paper, white wove envelopes, manila envelopes, book paper, note pads, writing tablets, newsprint, and other uncoated writing papers, posters, index cards, calendars, brochures, reports, magazines, and publications.	30 percent by fiber weight postconsumer fiber.
3	Mulch, Compost, and Co-compost Products	Soil amendments, erosion controls, soil toppings, ground covers, weed suppressants, and organic materials used for water conservation; yard trimmings and wood byproducts that are separated from the municipal solid waste stream or other source of organic materials such as biosolids or other comparable substitutes such as livestock, horse, or other animal manure, food residues or fish processing byproducts; mechanical breakdown of materials.	80 percent recovered material that would otherwise be normally disposed of in a landfill.
4	Glass Products	Windows, test tubes, beakers, laboratory or hospital supplies, fiberglass (insulation), reflective beads, tiles, construction blocks, desktop accessories, flat glass sheets, loose-grain abrasives, deburring media, liquid filter media, and containers.	10 percent postconsumer, by weight.
5	Lubricating Oils	Intended for use in a crankcase, transmission, engine, power steering, gearbox, differential chainsaw, transformer dielectric, fluid, cutting, hydraulic, industrial, or automobile, bus, truck, vessel, plane, train, heavy equipment, or machinery powered by an internal combustion engine.	70 percent re-refined base oil.
6a	Plastic Products	Printer or duplication cartridges, diskette, carpet, office products, plastic lumber, buckets, wastebaskets, containers, benches, tables, fencing, clothing, mats, packaging, signs, posts, binders, sheet, buckets, building products, garden hose, and trays.	10 percent postconsumer, by weight.
6b	Printer or Duplication Cartridges		a. Have 10 percent postconsumer material, or b. Are purchased as remanufactured, or c. Are backed by a vendor-offered program that will take back the printer cartridge after their useful life and ensure that the cartridge is recycled and comply with the definition of recycled as set forth in section Public Contract Code 12156.
7	Paint	Water-based paint, graffiti abatement, interior and exterior, and maintenance.	50 percent postconsumer paint (exceptions when 50 percent postconsumer content is not available or is restricted by a local air quality management district, then 10 percent postconsumer content may be substituted).
8	Antifreeze	Recycled antifreeze, and antifreeze containing a bittering agent or made from polypropylene or other similar non-toxic substance.	70 percent postconsumer material.
9	Tires	Truck and bus tires, and those used on fleet vehicles and passenger cars.	Retreaded: Must use an existing casing that has undergone retreading or recapping process in accordance with Public Resource Code (commencing with section 42400).
10	Tire- Derived Products	Flooring, mats, wheelchair ramps, playground cover, parking bumpers, bullet traps, hoses, bumpers, truck bedliners, pads, walkways, tree ties, road surfacing, wheel chocks, rollers, traffic control products, mudflaps, and posts.	50 percent recycled used tires.
11	Metal	Staplers, paper clips, steel furniture, desks, pedestals, scissors, jacks, rebar, pipe, plumbing fixtures, chairs, ladders, file cabinets, shelving, containers, lockers, sheet metal, girders, building and construction products, bridges, braces, nails, and screws.	10 percent postconsumer material, by weight.

For additional information, please visit www.calrecycle.ca.gov/BuyRecycled/StateAgency/

CCC 04/2017

CERTIFICATION

I, the official named below, CERTIFY UNDER PENALTY OF PERJURY that I am duly authorized to legally bind the prospective Contractor to the clause(s) listed below. This certification is made under the laws of the State of California.

<i>Contractor/Bidder Firm Name (Printed)</i>		<i>Federal ID Number</i>
<i>By (Authorized Signature)</i>		
<i>Printed Name and Title of Person Signing</i>		
<i>Date Executed</i>	<i>Executed in the County of</i>	

CONTRACTOR CERTIFICATION CLAUSES

1. **STATEMENT OF COMPLIANCE:** Contractor has, unless exempted, complied with the nondiscrimination program requirements. (Gov. Code §12990 (a-f) and CCR, Title 2, Section 11102) (Not applicable to public entities.)

2. **DRUG-FREE WORKPLACE REQUIREMENTS:** Contractor will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by taking the following actions:

a. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.

b. Establish a Drug-Free Awareness Program to inform employees about:

- 1) the dangers of drug abuse in the workplace;
- 2) the person's or organization's policy of maintaining a drug-free workplace;
- 3) any available counseling, rehabilitation and employee assistance programs; and,
- 4) penalties that may be imposed upon employees for drug abuse violations.

c. Every employee who works on the proposed Agreement will:

- 1) receive a copy of the company's drug-free workplace policy statement; and,
- 2) agree to abide by the terms of the company's statement as a condition of employment on the Agreement.

Failure to comply with these requirements may result in suspension of payments under the Agreement or termination of the Agreement or both and Contractor may be ineligible for award of any future State agreements if the department determines that any of the following has occurred: the Contractor has made false certification, or violated the

certification by failing to carry out the requirements as noted above. (Gov. Code §8350 et seq.)

3. NATIONAL LABOR RELATIONS BOARD CERTIFICATION: Contractor certifies that no more than one (1) final unappealable finding of contempt of court by a Federal court has been issued against Contractor within the immediately preceding two-year period because of Contractor's failure to comply with an order of a Federal court, which orders Contractor to comply with an order of the National Labor Relations Board. (Pub. Contract Code §10296) (Not applicable to public entities.)

4. CONTRACTS FOR LEGAL SERVICES \$50,000 OR MORE- PRO BONO REQUIREMENT: Contractor hereby certifies that Contractor will comply with the requirements of Section 6072 of the Business and Professions Code, effective January 1, 2003.

Contractor agrees to make a good faith effort to provide a minimum number of hours of pro bono legal services during each year of the contract equal to the lessor of 30 multiplied by the number of full time attorneys in the firm's offices in the State, with the number of hours prorated on an actual day basis for any contract period of less than a full year or 10% of its contract with the State.

Failure to make a good faith effort may be cause for non-renewal of a state contract for legal services, and may be taken into account when determining the award of future contracts with the State for legal services.

5. EXPATRIATE CORPORATIONS: Contractor hereby declares that it is not an expatriate corporation or subsidiary of an expatriate corporation within the meaning of Public Contract Code Section 10286 and 10286.1, and is eligible to contract with the State of California.

6. SWEATFREE CODE OF CONDUCT:

a. All Contractors contracting for the procurement or laundering of apparel, garments or corresponding accessories, or the procurement of equipment, materials, or supplies, other than procurement related to a public works contract, declare under penalty of perjury that no apparel, garments or corresponding accessories, equipment, materials, or supplies furnished to the state pursuant to the contract have been laundered or produced in whole or in part by sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor, or with the benefit of sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor. The contractor further declares under penalty of perjury that they adhere to the Sweatfree Code of Conduct as set forth on the California Department of Industrial Relations website located at www.dir.ca.gov, and Public Contract Code Section 6108.

b. The contractor agrees to cooperate fully in providing reasonable access to the contractor's records, documents, agents or employees, or premises if reasonably required by authorized officials of the contracting agency, the Department of Industrial Relations,

or the Department of Justice to determine the contractor's compliance with the requirements under paragraph (a).

7. DOMESTIC PARTNERS: For contracts of \$100,000 or more, Contractor certifies that Contractor is in compliance with Public Contract Code section 10295.3.

8. GENDER IDENTITY: For contracts of \$100,000 or more, Contractor certifies that Contractor is in compliance with Public Contract Code section 10295.35.

DOING BUSINESS WITH THE STATE OF CALIFORNIA

The following laws apply to persons or entities doing business with the State of California.

1. CONFLICT OF INTEREST: Contractor needs to be aware of the following provisions regarding current or former state employees. If Contractor has any questions on the status of any person rendering services or involved with the Agreement, the awarding agency must be contacted immediately for clarification.

Current State Employees (Pub. Contract Code §10410):

1). No officer or employee shall engage in any employment, activity or enterprise from which the officer or employee receives compensation or has a financial interest and which is sponsored or funded by any state agency, unless the employment, activity or enterprise is required as a condition of regular state employment.

2). No officer or employee shall contract on his or her own behalf as an independent contractor with any state agency to provide goods or services.

Former State Employees (Pub. Contract Code §10411):

1). For the two-year period from the date he or she left state employment, no former state officer or employee may enter into a contract in which he or she engaged in any of the negotiations, transactions, planning, arrangements or any part of the decision-making process relevant to the contract while employed in any capacity by any state agency.

2). For the twelve-month period from the date he or she left state employment, no former state officer or employee may enter into a contract with any state agency if he or she was employed by that state agency in a policy-making position in the same general subject area as the proposed contract within the 12-month period prior to his or her leaving state service.

If Contractor violates any provisions of above paragraphs, such action by Contractor shall render this Agreement void. (Pub. Contract Code §10420)

Members of boards and commissions are exempt from this section if they do not receive payment other than payment of each meeting of the board or commission, payment for preparatory time and payment for per diem. (Pub. Contract Code §10430 (e))

2. LABOR CODE/WORKERS' COMPENSATION: Contractor needs to be aware of the provisions which require every employer to be insured against liability for Worker's Compensation or to undertake self-insurance in accordance with the provisions, and Contractor affirms to comply with such provisions before commencing the performance of the work of this Agreement. (Labor Code Section 3700)

3. AMERICANS WITH DISABILITIES ACT: Contractor assures the State that it complies with the Americans with Disabilities Act (ADA) of 1990, which prohibits discrimination on the basis of disability, as well as all applicable regulations and guidelines issued pursuant to the ADA. (42 U.S.C. 12101 et seq.)

4. CONTRACTOR NAME CHANGE: An amendment is required to change the Contractor's name as listed on this Agreement. Upon receipt of legal documentation of the name change the State will process the amendment. Payment of invoices presented with a new name cannot be paid prior to approval of said amendment.

5. CORPORATE QUALIFICATIONS TO DO BUSINESS IN CALIFORNIA:

a. When agreements are to be performed in the state by corporations, the contracting agencies will be verifying that the contractor is currently qualified to do business in California in order to ensure that all obligations due to the state are fulfilled.

b. "Doing business" is defined in R&TC Section 23101 as actively engaging in any transaction for the purpose of financial or pecuniary gain or profit. Although there are some statutory exceptions to taxation, rarely will a corporate contractor performing within the state not be subject to the franchise tax.

c. Both domestic and foreign corporations (those incorporated outside of California) must be in good standing in order to be qualified to do business in California. Agencies will determine whether a corporation is in good standing by calling the Office of the Secretary of State.

6. RESOLUTION: A county, city, district, or other local public body must provide the State with a copy of a resolution, order, motion, or ordinance of the local governing body which by law has authority to enter into an agreement, authorizing execution of the agreement.

7. AIR OR WATER POLLUTION VIOLATION: Under the State laws, the Contractor shall not be: (1) in violation of any order or resolution not subject to review promulgated by the State Air Resources Board or an air pollution control district; (2) subject to cease and desist order not subject to review issued pursuant to Section 13301 of the Water Code for violation of waste discharge requirements or discharge prohibitions; or (3) finally determined to be in violation of provisions of federal law relating to air or water pollution.

8. PAYEE DATA RECORD FORM STD. 204: This form must be completed by all contractors that are not another state agency or other governmental entity.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Child Support Services – Kimberlee Eggert

SUBJECT: OUT OF STATE TRAVEL REQUEST

SUMMARY:

Overview:

The National Child Support Enforcement Association, (NCSEA), is a nonprofit membership organization representing the child support community. NCSEA's mission is to promote the well-being of children through professional development of its membership, advocacy, and public awareness. NCSEA is sponsoring a 2020 Policy Forum and Training Conference in Washington, D.C. on February 6, 2020 through February 8, 2020.

Recommendation:

Authorize out of state travel for Kimberlee Eggert, Assistant Director of Child Support Services, to attend the 2020 National Child Support Enforcement Association Policy Forum and Training Conference in Washington, D.C., from February 6 through February 8, 2020.

Fiscal Impact:

The cost of this travel is estimated to be \$2,500, and is budgeted in the Department's Adopted Fiscal Year 2019-2020 Budget. Funds expended for Kings County Department of Child Support Services are 100 percent State and federally funded resulting in a net zero cost to the County.

BACKGROUND:

As child support professionals, the department strive to provide the best possible service to the children and families of Kings County. It is through continued education and training that the department will be able to expand and improve upon its programs. As we move into 2020, the NCSEA Policy Forum and Training Conference will address issues regarding many changes that the child support system is facing.

(Cont'd)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

Agenda Item

OUT OF STATE TRAVEL REQUEST

December 10, 2019

Page 2 of 2

The 2020 NCSEA Policy Forum will continue to focus attention on the changing family demographics and many other subjects critical to the future of the child support program. Workshop presentations from experts in child support and human services will identify the key policy issues that the child support program are facing. The 2020 Policy Forum is vital for child support professionals committed to making a positive impact on the child support program.

Staff respectfully requests that your Board approve out of state travel for Kimberlee Eggert to attend the 2020 NCSEA Policy Forum.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: County Counsel – Lee Burdick/Diane Walker Freeman

SUBJECT: LEASE WITH THE KINGS COUNTY WATER DISTRICT

SUMMARY:

Overview:

Authorize the transfer of Kings County People’s Ditch water stock to the Kings County Water District for the 2020 water season.

Recommendation:

Approve the transfer of Kings County People’s Ditch water stock to the Kings County Water District.

Fiscal Impact:

The lease generates revenue to the General Fund within Budget Unit 110900 in the rents and concessions line item account. Funding was included in the County Budget for Fiscal Years 2016-2017, 2017-2018, 2018-2019, 2019-2020, and is proposed to be included in the County Budget for Fiscal Year 2020-2021. The lease conditions are that the County receive the greater of \$80 per acre (the floor), or what the Kings County Water District (KCWD) offers other owners for the stock, if higher. Additionally, KCWD must pay any assessments levied by People’s Ditch on its stockholders that exceeds \$480 (\$12 per acre), thereby guaranteeing a no-loss situation for the County.

BACKGROUND:

Kings County owns 40 acres of water stock in People’s Ditch Company. Since 1984, the County has been leasing the stock on a two or three year term to the Kings County Water District (“KCWD”). The most recent lease, Kings County Lease Agreement No. 267, became effective January 11, 2017 and expires on January 10, 2020.

(Cont’d)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk of the Board

By _____, Deputy.

Agenda Item

LEASE WITH THE KINGS COUNTY WATER DISTRICT

December 10, 2019

Page 2 of 2

In accordance with the terms of the lease, the County shall annually execute a People's Ditch Order for Transfer of Water form in favor of the KCWD. The KCWD then places the water in a pool that becomes available to growers within its service area and requires the water to be used within its service area.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: County Counsel – Lee Burdick/Diane Walker Freeman

SUBJECT: APPOINTMENTS TO THE BOARD OF DIRECTORS OF THE LAKESIDE IRRIGATION WATER DISTRICT

SUMMARY:

Overview:

The Lakeside Irrigation Water District requests the Kings County Board of Supervisors appoint three (3) Directors to its District Board in lieu of election pursuant to Elections Code section 10515.

Recommendation:

Appoint Ralph Alcala as Director for Division 2, Donald Mills as Director for Division 3, and Clinton Church as Director for Division 4, to the Board of Directors of the Lakeside Irrigation Water District.

Fiscal Impact:

None.

BACKGROUND:

Pursuant to Elections Code section 10515, if the number of persons who filed declarations of candidacy for a district office does not exceed the number of offices to be filled, the Board of Supervisors must appoint the candidate in lieu of holding the election. The secretary of the Lakeside Irrigation Water District (“District”) has certified the District is conducting an election for one (1) director for each of its Divisions Two (2), Three (3) and Four (4). The Secretary had further certified that only one (1) person has filed a declaration of candidacy for each of these positions. These persons are incumbents Ralph Alcala, Donald Mills and Clinton Church respectively. Accordingly, the District requests that the Kings County Board of Supervisors appoint these individuals in lieu of election. The appointees will take office at noon on the first Friday in December 2019 in

(Cont’d)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk of the Board

By _____, Deputy.

Agenda Item

APPOINTMENTS TO THE BOARD OF DIRECTORS OF THE LAKESIDE IRRIGATION WATER DISTRICT

December 10, 2019

Page 2 of 2

accordance with Elections Code Section 10554 which provides, “[e]lective officers, elected or appointed pursuant to this part, take office at noon on the first Friday in December next following the general district election. Prior to taking office, each elective officer shall take the official oath and execute any bond required by the principal act.”



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Community Development Agency – Greg Gatzka/Chuck Kinney
SUBJECT: LARGE FORMAT SCANNER REPLACEMENT
SUMMARY:

Overview:

The Community Development Agency together with the Assessor/Clerk Recorder and Public Works Departments request your Board approve the expenditure of funds for the purchase of a Contex IQ Quattro 4400 scanner to replace obsolete equipment.

Recommendation:

Authorize the purchase of a Contex IQ Quattro 4400 scanner.

Fiscal Impact:

The amount of the Contex IQ Quattro 4400 scanner is \$8,598 and will be paid for from the Adopted Fiscal Year 2019-2020 Budget. The purchase will be funded equally in the amount of \$2,866 from the following three budgets 152000, 270000 and 311000.

BACKGROUND:

The Assessor/Clerk Recorder, Community Development Agency, and the Public Works Department utilize a large format scanner to scan large documents which are essential to each of the three departments. The current large format scanner is non-functional, and it is beyond repair. The purchase of a new device allows staff to handle the scanning functions required within each of the three County Departments. A quote has been provided by CDW whom is an approved vendor of Kings County for technology equipment purchases and therefore, the scanner pricing meets all competitive bid requirements. The reason for this Board agenda item is because the Contex IQ Quattro 4400 scanner is over \$5,000 and thus requires Board approval.

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Public Works Department – Kevin McAlister
SUBJECT: IN-LIEU PARCEL MAP 19-06 DEDICATION

SUMMARY:

Overview:

This dedication is required by the Kings County Improvement Standards, Resolution 03-67, adopted by your Board on May 6, 2003.

Recommendation:

Accept the dedication for In-Lieu Parcel Map 19-06 (John Teixeira Farms, Inc.) into the County Maintained Mileage.

Fiscal Impact:

There is no impact to the General Fund by this action. Any future maintenance costs will be borne by the Road Fund.

BACKGROUND:

The owner of the parcel to be subdivided, (John Teixeira Farms, Inc.) was required to dedicate additional right-of-way along the frontage of Flint Avenue as a condition of approval of this land division. This land division is located on Flint Avenue east of 8½ Avenue.

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Public Works Department – Kevin McAlister/Mel Laningham/Duane Cooper

SUBJECT: ROAD DIVISION FREIGHTLINER PURCHASE

SUMMARY:

Overview:

It is requested to purchase a 2021 Freightliner for the Road Division to enable staff to work more efficiently. This is a new piece of equipment will be used to pull belly dump trailers.

Recommendation:

Award the purchase of a truck to Fresno Truck Center.

Fiscal Impact:

The amount of the truck is \$112,514, which is included in the Adopted Fiscal Year (FY) 2019-2020 Budget. The purchase will be from Budget Unit 311000 (Road Construction), Account Number 94000 (Equipment).

BACKGROUND:

This purchase was approved by your Board during Budget FY 2019-2020. The Road Division coordinated with Fleet Division and the Purchasing Division to obtain bids for the purchase of the vehicle. The Fleet Division has received three bids for vehicles. The new truck will allow staff to work on future roads projects without utilizing contracted rented vehicles as much. The life expectancy of this vehicle is 10-15 years.

Fresno Truck Center	\$112,514
Golden State Peterbilt	\$138,512
Pape Kenworth	\$137,663

BOARD ACTION :

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Public Works Department – Kevin McAlister/Mel Laningham/Duane Cooper

SUBJECT: ROAD DIVISION TRAILER PURCHASE

SUMMARY:

Overview:

It is requested to purchase a Lightweight Steel Bottom Dump Trailer for the Road Division to enable staff to work more efficiently. This is a new piece of equipment, which allows more versatility in how the Roads Division operates.

Recommendation:

Award the purchase of a Lightweight Steel Bottom Dump Trailer to American Carrier Equipment.

Fiscal Impact:

The amount of the trailer is \$55,566, which is included in the Adopted Fiscal Year (FY) 2019-2020 Budget. The purchase will be from Budget Unit 311000 (Road Construction), Account Number 94000 (Equipment).

BACKGROUND:

This purchase was approved by your Board during Budget FY 2019-2020. The Road Division coordinated with Fleet Division and the Purchasing Division to obtain bids for the purchase of the trailer. American Carrier Equipment (ACE) is the only company, who has the equipment on hand and will not have to order from a different company. The new trailer will allow staff to have readily available equipment on hand to dump rock and other materials on the road for shoulder work and various roads projects. The life expectancy is 15-20 years on the trailer.

ACE	\$55,566
Pape Kenworth	\$60,009
Pape Kenworth	\$68,095*

*This vendor submitted a quote on an optional trailer.

BOARD ACTION :

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

TO:	Duane Cooper
Company Name	County of Kings
Address1	118275 11th Ave.
City, State Zip	Handford, CA 93230
Phone:	559-852-4383
Fax: Attention:	559-362-3202
Email:	duane.cooper@co.kings.ca.us



2285 E. Date Avenue, Fresno, CA 93706
 559-442-1500 Tel 559-442-3618 Fax
 800-344-2174 Toll-Free
www.americatrailercompany.com

F.O.B.	Fresno, CA	Date	16-Oct-2019
Terms	20% deposit balance due upon receipt	Due Date	
Lead Time	1 - 2 weeks	Team Member	Tom
Quote good for 90 days		P.O. No.	

Item	Description	Price
MODEL/BASE PRICE	ABD111 Lightweight Steel Bottom Dump Year 2020	\$51,400.00
CAPACITY	26 Cubic Yards	incl
WEIGHT	10,200 lbs. +/- 3% (if on Super Singles and Aluminum Wheels)	incl
SUSPENSION	(3) Hutch 9700	incl
SPRINGS	Composite	incl
AXLES	(3) 71.5" track, 22,500lb. Capacity	incl
KING PIN	(1) 2" SAE, welded	incl
LANDING LEGS	N/A	-
TIRES	(12) Duals 11R22.5 Highway Tread	incl
WHEELS	(12)22.5x8.25 Steel wheels for Hub Pilot System	incl
HUBS	Lightweight steel for outboard mounted drums Hub Pilot	incl
DRUMS	16.5 x 7 cast steel for outboard mounted drums	incl
BRAKE SYSTEM	FMVSS 121	incl
ANTI-SKID SYSTEM	Bendix	incl
LIGHTS AND WIRING	FMVSS 108 LED Lights	incl
FENDERS	Black High Impact Plastic	incl
GATE TYPE	Steel Clam Shell	incl
GATE CONTROL	Versa Valves with the base	incl
CYLINDERS	(2) 6" Composite air cylinders	incl
REAR HITCH	Premier 270 shockless	-
STINGER	none	incl
SHED PLATE	Aluminum	incl
PAINT	Standard White urethane enamel	incl
BANGBOARDS	Aluminum	incl

OPTIONS

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NOTES Work will begin when we receive the 20% deposit. Quoted timeline starts after deposit is received.

Above items are guaranteed for one (1) year from the date of delivery on workmanship and materials only. I have read the terms and conditions stated on the attached sheet and agree that those terms and conditions are a part of this agreement as if the same were printed above my signature. The entire agreement is expressed herein in writing and no other terms and conditions, oral or written, are included. This order is not binding on seller until accepted in writing by an authorized representative of seller. I certify that I have read the foregoing agreement in full and agree to sign a security agreement covering this order, by my signature below. Receipt of a filled-in copy of this agreement is hereby acknowledged by purchaser.

EQUIPMENT SUB TOTAL		\$ 51,400.00
QUANTITY	(1)	\$ 51,400.00
FEDERAL EXCISE TAX	12%	\$ -
SALES TAX 7.25%		\$3,735.93
TIRE FEE	(12)	\$ 21.00
DOC FEE	(set) TRAILER	\$ 130.00
ADMIN FEE		\$ 195.00
REGISTRATION	(set) TRAILER	\$ 84.00
TOTAL PER TRAILER(S)		\$ 55,565.93
DEPOSIT 20%		\$ -
BALANCE ON DELIVERY		\$ 55,565.93

Please sign and return if you accept this quote



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Community Development Agency – Greg Gatzka

SUBJECT: MONTHLY REPORT OF THE PLANNING COMMISSION'S ACTIONS

SUMMARY:

Overview:

Monthly report of the Planning Commission's actions.

Recommendation:

Information only. No formal action required.

Fiscal Impact:

None.

BACKGROUND:

At their regular meeting held Monday, December 2, 2019, the Kings County Planning Commission reviewed the following:

ACTIONS AS THE PLANNING COMMISSION

CONDITIONAL USE PERMIT NO. 92-01 (KINGS WASTE AND RECYCLING) - The Commission considered a proposal for a five-year extension of time for CUP 92-01 to continue operating the existing materials Recovery Facility and Transfer Station located at 7803 Hanford-Armona Road, Hanford.

CONDITIONAL USE PERMIT NO. 19-06 (CROWN CASTLE - AT&T) – The Commission considered a proposal to establish a new 18-foot steel pipe monopole within an existing cellular telecommunications facility located at 30776 Utica Avenue, Avenal.

(Cont'd)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk of the Board

By _____, Deputy.

Agenda Item

MONTHLY REPORT OF THE PLANNING COMMISSION'S ACTIONS

December 10, 2019

Page 2 of 2

CONDITONAL USE PERMIT NO. 19-08 (COMPLETE WIRELESS) – The Commission considered a proposal to construct a wireless telecommunication facility with a 144-foot tall monopole in a fenced lease area located at 21551 Fargo Avenue, Lemoore.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 582-3211 EXT 2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: District Attorney – Keith Fagundes/Robert Waggle

SUBJECT: ADVANCED STEP HIRE OF AN EXTRA HELP INVESTIGATIVE ASSISTANT
POSITION AT SALARY RANGE 175.0, STEP 5

SUMMARY:

Overview:

The District Attorney's Office is requesting to extend an offer of employment to Nick Cardaras at Salary Range 175.0, Step 5. Board approval is required to hire at this level, as stated in Personnel Rule 13051.

Recommendation:

Authorize the advance step hire for Nick Cardaras for the Extra Help Investigative Assistant position at Salary Range 175.0, Step 5.

Fiscal Impact:

Sufficient funds were included in the Fiscal Year 2019-2020 Adopted Budget, in Budget Unit 216000, for this position.

BACKGROUND:

The Kings County District Attorney's (DA's) Office is requesting to hire Nick Cardaras at Step 5 of an Extra-Help Investigative Assistant position. Mr. Cardaras currently holds the position of an Extra-Help DA Investigator I classification. Due to the recent passing of Assembly Bill 672 and Government Code Section 21233 that takes effect on January 1, 2020, Mr. Cardaras is resigning the Extra-Help DA Investigator position, and has applied for the non-safety position of Extra-Help Investigative Assistant. Subsequently, the DA's Office offered him an Extra-Help Investigative Assistant position, which is non-safety, and will not conflict with the California Public Employees' Retirement System (CalPERS). The purpose of this request is to ensure compliance with CalPERS and the new legislation, while retaining a valuable and productive employee.

(Cont'd)

BOARD ACTION :

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

Agenda Item

ADVANCED STEP HIRE OF AN EXTRA HELP INVESTIGATIVE ASSISTANT POSITION AT SALARY RANGE 175.0, STEP 5

December 10, 2019

Page 2 of 2

Mr. Cardaras is highly qualified, having over 30 years of law enforcement experience with the Hanford Police Department. He has been employed in an Extra-Help capacity with the DA's Office for nearly three years, demonstrating a positive work ethic, and the motivation to participate and assist however he can. He possesses all of the skills needed by the DA's Office, and is very helpful to the organization in ensuring it continues providing quality service to the community.

If approved, Mr. Cardaras will be primarily responsible for conducting pre-employment background investigations for the office. Additionally, Mr. Cardaras will be responsible for serving subpoenas and summons as well as assisting in the investigation of real-estate fraud investigations, elder abuse, and conducting community outreach. These duties are within the scope of an Investigative Assistant, which is a miscellaneous, non-safety, classification.

Mr. Cardaras is currently at salary range 213.0, Step 1, earning \$28.87 per hour. If approved at salary range 175.0, Step 5, he would be taking a reduction in pay, and earning \$24.14 per hour.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Human Resources – Leslie McCormick Wilson

SUBJECT: SALARY RESOLUTION UPDATE

SUMMARY:

Overview:

Periodically, the Salary Resolution is updated to reflect negotiated Memorandum of Understanding (MOU) agreements with the various bargaining units, classification and compensation changes, and the addition and deletion of positions. This update includes miscellaneous additions/deletions, and classification activity approved by the Board of Supervisors since the last Salary Resolution. This update also includes recommendations related to unrepresented management benefits and recommendations related to the California minimum wage, which changes to \$13 per hour on January 1, 2020.

Recommendation:

- a. Adopt the Salary Resolution which reflects recommended and previously authorized classification, salary and benefit changes; and
- b. Approve salary recommendations effective December 30, 2019, for positions affected by the California \$13 minimum wage increase.

Fiscal Impact:

The fiscal impact from this action is an average of approximately \$237 per year due to changing the reimbursement of professional licenses in the Public Health Department to actual cost. The cost of the 2020 minimum wage increase was included in the current Fiscal Year 2019-2020 Budget, and it affects only positions that are entry-level, or are used solely for extra-help. All other salary and benefit increases were previously approved.

(Cont'd)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk of the Board

By _____, Deputy.

Agenda Item

SALARY RESOLUTION UPDATE

December 10, 2019

Page 2 of 2

BACKGROUND:

The updated Salary Resolution reflects changes previously approved by Board action that are recommended for update in the Salary Resolution today include the following:

- The addition of new Behavioral Health Services Assistant I/II, Peer Support Specialist, Psychiatric Technician I/II, Senior Employment and Training Technician, Staff Support Specialist I/II, Elections Supervisor, Parks and Grounds Supervisor, Assistant Director of Public Health and Registrar of Voters positions.
- The retitling of Print and Mail Operator I/II to Central Services Operator I/II.
- The retitling of Behavioral Health Program Manager to Program Manager, Behavioral Health.
- The retitling of Program Manager to Program Manager, Human Services.
- The salary range change of Central Services Supervisor from range 162.5 (\$3,028 - \$3,695 per month) to range 163.0 (\$3,042 - \$3,713 per month).

Other recommended changes to the Salary Resolution include the following:

- Section II of the document includes a recommended salary range change effective December 30, 2019 for the Community Health Aide I, Department Specialist I, Library Aide, Medical Assistant I, Office Assistant I, Janitor Trainee and Park Aide classifications. The positions are used for extra-help, or, they are the entry level to a classification series. The recommended increase will bring the wage up to the new California minimum wage (\$13 per hour) that takes effect January 1, 2020. December 30, 2019 is the first day of the pay period that will be affected by the new minimum wage.
- Section II also includes removal of the Appraisal Aide I/II/III, Child Support Assistant Trainee, Records and Micrographics Technician I/II; Senior Groundswoker, Records and Information Management Supervisor, Chief Fiscal Officer, Management Analyst I/II/III, and Office Manager positions, which are no longer in use.
- Additionally, at the end of each employee unit in Section II, the details of classification and salary changes approved since the last salary resolution were included for documentation purposes.
- Under Section III, the details of current and recent salaries of the Board of Supervisors, and Chairman, Board of Supervisors were included for documentation purposes, and to reference the controlling documents. Additionally, under Section III, the details of classification and salary changes approved since the last salary resolution were included for documentation purposes.
- Under Section IV of the document, which details special compensation, minor wording changes are recommended to address anticipated increases to the minimum wage.
- Under Section V, it is recommended to remove the maximum amount of reimbursement for required professional licenses in the Public Health Department. The amounts listed in the current Salary Resolution are no longer accurate. The County would continue to reimburse only for professional licenses required of the positions. Removing the maximum would allow the County to reimburse employees for the full cost of the required license without waiting for the amount to be updated in the next Salary Resolution.

All of the changes noted in this agenda item are reflected as strikeouts and bolds within the draft Salary Resolution to highlight where they occur.

