

**Board Members**

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



**Staff**

Edward Hill, County Administrative Officer  
Diane Freeman, County Counsel  
Catherine Venturella, Clerk of the Board

# Board of Supervisors

## Regular Meeting Agenda

**Date:** Tuesday, January 4, 2022  
**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>

**COUNTY OF KINGS PUBLIC MEETING PROTOCOL IN RESPONSE TO CORONAVIRUS COVID-19**

California Governor Gavin Newsom signed into Law AB 361 on September 16, 2021, relating to the convening of public agency meetings via teleconference in light of the COVID-19 pandemic. Under this authority, the Board of Supervisors will convene its public meetings via video and teleconference. Pursuant to AB 361, and as advised by local Health Officials, the Kings County Board of Supervisors, County staff and interested members of the public may attend the meeting in person. The meeting can also be attended telephonically or by the Internet by sending an email to [bosquestions@co.kings.ca.us](mailto:bosquestions@co.kings.ca.us) on the morning of the meeting for an automated email response with the WebEx meeting information. Members of the public attending via WebEx will have the opportunity to provide public comment during the meeting.

**Members of the public who wish to only observe the meeting virtually can do so via the worldwide web**  
at: <https://youtu.be/gr4OYS7VXC4> or go to [www.countyofkings.com](http://www.countyofkings.com) and click on the "Join Meeting" link.

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- I. 9:00 AM CALL TO ORDER**  
**ROLL CALL – Clerk of the Board**  
**INVOCATION –To Be Determined**  
**PLEDGE OF ALLEGIANCE**
- II. BOARD REORGANIZATION**  
**Clerk of the Board/Chairman of the Board**
- A.** The Office of Chairman of the Board of Supervisors is declared vacant and a call for nomination is made.
  - B.** The Office of Vice-Chairman of the Board of Supervisors is declared vacant and a call for nominations is made.
- III. 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. Two (2) minutes are allowed for each item.*



**IV. APPROVAL OF MINUTES**

- A. Report out of Closed Session from the special meeting for December 20, 2021.
- B. Report out of Closed Session from the regular meeting for December 21, 2021.
- C. Approval of the minutes from the special meeting for December 20, 2021.
- D. Approval of the minutes from the regular meeting for December 21, 2021.

**V. CONSENT CALENDAR**

**A. Veteran's Service Office:**

- 1. Consider approving the Certificate of Compliance for the County Subvention Program and the Certificate of Compliance for the Medi-Cal Cost Avoidance Program with the California Department of Veteran's Affairs.

**VI. REGULAR AGENDA ITEMS**

**A. Human Resources Department – Henie Ring/Carolyn Leist/Melissa Avalos**

- 1.
  - a. Consider approving the revised job specification for a new classification series of Heavy Fire Equipment Operator I/II;
  - b. Set the salary for the Heavy Fire Equipment Operator I at Range 206.0 (\$4,668 - \$5,696 monthly); and
  - c. Set the salary for the Heavy Fire Equipment Operator II at Range 216.0 (\$5,155 - \$6,294 monthly).
- 2.
  - a. Consider adopting the Salary Resolution, which reflects recommended and previously authorized classification changes and salary increases; and
  - b. Set the salary for Animal Shelter Technician I, Central Services Operator I, Kennelworker, Laboratory Assistant I, Legal Clerk I, Janitor, and Park Aide at Range 147.5, effective December 27, 2021.

**B. Public Health Department – Darcy Pickens/Heather Silva**

- 1. Receive an update on the local emergency in Kings County due to the imminent and proximate threat of exposure of COVID-19 on the residents of the County of Kings and take action as deemed necessary.

**VII. BOARD MEMBER 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

**VIII. CLOSED SESSION**

- ◆ **Litigation initiated formally: Title: *Leprino v. Kings County, Case No. 20C0159***  
**Govt. Code Section 54956.9 (d)(1)]**  
**Litigation initiated formally: Title: *O'Neal v. Kings County ADJ11500427***  
**[Govt. Code Section 54956.9 (d)(1)]**



**IX. ADJOURNMENT**

The next regularly scheduled meeting will be held on Tuesday, January 11, 2022 at 9:00 a.m.

***FUTURE MEETINGS AND EVENTS***

January 11	9:00 AM	Regular Meeting
January 18	---	Regular Meeting Cancelled due to observance of Martin Luther King Jr. Day on January 17.
January 25	9:00 AM	Regular Meeting
February 1	9:00 AM	Regular Meeting
February 8	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, Vice-Chairman  
Richard Valle, District 2  
Doug Verboon, District 3,  
Craig Pedersen, District 4, Chairman  
Richard Fagundes, District 5



**Staff**

Edward Hill, County Administrative Officer  
Diane Freeman, County Counsel  
Catherine Venturella, Clerk of the Board

## Board of Supervisors Special Meeting Action Summary

**Date:** Monday, December 20, 2021  
**Time:** 10:00 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. 10:00 AM CALL TO ORDER**  
**ROLL CALL – Clerk of the Board**  
**PLEDGE OF ALLEGIANCE**  
**ALL MEMBERS PRESENT**
- 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. Two (2) minutes are allowed for each item.*  
**NONE**
- III. CLOSED SESSION**
- ◆ **Personnel Matter: [Govt. Code Section 54957]**  
*Public Employee Appointment: Public Health Director*



**IV. ADJOURNMENT**

The next regularly scheduled meeting is scheduled for December 21, 2021, at 9:00 a.m.

<b><i>FUTURE MEETINGS AND EVENTS</i></b>		
December 21	9:00 AM	Regular Meeting
January 4, 2022	9:00 AM	Regular Meeting – Board Reorganization
January 11, 2022	9:00 AM	Regular Meeting
<i>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.</i>		

December 21	9:00 AM	Regular Meeting
January 4, 2022	9:00 AM	Regular Meeting – Board Reorganization
January 11, 2022	9:00 AM	Regular Meeting

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**Board Members**

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**Richard Valle, District 2**  
**Doug Verboon, District 3**  
**Craig Pedersen, District 4, Chairman**  
**Richard Fagundes, District 5**



**Staff**

**Edward Hill, County Administrative Officer**  
**Diane Freeman, County Counsel**  
**Catherine Venturella, Clerk of the Board**

**Board of Supervisors**  
**Regular Meeting Action Summary**

**Date: Tuesday, December 21, 2021**  
**Time: 9:00 a.m.**  
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- I. 9:00 AM CALL TO ORDER**
  - ROLL CALL – Clerk of the Board**
  - INVOCATION –Pastor Andrew Cromwell – Koinonia Church**
  - PLEDGE OF ALLEGIANCE**
  - ALL MEMBERS PRESENT**

- 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. Two (2) minutes are allowed for each item.*

**Chris Gutierrez, Kings County Firefighters Union #3747 thanked the Board and the community for their support of their projects: Kicks 4 Casa which collected 250 pairs of shoes for foster children in Kings County and for the collaboration project with the Marines Toys for Tots which collected seven boxes of toys that have been donated. He gave an update on all the responsibilities and outreach the firefighters have done in the community and presented the Board members with a 75<sup>th</sup> anniversary coin from the Union.**



**III. APPROVAL OF MINUTES**

- A.** Report out of Closed Session from the regular meeting for December 14, 2021.  
**Edward Hill, County Administrative Officer stated that the Board took no reportable action in closed session at the December 14, 2021 meeting.**
- B.** Approval of the minutes from the regular meeting for December 14, 2021.  
**ACTION: APPROVED AS PRESENTED (DV, RF, JN, RV, CP-Aye)**

**IV. CONSENT CALENDAR**

- A. Behavioral Health:**
1. Consider amending the Agreement with Kings View Corporation to provide Mental Health Services and Mental Health Services Act programs from January 18, 2022 through June 30, 2022. **[Agmt 21-035.1]**
- B. County Counsel:**
1. Consider adopting a Resolution making the findings required by AB 361 to continue meeting under its abbreviated teleconferencing provisions. **[Reso 21-088]**
- C. Public Health Department:**
1. Consider approving the contract with California Health Collaborative for the term of December 21, 2021 through June 30, 2024, to support the support the expansion of community-based, data-driven, sexually transmitted disease education, testing, and treatment for populations at risk. **[Agmt 21-165]**
- D. Probation Department:**
1. Consider approving the County's plan pursuant to WIC § 1990-1995.
- E. Public Works Department:**
1. a. Consider authorizing the Public Works Director to submit an application for the Clean Green Yard Machines Commercial Voucher Program annually; and
  - b. Authorize Public Works Fiscal Analyst to sign the Commercial Voucher Authority annually;
  - c. Adopt the Budget Change. **(4/5 vote required)**
  2. Consider approving the Grant of Pipeline Easement to Central Valley Meat Company Inc.
- F. Sheriff's Office:**
1. Consider allocating 1.0 Full Time Equivalency Detentions Lieutenant position in Budget unit 223000.
- G. Administration:**
1. Consider approving twelve reappointments and two new appointments to multiple boards.
- ACTION: APPROVED AS PRESENTED (DV, JN, RV, RF, CP-Aye)**

**V. REGULAR AGENDA ITEMS**

- A. Assessor/Clerk/Recorder – Kristine Lee**
1. a. Consider approving an Agreement with Just Appraised Inc. in the amount of \$61,000 to provide deed transfer verification software for the Assessor/Clerk/Recorder effective January 1, 2022 through June 30, 2023; and **[Agmt 21-166]**
  - b. Adopt the Budget Change. **(4/5 vote required)**
- ACTION: APPROVED AS PRESENTED (RF, DV, JN, RV, CP-Aye)**
2. a. Consider approving an Agreement with Megabyte Systems, Inc. in the amount of \$20,500 to provide an application programming interface for the Just Appraised software for the Assessor/Clerk/Recorder through June 30, 2023; and **[Agmt 21-167]**
  - b. Adopt the Budget Change. **(4/5 vote required)**
- ACTION: APPROVED AS PRESENTED (RF, DV, JN, RV, CP-Aye)**





**B. Behavioral Health Department – Lisa Lewis/UnChong Parry**

1. a. Consider approving the Agreement with California Health Collaborative from December 21, 2021 through June 30, 2024 for the Mental Health Services Act Prevention Program; and
- b. Approve the Agreement with California Health Collaborative from December 21, 2021 through June 30, 2026 for the Substance Use Disorder Prevention Services;
- c. Authorize the Director of Behavioral Health, or their designee, to sign limited amendments to the Agreement as specified within it. **[Agmt 21-168]**

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

2. a. Consider approving the Agreement with Mental Health Systems, Inc. for Recovery Oriented Services to children and youth beneficiaries from December 21, 2021 through June 30, 2024; and
- b. Authorize the Director of Behavioral Health, or their designee, to sign limited amendments to the Agreement as specified within the Agreement. **[Agmt 21-169]**

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

**C. Department of Finance – James Erb**

1. a. Consider approving the “Request to Sell Tax-Defaulted Property Subject to the Power of Sale” at a public internet auction and the “Authorization and Report of Sales,” which lists the properties; and
- b. Authorize the Finance Director to reduce the minimum bid price if no bids are received during the initial auction;
- c. Approve the re-offer of unsold parcels at the same sale or next scheduled auction within 90 days with notification to parties of interest.

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

**D. Human Resources Department – Henie Ring/Carolyn Leist**

1. Consider approving the revised job specification for a new classification series of Payroll Specialist I/II and set the salary of Payroll Specialist I at Range 189.0 (\$3,942 - \$4,808 monthly) and Payroll Specialist II at Range 199.0 (\$4,354 - \$5,311 monthly).

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

2. Consider approving the new job specification for Executive Assistant District Attorney and set the salary at Range 284.5 (\$10,197 - \$12,445).