KINGS COUNTY

RESOLUTION NUMBER ~~18-069~~ **19-081**

A RESOLUTION FIXING THE COMPENSATION OF OFFICERS AND EMPLOYEES OF KINGS COUNTY

APPROVED BY THE BOARD OF SUPERVISORS ON ~~12/11/2018~~ **12/10/2019**
FOR PAY PERIOD ~~2018-26 (12/03/2018)~~ **2020-02 (12/30/2019)**

WHEREAS, Section 18-4 of the Code of Ordinances of Kings County authorizes that, except as otherwise provided by state law, the compensation of officers and employees shall be established by resolution of the Board of Supervisors;

NOW, THEREFORE, BE IT RESOLVED that this resolution shall be known as "THE SALARY RESOLUTION" and hereby establishes a basic salary plan for payment of all Kings County officers and employees, elective and appointive; that said salary plan provides for a bi-weekly pay period; that the basic pay plan and compensation provisions are applied herein to the several classes or positions as shown in the following sections:

BASIC SALARY SCHEDULE

SECTION I

The following basic monthly salary schedule of five step salary ranges shall apply to all full or part-time employment in the County Service for those positions assigned to salary range:

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
125.0	12.02	12.63	13.28	13.96	14.67	125.0	2083-2543
125.5	12.08	12.69	13.35	14.03	14.74	125.5	2094-2555
126.0	12.14	12.76	13.41	14.10	14.82	126.0	2104-2569
126.5	12.20	12.82	13.48	14.17	14.89	126.5	2115-2581
127.0	12.26	12.89	13.54	14.24	14.97	127.0	2125-2595
127.5	12.32	12.95	13.61	14.31	15.04	127.5	2135-2607
128.0	12.38	13.02	13.68	14.38	15.12	128.0	2146-2621
128.5	12.44	13.09	13.75	14.45	15.20	128.5	2156-2635
129.0	12.50	13.15	13.82	14.52	15.27	129.0	2167-2647
129.5	12.56	13.22	13.89	14.59	15.35	129.5	2177-2661
130.0	12.63	13.28	13.96	14.67	15.42	130.0	2189-2673
130.5	12.69	13.35	14.03	14.74	15.50	130.5	2200-2687
131.0	12.76	13.41	14.10	14.82	15.57	131.0	2212-2699
131.5	12.82	13.48	14.17	14.89	15.65	131.5	2222-2713
132.0	12.89	13.54	14.24	14.97	15.73	132.0	2234-2727
132.5	12.95	13.61	14.31	15.04	15.81	132.5	2245-2740
133.0	13.02	13.68	14.38	15.12	15.89	133.0	2257-2754
133.5	13.09	13.75	14.45	15.20	15.97	133.5	2269-2768
134.0	13.15	13.82	14.52	15.27	16.05	134.0	2279-2782
134.5	13.22	13.89	14.59	15.35	16.13	134.5	2291-2796
135.0	13.28	13.96	14.67	15.42	16.21	135.0	2302-2810
135.5	13.35	14.03	14.74	15.50	16.29	135.5	2314-2824
136.0	13.41	14.10	14.82	15.57	16.37	136.0	2324-2837
136.5	13.48	14.17	14.89	15.65	16.45	136.5	2337-2851
137.0	13.54	14.24	14.97	15.73	16.53	137.0	2347-2865
137.5	13.61	14.31	15.04	15.81	16.61	137.5	2359-2879
138.0	13.68	14.38	15.12	15.89	16.70	138.0	2371-2895
138.5	13.75	14.45	15.20	15.97	16.78	138.5	2383-2909
139.0	13.82	14.52	15.27	16.05	16.87	139.0	2395-2924
139.5	13.89	14.59	15.35	16.13	16.95	139.5	2408-2938
140.0	13.96	14.67	15.42	16.21	17.04	140.0	2420-2954
140.5	14.03	14.74	15.50	16.29	17.13	140.5	2432-2969
141.0	14.10	14.82	15.57	16.37	17.21	141.0	2444-2983
141.5	14.17	14.89	15.65	16.45	17.30	141.5	2456-2999
142.0	14.24	14.97	15.73	16.53	17.38	142.0	2468-3013
142.5	14.31	15.04	15.81	16.61	17.47	142.5	2480-3028
143.0	14.38	15.12	15.89	16.70	17.55	143.0	2493-3042
143.5	14.45	15.20	15.97	16.78	17.64	143.5	2505-3058
144.0	14.52	15.27	16.05	16.87	17.73	144.0	2517-3073
144.5	14.59	15.35	16.13	16.95	17.82	144.5	2529-3089

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
145.0	14.67	15.42	16.21	17.04	17.91	145.0	2543-3104
145.5	14.74	15.50	16.29	17.13	18.00	145.5	2555-3120
146.0	14.82	15.57	16.37	17.21	18.09	146.0	2569-3136
146.5	14.89	15.65	16.45	17.30	18.18	146.5	2581-3151
147.0	14.97	15.73	16.53	17.38	18.27	147.0	2595-3167
147.5	15.04	15.81	16.61	17.47	18.36	147.5	2607-3182
148.0	15.12	15.89	16.70	17.55	18.45	148.0	2621-3198
148.5	15.20	15.97	16.78	17.64	18.54	148.5	2635-3214
149.0	15.27	16.05	16.87	17.73	18.63	149.0	2647-3229
149.5	15.35	16.13	16.95	17.82	18.72	149.5	2661-3245
150.0	15.42	16.21	17.04	17.91	18.82	150.0	2673-3262
150.5	15.50	16.29	17.13	18.00	18.91	150.5	2687-3278
151.0	15.57	16.37	17.21	18.09	19.01	151.0	2699-3295
151.5	15.65	16.45	17.30	18.18	19.11	151.5	2713-3312
152.0	15.73	16.53	17.38	18.27	19.20	152.0	2727-3328
152.5	15.81	16.61	17.47	18.36	19.30	152.5	2740-3345
153.0	15.89	16.70	17.55	18.45	19.39	153.0	2754-3361
153.5	15.97	16.78	17.64	18.54	19.49	153.5	2768-3378
154.0	16.05	16.87	17.73	18.63	19.58	154.0	2782-3394
154.5	16.13	16.95	17.82	18.72	19.68	154.5	2796-3411
155.0	16.21	17.04	17.91	18.82	19.78	155.0	2810-3429
155.5	16.29	17.13	18.00	18.91	19.88	155.5	2824-3446
156.0	16.37	17.21	18.09	19.01	19.98	156.0	2837-3463
156.5	16.45	17.30	18.18	19.11	20.08	156.5	2851-3481
157.0	16.53	17.38	18.27	19.20	20.18	157.0	2865-3498
157.5	16.61	17.47	18.36	19.30	20.28	157.5	2879-3515
158.0	16.70	17.55	18.45	19.39	20.38	158.0	2895-3533
158.5	16.78	17.64	18.54	19.49	20.48	158.5	2909-3550
159.0	16.87	17.73	18.63	19.58	20.58	159.0	2924-3567
159.5	16.95	17.82	18.72	19.68	20.68	159.5	2938-3585
160.0	17.04	17.91	18.82	19.78	20.79	160.0	2954-3604
160.5	17.13	18.00	18.91	19.88	20.89	160.5	2969-3621
161.0	17.21	18.09	19.01	19.98	21.00	161.0	2983-3640
161.5	17.30	18.18	19.11	20.08	21.11	161.5	2999-3659
162.0	17.38	18.27	19.20	20.18	21.21	162.0	3013-3676
162.5	17.47	18.36	19.30	20.28	21.32	162.5	3028-3695
163.0	17.55	18.45	19.39	20.38	21.42	163.0	3042-3713
163.5	17.64	18.54	19.49	20.48	21.53	163.5	3058-3732
164.0	17.73	18.63	19.58	20.58	21.63	164.0	3073-3749
164.5	17.82	18.72	19.68	20.68	21.74	164.5	3089-3768
165.0	17.91	18.82	19.78	20.79	21.85	165.0	3104-3787
165.5	18.00	18.91	19.88	20.89	21.96	165.5	3120-3806

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
166.0	18.09	19.01	19.98	21.00	22.07	166.0	3136-3825
166.5	18.18	19.11	20.08	21.11	22.18	166.5	3151-3845
167.0	18.27	19.20	20.18	21.21	22.29	167.0	3167-3864
167.5	18.36	19.30	20.28	21.32	22.40	167.5	3182-3883
168.0	18.45	19.39	20.38	21.42	22.51	168.0	3198-3902
168.5	18.54	19.49	20.48	21.53	22.62	168.5	3214-3921
169.0	18.63	19.58	20.58	21.63	22.74	169.0	3229-3942
169.5	18.72	19.68	20.68	21.74	22.85	169.5	3245-3961
170.0	18.82	19.78	20.79	21.85	22.97	170.0	3262-3981
170.5	18.91	19.88	20.89	21.96	23.08	170.5	3278-4001
171.0	19.01	19.98	21.00	22.07	23.20	171.0	3295-4021
171.5	19.11	20.08	21.11	22.18	23.32	171.5	3312-4042
172.0	19.20	20.18	21.21	22.29	23.43	172.0	3328-4061
172.5	19.30	20.28	21.32	22.40	23.55	172.5	3345-4082
173.0	19.39	20.38	21.42	22.51	23.66	173.0	3361-4101
173.5	19.49	20.48	21.53	22.62	23.78	173.5	3378-4122
174.0	19.58	20.58	21.63	22.74	23.90	174.0	3394-4143
174.5	19.68	20.68	21.74	22.85	24.02	174.5	3411-4163
175.0	19.78	20.79	21.85	22.97	24.14	175.0	3429-4184
175.5	19.88	20.89	21.96	23.08	24.26	175.5	3446-4205
176.0	19.98	21.00	22.07	23.20	24.38	176.0	3463-4226
176.5	20.08	21.11	22.18	23.32	24.50	176.5	3481-4247
177.0	20.18	21.21	22.29	23.43	24.62	177.0	3498-4267
177.5	20.28	21.32	22.40	23.55	24.74	177.5	3515-4288
178.0	20.38	21.42	22.51	23.66	24.87	178.0	3533-4311
178.5	20.48	21.53	22.62	23.78	24.99	178.5	3550-4332
179.0	20.58	21.63	22.74	23.90	25.12	179.0	3567-4354
179.5	20.68	21.74	22.85	24.02	25.25	179.5	3585-4377
180.0	20.79	21.85	22.97	24.14	25.37	180.0	3604-4397
180.5	20.89	21.96	23.08	24.26	25.50	180.5	3621-4420
181.0	21.00	22.07	23.20	24.38	25.62	181.0	3640-4441
181.5	21.11	22.18	23.32	24.50	25.75	181.5	3659-4463
182.0	21.21	22.29	23.43	24.62	25.88	182.0	3676-4486
182.5	21.32	22.40	23.55	24.74	26.01	182.5	3695-4508
183.0	21.42	22.51	23.66	24.87	26.14	183.0	3713-4531
183.5	21.53	22.62	23.78	24.99	26.27	183.5	3732-4553
184.0	21.63	22.74	23.90	25.12	26.40	184.0	3749-4576
184.5	21.74	22.85	24.02	25.25	26.53	184.5	3768-4599
185.0	21.85	22.97	24.14	25.37	26.66	185.0	3787-4621
185.5	21.96	23.08	24.26	25.50	26.79	185.5	3806-4644
186.0	22.07	23.20	24.38	25.62	26.93	186.0	3825-4668
186.5	22.18	23.32	24.50	25.75	27.06	186.5	3845-4690

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
187.0	22.29	23.43	24.62	25.88	27.20	187.0	3864-4715
187.5	22.40	23.55	24.74	26.01	27.34	187.5	3883-4739
188.0	22.51	23.66	24.87	26.14	27.47	188.0	3902-4761
188.5	22.62	23.78	24.99	26.27	27.61	188.5	3921-4786
189.0	22.74	23.90	25.12	26.40	27.74	189.0	3942-4808
189.5	22.85	24.02	25.25	26.53	27.88	189.5	3961-4833
190.0	22.97	24.14	25.37	26.66	28.02	190.0	3981-4857
190.5	23.08	24.26	25.50	26.79	28.16	190.5	4001-4881
191.0	23.20	24.38	25.62	26.93	28.30	191.0	4021-4905
191.5	23.32	24.50	25.75	27.06	28.44	191.5	4042-4930
192.0	23.43	24.62	25.88	27.20	28.58	192.0	4061-4954
192.5	23.55	24.74	26.01	27.34	28.72	192.5	4082-4978
193.0	23.66	24.87	26.14	27.47	28.87	193.0	4101-5004
193.5	23.78	24.99	26.27	27.61	29.01	193.5	4122-5028
194.0	23.90	25.12	26.40	27.74	29.16	194.0	4143-5054
194.5	24.02	25.25	26.53	27.88	29.31	194.5	4163-5080
195.0	24.14	25.37	26.66	28.02	29.45	195.0	4184-5105
195.5	24.26	25.50	26.79	28.16	29.60	195.5	4205-5131
196.0	24.38	25.62	26.93	28.30	29.74	196.0	4226-5155
196.5	24.50	25.75	27.06	28.44	29.89	196.5	4247-5181
197.0	24.62	25.88	27.20	28.58	30.04	197.0	4267-5207
197.5	24.74	26.01	27.34	28.72	30.19	197.5	4288-5233
198.0	24.87	26.14	27.47	28.87	30.34	198.0	4311-5259
198.5	24.99	26.27	27.61	29.01	30.49	198.5	4332-5285
199.0	25.12	26.40	27.74	29.16	30.64	199.0	4354-5311
199.5	25.25	26.53	27.88	29.31	30.79	199.5	4377-5337
200.0	25.37	26.66	28.02	29.45	30.95	200.0	4397-5365
200.5	25.50	26.79	28.16	29.60	31.10	200.5	4420-5391
201.0	25.62	26.93	28.30	29.74	31.26	201.0	4441-5418
201.5	25.75	27.06	28.44	29.89	31.42	201.5	4463-5446
202.0	25.88	27.20	28.58	30.04	31.57	202.0	4486-5472
202.5	26.01	27.34	28.72	30.19	31.73	202.5	4508-5500
203.0	26.14	27.47	28.87	30.34	31.89	203.0	4531-5528
203.5	26.27	27.61	29.01	30.49	32.05	203.5	4553-5555
204.0	26.40	27.74	29.16	30.64	32.21	204.0	4576-5583
204.5	26.53	27.88	29.31	30.79	32.37	204.5	4599-5611
205.0	26.66	28.02	29.45	30.95	32.53	205.0	4621-5639
205.5	26.79	28.16	29.60	31.10	32.69	205.5	4644-5666
206.0	26.93	28.30	29.74	31.26	32.86	206.0	4668-5696
206.5	27.06	28.44	29.89	31.42	33.02	206.5	4690-5723
207.0	27.20	28.58	30.04	31.57	33.19	207.0	4715-5753
207.5	27.34	28.72	30.19	31.73	33.36	207.5	4739-5782

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
208.0	27.47	28.87	30.34	31.89	33.52	208.0	4761-5810
208.5	27.61	29.01	30.49	32.05	33.69	208.5	4786-5840
209.0	27.74	29.16	30.64	32.21	33.86	209.0	4808-5869
209.5	27.88	29.31	30.79	32.37	34.03	209.5	4833-5899
210.0	28.02	29.45	30.95	32.53	34.20	210.0	4857-5928
210.5	28.16	29.60	31.10	32.69	34.37	210.5	4881-5957
211.0	28.30	29.74	31.26	32.86	34.54	211.0	4905-5987
211.5	28.44	29.89	31.42	33.02	34.71	211.5	4930-6016
212.0	28.58	30.04	31.57	33.19	34.89	212.0	4954-6048
212.5	28.72	30.19	31.73	33.36	35.06	212.5	4978-6077
213.0	28.87	30.34	31.89	33.52	35.24	213.0	5004-6108
213.5	29.01	30.49	32.05	33.69	35.42	213.5	5028-6139
214.0	29.16	30.64	32.21	33.86	35.59	214.0	5054-6169
214.5	29.31	30.79	32.37	34.03	35.77	214.5	5080-6200
215.0	29.45	30.95	32.53	34.20	35.95	215.0	5105-6231
215.5	29.60	31.10	32.69	34.37	36.13	215.5	5131-6263
216.0	29.74	31.26	32.86	34.54	36.31	216.0	5155-6294
216.5	29.89	31.42	33.02	34.71	36.49	216.5	5181-6325
217.0	30.04	31.57	33.19	34.89	36.67	217.0	5207-6356
217.5	30.19	31.73	33.36	35.06	36.85	217.5	5233-6387
218.0	30.34	31.89	33.52	35.24	37.04	218.0	5259-6420
218.5	30.49	32.05	33.69	35.42	37.23	218.5	5285-6453
219.0	30.64	32.21	33.86	35.59	37.41	219.0	5311-6484
219.5	30.79	32.37	34.03	35.77	37.60	219.5	5337-6517
220.0	30.95	32.53	34.20	35.95	37.78	220.0	5365-6549
220.5	31.10	32.69	34.37	36.13	37.97	220.5	5391-6581
221.0	31.26	32.86	34.54	36.31	38.16	221.0	5418-6614
221.5	31.42	33.02	34.71	36.49	38.35	221.5	5446-6647
222.0	31.57	33.19	34.89	36.67	38.54	222.0	5472-6680
222.5	31.73	33.36	35.06	36.85	38.73	222.5	5500-6713
223.0	31.89	33.52	35.24	37.04	38.93	223.0	5528-6748
223.5	32.05	33.69	35.42	37.23	39.12	223.5	5555-6781
224.0	32.21	33.86	35.59	37.41	39.32	224.0	5583-6815
224.5	32.37	34.03	35.77	37.60	39.52	224.5	5611-6850
225.0	32.53	34.20	35.95	37.78	39.71	225.0	5639-6883
225.5	32.69	34.37	36.13	37.97	39.91	225.5	5666-6918
226.0	32.86	34.54	36.31	38.16	40.11	226.0	5696-6952
226.5	33.02	34.71	36.49	38.35	40.31	226.5	5723-6987
227.0	33.19	34.89	36.67	38.54	40.51	227.0	5753-7022
227.5	33.36	35.06	36.85	38.73	40.71	227.5	5782-7056
228.0	33.52	35.24	37.04	38.93	40.92	228.0	5810-7093
228.5	33.69	35.42	37.23	39.12	41.12	228.5	5840-7127

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
229.0	33.86	35.59	37.41	39.32	41.33	229.0	5869-7164
229.5	34.03	35.77	37.60	39.52	41.54	229.5	5899-7200
230.0	34.20	35.95	37.78	39.71	41.74	230.0	5928-7235
230.5	34.37	36.13	37.97	39.91	41.95	230.5	5957-7271
231.0	34.54	36.31	38.16	40.11	42.16	231.0	5987-7308
231.5	34.71	36.49	38.35	40.31	42.37	231.5	6016-7344
232.0	34.89	36.67	38.54	40.51	42.58	232.0	6048-7381
232.5	35.06	36.85	38.73	40.71	42.79	232.5	6077-7417
233.0	35.24	37.04	38.93	40.92	43.01	233.0	6108-7455
233.5	35.42	37.23	39.12	41.12	43.23	233.5	6139-7493
234.0	35.59	37.41	39.32	41.33	43.44	234.0	6169-7530
234.5	35.77	37.60	39.52	41.54	43.66	234.5	6200-7568
235.0	35.95	37.78	39.71	41.74	43.87	235.0	6231-7604
235.5	36.13	37.97	39.91	41.95	44.09	235.5	6263-7642
236.0	36.31	38.16	40.11	42.16	44.31	236.0	6294-7680
236.5	36.49	38.35	40.31	42.37	44.53	236.5	6325-7719
237.0	36.67	38.54	40.51	42.58	44.75	237.0	6356-7757
237.5	36.85	38.73	40.71	42.79	44.97	237.5	6387-7795
238.0	37.04	38.93	40.92	43.01	45.20	238.0	6420-7835
238.5	37.23	39.12	41.12	43.23	45.43	238.5	6453-7875
239.0	37.41	39.32	41.33	43.44	45.65	239.0	6484-7913
239.5	37.60	39.52	41.54	43.66	45.88	239.5	6517-7953
240.0	37.78	39.71	41.74	43.87	46.11	240.0	6549-7992
240.5	37.97	39.91	41.95	44.09	46.34	240.5	6581-8032
241.0	38.16	40.11	42.16	44.31	46.57	241.0	6614-8072
241.5	38.35	40.31	42.37	44.53	46.80	241.5	6647-8112
242.0	38.54	40.51	42.58	44.75	47.04	242.0	6680-8154
242.5	38.73	40.71	42.79	44.97	47.28	242.5	6713-8195
243.0	38.93	40.92	43.01	45.20	47.51	243.0	6748-8235
243.5	39.12	41.12	43.23	45.43	47.75	243.5	6781-8277
244.0	39.32	41.33	43.44	45.65	47.99	244.0	6815-8318
244.5	39.52	41.54	43.66	45.88	48.23	244.5	6850-8360
245.0	39.71	41.74	43.87	46.11	48.47	245.0	6883-8401
245.5	39.91	41.95	44.09	46.34	48.71	245.5	6918-8443
246.0	40.11	42.16	44.31	46.57	48.95	246.0	6952-8485
246.5	40.31	42.37	44.53	46.80	49.19	246.5	6987-8526
247.0	40.51	42.58	44.75	47.04	49.44	247.0	7022-8570
247.5	40.71	42.79	44.97	47.28	49.69	247.5	7056-8613
248.0	40.92	43.01	45.20	47.51	49.93	248.0	7093-8655
248.5	41.12	43.23	45.43	47.75	50.18	248.5	7127-8698
249.0	41.33	43.44	45.65	47.99	50.43	249.0	7164-8741
249.5	41.54	43.66	45.88	48.23	50.68	249.5	7200-8785

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
250.0	41.74	43.87	46.11	48.47	50.93	250.0	7235-8828
250.5	41.95	44.09	46.34	48.71	51.18	250.5	7271-8871
251.0	42.16	44.31	46.57	48.95	51.44	251.0	7308-8916
251.5	42.37	44.53	46.80	49.19	51.70	251.5	7344-8961
252.0	42.58	44.75	47.04	49.44	51.95	252.0	7381-9005
252.5	42.79	44.97	47.28	49.69	52.21	252.5	7417-9050
253.0	43.01	45.20	47.51	49.93	52.47	253.0	7455-9095
253.5	43.23	45.43	47.75	50.18	52.73	253.5	7493-9140
254.0	43.44	45.65	47.99	50.43	52.99	254.0	7530-9185
254.5	43.66	45.88	48.23	50.68	53.25	254.5	7568-9230
255.0	43.87	46.11	48.47	50.93	53.52	255.0	7604-9277
255.5	44.09	46.34	48.71	51.18	53.79	255.5	7642-9324
256.0	44.31	46.57	48.95	51.44	54.06	256.0	7680-9370
256.5	44.53	46.80	49.19	51.70	54.33	256.5	7719-9417
257.0	44.75	47.04	49.44	51.95	54.60	257.0	7757-9464
257.5	44.97	47.28	49.69	52.21	54.87	257.5	7795-9511
258.0	45.20	47.51	49.93	52.47	55.15	258.0	7835-9559
258.5	45.43	47.75	50.18	52.73	55.43	258.5	7875-9608
259.0	45.65	47.99	50.43	52.99	55.70	259.0	7913-9655
259.5	45.88	48.23	50.68	53.25	55.98	259.5	7953-9703
260.0	46.11	48.47	50.93	53.52	56.26	260.0	7992-9752
260.5	46.34	48.71	51.18	53.79	56.54	260.5	8032-9800
261.0	46.57	48.95	51.44	54.06	56.82	261.0	8072-9849
261.5	46.80	49.19	51.70	54.33	57.10	261.5	8112-9897
262.0	47.04	49.44	51.95	54.60	57.39	262.0	8154-9948
262.5	47.28	49.69	52.21	54.87	57.68	262.5	8195-9998
263.0	47.51	49.93	52.47	55.15	57.96	263.0	8235-10046
263.5	47.75	50.18	52.73	55.43	58.25	263.5	8277-10097
264.0	47.99	50.43	52.99	55.70	58.54	264.0	8318-10147
264.5	48.23	50.68	53.25	55.98	58.83	264.5	8360-10197
265.0	48.47	50.93	53.52	56.26	59.13	265.0	8401-10249
265.5	48.71	51.18	53.79	56.54	59.43	265.5	8443-10301
266.0	48.95	51.44	54.06	56.82	59.72	266.0	8485-10351
266.5	49.19	51.70	54.33	57.10	60.02	266.5	8526-10403
267.0	49.44	51.95	54.60	57.39	60.32	267.0	8570-10455
267.5	49.69	52.21	54.87	57.68	60.62	267.5	8613-10507
268.0	49.93	52.47	55.15	57.96	60.92	268.0	8655-10559
268.5	50.18	52.73	55.43	58.25	61.22	268.5	8698-10611
269.0	50.43	52.99	55.70	58.54	61.53	269.0	8741-10665
269.5	50.68	53.25	55.98	58.83	61.84	269.5	8785-10719
270.0	50.93	53.52	56.26	59.13	62.15	270.0	8828-10773
270.5	51.18	53.79	56.54	59.43	62.46	270.5	8871-10826

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
271.0	51.44	54.06	56.82	59.72	62.77	271.0	8916-10880
271.5	51.70	54.33	57.10	60.02	63.08	271.5	8961-10934
272.0	51.95	54.60	57.39	60.32	63.40	272.0	9005-10989
272.5	52.21	54.87	57.68	60.62	63.72	272.5	9050-11045
273.0	52.47	55.15	57.96	60.92	64.03	273.0	9095-11099
273.5	52.73	55.43	58.25	61.22	64.35	273.5	9140-11154
274.0	52.99	55.70	58.54	61.53	64.67	274.0	9185-11209
274.5	53.25	55.98	58.83	61.84	64.99	274.5	9230-11265
275.0	53.52	56.26	59.13	62.15	65.32	275.0	9277-11322
275.5	53.79	56.54	59.43	62.46	65.65	275.5	9324-11379
276.0	54.06	56.82	59.72	62.77	65.97	276.0	9370-11435
276.5	54.33	57.10	60.02	63.08	66.30	276.5	9417-11492
277.0	54.60	57.39	60.32	63.40	66.63	277.0	9464-11549
277.5	54.87	57.68	60.62	63.72	66.96	277.5	9511-11606
278.0	55.15	57.96	60.92	64.03	67.30	278.0	9559-11665
278.5	55.43	58.25	61.22	64.35	67.64	278.5	9608-11724
279.0	55.70	58.54	61.53	64.67	67.97	279.0	9655-11781
279.5	55.98	58.83	61.84	64.99	68.31	279.5	9703-11840
280.0	56.26	59.13	62.15	65.32	68.65	280.0	9752-11899
280.5	56.54	59.43	62.46	65.65	68.99	280.5	9800-11958
281.0	56.82	59.72	62.77	65.97	69.34	281.0	9849-12019
281.5	57.10	60.02	63.08	66.30	69.69	281.5	9897-12080
282.0	57.39	60.32	63.40	66.63	70.03	282.0	9948-12139
282.5	57.68	60.62	63.72	66.96	70.38	282.5	9998-12199
283.0	57.96	60.92	64.03	67.30	70.73	283.0	10046-12260
283.5	58.25	61.22	64.35	67.64	71.08	283.5	10097-12321
284.0	58.54	61.53	64.67	67.97	71.44	284.0	10147-12383
284.5	58.83	61.84	64.99	68.31	71.80	284.5	10197-12445
285.0	59.13	62.15	65.32	68.65	72.15	285.0	10249-12506
285.5	59.43	62.46	65.65	68.99	72.51	285.5	10301-12568
286.0	59.72	62.77	65.97	69.34	72.87	286.0	10351-12631
286.5	60.02	63.08	66.30	69.69	73.23	286.5	10403-12693
287.0	60.32	63.40	66.63	70.03	73.60	287.0	10455-12757
287.5	60.62	63.72	66.96	70.38	73.97	287.5	10507-12821
288.0	60.92	64.03	67.30	70.73	74.34	288.0	10559-12886
288.5	61.22	64.35	67.64	71.08	74.71	288.5	10611-12950
289.0	61.53	64.67	67.97	71.44	75.08	289.0	10665-13014
289.5	61.84	64.99	68.31	71.80	75.46	289.5	10719-13080
290.0	62.15	65.32	68.65	72.15	75.83	290.0	10773-13144
290.5	62.46	65.65	68.99	72.51	76.21	290.5	10826-13210
291.0	62.77	65.97	69.34	72.87	76.59	291.0	10880-13276
291.5	63.08	66.30	69.69	73.23	76.97	291.5	10934-13341

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
292.0	63.40	66.63	70.03	73.60	77.36	292.0	10989-13409
292.5	63.72	66.96	70.38	73.97	77.75	292.5	11045-13477
293.0	64.03	67.30	70.73	74.34	78.13	293.0	11099-13543
293.5	64.35	67.64	71.08	74.71	78.52	293.5	11154-13610
294.0	64.67	67.97	71.44	75.08	78.91	294.0	11209-13678
294.5	64.99	68.31	71.80	75.46	79.30	294.5	11265-13745
295.0	65.32	68.65	72.15	75.83	79.70	295.0	11322-13815
295.5	65.65	68.99	72.51	76.21	80.10	295.5	11379-13884
296.0	65.97	69.34	72.87	76.59	80.50	296.0	11435-13953
296.5	66.30	69.69	73.23	76.97	80.90	296.5	11492-14023
297.0	66.63	70.03	73.60	77.36	81.31	297.0	11549-14094
297.5	66.96	70.38	73.97	77.75	81.72	297.5	11606-14165
298.0	67.30	70.73	74.34	78.13	82.12	298.0	11665-14234
298.5	67.64	71.08	74.71	78.52	82.53	298.5	11724-14305
299.0	67.97	71.44	75.08	78.91	82.94	299.0	11781-14376
299.5	68.31	71.80	75.46	79.30	83.35	299.5	11840-14447
300.0	68.65	72.15	75.83	79.70	83.77	300.0	11899-14520
300.5	68.99	72.51	76.21	80.10	84.19	300.5	11958-14593
301.0	69.34	72.87	76.59	80.50	84.61	301.0	12019-14666
301.5	69.69	73.23	76.97	80.90	85.03	301.5	12080-14739
302.0	70.03	73.60	77.36	81.31	85.46	302.0	12139-14813
302.5	70.38	73.97	77.75	81.72	85.89	302.5	12199-14888
303.0	70.73	74.34	78.13	82.12	86.31	303.0	12260-14960
303.5	71.08	74.71	78.52	82.53	86.74	303.5	12321-15035
304.0	71.44	75.08	78.91	82.94	87.17	304.0	12383-15109
304.5	71.80	75.46	79.30	83.35	87.61	304.5	12445-15186
305.0	72.15	75.83	79.70	83.77	88.04	305.0	12506-15260
305.5	72.51	76.21	80.10	84.19	88.48	305.5	12568-15337
306.0	72.87	76.59	80.50	84.61	88.92	306.0	12631-15413
306.5	73.23	76.97	80.90	85.03	89.36	306.5	12693-15489
307.0	73.60	77.36	81.31	85.46	89.81	307.0	12757-15567
307.5	73.97	77.75	81.72	85.89	90.26	307.5	12821-15645
308.0	74.34	78.13	82.12	86.31	90.71	308.0	12886-15723
308.5	74.71	78.52	82.53	86.74	91.16	308.5	12950-15801
309.0	75.08	78.91	82.94	87.17	91.62	309.0	13014-15881
309.5	75.46	79.30	83.35	87.61	92.08	309.5	13080-15961
310.0	75.83	79.70	83.77	88.04	92.54	310.0	13144-16040
310.5	76.21	80.10	84.19	88.48	93.00	310.5	13210-16120
311.0	76.59	80.50	84.61	88.92	93.47	311.0	13276-16201

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	Effective Salary Range Number	7/2/2018 Approx. Monthly Salary
C06	Account Clerk I	136.5	2337-2851
C05	Account Clerk II	146.5	2581-3151
C04	Account Clerk III	156.5	2851-3481
B13	Accountant I	202.0	4486-5472
B02	Accountant II	212.0	4954-6048
C85	Accounting Assistant	162.0	3013-3676
E57	Accounting Specialist – Treasury Ops	202.0	4486-5472
E03	Accounting Technician	172.0	3328-4061
N02	Ag & Standards Aide	158.0	2895-3533
N04	Ag & Standards Inspector I	180.0	3604-4397
N03	Ag & Standards Inspector II	195.0	4184-5105
N05	Ag & Standards Inspector III	210.0	4857-5928
N33	Ag Computer Systems Coordinator	198.0	4311-5259
N16	Ag Research Assistant	171.0	3295-4021
N14	Animal Control Officer I	151.0	2699-3295
N13	Animal Control Officer II	161.0	2983-3640
N20	Animal Control Officer III	171.0	3295-4021
N31	Animal Services Outreach Coordinator	170.5	3278-4001
N37	Animal Shelter Technician I	141.0	2444-2983
N36	Animal Shelter Technician II	151.0	2699-3295
C44	Appraisal Aide I	138.0	2371-2895
C45	Appraisal Aide II	148.0	2621-3198
C47	Appraisal Aide III	162.0	3013-3676
B19	Appraiser I	179.0	3567-4354
B18	Appraiser II	194.0	4143-5054
B31	Appraiser III	208.0	4761-5810
E71	Assessment Specialist I	148.0	2621-3198
E72	Assessment Specialist II	158.0	2895-3533
E73	Assessment Specialist III	168.0	3198-3902
B17	Auditor-Appraiser I	185.0	3787-4621
B16	Auditor-Appraiser II	200.0	4397-5365
B34	Auditor-Appraiser III	215.0	5105-6231
P78	Behavioral Health Services Assistant I*	146.5	2581-3151
P79	Behavioral Health Services Assistant II*	156.5	2851-3481
E05	Building & Planning Aide I	151.5	2713-3312
E06	Building & Planning Aide II	170.5	3278-4001
N07	Building Inspector I	187.5	3883-4739
N17	Building Inspector II	197.5	4288-5233
N08	Building Inspector III	207.5	4739-5782
N09	Building Inspector IV	217.5	5233-6387
B90	Business Applications Specialist	214.0	5054-6169
E22	Cadastral G.I.S. Technician I	174.0	3394-4143
E28	Cadastral G.I.S. Technician II	184.0	3749-4576
E29	Cadastral G.I.S. Technician III	199.0	4354-5311
P94	Case Review Officer	221.0	5418-6614
C30	Central Services Operator I*	142.5	2480-3028
C31	Central Services Operator II*	152.5	2740-3345