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

3. Consider authorizing the Human Resources Director and designated staff to sign the successor Agreement with the Prosecutors Association for a term beginning December 1, 2021 and ending December 1, 2023. **[Agmt 21-170]**

**ACTION: APPROVED AS PRESENTED (DV, RF, JN, RF, CP-Aye)**

**E. Administration – Edward Hill/Kyria Martinez**

1. a. Consider approving the allocation from Fund 100011 to purchase an emergency water shortfall for the Kettleman City Community Services District; and
- b. Adopt the Budget Change. **(4/5 vote required)**

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

**F. Public Health Department – Darcy Pickens/Heather Silva**

1. Receive an update on the local emergency in Kings County due to the imminent and proximate threat of exposure of COVID-19 on the residents of the County of Kings and take action as deemed necessary.

**The Board received an update and no reportable action was taken.**



**VI. BOARD MEMBER ANNOUNCEMENTS OR REPORTS**

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**Supervisor Verboon thanked County staff for a successful year while dealing with the stress of COVID-19 and thanked Supervisor Pedersen for his leadership on the Board as Chairman in 2021. He wished everyone a Merry Christmas and a Happy New Year.**

**Supervisor Fagundes thanked County employees for their dedication and hard work during the past year during all the challenges and wished everyone a Merry Christmas and Happy New Year.**

**Supervisor Neves thanked County staff for all their work and dealing with all the challenges and transitions due to retirements. He stated that he announced West Hills College basketball games, attended the Don Warkentin basketball cross over team, attended the American Legion breakfast, attended the Kings County Homelessness Committee, participated in the Santa Rosa Rancheria Christmas parade and the breakfast with Santa and cookies with Santa in Avenal, completed the Santa school visits and has about twelve more visits for the year and stated that there may be challenges for everyone during the next storm event and wished everyone to be safe and healthy this Christmas and New Years.**

**Supervisor Valle wished staff a Merry Christmas and Happy New Year and thanked the Board for their yes vote on the Kettleman City water funding item and stated that he would be reaching out to County Department heads to discuss their department updates and needs due to the pandemic. He stated that he had a meeting with Caltrans on the Kettleman City bridge project and asked staff to bring an item back to the Board for Caltrans to give an update on the project, and stated that the redistricting process for State Assembly, Senate and Congress have been completed and there are a lot of changes and the public needs to be aware of the effects on Kings County.**

**Supervisor Pedersen thanked staff for their work and help in getting him prepared for the meetings, attended the San Joaquin Valley Air Pollution Control District Board of Directors meeting where he completed his second year as Chairman and stated that it's been a challenging year Chairing two organizations with challenging issues and stated that he was thankful to the Board for opportunity to be Chairman and wished everyone a Merry Christmas and Happy New Year.**

- ◆ Board Correspondence: **None**
- ◆ Upcoming Events: **Edward Hill stated that the Winter wonderland ice rink in Downtown Hanford continues operation until January 9,2022 in Hanford Civic Park, Monday-Friday from 4:00 p.m. to 10:00 p.m., Saturday 12:00 p.m. to 10:00 p.m.and Sunday 12:00 p.m. to 8:00 p.m. He stated that the Hanford Chamber of Commerce is hosting its first New Year's Eve Party in conjunction with the local Winter Wonderland abd tickets are sale on the Hanford Chambers website. He stated that on January 1, 2022<sup>t</sup> the Hanford Chamber of Commerce is hosting a Food Truck Takeover at Civic Park from 5:30 p.m. to 9:00 p.m. and will have live music, activities, and lots of food.**
- ◆ Information on Future Agenda Items: **Edward Hill stated that the following items would be on a future agenda: Human Resources - Updates to the Salary Resolution and a revised job specification, Veterans Services Office – Certification of Compliance for County Subvention Program and Medi-Cal Cost Avoidance program andPublic Health Department – COVID-19 update.**

**Edward Hill, County Administrative Officer thanked everyone for their support and patience in their work for the County and the citizens during his transition over the past four months from Public Health and wished everyone a Merry Christmas and Happy New Year.**



**VII. CLOSED SESSION**

- ◆ **Personnel Matter: [Govt. Code Section 54957]**  
*Public Employee Appointment: Public Health Director*
- ◆ **Personnel Matter: [Govt. Code Section 54957]**  
*Public Employee Appointment: Director of Finance*
- ◆ **Litigation initiated formally: Title: *Leprino v. County of Kings*,. 20C0159**  
**[Govt. Code Section 54956.9 (d)(1)]**

**VIII. 11:00 AM CALIFORNIA PUBLIC FINANCE AUTHORITY REGULAR MEETING**

**CALIFORNIA COMMUNITY HOUSING AGENCY REGULAR MEETING**

**IX. ADJOURNMENT**

The next regularly scheduled meeting will be held on Tuesday, January 4, 2022 at 9:00 a.m.

***FUTURE MEETINGS AND EVENTS***

January 4, 2022	9:00 AM	Regular Meeting – Board Reorganization
January 11	9:00 AM	Regular Meeting
January 18	---	Regular Meeting Cancelled due to observance of Martin Luther King Jr. Day on January 17
January 25	9:00 AM	Regular Meeting

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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 January 4, 2022

**SUBMITTED BY:** Veterans Services Office - Scott Holwell/Codi Hicke

**SUBJECT:** FISCAL YEAR 2021-2022 COUNTY SUBVENTION PROGRAM AND MEDI-CAL  
COST AVOIDANCE PROGRAM CERTIFICATES OF COMPLIANCE

**SUMMARY:**

**Overview:**

As in years past, approval is required for the subvention allocation certification-forms from the California Department of Veteran's Affairs. This provides a process for a portion of the allocation made to the California Department of Veteran's Affairs by the federal government to come to local governments, in order to reimburse counties for some of the cost of operations of the local county veterans services office (CVSO).

**Recommendation:**

**Approve the Certificate of Compliance for the County Subvention Program and the Certificate of Compliance for the Medi-Cal Cost Avoidance Program with the California Department of Veteran's Affairs.**

**Fiscal Impact:**

None. These funds are reflected in the FY 2021-2022 Kings County Proposed Budget, in Budget Unit 203100, Account 85053, in the amount of \$68,000. The funding source is federal funds, passed through the State General Fund, through allocation from the California Department of Veteran's Affairs.

**BACKGROUND:**

The Subvention Certificate of Compliance your Board is being asked to approve is in accordance with the State's charge to make contributions to counties toward compensation and expenses of their County Veterans Services Office, according to Military and Veterans Code Sections 972 and 972.1 (a State General Fund Expenditure) and Section 972.2 (a Special Fund Expenditure). In the form your Board also certifies that Kings County has appointed a veteran to serve as the local Veterans Service Officer according to California Code.

(Cont'd)

**BOARD ACTION:**

APPROVED AS RECOMMENDED: \_\_\_\_\_ OTHER: \_\_\_\_\_

I hereby certify that the above order was passed and adopted  
on \_\_\_\_\_, 2022.

CATHERINE VENTURELLA, Clerk of the Board

By \_\_\_\_\_, Deputy.

## **Agenda Item**

### **FISCAL YEAR 2021-2022 COUNTY SUBVENTION PROGRAM AND MEDI-CAL COST AVOIDANCE PROGRAM CERTIFICATES OF COMPLIANCE**

**January 4, 2022**

**Page 2 of 2**

This Officer will administer the provisions of the Military and Veterans Code. Claim processing duties and other functions of the office are enumerated. The requirement for an annual audit is stipulated. A special reference to the authority for the County Veterans Service Officer to actively participate in the Vehicle License Plate Program is mentioned in the required certificate.

The Medi-Cal Cost Avoidance Program again requires the County to have an appointed Veterans Service Officer. The Program authorized by Military and Veterans Code Section 972.5 is designed to benefit the Department of Health Services or realize cost avoidance to the Medi-Cal program. Eligibility Workers generate a Form MC-05 (Veterans Benefit Referral) indicating the applicant's Welfare Aid Code on the face of the form. All monies received under this agreement must be allocated to and spent on the salaries and expenses of the County Veterans Services Office.

**CALIFORNIA DEPARTMENT OF VETERANS AFFAIRS**  
**Annual Subvention Certificate of Compliance**  
**FISCAL YEAR 2021/2022**

Charge:

Funds are distributed under this program to counties as partial reimbursement for expenses incurred in the operation of the County Veterans Service Office. Funds are distributed according to Military and Veterans Code Sections 972, and 972.1, a State General Fund Expenditure, and 972.2 a Special Fund Expenditure.

County Certification:

I certify that \_\_\_\_\_ County has appointed a veteran to serve as the County Veterans Service Officer according to California Code of Regulations Title 12, Subchapter 4. This County Veterans Service Officer will administer the aid provided for in Military and Veterans Code Division 4, Chapter 5. This County Veterans Service Officer must achieve and maintain accreditation from the California Department of Veterans Affairs within 18 months of employment or within 18 months of the County Veterans Service Officer position becoming vacant, whichever occurs first. Veterans Service Representative staff filing claims must also achieve and maintain accreditation from the California Department of Veterans Affairs within 18 months of employment.

I certify that the County Veteran Service Officer will assist every veteran of the United States, as well as their dependents and survivors, in presenting and pursuing such claim as they may have against the United States. The County Veterans Service Officer and all accredited staff will also assist in establishing veterans, dependents and survivors' rights to any privilege, preference, care or compensation provided for by the laws and regulations of the United States, the State of California, or any local jurisdiction.

I certify that the current fiscal year proposed expenditures exceeds the actual fiscal year 1988-89 expenditures by at least, the full amount of the current annual allocation. I also agree that this county, through the County Veterans Service Office, will maintain records for audit. These records will be maintained for a minimum of two years. The county agrees to submit reports in accordance with the procedures and timelines established by CalVet and in accordance with the *CalVet Procedure Manual for Subvention and Medi-Cal Cost Avoidance* for the current state fiscal year. The County Veterans Service Officer will permit CalVet representatives to inspect all records. I also authorize the County Veterans Service Officer to actively participate in the promotion of the California Veterans License Plate program.

I further certify that information contained within the VetPro database will not be distributed to any other agency within our county and that all College Fee Waiver Approval and Denial letters will be generated in the VetPro database.

\_\_\_\_\_  
Chair, County Board of Supervisors  
(or other County Official authorized  
by the Board to act on their behalf)

\_\_\_\_\_  
Date

**SCAN AND UPLOAD THIS COMPLETED FORM VIA THE AGENCY  
ATTACHMENTS IN VETPRO**

# CALIFORNIA DEPARTMENT OF VETERANS AFFAIRS

## Annual Medi-Cal Cost Avoidance Program Certificate of Compliance

Fiscal Year 2021/2022

\_\_\_\_\_ COUNTY

I certify that \_\_\_\_\_ County has appointed a County Veterans Service Officer (CVSO) in compliance with California Code of Regulations, Title 12, Subchapter 4. Please consider this as our application to participate in the Medi-cal Cost Avoidance Program authorized by Military and Veterans Code Section 972.5

I understand and will comply with the following:

1. All activities of the CVSO for which payment is made by the CalVet under this agreement will reasonably benefit the Department of Health Care Services (DHCS) or realize cost avoidance to the Medi-Cal program. All State and County Medi-Cal Eligibility Workers who generate a Form MC 05 (Military Verification and Referral form) will be instructed to indicate the applicant's Aid Code on the face of the form.
2. All monies received under this agreement shall be allocated to and spent on the salaries and expenses of the CVSO.
3. This agreement is binding only if federal funds are available to CalVet from the DHCS.
4. The CVSO is responsible for administering this program in accordance with California Code of Regulations, Title 12, Subchapter 4 and *the CalVet Procedure Manual for Subvention and Medi-Cal Cost Avoidance* for the current state fiscal year.