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
H47	CHI Case Manager	162.5	3028-3695
I07	Child Health Counselor	157.0	2865-3498
P47	Child Support Assistant	145.5	2555-3120
P46	Child Support Assistant Trainee	125.5	2094-2555
P45	Child Support Specialist I	155.5	2824-3446
P27	Child Support Specialist II	165.5	3120-3806
P26	Child Support Specialist III	175.5	3446-4205
C48	Children's Medical Services Worker	157.0	2865-3498
C72	Clerk-Recorder Specialist I	145.5	2555-3120
C71	Clerk-Recorder Specialist II	155.5	2824-3446
C70	Clerk-Recorder Specialist III	165.5	3120-3806
H25	Clinical Laboratory Technologist	196.5	4247-5181
E45	Code Compliance Specialist I	187.5	3883-4739
E44	Code Compliance Specialist II	197.5	4288-5233
E41	Code Compliance Specialist III	207.5	4739-5782
C65	Collections Assistant	162.0	3013-3676
C61	Collector-Tax	172.0	3328-4061
I01	Community Health Aide I*	128.0	2146-2621 133.0 2257-2754
I02	Community Health Aide II	138.0	2371-2895
I04	Community Health Aide III	148.0	2621-3198
E67	Community Outreach Specialist	185.5	3806-4644
B80	Computer Forensics Specialist I	194.0	4143-5054
B79	Computer Forensics Specialist II	209.0	4808-5869
B60	Computer Support Technician I	185.0	3787-4621
B59	Computer Support Technician II	195.0	4184-5105
H06	County Health Nurse I	207.0	4715-5753
H05	County Health Nurse II	217.0	5207-6356
E13	County Surveyor	233.0	6108-7455
B94	Crime Data Analyst	214.0	5054-6169
B88	Database Administrator	247.5	7056-8613
B93	Database Analyst I	208.5	4786-5840
B92	Database Analyst II	223.5	5555-6781
B91	Database Analyst III	233.5	6139-7493
C83	Department Specialist I*	130.5	2200-2687 133.0 2257-2754
C82	Department Specialist II	140.5	2432-2969
C81	Department Specialist III	150.5	2687-3278
P40	Deputy Public Guardian	187.0	3864-4715
M26	Deputy Sheriff Cadet	179.0	3567-4354
H28	Dietitian	202.0	4486-5472
C26	Elections Specialist I	149.0	2647-3229
C25	Elections Specialist II	159.0	2924-3567
C24	Elections Specialist III	169.0	3229-3942
E51	Electronic Monitoring Technician	169.0	3229-3942

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
P16	Eligibility Worker I	155.0	2810-3429
P17	Eligibility Worker II	165.0	3104-3787
P32	Eligibility Worker III	175.0	3429-4184
E14	Emergency Dispatch Training Officer	200.0	4397-5365
E38	Emergency Dispatcher I	170.0	3262-3981
E37	Emergency Dispatcher II	180.0	3604-4397
C99	Emergency Services Specialist	155.0	2810-3429
P65	Employment & Training Technician I	166.0	3136-3825
P22	Employment & Training Technician II	176.0	3463-4226
P07	Employment & Training Worker I	166.0	3136-3825
P08	Employment & Training Worker II	176.0	3463-4226
P09	Employment & Training Worker III	186.0	3825-4668
E08	Engineer I (Civil)	208.5	4786-5840
E09	Engineer II (Civil)	223.5	5555-6781
E10	Engineer III (Civil)	233.5	6139-7493
E17	Engineering Technician I	180.5	3621-4420
E18	Engineering Technician II	196.0	4226-5155
N12	Environmental Health Officer I	187.0	3864-4715
N11	Environmental Health Officer II	197.0	4267-5207
N19	Environmental Health Officer III	207.0	4715-5753
N10	Environmental Health Officer IV	217.0	5207-6356
M24	Evidence Technician	175.0	3429-4184
P56	Family Resource Assistant	153.0	2754-3361
P57	Family Resource Coordinator	173.0	3361-4101
E62	Finance Specialist	185.0	3787-4621
M48	Fingerprint Technician I	165.0	3104-3787
M47	Fingerprint Technician II	175.0	3429-4184
K25	Fire Equipment Supply Specialist	181.0	3640-4441
K26	Fire Equipment Supply Trainee	161.0	2983-3640
E47	First 5 Resource Specialist	163.0	3042-3713
E31	Fiscal Specialist I	182.0	3676-4486
E27	Fiscal Specialist II	192.0	4061-4954
E26	Fiscal Specialist III	202.0	4486-5472
S05	Fleet Service Attendant	143.5	2505-3058
E64	G.I.S. Specialist I	183.0	3713-4531
E63	G.I.S. Specialist II	199.0	4354-5311
H15	Health Educator	189.0	3942-4808
C53	Investigative Assistant	175.0	3429-4184

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
K21	Jail Cook	156.5	2851-3481
K20	Jail Cook Trainee	136.5	2337-2851
C86	Juvenile Center Support Clerk	144.0	2517-3073
P35	Juvenile Corrections Officer I	169.0	3229-3942
P36	Juvenile Corrections Officer II	179.0	3567-4354
P39	Juvenile Corrections Officer III	189.0	3942-4808
N00	Kennelworker	141.0	2444-2983
I03	Laboratory Assistant I	140.0	2420-2954
I10	Laboratory Assistant II	150.0	2673-3262
I11	Laboratory Assistant III	160.0	2954-3604
B48	Law Librarian/Small Claims Advisor	163.0	3042-3713
C57	Legal Clerk I	143.0	2493-3042
C58	Legal Clerk II	153.0	2754-3361
C59	Legal Clerk III	158.0	2895-3533
C50	Legal Secretary	163.0	3042-3713
B21	Librarian I	188.0	3902-4761
B20	Librarian II	198.0	4311-5259
B24	Librarian III	208.0	4761-5810
B39	Library Aide *	125.0	2083-2543 133.0 2257-2754
B36	Library Assistant I	137.5	2359-2879
B37	Library Assistant II	147.5	2607-3182
B38	Library Assistant III	157.5	2879-3515
B65	Library Technology Specialist I	185.0	3787-4621
B61	Library Technology Specialist II	195.0	4184-5105
P79	Licensed Clinical Social Worker	226.0	5696-6952
P93	Licensed Mental Health Clinician	226.0	5696-6952
H49	Licensed Vocational Nurse I	177.0	3498-4267
H48	Licensed Vocational Nurse II	187.0	3864-4715
H36	Medical Assistant I*	130.5	2200-2687 133.0 2257-2754
H31	Medical Assistant II	140.5	2432-2969
C98	Medical Billing Clerk I	152.5	2740-3345
C97	Medical Billing Clerk II	162.5	3028-3695
H22	Microbiologist	225.0	5639-6883
H19	Microbiologist Trainee	207.0	4715-5753
B53	Network Analyst I	208.5	4786-5840
B54	Network Analyst II	223.5	5555-6781
B52	Network Analyst III	233.5	6139-7493
H42	Nutrition Educator	182.0	3676-4486
H38	Occupational Therapist	233.0	6108-7455

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>	
C10	Office Assistant I*	129.0	2167-2647	133.0 2257-2754
C09	Office Assistant II	139.0	2395-2924	
C08	Office Assistant III	149.0	2647-3229	
B27	Office Systems Analyst I	208.5	4786-5840	
B28	Office Systems Analyst II	223.5	5555-6781	
B23	Office Systems Analyst III	233.5	6139-7493	
C64	Paralegal	176.0	3463-4226	
P73	Peer Support Specialist*	133.0	2257-2754	
E39	Permit Technician I	167.5	3182-3883	
E40	Permit Technician II	177.5	3515-4288	
E46	Permit Technician III	187.5	3883-4739	
H40	Physical Therapist	233.0	6108-7455	
E04	Planner I	189.5	3961-4833	
E16	Planner II	204.5	4599-5611	
E21	Planner III	214.5	5080-6200	
B55	Prevention Coordinator	201.0	4441-5418	
C30	Print and Mail Operator I	142.5	2480-3028	
C31	Print and Mail Operator II	152.5	2740-3345	
P31	Probation Aide	167.0	3167-3864	
P30	Process Server	149.0	2647-3229	
B06	Programmer Analyst I	208.5	4786-5840	
B05	Programmer Analyst II	223.5	5555-6781	
B11	Programmer Analyst III	233.5	6139-7493	
P59	Psychiatric Technician I*	166.5	3151-3845	
P58	Psychiatric Technician II*	176.5	3481-4247	
E32	Public Guardian Accounting Technician	172.0	3328-4061	
C87	Public Guardian/Vet Svcs Case Wkr	154.5	2796-3411	
P90	Public Health Emergency Planner	209.0	4808-5869	
H02	Public Health Nurse I	222.0	5472-6680	
H01	Public Health Nurse II	232.0	6048-7381	
E55	Purchasing Assistant	162.0	3013-3676	
E68	Quality Assurance Specialist	183.0	3713-4531	
B95	Radio Communications Programmer	234.5	6200-7568	
C74	Records & Micrographics Tech I	137.5	2359-2879	
C73	Records & Micrographics Tech II	147.5	2607-3182	
P88	Recovery Support Coordinator I	176.0	3463-4226	
P87	Recovery Support Coordinator II	186.0	3825-4668	
P86	Recovery Support Coordinator III	196.0	4226-5155	
H27	Registered Dietitian	217.0	5207-6356	
N32	Registered Veterinary Technician	170.5	3278-4001	
E52	Right of Way Agent	214.0	5054-6169	
M30	Security Officer	144.5	2529-3089	
P63	Senior Employment & Training Technician*	186.0	3825-4668	
H16	Senior Health Educator	202.0	4486-5472	
B51	Senior Network Analyst	243.5	6781-8277	

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
B14	Senior Office Systems Analyst	243.5	6781-8277
E34	Senior Planner	229.0	5869-7164
B04	Senior Programmer Analyst	244.5	6850-8360
P52	Senior Social Service Worker	201.0	4441-5418
P23	Senior Veterans Service Rep	176.5	3481-4247
C13	Sheriff Records Clerk I	156.0	2837-3463
C14	Sheriff Records Clerk II	166.0	3136-3825
C16	Sheriff Records Clerk III	176.0	3463-4226
M45	Sheriff's Investigative Assistant	175.0	3429-4184
P81	Social Service Practitioner - CPS	216.0	5155-6294
P14	Social Service Worker I	176.0	3463-4226
P13	Social Service Worker II	186.0	3825-4668
P12	Social Service Worker III	196.0	4226-5155
P84	Social Service Worker I - CPS	186.0	3825-4668
P83	Social Service Worker II - CPS	196.0	4226-5155
P82	Social Service Worker III - CPS	206.0	4668-5696
P76	Social Services Assistant I	146.5	2581-3151
P75	Social Services Assistant II	156.5	2851-3481
H55	Staff Nurse	207.0	4715-5753
C100	Staff Support Specialist I*	174.0	3394-4143
C101	Staff Support Specialist II*	184.0	3749-4576
C07	Support Services Specialist	177.0	3498-4267
B68	System Support Specialist	177.0	3498-4267
P92	Unlicensed Mental Health Clinician	216.0	5155-6294
P24	Veterans' Service Representative I	156.5	2851-3481
P25	Veterans' Service Representative II	166.5	3151-3845
P21	Victim/Witness Advocate I	154.0	2782-3394
P19	Victim/Witness Advocate II	164.0	3073-3749
P38	Welfare Fraud Investigator I	190.0	3981-4857
P37	Welfare Fraud Investigator II	200.0	4397-5365
P33	Welfare Fraud Investigator III	205.0	4621-5639
H52	WIC Breastfeeding Coordinator	182.0	3676-4486
I122	WIC Nutrition Assistant I	136.5	2337-2851
I121	WIC Nutrition Assistant II	146.5	2581-3151
I120	WIC Nutrition Assistant III	156.5	2851-3481
I05	X-Ray Technician I	155.0	2810-3429
I06	X-Ray Technician II	174.0	3394-4143
I09	X-Ray Technician Trainee	136.0	2324-2837

***Effective December 18, 2018 - approved by Board of Supervisors (BOS) December 18, 2018**

Behavioral Health Services Assistant I: New classification with salary set at Range 146.5 (\$2,581-\$3,151)

Behavioral Health Services Assistant II: New classification with salary set at Range 156.5 (\$2,851-\$3,481)

***Effective April 30, 2019 - approved by BOS April 30, 2019**

Peer Support Specialist: New classification with salary set at Range 133.0 (\$2,257-\$2,754)

Psychiatric Technician I: New classification with salary set at Range 166.5 (\$3,151-\$3,845)

Psychiatric Technician II: New classification with salary set at Range 176.5 (\$3,481-\$4,247)

***Effective June 25, 2019 - approved by BOS June 25, 2019**

Senior Employment and Training Technician: Revised job specification, reestablished classification and salary set at Range 186.0 (\$3,825 -\$4,668)

Staff Support Specialist I: New classification with salary set at Range 174.0 (\$3,394- \$4,143)

Staff Support Specialist II: New classification with salary set at Range 184.0 (\$3,749 - \$4,576)

***Effective August 6, 2019 - approved by BOS August 6, 2019**

Central Services Operator I: Retitled from Print and Mail Operator I with no change in salary

Central Services Operator II: Retitled from Print and Mail Operator II with no change in salary

***Effective December 30, 2019**

Community Health Aide I: Increase salary from Range 128.0 to Range 133.0 (\$2,257 - \$2,754)

Department Specialist I: Increase salary from Range 130.5 to Range 133.0 (\$2,257 - \$2,754)

Library Aide I: Increase salary from Range 125.0 to Range 133.0 (\$2,257 - \$2,754)

Medical Assistant I: Increase salary from Range 130.5 to Range 133.0 (\$2,257 - \$2,754)

Office Assistant I: Increase salary from Range 129.0 to Range 133.0 (\$2,257 - \$2,754)

SECTION II - Blue Collar Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS
 The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>9/10/2018 Approx. Monthly Salary</u>	
S00	Apprentice Mechanic	156.5	2851-3481	
J05	Building Maintenance Worker	167.0	3167-3864	
J10	Building Operations Specialist *	199.0	4354-5311	
J11	Building Operations Trainee *	184.0	3749-4576	
K14	Equipment & Groundswoker	163.0	3042-3713	
S10	Equipment Serviceworker	160.5	2969-3621	
K06	Groundswoker I	148.0	2621-3198	
K05	Groundswoker II	158.0	2895-3533	
J02	Janitor	137.5	2359-2879	
J19	Janitor Trainee*	125.0	2083-2543	133.0 2257-2754
S02	Master Mechanic	190.5	4001-4881	
S01	Mechanic	175.5	3446-4205	
S03	Mechanic Leadworker	200.5	4420-5391	
U01	Park Aide*	125.0	2083-2543	133.0 2257-2754
K13	Park Caretaker	168.0	3198-3902	
R04	Road Maintenance Worker I	149.0	2647-3229	
R05	Road Maintenance Worker II	163.0	3042-3713	
R06	Road Maintenance Worker III	173.0	3361-4101	
R07	Road Maintenance Worker IV	183.0	3713-4531	
J04	Senior Bldg Maintenance Wkr	177.0	3498-4267	
K16	Senior Groundswoker	168.0	3198-3902	
J17	Senior Janitor	147.5	2607-3182	
K32	Service Writer	164.5	3089-3768	

Employees who are designated “classic members” of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan. Employees who are designated “new members” of PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan.

***Salary effective August 1, 2016**

J10	Building Operations Specialist
J11	Building Operations Trainee

**** Salary effective December 31, 2018**

U01	Park Aide
J19	Janitor Trainee

***Effective December 30, 2019**

Janitor Trainee: Increase salary from Range 125.0 to Range 133.0 (\$2,257 - \$2,754)

Park Aide: Increase salary from Range 125.0 to Range 133.0 (\$2,257 - \$2,754)

SECTION II - Supervisors Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
P49	Behavioral Health Unit Supervisor	216.0	5155-6294
J21	Building Maintenance Supervisor	191.0	4021-4905
P95	Case Review Supervisor	231.0	5987-7308
C63	Central Services Supervisor*	162.5	3028-3695 163.0 3042-3713
C51	Child Support Office Supervisor	170.5	3278-4001
P10	Child Support Supervisor	190.5	4001-4881
B49	Elections Supervisor*	189.0	3942-4808
P28	Eligibility Supervisor	189.5	3961-4833
P15	Employment & Training Supervisor	196.0	4226-5155
C43	Human Services Office Supervisor	167.0	3167-3864
J01	Janitor Supervisor	157.0	2865-3498
P42	Juvenile Corrections Officer IV	199.0	4354-5311
C92	Legal Office Supervisor	184.5	3768-4599
K12	Parks and Grounds Supervisor*	183.0	3713-4531
B76	Principal Information Technology Analyst	248.5	7127-8698
C60	Public Health Office Supervisor	157.5	2879-3515
C54	Records and Information Management Supervisor	163.0	3042-3713
R08	Roads Supervisor	194.0	4143-5054
E66	Senior Accounting Assistant	172.0	3328-4061
B32	Senior Appraiser	218.0	5259-6420
H12	Senior Dietitian	222.0	5472-6680
E23	Senior Emergency Dispatcher	190.0	3981-4857
K23	Senior Jail Cook	166.5	3151-3845
H24	Senior Public Health Nurse	237.0	6356-7757
P06	Social Service Supervisor	216.0	5155-6294
P80	Social Service Supervisor - CPS	226.0	5696-6952
E59	Tax Collection Supervisor	202.0	4486-5472
P50	Work Crew Supervisor	156.0	2837-3463

Employees who are designated "classic members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan or the 3% at 55 Safety plan.

Employees who are designated "new members" of PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan or the 2.7% at 57 Safety plan.

***Effective June 17, 2019 - approved by the Board of Supervisors (BOS) June 25, 2019**
Central Services Supervisor: Revised job specification and adjusted salary upward from Range 162.5 to Range 163.0 (\$3,042 - \$3,713)

***Effective September 17, 2019 - approved by BOS on September 17, 2019**
Parks and Grounds Supervisor: New classification with salary set at Range 183.0 (\$3,713 - \$4,531)

***Effective October 15, 2019 - approved by BOS October 15, 2019**
Elections Supervisor: New classification with salary set at Range 189.0 (\$3,942 - \$4,808)

SECTION II - Fire Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Class Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>1/29/2018 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>1/28/2019 Approx. Monthly Salary</u>
M14	Fire Apparatus Engineer	201.0	4441-5418	202.0	4486-5472
M16	Fire Captain	216.0	5155-6294	217.0	5207-6356
M18	Firefighter *	191.0	4021-4905	191.0	4021-4905
M17	Heavy Fire Equipment Operator**	201.0	4441-5418	201.0	4441-5418

FIRE SALARY SCHEDULE - HOURLY RATES based on average 56 hour workweek
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~~EFFECTIVE - January 29, 2018 - (hourly rates)~~

<u>Class Code</u>	<u>Class Title</u>	<u>Range</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
M14	Fire Apparatus Engineer	201.0	18.30	19.24	20.21	21.24	22.33
M16	Fire Captain	216.0	21.24	22.33	23.47	24.67	25.94
M18	Firefighter *	191.0	16.57	17.41	18.30	19.24	20.21
M17	Heavy Fire Equipment Operator**	201.0	18.30	19.24	20.21	21.24	22.33

EFFECTIVE - January 28, 2019 - (hourly rates)

<u>Class Code</u>	<u>Class Title</u>	<u>Range</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
M14	Fire Apparatus Engineer	202.0	18.49	19.43	20.41	21.46	22.55
M16	Fire Captain	217.0	21.46	22.55	23.71	24.92	26.19
M18	Firefighter *	191.0	16.57	17.41	18.30	19.24	20.21
M17	Heavy Fire Equipment Operator**	201.0	18.30	19.24	20.21	21.24	22.33

* Firefighter salary effective December 19, 2016

** Heavy Fire Equipment Operator salary effective 06/19/2018

Effective April 15, 2013, employees who are designated "classic members" of PERS pay the full employee contribution for the 3% @ 55 Safety Plan. Employees hired on or after January 1, 2013 and who are designated "new members" of PERS pay the full employee contribution for the 2.7% at 57 Safety plan.

SECTION II - Detentions Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS
 The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>9/25/2017 Approx. Monthly Salary</u>
M52	Detentions Technician I**	151.0	2699-3295
M51	Detentions Technician II**	161.0	2983-3640
M04	Detentions Deputy I*	173.0	3361-4101
M08	Detentions Deputy I-STC*	178.0	3533-4311
M03	Detentions Deputy II*	188.0	3902-4761
M09	Detentions Sergeant*	211.5	4930-6016
C76	Senior Detentions Clerk**	156.0	2837-3463
M07	Senior Detentions Deputy*	198.0	4311-5259
M50	Senior Detentions Technician**	171.0	3295-4021

* Employees who are designated “classic members” of PERS pay the full employee contribution for the 3% at 55 Safety plan. Employees who are designated “new members” to PERS pay the full contribution for the 2.7% at 57 Safety plan.

** Effective April 29, 2013, employees who are designated “classic members” of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan. Employees hired on or after January 1, 2013 and who are designated “new members” to PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan.

SECTION II - Law Enforcement Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/1/2019 Approx. Monthly Salary</u>
M06	Chief Civil Deputy Sheriff	228.5	5840-7127	230.5	5957-7271
M35	Chief Dep Coroner/Public Admin	228.5	5840-7127	230.5	5957-7271
M25	Deputy Sheriff I	199.0	4354-5311	201.0	4441-5418
M02	Deputy Sheriff II	209.0	4808-5869	211.0	4905-5987
M41	Deputy Sheriff Bailiff	199.0	4354-5311	201.0	4441-5418
L16	District Attorney Investigator I	211.0	4905-5987	213.0	5004-6108
L15	District Attorney Investigator II	220.0	5365-6549	222.0	5472-6680
M23	Senior Deputy Sheriff	217.5	5233-6387	219.5	5337-6517
L14	Senior DA Investigator	230.0	5928-7235	232.0	6048-7381
M05	Sheriff's Sergeant	228.5	5840-7127	230.5	5957-7271

Employees who are designated "classic members" of PERS pay the full employee contribution for the 3% at 55 Safety plan. Employees who are designated "new members" of PERS pay the full employee contribution for the 2.7% at 57 Safety plan.

SECTION II - Probation Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS
 The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective</u> <u>Salary</u> <u>Range</u> <u>Number</u>	<u>10/23/2017</u> <u>Approx.</u> <u>Monthly</u> <u>Salary</u>
P03	Deputy Probation Officer I	182.0	3676-4486
P02	Deputy Probation Officer II	197.0	4267-5207
P01	Deputy Probation Officer III	207.0	4715-5753
P05	Deputy Probation Officer IV	217.0	5207-6356

Employees who are designated “classic members” of PERS pay the full employee contribution for the 3% at 55 Safety plan.
 Employees who are designated “new members” of PERS pay the full employee contribution for the 2.7% at 57 Safety plan.

SECTION II - Prosecutors Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/16/2018 Approx. Monthly Salary</u>
T19	Attorney I - Child Advocacy	220.5	5391-6581
T15	Attorney I - Child Support	220.5	5391-6581
T18	Attorney II - Child Advocacy	235.5	6263-7642
T14	Attorney II - Child Support	235.5	6263-7642
T17	Attorney III - Child Advocacy	255.5	7642-9324
T13	Attorney III - Child Support	255.5	7642-9324
T16	Attorney IV - Child Advocacy	265.5	8443-10301
T12	Attorney IV - Child Support	265.5	8443-10301
T09	Deputy District Attorney I	220.5	5391-6581
T08	Deputy District Attorney II	235.5	6263-7642
T07	Deputy District Attorney III	255.5	7642-9324
T06	Deputy District Attorney IV	265.5	8443-10301

Employees who are designated “classic members” of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan. Employees who are designated “new members” of PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan.

SECTION II - Middle Management & Confidential Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
D72	Accountant-Auditor	223.0	5528-6748
D46	Administrative Analyst I	203.0	4531-5528
D38	Administrative Analyst II	218.0	5259-6420
D24	Administrative Analyst III	233.0	6108-7455
D104	Animal Services Manager	213.0	5004-6108
D127	Assistant Chief District Attorney Investigator *	247.0	7022-8570
D10	Assistant County Counsel (1)	288.0	10559-12886
D52	Assistant Director of Child Support Svcs (1)	253.0	7455-9095
D20	Assistant Director of Finance–Accting Div. (1)	256.5	7719-9417
D09	Assistant Director of Finance–Treasury Div. (1)	256.5	7719-9417
D136	Assistant Director, Human Services (1)	269.5	8785-10719
D143	Assistant Director of Public Health*	253.0	7455-9095
D131	Assistant District Attorney (1) *	275.5	9324-11379
D105	Assistant Fire Chief (1) *	260.0	7992-9752
D14	Assistant Sheriff (1) *	279.5	9703-11840
D138	Auditor-Accountant	223.0	5528-6748
D45	Battalion Chief (Operations) (2) *	240.5	6581-8032
D45	Battalion Chief (Training/Prevention) *	240.5	6581-8032
D111	Behavioral Health Program Manager	223.0	5528-6748
D25	Building Maintenance Superintendent	245.5	6918-8443
D50	Chief Appraiser	227.0	5753-7022
D93	Chief District Attorney Investigator *	257.0	7757-9464
D06	Chief Engineer	263.5	8277-10097
D137	Chief Fiscal Officer	233.0	6108-7455
D89	Child Support Program Manager	223.0	5528-6748
D84	Clerk of the Board of Supervisors (1)	223.0	5528-6748
D68	Clerk/Recorder Manager	215.5	5131-6263
D117	Clinical Program Manager	236.0	6294-7680
D82	Compliance and Standards Officer	197.5	4288-5233
D40	Deputy Ag Commissioner	219.0	5311-6484
D39	Deputy Ag Commissioner-Sealer	235.0	6231-7604
D35	Deputy Chief Probation Officer	253.5	7493-9140
Q20	Deputy Clerk to the Board of Supervisor I	184.0	3749-4576
Q19	Deputy Clerk to the Board of Supervisor II	194.0	4143-5054
D48	Deputy County Administrative Officer	253.0	7455-9095
D87	Deputy County Counsel I	220.5	5391-6581
D85	Deputy County Counsel II	235.5	6263-7642
D18	Deputy County Counsel III	255.5	7642-9324
D28	Deputy County Counsel IV	265.5	8443-10301

SECTION II - Middle Management & Confidential Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
D125	Deputy Director Behavioral Health (1)	239.0	6484-7913
D115	Deputy Director – Building Official (1)	263.0	8235-10046
D16	Deputy Director, Human Services (1)	262.5	8195-9998
D112	Deputy Director – Planning (1)	263.0	8235-10046
D41	Deputy Sealer of Weights & Measures	219.0	5311-6484
D27	Deputy Veteran’s Svc Officer/Public Guardian (1)	218.5	5285-6453
D12	Detentions Commander *	248.0	7093-8655
D11	Detentions Lieutenant *	231.5	6016-7344
D76	Economic Development Manager *	219.0	5311-6484
D98	Elections Manager	223.0	5528-6748
D53	Emergency Services Coordinator	212.0	4954-6048
D102	Environmental Health Division Manager (1)	235.5	6263-7642
Q22	Executive Secretary	184.0	3749-4576
D114	Facilities Manager	213.5	5028-6139
D130	Family Practice Nurse Practitioner/ Physician’s Assistant-Certified	258.0	7835-9559
D56	First 5 Program Officer	223.0	5528-6748
D62	First 5 School Readiness Coordinator	218.0	5259-6420
D17	Fiscal Analyst I	202.0	4486-5472
D02	Fiscal Analyst II	212.0	4954-6048
D124	Fiscal Analyst III	223.0	5528-6748
D121	Fleet Services Superintendent	221.5	5446-6647
D110	Food Services Manager	196.5	4247-5181
D106	IT Security and Compliance Administrator	250.0	7235-8828
D59	Information Technology Manager	254.5	7568-9230
D123	Juvenile Corrections Manager	215.5	5131-6263
D61	JTO Program Manager	223.0	5528-6748
D79	Library Manager	223.0	5528-6748
D00	Management Analyst I	197.0	4267-5207
D01	Management Analyst II	212.0	4954-6048
D15	Management Analyst III	226.0	5696-6952
D101	Nursing Division Manager (1)	263.0	8235-10046
D37	Nutrition Services Manager	228.0	5810-7093

SECTION II - Middle Management & Confidential Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
D21	Office Manager	184.0	3749-4576
D77	Parks & Grounds Superintendent	231.5	6016-7344
D133	Payroll Manager	223.0	5528-6748
Q23	Payroll Specialist	185.0	3787-4621
D03	Personnel Analyst I	203.0	4531-5528
D04	Personnel Analyst II	218.0	5259-6420
D05	Personnel Analyst III	233.0	6108-7455
Q11	Personnel Assistant I	164.0	3073-3749
Q12	Personnel Assistant II	174.0	3394-4143
Q13	Personnel Assistant III	184.0	3749-4576
Q05	Personnel Technician I	187.0	3864-4715
Q04	Personnel Technician II	197.0	4267-5207
D139	Principal Personnel Analyst	253.0	7455-9095
D42	Probation Division Manager*	231.0	5987-7308
D65	Program Manager, Human Services *	233.0	6108-7455
D111	Program Manager, Behavioral or Public Health *	223.0	5528-6748
D96	Program Specialist	212.0	4954-6048
D71	Property Tax Manager	212.0	4954-6048
D58	Public Health Laboratory Director	248.0	7093-8655
D92	Purchasing Manager	230.5	5957-7271
D141	Quality Assurance Manager	223.0	5528-6748
D135	Risk Manager	248.5	7127-8698
Q17	Risk Technician I	181.0	3640-4441
Q16	Risk Technician II	191.0	4021-4905
D60	Road Superintendent	245.5	6918-8443
Q07	Secretary	174.0	3394-4143
Q01	Secretary to the C.A.O.	202.0	4486-5472
Q02	Secretary to the County Counsel	202.0	4486-5472
Q03	Secretary to the District Attorney	202.0	4486-5472
D08	Senior Accountant-Auditor	238.0	6420-7835
D29	Sheriff's Commander *	256.0	7680-9370
D134	Sheriff's Records Manager	211.0	4905-5987
D54	Social Services Program Manager	236.0	6294-7680
D140	Staff Support Manager	234.0	6169-7530
D75	Supervising Attorney - Child Advocacy	270.5	8871-10826
D34	Supervising Attorney - Child Support	270.5	8871-10826

SECTION II - Middle Management & Confidential Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
D108	Supervising Environmental Health Officer	222.0	5472-6680
Q31	Supervising Legal Secretary	175.5	3446-4205
D13	Supervising Public Health Nurse	243.0	6748-8235
D122	Supervising Welfare Fraud Investigator	212.0	4954-6048
D91	Treasury Manager	237.0	6356-7757
D109	Victim Witness Coordinator	202.5	4508-5500
D142	Water and Natural Resources Division Manager	253.0	7455-9095

Employees who are designated "classic members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan or the 3% at 55 Safety plan. Employees who are designated "new members" to PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan or the 2.7% at 57 Safety plan.

***Salary effective 12/19/2016:**

- D45 Battalion Chief (Operations) (2)
- D45 Battalion Chief (Training/Prevention)

Revisions/Additions:

(1) These classifications are at-will and exempt from the merit system.

(2) BATTALION CHIEF (Operations) - HOURLY RATES - when assigned to a 224 hour, 28-day work cycle.

Effective 12/19/16	Range 240.5			
Step 1	Step 2	Step 3	Step 4	Step 5
\$27.12	\$28.51	\$29.96	\$31.49	\$33.10

***Salary effective January 29, 2018**

- D105 Assistant Fire Chief (1)

***Salary effective October 23, 2017**

- D127 Assistant Chief District Attorney Investigator
- D14 Assistant Sheriff (1)
- D93 Chief District Attorney Investigator
- D12 Detentions Commander
- D11 Detentions Lieutenant
- D76 Economic Development Manager
- D42 Probation Division Manager
- D29 Sheriff's Commander

***Salary effective September 18, 2018**

- D131 Assistant District Attorney

***Effective January 15, 2019 - approved by Board of Supervisors (BOS) January 15, 2019**
Assistant Director of Public Health: New classification with salary set at Range 253.0 (\$7,455 - \$9,095)

***Effective July 23, 2019 - approved by BOS July 23, 2019**
Program Manager, Behavioral Health: Retitled from Behavioral Health Program Manager with no change in salary

Program Manager, Human Services: Retitled from Program Manager with no change in salary

SECTION III

SALARIES FOR COUNTY OFFICIALS

The following Officers and Department Heads (appointed and elected) shall receive compensation within the following band structure:

<u>Salary Band Designation</u>	<u>Approximate 40% Salary Band</u>	<u>Classifications</u>	<u>Class Code</u>
1	\$13,000-\$18,000	County Administrative Officer County Counsel	A02 A41
2	\$11,000-\$15,500	Assessor/Clerk/Recorder District Attorney Sheriff	A25 A11 A21
3	\$10,000-\$14,000	Ag. Commissioner/Sealer of Wts. & Measures Assistant County Administrative Officer Chief Information Officer Chief Probation Officer (a) County Fire Chief Director of Community Development Director of Finance Director of Human Services Director of Public Health Services Director of Public Works	A23 A07 A09 A22 A42 A27 A37 A33 A29 A31
4	\$9,000-\$12,500	Behavioral Health Director Director of Child Support Services Economic and Workforce Development Director Human Resources Director Library Director Public Guardian/Veteran's Service Officer Registrar of Voters	A47 A45 A43 A40 A38 A35 A26

Employees who are designated "classic members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan or the 3% at 55 Safety plan. Employees who are designated "new members" to PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan or the 2.7% at 57 Safety plan.

Effective: August 26, 2019 (b)

Flat Monthly

\$6,593.18

Board of Supervisors

A01

\$7,370.18

Chairperson, Board of Supervisors

A00

By Ordinance # 690 approved May 14, 2019 and Resolution 19-062 approved September 10, 2019 (b)

Effective: July 15, 2019

Flat Monthly (b)

\$6,341

Board of Supervisors

A01

\$7,118

Chairperson, Board of Supervisors

A00

By Ordinance # 690 approved May 14, 2019 (b)

Effective: October 13, 2014

Flat Monthly (b)

\$5,334.33

Board of Supervisors

A01

\$5,770.33

Chairperson, Board of Supervisors

A00

By Ordinance # 667 approved August 5, 2014 - includes 7% offset to shift PERS payment to employee (b)

- (a) The Chief Probation Officer is covered by a modified merit system (see personnel rule 2034).
- (b) The salaries for the Board of Supervisors and the Chairman, Board of Supervisors are set by County Ordinance. Proposed salary increases are effective in the pay period following 60 days after adoption of an amended ordinance (last ~~changed~~ salary change previous to October 13, 2014 was: March 24, 2008—Ordinance #643).
- (c) Registrar of Voters was approved and placed in Salary Band 4 by the Board of Supervisors on March 19, 2019.

SECTION III

SALARIES FOR COUNTY OFFICIALS

Salary Bands

Selected management positions receive the equivalent of a flat rate monthly salary. The Board of Supervisors has adopted salary bands specifying a minimum and maximum flat dollar amount (salary) payable for each position. Adjustment to this flat dollar amount is based on action by the Board of Supervisors as certified by the County Administrative Officer on a County Personnel Action Form.

The County Administrative Officer's flat dollar salary amount shall be certified by the Chair of the Board of Supervisors on a County Personnel Action Form. Adjustments to compensation within Salary Bands is at the sole discretion of the Board of Supervisors, after advice from the County Administrative Officer and:

1. Is not intended to be adjusted periodically based on length of service, (which distinguishes Salary Bands from Salary Ranges which require consideration of 5% incremental pay adjustments at predetermined intervals);
2. Adjustments may be made in any increment either a dollar amount or percentage; provided however, such adjustment shall be rounded to the nearest whole dollar;
3. Salary Bands, may be adjusted by the Board of Supervisors, from time to time, but not necessarily annually, and are intended to remain fixed for one or more years, during which time salary increases or decreases to individual positions may be made based on such factors and conditions as Board of Supervisors deems appropriate including but not limited to: employee performance, changes in the cost of living and the County's ability to pay;
4. The inclusion of multiple positions in salary bands should not be construed to imply that all positions in each band are deemed exactly comparable for purposes of compensation; but only requires at the time of adoption or amendment of the Salary Bands, a salary amount within that band shall be designated for each position;
5. Five Step salary ranges for most classifications are typically adjusted annually based on negotiated agreements with employee organizations. Individual position salaries are automatically adjusted by the change in the range. Flat monthly salaries, designated by the Board of Supervisors do not automatically change at such time as the Board may elect to modify Salary Bands, except that no position in a band may be paid more or less than the minimum or maximum dollar amount that defines the Salary Band;
6. There is no expectation that any particular position in a Salary Band would be set at the highest dollar amount permitted by the band in the same manner that positions in salary ranges, after designated service intervals, reach the fifth or top step of a range. Salary Bands are purposely designed to provide maximum flexibility to the Board of Supervisors to increase, decrease or leave salaries unchanged; and
7. When a salary-banded position is vacated, the Board of Supervisors after consultation with the County Administrative Officer shall designate a salary rate or a salary range within the Salary Band that shall be used for purposes of recruitment. Notwithstanding this provision governing the recruitment process, the Board of Supervisors may appoint the candidate selected for the position at any flat dollar amount within the Salary Band.

SECTION IV

SPECIAL COMPENSATION SCHEDULE

DEPARTMENT OF FINANCE

Student Accounting Major – **Unless below minimum wage, t**The salary for positions in this class shall be at a rate no higher than:

- 30 ranges below Accountant I with completion of 30-59 units.
- 20 ranges below Accountant I with completion of 60-89 units.
- 10 ranges below Accountant I with completion of 90 units to graduation.

EXTRA HELP

Shall normally be compensated at the hourly rate of the first step of the salary range for the class of employment. Extra help not working in a class otherwise covered by this resolution shall be compensated at the **federal** minimum wage. Extra help is not in the competitive service and is authorized solely to provide necessary help on a limited or short-term basis not to exceed 999 hours in any fiscal year.

NOTE: CalPERS retirees are limited to 960 hours in any fiscal year.

GOVERNMENT AIDE & GOVERNMENT INTERN (Z55)

Unless below minimum wage, the salary for positions in these classes shall be at a rate no higher than 10 ranges below the entry level for which training is being received. If a degree is required, the following shall apply:

- 30 ranges below with completion of 30-59 units.
- 20 ranges below with completion of 60-89 units.
- 10 ranges below with completion of 90 units to graduation.

MILEAGE

Employees required to use personal vehicles for travel in performance of their duties shall be reimbursed at the rate allowable under I.R.S. regulations as determined and administered by the Department of Finance.

PARKS & GROUNDS

Museum Curator (extra help) - **Unless below minimum wage,** compensation not to exceed Step 1 of Library Assistant II and no more than 999 hours per fiscal year.

PUBLIC GUARDIAN/VETERANS' SERVICE

Z21 Transportation Aide – **Unless below minimum wage,** incumbent shall be compensated at a rate no higher than 2 ranges below step one for Veterans' Service Representative I.

PUBLIC WORKS

Student Engineer - Unless below minimum wage, the salary for positions in this class shall be at a rate no higher than:

- 30 ranges below Engineer I (Civil) with completion of 30-59 units.
- 20 ranges below Engineer I (Civil) with completion of 60-89 units.
- 10 ranges below Engineer I (Civil) with completion of 90 units to graduation.

Student Road Employee - **Unless below minimum wage,** the salary for positions in this class shall be at a rate no higher than:

- Minimum wage during first year of employment.
- 15 ranges below Road Maintenance Worker I during second year of employment and thereafter.

SHERIFF'S OFFICE

Reserve Deputy Sheriff (M00) and Technical Reserve (M01) - \$32.69 (1/26 the annual uniform allowance of a Deputy Sheriff I) shall be provided as reimbursement for uniform expenses in each pay period worked. Reserves are compensated for hours worked at a rate no higher than nine ranges below step one for Deputy Sheriff I. Retirees are not eligible for uniform allowance.

Reserve Detentions Deputy (M11) - \$32.69 (1/26 the annual uniform allowance of a Detentions Deputy I) shall be provided as reimbursement for uniform expenses per pay period worked. Reserves are compensated for hours worked at a rate no higher than seven ranges below step one for Detentions Deputy I. Retirees are not eligible for uniform allowance.

Reserve Emergency Dispatcher (Z05) - Compensation for hours worked is set at a rate no higher than the hourly rate for Step 1 of Emergency Dispatcher I.

Federal law requires employers to make a deduction from the pay of part-time employees for either social security or an acceptable alternative such as a deferred compensation program. Extra Help Reserves not already enrolled in PERS will contribute to the County's Deferred Compensation Plan in the amount of 7.5% of compensation. They also must pay into Medicare at the rate of 1.45% of compensation.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

- Management Group I = Appointed and elected officials in salary bands.
- Management Group II = Middle management (all other management not in Group I or III).
- Confidential Management Group III = All Executive Secretary positions Secretary
(non-exempt) Deputy Clerk to B.O.S. I/II Secretary to C.A.O.
Payroll Specialist Secretary to County Counsel
Personnel Assistant I/II/III Secretary to District Attorney
Personnel Technician I/II Supervising Legal Secretary
Risk Technician I/II

VACATION AND MANAGEMENT LEAVE

1. An eligible management employee may accrue vacation at the appropriate rate applicable to the employees length of service (2080 hours of actual service as defined in the County Personnel rules equals one year) as follows:

<u>Service Hours</u>	<u>Hours (days) Earned (based on hrs)</u>	<u>Rate (based on hours)</u>
0 - 10,400	96 (12 days)	.046154
10,401 - 20,800	120 (15 days)	.057693
20,801 - 31,200	140 (17.5 days)	.067308
31,201 +	160 (20 days)	.076924

2. An eligible management employee may accrue vacation at the appropriate rate applicable to the employee's length of service (as set forth above) until the employee reaches one of the following accrued hours of vacation limits:

<u>Hours (days) Earned (based on hrs)</u>	<u>Maximum Vacation Accumulation Limits</u>
96 (12 days)	192 hours
120 (15 days)	240 hours
140 (17.5 days)	280 hours
160 (20 days)	320 hours

Once the appropriate accumulation limit has been reached, the employee shall cease to earn additional vacation until the employee's accumulated vacation balance falls below the limits listed above.

3. Effective July 1, 2014, management employees in Group I & II will be granted 64 hours of additional vacation time as management leave in the first full pay period of each fiscal year (or pro-rated upon hire date). These hours are a separate leave benefit and not counted against the maximum vacation accrual established based on length of service. Employees may, at their option, sell back up to 48 of the 64 hours of management leave each fiscal year at their hourly rate of pay. This leave will be tracked separately from the regular vacation accrual and is not intended to carry over from year to year. If this time is not used by the end of the fiscal year (see note), up to 48 hours of the remaining balance will be automatically cashed out to the employee. Any sale of management vacation hours will be deducted only from the management vacation leave balance. The remaining 16 hours of leave can not be cashed out and must be taken as time off only. If any hours remain at the end of the fiscal year after 48 hours are cashed out, the remaining hours will carry over to the new fiscal year (see note) However, and the hours granted for the new fiscal year shall be reduced by the number of hours equal to those carried over.
 - a) All management attorneys in the District Attorney's Office, Child Support, Minors Advocate, and County Counsel will be granted 80 hours additional management leave in the first full pay period of each fiscal year (or pro-rated upon hire date). Which will not carry over and may be cashed out in full.
 - b) Management employees in Group III will be granted 40 hours of vacation time in the first full pay period of each fiscal year (or pro-rated upon hire date). All other terms described above apply.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

- 4. All Management employees may, at their option, sell back an additional 8 hours of accrued regular vacation each fiscal year, (see note) at their hourly rate of pay, to be contributed directly to the employee’s deferred compensation account.
- 5. Upon the recommendation of the Human Resources Director, the County Administrative Officer may authorize a vacation accrual rate for management positions hired from outside the county at an amount equivalent to what their accrual would be if their service time with other public agencies was earned in Kings County. Additionally, when this advanced accrual rate is authorized at the time of hire, the prior public service time will be used for calculating future adjustments to the accrual rate as if the time was earned with Kings County.

Note: 1) For purposes of payroll processing of vacation hour sell backs described above, the end of the fiscal year is defined as the last day of pay period 13 in any year. 2) Management leave is not available for use during pay period 14. 3) Provisions regarding vacation do not apply to elected officials.

HEALTH/DENTAL/OPTICAL PLAN PREMIUM CONTRIBUTION

Employees who elect to use a Health Plan offered by the County must continue to participate in the Dental and Optical plans and must remain in that plan until the open enrollment period of the plan. Employees electing to pretax their insurance will not be allowed to drop insurance coverage except at open enrollment unless the employee has a qualifying status change.

Effective May 22, 2017 (pay period 2017-21), the County contribution (per month based on 24 pay periods) to the health/dental/optical insurance premium will be as follows:

PPO Plan	
<u>Health/Dental/Vision</u>	
<u>Plan Level</u>	<u>County Share</u>
Single	\$ 596.12
Two-Party	\$ 1085.36
Family	\$ 1633.14

The County shall pay 100% of the health insurance premium (including the medical, dental and vision plans) for the health plan offered by the County for each management employee and their eligible family members, based on their enrollment in such health plan. Employees promoting into or demoting out of management classifications after open enrollment will be treated as a “status” change and may enter or leave the plan, or modify the number of dependents covered.

DEFERRED COMPENSATION

Effective January 1, 2014, for every three dollars contributed to the County contracted deferred compensation programs by management employees, the County shall contribute one dollar to the employee’s account, up to a maximum of twenty five hundred dollars (\$2,500) per calendar year.

RETIREMENT/PERS SERVICE CREDIT

The County contracts with the Public Employee Retirement System (PERS) for this benefit and pays the employee contribution for members of the Board of Supervisors only. All management employees pay the total Miscellaneous or Safety PERS employee contribution depending on their classification and status within PERS (Classic or “new member” – see below).

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

Miscellaneous Non-Safety Management

1. New Members –Employees hired on or after January 1, 2013 and designated as “new members” to CalPERS are eligible for the PERS 2% at 62 Miscellaneous Plan pursuant to AB 340/SB197 (Pension Reform Act 2013). These employees pay the entire employee contribution rate reviewed and set annually by CalPERS. Such payment shall vest to the employee.
2. Classic Members – Employees hired prior to January 1, 2013, or those hired on or after that date that are not designated as “new members” to CalPERS by the Pension Reform Act of 2013, are eligible for the 2% at 55 Miscellaneous Plan. These employees pay the entire employee contribution of 7.0% of salary. Such payment shall vest to the employee.
 - a) The 2% at 55 Plan has been modified to also include the following optional benefits: One-Year Final Compensation and Military Service Credit.
 - b) The Miscellaneous Plan has also been modified for employees to have, at their option, the ability to apply to PERS for retirement service credit for their unused sick leave balance. However, the County limits the use of this provision to employees who have not cashed out their sick leave or opted for the Retiree Health benefit.

Safety Management

1. New Members – Employees hired on or after January 1, 2013 and designated as “new members” to CalPERS are eligible for the PERS 2.7% at 57 Safety Plan pursuant to AB 340/SB197 (Pension Reform Act of 2013). These employees pay the entire employee contribution rate reviewed and set annually by CalPERS. Such payment shall vest to the employee.
2. Classic Members – Employees hired prior to January 1, 2013, or those hired on or after that date that are not designated as “new members” to CalPERS by the Pension Reform Act of 2013, are eligible for the 3% at 55 Safety Plan, which became effective 4/1/02. These employees pay the entire 9% of salary PERS employee contribution. Such payment shall vest to the employee.
 - a) The 3% at 55 Plan has been modified to also include the following optional benefits: One-Year Final Compensation and Military Service Credit.

Elected Officials

Pursuant to State Law local elected officials have the option of declining participation in the Public Employees Retirement System. An amount equal to the Employee’s share of retirement may, if an elected officer declines participation in PERS, be applied toward the County Sponsored deferred compensation plan in lieu of the PERS contribution. The County match amount for this benefit shall not exceed the match provided to management employees described above.

TERM LIFE/ACCIDENT INSURANCE

Term life/accident insurance (with an option for portability when leaving County service in good standing) is provided for management employees as follows:

Management Group I	\$ 50,000
Management Group II/III	\$ 40,000

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

LONG TERM DISABILITY INSURANCE

Long Term Disability (LTD) Insurance is provided to all management employees.

SICK LEAVE ACCRUAL

- a. All regular full-time and regular part-time management employees hired prior to January 1, 1999, shall be entitled to point zero-four-six-one-five-four (.046154) hours of sick leave with pay for each hour of the actual hours of regular employment.
- b. All regular full-time and regular part-time management employees hired January 1, 1999 or thereafter will accrue sick leave as follows:

<u>Service Hours</u>	<u>Hours Earned</u>	<u>Sick leave earned at the rate of (based on hours worked)</u>
0 - 10,400	80 (10 days)	.038462
10,401 - 20,800	88 (11 days)	.042308
20,801 +	96 (12 days)	.046154

Note: Provisions regarding sick leave do not apply to elected officials.

UNUSED SICK LEAVE PAYOFF/POST RETIREMENT HEALTH BENEFIT

This Article does not apply for employees who elect the PERS service credit.

- a) Management employees hired January 1, 1999 or later, who have 5 years of Kings County continuous service immediately prior to retirement, are age 50 or older, and retire in good standing at the time of their separation from Kings County employment will receive a percentage of the dollar value of accrued sick leave (at time of retirement) put into an "account" to be used toward Kings County health insurance premiums, at a rate not to exceed the family option per month until the employee, and/or spouse if covered, is eligible for Medicare or the money runs out, whichever occurs first. When an employee and/or spouse, if covered, reach Medicare eligibility the remaining money may be used for Medicare supplemental premiums until the money runs out. The retiree health benefit percentage shall be as follows:

<u>Service Hours</u>	<u>Percent of compensation (based on hours) Retiree Health Benefit</u>
10,401 - 41,600	40%
41,601 and over	50%

To qualify for the retiree health benefit the employee and any eligible dependents to be covered must be enrolled in the County's existing health benefit plan at the time of the employee's retirement from County service. Retiree health benefit payments may be used toward coverage for the employee's dependents only as long as the dependent(s) is eligible for coverage under the plan, has not reached Medicare eligibility and, in the case of children, only to the age permitted under the plan contract as dependent children. If the employee dies after retirement (or while still employed in good standing) prior to Medicare eligibility and there is money remaining in the account, the employee's covered dependent(s) may continue to use the account toward Kings County health insurance premiums or Medicare supplemental insurance premiums, if eligible as stated above. Any unused balance in account remains the property of the County.

- b) Management employees hired prior to January 1, 1999, who separate in good standing shall be allowed a one time irrevocable election to decide whether to receive the retiree health benefit option or cash as follows:

<u>Service Hours</u>	<u>Percent of Compensation (based on hrs) Cash</u>	<u>OR</u>	<u>Percent of compensation (based on hrs) Retiree Health Benefit</u>
10,401 - 41,600	25%		40%
41,601 and over	30%		50%

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

Taxes will be paid by the employee on the full cash distribution, or the portion of the deposit into the account that could have been taken in cash. Additionally, the cash benefit is taxable in the year the cash is received. Any unused balance in the account remains the property of the County.

1) Retiree health benefit option:

To qualify for the retiree health benefit (non-cash) benefit the employees must have 5 years of Kings County continuous service immediately prior to retirement, are age 50 or older, and retire in good standing at the time of separation from Kings County employment. A percentage of the dollar value of accrued sick leave (at time of retirement) will be put into an "account" to be used toward Kings County health insurance premiums. The employee and any eligible dependents to be covered must be enrolled in the County's existing health benefit plan at the time of the employee's retirement in good standing from County service. Employees electing to utilize the retiree health benefit option must submit their election in writing to the Department of Finance not later than 14 days after the effective date of retirement. If the employee elects the retiree health benefit option, the County will pay up to the family option per month toward the employee's health insurance premium until the employee, and/or spouse if covered, is eligible for Medicare or the money runs out, whichever occurs first. Retiree health benefit payments may be used toward coverage for the employee's dependents only as long as the dependent(s) is eligible for coverage under the plan; has not reached Medicare eligibility and, in the case of children, only to the age permitted under the plan contract as dependent children. When an employee and/or spouse, if covered, reach Medicare eligibility the remaining money may be used for Medicare supplemental premiums until the money runs out. If the retiree dies prior to Medicare eligibility and there is money remaining in the account, the employee's dependent(s) may continue to use the account, if eligible as stated above. In the event of death of an eligible employee (while still employed in good standing), the qualifying eligible dependent(s) shall make a determination of either cash or the retiree health benefit option within 30 days of the death of the employee.

2) Cash benefit option:

Employees who fail to elect the retiree health benefit will be cashed out, if eligible. If the employee elects the cash option, the employee will receive the benefit if the employee separates in good standing as a result of resignation, layoff, retirement or death.

ELECTED OFFICIALS - POST RETIREMENT HEALTH INSURANCE

Kings County elected Officials may be eligible for a Post Retirement Health Benefit upon retiring from the County. All the criteria shall apply as for management post retirement health insurance generally except that: An elected official is eligible for the post retirement health insurance benefit described below if that elected official: 1) serves at least five (5) consecutive years in office without break in service between the five years served and the date of departure from elected office; and 2) either simultaneously retires from PERS at the end of such service (or is at that time already retired from PERS). The benefit is calculated by multiplying the hourly rate at the time of eligibility, by the number of consecutive years in office, and then multiplying the result by one half of the annual sick leave benefit provided to management employees at the time of eligibility. The official may defer use of this benefit if otherwise covered on the County health plan at the time of eligibility so long as there is no break in coverage during the deferral period. Pursuant to existing practice the balance does not accrue interest. *(Note: the change in the formula will go in to effect at the start of each sitting elected's next consecutive term in office and at the time of filing candidacy papers for any new candidate who is subsequently elected.)* Any previously earned benefit will be calculated and recorded by the Finance Department.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

If a balance remains at the time the elected, and/or his/her spouse or eligible dependent no longer participates in the County health insurance, this amount can be applied toward a Medicare Part B plan or Medicare supplement, or PERS Long Term Care plan. Participation in the County health insurance program is not required for the elected, and/or spouse or eligible dependent to direct all or part of the funds in this account to a Medicare Part B or PERS Long Term Care plan premium. In all other instances, any balance on account remains property of County.

P.O.S.T. EDUCATION INCENTIVE PAY

1. Employees in the classifications of Assistant Chief DA Investigator, Assistant Sheriff, Sheriff's Commander, Detentions Commander and Chief District Attorney Investigator who possess a valid P.O.S.T. Management Certificate shall be entitled to receive compensation in the amount of \$200.00 per month (\$92.31 per pay period). Employees must submit certification to the appropriate department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Management Certification shall not be entitled to compensation for other P.O.S.T. certification.
2. Employees in the above indicated classifications possessing valid, current P.O.S.T. Supervisory Certification shall be entitled to receive compensation in the amount of \$150.00 per month (\$69.23 per pay period). Eligible employees must submit appropriate certification to the department prior to payment authorization. Employees receiving compensation for P.O.S.T. Supervisory Certification shall not be entitled to compensation for other P.O.S.T. certification.
3. Employees in the above indicated classifications possessing valid, current P.O.S.T. Advanced Certification shall be entitled to receive compensation in the amount of \$125.00 per month (\$57.69 per pay period). Eligible employees must submit appropriate certification to the department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Advanced Certification shall not be entitled to compensation for other P.O.S.T. certification.
4. Employees in the above indicated classifications possessing valid, current P.O.S.T. Intermediate Certification shall be entitled to receive compensation in the amount of \$100.00 per month (\$46.15 per pay period). Eligible employees must submit appropriate certification to the department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Intermediate Certification shall not be entitled to compensation for other P.O.S.T. certification.

BATTALION CHIEF STIPEND

The intent for the Battalion Chief Stipend is to provide a method of compensation when Battalion Chiefs are assigned to work extra shifts outside their regular assigned working hours. Based on an estimate of anticipated vacation, training time and possible sick leave use for the three field Battalion Chiefs, it is necessary to provide additional field coverage for up to 52 shifts or partial shifts annually. The Battalion Chief Stipend applies to all assigned Battalion Chiefs in the Operations, Fire Prevention and Training Divisions.

The stipend rates are as followed:

<u>Stipend</u>	<u>Hours</u>
\$900	Full Shift - 24 hours
\$450	Partial Shift – 12 to 24 hours

*Coverage of less than 12 hours will not be compensated. This time is compensated through Management Leave.

*Employees shall not receive stipend pay for any hours they receive strike team pay.

While the Administrative Battalion Chief assigned to Fire Prevention/Training activity would also be eligible for the stipend if he/she covers for an Operation Battalion, this stipend will not apply for coverage of the Fire Prevention/ Training Battalion Chief's absences.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

FIRE MANAGEMENT STRIKE TEAM PAY

Fire management positions (Battalion Chief and Assistant Fire Chief) will be compensated while on, or as relief to, strike team at the current rate required by the California Fire Assistance Agreement with Cal OES.
*Employees shall not receive stipend pay for any hours they receive strike team pay.

BATTALION CHIEF HOLIDAY-IN-LIEU

All Shift (56 Hour work week) Fire Battalion Chiefs shall receive Holiday-in-Lieu. Holiday-in-Lieu time will be recorded and paid as 24 hours of "Holiday-in-Lieu" for each whole holiday and 12 hours for each half-day holiday. If a Shift Battalion Chief is required to work on a holiday, no other day off will be traded or exchanged for the schedule day.

All Administrative (40 hour work week - Fire Prevention/ Training) Battalion Chiefs shall receive 8 hours Holiday Pay and will receive an additional 16 hours Holiday-in-Lieu for each whole holiday. On 1/2 day holidays, Administrative Battalion Chiefs will receive 4 hours of Holiday Pay with no additional compensation of Holiday-in-lieu.

UNIFORM ALLOWANCE

The management employee classifications listed below shall be entitled to receive a uniform allowance which will automatically be adjusted to the same amount as the bargaining unit employees they supervise, currently:

Assistant Chief DA Investigator	\$550
Assistant Fire Chief *	\$850
Assistant Sheriff	\$850
Battalion Chief *	\$850
Chief District Attorney Investigator	\$550
Chief Probation Officer	\$550
Deputy Chief Probation Officer	\$550
Detentions Commander	\$850
Detentions Lieutenant	\$850
Fire Chief *	\$850
Food Services Manager	\$275
Juvenile Corrections Manager	\$550
Probation Division Manager	\$550
Sheriff	\$850
Sheriff's Commander	\$850
Sheriff's Records Manager	\$275

* These employees participate in the uniform quartermaster system and this amount is deposited in the department's line item on their behalf.

1. All employees required to wear a uniform by the County shall receive a uniform allowance paid directly to the employee. Only the initial uniform allowance paid to employees shall be paid in a lump sum. New employees shall receive their initial allowance in the first full pay period following the date of employment. Employees who voluntarily terminate within the first 90 days after receiving their initial allowance shall be required to reimburse the County for one-half of their initial allowance. Those who voluntarily terminate during the second 90 days after receiving their initial allowance will be required to reimburse the County for one-quarter of the allowance.
2. Eligible employees who are on the regular County payroll in paid status shall receive the annual uniform allowance as follows: Employees will be paid 1/26 of the annual allowance each pay period in paid status. The uniform allowance shall not be paid for any pay period the employee is in unpaid status the entire pay period.
3. For employees hired on or after January 1, 2013 and designated as "new members" to CalPERS, any uniform allowance will not be subject to PERS pursuant to AB 340/SB197 (Pension Reform Act of 2013).

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

BILINGUAL PAY

Upon the written request of a department head explaining the business necessity, the County Administrative Officer may approve bilingual pay for a management employee in the amount of \$25 per pay period when use of their bilingual skills is determined to be an essential service need. Bilingual pay shall be terminated, and a new request for bilingual compensation may be submitted, if the employee is demoted, promoted, transferred or reassigned. The decision of the County Administrative Officer regarding the granting and termination of bilingual payment shall be final and shall not be subject to appeal or grievance procedures. Employees receiving bilingual pay may be required to use their bilingual ability to assist other departments within the County. When a part-time employee is assigned bilingual duties, the bilingual pay shall be prorated. Employees who translate for more than one language are not eligible to receive additional bilingual compensation for the additional language(s).

LEGAL SPECIALIST CERTIFICATION PAY

Employees who are hired at or promoted to the Management attorney classifications at or above the III level are eligible for additional compensation as outlined below once they have acquired and maintain a State Bar of California-approved Legal Specialist Certification as a Family Law Specialist or Child Welfare Law Specialist. Certification in any other legal specialties will not be considered qualifying for Legal Specialist Certification pay.

<u>\$150 per month</u> Deputy County Counsel III	<u>\$200 per month</u> Deputy County Counsel IV Supervising Attorney – Child Adv. Supervising Attorney – Child Sup.
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Eligible employees must present proof of certification in order to qualify for Legal Specialist Certification Pay. Proof of re-certification must be presented at the end of each subsequent certification period in order to continue to qualify for certification pay.

PUBLIC HEALTH DEPARTMENT PROFESSIONAL LICENSES

The County will reimburse, or pay, required professional license fees for unrepresented management employees in the classifications listed below (which will be monitored by the Public Health Department):

~~The County will reimburse unrepresented management employees in the following classifications for required professional license fees (which will be monitored by the Public Health Department) up to the amounts listed below:~~

Environmental Health Division Manager	\$175 every 2 years
Nursing Division Manager	\$190 every 2 years
Nutrition Services Manager	\$60 annually
Supervising Environmental Health Officer	\$175 every 2 years
Supervising Public Health Nurse	\$190 every 2 years
Physician’s Assistant	\$312 every 2 years
Family Practice Nurse Practitioner	\$190 every 2 years (RN), and \$150 every 5 years (FNP)

SECTION VI

BASE AND TIME OF PAY

Compensation shall be paid on a bi-weekly basis within the hourly or monthly rate established for the class of position to which an individual has been appointed except where otherwise indicated in this resolution. For accounting purposes within the Auditor's Office and in the Human Resources Department, the employment records of all employees, whether paid at a monthly or hourly rate, will be maintained on an hourly basis. The first pay period shall be from Monday (starting at 0001 Monday morning) to midnight (2400) of the second Sunday thereafter. Compensation shall be payable on or before the fifth working day after the conclusion of each pay period for service rendered during the preceding pay period.

Any officer required to file an affidavit as a condition of receiving his/her salary for any one month shall not receive the final installment of his/her salary for any month until he/she has submitted to the Auditor/Controller such affidavit or affidavits as are required by law.

EFFECTIVE DATE

This Resolution shall take effect _____, except as to those items previously approved by action of the Kings County Board of Supervisors, and as to those items, the effective day shall be the date of the Board action.

The foregoing resolution was adopted upon motion by Supervisor _____, seconded by Supervisor _____, at a regular meeting held _____ by the following vote:

- AYES: Supervisors
- NOES: Supervisors
- ABSENT: Supervisors

Joe Neves, Chairman of the Board of Supervisors
County of Kings, State of California

WITNESS my hand and seal of said Board of Supervisors this _____ day of _____, 2019.