\_\_\_\_\_  
Chair, County Board of Supervisors  
(or other County Official authorized  
by the Board to act on their behalf)

\_\_\_\_\_  
Date

**SCAN AND UPLOAD THIS COMPLETED FORM VIA THE  
AGENCY ATTACHMENTS IN VETPRO**





# COUNTY OF KINGS BOARD OF SUPERVISORS

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

## AGENDA ITEM January 4, 2022

**SUBMITTED BY:** Human Resources – Henie Ring/Carolyn Leist

**SUBJECT:** NEW CLASSIFICATION SERIES OF HEAVY FIRE EQUIPMENT OPERATOR I/II IN THE FIRE DEPARTMENT

**SUMMARY:**

**Overview:**

The Heavy Fire Equipment Operator I/II would be a new classification series in the Fire Department. Human Resources completed a class and pay review on the Heavy Fire Equipment Operator classification. Based on this review, it was recommended to modify the position into a Heavy Fire Equipment Operator I/II classification series.

**Recommendation:**

- a. Approve the revised job specification for a new classification series of Heavy Fire Equipment Operator I/II;
- b. Set the salary for the Heavy Fire Equipment Operator I at Range 206.0 (\$4,668 - \$5,696 monthly); and
- c. Set the salary for the Heavy Fire Equipment Operator II at Range 216.0 (\$5,155 - \$6,294 monthly).

**Fiscal Impact:**

The cost for the new classification series for the remainder of the fiscal year is approximately \$8,269 for salary and benefits for the flexible promotion only. The funding for the new series will be covered by the Dozer Program.

**BACKGROUND:**

On October 26, 2021, the Board of Supervisors approved the agreement with the Firefighters' Association, which included a reopener to discuss the Heavy Fire Equipment Operator classification. Specifically, these discussions were to include changes to the job duties and review of compensation for the Heavy Fire Equipment Operator. The agreement required negotiations to begin on October 15, 2021, and to attempt to reach an agreement within 60 calendar days.

(Cont'd)

**BOARD ACTION:**

APPROVED AS RECOMMENDED: \_\_\_\_\_ OTHER: \_\_\_\_\_

I hereby certify that the above order was passed and adopted  
on \_\_\_\_\_, 2022.

CATHERINE VENTURELLA, Clerk of the Board

By \_\_\_\_\_, Deputy.

## **Agenda Item**

### **NEW CLASSIFICATION SERIES OF HEAVY FIRE EQUIPMENT OPERATOR I/II IN THE FIRE DEPARTMENT**

**January 4, 2022**

**Page 2 of 2**

The Fire Department requested that all firefighting duties be removed from the position and to add duties related to off season prevention tasks. Human Resources completed a class and pay review on the Heavy Fire Equipment Operator classification. Based on this review, it was recommended to modify the position into a Heavy Fire Equipment Operator I/II classification series. This classification series will continue to operate heavy motorized equipment in fire control and prevention work and perform repair and maintenance on heavy equipment. This position will no longer be assigned to respond to fire, medical, and other emergency response calls, and will not be designated and assigned to relieve other Firefighters and/or Fire Apparatus Engineers. The experienced level classification in the series would carry out the duties with an increased amount of independence of judgment and duties performed. Additionally, Heavy Fire Equipment Operator II's may supervise Heavy Fire Equipment Operator I's and may make critical decisions about fire fighting tactics or strategy and provide valuable input to incident commanders about tactical objectives, access to wildland areas, and potential fire control locations, along with providing a continuous risk assessment. The proposed job specification for the Heavy Fire Equipment Operator I/II classification series is attached.

## HEAVY FIRE EQUIPMENT OPERATOR I/II

### DEFINITION

Under direction, to safely operate heavy motorized equipment in fire control and prevention work; to perform repair and maintenance on heavy equipment; to engage in fire fighting and fire prevention activities; to maintain fire breaks and roads; and to perform related duties as required.

### DISTINGUISHING CHARACTERISTICS

Heavy Fire Equipment Operator I is the entry-level in the Heavy Fire Equipment Operator I/II classification series. These positions are required to work the same shifts as other fire duty personnel. The Heavy Fire Equipment Operator II is the journey level in the Heavy Fire Equipment Operator I/II classifications series. The Heavy Fire Equipment Operator II is distinguished from the Heavy Fire Equipment Operator I by the increased amount of independence of judgment and duties performed. Heavy Fire Equipment Operator II's may supervise Heavy Fire Equipment Operator I's and may make critical decisions about fire fighting tactics or strategy and provide valuable input to incident commanders about tactical objectives, access to wildland areas, and potential fire control line locations, along with providing a continuous risk assessment.

These classifications are distinguished from the Firefighter classification series by operating heavy equipment in back county areas and regularly operating equipment under hazardous conditions during wildland fires. Assigned duties are performed with a high degree of independence and high personal risk in the skillful operation of expensive heavy equipment, often under emergency conditions. Incumbents are expected to complete a Heavy Fire Equipment Operator Training program within three years of employment or be subject to termination.

### EXAMPLES OF DUTIES

*Duties include but are not limited to those described below. Reasonable accommodation will be made when requested and determined by the County to be appropriate under applicable law.*

Operates heavy equipment such as large bulldozers, heavy-duty transports, trucks and other types of fire apparatus equipment used in fire control and suppression work; operates heavy equipment maintaining fire roads, breaks, trails and in forest fire areas over steep terrain in establishing fire control lines or in fire hazard reduction and conservation project work; assists in loading and unloading heavy construction equipment; tows and transports bulldozers and other fire equipment and supplies; surveys terrain, weather, and soil conditions to determine safe operation of heavy equipment to be used based on suppression and prevention requirements; services and assists in making mechanical repairs to equipment, including tune-ups, brake repair and adjustment, disassembly and assembly overhaul, welding and limited body repair, lubrication; maintains other equipment, such as chainsaws and portable generators; assists in maintaining and caring for fire apparatus, equipment, fire station and grounds; advises department of projected costs for equipment replacement and repair; ensures preventive maintenance plan for equipment is completed as scheduled; assists station personnel in repairs of all equipment assigned to the battalion; conducts training for department personnel in working around heavy equipment in a safe manner; maintains records and written reports of work performed; prepares financial and personnel documents as necessary; attends and participates on special committees (i.e., safety committee, etc.); participates in continuing training and instruction program by individual study of technical material and attendance at scheduled drills and classes; operates equipment and otherwise assists in the suppression of fires; and prevention in the protection of life and property; operate heavy motorized equipment to clear underbrush,

push mud around to prevent mudslides, and other restoration and prevention tasks; locates and builds fuel breaks in tactically advantageous areas to prevent or reduce the impacts of wildland fires; maintains roads that are regularly utilized for fire equipment access; assists in making residential and commercial inspections to discover and eliminate potential fire hazards and to educate the public in fire prevention; cleans up and performs salvage operations after fires; assists in conducting training programs for paid and volunteer fire personnel; issues fire permits; research and order department supplies; provides training to subordinate and less experience staff and volunteers as assigned; may render medical aid to coworkers or the general public; performs related duties as assigned.

### **MINIMUM QUALIFICATIONS**

*Any combination of education and experience that would likely provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required knowledge, skills and abilities would be:*

#### **Heavy Fire Equipment Operator I**

Education: Equivalent to completion of the twelfth grade.

Experience: Two (2) years of journey level experience in operating heavy motorized equipment including bulldozer and heavy transport trucks in a variety of locations and weather conditions, including rugged terrain.

Certificate: Possession of a valid Emergency Medical Technician-1 (EMT-1) Certificate or ability to obtain certification within the first year of hire date.

#### **Heavy Fire Equipment Operator II**

Education: Same as above.

Experience: Equivalent to one (1) year of experience as a Heavy Equipment Operator I in Kings County; or three (3) years of experience in operating heavy motorized equipment including bulldozers and heavy transport trucks some of which shall have been in rugged terrain.

Certificate: Possession of a valid Emergency Medical Technician-1 (EMT-1) Certificate.

#### **Both Levels**

Certificate: Completion of CAL FIRE Heavy Fire Equipment Operator Training Program or equivalent heavy equipment operator program within three (3) years of hire date in order to remain in the position. (Note: Incumbents unable to complete the Heavy Fire Equipment Operator Training Program or equivalent within three (3) years of hire date will be separated from employment).

License: Possession of a valid Class A California driver's license issued by the State Department of Motor Vehicles. A current DMV printout may be required upon application.

NOTE: Federal law and County policy requires that positions in the class of Heavy Equipment Operator are subject to pre-employment, reasonable suspicion, post-accident, random, return-to-duty and follow-up drug and alcohol testing.

## **MINIMUM QUALIFICATIONS (cont'd)**

### Special Requirements:

- 1) Effective June 18, 2007, incumbents must not smoke or chew tobacco, or otherwise use tobacco products, on or off duty. (Persons already working in a Fire safety classification in the Kings County Fire Department prior to the effective date are not subject to the off duty tobacco prohibition.)
- 2) Must maintain a level of physical condition sufficient to perform assigned tasks satisfactorily.
- 3) Ability to work and travel within and outside the County.
- 4) Ability to work shift work; overtime as needed and required.

Knowledge of: Operation and use of heavy motorized construction and maintenance equipment; methods, materials, tools and equipment used in servicing, maintenance, and repair of equipment and trucks, provisions of the California Vehicle Code as applies to operation of heavy motorized equipment; safety practices and standards in use of gasoline and diesel powered heavy equipment; proper loading and trailering techniques; relevant construction safety procedures; road grading methods, material and tools; modern firefighting techniques including fire behavior, weather conditions, safety hazards and precautions; modern fire prevention and suppression methods in open and mountainous areas; local geography, roads, and water supply systems; reading maps and operating Global Positioning System (GPS); variety of terrains, including wildland, and mountainous areas; operation, maintenance and mechanics of fire fighting equipment; emergency medical practices and techniques; departmental rules and regulations.

Ability to: Operate bulldozers and other heavy equipment and emergency equipment skillfully and safely; operate heavy equipment to clear terrain for safe passage of equipment and personnel; operate equipment on steep, narrow mountain roads and under hazardous conditions; operate and make emergency repairs to heavy equipment in mountainous areas under hazardous fire conditions; skillfully utilize fire suppression and prevention methods and techniques; assist in training others; analyze situations accurately and adopt an effective course of action; think and act quickly and appropriately in emergencies; understand and carry out oral and written instructions; deal courteously and effectively with the general public; establish and maintain cooperative relationships with fellow employees and the public; communicate effectively both verbally and in written form; maintain records, writing reports and follow directions; read and interpret complex technical documents such as maps, diagrams, and textbooks; operates Global Positioning System (GPS); keep accurate records; lift and carry of heavy equipment and people; endure periods of extreme heat and physical exertion and stress, enter burning areas and other hazardous and life-threatening situations; follow workplace safety policies and procedures; properly use personal protective equipment as directed and trained; perform station maintenance and small engine repair.

Physical/Work Environment: Duties are performed primarily outdoors in all types of adverse weather, and in wildland and mountainous terrain. Incumbents must be able to work under emergency and difficult conditions such as fire and floods. Must be able to load and unload heavy equipment

during emergency situations and adverse terrain. Incumbents are often exposed to emergency and/or hazardous materials and circumstances for prolonged periods of time. Subject to intense heat while performing fire fighting, work on uneven surfaces and in confined spaces. Incumbents must wear mandatory protective and safety equipment and must maintain physical fitness and endurance. Incumbents must be able to communicate in person, over the phone, and by radio.

Medical Class:	A
Overtime Status:	Non-exempt
Probationary Period:	Level I: One (1) year. Level II: One (1) year if hired from outside the Kings County Heavy Equipment Operator series; six (6) months if promoted within the Kings County Equipment Operator series.