Clerk of said Board of Supervisors

KINGS COUNTY

RESOLUTION NUMBER 19-081

A RESOLUTION FIXING THE COMPENSATION OF OFFICERS AND EMPLOYEES OF KINGS COUNTY

APPROVED BY THE BOARD OF SUPERVISORS ON 12/10/2019
FOR PAY PERIOD 2020-02 (12/30/2019)

WHEREAS, Section 18-4 of the Code of Ordinances of Kings County authorizes that, except as otherwise provided by state law, the compensation of officers and employees shall be established by resolution of the Board of Supervisors;

NOW, THEREFORE, BE IT RESOLVED that this resolution shall be known as "THE SALARY RESOLUTION" and hereby establishes a basic salary plan for payment of all Kings County officers and employees, elective and appointive; that said salary plan provides for a bi-weekly pay period; that the basic pay plan and compensation provisions are applied herein to the several classes or positions as shown in the following sections:

BASIC SALARY SCHEDULE

SECTION I

The following basic monthly salary schedule of five step salary ranges shall apply to all full or part-time employment in the County Service for those positions assigned to salary range:

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
125.0	12.02	12.63	13.28	13.96	14.67	125.0	2083-2543
125.5	12.08	12.69	13.35	14.03	14.74	125.5	2094-2555
126.0	12.14	12.76	13.41	14.10	14.82	126.0	2104-2569
126.5	12.20	12.82	13.48	14.17	14.89	126.5	2115-2581
127.0	12.26	12.89	13.54	14.24	14.97	127.0	2125-2595
127.5	12.32	12.95	13.61	14.31	15.04	127.5	2135-2607
128.0	12.38	13.02	13.68	14.38	15.12	128.0	2146-2621
128.5	12.44	13.09	13.75	14.45	15.20	128.5	2156-2635
129.0	12.50	13.15	13.82	14.52	15.27	129.0	2167-2647
129.5	12.56	13.22	13.89	14.59	15.35	129.5	2177-2661
130.0	12.63	13.28	13.96	14.67	15.42	130.0	2189-2673
130.5	12.69	13.35	14.03	14.74	15.50	130.5	2200-2687
131.0	12.76	13.41	14.10	14.82	15.57	131.0	2212-2699
131.5	12.82	13.48	14.17	14.89	15.65	131.5	2222-2713
132.0	12.89	13.54	14.24	14.97	15.73	132.0	2234-2727
132.5	12.95	13.61	14.31	15.04	15.81	132.5	2245-2740
133.0	13.02	13.68	14.38	15.12	15.89	133.0	2257-2754
133.5	13.09	13.75	14.45	15.20	15.97	133.5	2269-2768
134.0	13.15	13.82	14.52	15.27	16.05	134.0	2279-2782
134.5	13.22	13.89	14.59	15.35	16.13	134.5	2291-2796
135.0	13.28	13.96	14.67	15.42	16.21	135.0	2302-2810
135.5	13.35	14.03	14.74	15.50	16.29	135.5	2314-2824
136.0	13.41	14.10	14.82	15.57	16.37	136.0	2324-2837
136.5	13.48	14.17	14.89	15.65	16.45	136.5	2337-2851
137.0	13.54	14.24	14.97	15.73	16.53	137.0	2347-2865
137.5	13.61	14.31	15.04	15.81	16.61	137.5	2359-2879
138.0	13.68	14.38	15.12	15.89	16.70	138.0	2371-2895
138.5	13.75	14.45	15.20	15.97	16.78	138.5	2383-2909
139.0	13.82	14.52	15.27	16.05	16.87	139.0	2395-2924
139.5	13.89	14.59	15.35	16.13	16.95	139.5	2408-2938
140.0	13.96	14.67	15.42	16.21	17.04	140.0	2420-2954
140.5	14.03	14.74	15.50	16.29	17.13	140.5	2432-2969
141.0	14.10	14.82	15.57	16.37	17.21	141.0	2444-2983
141.5	14.17	14.89	15.65	16.45	17.30	141.5	2456-2999
142.0	14.24	14.97	15.73	16.53	17.38	142.0	2468-3013
142.5	14.31	15.04	15.81	16.61	17.47	142.5	2480-3028
143.0	14.38	15.12	15.89	16.70	17.55	143.0	2493-3042
143.5	14.45	15.20	15.97	16.78	17.64	143.5	2505-3058
144.0	14.52	15.27	16.05	16.87	17.73	144.0	2517-3073
144.5	14.59	15.35	16.13	16.95	17.82	144.5	2529-3089

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
145.0	14.67	15.42	16.21	17.04	17.91	145.0	2543-3104
145.5	14.74	15.50	16.29	17.13	18.00	145.5	2555-3120
146.0	14.82	15.57	16.37	17.21	18.09	146.0	2569-3136
146.5	14.89	15.65	16.45	17.30	18.18	146.5	2581-3151
147.0	14.97	15.73	16.53	17.38	18.27	147.0	2595-3167
147.5	15.04	15.81	16.61	17.47	18.36	147.5	2607-3182
148.0	15.12	15.89	16.70	17.55	18.45	148.0	2621-3198
148.5	15.20	15.97	16.78	17.64	18.54	148.5	2635-3214
149.0	15.27	16.05	16.87	17.73	18.63	149.0	2647-3229
149.5	15.35	16.13	16.95	17.82	18.72	149.5	2661-3245
150.0	15.42	16.21	17.04	17.91	18.82	150.0	2673-3262
150.5	15.50	16.29	17.13	18.00	18.91	150.5	2687-3278
151.0	15.57	16.37	17.21	18.09	19.01	151.0	2699-3295
151.5	15.65	16.45	17.30	18.18	19.11	151.5	2713-3312
152.0	15.73	16.53	17.38	18.27	19.20	152.0	2727-3328
152.5	15.81	16.61	17.47	18.36	19.30	152.5	2740-3345
153.0	15.89	16.70	17.55	18.45	19.39	153.0	2754-3361
153.5	15.97	16.78	17.64	18.54	19.49	153.5	2768-3378
154.0	16.05	16.87	17.73	18.63	19.58	154.0	2782-3394
154.5	16.13	16.95	17.82	18.72	19.68	154.5	2796-3411
155.0	16.21	17.04	17.91	18.82	19.78	155.0	2810-3429
155.5	16.29	17.13	18.00	18.91	19.88	155.5	2824-3446
156.0	16.37	17.21	18.09	19.01	19.98	156.0	2837-3463
156.5	16.45	17.30	18.18	19.11	20.08	156.5	2851-3481
157.0	16.53	17.38	18.27	19.20	20.18	157.0	2865-3498
157.5	16.61	17.47	18.36	19.30	20.28	157.5	2879-3515
158.0	16.70	17.55	18.45	19.39	20.38	158.0	2895-3533
158.5	16.78	17.64	18.54	19.49	20.48	158.5	2909-3550
159.0	16.87	17.73	18.63	19.58	20.58	159.0	2924-3567
159.5	16.95	17.82	18.72	19.68	20.68	159.5	2938-3585
160.0	17.04	17.91	18.82	19.78	20.79	160.0	2954-3604
160.5	17.13	18.00	18.91	19.88	20.89	160.5	2969-3621
161.0	17.21	18.09	19.01	19.98	21.00	161.0	2983-3640
161.5	17.30	18.18	19.11	20.08	21.11	161.5	2999-3659
162.0	17.38	18.27	19.20	20.18	21.21	162.0	3013-3676
162.5	17.47	18.36	19.30	20.28	21.32	162.5	3028-3695
163.0	17.55	18.45	19.39	20.38	21.42	163.0	3042-3713
163.5	17.64	18.54	19.49	20.48	21.53	163.5	3058-3732
164.0	17.73	18.63	19.58	20.58	21.63	164.0	3073-3749
164.5	17.82	18.72	19.68	20.68	21.74	164.5	3089-3768
165.0	17.91	18.82	19.78	20.79	21.85	165.0	3104-3787
165.5	18.00	18.91	19.88	20.89	21.96	165.5	3120-3806

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
166.0	18.09	19.01	19.98	21.00	22.07	166.0	3136-3825
166.5	18.18	19.11	20.08	21.11	22.18	166.5	3151-3845
167.0	18.27	19.20	20.18	21.21	22.29	167.0	3167-3864
167.5	18.36	19.30	20.28	21.32	22.40	167.5	3182-3883
168.0	18.45	19.39	20.38	21.42	22.51	168.0	3198-3902
168.5	18.54	19.49	20.48	21.53	22.62	168.5	3214-3921
169.0	18.63	19.58	20.58	21.63	22.74	169.0	3229-3942
169.5	18.72	19.68	20.68	21.74	22.85	169.5	3245-3961
170.0	18.82	19.78	20.79	21.85	22.97	170.0	3262-3981
170.5	18.91	19.88	20.89	21.96	23.08	170.5	3278-4001
171.0	19.01	19.98	21.00	22.07	23.20	171.0	3295-4021
171.5	19.11	20.08	21.11	22.18	23.32	171.5	3312-4042
172.0	19.20	20.18	21.21	22.29	23.43	172.0	3328-4061
172.5	19.30	20.28	21.32	22.40	23.55	172.5	3345-4082
173.0	19.39	20.38	21.42	22.51	23.66	173.0	3361-4101
173.5	19.49	20.48	21.53	22.62	23.78	173.5	3378-4122
174.0	19.58	20.58	21.63	22.74	23.90	174.0	3394-4143
174.5	19.68	20.68	21.74	22.85	24.02	174.5	3411-4163
175.0	19.78	20.79	21.85	22.97	24.14	175.0	3429-4184
175.5	19.88	20.89	21.96	23.08	24.26	175.5	3446-4205
176.0	19.98	21.00	22.07	23.20	24.38	176.0	3463-4226
176.5	20.08	21.11	22.18	23.32	24.50	176.5	3481-4247
177.0	20.18	21.21	22.29	23.43	24.62	177.0	3498-4267
177.5	20.28	21.32	22.40	23.55	24.74	177.5	3515-4288
178.0	20.38	21.42	22.51	23.66	24.87	178.0	3533-4311
178.5	20.48	21.53	22.62	23.78	24.99	178.5	3550-4332
179.0	20.58	21.63	22.74	23.90	25.12	179.0	3567-4354
179.5	20.68	21.74	22.85	24.02	25.25	179.5	3585-4377
180.0	20.79	21.85	22.97	24.14	25.37	180.0	3604-4397
180.5	20.89	21.96	23.08	24.26	25.50	180.5	3621-4420
181.0	21.00	22.07	23.20	24.38	25.62	181.0	3640-4441
181.5	21.11	22.18	23.32	24.50	25.75	181.5	3659-4463
182.0	21.21	22.29	23.43	24.62	25.88	182.0	3676-4486
182.5	21.32	22.40	23.55	24.74	26.01	182.5	3695-4508
183.0	21.42	22.51	23.66	24.87	26.14	183.0	3713-4531
183.5	21.53	22.62	23.78	24.99	26.27	183.5	3732-4553
184.0	21.63	22.74	23.90	25.12	26.40	184.0	3749-4576
184.5	21.74	22.85	24.02	25.25	26.53	184.5	3768-4599
185.0	21.85	22.97	24.14	25.37	26.66	185.0	3787-4621
185.5	21.96	23.08	24.26	25.50	26.79	185.5	3806-4644
186.0	22.07	23.20	24.38	25.62	26.93	186.0	3825-4668
186.5	22.18	23.32	24.50	25.75	27.06	186.5	3845-4690

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
187.0	22.29	23.43	24.62	25.88	27.20	187.0	3864-4715
187.5	22.40	23.55	24.74	26.01	27.34	187.5	3883-4739
188.0	22.51	23.66	24.87	26.14	27.47	188.0	3902-4761
188.5	22.62	23.78	24.99	26.27	27.61	188.5	3921-4786
189.0	22.74	23.90	25.12	26.40	27.74	189.0	3942-4808
189.5	22.85	24.02	25.25	26.53	27.88	189.5	3961-4833
190.0	22.97	24.14	25.37	26.66	28.02	190.0	3981-4857
190.5	23.08	24.26	25.50	26.79	28.16	190.5	4001-4881
191.0	23.20	24.38	25.62	26.93	28.30	191.0	4021-4905
191.5	23.32	24.50	25.75	27.06	28.44	191.5	4042-4930
192.0	23.43	24.62	25.88	27.20	28.58	192.0	4061-4954
192.5	23.55	24.74	26.01	27.34	28.72	192.5	4082-4978
193.0	23.66	24.87	26.14	27.47	28.87	193.0	4101-5004
193.5	23.78	24.99	26.27	27.61	29.01	193.5	4122-5028
194.0	23.90	25.12	26.40	27.74	29.16	194.0	4143-5054
194.5	24.02	25.25	26.53	27.88	29.31	194.5	4163-5080
195.0	24.14	25.37	26.66	28.02	29.45	195.0	4184-5105
195.5	24.26	25.50	26.79	28.16	29.60	195.5	4205-5131
196.0	24.38	25.62	26.93	28.30	29.74	196.0	4226-5155
196.5	24.50	25.75	27.06	28.44	29.89	196.5	4247-5181
197.0	24.62	25.88	27.20	28.58	30.04	197.0	4267-5207
197.5	24.74	26.01	27.34	28.72	30.19	197.5	4288-5233
198.0	24.87	26.14	27.47	28.87	30.34	198.0	4311-5259
198.5	24.99	26.27	27.61	29.01	30.49	198.5	4332-5285
199.0	25.12	26.40	27.74	29.16	30.64	199.0	4354-5311
199.5	25.25	26.53	27.88	29.31	30.79	199.5	4377-5337
200.0	25.37	26.66	28.02	29.45	30.95	200.0	4397-5365
200.5	25.50	26.79	28.16	29.60	31.10	200.5	4420-5391
201.0	25.62	26.93	28.30	29.74	31.26	201.0	4441-5418
201.5	25.75	27.06	28.44	29.89	31.42	201.5	4463-5446
202.0	25.88	27.20	28.58	30.04	31.57	202.0	4486-5472
202.5	26.01	27.34	28.72	30.19	31.73	202.5	4508-5500
203.0	26.14	27.47	28.87	30.34	31.89	203.0	4531-5528
203.5	26.27	27.61	29.01	30.49	32.05	203.5	4553-5555
204.0	26.40	27.74	29.16	30.64	32.21	204.0	4576-5583
204.5	26.53	27.88	29.31	30.79	32.37	204.5	4599-5611
205.0	26.66	28.02	29.45	30.95	32.53	205.0	4621-5639
205.5	26.79	28.16	29.60	31.10	32.69	205.5	4644-5666
206.0	26.93	28.30	29.74	31.26	32.86	206.0	4668-5696
206.5	27.06	28.44	29.89	31.42	33.02	206.5	4690-5723
207.0	27.20	28.58	30.04	31.57	33.19	207.0	4715-5753
207.5	27.34	28.72	30.19	31.73	33.36	207.5	4739-5782

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
208.0	27.47	28.87	30.34	31.89	33.52	208.0	4761-5810
208.5	27.61	29.01	30.49	32.05	33.69	208.5	4786-5840
209.0	27.74	29.16	30.64	32.21	33.86	209.0	4808-5869
209.5	27.88	29.31	30.79	32.37	34.03	209.5	4833-5899
210.0	28.02	29.45	30.95	32.53	34.20	210.0	4857-5928
210.5	28.16	29.60	31.10	32.69	34.37	210.5	4881-5957
211.0	28.30	29.74	31.26	32.86	34.54	211.0	4905-5987
211.5	28.44	29.89	31.42	33.02	34.71	211.5	4930-6016
212.0	28.58	30.04	31.57	33.19	34.89	212.0	4954-6048
212.5	28.72	30.19	31.73	33.36	35.06	212.5	4978-6077
213.0	28.87	30.34	31.89	33.52	35.24	213.0	5004-6108
213.5	29.01	30.49	32.05	33.69	35.42	213.5	5028-6139
214.0	29.16	30.64	32.21	33.86	35.59	214.0	5054-6169
214.5	29.31	30.79	32.37	34.03	35.77	214.5	5080-6200
215.0	29.45	30.95	32.53	34.20	35.95	215.0	5105-6231
215.5	29.60	31.10	32.69	34.37	36.13	215.5	5131-6263
216.0	29.74	31.26	32.86	34.54	36.31	216.0	5155-6294
216.5	29.89	31.42	33.02	34.71	36.49	216.5	5181-6325
217.0	30.04	31.57	33.19	34.89	36.67	217.0	5207-6356
217.5	30.19	31.73	33.36	35.06	36.85	217.5	5233-6387
218.0	30.34	31.89	33.52	35.24	37.04	218.0	5259-6420
218.5	30.49	32.05	33.69	35.42	37.23	218.5	5285-6453
219.0	30.64	32.21	33.86	35.59	37.41	219.0	5311-6484
219.5	30.79	32.37	34.03	35.77	37.60	219.5	5337-6517
220.0	30.95	32.53	34.20	35.95	37.78	220.0	5365-6549
220.5	31.10	32.69	34.37	36.13	37.97	220.5	5391-6581
221.0	31.26	32.86	34.54	36.31	38.16	221.0	5418-6614
221.5	31.42	33.02	34.71	36.49	38.35	221.5	5446-6647
222.0	31.57	33.19	34.89	36.67	38.54	222.0	5472-6680
222.5	31.73	33.36	35.06	36.85	38.73	222.5	5500-6713
223.0	31.89	33.52	35.24	37.04	38.93	223.0	5528-6748
223.5	32.05	33.69	35.42	37.23	39.12	223.5	5555-6781
224.0	32.21	33.86	35.59	37.41	39.32	224.0	5583-6815
224.5	32.37	34.03	35.77	37.60	39.52	224.5	5611-6850
225.0	32.53	34.20	35.95	37.78	39.71	225.0	5639-6883
225.5	32.69	34.37	36.13	37.97	39.91	225.5	5666-6918
226.0	32.86	34.54	36.31	38.16	40.11	226.0	5696-6952
226.5	33.02	34.71	36.49	38.35	40.31	226.5	5723-6987
227.0	33.19	34.89	36.67	38.54	40.51	227.0	5753-7022
227.5	33.36	35.06	36.85	38.73	40.71	227.5	5782-7056
228.0	33.52	35.24	37.04	38.93	40.92	228.0	5810-7093
228.5	33.69	35.42	37.23	39.12	41.12	228.5	5840-7127

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
229.0	33.86	35.59	37.41	39.32	41.33	229.0	5869-7164
229.5	34.03	35.77	37.60	39.52	41.54	229.5	5899-7200
230.0	34.20	35.95	37.78	39.71	41.74	230.0	5928-7235
230.5	34.37	36.13	37.97	39.91	41.95	230.5	5957-7271
231.0	34.54	36.31	38.16	40.11	42.16	231.0	5987-7308
231.5	34.71	36.49	38.35	40.31	42.37	231.5	6016-7344
232.0	34.89	36.67	38.54	40.51	42.58	232.0	6048-7381
232.5	35.06	36.85	38.73	40.71	42.79	232.5	6077-7417
233.0	35.24	37.04	38.93	40.92	43.01	233.0	6108-7455
233.5	35.42	37.23	39.12	41.12	43.23	233.5	6139-7493
234.0	35.59	37.41	39.32	41.33	43.44	234.0	6169-7530
234.5	35.77	37.60	39.52	41.54	43.66	234.5	6200-7568
235.0	35.95	37.78	39.71	41.74	43.87	235.0	6231-7604
235.5	36.13	37.97	39.91	41.95	44.09	235.5	6263-7642
236.0	36.31	38.16	40.11	42.16	44.31	236.0	6294-7680
236.5	36.49	38.35	40.31	42.37	44.53	236.5	6325-7719
237.0	36.67	38.54	40.51	42.58	44.75	237.0	6356-7757
237.5	36.85	38.73	40.71	42.79	44.97	237.5	6387-7795
238.0	37.04	38.93	40.92	43.01	45.20	238.0	6420-7835
238.5	37.23	39.12	41.12	43.23	45.43	238.5	6453-7875
239.0	37.41	39.32	41.33	43.44	45.65	239.0	6484-7913
239.5	37.60	39.52	41.54	43.66	45.88	239.5	6517-7953
240.0	37.78	39.71	41.74	43.87	46.11	240.0	6549-7992
240.5	37.97	39.91	41.95	44.09	46.34	240.5	6581-8032
241.0	38.16	40.11	42.16	44.31	46.57	241.0	6614-8072
241.5	38.35	40.31	42.37	44.53	46.80	241.5	6647-8112
242.0	38.54	40.51	42.58	44.75	47.04	242.0	6680-8154
242.5	38.73	40.71	42.79	44.97	47.28	242.5	6713-8195
243.0	38.93	40.92	43.01	45.20	47.51	243.0	6748-8235
243.5	39.12	41.12	43.23	45.43	47.75	243.5	6781-8277
244.0	39.32	41.33	43.44	45.65	47.99	244.0	6815-8318
244.5	39.52	41.54	43.66	45.88	48.23	244.5	6850-8360
245.0	39.71	41.74	43.87	46.11	48.47	245.0	6883-8401
245.5	39.91	41.95	44.09	46.34	48.71	245.5	6918-8443
246.0	40.11	42.16	44.31	46.57	48.95	246.0	6952-8485
246.5	40.31	42.37	44.53	46.80	49.19	246.5	6987-8526
247.0	40.51	42.58	44.75	47.04	49.44	247.0	7022-8570
247.5	40.71	42.79	44.97	47.28	49.69	247.5	7056-8613
248.0	40.92	43.01	45.20	47.51	49.93	248.0	7093-8655
248.5	41.12	43.23	45.43	47.75	50.18	248.5	7127-8698
249.0	41.33	43.44	45.65	47.99	50.43	249.0	7164-8741
249.5	41.54	43.66	45.88	48.23	50.68	249.5	7200-8785

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
250.0	41.74	43.87	46.11	48.47	50.93	250.0	7235-8828
250.5	41.95	44.09	46.34	48.71	51.18	250.5	7271-8871
251.0	42.16	44.31	46.57	48.95	51.44	251.0	7308-8916
251.5	42.37	44.53	46.80	49.19	51.70	251.5	7344-8961
252.0	42.58	44.75	47.04	49.44	51.95	252.0	7381-9005
252.5	42.79	44.97	47.28	49.69	52.21	252.5	7417-9050
253.0	43.01	45.20	47.51	49.93	52.47	253.0	7455-9095
253.5	43.23	45.43	47.75	50.18	52.73	253.5	7493-9140
254.0	43.44	45.65	47.99	50.43	52.99	254.0	7530-9185
254.5	43.66	45.88	48.23	50.68	53.25	254.5	7568-9230
255.0	43.87	46.11	48.47	50.93	53.52	255.0	7604-9277
255.5	44.09	46.34	48.71	51.18	53.79	255.5	7642-9324
256.0	44.31	46.57	48.95	51.44	54.06	256.0	7680-9370
256.5	44.53	46.80	49.19	51.70	54.33	256.5	7719-9417
257.0	44.75	47.04	49.44	51.95	54.60	257.0	7757-9464
257.5	44.97	47.28	49.69	52.21	54.87	257.5	7795-9511
258.0	45.20	47.51	49.93	52.47	55.15	258.0	7835-9559
258.5	45.43	47.75	50.18	52.73	55.43	258.5	7875-9608
259.0	45.65	47.99	50.43	52.99	55.70	259.0	7913-9655
259.5	45.88	48.23	50.68	53.25	55.98	259.5	7953-9703
260.0	46.11	48.47	50.93	53.52	56.26	260.0	7992-9752
260.5	46.34	48.71	51.18	53.79	56.54	260.5	8032-9800
261.0	46.57	48.95	51.44	54.06	56.82	261.0	8072-9849
261.5	46.80	49.19	51.70	54.33	57.10	261.5	8112-9897
262.0	47.04	49.44	51.95	54.60	57.39	262.0	8154-9948
262.5	47.28	49.69	52.21	54.87	57.68	262.5	8195-9998
263.0	47.51	49.93	52.47	55.15	57.96	263.0	8235-10046
263.5	47.75	50.18	52.73	55.43	58.25	263.5	8277-10097
264.0	47.99	50.43	52.99	55.70	58.54	264.0	8318-10147
264.5	48.23	50.68	53.25	55.98	58.83	264.5	8360-10197
265.0	48.47	50.93	53.52	56.26	59.13	265.0	8401-10249
265.5	48.71	51.18	53.79	56.54	59.43	265.5	8443-10301
266.0	48.95	51.44	54.06	56.82	59.72	266.0	8485-10351
266.5	49.19	51.70	54.33	57.10	60.02	266.5	8526-10403
267.0	49.44	51.95	54.60	57.39	60.32	267.0	8570-10455
267.5	49.69	52.21	54.87	57.68	60.62	267.5	8613-10507
268.0	49.93	52.47	55.15	57.96	60.92	268.0	8655-10559
268.5	50.18	52.73	55.43	58.25	61.22	268.5	8698-10611
269.0	50.43	52.99	55.70	58.54	61.53	269.0	8741-10665
269.5	50.68	53.25	55.98	58.83	61.84	269.5	8785-10719
270.0	50.93	53.52	56.26	59.13	62.15	270.0	8828-10773
270.5	51.18	53.79	56.54	59.43	62.46	270.5	8871-10826

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
271.0	51.44	54.06	56.82	59.72	62.77	271.0	8916-10880
271.5	51.70	54.33	57.10	60.02	63.08	271.5	8961-10934
272.0	51.95	54.60	57.39	60.32	63.40	272.0	9005-10989
272.5	52.21	54.87	57.68	60.62	63.72	272.5	9050-11045
273.0	52.47	55.15	57.96	60.92	64.03	273.0	9095-11099
273.5	52.73	55.43	58.25	61.22	64.35	273.5	9140-11154
274.0	52.99	55.70	58.54	61.53	64.67	274.0	9185-11209
274.5	53.25	55.98	58.83	61.84	64.99	274.5	9230-11265
275.0	53.52	56.26	59.13	62.15	65.32	275.0	9277-11322
275.5	53.79	56.54	59.43	62.46	65.65	275.5	9324-11379
276.0	54.06	56.82	59.72	62.77	65.97	276.0	9370-11435
276.5	54.33	57.10	60.02	63.08	66.30	276.5	9417-11492
277.0	54.60	57.39	60.32	63.40	66.63	277.0	9464-11549
277.5	54.87	57.68	60.62	63.72	66.96	277.5	9511-11606
278.0	55.15	57.96	60.92	64.03	67.30	278.0	9559-11665
278.5	55.43	58.25	61.22	64.35	67.64	278.5	9608-11724
279.0	55.70	58.54	61.53	64.67	67.97	279.0	9655-11781
279.5	55.98	58.83	61.84	64.99	68.31	279.5	9703-11840
280.0	56.26	59.13	62.15	65.32	68.65	280.0	9752-11899
280.5	56.54	59.43	62.46	65.65	68.99	280.5	9800-11958
281.0	56.82	59.72	62.77	65.97	69.34	281.0	9849-12019
281.5	57.10	60.02	63.08	66.30	69.69	281.5	9897-12080
282.0	57.39	60.32	63.40	66.63	70.03	282.0	9948-12139
282.5	57.68	60.62	63.72	66.96	70.38	282.5	9998-12199
283.0	57.96	60.92	64.03	67.30	70.73	283.0	10046-12260
283.5	58.25	61.22	64.35	67.64	71.08	283.5	10097-12321
284.0	58.54	61.53	64.67	67.97	71.44	284.0	10147-12383
284.5	58.83	61.84	64.99	68.31	71.80	284.5	10197-12445
285.0	59.13	62.15	65.32	68.65	72.15	285.0	10249-12506
285.5	59.43	62.46	65.65	68.99	72.51	285.5	10301-12568
286.0	59.72	62.77	65.97	69.34	72.87	286.0	10351-12631
286.5	60.02	63.08	66.30	69.69	73.23	286.5	10403-12693
287.0	60.32	63.40	66.63	70.03	73.60	287.0	10455-12757
287.5	60.62	63.72	66.96	70.38	73.97	287.5	10507-12821
288.0	60.92	64.03	67.30	70.73	74.34	288.0	10559-12886
288.5	61.22	64.35	67.64	71.08	74.71	288.5	10611-12950
289.0	61.53	64.67	67.97	71.44	75.08	289.0	10665-13014
289.5	61.84	64.99	68.31	71.80	75.46	289.5	10719-13080
290.0	62.15	65.32	68.65	72.15	75.83	290.0	10773-13144
290.5	62.46	65.65	68.99	72.51	76.21	290.5	10826-13210
291.0	62.77	65.97	69.34	72.87	76.59	291.0	10880-13276
291.5	63.08	66.30	69.69	73.23	76.97	291.5	10934-13341

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
292.0	63.40	66.63	70.03	73.60	77.36	292.0	10989-13409
292.5	63.72	66.96	70.38	73.97	77.75	292.5	11045-13477
293.0	64.03	67.30	70.73	74.34	78.13	293.0	11099-13543
293.5	64.35	67.64	71.08	74.71	78.52	293.5	11154-13610
294.0	64.67	67.97	71.44	75.08	78.91	294.0	11209-13678
294.5	64.99	68.31	71.80	75.46	79.30	294.5	11265-13745
295.0	65.32	68.65	72.15	75.83	79.70	295.0	11322-13815
295.5	65.65	68.99	72.51	76.21	80.10	295.5	11379-13884
296.0	65.97	69.34	72.87	76.59	80.50	296.0	11435-13953
296.5	66.30	69.69	73.23	76.97	80.90	296.5	11492-14023
297.0	66.63	70.03	73.60	77.36	81.31	297.0	11549-14094
297.5	66.96	70.38	73.97	77.75	81.72	297.5	11606-14165
298.0	67.30	70.73	74.34	78.13	82.12	298.0	11665-14234
298.5	67.64	71.08	74.71	78.52	82.53	298.5	11724-14305
299.0	67.97	71.44	75.08	78.91	82.94	299.0	11781-14376
299.5	68.31	71.80	75.46	79.30	83.35	299.5	11840-14447
300.0	68.65	72.15	75.83	79.70	83.77	300.0	11899-14520
300.5	68.99	72.51	76.21	80.10	84.19	300.5	11958-14593
301.0	69.34	72.87	76.59	80.50	84.61	301.0	12019-14666
301.5	69.69	73.23	76.97	80.90	85.03	301.5	12080-14739
302.0	70.03	73.60	77.36	81.31	85.46	302.0	12139-14813
302.5	70.38	73.97	77.75	81.72	85.89	302.5	12199-14888
303.0	70.73	74.34	78.13	82.12	86.31	303.0	12260-14960
303.5	71.08	74.71	78.52	82.53	86.74	303.5	12321-15035
304.0	71.44	75.08	78.91	82.94	87.17	304.0	12383-15109
304.5	71.80	75.46	79.30	83.35	87.61	304.5	12445-15186
305.0	72.15	75.83	79.70	83.77	88.04	305.0	12506-15260
305.5	72.51	76.21	80.10	84.19	88.48	305.5	12568-15337
306.0	72.87	76.59	80.50	84.61	88.92	306.0	12631-15413
306.5	73.23	76.97	80.90	85.03	89.36	306.5	12693-15489
307.0	73.60	77.36	81.31	85.46	89.81	307.0	12757-15567
307.5	73.97	77.75	81.72	85.89	90.26	307.5	12821-15645
308.0	74.34	78.13	82.12	86.31	90.71	308.0	12886-15723
308.5	74.71	78.52	82.53	86.74	91.16	308.5	12950-15801
309.0	75.08	78.91	82.94	87.17	91.62	309.0	13014-15881
309.5	75.46	79.30	83.35	87.61	92.08	309.5	13080-15961
310.0	75.83	79.70	83.77	88.04	92.54	310.0	13144-16040
310.5	76.21	80.10	84.19	88.48	93.00	310.5	13210-16120
311.0	76.59	80.50	84.61	88.92	93.47	311.0	13276-16201

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
C06	Account Clerk I	136.5	2337-2851
C05	Account Clerk II	146.5	2581-3151
C04	Account Clerk III	156.5	2851-3481
B13	Accountant I	202.0	4486-5472
B02	Accountant II	212.0	4954-6048
C85	Accounting Assistant	162.0	3013-3676
E57	Accounting Specialist – Treasury Ops	202.0	4486-5472
E03	Accounting Technician	172.0	3328-4061
N02	Ag & Standards Aide	158.0	2895-3533
N04	Ag & Standards Inspector I	180.0	3604-4397
N03	Ag & Standards Inspector II	195.0	4184-5105
N05	Ag & Standards Inspector III	210.0	4857-5928
N33	Ag Computer Systems Coordinator	198.0	4311-5259
N16	Ag Research Assistant	171.0	3295-4021
N14	Animal Control Officer I	151.0	2699-3295
N13	Animal Control Officer II	161.0	2983-3640
N20	Animal Control Officer III	171.0	3295-4021
N31	Animal Services Outreach Coordinator	170.5	3278-4001
N37	Animal Shelter Technician I	141.0	2444-2983
N36	Animal Shelter Technician II	151.0	2699-3295
B19	Appraiser I	179.0	3567-4354
B18	Appraiser II	194.0	4143-5054
B31	Appraiser III	208.0	4761-5810
E71	Assessment Specialist I	148.0	2621-3198
E72	Assessment Specialist II	158.0	2895-3533
E73	Assessment Specialist III	168.0	3198-3902
B17	Auditor-Appraiser I	185.0	3787-4621
B16	Auditor-Appraiser II	200.0	4397-5365
B34	Auditor-Appraiser III	215.0	5105-6231
P78	Behavioral Health Services Assistant I*	146.5	2581-3151
P79	Behavioral Health Services Assistant II*	156.5	2851-3481
E05	Building & Planning Aide I	151.5	2713-3312
E06	Building & Planning Aide II	170.5	3278-4001
N07	Building Inspector I	187.5	3883-4739
N17	Building Inspector II	197.5	4288-5233
N08	Building Inspector III	207.5	4739-5782
N09	Building Inspector IV	217.5	5233-6387
B90	Business Applications Specialist	214.0	5054-6169
E22	Cadastral G.I.S. Technician I	174.0	3394-4143
E28	Cadastral G.I.S. Technician II	184.0	3749-4576
E29	Cadastral G.I.S. Technician III	199.0	4354-5311
P94	Case Review Officer	221.0	5418-6614
C30	Central Services Operator I*	142.5	2480-3028
C31	Central Services Operator II*	152.5	2740-3345

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
H47	CHI Case Manager	162.5	3028-3695
I07	Child Health Counselor	157.0	2865-3498
P47	Child Support Assistant	145.5	2555-3120
P45	Child Support Specialist I	155.5	2824-3446
P27	Child Support Specialist II	165.5	3120-3806
P26	Child Support Specialist III	175.5	3446-4205
C48	Children's Medical Services Worker	157.0	2865-3498
C72	Clerk-Recorder Specialist I	145.5	2555-3120
C71	Clerk-Recorder Specialist II	155.5	2824-3446
C70	Clerk-Recorder Specialist III	165.5	3120-3806
H25	Clinical Laboratory Technologist	196.5	4247-5181
E45	Code Compliance Specialist I	187.5	3883-4739
E44	Code Compliance Specialist II	197.5	4288-5233
E41	Code Compliance Specialist III	207.5	4739-5782
C65	Collections Assistant	162.0	3013-3676
C61	Collector-Tax	172.0	3328-4061
I01	Community Health Aide I*	133.0	2257-2754
I02	Community Health Aide II	138.0	2371-2895
I04	Community Health Aide III	148.0	2621-3198
E67	Community Outreach Specialist	185.5	3806-4644
B80	Computer Forensics Specialist I	194.0	4143-5054
B79	Computer Forensics Specialist II	209.0	4808-5869
B60	Computer Support Technician I	185.0	3787-4621
B59	Computer Support Technician II	195.0	4184-5105
H06	County Health Nurse I	207.0	4715-5753
H05	County Health Nurse II	217.0	5207-6356
E13	County Surveyor	233.0	6108-7455
B94	Crime Data Analyst	214.0	5054-6169
B88	Database Administrator	247.5	7056-8613
B93	Database Analyst I	208.5	4786-5840
B92	Database Analyst II	223.5	5555-6781
B91	Database Analyst III	233.5	6139-7493
C83	Department Specialist I*	133.0	2257-2754
C82	Department Specialist II	140.5	2432-2969
C81	Department Specialist III	150.5	2687-3278
P40	Deputy Public Guardian	187.0	3864-4715
M26	Deputy Sheriff Cadet	179.0	3567-4354
H28	Dietitian	202.0	4486-5472
C26	Elections Specialist I	149.0	2647-3229
C25	Elections Specialist II	159.0	2924-3567
C24	Elections Specialist III	169.0	3229-3942
E51	Electronic Monitoring Technician	169.0	3229-3942