Kings County  
M17/M19

Est: June 2018  
Rev: Jan. 2022

## HEAVY FIRE EQUIPMENT OPERATOR I/II

### DEFINITION

Under ~~general supervision~~direction, to safely operates heavy motorized equipment in fire control and prevention work; to performs repair and maintenance on ~~fire vehicles and~~ heavy equipment; ~~to safely operate any piece of fire/emergency equipment utilized by the department;~~ to engage in medical aid, fire fighting and fire prevention activities; to maintain fire breaks and roads; and to perform related duties as required.

### DISTINGUISHING CHARACTERISTICS

Heavy Fire Equipment Operator I is the entry-level in the Heavy Fire Equipment Operator I/II classification series. These positions are required to work the same shifts as other fire duty personnel. The Heavy Fire Equipment Operator II is the fully trained heavy equipment operator journey level in the Heavy Fire Equipment Operator I/II classifications series. The Heavy Fire Equipment Operator II is distinguished from the Heavy Fire Equipment Operator I by the increased amount of independence of judgment and duties performed. Heavy Fire Equipment Operator II's may supervise Heavy Fire Equipment Operator I's and may make critical decisions about fire fighting tactics or strategy and provide valuable input to incident commanders about tactical objectives, access to wildland areas, and potential fire control line locations, along with providing a continuous risk assessment.

~~These is classifications are is~~ distinguished from the Firefighter classification series by operating heavy equipment in back county areas and regularly operating equipment under hazardous conditions during wildland fires. Assigned duties are performed with a high degree of independence and high personal risk in the skillful operation of expensive heavy equipment, often under emergency conditions. Incumbents are expected to complete a Heavy Fire Equipment Operator Training program within three years of employment or be subject to termination. ~~Heavy Fire Equipment Operators may be designated relief and assigned to work at different locations, relieving other Firefighters and/or Fire Apparatus Engineers on shifts, during vacation, training and other absences.~~

### EXAMPLES OF DUTIES

*Duties include but are not limited to those described below. Reasonable accommodation will be made when requested and determined by the County to be appropriate under applicable law.*

Operates heavy equipment such as large bulldozers, heavy-duty transports, trucks and other types of fire apparatus equipment used in fire control and suppression work; operates heavy equipment maintaining fire roads, breaks, trails and in forest fire areas over steep terrain in establishing fire control lines or in fire hazard reduction and conservation project work; assists in loading and unloading heavy construction equipment; tows and transports bulldozers and other fire equipment and supplies; surveys terrain, weather, and soil conditions to determine safe operation of heavy equipment to be used based on suppression and prevention requirements; services and assists in making mechanical repairs to equipment, including tune-ups, brake repair and adjustment, disassembly and assembly overhaul, welding and limited body repair, lubrication; maintains other equipment, such as chainsaws and portable generators; assists in maintaining and caring for fire apparatus, equipment, fire station and grounds; advises department of

projected costs for equipment replacement and repair; ensures preventive maintenance plan for equipment is completed as scheduled; assists station personnel in repairs of all equipment assigned to the battalion; conducts training for department personnel in working around heavy equipment in a safe manner; maintains records and written reports of work performed; prepares financial and personnel documents as necessary; attends and participates on special committees (i.e., safety committee, etc.); participates in continuing training and instruction program by individual study of technical material and attendance at scheduled drills and classes. ~~May be assigned to respond to fire, medical, and other emergency alarms by driving assigned automotive equipment to appropriate location;~~ operates equipment and otherwise assists in the suppression of fires, ~~medical emergencies,~~ and prevention in the protection of life and property; operate heavy motorized equipment to clear underbrush, push mud around to prevent mudslides, and other restoration and prevention tasks; ~~operates all fire department equipment and administers medical aid;~~ locates and builds fuel breaks in tactically advantageous areas to prevent or reduce the impacts of wildland fires; maintains roads that are regularly utilized for fire equipment access; assists in making residential and commercial inspections to discover and eliminate potential fire hazards and to educate the public in fire prevention; cleans up and performs salvage operations after fires; assists in conducting training programs for paid and volunteer fire personnel; issues fire permits; research and order department supplies; provides training to subordinate and less experience staff and volunteers as assigned; may render medical aid to coworkers or the general public; performs related duties as assigned.

## MINIMUM QUALIFICATIONS

*Any combination of education and experience that would likely provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required knowledge, skills and abilities would be:*

### Heavy Fire Equipment Operator I

Education: Equivalent to completion of the twelfth grade.

#### ~~MINIMUM QUALIFICATIONS (cont'd)~~

Experience: Two (2) years of journey level experience in operating heavy motorized equipment including bulldozer and heavy transport trucks in a variety of locations and weather conditions, including rugged terrain.

Certificate: Possession of a valid Emergency Medical Technician-1 (EMT-1) Certificate or ability to obtain certification within the first year of hire date.

~~(Substitution: Two (2) years of full-time firefighting experience may be substituted for one (1) year of experience operating heavy equipment).~~ Heavy Fire Equipment Operator II

Education: Same as above.

Experience: Equivalent to one (1) year of experience as a Heavy Equipment Operator I in Kings County; or three (3) years of experience in operating heavy motorized equipment including bulldozers and heavy transport trucks some of which shall have been in rugged terrain.

Certificate: Possession of a valid Emergency Medical Technician-1 (EMT-1) Certificate.



### Both Levels

#### Certificates:

~~Possession of a valid Emergency Medical Technician 1 (EMT 1) Certificate or ability to obtain certification within the first year of hire date.~~

~~Possession of a valid CPR certificate issued by the American Red Cross, American Heart Association, or equivalent recognized certifying agency or ability to obtain certification within the first year of hire date.~~

Completion of CAL FIRE Heavy Fire Equipment Operator Training Program or equivalent heavy equipment operator program within three (3) years of hire date in order to remain in the position. (Note: Incumbents unable to complete the Heavy Fire Equipment Operator Training Program or equivalent within three (3) years of hire date will be separated from employment).

License: Possession of a valid Class A California driver's license issued by the State Department of Motor Vehicles. A current DMV printout may be required upon application. Note: Upon appointment, incumbents will be required to earn and maintain the California driver's license with appropriate firefighter endorsements required for operating fire apparatus utilized by the County.

NOTE: Federal law and County policy requires that positions in the class of Heavy Equipment Operator are subject to pre-employment, reasonable suspicion, post-accident, random, return-to-duty and follow-up drug and alcohol testing.

### MINIMUM QUALIFICATIONS (cont'd)

#### Special Requirements:

~~Possession of valid California State Fire Marshal (CSFM) Fire Fighter I Certification or equivalent. (Completion of an accepted CSFM approved Basic Fire Fighting Academy or evidence that applicant's CSFM Fire Fighter I Certification application has been completed and signed off by applicant's Fire Chief is considered equivalent to the CSFM Fire Fighter I Certification for purposes of this position.) Certification must be obtained within two (2) years of hire d~~

- 5) Effective June 18, 2007, incumbents must not smoke or chew tobacco, or otherwise use tobacco products, on or off duty. (Persons already working in a Fire safety classification in the Kings County Fire Department prior to the effective date are not subject to the off duty tobacco prohibition.)
- 6) Must maintain a level of physical condition sufficient to perform assigned tasks satisfactorily.
- 7) Ability to work and travel within and outside the County.
- 8) Ability to work shift work; overtime as needed and required.

Knowledge of: Operation and use of heavy motorized construction and maintenance equipment; methods, materials, tools and equipment used in servicing, maintenance, and repair of equipment and trucks, provisions of the California Vehicle Code as applies to operation of heavy motorized equipment; safety practices and standards in use of gasoline and diesel powered heavy equipment; proper

loading and trailering techniques; relevant construction safety procedures; road grading methods, material and tools; modern firefighting techniques including fire behavior, weather conditions, safety hazards and precautions; modern fire prevention and suppression methods in open and mountainous areas; local geography, roads, and water supply systems; reading maps and operating Global Positioning System (GPS); variety of terrains, including wildland, and mountainous areas; ~~fire fighting techniques and principles of hydraulics applied to fire suppression;~~ operation, maintenance and mechanics of fire fighting equipment; emergency medical practices and techniques; departmental rules and regulations.

Ability to: Operate bulldozers and other heavy equipment and emergency equipment skillfully and safely; operate heavy equipment to clear terrain for safe passage of equipment and personnel; operate equipment on steep, narrow mountain roads and under hazardous conditions; operate and make emergency repairs to heavy equipment in mountainous areas under hazardous fire conditions; ~~learn technical fire fighting techniques and principles of hydraulics applied to fire suppression;~~ skillfully utilize fire suppression and prevention methods and techniques; assist in training others; analyze situations accurately and adopt an effective course of action; think and act quickly and appropriately in emergencies; understand and carry out oral and written instructions; deal courteously and effectively with the general public; establish and maintain cooperative relationships with fellow employees and the public; communicate effectively both verbally and in written form; maintain records, writing reports and follow directions; read and interpret complex technical documents such as maps, diagrams, and textbooks; operates Global Positioning System (GPS); keep accurate records; lift and carry of heavy equipment and people; endure periods of extreme heat and physical exertion and stress, enter burning areas and other hazardous and life-threatening situations; ~~possible exposure to hazardous material;~~ follow workplace safety policies and procedures; properly use personal protective equipment as directed and trained; performing station maintenance and small engine repair.

Physical/Work Environment: Duties are performed primarily outdoors in all types of adverse weather, and in wildland and mountainous terrain. Incumbents must be able to work under emergency and difficult conditions such as fire and floods. Must be able to load and unload heavy equipment during emergency situations and adverse terrain. -Incumbents are often exposed to emergency and/or hazardous materials and circumstances for prolonged periods of time. Subject to intense heat while performing fire fighting, work on uneven surfaces and in confined spaces. Incumbents must wear mandatory protective and safety equipment and must maintain physical fitness and endurance. Incumbents must be able to communicate in person, over the phone, and by radio.

Medical Class:	A
Overtime Status:	Non-exempt
Probationary Period:	<u>Level I: One (1) year.</u> <u>Level II: One (1) year if hired from outside the Kings County Heavy Equipment Operator series; six (6) months if promoted within the Kings County Equipment Operator series.</u>



# COUNTY OF KINGS BOARD OF SUPERVISORS

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

## AGENDA ITEM January 4, 2022

**SUBMITTED BY:** Human Resources – Henie Ring/Melissa Avalos

**SUBJECT:** SALARY RESOLUTION UPDATE AND MINIMUM WAGE IMPACTS

**SUMMARY:**

**Overview:**

Periodically the Salary Resolution is updated to reflect negotiated Memorandum of Understanding (MOU) agreements with various bargaining units, classification and compensation changes, along with 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 update on October 26, 2021. This new salary resolution also includes recommendations related to the California minimum wage, which increases to \$15 per hour on January 1, 2022.

**Recommendation:**

- a. Adopt the Salary Resolution, which reflects recommended and previously authorized classification changes and salary increases; and
- b. Set the salary for Animal Shelter Technician I, Central Services Operator I, Kennelworker, Laboratory Assistant I, Legal Clerk I, Janitor, and Park Aide at Range 147.5, effective December 27, 2021.

**Fiscal Impact:**

The total cost of the implementation of the Salary Resolution update is \$15,622 for the remainder of the fiscal year. The General Fund impact is \$15,622 (District Attorney, Sheriff, Public Health, and Public Works), and costs will be absorbed within those budgets this fiscal year.

**BACKGROUND:**

The Salary Resolution will include all updated negotiated Memorandum of Understanding (MOU) agreements with various bargaining units since the last Salary Resolution update on October 26, 2021. This revision will also reflect changes previously approved by Board action that are recommended for update in the Salary Resolution to include the following:

(Cont'd)

BOARD ACTION:

APPROVED AS RECOMMENDED: \_\_\_\_\_ OTHER: \_\_\_\_\_

I hereby certify that the above order was passed and adopted  
on \_\_\_\_\_, 2022.

CATHERINE VENTURELLA, Clerk to the Board

By \_\_\_\_\_, Deputy.

## **Agenda Item**

### **SALARY RESOLUTION UPDATE AND MINIMUM WAGE IMPACTS**

**January 4, 2022**

**Page 2 of 2**

- The deletion of ranges from the salary schedule that are below minimum wage;
- The reclassification of Department Specialist I/II/III to Office Assistant I/II/III.
- The deletion of the Department Specialist I/II/III series; and
- The addition of new job classifications for Victim/Witness Advocate III, Heavy Fire Equipment Operator I, Heavy Fire Equipment Operator II, Executive Assistant District Attorney, Payroll Specialist I, Payroll Specialist II, and Senior Personnel Technician.

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 ~~21-068~~ **22-001**

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

APPROVED BY THE BOARD OF SUPERVISORS ON ~~10/26/2021~~ **1/4/2022**  
FOR PAY PERIOD ~~22-2021 (10/18/2021)~~ **01-2022 (12/27/2021)**

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:

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
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

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

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



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

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

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

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

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

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>292.0</b>	63.40	66.63	70.03	73.60	77.36	<b>292.0</b>	10989-13409
<b>292.5</b>	63.72	66.96	70.38	73.97	77.75	<b>292.5</b>	11045-13477
<b>293.0</b>	64.03	67.30	70.73	74.34	78.13	<b>293.0</b>	11099-13543
<b>293.5</b>	64.35	67.64	71.08	74.71	78.52	<b>293.5</b>	11154-13610
<b>294.0</b>	64.67	67.97	71.44	75.08	78.91	<b>294.0</b>	11209-13678
<b>294.5</b>	64.99	68.31	71.80	75.46	79.30	<b>294.5</b>	11265-13745
<b>295.0</b>	65.32	68.65	72.15	75.83	79.70	<b>295.0</b>	11322-13815
<b>295.5</b>	65.65	68.99	72.51	76.21	80.10	<b>295.5</b>	11379-13884
<b>296.0</b>	65.97	69.34	72.87	76.59	80.50	<b>296.0</b>	11435-13953
<b>296.5</b>	66.30	69.69	73.23	76.97	80.90	<b>296.5</b>	11492-14023
<b>297.0</b>	66.63	70.03	73.60	77.36	81.31	<b>297.0</b>	11549-14094
<b>297.5</b>	66.96	70.38	73.97	77.75	81.72	<b>297.5</b>	11606-14165
<b>298.0</b>	67.30	70.73	74.34	78.13	82.12	<b>298.0</b>	11665-14234
<b>298.5</b>	67.64	71.08	74.71	78.52	82.53	<b>298.5</b>	11724-14305
<b>299.0</b>	67.97	71.44	75.08	78.91	82.94	<b>299.0</b>	11781-14376
<b>299.5</b>	68.31	71.80	75.46	79.30	83.35	<b>299.5</b>	11840-14447
<b>300.0</b>	68.65	72.15	75.83	79.70	83.77	<b>300.0</b>	11899-14520
<b>300.5</b>	68.99	72.51	76.21	80.10	84.19	<b>300.5</b>	11958-14593
<b>301.0</b>	69.34	72.87	76.59	80.50	84.61	<b>301.0</b>	12019-14666
<b>301.5</b>	69.69	73.23	76.97	80.90	85.03	<b>301.5</b>	12080-14739
<b>302.0</b>	70.03	73.60	77.36	81.31	85.46	<b>302.0</b>	12139-14813
<b>302.5</b>	70.38	73.97	77.75	81.72	85.89	<b>302.5</b>	12199-14888
<b>303.0</b>	70.73	74.34	78.13	82.12	86.31	<b>303.0</b>	12260-14960
<b>303.5</b>	71.08	74.71	78.52	82.53	86.74	<b>303.5</b>	12321-15035
<b>304.0</b>	71.44	75.08	78.91	82.94	87.17	<b>304.0</b>	12383-15109
<b>304.5</b>	71.80	75.46	79.30	83.35	87.61	<b>304.5</b>	12445-15186
<b>305.0</b>	72.15	75.83	79.70	83.77	88.04	<b>305.0</b>	12506-15260
<b>305.5</b>	72.51	76.21	80.10	84.19	88.48	<b>305.5</b>	12568-15337
<b>306.0</b>	72.87	76.59	80.50	84.61	88.92	<b>306.0</b>	12631-15413
<b>306.5</b>	73.23	76.97	80.90	85.03	89.36	<b>306.5</b>	12693-15489
<b>307.0</b>	73.60	77.36	81.31	85.46	89.81	<b>307.0</b>	12757-15567
<b>307.5</b>	73.97	77.75	81.72	85.89	90.26	<b>307.5</b>	12821-15645
<b>308.0</b>	74.34	78.13	82.12	86.31	90.71	<b>308.0</b>	12886-15723
<b>308.5</b>	74.71	78.52	82.53	86.74	91.16	<b>308.5</b>	12950-15801
<b>309.0</b>	75.08	78.91	82.94	87.17	91.62	<b>309.0</b>	13014-15881
<b>309.5</b>	75.46	79.30	83.35	87.61	92.08	<b>309.5</b>	13080-15961
<b>310.0</b>	75.83	79.70	83.77	88.04	92.54	<b>310.0</b>	13144-16040
<b>310.5</b>	76.21	80.10	84.19	88.48	93.00	<b>310.5</b>	13210-16120
<b>311.0</b>	76.59	80.50	84.61	88.92	93.47	<b>311.0</b>	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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
C06	Account Clerk I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
C05	Account Clerk II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
C04	Account Clerk III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961
B13	Accountant I	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
B02	Accountant II	216.0	5155-6294	219.0	5311-6484	220.0	5365-6549	221.0	5418-6614
C85	Accounting Assistant	166.0	3136-3825	169.0	3229-3942	170.0	3262-3981	171.0	3295-4021
E57	Accounting Specialist – Treasury Ops	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
E03	Accounting Technician	176.0	3463-4226	179.0	3567-4354	180.0	3604-4397	181.0	3640-4441
N02	Ag & Standards Aide	162.0	3013-3676	165.0	3104-3787	166.0	3136-3825	167.0	3167-3864
N04	Ag & Standards Inspector I	184.0	3749-4576	187.0	3864-4715	188.0	3902-4761	189.0	3942-4808
N03	Ag & Standards Inspector II	199.0	4354-5311	202.0	4486-5472	203.0	4531-5528	204.0	4576-5583
N05	Ag & Standards Inspector III	214.0	5054-6169	217.0	5207-6356	218.0	5259-6420	219.0	5311-6484
N33	Ag Computer Systems Coordinator	202.0	4486-5472	205.0	4621-5639	206.0	4668-5696	207.0	4715-5753
N16	Ag Research Assistant	175.0	3429-4184	178.0	3533-4311	179.0	3567-4354	180.0	3604-4397
N14	Animal Control Officer I	155.0	2810-3429	158.0	2895-3533	159.0	2924-3567	160.0	2954-3604
N13	Animal Control Officer II	165.0	3104-3787	168.0	3198-3902	169.0	3229-3942	170.0	3262-3981
N20	Animal Control Officer III	175.0	3429-4184	178.0	3533-4311	179.0	3567-4354	180.0	3604-4397
N31	Animal Services Outreach Coordinator	174.5	3411-4163	177.5	3515-4288	178.5	3550-4332	179.5	3585-4377
N37	Animal Shelter Technician I***	147.5	2607-3182	148.0	2621-3198	149.0	2647-3229	150.0	2673-3262
N36	Animal Shelter Technician II	155.0	2810-3429	158.0	2895-3533	159.0	2924-3567	160.0	2954-3604
B19	Appraiser I	183.0	3713-4531	186.0	3825-4668	187.0	3864-4715	188.0	3902-4761
B18	Appraiser II	198.0	4311-5259	201.0	4441-5418	202.0	4486-5472	203.0	4531-5528
B31	Appraiser III	212.0	4954-6048	215.0	5105-6231	216.0	5155-6294	217.0	5207-6356
E71	Assessment Specialist I	152.0	2727-3328	155.0	2810-3429	156.0	2837-3463	157.0	2865-3498
E72	Assessment Specialist II	162.0	3013-3676	165.0	3104-3787	166.0	3136-3825	167.0	3167-3864
E73	Assessment Specialist III	172.0	3328-4061	175.0	3429-4184	176.0	3463-4226	177.0	3498-4267
B17	Auditor-Appraiser I	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
B16	Auditor-Appraiser II	204.0	4576-5583	207.0	4715-5753	208.0	4761-5810	209.0	4808-5869
B34	Auditor-Appraiser III	219.0	5311-6484	222.0	5472-6680	223.0	5528-6748	224.0	5583-6815
P78	Behavioral Health Services Assistant I	150.5	2687-3278	153.5	2768-3378	154.5	2796-3411	155.5	2824-3446
P79	Behavioral Health Services Assistant II	160.5	2969-3621	163.5	3058-3732	164.5	3089-3768	165.5	3120-3806
E05	Building & Planning Aide I	155.5	2824-3446	158.5	2909-3550	159.5	2938-3585	160.5	2969-3621
E06	Building & Planning Aide II	174.5	3411-4163	177.5	3515-4288	178.5	3550-4332	179.5	3585-4377
N07	Building Inspector I	191.5	4042-4930	194.5	4163-5080	195.5	4205-5131	196.5	4247-5181
N17	Building Inspector II	201.5	4463-5446	204.5	4599-5611	205.5	4644-5666	206.5	4690-5723
N08	Building Inspector III	211.5	4930-6016	214.5	5080-6200	215.5	5131-6263	216.5	5181-6325
N09	Building Inspector IV	221.5	5446-6647	224.5	5611-6850	225.5	5666-6918	226.5	5723-6987
B90	Business Applications Specialist	218.0	5259-6420	221.0	5418-6614	222.0	5472-6680	223.0	5528-6748
E22	Cadastral G.I.S. Technician I	178.0	3533-4311	181.0	3640-4441	182.0	3676-4486	183.0	3713-4531
E28	Cadastral G.I.S. Technician II	188.0	3902-4761	191.0	4021-4905	192.0	4061-4954	193.0	4101-5004
E29	Cadastral G.I.S. Technician III	203.0	4531-5528	206.0	4668-5696	207.0	4715-5753	208.0	4761-5810
P94	Case Review Officer	225.0	5639-6883	228.0	5810-7093	229.0	5869-7164	230.0	5928-7235
C30	Central Services Operator I***	147.5	2607-3182	149.5	2661-3245	150.5	2687-3278	151.5	2713-3312
C31	Central Services Operator II	156.5	2851-3481	159.5	2938-3585	160.5	2969-3621	161.5	2999-3659
H47	CHI Case Manager	166.5	3151-3845	169.5	3245-3961	170.5	3278-4001	171.5	3312-4042
I07	Child Health Counselor	161.0	2983-3640	164.0	3073-3749	165.0	3104-3787	166.0	3136-3825
P47	Child Support Assistant	154.5	2796-3411	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
P45	Child Support Specialist I	159.5	2938-3585	162.5	3028-3695	163.5	3058-3732	164.5	3089-3768
P27	Child Support Specialist II	169.5	3245-3961	172.5	3345-4082	173.5	3378-4122	174.5	3411-4163
P26	Child Support Specialist III	179.5	3585-4377	182.5	3695-4508	183.5	3732-4553	184.5	3768-4599
C48	Children’s Medical Services Worker	161.0	2983-3640	164.0	3073-3749	165.0	3104-3787	166.0	3136-3825
C72	Clerk-Recorder Specialist I	149.5	2661-3245	152.5	2740-3345	153.5	2768-3378	154.5	2796-3411
C71	Clerk-Recorder Specialist II	159.5	2938-3585	162.5	3028-3695	163.5	3058-3732	164.5	3089-3768
C70	Clerk-Recorder Specialist III	169.5	3245-3961	172.5	3345-4082	173.5	3378-4122	174.5	3411-4163
H25	Clinical Laboratory Technologist	200.5	4420-5391	203.5	4553-5555	204.5	4599-5611	205.5	4644-5666
E45	Code Compliance Specialist I	191.5	4042-4930	194.5	4163-5080	195.5	4205-5131	196.5	4247-5181
E44	Code Compliance Specialist II	201.5	4463-5446	204.5	4599-5611	205.5	4644-5666	206.5	4690-5723
E41	Code Compliance Specialist III	211.5	4930-6016	214.5	5080-6200	215.5	5131-6263	216.5	5181-6325
C65	Collections Assistant	166.0	3136-3825	169.0	3229-3942	170.0	3262-3981	171.0	3295-4021
C61	Collector-Tax	176.0	3463-4226	179.0	3567-4354	180.0	3604-4397	181.0	3640-4441
I01	Community Health Aide I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
I02	Community Health Aide II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
I04	Community Health Aide III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961
E67	Community Outreach Specialist	189.5	3961-4833	192.5	4082-4978	193.5	4122-5028	194.5	4163-5080
B80	Computer Forensics Specialist I	198.0	4311-5259	201.0	4441-5418	202.0	4486-5472	203.0	4531-5528
B79	Computer Forensics Specialist II	213.0	5004-6108	216.0	5155-6294	217.0	5207-6356	218.0	5259-6420
B60	Computer Support Technician I	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
B59	Computer Support Technician II	199.0	4354-5311	202.0	4486-5472	203.0	4531-5528	204.0	4576-5583