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
P16	Eligibility Worker I	155.0	2810-3429
P17	Eligibility Worker II	165.0	3104-3787
P32	Eligibility Worker III	175.0	3429-4184
E14	Emergency Dispatch Training Officer	200.0	4397-5365
E38	Emergency Dispatcher I	170.0	3262-3981
E37	Emergency Dispatcher II	180.0	3604-4397
C99	Emergency Services Specialist	155.0	2810-3429
P65	Employment & Training Technician I	166.0	3136-3825
P22	Employment & Training Technician II	176.0	3463-4226
P07	Employment & Training Worker I	166.0	3136-3825
P08	Employment & Training Worker II	176.0	3463-4226
P09	Employment & Training Worker III	186.0	3825-4668
E08	Engineer I (Civil)	208.5	4786-5840
E09	Engineer II (Civil)	223.5	5555-6781
E10	Engineer III (Civil)	233.5	6139-7493
E17	Engineering Technician I	180.5	3621-4420
E18	Engineering Technician II	196.0	4226-5155
N12	Environmental Health Officer I	187.0	3864-4715
N11	Environmental Health Officer II	197.0	4267-5207
N19	Environmental Health Officer III	207.0	4715-5753
N10	Environmental Health Officer IV	217.0	5207-6356
M24	Evidence Technician	175.0	3429-4184
P56	Family Resource Assistant	153.0	2754-3361
P57	Family Resource Coordinator	173.0	3361-4101
E62	Finance Specialist	185.0	3787-4621
M48	Fingerprint Technician I	165.0	3104-3787
M47	Fingerprint Technician II	175.0	3429-4184
K25	Fire Equipment Supply Specialist	181.0	3640-4441
K26	Fire Equipment Supply Trainee	161.0	2983-3640
E47	First 5 Resource Specialist	163.0	3042-3713
E31	Fiscal Specialist I	182.0	3676-4486
E27	Fiscal Specialist II	192.0	4061-4954
E26	Fiscal Specialist III	202.0	4486-5472
S05	Fleet Service Attendant	143.5	2505-3058
E64	G.I.S. Specialist I	183.0	3713-4531
E63	G.I.S. Specialist II	199.0	4354-5311
H15	Health Educator	189.0	3942-4808
C53	Investigative Assistant	175.0	3429-4184

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
K21	Jail Cook	156.5	2851-3481
K20	Jail Cook Trainee	136.5	2337-2851
C86	Juvenile Center Support Clerk	144.0	2517-3073
P35	Juvenile Corrections Officer I	169.0	3229-3942
P36	Juvenile Corrections Officer II	179.0	3567-4354
P39	Juvenile Corrections Officer III	189.0	3942-4808
N00	Kennelworker	141.0	2444-2983
I03	Laboratory Assistant I	140.0	2420-2954
I10	Laboratory Assistant II	150.0	2673-3262
I11	Laboratory Assistant III	160.0	2954-3604
B48	Law Librarian/Small Claims Advisor	163.0	3042-3713
C57	Legal Clerk I	143.0	2493-3042
C58	Legal Clerk II	153.0	2754-3361
C59	Legal Clerk III	158.0	2895-3533
C50	Legal Secretary	163.0	3042-3713
B21	Librarian I	188.0	3902-4761
B20	Librarian II	198.0	4311-5259
B24	Librarian III	208.0	4761-5810
B39	Library Aide *	133.0	2257-2754
B36	Library Assistant I	137.5	2359-2879
B37	Library Assistant II	147.5	2607-3182
B38	Library Assistant III	157.5	2879-3515
B65	Library Technology Specialist I	185.0	3787-4621
B61	Library Technology Specialist II	195.0	4184-5105
P79	Licensed Clinical Social Worker	226.0	5696-6952
P93	Licensed Mental Health Clinician	226.0	5696-6952
H49	Licensed Vocational Nurse I	177.0	3498-4267
H48	Licensed Vocational Nurse II	187.0	3864-4715
H36	Medical Assistant I*	133.0	2257-2754
H31	Medical Assistant II	140.5	2432-2969
C98	Medical Billing Clerk I	152.5	2740-3345
C97	Medical Billing Clerk II	162.5	3028-3695
H22	Microbiologist	225.0	5639-6883
H19	Microbiologist Trainee	207.0	4715-5753
B53	Network Analyst I	208.5	4786-5840
B54	Network Analyst II	223.5	5555-6781
B52	Network Analyst III	233.5	6139-7493
H42	Nutrition Educator	182.0	3676-4486
H38	Occupational Therapist	233.0	6108-7455

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
C10	Office Assistant I*	133.0	2257-2754
C09	Office Assistant II	139.0	2395-2924
C08	Office Assistant III	149.0	2647-3229
B27	Office Systems Analyst I	208.5	4786-5840
B28	Office Systems Analyst II	223.5	5555-6781
B23	Office Systems Analyst III	233.5	6139-7493
C64	Paralegal	176.0	3463-4226
P73	Peer Support Specialist*	133.0	2257-2754
E39	Permit Technician I	167.5	3182-3883
E40	Permit Technician II	177.5	3515-4288
E46	Permit Technician III	187.5	3883-4739
H40	Physical Therapist	233.0	6108-7455
E04	Planner I	189.5	3961-4833
E16	Planner II	204.5	4599-5611
E21	Planner III	214.5	5080-6200
B55	Prevention Coordinator	201.0	4441-5418
P31	Probation Aide	167.0	3167-3864
P30	Process Server	149.0	2647-3229
B06	Programmer Analyst I	208.5	4786-5840
B05	Programmer Analyst II	223.5	5555-6781
B11	Programmer Analyst III	233.5	6139-7493
P59	Psychiatric Technician I*	166.5	3151-3845
P58	Psychiatric Technician II*	176.5	3481-4247
E32	Public Guardian Accounting Technician	172.0	3328-4061
C87	Public Guardian/Vet Svcs Case Wkr	154.5	2796-3411
P90	Public Health Emergency Planner	209.0	4808-5869
H02	Public Health Nurse I	222.0	5472-6680
H01	Public Health Nurse II	232.0	6048-7381
E55	Purchasing Assistant	162.0	3013-3676
E68	Quality Assurance Specialist	183.0	3713-4531
B95	Radio Communications Programmer	234.5	6200-7568
P88	Recovery Support Coordinator I	176.0	3463-4226
P87	Recovery Support Coordinator II	186.0	3825-4668
P86	Recovery Support Coordinator III	196.0	4226-5155
H27	Registered Dietitian	217.0	5207-6356
N32	Registered Veterinary Technician	170.5	3278-4001
E52	Right of Way Agent	214.0	5054-6169
M30	Security Officer	144.5	2529-3089
P63	Senior Employment & Training Technician*	186.0	3825-4668
H16	Senior Health Educator	202.0	4486-5472
B51	Senior Network Analyst	243.5	6781-8277

SECTION II - General Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
B14	Senior Office Systems Analyst	243.5	6781-8277
E34	Senior Planner	229.0	5869-7164
B04	Senior Programmer Analyst	244.5	6850-8360
P52	Senior Social Service Worker	201.0	4441-5418
P23	Senior Veterans Service Rep	176.5	3481-4247
C13	Sheriff Records Clerk I	156.0	2837-3463
C14	Sheriff Records Clerk II	166.0	3136-3825
C16	Sheriff Records Clerk III	176.0	3463-4226
M45	Sheriff's Investigative Assistant	175.0	3429-4184
P81	Social Service Practitioner - CPS	216.0	5155-6294
P14	Social Service Worker I	176.0	3463-4226
P13	Social Service Worker II	186.0	3825-4668
P12	Social Service Worker III	196.0	4226-5155
P84	Social Service Worker I - CPS	186.0	3825-4668
P83	Social Service Worker II - CPS	196.0	4226-5155
P82	Social Service Worker III - CPS	206.0	4668-5696
P76	Social Services Assistant I	146.5	2581-3151
P75	Social Services Assistant II	156.5	2851-3481
H55	Staff Nurse	207.0	4715-5753
C100	Staff Support Specialist I*	174.0	3394-4143
C101	Staff Support Specialist II*	184.0	3749-4576
C07	Support Services Specialist	177.0	3498-4267
B68	System Support Specialist	177.0	3498-4267
P92	Unlicensed Mental Health Clinician	216.0	5155-6294
P24	Veterans' Service Representative I	156.5	2851-3481
P25	Veterans' Service Representative II	166.5	3151-3845
P21	Victim/Witness Advocate I	154.0	2782-3394
P19	Victim/Witness Advocate II	164.0	3073-3749
P38	Welfare Fraud Investigator I	190.0	3981-4857
P37	Welfare Fraud Investigator II	200.0	4397-5365
P33	Welfare Fraud Investigator III	205.0	4621-5639
H52	WIC Breastfeeding Coordinator	182.0	3676-4486
I122	WIC Nutrition Assistant I	136.5	2337-2851
I121	WIC Nutrition Assistant II	146.5	2581-3151
I120	WIC Nutrition Assistant III	156.5	2851-3481
I05	X-Ray Technician I	155.0	2810-3429
I06	X-Ray Technician II	174.0	3394-4143
I09	X-Ray Technician Trainee	136.0	2324-2837

***Effective December 18, 2018 - approved by Board of Supervisors (BOS) December 18, 2018**

Behavioral Health Services Assistant I: New classification with salary set at Range 146.5 (\$2,581-\$3,151)

Behavioral Health Services Assistant II: New classification with salary set at Range 156.5 (\$2,851-\$3,481)

***Effective April 30, 2019 - approved by BOS April 30, 2019**

Peer Support Specialist: New classification with salary set at Range 133.0 (\$2,257-\$2,754)

Psychiatric Technician I: New classification with salary set at Range 166.5 (\$3,151-\$3,845)

Psychiatric Technician II: New classification with salary set at Range 176.5 (\$3,481-\$4,247)

***Effective June 25, 2019 - approved by BOS June 25, 2019**

Senior Employment and Training Technician: Revised job specification, reestablished classification and salary set at Range 186.0 (\$3,825 - \$4,668)

Staff Support Specialist I: New classification with salary set at Range 174.0 (\$3,394- \$4,143)

Staff Support Specialist II: New classification with salary set at Range 184.0 (\$3,749 - \$4,576)

***Effective August 6, 2019 - approved by BOS August 6, 2019**

Central Services Operator I: Retitled from Print and Mail Operator I with no change in salary

Central Services Operator II: Retitled from Print and Mail Operator II with no change in salary

***Effective December 30, 2019**

Community Health Aide I: Increase salary from Range 128.0 to Range 133.0 (\$2,257 - \$2,754)

Department Specialist I: Increase salary from Range 130.5 to Range 133.0 (\$2,257 - \$2,754)

Library Aide I: Increase salary from Range 125.0 to Range 133.0 (\$2,257 - \$2,754)

Medical Assistant I: Increase salary from Range 130.5 to Range 133.0 (\$2,257 - \$2,754)

Office Assistant I: Increase salary from Range 129.0 to Range 133.0 (\$2,257 - \$2,754)

SECTION II - Blue Collar Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS
 The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>9/10/2018 Approx. Monthly Salary</u>
S00	Apprentice Mechanic	156.5	2851-3481
J05	Building Maintenance Worker	167.0	3167-3864
J10	Building Operations Specialist *	199.0	4354-5311
J11	Building Operations Trainee *	184.0	3749-4576
K14	Equipment & Groundswoker	163.0	3042-3713
S10	Equipment Serviceworker	160.5	2969-3621
K06	Groundswoker I	148.0	2621-3198
K05	Groundswoker II	158.0	2895-3533
J02	Janitor	137.5	2359-2879
J19	Janitor Trainee*	133.0	2257-2754
S02	Master Mechanic	190.5	4001-4881
S01	Mechanic	175.5	3446-4205
S03	Mechanic Leadworker	200.5	4420-5391
U01	Park Aide*	133.0	2257-2754
K13	Park Caretaker	168.0	3198-3902
R04	Road Maintenance Worker I	149.0	2647-3229
R05	Road Maintenance Worker II	163.0	3042-3713
R06	Road Maintenance Worker III	173.0	3361-4101
R07	Road Maintenance Worker IV	183.0	3713-4531
J04	Senior Bldg Maintenance Wkr	177.0	3498-4267
J17	Senior Janitor	147.5	2607-3182
K32	Service Writer	164.5	3089-3768

Employees who are designated “classic members” of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan. Employees who are designated “new members” of PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan.

***Salary effective August 1, 2016**

J10 Building Operations Specialist
 J11 Building Operations Trainee

***Effective December 30, 2019**

Janitor Trainee: Increase salary from Range 125.0 to Range 133.0 (\$2,257 - \$2,754)

Park Aide: Increase salary from Range 125.0 to Range 133.0 (\$2,257 - \$2,754)

SECTION II - Supervisors Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
P49	Behavioral Health Unit Supervisor	216.0	5155-6294
J21	Building Maintenance Supervisor	191.0	4021-4905
P95	Case Review Supervisor	231.0	5987-7308
C63	Central Services Supervisor*	163.0	3042-3713
C51	Child Support Office Supervisor	170.5	3278-4001
P10	Child Support Supervisor	190.5	4001-4881
B49	Elections Supervisor*	189.0	3942-4808
P28	Eligibility Supervisor	189.5	3961-4833
P15	Employment & Training Supervisor	196.0	4226-5155
C43	Human Services Office Supervisor	167.0	3167-3864
J01	Janitor Supervisor	157.0	2865-3498
P42	Juvenile Corrections Officer IV	199.0	4354-5311
C92	Legal Office Supervisor	184.5	3768-4599
K12	Parks and Grounds Supervisor*	183.0	3713-4531
B76	Principal Information Technology Analyst	248.5	7127-8698
C60	Public Health Office Supervisor	157.5	2879-3515
R08	Roads Supervisor	194.0	4143-5054
E66	Senior Accounting Assistant	172.0	3328-4061
B32	Senior Appraiser	218.0	5259-6420
H12	Senior Dietitian	222.0	5472-6680
E23	Senior Emergency Dispatcher	190.0	3981-4857
K23	Senior Jail Cook	166.5	3151-3845
H24	Senior Public Health Nurse	237.0	6356-7757
P06	Social Service Supervisor	216.0	5155-6294
P80	Social Service Supervisor - CPS	226.0	5696-6952
E59	Tax Collection Supervisor	202.0	4486-5472
P50	Work Crew Supervisor	156.0	2837-3463

Employees who are designated "classic members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan or the 3% at 55 Safety plan.

Employees who are designated "new members" of PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan or the 2.7% at 57 Safety plan.

***Effective June 17, 2019 - approved by the Board of Supervisors (BOS) June 25, 2019**

Central Services Supervisor: Revised job specification and adjusted salary upward from Range 162.5 to Range 163.0 (\$3,042 - \$3,713)

***Effective September 17, 2019 - approved by BOS on September 17, 2019**

Parks and Grounds Supervisor: New classification with salary set at Range 183.0 (\$3,713 - \$4,531)

***Effective October 15, 2019 - approved by BOS October 15, 2019**

Elections Supervisor: New classification with salary set at Range 189.0 (\$3,942 - \$4,808)

SECTION II - Fire Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Class Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>1/28/2019 Approx. Monthly Salary</u>
M14	Fire Apparatus Engineer	202.0	4486-5472
M16	Fire Captain	217.0	5207-6356
M18	Firefighter *	191.0	4021-4905
M17	Heavy Fire Equipment Operator**	201.0	4441-5418

FIRE SALARY SCHEDULE - HOURLY RATES

based on average 56 hour workweek

EFFECTIVE - January 28, 2019 - (hourly rates)

<u>Class Code</u>	<u>Class Title</u>	<u>Range</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
M14	Fire Apparatus Engineer	202.0	18.49	19.43	20.41	21.46	22.55
M16	Fire Captain	217.0	21.46	22.55	23.71	24.92	26.19
M18	Firefighter *	191.0	16.57	17.41	18.30	19.24	20.21
M17	Heavy Fire Equipment Operator**	201.0	18.30	19.24	20.21	21.24	22.33

* Firefighter salary effective December 19, 2016

** Heavy Fire Equipment Operator salary effective 06/19/2018

Effective April 15, 2013, employees who are designated "classic members" of PERS pay the full employee contribution for the 3% @ 55 Safety Plan. Employees hired on or after January 1, 2013 and who are designated "new members" of PERS pay the full employee contribution for the 2.7% at 57 Safety plan.

SECTION II - Detentions Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS
 The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>9/25/2017 Approx. Monthly Salary</u>
M52	Detentions Technician I**	151.0	2699-3295
M51	Detentions Technician II**	161.0	2983-3640
M04	Detentions Deputy I*	173.0	3361-4101
M08	Detentions Deputy I-STC*	178.0	3533-4311
M03	Detentions Deputy II*	188.0	3902-4761
M09	Detentions Sergeant*	211.5	4930-6016
C76	Senior Detentions Clerk**	156.0	2837-3463
M07	Senior Detentions Deputy*	198.0	4311-5259
M50	Senior Detentions Technician**	171.0	3295-4021

* Employees who are designated “classic members” of PERS pay the full employee contribution for the 3% at 55 Safety plan. Employees who are designated “new members” to PERS pay the full contribution for the 2.7% at 57 Safety plan.

** Effective April 29, 2013, employees who are designated “classic members” of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan. Employees hired on or after January 1, 2013 and who are designated “new members” to PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan.

SECTION II - Law Enforcement Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/1/2019 Approx. Monthly Salary</u>
M06	Chief Civil Deputy Sheriff	230.5	5957-7271
M35	Chief Dep Coroner/Public Admin	230.5	5957-7271
M25	Deputy Sheriff I	201.0	4441-5418
M02	Deputy Sheriff II	211.0	4905-5987
M41	Deputy Sheriff Bailiff	201.0	4441-5418
L16	District Attorney Investigator I	213.0	5004-6108
L15	District Attorney Investigator II	222.0	5472-6680
M23	Senior Deputy Sheriff	219.5	5337-6517
L14	Senior DA Investigator	232.0	6048-7381
M05	Sheriff's Sergeant	230.5	5957-7271

Employees who are designated "classic members" of PERS pay the full employee contribution for the 3% at 55 Safety plan. Employees who are designated "new members" of PERS pay the full employee contribution for the 2.7% at 57 Safety plan.

SECTION II - Probation Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS
 The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective</u> <u>Salary</u> <u>Range</u> <u>Number</u>	<u>10/23/2017</u> <u>Approx.</u> <u>Monthly</u> <u>Salary</u>
P03	Deputy Probation Officer I	182.0	3676-4486
P02	Deputy Probation Officer II	197.0	4267-5207
P01	Deputy Probation Officer III	207.0	4715-5753
P05	Deputy Probation Officer IV	217.0	5207-6356

Employees who are designated “classic members” of PERS pay the full employee contribution for the 3% at 55 Safety plan.
 Employees who are designated “new members” of PERS pay the full employee contribution for the 2.7% at 57 Safety plan.

SECTION II - Prosecutors Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/16/2018 Approx. Monthly Salary</u>
T19	Attorney I - Child Advocacy	220.5	5391-6581
T15	Attorney I - Child Support	220.5	5391-6581
T18	Attorney II - Child Advocacy	235.5	6263-7642
T14	Attorney II - Child Support	235.5	6263-7642
T17	Attorney III - Child Advocacy	255.5	7642-9324
T13	Attorney III - Child Support	255.5	7642-9324
T16	Attorney IV - Child Advocacy	265.5	8443-10301
T12	Attorney IV - Child Support	265.5	8443-10301
T09	Deputy District Attorney I	220.5	5391-6581
T08	Deputy District Attorney II	235.5	6263-7642
T07	Deputy District Attorney III	255.5	7642-9324
T06	Deputy District Attorney IV	265.5	8443-10301

Employees who are designated “classic members” of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan. Employees who are designated “new members” of PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan.

SECTION II - Middle Management & Confidential Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
D72	Accountant-Auditor	223.0	5528-6748
D46	Administrative Analyst I	203.0	4531-5528
D38	Administrative Analyst II	218.0	5259-6420
D24	Administrative Analyst III	233.0	6108-7455
D104	Animal Services Manager	213.0	5004-6108
D127	Assistant Chief District Attorney Investigator *	247.0	7022-8570
D10	Assistant County Counsel (1)	288.0	10559-12886
D52	Assistant Director of Child Support Svcs (1)	253.0	7455-9095
D20	Assistant Director of Finance—Accting Div. (1)	256.5	7719-9417
D09	Assistant Director of Finance—Treasury Div. (1)	256.5	7719-9417
D136	Assistant Director, Human Services (1)	269.5	8785-10719
D143	Assistant Director of Public Health*	253.0	7455-9095
D131	Assistant District Attorney (1) *	275.5	9324-11379
D105	Assistant Fire Chief (1) *	260.0	7992-9752
D14	Assistant Sheriff (1) *	279.5	9703-11840
D138	Auditor-Accountant	223.0	5528-6748
D45	Battalion Chief (Operations) (2) *	240.5	6581-8032
D45	Battalion Chief (Training/Prevention) *	240.5	6581-8032
D25	Building Maintenance Superintendent	245.5	6918-8443
D50	Chief Appraiser	227.0	5753-7022
D93	Chief District Attorney Investigator *	257.0	7757-9464
D06	Chief Engineer	263.5	8277-10097
D89	Child Support Program Manager	223.0	5528-6748
D84	Clerk of the Board of Supervisors (1)	223.0	5528-6748
D68	Clerk/Recorder Manager	215.5	5131-6263
D117	Clinical Program Manager	236.0	6294-7680
D82	Compliance and Standards Officer	197.5	4288-5233
D40	Deputy Ag Commissioner	219.0	5311-6484
D39	Deputy Ag Commissioner-Sealer	235.0	6231-7604
D35	Deputy Chief Probation Officer	253.5	7493-9140
Q20	Deputy Clerk to the Board of Supervisor I	184.0	3749-4576
Q19	Deputy Clerk to the Board of Supervisor II	194.0	4143-5054
D48	Deputy County Administrative Officer	253.0	7455-9095
D87	Deputy County Counsel I	220.5	5391-6581
D85	Deputy County Counsel II	235.5	6263-7642
D18	Deputy County Counsel III	255.5	7642-9324
D28	Deputy County Counsel IV	265.5	8443-10301
D125	Deputy Director Behavioral Health (1)	239.0	6484-7913
D115	Deputy Director – Building Official (1)	263.0	8235-10046
D16	Deputy Director, Human Services (1)	262.5	8195-9998
D41	Deputy Sealer of Weights & Measures	219.0	5311-6484
D27	Deputy Veteran’s Svc Officer/Public Guardian (1)	218.5	5285-6453
D12	Detentions Commander *	248.0	7093-8655
D11	Detentions Lieutenant *	231.5	6016-7344

SECTION II - Middle Management & Confidential Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
D76	Economic Development Manager *	219.0	5311-6484
D98	Elections Manager	223.0	5528-6748
D53	Emergency Services Coordinator	212.0	4954-6048
D102	Environmental Health Division Manager (1)	235.5	6263-7642
Q22	Executive Secretary	184.0	3749-4576
D114	Facilities Manager	213.5	5028-6139
D130	Family Practice Nurse Practitioner/ Physician's Assistant-Certified	258.0	7835-9559
D56	First 5 Program Officer	223.0	5528-6748
D62	First 5 School Readiness Coordinator	218.0	5259-6420
D17	Fiscal Analyst I	202.0	4486-5472
D02	Fiscal Analyst II	212.0	4954-6048
D124	Fiscal Analyst III	223.0	5528-6748
D121	Fleet Services Superintendent	221.5	5446-6647
D110	Food Services Manager	196.5	4247-5181
D106	IT Security and Compliance Administrator	250.0	7235-8828
D59	Information Technology Manager	254.5	7568-9230
D123	Juvenile Corrections Manager	215.5	5131-6263
D61	JTO Program Manager	223.0	5528-6748
D79	Library Manager	223.0	5528-6748
D101	Nursing Division Manager (1)	263.0	8235-10046
D37	Nutrition Services Manager	228.0	5810-7093
D77	Parks & Grounds Superintendent	231.5	6016-7344
D133	Payroll Manager	223.0	5528-6748
Q23	Payroll Specialist	185.0	3787-4621
D03	Personnel Analyst I	203.0	4531-5528
D04	Personnel Analyst II	218.0	5259-6420
D05	Personnel Analyst III	233.0	6108-7455
Q11	Personnel Assistant I	164.0	3073-3749
Q12	Personnel Assistant II	174.0	3394-4143
Q13	Personnel Assistant III	184.0	3749-4576
Q05	Personnel Technician I	187.0	3864-4715
Q04	Personnel Technician II	197.0	4267-5207
D139	Principal Personnel Analyst	253.0	7455-9095
D42	Probation Division Manager*	231.0	5987-7308
D65	Program Manager, Human Services *	233.0	6108-7455
D111	Program Manager, Behavioral or Public Health *	223.0	5528-6748
D96	Program Specialist	212.0	4954-6048
D71	Property Tax Manager	212.0	4954-6048
D58	Public Health Laboratory Director	248.0	7093-8655
D92	Purchasing Manager	230.5	5957-7271

SECTION II - Middle Management & Confidential Employees CLASSES ASSIGNED TO SALARY RANGE NUMBERS

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>7/2/2018 Approx. Monthly Salary</u>
D141	Quality Assurance Manager	223.0	5528-6748
D135	Risk Manager	248.5	7127-8698
Q17	Risk Technician I	181.0	3640-4441
Q16	Risk Technician II	191.0	4021-4905
D60	Road Superintendent	245.5	6918-8443
Q07	Secretary	174.0	3394-4143
Q01	Secretary to the C.A.O.	202.0	4486-5472
Q02	Secretary to the County Counsel	202.0	4486-5472
Q03	Secretary to the District Attorney	202.0	4486-5472
D08	Senior Accountant-Auditor	238.0	6420-7835
D29	Sheriff's Commander *	256.0	7680-9370
D134	Sheriff's Records Manager	211.0	4905-5987
D54	Social Services Program Manager	236.0	6294-7680
D140	Staff Support Manager	234.0	6169-7530
D75	Supervising Attorney - Child Advocacy	270.5	8871-10826
D34	Supervising Attorney - Child Support	270.5	8871-10826
D108	Supervising Environmental Health Officer	222.0	5472-6680
Q31	Supervising Legal Secretary	175.5	3446-4205
D13	Supervising Public Health Nurse	243.0	6748-8235
D122	Supervising Welfare Fraud Investigator	212.0	4954-6048
D91	Treasury Manager	237.0	6356-7757
D109	Victim Witness Coordinator	202.5	4508-5500
D142	Water and Natural Resources Division Manager	253.0	7455-9095

Employees who are designated "classic members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan or the 3% at 55 Safety plan. Employees who are designated "new members" to PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan or the 2.7% at 57 Safety plan

***Salary effective 12/19/2016:**

- D45 Battalion Chief (Operations) (2)
- D45 Battalion Chief (Training/Prevention)

Revisions/Additions:

(1) These classifications are at-will and exempt from the merit system.

(2) BATTALION CHIEF (Operations) - HOURLY RATES - when assigned to a 224 hour, 28-day work cycle.

Effective 12/19/16 Range 240.5				
Step 1	Step 2	Step 3	Step 4	Step 5
\$27.12	\$28.51	\$29.96	\$31.49	\$33.10

***Salary effective January 29, 2018**

D105 Assistant Fire Chief (1)

***Salary effective October 23, 2017**

D127 Assistant Chief District Attorney Investigator

D14 Assistant Sheriff (1)

D93 Chief District Attorney Investigator

D12 Detentions Commander

D11 Detentions Lieutenant

D76 Economic Development Manager

D42 Probation Division Manager

D29 Sheriff's Commander

***Salary effective September 18, 2018**

D131 Assistant District Attorney

***Effective January 15, 2019 - approved by Board of Supervisors (BOS) January 15, 2019**

Assistant Director of Public Health: New classification with salary set at Range 253.0 (\$7,455 - \$9,095)

***Effective July 23, 2019 - approved by BOS July 23, 2019**

Program Manager, Behavioral or Public Health: Retitled from Behavioral Health Program Manager with no change in salary

Program Manager, Human Services: Retitled from Program Manager with no change in salary

SECTION III**SALARIES FOR COUNTY OFFICIALS**

The following Officers and Department Heads (appointed and elected) shall receive compensation within the following band structure:

<u>Salary Band Designation</u>	<u>Approximate 40% Salary Band</u>	<u>Classifications</u>	<u>Class Code</u>
1	\$13,000-\$18,000	County Administrative Officer County Counsel	A02 A41
2	\$11,000-\$15,500	Assessor/Clerk/Recorder District Attorney Sheriff	A25 A11 A21
3	\$10,000-\$14,000	Ag. Commissioner/Sealer of Wts. & Measures Assistant County Administrative Officer Chief Information Officer Chief Probation Officer (a) County Fire Chief Director of Community Development Director of Finance Director of Human Services Director of Public Health Services Director of Public Works	A23 A07 A09 A22 A42 A27 A37 A33 A29 A31
4	\$9,000-\$12,500	Behavioral Health Director Director of Child Support Services Economic and Workforce Development Director Human Resources Director Library Director Public Guardian/Veteran's Service Officer Registrar of Voters	A47 A45 A43 A40 A38 A35 A26

Employees who are designated "classic members" of PERS pay the full employee contribution for the 2% at 55 Miscellaneous plan or the 3% at 55 Safety plan. Employees who are designated "new members" to PERS pay the full employee contribution for the 2% at 62 Miscellaneous plan or the 2.7% at 57 Safety plan.

Effective: August 26, 2019Flat Monthly (b)

\$6,593.18	Board of Supervisors	A01
\$7,370.18	Chairperson, Board of Supervisors	A00

By Ordinance #690 approved May 14, 2019 and Resolution 19-062 approved September 10, 2019 (b)

Effective: July 15, 2019Flat Monthly (b)

\$6,341	Board of Supervisors	A01
\$7,118	Chairperson, Board of Supervisors	A00

By Ordinance #690 approved May 14, 2019 (b)

Effective: October 13, 2014Flat Monthly (b)

\$5,334.33	Board of Supervisors	A01
\$5,770.33	Chairperson, Board of Supervisors	A00

By Ordinance #667 approved August 5, 2014 - includes 7% offset to shift PERS payment to employee (b)

- (a) The Chief Probation Officer is covered by a modified merit system (see personnel rule 2034).
- (b) The salaries for the Board of Supervisors and the Chairman, Board of Supervisors are set by County Ordinance. Proposed salary increases are effective in the pay period following 60 days after adoption of an amended ordinance (last salary change previous to October 13, 2014 was: March 24, 2008–Ordinance #643).
- (c) Registrar of Voters was approved and placed in Salary Band 4 by the Board of Supervisors on March 19, 2019.

SECTION III

SALARIES FOR COUNTY OFFICIALS

Salary Bands

Selected management positions receive the equivalent of a flat rate monthly salary. The Board of Supervisors has adopted salary bands specifying a minimum and maximum flat dollar amount (salary) payable for each position. Adjustment to this flat dollar amount is based on action by the Board of Supervisors as certified by the County Administrative Officer on a County Personnel Action Form.

The County Administrative Officer's flat dollar salary amount shall be certified by the Chair of the Board of Supervisors on a County Personnel Action Form. Adjustments to compensation within Salary Bands is at the sole discretion of the Board of Supervisors, after advice from the County Administrative Officer and:

1. Is not intended to be adjusted periodically based on length of service, (which distinguishes Salary Bands from Salary Ranges which require consideration of 5% incremental pay adjustments at predetermined intervals);
2. Adjustments may be made in any increment either a dollar amount or percentage; provided however, such adjustment shall be rounded to the nearest whole dollar;
3. Salary Bands, may be adjusted by the Board of Supervisors, from time to time, but not necessarily annually, and are intended to remain fixed for one or more years, during which time salary increases or decreases to individual positions may be made based on such factors and conditions as Board of Supervisors deems appropriate including but not limited to: employee performance, changes in the cost of living and the County's ability to pay;
4. The inclusion of multiple positions in salary bands should not be construed to imply that all positions in each band are deemed exactly comparable for purposes of compensation; but only requires at the time of adoption or amendment of the Salary Bands, a salary amount within that band shall be designated for each position;
5. Five Step salary ranges for most classifications are typically adjusted annually based on negotiated agreements with employee organizations. Individual position salaries are automatically adjusted by the change in the range. Flat monthly salaries, designated by the Board of Supervisors do not automatically change at such time as the Board may elect to modify Salary Bands, except that no position in a band may be paid more or less than the minimum or maximum dollar amount that defines the Salary Band;
6. There is no expectation that any particular position in a Salary Band would be set at the highest dollar amount permitted by the band in the same manner that positions in salary ranges, after designated service intervals, reach the fifth or top step of a range. Salary Bands are purposely designed to provide maximum flexibility to the Board of Supervisors to increase, decrease or leave salaries unchanged; and
7. When a salary-banded position is vacated, the Board of Supervisors after consultation with the County Administrative Officer shall designate a salary rate or a salary range within the Salary Band that shall be used for purposes of recruitment. Notwithstanding this provision governing the recruitment process, the Board of Supervisors may appoint the candidate selected for the position at any flat dollar amount within the Salary Band.

SECTION IV

SPECIAL COMPENSATION SCHEDULE

DEPARTMENT OF FINANCE

Student Accounting Major – Unless below minimum wage, the salary for positions in this class shall be at a rate no higher than:
30 ranges below Accountant I with completion of 30-59 units.
20 ranges below Accountant I with completion of 60-89 units.
10 ranges below Accountant I with completion of 90 units to graduation.

EXTRA HELP

Shall normally be compensated at the hourly rate of the first step of the salary range for the class of employment. Extra help not working in a class otherwise covered by this resolution shall be compensated at minimum wage. Extra help is not in the competitive service and is authorized solely to provide necessary help on a limited or short-term basis not to exceed 999 hours in any fiscal year.
NOTE: CalPERS retirees are limited to 960 hours in any fiscal year.

GOVERNMENT AIDE & GOVERNMENT INTERN (Z55)

Unless below minimum wage, the salary for positions in these classes shall be at a rate no higher than 10 ranges below the entry level for which training is being received. If a degree is required, the following shall apply:
30 ranges below with completion of 30-59 units.
20 ranges below with completion of 60-89 units.
10 ranges below with completion of 90 units to graduation.

MILEAGE

Employees required to use personal vehicles for travel in performance of their duties shall be reimbursed at the rate allowable under I.R.S. regulations as determined and administered by the Department of Finance.

PARKS & GROUNDS

Museum Curator (extra help) - Unless below minimum wage, compensation not to exceed Step 1 of Library Assistant II and no more than 999 hours per fiscal year.

PUBLIC GUARDIAN/VETERANS' SERVICE

Z21 Transportation Aide – Unless below minimum wage, incumbent shall be compensated at a rate no higher than 2 ranges below step one for Veterans' Service Representative I.

PUBLIC WORKS

Student Engineer - Unless below minimum wage, the salary for positions in this class shall be at a rate no higher than:
30 ranges below Engineer I (Civil) with completion of 30-59 units.
20 ranges below Engineer I (Civil) with completion of 60-89 units.
10 ranges below Engineer I (Civil) with completion of 90 units to graduation.

Student Road Employee - Unless below minimum wage, the salary for positions in this class shall be at a rate no higher than:
Minimum wage during first year of employment.
15 ranges below Road Maintenance Worker I during second year of employment and thereafter.

SHERIFF'S OFFICE

Reserve Deputy Sheriff (M00) and Technical Reserve (M01) - \$32.69 (1/26 the annual uniform allowance of a Deputy Sheriff I) shall be provided as reimbursement for uniform expenses in each pay period worked. Reserves are compensated for hours worked at a rate no higher than nine ranges below step one for Deputy Sheriff I. Retirees are not eligible for uniform allowance.

Reserve Detentions Deputy (M11) - \$32.69 (1/26 the annual uniform allowance of a Detentions Deputy I) shall be provided as reimbursement for uniform expenses per pay period worked. Reserves are compensated for hours worked at a rate no higher than seven ranges below step one for Detentions Deputy I. Retirees are not eligible for uniform allowance.

Reserve Emergency Dispatcher (Z05) - Compensation for hours worked is set at a rate no higher than the hourly rate for Step 1 of Emergency Dispatcher I.

Federal law requires employers to make a deduction from the pay of part-time employees for either social security or an acceptable alternative such as a deferred compensation program. Extra Help Reserves not already enrolled in PERS will contribute to the County's Deferred Compensation Plan in the amount of 7.5% of compensation. They also must pay into Medicare at the rate of 1.45% of compensation.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

- Management Group I = Appointed and elected officials in salary bands.
- Management Group II = Middle management (all other management not in Group I or III).
- Confidential Management Group III = All Executive Secretary positions Secretary
(non-exempt) Deputy Clerk to B.O.S. I/II Secretary to C.A.O.
Payroll Specialist Secretary to County Counsel
Personnel Assistant I/II/III Secretary to District Attorney
Personnel Technician I/II Supervising Legal Secretary
Risk Technician I/II

VACATION AND MANAGEMENT LEAVE

1. An eligible management employee may accrue vacation at the appropriate rate applicable to the employees length of service (2080 hours of actual service as defined in the County Personnel rules equals one year) as follows:

<u>Service Hours</u>	<u>Hours (days) Earned (based on hrs)</u>	<u>Rate (based on hours)</u>
0 - 10,400	96 (12 days)	.046154
10,401 - 20,800	120 (15 days)	.057693
20,801 - 31,200	140 (17.5 days)	.067308
31,201 +	160 (20 days)	.076924

2. An eligible management employee may accrue vacation at the appropriate rate applicable to the employee's length of service (as set forth above) until the employee reaches one of the following accrued hours of vacation limits:

<u>Hours (days) Earned (based on hrs)</u>	<u>Maximum Vacation Accumulation Limits</u>
96 (12 days)	192 hours
120 (15 days)	240 hours
140 (17.5 days)	280 hours
160 (20 days)	320 hours

Once the appropriate accumulation limit has been reached, the employee shall cease to earn additional vacation until the employee's accumulated vacation balance falls below the limits listed above.

3. Effective July 1, 2014, management employees in Group I & II will be granted 64 hours of additional vacation time as management leave in the first full pay period of each fiscal year (or pro-rated upon hire date). These hours are a separate leave benefit and not counted against the maximum vacation accrual established based on length of service. Employees may, at their option, sell back up to 48 of the 64 hours of management leave each fiscal year at their hourly rate of pay. This leave will be tracked separately from the regular vacation accrual and is not intended to carry over from year to year. If this time is not used by the end of the fiscal year (see note), up to 48 hours of the remaining balance will be automatically cashed out to the employee. Any sale of management vacation hours will be deducted only from the management vacation leave balance. The remaining 16 hours of leave can not be cashed out and must be taken as time off only. If any hours remain at the end of the fiscal year after 48 hours are cashed out, the remaining hours will carry over to the new fiscal year (see note) However, and the hours granted for the new fiscal year shall be reduced by the number of hours equal to those carried over.
 - a) All management attorneys in the District Attorney's Office, Child Support, Minors Advocate, and County Counsel will be granted 80 hours additional management leave in the first full pay period of each fiscal year (or pro-rated upon hire date). Which will not carry over and may be cashed out in full.
 - b) Management employees in Group III will be granted 40 hours of vacation time in the first full pay period of each fiscal year (or pro-rated upon hire date). All other terms described above apply.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

- 4. All Management employees may, at their option, sell back an additional 8 hours of accrued regular vacation each fiscal year, (see note) at their hourly rate of pay, to be contributed directly to the employee’s deferred compensation account.
- 5. Upon the recommendation of the Human Resources Director, the County Administrative Officer may authorize a vacation accrual rate for management positions hired from outside the county at an amount equivalent to what their accrual would be if their service time with other public agencies was earned in Kings County. Additionally, when this advanced accrual rate is authorized at the time of hire, the prior public service time will be used for calculating future adjustments to the accrual rate as if the time was earned with Kings County.

Note: 1) For purposes of payroll processing of vacation hour sell backs described above, the end of the fiscal year is defined as the last day of pay period 13 in any year. 2) Management leave is not available for use during pay period 14. 3) Provisions regarding vacation do not apply to elected officials.

HEALTH/DENTAL/OPTICAL PLAN PREMIUM CONTRIBUTION

Employees who elect to use a Health Plan offered by the County must continue to participate in the Dental and Optical plans and must remain in that plan until the open enrollment period of the plan. Employees electing to pretax their insurance will not be allowed to drop insurance coverage except at open enrollment unless the employee has a qualifying status change.

Effective May 22, 2017 (pay period 2017-21), the County contribution (per month based on 24 pay periods) to the health/dental/optical insurance premium will be as follows:

PPO Plan	
<u>Health/Dental/Vision</u>	
<u>Plan Level</u>	<u>County Share</u>
Single	\$ 596.12
Two-Party	\$ 1085.36
Family	\$ 1633.14

The County shall pay 100% of the health insurance premium (including the medical, dental and vision plans) for the health plan offered by the County for each management employee and their eligible family members, based on their enrollment in such health plan. Employees promoting into or demoting out of management classifications after open enrollment will be treated as a “status” change and may enter or leave the plan, or modify the number of dependents covered.

DEFERRED COMPENSATION

Effective January 1, 2014, for every three dollars contributed to the County contracted deferred compensation programs by management employees, the County shall contribute one dollar to the employee’s account, up to a maximum of twenty five hundred dollars (\$2,500) per calendar year.

RETIREMENT/PERS SERVICE CREDIT

The County contracts with the Public Employee Retirement System (PERS) for this benefit and pays the employee contribution for members of the Board of Supervisors only. All management employees pay the total Miscellaneous or Safety PERS employee contribution depending on their classification and status within PERS (Classic or “new member” – see below).

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

Miscellaneous Non-Safety Management

1. New Members –Employees hired on or after January 1, 2013 and designated as “new members” to CalPERS are eligible for the PERS 2% at 62 Miscellaneous Plan pursuant to AB 340/SB197 (Pension Reform Act 2013). These employees pay the entire employee contribution rate reviewed and set annually by CalPERS. Such payment shall vest to the employee.
2. Classic Members – Employees hired prior to January 1, 2013, or those hired on or after that date that are not designated as “new members” to CalPERS by the Pension Reform Act of 2013, are eligible for the 2% at 55 Miscellaneous Plan. These employees pay the entire employee contribution of 7.0% of salary. Such payment shall vest to the employee.
 - a) The 2% at 55 Plan has been modified to also include the following optional benefits: One-Year Final Compensation and Military Service Credit.
 - b) The Miscellaneous Plan has also been modified for employees to have, at their option, the ability to apply to PERS for retirement service credit for their unused sick leave balance. However, the County limits the use of this provision to employees who have not cashed out their sick leave or opted for the Retiree Health benefit.

Safety Management

1. New Members – Employees hired on or after January 1, 2013 and designated as “new members” to CalPERS are eligible for the PERS 2.7% at 57 Safety Plan pursuant to AB 340/SB197 (Pension Reform Act of 2013). These employees pay the entire employee contribution rate reviewed and set annually by CalPERS. Such payment shall vest to the employee.
2. Classic Members – Employees hired prior to January 1, 2013, or those hired on or after that date that are not designated as “new members” to CalPERS by the Pension Reform Act of 2013, are eligible for the 3% at 55 Safety Plan, which became effective 4/1/02. These employees pay the entire 9% of salary PERS employee contribution. Such payment shall vest to the employee.
 - a) The 3% at 55 Plan has been modified to also include the following optional benefits: One-Year Final Compensation and Military Service Credit.

Elected Officials

Pursuant to State Law local elected officials have the option of declining participation in the Public Employees Retirement System. An amount equal to the Employee’s share of retirement may, if an elected officer declines participation in PERS, be applied toward the County Sponsored deferred compensation plan in lieu of the PERS contribution. The County match amount for this benefit shall not exceed the match provided to management employees described above.

TERM LIFE/ACCIDENT INSURANCE

Term life/accident insurance (with an option for portability when leaving County service in good standing) is provided for management employees as follows:

Management Group I	\$ 50,000
Management Group II/III	\$ 40,000

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

LONG TERM DISABILITY INSURANCE

Long Term Disability (LTD) Insurance is provided to all management employees.

SICK LEAVE ACCRUAL

- a. All regular full-time and regular part-time management employees hired prior to January 1, 1999, shall be entitled to point zero-four-six-one-five-four (.046154) hours of sick leave with pay for each hour of the actual hours of regular employment.
- b. All regular full-time and regular part-time management employees hired January 1, 1999 or thereafter will accrue sick leave as follows:

<u>Service Hours</u>	<u>Hours Earned</u>	<u>Sick leave earned at the rate of (based on hours worked)</u>
0 - 10,400	80 (10 days)	.038462
10,401 - 20,800	88 (11 days)	.042308
20,801 +	96 (12 days)	.046154

Note: Provisions regarding sick leave do not apply to elected officials.

UNUSED SICK LEAVE PAYOFF/POST RETIREMENT HEALTH BENEFIT

This Article does not apply for employees who elect the PERS service credit.

- a) Management employees hired January 1, 1999 or later, who have 5 years of Kings County continuous service immediately prior to retirement, are age 50 or older, and retire in good standing at the time of their separation from Kings County employment will receive a percentage of the dollar value of accrued sick leave (at time of retirement) put into an "account" to be used toward Kings County health insurance premiums, at a rate not to exceed the family option per month until the employee, and/or spouse if covered, is eligible for Medicare or the money runs out, whichever occurs first. When an employee and/or spouse, if covered, reach Medicare eligibility the remaining money may be used for Medicare supplemental premiums until the money runs out. The retiree health benefit percentage shall be as follows:

<u>Service Hours</u>	<u>Percent of compensation (based on hours) Retiree Health Benefit</u>
10,401 - 41,600	40%
41,601 and over	50%

To qualify for the retiree health benefit the employee and any eligible dependents to be covered must be enrolled in the County's existing health benefit plan at the time of the employee's retirement from County service. Retiree health benefit payments may be used toward coverage for the employee's dependents only as long as the dependent(s) is eligible for coverage under the plan, has not reached Medicare eligibility and, in the case of children, only to the age permitted under the plan contract as dependent children. If the employee dies after retirement (or while still employed in good standing) prior to Medicare eligibility and there is money remaining in the account, the employee's covered dependent(s) may continue to use the account toward Kings County health insurance premiums or Medicare supplemental insurance premiums, if eligible as stated above. Any unused balance in account remains the property of the County.

- b) Management employees hired prior to January 1, 1999, who separate in good standing shall be allowed a one time irrevocable election to decide whether to receive the retiree health benefit option or cash as follows:

<u>Service Hours</u>	<u>Percent of Compensation (based on hrs) Cash</u>	<u>OR</u>	<u>Percent of compensation (based on hrs) Retiree Health Benefit</u>
10,401 - 41,600	25%		40%
41,601 and over	30%		50%

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

Taxes will be paid by the employee on the full cash distribution, or the portion of the deposit into the account that could have been taken in cash. Additionally, the cash benefit is taxable in the year the cash is received. Any unused balance in the account remains the property of the County.

1) Retiree health benefit option:

To qualify for the retiree health benefit (non-cash) benefit the employees must have 5 years of Kings County continuous service immediately prior to retirement, are age 50 or older, and retire in good standing at the time of separation from Kings County employment. A percentage of the dollar value of accrued sick leave (at time of retirement) will be put into an "account" to be used toward Kings County health insurance premiums. The employee and any eligible dependents to be covered must be enrolled in the County's existing health benefit plan at the time of the employee's retirement in good standing from County service. Employees electing to utilize the retiree health benefit option must submit their election in writing to the Department of Finance not later than 14 days after the effective date of retirement. If the employee elects the retiree health benefit option, the County will pay up to the family option per month toward the employee's health insurance premium until the employee, and/or spouse if covered, is eligible for Medicare or the money runs out, whichever occurs first. Retiree health benefit payments may be used toward coverage for the employee's dependents only as long as the dependent(s) is eligible for coverage under the plan; has not reached Medicare eligibility and, in the case of children, only to the age permitted under the plan contract as dependent children. When an employee and/or spouse, if covered, reach Medicare eligibility the remaining money may be used for Medicare supplemental premiums until the money runs out. If the retiree dies prior to Medicare eligibility and there is money remaining in the account, the employee's dependent(s) may continue to use the account, if eligible as stated above. In the event of death of an eligible employee (while still employed in good standing), the qualifying eligible dependent(s) shall make a determination of either cash or the retiree health benefit option within 30 days of the death of the employee.

2) Cash benefit option:

Employees who fail to elect the retiree health benefit will be cashed out, if eligible. If the employee elects the cash option, the employee will receive the benefit if the employee separates in good standing as a result of resignation, layoff, retirement or death.

ELECTED OFFICIALS - POST RETIREMENT HEALTH INSURANCE

Kings County elected Officials may be eligible for a Post Retirement Health Benefit upon retiring from the County. All the criteria shall apply as for management post retirement health insurance generally except that: An elected official is eligible for the post retirement health insurance benefit described below if that elected official: 1) serves at least five (5) consecutive years in office without break in service between the five years served and the date of departure from elected office; and 2) either simultaneously retires from PERS at the end of such service (or is at that time already retired from PERS). The benefit is calculated by multiplying the hourly rate at the time of eligibility, by the number of consecutive years in office, and then multiplying the result by one half of the annual sick leave benefit provided to management employees at the time of eligibility. The official may defer use of this benefit if otherwise covered on the County health plan at the time of eligibility so long as there is no break in coverage during the deferral period. Pursuant to existing practice the balance does not accrue interest. *(Note: the change in the formula will go in to effect at the start of each sitting elected's next consecutive term in office and at the time of filing candidacy papers for any new candidate who is subsequently elected.)* Any previously earned benefit will be calculated and recorded by the Finance Department.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

If a balance remains at the time the elected, and/or his/her spouse or eligible dependent no longer participates in the County health insurance, this amount can be applied toward a Medicare Part B plan or Medicare supplement, or PERS Long Term Care plan. Participation in the County health insurance program is not required for the elected, and/or spouse or eligible dependent to direct all or part of the funds in this account to a Medicare Part B or PERS Long Term Care plan premium. In all other instances, any balance on account remains property of County.

P.O.S.T. EDUCATION INCENTIVE PAY

1. Employees in the classifications of Assistant Chief DA Investigator, Assistant Sheriff, Sheriff's Commander, Detentions Commander and Chief District Attorney Investigator who possess a valid P.O.S.T. Management Certificate shall be entitled to receive compensation in the amount of \$200.00 per month (\$92.31 per pay period). Employees must submit certification to the appropriate department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Management Certification shall not be entitled to compensation for other P.O.S.T. certification.
2. Employees in the above indicated classifications possessing valid, current P.O.S.T. Supervisory Certification shall be entitled to receive compensation in the amount of \$150.00 per month (\$69.23 per pay period). Eligible employees must submit appropriate certification to the department prior to payment authorization. Employees receiving compensation for P.O.S.T. Supervisory Certification shall not be entitled to compensation for other P.O.S.T. certification.
3. Employees in the above indicated classifications possessing valid, current P.O.S.T. Advanced Certification shall be entitled to receive compensation in the amount of \$125.00 per month (\$57.69 per pay period). Eligible employees must submit appropriate certification to the department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Advanced Certification shall not be entitled to compensation for other P.O.S.T. certification.
4. Employees in the above indicated classifications possessing valid, current P.O.S.T. Intermediate Certification shall be entitled to receive compensation in the amount of \$100.00 per month (\$46.15 per pay period). Eligible employees must submit appropriate certification to the department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Intermediate Certification shall not be entitled to compensation for other P.O.S.T. certification.

BATTALION CHIEF STIPEND

The intent for the Battalion Chief Stipend is to provide a method of compensation when Battalion Chiefs are assigned to work extra shifts outside their regular assigned working hours. Based on an estimate of anticipated vacation, training time and possible sick leave use for the three field Battalion Chiefs, it is necessary to provide additional field coverage for up to 52 shifts or partial shifts annually. The Battalion Chief Stipend applies to all assigned Battalion Chiefs in the Operations, Fire Prevention and Training Divisions.

The stipend rates are as followed:

<u>Stipend</u>	<u>Hours</u>
\$900	Full Shift - 24 hours
\$450	Partial Shift – 12 to 24 hours

*Coverage of less than 12 hours will not be compensated. This time is compensated through Management Leave.

*Employees shall not receive stipend pay for any hours they receive strike team pay.

While the Administrative Battalion Chief assigned to Fire Prevention/Training activity would also be eligible for the stipend if he/she covers for an Operation Battalion, this stipend will not apply for coverage of the Fire Prevention/ Training Battalion Chief's absences.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

FIRE MANAGEMENT STRIKE TEAM PAY

Fire management positions (Battalion Chief and Assistant Fire Chief) will be compensated while on, or as relief to, strike team at the current rate required by the California Fire Assistance Agreement with Cal OES.
*Employees shall not receive stipend pay for any hours they receive strike team pay.

BATTALION CHIEF HOLIDAY-IN-LIEU

All Shift (56 Hour work week) Fire Battalion Chiefs shall receive Holiday-in-Lieu. Holiday-in-Lieu time will be recorded and paid as 24 hours of "Holiday-in-Lieu" for each whole holiday and 12 hours for each half-day holiday. If a Shift Battalion Chief is required to work on a holiday, no other day off will be traded or exchanged for the schedule day.

All Administrative (40 hour work week - Fire Prevention/ Training) Battalion Chiefs shall receive 8 hours Holiday Pay and will receive an additional 16 hours Holiday-in-Lieu for each whole holiday. On ½ day holidays, Administrative Battalion Chiefs will receive 4 hours of Holiday Pay with no additional compensation of Holiday-in-lieu.

UNIFORM ALLOWANCE

The management employee classifications listed below shall be entitled to receive a uniform allowance which will automatically be adjusted to the same amount as the bargaining unit employees they supervise, currently:

Assistant Chief DA Investigator	\$550
Assistant Fire Chief *	\$850
Assistant Sheriff	\$850
Battalion Chief *	\$850
Chief District Attorney Investigator	\$550
Chief Probation Officer	\$550
Deputy Chief Probation Officer	\$550
Detentions Commander	\$850
Detentions Lieutenant	\$850
Fire Chief *	\$850
Food Services Manager	\$275
Juvenile Corrections Manager	\$550
Probation Division Manager	\$550
Sheriff	\$850
Sheriff's Commander	\$850
Sheriff's Records Manager	\$275

* These employees participate in the uniform quartermaster system and this amount is deposited in the department's line item on their behalf.

1. All employees required to wear a uniform by the County shall receive a uniform allowance paid directly to the employee. Only the initial uniform allowance paid to employees shall be paid in a lump sum. New employees shall receive their initial allowance in the first full pay period following the date of employment. Employees who voluntarily terminate within the first 90 days after receiving their initial allowance shall be required to reimburse the County for one-half of their initial allowance. Those who voluntarily terminate during the second 90 days after receiving their initial allowance will be required to reimburse the County for one-quarter of the allowance.
2. Eligible employees who are on the regular County payroll in paid status shall receive the annual uniform allowance as follows: Employees will be paid 1/26 of the annual allowance each pay period in paid status. The uniform allowance shall not be paid for any pay period the employee is in unpaid status the entire pay period.
3. For employees hired on or after January 1, 2013 and designated as "new members" to CalPERS, any uniform allowance will not be subject to PERS pursuant to AB 340/SB197 (Pension Reform Act of 2013).

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

BILINGUAL PAY

Upon the written request of a department head explaining the business necessity, the County Administrative Officer may approve bilingual pay for a management employee in the amount of \$25 per pay period when use of their bilingual skills is determined to be an essential service need. Bilingual pay shall be terminated, and a new request for bilingual compensation may be submitted, if the employee is demoted, promoted, transferred or reassigned. The decision of the County Administrative Officer regarding the granting and termination of bilingual payment shall be final and shall not be subject to appeal or grievance procedures. Employees receiving bilingual pay may be required to use their bilingual ability to assist other departments within the County. When a part-time employee is assigned bilingual duties, the bilingual pay shall be prorated. Employees who translate for more than one language are not eligible to receive additional bilingual compensation for the additional language(s).

LEGAL SPECIALIST CERTIFICATION PAY

Employees who are hired at or promoted to the Management attorney classifications at or above the III level are eligible for additional compensation as outlined below once they have acquired and maintain a State Bar of California-approved Legal Specialist Certification as a Family Law Specialist or Child Welfare Law Specialist. Certification in any other legal specialties will not be considered qualifying for Legal Specialist Certification pay.

<u>\$150 per month</u> Deputy County Counsel III	<u>\$200 per month</u> Deputy County Counsel IV Supervising Attorney – Child Adv. Supervising Attorney – Child Sup.
---	--

Eligible employees must present proof of certification in order to qualify for Legal Specialist Certification Pay. Proof of re-certification must be presented at the end of each subsequent certification period in order to continue to qualify for certification pay.

PUBLIC HEALTH DEPARTMENT PROFESSIONAL LICENSES

The County will reimburse, or pay, required professional license fees for unrepresented management employees in the classifications listed below (which will be monitored by the Public Health Department):

- Environmental Health Division Manager
- Nursing Division Manager
- Nutrition Services Manager
- Supervising Environmental Health Officer
- Supervising Public Health Nurse
- Physician’s Assistant
- Family Practice Nurse Practitioner

SECTION VI

BASE AND TIME OF PAY

Compensation shall be paid on a bi-weekly basis within the hourly or monthly rate established for the class of position to which an individual has been appointed except where otherwise indicated in this resolution. For accounting purposes within the Auditor's Office and in the Human Resources Department, the employment records of all employees, whether paid at a monthly or hourly rate, will be maintained on an hourly basis. The first pay period shall be from Monday (starting at 0001 Monday morning) to midnight (2400) of the second Sunday thereafter. Compensation shall be payable on or before the fifth working day after the conclusion of each pay period for service rendered during the preceding pay period.

Any officer required to file an affidavit as a condition of receiving his/her salary for any one month shall not receive the final installment of his/her salary for any month until he/she has submitted to the Auditor/Controller such affidavit or affidavits as are required by law.

EFFECTIVE DATE

This Resolution shall take effect _____, except as to those items previously approved by action of the Kings County Board of Supervisors, and as to those items, the effective day shall be the date of the Board action.

The foregoing resolution was adopted upon motion by Supervisor _____, seconded by Supervisor _____, at a regular meeting held _____ by the following vote:

AYES: Supervisors
NOES: Supervisors
ABSENT: Supervisors

Joe Neves, Chairman of the Board of Supervisors
County of Kings, State of California

WITNESS my hand and seal of said Board of Supervisors this _____ day of _____, 2019.

Clerk of said Board of Supervisors



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852- 2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Administration – Rebecca Campbell

SUBJECT: BOARD MEETING CANCELLATION SCHEDULE FOR 2020

SUMMARY:

Overview:

Each year, the County issues a holiday schedule identifying the dates it will be closed for business. Your Board has, over the last several years, canceled Board meetings on the following days: Tuesdays that follow Monday holidays; the first Tuesday in May for the Employee Recognition barbecue; the meetings that coincide with the National Association of Counties (NACo) Legislative Conference; the California State Association of Counties (CSAC) Annual Meeting; and during the week between Christmas and New Years.

Recommendation:

Approve the cancellation schedule for the Board of Supervisors’ meetings for 2020.

Fiscal Impact:

None.

BACKGROUND:

Your Board has recognized holidays each year by issuing a schedule of meeting cancellations in advance, so that staff can plan accordingly and to advise outside agencies whose meetings follow the Board meetings. Staff is recommending a schedule of meetings every Tuesday in 2020 except for the following dates:

- January 1, 2020 – New Year’s Day
- January 21, 2020 – Tuesday after Martin Luther King Day
- February 18, 2020 – Tuesday after President’s Day
- March 3, 2020 – National Association of Counties (NACo) Legislative Conference
- May 5, 2020 – Employee Recognition Barbeque
- May 26, 2020 – Tuesday after Memorial Day
- September 8, 2020 – Tuesday after Labor Day
- December 1, 2020 – California State Association of Counties Annual Conference
- December 29, 2020 – Tuesday after Christmas Holiday

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed
and adopted on _____ 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Community Development Agency – Greg Gatzka/Alex Hernandez
SUBJECT: PUBLIC HEARING – FINAL COMMUNITY DEVELOPMENT BLOCK GRANT PERFORMANCE REPORT FOR THE 2016 GRANT

SUMMARY:

Overview:

Upon completion of a Community Development Block Grant (CDBG) contract, a public hearing is required to notify the public about accomplishments funded by the grant and allow for public comment. The Kings County 2016 CDBG Grant (16-CDBG-1152) was used for Sidewalk ADA Improvements and First Time Homebuyer Assistance. The grant is scheduled to be closed out by December 20, 2019.

Recommendation:

- a. Hold a public hearing to provide citizens with an opportunity to make their comments known regarding the County’s 2016 Community Development Block Grant accomplishments; and
- b. Authorize the Community Development Agency Director to sign and submit the documents required to closeout the grant to the Department of Housing and Community Development.

Fiscal Impact:

None to the General Fund.

BACKGROUND:

The County’s 2016 CDBG Grant (16-CDBG-1152) is being closed out and the public hearing is one of the final steps required by the State.

The County received a grant award of \$1,750,000 from the Department of Housing and Community Development (HCD) CDBG Program for Sidewalk ADA Improvements and First Time Homebuyer Assistance. The grant budget included \$1,395,349 for Sidewalk ADA Improvements, \$232,558 for Homeownership Assistance and \$122,093 for General Administration of the grant.

(Cont’d)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

Agenda Item

PUBLIC HEARING – FINAL COMMUNITY DEVELOPMENT BLOCK GRANT PERFORMANCE REPORT FOR THE 2016 GRANT

December 10, 2019

Page 2 of 2

During the life of the grant, HCD directed staff to expend CDBG Program Income which was on hand prior to the expenditure of Grant funds.

Because of the requirement to expend CDBG Program Income prior to grant funds, staff requested an administrative budget adjustment to reflect expenditures of CDBG Program Income used for both Sidewalk ADA Improvements and Homeownership Assistance which brought the total allowed expenditures to \$2,007,598. Staff also requested a two-week extension to allow two families to close escrow in time to receive Homeownership Assistance funds. With the two-week extension, the grant expenditure deadline expired on November 8, 2019.

During the life of the grant, Kings County received large amounts of unexpected Program Income, which were required to be spent prior to the expenditure of Grant Funds. During the life of the Grant \$535,945 of CDBG Program Income was expended between the Sidewalk ADA Improvements and the First Time Homebuyers Assistance. County staff administered this grant along with Self-Help Enterprises who administered the housing portion of the grant. The housing portion of the grant utilized a total of \$189,490 in grant funds and \$344,827 in CDBG Program Income for homeownership assistance for first-time homebuyers. The funding provided homeownership assistance for six (6) low to moderate-income households (25 persons) throughout the unincorporated area of Kings County.

The Sidewalk ADA Improvements project was completed under budget leaving a grant balance of \$337. Homeownership Assistance had a remaining \$300,963 due to the large amounts of Program Income that was received towards the end of the life of the grant, and Grant Administration had a remaining \$30,059. In all, the County was able to expend all but \$331,359 of the total \$2,007,895 funds available. The unspent grant funds will be disencumbered by the State.



KINGS COUNTY COMMUNITY DEVELOPMENT AGENCY

Gregory R. Gatzka, Director

PLANNING DIVISION

Chuck Kinney, Deputy Director – Planning

Web Site: www.countyofkings.com/planning/index.html

December 11, 2019

Leticia Ramos
Department of Housing and Community Development
Financial Assistance Division
2020 W El Camino Ave, Suite 500
Sacramento, CA 95833

RE: County of Kings – CDBG Grant No. 16-CDBG-11152

Dear Leticia:

A properly noticed public hearing was held on December 10, 2019 to allow the citizens of Kings County the opportunity to review and make comments on the accomplishments and closeout of the 16-CDBG-11152 CDBG grant. Enclosed please find the closeout package for this grant, including the following documents:

- Request to Disencumber Unused CDBG Funds
- Closeout Certification
- Proof of Publication for the Public Hearing held on December 10, 2019
- Agenda for the Public Hearing held on December 10, 2019

If more or other information is needed, please do not hesitate to contact Alex Hernandez of my staff at (559) 852-2679 or alex.hernandez@co.kings.ca.us.

Sincerely,
Kings County Community Development Agency

Gregory R. Gatzka,
Director



KINGS COUNTY COMMUNITY DEVELOPMENT AGENCY

Gregory R. Gatzka, Director

PLANNING DIVISION

Chuck Kinney, Deputy Director – Planning

Web Site: www.countyofkings.com/planning/index.html

December 11, 2019

Leticia Ramos
California Department of Housing and Community Development
Financial Assistance Division
CDBG Program
2020 W El Camino Ave, Suite 500
Sacramento, CA 95833

RE: CDBG Grant No. 16-CDBG-11152

Please disencumber unused CDBG Grant Funds.

Program Activity	HUD Code	Budgeted Amounts	Total Expended	Balance to be Disencumbered
ADA / Sidewalks	03L	\$1,395,349	\$1,395,012	\$337
Homeownership Direct Assistance	13	\$490,453	\$189,490	\$300,963
General Program Administration	21A	\$122,093	\$92,034	\$30,059
TOTAL		\$2,007,895.00	\$1,676,536.00	\$331,359.00

Please contact me at (559) 852-2682 if you have any questions.

Sincerely,
Kings County Community Development Agency

Gregory R. Gatzka,
Director



KINGS COUNTY COMMUNITY DEVELOPMENT AGENCY

Gregory R. Gatzka, Director

PLANNING DIVISION

Chuck Kinney, Deputy Director – Planning

Web Site: www.countyofkings.com/planning/index.html

December 11, 2019

Leticia Ramos
California Department of Housing and Community Development
Division of Financial Assistance
Community Development Block Grant Program
2020 West El Camino Avenue, Suite 500
Sacramento, CA 95833

RE: **CLOSEOUT CERTIFICATION** of CDBG Grant No. 16-CDBG-11152

It is hereby certified that all activities undertaken by the Grantee with funds provided under the above grant agreement have, to the best of my knowledge, been carried out in accordance with the grant agreement; that proper provision has been made by the Grantee for the payment of all costs and claims; that the State of California is under no obligation to make further payment to the Grantee under the grant agreement; and that every statement and amounts set forth in the **attached** final CDBG Financial and Accomplishment Report is, to the best of my knowledge, true and correct.