## 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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
H06	County Health Nurse I	211.0	4905-5987	214.0	5054-6169	215.0	5105-6231	216.0	5155-6294
H05	County Health Nurse II	221.0	5418-6614	224.0	5583-6815	225.0	5639-6883	226.0	5696-6952
E13	County Surveyor	237.0	6356-7757	240.0	6549-7992	241.0	6614-8072	242.0	6680-8154
B94	Crime Data Analyst	218.0	5259-6420	221.0	5418-6614	222.0	5472-6680	223.0	5528-6748
B88	Database Administrator	251.5	7344-8961	254.5	7568-9230	255.5	7642-9324	256.5	7719-9417
B93	Database Analyst I	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
B92	Database Analyst II	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
B91	Database Analyst III	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
<del>C83</del>	<del>Department Specialist I**</del>	<del>147.5</del>	<del>2607-3182</del>	<del>147.5</del>	<del>2607-3182</del>	<del>148.5</del>	<del>2635-3214</del>	<del>149.5</del>	<del>2661-3245</del>
<del>C82</del>	<del>Department Specialist II**</del>	<del>157.5</del>	<del>2879-3515</del>	<del>157.5</del>	<del>2879-3515</del>	<del>158.5</del>	<del>2909-3550</del>	<del>159.5</del>	<del>2938-3585</del>
<del>C81</del>	<del>Department Specialist III**</del>	<del>167.5</del>	<del>3182-3883</del>	<del>167.5</del>	<del>3182-3883</del>	<del>168.5</del>	<del>3214-3921</del>	<del>169.5</del>	<del>3245-3961</del>
P40	Deputy Public Guardian	191.0	4021-4905	194.0	4143-5054	195.0	4184-5105	196.0	4226-5155
M26	Deputy Sheriff Cadet	183.0	3713-4531	186.0	3825-4668	187.0	3864-4715	188.0	3902-4761
H28	Dietitian	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
C26	Elections Specialist I	153.0	2754-3361	156.0	2837-3463	157.0	2865-3498	158.0	2895-3533
C25	Elections Specialist II	163.0	3042-3713	166.0	3136-3825	167.0	3167-3864	168.0	3198-3902
C24	Elections Specialist III	173.0	3361-4101	176.0	3463-4226	177.0	3498-4267	178.0	3533-4311
P16	Eligibility Worker I	159.0	2924-3567	162.0	3013-3676	163.0	3042-3713	164.0	3073-3749
P17	Eligibility Worker II	169.0	3229-3942	172.0	3328-4061	173.0	3361-4101	174.0	3394-4143
P32	Eligibility Worker III	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
E38	Emergency Dispatcher I	174.0	3394-4143	177.0	3498-4267	178.0	3533-4311	179.0	3567-4354
E37	Emergency Dispatcher II	184.0	3749-4576	187.0	3864-4715	188.0	3902-4761	189.0	3942-4808
C99	Emergency Services Specialist	159.0	2924-3567	162.0	3013-3676	163.0	3042-3713	164.0	3073-3749
P65	Employment & Training Technician I	170.0	3262-3981	173.0	3361-4101	174.0	3394-4143	175.0	3429-4184
P22	Employment & Training Technician II	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P07	Employment & Training Worker I	170.0	3262-3981	173.0	3361-4101	174.0	3394-4143	175.0	3429-4184
P08	Employment & Training Worker II	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P09	Employment & Training Worker III	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
E08	Engineer I (Civil)	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
E09	Engineer II (Civil)	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
E10	Engineer III (Civil)	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
E17	Engineering Technician I	184.5	3768-4599	187.5	3883-4739	188.5	3921-4786	189.5	3961-4833
E18	Engineering Technician II	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639
N12	Environmental Health Officer I	191.0	4021-4905	194.0	4143-5054	195.0	4184-5105	196.0	4226-5155
N11	Environmental Health Officer II	201.0	4441-5418	204.0	4576-5583	205.0	4621-5639	206.0	4668-5696
N19	Environmental Health Officer III	211.0	4905-5987	214.0	5054-6169	215.0	5105-6231	216.0	5155-6294
N10	Environmental Health Officer IV	221.0	5418-6614	224.0	5583-6815	225.0	5639-6883	226.0	5696-6952
M24	Evidence Technician	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
P56	Family Resource Assistant	157.0	2865-3498	160.0	2954-3604	161.0	2983-3640	162.0	3013-3676
P57	Family Resource Coordinator	177.0	3498-4267	180.0	3604-4397	181.0	3640-4441	182.0	3676-4486
E62	Finance Specialist	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
M48	Fingerprint Technician I	169.0	3229-3942	172.0	3328-4061	173.0	3361-4101	174.0	3394-4143
M47	Fingerprint Technician II	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
K25	Fire Equipment Supply Specialist	185.0	3787-4621	188.0	3902-4761	189.0	3942-4808	190.0	3981-4857
K26	Fire Equipment Supply Trainee	165.0	3104-3787	168.0	3198-3902	169.0	3229-3942	170.0	3262-3981
E47	First 5 Resource Specialist	167.0	3167-3864	170.0	3262-3981	171.0	3295-4021	172.0	3328-4061
E31	Fiscal Specialist I	186.0	3825-4668	189.0	3942-4808	190.0	3981-4857	191.0	4021-4905
E27	Fiscal Specialist II	196.0	4226-5155	199.0	4354-5311	200.0	4397-5365	201.0	4441-5418
E26	Fiscal Specialist III	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
S05	Fleet Service Attendant	147.5	2607-3182	150.5	2687-3278	151.5	2713-3312	152.5	2740-3345
E64	G.I.S. Specialist I	187.0	3864-4715	190.0	3981-4857	191.0	4021-4905	192.0	4061-4954
E63	G.I.S. Specialist II	203.0	4531-5528	206.0	4668-5696	207.0	4715-5753	208.0	4761-5810
H15	Health Educator	193.0	4101-5004	196.0	4226-5155	197.0	4267-5207	198.0	4311-5259
C53	Investigative Assistant	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
K21	Jail Cook	160.5	2969-3621	163.5	3058-3732	164.5	3089-3768	165.5	3120-3806
C86	Juvenile Center Support Clerk*	154.0	2782-3394	157.0	2865-3498	158.0	2895-3533	159.0	2924-3567
P35	Juvenile Corrections Officer I*	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
P36	Juvenile Corrections Officer II*	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
P39	Juvenile Corrections Officer III*	199.0	4354-5311	202.0	4486-5472	203.0	4531-5528	204.0	4576-5583
N00	Kennelworker***	147.5	2607-3182	148.0	2621-3198	149.0	2647-3229	150.0	2673-3262
I03	Laboratory Assistant I***	147.5	2607-3182	147.5	2607-3182	148.0	2621-3198	149.0	2647-3229
I10	Laboratory Assistant II	154.0	2782-3394	157.0	2865-3498	158.0	2895-3533	159.0	2924-3567
I11	Laboratory Assistant III	164.0	3073-3749	167.0	3167-3864	168.0	3198-3902	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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
B48	Law Librarian/Small Claims Advisor	167.0	3167-3864	170.0	3262-3981	171.0	3295-4021	172.0	3328-4061
C57	Legal Clerk I***	147.5	2607-3182	150.0	2673-3262	151.0	2699-3295	152.0	2727-3328
C58	Legal Clerk II	157.0	2865-3498	160.0	2954-3604	161.0	2983-3640	162.0	3013-3676
C59	Legal Clerk III	162.0	3013-3676	165.0	3104-3787	166.0	3136-3825	167.0	3167-3864
C50	Legal Secretary	167.0	3167-3864	170.0	3262-3981	171.0	3295-4021	172.0	3328-4061
B21	Librarian I	192.0	4061-4954	195.0	4184-5105	196.0	4226-5155	197.0	4267-5207
B20	Librarian II	202.0	4486-5472	205.0	4621-5639	206.0	4668-5696	207.0	4715-5753
B24	Librarian III	212.0	4954-6048	215.0	5105-6231	216.0	5155-6294	217.0	5207-6356
B36	Library Assistant I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
B37	Library Assistant II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
B38	Library Assistant III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961
B65	Library Technology Specialist I	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
B61	Library Technology Specialist II	199.0	4354-5311	202.0	4486-5472	203.0	4531-5528	204.0	4576-5583
P79	Licensed Clinical Social Worker	230.0	5928-7235	233.0	6108-7455	234.0	6169-7530	235.0	6231-7604
P93	Licensed Mental Health Clinician	230.0	5928-7235	233.0	6108-7455	234.0	6169-7530	235.0	6231-7604
H49	Licensed Vocational Nurse I	181.0	3640-4441	184.0	3749-4576	185.0	3787-4621	186.0	3825-4668
H48	Licensed Vocational Nurse II	191.0	4021-4905	194.0	4143-5054	195.0	4184-5105	196.0	4226-5155
H36	Medical Assistant I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
H31	Medical Assistant II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
C98	Medical Billing Clerk I	156.5	2851-3481	159.5	2938-3585	160.5	2969-3621	161.5	2999-3659
C97	Medical Billing Clerk II	166.5	3151-3845	169.5	3245-3961	170.5	3278-4001	171.5	3312-4042
H22	Microbiologist	229.0	5869-7164	232.0	6048-7381	233.0	6108-7455	234.0	6169-7530
H19	Microbiologist Trainee	211.0	4905-5987	214.0	5054-6169	215.0	5105-6231	216.0	5155-6294
B53	Network Analyst I	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
B54	Network Analyst II	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
B52	Network Analyst III	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
H42	Nutrition Educator	186.0	3825-4668	189.0	3942-4808	190.0	3981-4857	191.0	4021-4905
H38	Occupational Therapist	237.0	6356-7757	240.0	6549-7992	241.0	6614-8072	242.0	6680-8154
C10	Office Assistant I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
C09	Office Assistant II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
C08	Office Assistant III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961
B27	Office Systems Analyst I	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
B28	Office Systems Analyst II	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
B23	Office Systems Analyst III	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
C64	Paralegal	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P73	Peer Support Specialist**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
E39	Permit Technician I	171.5	3312-4042	174.5	3411-4163	175.5	3446-4205	176.5	3481-4247
E40	Permit Technician II	181.5	3659-4463	184.5	3768-4599	185.5	3806-4644	186.5	3845-4690
E46	Permit Technician III	191.5	4042-4930	194.5	4163-5080	195.5	4205-5131	196.5	4247-5181
H40	Physical Therapist	237.0	6356-7757	240.0	6549-7992	241.0	6614-8072	242.0	6680-8154
E04	Planner I	193.5	4122-5028	196.5	4247-5181	197.5	4288-5233	198.5	4332-5285
E16	Planner II	208.5	4786-5840	211.5	4930-6016	212.5	4978-6077	213.5	5028-6139
E21	Planner III	218.5	5285-6453	221.5	5446-6647	222.5	5500-6713	223.5	5555-6781
B55	Prevention Coordinator, Beh. or Public Health	205.0	4621-5639	208.0	4761-5810	209.0	4808-5869	210.0	4857-5928
P31	Probation Technician	173.0	3361-4101	176.0	3463-4226	177.0	3498-4267	178.0	3533-4311
P30	Process Server	153.0	2754-3361	156.0	2837-3463	157.0	2865-3498	158.0	2895-3533
B06	Programmer Analyst I	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
B05	Programmer Analyst II	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
B11	Programmer Analyst III	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
P59	Psychiatric Technician I	170.5	3278-4001	173.5	3378-4122	174.5	3411-4163	175.5	3446-4205
P58	Psychiatric Technician II	180.5	3621-4420	183.5	3732-4553	184.5	3768-4599	185.5	3806-4644
E32	Public Guardian Accounting Technician	176.0	3463-4226	179.0	3567-4354	180.0	3604-4397	181.0	3640-4441
C87	Public Guardian/Vet Svcs Case Wkr	158.5	2909-3550	161.5	2999-3659	162.5	3028-3695	163.5	3058-3732
P90	Public Health Emergency Planner	213.0	5004-6108	216.0	5155-6294	217.0	5207-6356	218.0	5259-6420
H02	Public Health Nurse I	226.0	5696-6952	229.0	5869-7164	230.0	5928-7235	231.0	5987-7308
H01	Public Health Nurse II	236.0	6294-7680	239.0	6484-7913	240.0	6549-7992	241.0	6614-8072
E55	Purchasing Assistant	166.0	3136-3825	169.0	3229-3942	170.0	3262-3981	171.0	3295-4021
E68	Quality Assurance Specialist	187.0	3864-4715	190.0	3981-4857	191.0	4021-4905	192.0	4061-4954
B95	Radio Communications Programmer	238.5	6453-7875	241.5	6647-8112	242.5	6713-8195	243.5	6781-8277
P88	Recovery Support Coordinator I, Behavioral or Public Health	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P87	Recovery Support Coordinator II, Behavioral or Public Health	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
P86	Recovery Support Coordinator III, Behavioral or Public Health	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639