Any property acquired in whole or in part with CDBG funds or CDBG Program Income shall be accounted for in accordance with the provisions of Section 7118 and 7104 of the State CDBG regulations pertaining to property management and program income. Please list any property acquired in whole or in part with grant funds or program income expended for the grant or, if applicable, state “none” acquired. Please see Chapter 19, Property Management, in the Grants Management Manual for more detailed instructions.

Note: Future disposition of this property shall be carried out in accordance with Section 7118 of the State CDBG Regulations. Please see CFR 24 Sec. 570.505 Use of real property for instructions.

1. None Acquired	4.
2.	5.
3.	6.

The Grantee shall continue to comply with the State CDBG program income reporting requirements.

All costs incurred subsequent to the most recent annual audit period will be audited at the time the Grantee’s next annual audit is conducted in accordance with OMB Circular A-133. The Grantee will resolve any audit findings relating to both the program and financial aspects of the grant. In the event there are any costs which are disallowed by this audit or any subsequent audits which cover CDBG expenditures, and which are sustained by the Department of Housing and Community Development, the amount of such costs shall be returned to HCD.

Date: December 11, 2019	Typed Name and Title of Authorized Grantee Representative: Name: Gregory R. Gatzka Title: Com Dev Agency Director	Signature of Authorized Grantee Representative:
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*** Proof of Publication ***

The Sentinel
Lee Central California Newspapers
P.O. Box 9
Hanford, CALIFORNIA 93232
PHONE 888-790-0915
Sentinel_Finance@lee.net

Kings County Community Development Agency - Legals
Toni Leist
1400 W. LACEY BLVD BLDG 6
HANFORD CA 93230

ORDER NUMBER 94515

Publication- The Hanford Sentinel

State of California

County of Kings

I am a citizen of the United States and a resident of the county
forsaid; I am over the age of eighteen years, and not a part to or
interested in the above-entitled matter. I am the principal clerk of The
Hanford Sentinel, a newspaper of general circulation, printed and
published daily in the city of Hanford, County of Kings, and which
newspaper has been adjudged a newspaper of general circulation by
the superior court of the County of Kings, State of California, under
the date of October 23, 1951, case number 11623.

That I know from my own personal knowledge the notice, of which the
annexed is a printed copy (set in type not smaller than nonpareil), has
been published in each regular and entire issue of said newspaper and
not in any supplement thereof on the following dates, to wit:

Section: Legals

Category: 201 Public Notices

PUBLISHED ON: 11/29/2019

TOTAL AD COST: 174.81

FILED ON: 11/29/2019

I certify (or declare) under penalty of perjury that the foregoing is true
and correct.

Dated at Kings County, California

This Day 29 of November, 2019.

Signature [Handwritten Signature]

AD# 94515

**KINGS COUNTY
NOTICE OF PUBLIC HEARING**

To provide an opportunity for citizen participation, the Kings County Board of Supervisors will hold a Public Hearing to discuss the grant accomplishments for the 2016 Community Development Block Grant (CDBG) 16-CDBG-11152 for Sidewalk ADA Improvements, and First Time Homebuyer Assistance.

PUBLIC HEARING

DATE: December 10, 2019
TIME: 10:00 A.M.
PLACE: Board of Supervisors Chambers
1400 W. Lacey Blvd, Hanford, CA 93230

If you plan to attend the public hearing and need a special accommodation because of a sensory or mobility impairment/disability, please contact Chuck Kinney, Deputy Director, County of Kings Community Development Agency at (559) 852-2674 to arrange for those accommodations to be made.

If you are unable to attend the public hearing, you may direct written comments to Chuck Kinney, Deputy Director, Kings County Community Development Agency, 1400 W. Lacey Blvd., Hanford, CA 93230, or you may telephone (559) 852-2674. In addition, the public is invited to inspect and comment on the citizen participation supporting documents on file at the above address between the hours of 8:00 a.m. and 5:00 p.m. on weekdays.

The County promotes fair housing and makes all programs available to low and moderate-income families regardless of age, race, color, religion, sex, national origin, sexual preference, marital status or handicap.

KINGS COUNTY BOARD OF SUPERVISORS
/s/ Catherine Venturella
Catherine Venturella,
Clerk of the Board of Supervisors
Publish: November 29, 2019

*** Proof of Publication ***

The Sentinel
Lee Central California Newspapers
P.O. Box 9
Hanford, CALIFORNIA 93232
PHONE 888-790-0915
Sentinel_Finance@lee.net

Kings County Community Development Agency - Legals
Toni Leist
1400 W. LACEY BLVD BLDG 6
HANFORD CA 93230

ORDER NUMBER 94516

Publication- The Hanford Sentinel

State of California

County of Kings

I am a citizen of the United States and a resident of the county
forsaid; I am over the age of eighteen years, and not a part to or
interested in the above-entitled matter. I am the principal clerk of The
Hanford Sentinel, a newspaper of general circulation, printed and
published daily in the city of Hanford, County of Kings, and which
newspaper has been adjudged a newspaper of general circulation by
the superior court of the County of Kings, State of California, under
the date of October 23, 1951, case number 11623.

That I know from my own personal knowledge the notice, of which the
annexed is a printed copy (set in type not smaller than nonpareil), has
been published in each regular and entire issue of said newspaper and
not in any supplement thereof on the following dates, to wit:

Section: Legals

Category: 201 Public Notices

PUBLISHED ON: 11/29/2019

TOTAL AD COST: 177.81

FILED ON: 11/29/2019

I certify (or declare) under penalty of perjury that the foregoing is true
and correct.

Dated at Kings County, California

This Day 29 of November, 2019.

Signature [Handwritten Signature]

AD# 94516

**KINGS COUNTY
AVISO DE AUDIENCIA PUBLICA**

Para proporcionar una oportunidad para la participación ciudadana, la Junta de Supervisores del Condado de Kings llevará a cabo una Audiencia Pública para discutir los logros de la subvención del 2016 Community Development Block Grant (CDBG) 16-CDBG-11152 para las aqeras y asistencia para compradores de vivienda por primera vez.

AUDIENCIA PUBLICA

FECHA: 10 de Diciembre, 2019
HORA: 10:00 A.M.
LUGAR: Board of Supervisors Chambers
1400 W. Lacey Blvd, Hanford, CA 93230

Si usted piensa estar presente en esta audiencia pública y necesita una comodidad especial debido a una debilitación/una inhabilidad sensorial o de movilidad, favor de comunicarse con Chuck Kinney, Deputy Director, Kings County Community Development Agency al (559) 852-2674 para que esas comodidades sean disponibles.

Si usted no puede estar presente en esta audiencia pública, usted puede dirigir comentarios por escrito a Chuck Kinney, Deputy Director, Kings County Community Development Agency, 1400 W. Lacey Blvd, Hanford, CA 93230 o usted puede llamar por teléfono (559) 852-2674. Además, la información está disponible para la revisión en la dirección antedicha entre las horas de 8:00 a.m. y 5:00 p.m. de lunes a viernes.

El Condado promueve la vivienda equitativa y pone todos los programas a la disposición a las familias de ingresos bajos y moderados sin importar edad, la raza, el color, la religión, el sexo, el origen nacional, la preferencia sexual, el estado civil o la desventaja que exista.

KINGS COUNTY BOARD OF SUPERVISORS

/s/ Catherine Venturella
Catherine Venturella,
Clerk of the Board of Supervisors

Publish: November 29, 2019

STATE OF CALIFORNIA
COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG)
FUNDS REQUEST FORM (GA only)



PREPARER'S INFORMATION

Preparer's Name: Alex Hernandez E-mail: alex.hernandez@co.kings.ca.us
 Preparer's Organization Name: County of Kings Phone: (559)852-2679
 Jurisdiction Name: County of Kings E-mail: chuck.kinney@co.kings.ca.us
 Payee Name: County of Kings Phone: (559)852-2674
 Payee Address: 1400 W. Lacey Blvd., Hanford, CA 93230

PROJECT INFORMATION

IDIS Activity # _____ CDBG Project # _____ CDBG Contract # **16-CDBG-11152**

FUNDS REQUEST #	5	Total Expended (from prior requests)	Total PI expended (from prior requests)	Total Expended (this & prior requests)	Total PI expended (this & prior requests)	Available Balance (before/after this request)
Activity Code and Description (21A) General Program Administration	Total Allocation \$122,093	\$78,749	\$1,875	\$92,034	\$1,875	\$30,059

SUMMARY OF EXPENDITURES

In the notes section below (provide a detail description for each personnel expenditure), personnel costs to the program must be documented and must include name, title, time period, activities performed and total amount.

Date Prepared:
10/13/19

Description of Expenditure	Vendor's Name	Date Paid	Check #	Amount Paid
General Administration	County of Kings	9/19-12/19		\$6,179
General Administration	SHE	9/17/2019	224222	\$646
General Administration	SHE	11/14/2018	202241	\$646
General Administration	SHE	7/26/2018	194648	\$646
General Administration	SHE	6/13/2018	191098	\$646
General Administration	SHE	5/18/2018	189094	\$646
General Administration	SHE	3/13/2018	184164	\$646
General Administration	SHE	2/23/2018	182878	\$646
General Administration	SHE	1/16/2018	179785	\$646
General Administration	SHE	12/20/2017	178401	\$646
General Administration	SHE	10/16/2017	173594	\$646
General Administration	SHE	9/22/2017	171821	\$646

Program Income "certification" Amount	Total Expenses	\$13,285
DATE 11/25/2019 \$25	Total PI USED against expenses	\$0
CDBG process funds requests greater than \$1000 only (unless last request)	Total GRANT Funds Request	\$13,285
	Total (GA) Balance before/after this request	\$30,059

Notes

CDBG Rep _____ IDIS Voucher Date: _____ Fiscal Rep _____
 CDBG Manager _____ IDIS Voucher Number _____ Fiscal Manager _____

STATE OF CALIFORNIA
COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG)
FUNDS REQUEST CERTIFICATION

Preparer's Name: Alex Hernandez	E-mail: alex.hernandez@co.kings.ca.us	5
Preparer's Organization Name: County of Kings	Phone: (559)852-2679	Funds Request #
Jurisdiction Name: County of Kings	Phone: (559)852-2674	Total Grant Funds Request \$13,285
Payee Name: County of Kings		
Payee Address: 1400 W. Lacey Blvd., Hanford, CA 93230	E-mail: chuck.kinney@co.kings.ca.us	
IDIS Activity #	CDBG Project #	CDBG Contract # 16-CDBG-11152

The funds being requested have been awarded to the State of California from the U.S. Department of Housing and Urban Development.

The undersigned **certifies** the following with respect to the above-named project or activity:

- 1** The funds being requested are for work completed for the identified project or activity, and
- 2** The work represented by the funds request has been inspected and/or verified as completed.
- 3** All invoices for the expenses represented in this funds request have been received, and
- 4** The funds requested are a reimbursement of costs, and
- 5** All construction contractors or subcontractors paid with proceeds from this funds request are licensed and in good standing with the California State Contractor's License Board and are not listed on the Federal Consolidated List of Debarred, Suspended and Ineligible Contractors, and
- 6** That there are no mechanics liens recorded against the property from previous funds requests for construction activities (public works projects fall under sovereign immunity), and
- 7** I am specifically authorized to sign documents for the CDBG Program on behalf of the above-named Jurisdiction by authorization previously submitted to the Department or as an attachment to this funds request.

<hr/> <p>PREPARER NAME</p>	<p>Planner II</p> <hr/>
<hr/> <p>PREPARER SIGNATURE</p> <p style="text-align: center;">Gregory R. Gatzka</p>	<hr/> <p>DATE</p> <p style="text-align: center;">Director</p>
<hr/> <p>AUTHORIZED SIGNER NAME</p>	<hr/> <p>TITLE</p>
<hr/> <p>AUTHORIZED SIGNER SIGNATURE</p>	<hr/> <p>DATE</p>

Title 19, Section 1001 of the United States Code states that a person is guilty of a felony for knowingly and willingly making false or fraudulent statement to any department or agency of the United States. Making false statements is also a felony under laws of the State of California (Penal Code Sections 115, 118, 487, 532).



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Administration –Rebecca Campbell
California Public Finance Authority – Caitlin Lanctot

SUBJECT: HOLD A TAX EQUITY AND FISCAL RESPONSIBILITY ACT (“TEFRA”) PUBLIC HEARING REGARDING ISSUANCE OF UP TO \$22,000,000 OF REVENUE BONDS TO FINANCE AND REFINANCE THE ACQUISITION AND CONSTRUCTION OF SPRINGVILLE SENIOR APARTMENTS

SUMMARY:

Overview:

Section 147 (f)(2) of the Internal Revenue Code of 1986 requires that, in order for the interest on such obligations to be excluded from gross income to investors for federal income tax purposes, the applicable elected representatives of the host governmental unit must approve the issuance of debt. This hearing and approval process is referred to as a “TEFRA” hearing, after the Tax Equity and Fiscal Responsibility Act of 1983, the regulations for which were promulgated under the Tax Code changes of 1986.

Recommendation:

- a. Conduct a Tax Equity and Fiscal Responsibility Act Public Hearing; and
- b. Adopt a Resolution approving the tax-exempt financing and the issuance of the obligations by the California Public Finance Authority for Fore Springville Senior Apartments, L.P. for the Springville Senior Apartments.

Fiscal Impact:

None. The County’s participation bears with it no cost or financial obligation, but serves as a public acknowledgement of the facilities to be financed by the host jurisdiction. The approval of the tax-exempt financing for the project will not place any financial obligations upon the County.

(Cont’d)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

Agenda Item

HOLD A TAX EQUITY AND FISCAL RESPONSIBILITY ACT (“TEFRA”) PUBLIC HEARING REGARDING ISSUANCE OF UP TO \$22,000,000 OF REVENUE BONDS TO FINANCE AND REFINANCE THE ACQUISITION AND CONSTRUCTION OF SPRINGVILLE SENIOR APARTMENTS

December 10, 2019

Page 2 of 2

BACKGROUND:

The California Public Finance Authority (“CalPFA”) is a political subdivision of the State of California established under the Joint Exercise of Powers Act for the purpose of issuing tax-exempt conduit bonds for public and private entities throughout California. CalPFA was created by Kings County and the Housing Authority of Kings County, California. CalPFA is empowered to promote economic, cultural, and community development opportunities that create temporary and permanent jobs, affordable housing, community infrastructure, and improve the overall quality of life in local communities.

Fore Springville Senior Apartments, L.P. (the “Borrower”), has requested that CalPFA issue revenue bonds in an amount not to exceed \$22,000,000 to finance and refinance the costs of the acquisition and construction of a 104-unit multifamily rental housing project located at the southwest corner of Camino Tierra Santa and W. Ponderosa Drive in Camarillo, California (the “Project”).

The Board has been asked to conduct the public hearing on December 10, 2019 and to approve the issuance of the obligations as the host governmental unit. Proper notice has been made concerning this hearing.

The obligations would be repaid solely from amounts received pursuant to the terms and provisions of the financing agreements to be executed by the Borrower. The County would not be a party to the financing agreements. The obligations would not be secured by any form of taxation or any obligation of either the County or CalPFA. Neither would the obligations represent or constitute a general obligation of the County or CalPFA. The Borrower must indemnify CalPFA, including the County. All legal documents will contain clear disclaimers that the obligations are not obligations of the County or the CalPFA but are paid only from funds provided by the Borrower.

As announced in the published notice, this hearing is an opportunity for all interested persons to speak or to submit written comments concerning the proposal to issue the obligations and the nature of the facilities to be financed.

Participation by the County will not impact the County's appropriations limits and will not constitute any type of indebtedness by the County. Once the County holds the required public hearing and adopts the required resolution following the public hearing, no other participation of the County in the actions of the CalPFA or in the financing will be required.

NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN that, at 10:00 a.m., or as soon thereafter as the matter can be heard, on Tuesday, December 10, 2019, at 1400 W. Lacey Boulevard, Hanford, California, the Board of Supervisors of the County of Kings (the "County") will conduct a public hearing as required by Section 147(f) of the Internal Revenue Code of 1986, at which it will hear and consider information concerning a proposed plan of financing providing for the issuance by the California Public Finance Authority of exempt facility bonds for a qualified residential rental project pursuant to Section 142(a)(7) of the Code in one or more series issued from time to time, including bonds issued to refund such exempt facility bonds in one or more series from time to time, and at no time to exceed \$22,000,000 in outstanding aggregate principal amount, to finance or refinance the acquisition and construction of a senior multifamily rental housing project located at the Southwest corner of Camino Tierra Santa and W. Ponderosa Drive (APN 157-0-020-200), Camarillo, California. The facilities are to be owned by Fore Springville Senior Apartments, L.P. (the "Borrower") or a partnership of which Fore Property Company (the "Developer") or a related person to the Developer is the general partner, and are generally known as Springville Senior Apartments (the "Project").

Those wishing to comment on the proposed financing or refinancing and the nature and location of the Project may either appear in person at the time and place indicated above or submit written comments, which must be received no later than 4:00 pm on Monday, December 9, 2019, to the Clerk of the Board at 1400 W. Lacey Boulevard, Hanford, California 93230.

Dated: _____, 2019

COUNTY OF KINGS

By: /s/ Catherine Venturella
Clerk of the Board

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF KINGS, STATE OF CALIFORNIA

* * * * *

IN THE MATTER OF THE BOARD OF SUPERVISORS OF THE COUNTY OF KINGS APPROVING A FINANCING TO BE UNDERTAKEN BY THE CALIFORNIA PUBLIC FINANCE AUTHORITY IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED \$22,000,000, FOR THE PURPOSE OF FINANCING OR REFINANCING THE ACQUISITION AND CONSTRUCTION OF SPRINGVILLE SENIOR APARTMENTS AND CERTAIN OTHER MATTERS RELATING THERETO / _____ RESOLUTION NO. _____

WHEREAS, Fore Springville Senior Apartments, L.P. or a partnership of which Fore Property Company (the "Developer") or a related person to the Developer is the general partner, has requested that the California Public Finance Authority (the "Authority") adopt a plan of financing providing for the issuance of exempt facility bonds for a qualified residential rental project pursuant to Section 142(a)(7) of the Internal Revenue Code of 1986 (the "Code") in one or more series issued from time to time, including bonds issued to refund such exempt facility bonds in one or more series from time to time, and at no time to exceed \$22,000,000 in outstanding aggregate principal amount (the "Bonds"), to finance or refinance the acquisition, construction, improvement and equipping of a senior multifamily rental housing project located at the Southwest corner of Camino Tierra Santa and W. Ponderosa Drive (APN 157-0-020-200), Camarillo, California (the "Project"); and

WHEREAS, the Project is located within the City of Camarillo; and

WHEREAS, the Authority is a joint powers authority created by the County of Kings (the "County") and the Housing Authority of Kings County and located in the County; and

WHEREAS, pursuant to Section 147(f) of the Internal Revenue Code of 1986, as amended (the "Code"), the issuance of the Bonds by the Authority must be approved by the County; and

WHEREAS, the Board of Supervisors of the County (the "Board of Supervisors") is the elected legislative body of the County and is the applicable elected representative under Section 147(f) of the Code; and

WHEREAS, pursuant to Section 147(f) of the Code, the Board of Supervisors has, following notice duly given, held a public hearing regarding the issuance of the Bonds, and now desires to approve the issuance of the Bonds by the Authority; and

WHEREAS, the Board of Supervisors understands that its actions in holding this public hearing and in approving this Resolution do not obligate the County in any manner for payment of the principal, interest, fees or any other costs associated with the issuance of the Bonds, and said Board of Supervisors expressly conditions its approval of this Resolution on that understanding.

NOW, THEREFORE, THE BOARD OF SUPERVISORS OF THE COUNTY OF KINGS HEREBY RESOLVES THAT:

Section 1. The Board of Supervisors hereby approves the issuance of the Bonds by the Authority for the purposes of financing the Project. It is the purpose and intent of the Board of Supervisors that this Resolution constitute approval of the issuance of the Bonds by the Authority for the purpose of Section 147(f) of the Code by the applicable elected representative of the governmental unit having jurisdiction over the area in which the Authority is located.

Section 2. The officers of the Board of Supervisors are hereby authorized and directed, jointly and severally, to do any and all things and execute and deliver any and all documents, certificates and other instruments which they deem necessary or advisable in order to carry out, give effect to and comply with the terms and intent of this Resolution and the financing transaction approved hereby. Any actions heretofore taken by such officers are hereby ratified and approved.

Section 3. The Board of Supervisors expressly conditions its approval of this Resolution on its understanding that the County shall have no obligation whatsoever to pay any principal, interest, fees or any other costs associated with the Authority's issuance of the Loan for the financing of the Project.

Section 4. This Resolution shall take effect from and after its passage and approval.

The foregoing resolution was adopted upon motion by Supervisor _____, seconded by Supervisor _____ at a regular meeting held on the 10th day of December, 2019, by the following vote:

AYES: Supervisors
NOES: Supervisors
ABSENT: Supervisors
ABSTAIN: Supervisors

Chairperson of the Board of Supervisors
County of Kings, State of California

IN WITNESS WHEREOF, I have set my hand this ___ day of _____, 2019.

Clerk of said Board of Supervisors



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Administration –Rebecca Campbell
California Public Finance Authority – Caitlin Lanctot

SUBJECT: HOLD A TAX EQUITY AND FISCAL RESPONSIBILITY ACT (“TEFRA”) PUBLIC HEARING REGARDING ISSUANCE OF UP TO \$110,000,000 OF QUALIFIED 501(C)(3) BONDS TO FINANCE THE ACQUISITION OF CHARTER SCHOOL FACILITIES

SUMMARY:

Overview:

Section 147 (f)(2) of the Internal Revenue Code of 1986 requires that, in order for the interest on such obligations to be excluded from gross income to investors for federal income tax purposes, the applicable elected representatives of the host governmental unit must approve the issuance of debt. This hearing and approval process is referred to as a “TEFRA” hearing, after the Tax Equity and Fiscal Responsibility Act of 1983, the regulations for which were promulgated under the Tax Code changes of 1986.

Recommendation:

- a. Conduct a Tax Equity and Fiscal Responsibility Act Public Hearing; and
- b. Adopt a Resolution approving the issuance of the obligations by the California Public Finance Authority for Wonderful Foundations.

Fiscal Impact:

None. The County’s participation bears with it no cost or financial obligation, but serves as a public acknowledgement of the facilities to be financed by the host jurisdiction. The approval of the tax-exempt financing for the project will not place any financial obligations upon the County.

(Cont’d)

BACKGROUND:

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

Agenda Item

HOLD A TAX EQUITY AND FISCAL RESPONSIBILITY ACT (“TEFRA”) PUBLIC HEARING REGARDING ISSUANCE OF UP TO \$110,000,000 OF QUALIFIED 501(C)(3) BONDS TO FINANCE THE ACQUISITION OF VARIOUS CHARTER SCHOOL FACILITIES

December 10, 2019

Page 2 of 2

The California Public Finance Authority (“CalPFA”) is a political subdivision of the State of California established under the Joint Exercise of Powers Act for the purpose of issuing tax-exempt conduit bonds for public and private entities throughout California. CalPFA was created by Kings County and the Housing Authority of Kings County, California. CalPFA is empowered to promote economic, cultural, and community development opportunities that create temporary and permanent jobs, affordable housing, community infrastructure, and improve the overall quality of life in local communities.

Wonderful Foundations (the “Borrower”), has requested that CalPFA issue qualified 501(c)(3) bonds in an amount not to exceed \$110,000,000 to finance the acquisition of the following charter school facilities (i) Amethod Public Schools, Inc. (Benito Juarez Elementary, Richmond Charter Academy, and John Henry High School), 1402 and 1450 Marina Way South, Richmond, CA, value of \$46,000,000, (ii) Rex and Margaret Fortune School of Education (Hardy Brown College Prep), 655 West 2nd St, San Bernardino, CA, value of \$18,000,000, (iii) Lifelong Learning Administrative Corporation (corporate headquarters), 177 Holston Dr, Lancaster, CA, value of \$22,000,000, (iv) Real Journey Academies, Inc. (Excel Prep Elementary School), 25560 Alessandro Blvd, Moreno Valley, CA, value of \$10,000,000, and (v) Inspire Charter Schools, Inc. (corporate headquarters), 43517 Ridge Park Dr, Temecula, CA, value of \$2,000,000 (collectively, the “Project”).

The Board has been asked to conduct the public hearing on December 10, 2019 and to approve the issuance of the obligations as the host governmental unit. Proper notice has been made concerning this hearing.

The obligations would be repaid solely from amounts received pursuant to the terms and provisions of the financing agreements to be executed by the Borrower. The County would not be a party to the financing agreements. The obligations would not be secured by any form of taxation or any obligation of either the County or CalPFA. Neither would the obligations represent or constitute a general obligation of the County or CalPFA. The Borrower must indemnify CalPFA, including the County. All legal documents will contain clear disclaimers that the obligations are not obligations of the County or the CalPFA but are paid only from funds provided by the Borrower.

As announced in the published notice, this hearing is an opportunity for all interested persons to speak or to submit written comments concerning the proposal to issue the obligations and the nature of the facilities to be financed.

Participation by the County will not impact the County's appropriations limits and will not constitute any type of indebtedness by the County. Once the County holds the required public hearing and adopts the required resolution following the public hearing, no other participation of the County in the actions of the CalPFA or in the financing will be required.

NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN that, at 10:00 a.m., or as soon thereafter as the matter can be heard, on Tuesday, December 10, 2019, at 1400 W. Lacey Boulevard, Hanford, California, the Board of Supervisors of the County of Kings (the "County") will conduct a public hearing as required by Section 147(f) of the Internal Revenue Code of 1986 (the "Code"), at which it will hear and consider information concerning a proposed plan of financing providing for the issuance by the California Public Finance Authority of qualified 501(c)(3) bonds pursuant to Section 145 of the Code in one or more series issued from time to time, and at no time to exceed \$110,000,000 in outstanding aggregate principal amount, to finance the acquisition of charter school facilities as follows: (i) Amethod Public Schools, Inc. (Benito Juarez Elementary, Richmond Charter Academy, and John Henry High School), 1402 and 1450 Marina Way South, Richmond, CA, value of \$46,000,000, (ii) Rex and Margaret Fortune School of Education (Hardy Brown College Prep), 655 West 2nd St, San Bernardino, CA, value of \$18,000,000, (iii) Lifelong Learning Administrative Corporation (corporate headquarters), 177 Holston Dr, Lancaster, CA, value of \$22,000,000, (iv) Real Journey Academies, Inc. (Excel Prep Elementary School), 25560 Alessandro Blvd, Moreno Valley, CA, value of \$10,000,000, and (v) Inspire Charter Schools, Inc. (corporate headquarters), 43517 Ridge Park Dr, Temecula, CA, value of \$2,000,000. The facilities are to be owned by an affiliate of Wonderful Foundations, an Oregon nonprofit corporation (the "Project").

Those wishing to comment on the proposed financing or refinancing and the nature and location of the Project may either appear in person at the time and place indicated above or submit written comments, which must be received no later than 4:00 pm on Monday, December 9, 2019, to the Clerk of the Board at 1400 W. Lacey Boulevard, Hanford, California 93230.

Dated: _____, 2019

COUNTY OF KINGS

By: /s/ Catherine Venturella
Clerk of the Board

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF KINGS, STATE OF CALIFORNIA

* * * * *

IN THE MATTER OF THE BOARD OF SUPERVISORS OF THE COUNTY OF KINGS APPROVING A FINANCING TO BE UNDERTAKEN BY THE CALIFORNIA PUBLIC FINANCE AUTHORITY IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED \$110,000,000, FOR THE PURPOSE OF FINANCING THE ACQUISITION OF CHARTER SCHOOL FACILITIES AND CERTAIN OTHER MATTERS RELATING THERETO / _____ RESOLUTION NO. _____

WHEREAS, an affiliate of Wonderful Foundations (the "Borrower"), an Oregon nonprofit corporation, has requested that the California Public Finance Authority (the "Authority") adopt a plan of financing providing for the issuance of qualified 501(c)(3) bonds pursuant to Section 145 of the Internal Revenue Code of 1986 (the "Code") in one or more series issued from time to time, and at no time to exceed \$110,000,000 in outstanding aggregate principal amount (the "Bonds"), to finance the acquisition of charter school facilities as follows: (i) Amethod Public Schools, Inc. (Benito Juarez Elementary, Richmond Charter Academy, and John Henry High School), 1402 and 1450 Marina Way South, Richmond, CA, value of \$46,000,000, (ii) Rex and Margaret Fortune School of Education (Hardy Brown College Prep), 655 West 2nd St, San Bernardino, CA, value of \$18,000,000, (iii) Lifelong Learning Administrative Corporation (corporate headquarters), 177 Holston Dr, Lancaster, CA, value of \$22,000,000, (iv) Real Journey Academies, Inc. (Excel Prep Elementary School), 25560 Alessandro Blvd, Moreno Valley, CA, value of \$10,000,000, and (v) Inspire Charter Schools, Inc. (corporate headquarters), 43517 Ridge Park Dr, Temecula, CA, value of \$2,000,000 (the "Project"); and

WHEREAS, the Project is located within the City of Lancaster and the Counties of Contra Costa, Riverside and San Bernardino; and

WHEREAS, the Authority is a joint powers authority created by the County of Kings (the "County") and the Housing Authority of Kings County and located in the County; and

WHEREAS, pursuant to Section 147(f) of the Internal Revenue Code of 1986, as amended (the "Code"), the issuance of the Bonds by the Authority must be approved by the County; and

WHEREAS, the Board of Supervisors of the County (the "Board of Supervisors") is the elected legislative body of the County and is the applicable elected representative under Section 147(f) of the Code; and

WHEREAS, pursuant to Section 147(f) of the Code, the Board of Supervisors has, following notice duly given, held a public hearing regarding the issuance of the Bonds, and now desires to approve the issuance of the Bonds by the Authority; and

WHEREAS, the Board of Supervisors understands that its actions in holding this public hearing and in approving this Resolution do not obligate the County in any manner for payment of

the principal, interest, fees or any other costs associated with the issuance of the Bonds, and said Board of Supervisors expressly conditions its approval of this Resolution on that understanding.

NOW, THEREFORE, THE BOARD OF SUPERVISORS OF THE COUNTY OF KINGS HEREBY RESOLVES THAT:

Section 1. The Board of Supervisors hereby approves the issuance of the Bonds by the Authority for the purposes of financing the Project. It is the purpose and intent of the Board of Supervisors that this Resolution constitute approval of the issuance of the Bonds by the Authority for the purpose of Section 147(f) of the Code by the applicable elected representative of the governmental unit having jurisdiction over the area in which the Authority is located.

Section 2. The officers of the Board of Supervisors are hereby authorized and directed, jointly and severally, to do any and all things and execute and deliver any and all documents, certificates and other instruments which they deem necessary or advisable in order to carry out, give effect to and comply with the terms and intent of this Resolution and the financing transaction approved hereby. Any actions heretofore taken by such officers are hereby ratified and approved.

Section 3. The Board of Supervisors expressly conditions its approval of this Resolution on its understanding that the County shall have no obligation whatsoever to pay any principal, interest, fees or any other costs associated with the Authority's issuance of the Loan for the financing of the Project.

Section 4. This Resolution shall take effect from and after its passage and approval.

The foregoing resolution was adopted upon motion by Supervisor _____, seconded by Supervisor _____ at a regular meeting held on the 10th day of December, 2019, by the following vote:

AYES: Supervisors
NOES: Supervisors
ABSENT: Supervisors
ABSTAIN: Supervisors

Chairperson of the Board of Supervisors
County of Kings, State of California

IN WITNESS WHEREOF, I have set my hand this ___ day of _____, 2019.

Clerk of said Board of Supervisors



COUNTY OF KINGS BOARD OF SUPERVISORS

GOVERNMENT CENTER HANFORD, CALIFORNIA 93230 (559) 852-2362
Catherine Venturella, Clerk of the Board of Supervisors

AGENDA ITEM December 10, 2019

SUBMITTED BY: Public Works Department – Kevin McAlister

SUBJECT: PUBLIC AUCTION – FORMER GUERNSEY FIRE STATION

SUMMARY:

Overview:

Your Board set today at 10:00 am as the date and time to receive and open bids for the purchase of the former Guernsey Fire Station.

Recommendation:

Conduct a Public Auction and After opening sealed bids and calling for oral bids, your Board has the following options, depending on the bids received: a) reject all bids and direct staff to explore available options, including returning with a resolution setting a lower minimum bid; b) accept the highest bid that complies with the terms and conditions of the sale, which will be documented by a Resolution; or c) defer acceptance of a bid until the meeting of December 17 or a noticed special meeting within 10 days.

Fiscal Impact:

If sold, proceeds from the sale will be deposited in Budget Unit 110900 (General Fund Revenues), Account 81720005 (Other Revenues). The County transitioned to a new finance system on October 1, 2019, and the new account number is 88025 with the Budget Unit remaining the same.

BACKGROUND:

On November 5, 2019, your Board adopted Resolution 19-076 setting a minimum bid of \$170,000 for the purchase of the former Guernsey Fire Station. The Notice of Intention to Sell Surplus Real Property was posted and published as required by statute, and a copy was sent to the Kings County Board of Realtors. A “For Sale” sign was also posted at the site. At or after 10:00 a.m., your Board will open and examine all bids, and there will be a call for oral bids. At the close of the bidding process, your Board may take one of the actions listed in the recommendation section of this agenda item.

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2019.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.