**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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
H27	Registered Dietitian	221.0	5418-6614	224.0	5583-6815	225.0	5639-6883	226.0	5696-6952
N32	Registered Veterinary Technician	174.5	3411-4163	177.5	3515-4288	178.5	3550-4332	179.5	3585-4377
E52	Right of Way Agent	218.0	5259-6420	221.0	5418-6614	222.0	5472-6680	223.0	5528-6748
M30	Security Officer	148.5	2635-3214	151.5	2713-3312	152.5	2740-3345	153.5	2768-3378
P63	Senior Employment & Training Technician	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
H16	Senior Health Educator	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
B51	Senior Network Analyst	247.5	7056-8613	250.5	7271-8871	251.5	7344-8961	252.5	7417-9050
B14	Senior Office Systems Analyst	247.5	7056-8613	250.5	7271-8871	251.5	7344-8961	252.5	7417-9050
E34	Senior Planner	233.0	6108-7455	236.0	6294-7680	237.0	6356-7757	238.0	6420-7835
B04	Senior Programmer Analyst	248.5	7127-8698	251.5	7344-8961	252.5	7417-9050	253.5	7493-9140
P52	Senior Social Service Worker	205.0	4621-5639	208.0	4761-5810	209.0	4808-5869	210.0	4857-5928
P23	Senior Veterans Service Rep	180.5	3621-4420	183.5	3732-4553	184.5	3768-4599	185.5	3806-4644
C13	Sheriff Records Clerk I	160.0	2954-3604	163.0	3042-3713	164.0	3073-3749	165.0	3104-3787
C14	Sheriff Records Clerk II	170.0	3262-3981	173.0	3361-4101	174.0	3394-4143	175.0	3429-4184
C16	Sheriff Records Clerk III	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
M45	Sheriff's Investigative Assistant	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
P81	Social Service Practitioner - CPS	220.0	5365-6549	223.0	5528-6748	224.0	5583-6815	225.0	5639-6883
P14	Social Service Worker I	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P13	Social Service Worker II	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
P12	Social Service Worker III	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639
P84	Social Service Worker I - CPS	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
P83	Social Service Worker II - CPS	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639
P82	Social Service Worker III - CPS	210.0	4857-5928	213.0	5004-6108	214.0	5054-6169	215.0	5105-6231
P76	Social Services Assistant I	150.5	2687-3278	153.5	2768-3378	154.5	2796-3411	155.5	2824-3446
P75	Social Services Assistant II	160.5	2969-3621	163.5	3058-3732	164.5	3089-3768	165.5	3120-3806
H55	Staff Nurse	211.0	4905-5987	214.0	5054-6169	215.0	5105-6231	216.0	5155-6294
C100	Staff Support Specialist I	178.0	3533-4311	181.0	3640-4441	182.0	3676-4486	183.0	3713-4531
C101	Staff Support Specialist II	188.0	3902-4761	191.0	4021-4905	192.0	4061-4954	193.0	4101-5004
C07	Support Services Specialist	181.0	3640-4441	184.0	3749-4576	185.0	3787-4621	186.0	3825-4668
B68	System Support Specialist	181.0	3640-4441	184.0	3749-4576	185.0	3787-4621	186.0	3825-4668
P92	Unlicensed Mental Health Clinician	220.0	5365-6549	223.0	5528-6748	224.0	5583-6815	225.0	5639-6883
P24	Veterans' Service Representative I	160.5	2969-3621	163.5	3058-3732	164.5	3089-3768	165.5	3120-3806
P25	Veterans' Service Representative II	170.5	3278-4001	173.5	3378-4122	174.5	3411-4163	175.5	3446-4205
P21	Victim/Witness Advocate I	158.0	2895-3533	161.0	2983-3640	162.0	3013-3676	163.0	3042-3713
P19	Victim/Witness Advocate II	168.0	3198-3902	171.0	3295-4021	172.0	3328-4061	173.0	3361-4101
<b>P51</b>	<b>Victim/Witness Advocate III</b>	<b>178.0</b>	<b>3533-4311</b>	<b>181.0</b>	<b>3640-4441</b>	<b>182.0</b>	<b>3676-4486</b>	<b>183.0</b>	<b>3713-4531</b>
P38	Welfare Fraud Investigator I	194.0	4143-5054	197.0	4267-5207	198.0	4311-5259	199.0	4354-5311
P37	Welfare Fraud Investigator II	204.0	4576-5583	207.0	4715-5753	208.0	4761-5810	209.0	4808-5869
P33	Welfare Fraud Investigator III	209.0	4808-5869	212.0	4954-6048	213.0	5004-6108	214.0	5054-6169
H52	WIC Breastfeeding Coordinator	186.0	3825-4668	189.0	3942-4808	190.0	3981-4857	191.0	4021-4905
I122	WIC Nutrition Assistant I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
I121	WIC Nutrition Assistant II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
I120	WIC Nutrition Assistant III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961

**\*Effective October 18, 2021 - approved by the Board of Supervisors (BOS) on October 26, 2021**

Juvenile Center Support Clerk - adjusted salary range upward from range 148.0 to 154.0 (\$2,782-\$3,394)  
 Juvenile Corrections Officer I - adjusted salary range upward from range 173.0 to 179.0 (\$3,567-\$4,354)  
 Juvenile Corrections Officer II - adjusted salary range upward from range 183.0 to 189.0 (\$3,942-\$4,808)  
 Juvenile Corrections Officer III - adjusted salary range upward from range 193.0 to 199.0 (\$4,354-\$5,311)

**\*\*Effective July 11, 2022 - approved by the Board of Supervisors (BOS) September 14, 2021**

Positions will not receive a range increase

**Effective 11/16/2021 - approved by the Board of Supervisors (BOS) for FY21/22**

**Victim/Witness Advocate III: New classification with salary set at Range 178.0 (\$3,533-\$4,311)**

**Effective 11/29/2021 - approved by the Board of Supervisors (BOS) on 12/7/2021**

**Reclassifications of Department Specialist I/II/III to Office Assistant I/II/III  
 Department Specialist classification is inactive and deleted from the Salary Resolution**

**\*\*\*Effective 12/27/2021 - approved by the Board of Supervisors (BOS) on 1/4/2022**

**Animal Services Technician I: Increase salary from range 145.0 to range 147.5 (\$2,607-\$3,182)  
 Central Services Operator I: Increase salary from range 146.5 to range 147.5 (\$2,607-\$3,182)  
 Kennelworker: Increase salary from range 145.0 to range 147.5 (\$2,607-\$3,182)  
 Laboratory Assistant I: Increase salary from range 144.0 to range 147.5 (\$2,607-\$3,182)  
 Legal Clerk I: Increase salary from range 147.0 to range 147.5 (\$2,607-\$3,182)**

**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.

<b>Code</b>	<b>Class Title</b>	<b>Effective Salary Range Number</b>	<b>9/10/2018 Approx. Monthly Salary</b>	<b>Effective Salary Range Number</b>	<b>11/15/2021 Approx. Monthly Salary</b>	<b>Effective Salary Range Number</b>	<b>8/22/2022 Approx. Monthly Salary</b>	<b>Effective Salary Range Number</b>	<b>8/21/2023 Approx. Monthly Salary</b>
S00	Apprentice Mechanic	<del>156.5</del>	<del>2851-3481</del>	160.5	2969-3621	163.5	3058-3732	165.5	3120-3806
J05	Building Maintenance Worker	<del>167.0</del>	<del>3167-3864</del>	171.0	3295-4021	174.0	3394-4143	176.0	3463-4226
J10	Building Operations Specialist *	<del>199.0</del>	<del>4354-5311</del>	203.0	4531-5528	206.0	4668-5696	208.0	4761-5810
J11	Building Operations Trainee *	<del>184.0</del>	<del>3749-4576</del>	188.0	3902-4761	191.0	4021-4905	193.0	4101-5004
K14	Equipment & Groundswoker	<del>163.0</del>	<del>3042-3713</del>	167.0	3167-3864	170.0	3262-3981	172.0	3328-4061
S10	Equipment Serviceworker	<del>160.5</del>	<del>2969-3621</del>	164.5	3089-3768	167.5	3182-3883	169.5	3245-3961
K06	Groundswoker I	<del>148.0</del>	<del>2621-3198</del>	152.0	2727-3328	155.0	2810-3429	157.0	2865-3498
K05	Groundswoker II	<del>158.0</del>	<del>2895-3533</del>	162.0	3013-3676	165.0	3104-3787	167.0	3167-3864
J02	Janitor**	<del>140.5</del>	<del>2432-2969</del>	147.5	2607-3182	147.5	2607-3182	149.5	2661-3245
S02	Master Mechanic	<del>190.5</del>	<del>4001-4881</del>	194.5	4163-5080	197.5	4288-5233	199.5	4377-5337
S01	Mechanic	<del>175.5</del>	<del>3446-4205</del>	179.5	3585-4377	182.5	3695-4508	184.5	3768-4599
S03	Mechanic Leadworker	<del>200.5</del>	<del>4420-5391</del>	204.5	4599-5611	207.5	4739-5782	209.5	4833-5899
U01	Park Aide*	<del>140.5</del>	<del>2432-2969</del>	147.5	2607-3182	147.5	2607-3182	147.5	2607-3182
K13	Park Caretaker	<del>168.0</del>	<del>3198-3902</del>	172.0	3328-4061	175.0	3429-4184	177.0	3498-4267
R04	Road Maintenance Worker I	<del>149.0</del>	<del>2647-3229</del>	153.0	2754-3361	156.0	2837-3463	158.0	2895-3533
R05	Road Maintenance Worker II	<del>163.0</del>	<del>3042-3713</del>	167.0	3167-3864	170.0	3262-3981	172.0	3328-4061
R06	Road Maintenance Worker III	<del>173.0</del>	<del>3361-4101</del>	177.0	3498-4267	180.0	3604-4397	182.0	3676-4486
R07	Road Maintenance Worker IV	<del>183.0</del>	<del>3713-4531</del>	187.0	3864-4715	190.0	3981-4857	192.0	4061-4954
J04	Senior Bldg Maintenance Wkr	<del>177.0</del>	<del>3498-4267</del>	181.0	3640-4441	184.0	3749-4576	186.0	3825-4668
J17	Senior Janitor*	<del>150.5</del>	<del>2687-3278</del>	154.5	2796-3411	157.5	2879-3515	159.5	2938-3585
K32	Service Writer	<del>164.5</del>	<del>3089-3768</del>	168.5	3214-3921	171.5	3312-4042	173.5	3378-4122

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 28, 2020 (PP01-2021)**

Janitor: Increase salary from Range 137.5 to Range 140.5 (\$2,432-\$2,969)  
 Janitor-Trainee: Delete from Salary Resolution. Classification not in use.

Park Aide: Increase salary from Range 133.0 to Range 140.5 (\$2,432-\$2,969)

Senior Janitor: Increase salary from Range 147.5 to Range 150.5 (\$2,687-\$3,278)

**\*Effective November 15, 2021, August 22, 2022 and August 21, 2023 - approved by the Board of Supervisors (BOS) November 23, 2021**

Park Aide will not receive a range increase

**\*\*Effective 12/27/2021 - approved by the Board of Supervisors (BOS) on 1/4/2022**

Janitor: Increase salary from range 144.5 to range 147.5 (\$2,607-\$3,182)  
 Park Aide: Increase salary from range 140.5 to range 147.5 (\$2,607-\$3,182)

**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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
P49	Behavioral Health Unit Supervisor	<b>220.0</b>	5365-6549	<b>223.0</b>	5528-6748	<b>224.0</b>	5583-6815	<b>225.0</b>	5639-6883
J21	Building Maintenance Supervisor	<b>195.0</b>	4184-5105	<b>198.0</b>	4311-5259	<b>199.0</b>	4354-5311	<b>200.0</b>	4397-5365
P95	Case Review Supervisor	<b>235.0</b>	6231-7604	<b>238.0</b>	6420-7835	<b>239.0</b>	6484-7913	<b>240.0</b>	6549-7992
C63	Central Services Supervisor	<b>167.0</b>	3167-3864	<b>170.0</b>	3262-3981	<b>171.0</b>	3295-4021	<b>172.0</b>	3328-4061
C51	Child Support Office Supervisor	<b>174.5</b>	3411-4163	<b>177.5</b>	3515-4288	<b>178.5</b>	3550-4332	<b>179.5</b>	3585-4377
P10	Child Support Supervisor	<b>194.5</b>	4163-5080	<b>197.5</b>	4288-5233	<b>198.5</b>	4332-5285	<b>199.5</b>	4377-5337
B49	Elections Supervisor	<b>193.0</b>	4101-5004	<b>196.0</b>	4226-5155	<b>197.0</b>	4267-5207	<b>198.0</b>	4311-5259
P28	Eligibility Supervisor	<b>193.5</b>	4122-5028	<b>196.5</b>	4247-5181	<b>197.5</b>	4288-5233	<b>198.5</b>	4332-5285
E60	Emergency Dispatch Supervisor	<b>209.0</b>	4808-5869	<b>212.0</b>	4954-6048	<b>213.0</b>	5004-6108	<b>214.0</b>	5054-6169
P15	Employment & Training Supervisor	<b>200.0</b>	4397-5365	<b>203.0</b>	4531-5528	<b>204.0</b>	4576-5583	<b>205.0</b>	4621-5639
C43	Human Services Office Supervisor	<b>171.0</b>	3295-4021	<b>174.0</b>	3394-4143	<b>175.0</b>	3429-4184	<b>176.0</b>	3463-4226
J01	Janitor Supervisor	<b>161.0</b>	2983-3640	<b>164.0</b>	3073-3749	<b>165.0</b>	3104-3787	<b>166.0</b>	3136-3825
P42	Juvenile Corrections Officer IV*	<b>209.0</b>	4808-5869	<b>212.0</b>	4954-6048	<b>213.0</b>	5004-6108	<b>214.0</b>	5054-6169
C92	Legal Office Supervisor	<b>188.5</b>	3921-4786	<b>191.5</b>	4042-4930	<b>192.5</b>	4082-4978	<b>193.5</b>	4122-5028
K12	Parks and Grounds Supervisor	<b>187.0</b>	3864-4715	<b>190.0</b>	3981-4857	<b>191.0</b>	4021-4905	<b>192.0</b>	4061-4954
B76	Principal Information Technology Analyst	<b>252.5</b>	7417-9050	<b>255.5</b>	7642-9324	<b>256.5</b>	7719-9417	<b>257.5</b>	7795-9511
C60	Public Health Office Supervisor	<b>161.5</b>	2999-3659	<b>164.5</b>	3089-3768	<b>165.5</b>	3120-3806	<b>166.5</b>	3151-3845
R08	Roads Supervisor	<b>198.0</b>	4311-5259	<b>201.0</b>	4441-5418	<b>202.0</b>	4486-5472	<b>203.0</b>	4531-5528
E66	Senior Accounting Assistant	<b>176.0</b>	3463-4226	<b>179.0</b>	3567-4354	<b>180.0</b>	3604-4397	<b>181.0</b>	3640-4441
B32	Senior Appraiser	<b>222.0</b>	5472-6680	<b>225.0</b>	5639-6883	<b>226.0</b>	5696-6952	<b>227.0</b>	5753-7022
H12	Senior Dietitian	<b>226.0</b>	5696-6952	<b>229.0</b>	5869-7164	<b>230.0</b>	5928-7235	<b>231.0</b>	5987-7308
E23	Senior Emergency Dispatcher	<b>194.0</b>	4143-5054	<b>197.0</b>	4267-5207	<b>198.0</b>	4311-5259	<b>199.0</b>	4354-5311
P62	Senior Family Resource Coordinator	<b>187.0</b>	3864-4715	<b>190.0</b>	3981-4857	<b>191.0</b>	4021-4905	<b>192.0</b>	4061-4954
K23	Senior Jail Cook	<b>170.5</b>	3278-4001	<b>173.5</b>	3378-4122	<b>174.5</b>	3411-4163	<b>175.5</b>	3446-4205
P06	Social Service Supervisor	<b>220.0</b>	5365-6549	<b>223.0</b>	5528-6748	<b>224.0</b>	5583-6815	<b>225.0</b>	5639-6883
P80	Social Service Supervisor - CPS	<b>230.0</b>	5928-7235	<b>233.0</b>	6108-7455	<b>234.0</b>	6169-7530	<b>235.0</b>	6231-7604
J03	Supervising Building Operations Specialist	<b>213.0</b>	5004-6108	<b>216.0</b>	5155-6294	<b>217.0</b>	5207-6356	<b>218.0</b>	5259-6420
E59	Tax Collection Supervisor	<b>206.0</b>	4668-5696	<b>209.0</b>	4808-5869	<b>210.0</b>	4857-5928	<b>211.0</b>	4905-5987
P50	Work Crew Supervisor	<b>160.0</b>	2954-3604	<b>163.0</b>	3042-3713	<b>164.0</b>	3073-3749	<b>165.0</b>	3104-3787

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 October 18, 2021 - approved by the Board of Supervisors (BOS) October 26, 2021**

Juvenile Corrections Officer IV - adjusted salary upward from range 203.0 to 209.0 (\$4,808-\$5,869)

**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.

Class Code	Class Title	Effective	10/18/2021	Effective	7/11/2022
		Salary Range Number	Approx. Monthly Salary	Salary Range Number	Approx. Monthly Salary
M14	Fire Apparatus Engineer	206.0	4668-5696	209.0	4808-5869
M16	Fire Captain	221.0	5418-6614	224.0	5583-6815
M18	Firefighter	195.0	4184-5105	198.0	4311-5259
M17	Heavy Fire Equipment Operator I	206.0	4668-5696	209.0	4808-5869
<b>M19</b>	<b>Heavy Fire Equipment Operator II</b>	<b>216.0</b>	<b>5155-6294</b>	<b>219.0</b>	<b>5311-6484</b>

FIRE SALARY SCHEDULE - HOURLY RATES based on average 56 hour workweek
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**EFFECTIVE - October 18, 2021 - (hourly rates)**

Class Code	Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
M14	Fire Apparatus Engineer	206.0	19.24	20.21	21.24	22.33	23.47
M16	Fire Captain	221.0	22.33	23.47	24.67	25.94	27.26
M18	Firefighter	195.0	17.24	18.12	19.04	20.01	21.04
M17	Heavy Fire Equipment Operator I*	206.0	19.24	20.21	21.24	22.33	23.47
<b>M19</b>	<b>Heavy Fire Equipment Operator II*</b>	<b>216.0</b>	<b>21.24</b>	<b>22.33</b>	<b>23.47</b>	<b>24.67</b>	<b>25.94</b>

**EFFECTIVE - July 11, 2022 - (hourly rates)**

Class Code	Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
M14	Fire Apparatus Engineer	209.0	19.81	20.83	21.89	23.01	24.19
M16	Fire Captain	224.0	23.01	24.19	25.42	26.72	28.09
M18	Firefighter	198.0	17.76	18.67	19.62	20.62	21.67
M17	Heavy Fire Equipment Operator I*	209.0	19.81	20.83	21.89	23.01	24.19
<b>M19</b>	<b>Heavy Fire Equipment Operator II*</b>	<b>219.0</b>	<b>21.89</b>	<b>23.00</b>	<b>24.19</b>	<b>25.42</b>	<b>26.72</b>

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.

**\*Effective 1/4/2022 - approved by the Board of Supervisors (BOS) 1/4/2022**

**Heavy Fire Equipment Operator changed to Heavy Fire Equipment Operator I. No change in salary range.**

**Heavy Fire Equipment Operator II: Salary range set at 199.0 (\$4,354-\$5,311)**

**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>10/18/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
M52	Detentions Technician I**	<b>161.0</b>	2983-3640	<b>164.0</b>	3073-3749
M51	Detentions Technician II**	<b>171.0</b>	3295-4021	<b>174.0</b>	3394-4143
M04	Detentions Deputy I*	<b>183.0</b>	3713-4531	<b>186.0</b>	3825-4668
M08	Detentions Deputy I-STC*	<b>188.0</b>	3902-4761	<b>191.0</b>	4021-4905
M03	Detentions Deputy II*	<b>198.0</b>	4311-5259	<b>201.0</b>	4441-5418
M09	Detentions Sergeant*	<b>221.5</b>	5446-6647	<b>224.5</b>	5611-6850
C76	Senior Detentions Clerk**	<b>166.0</b>	3136-3825	<b>169.0</b>	3229-3942
M07	Senior Detentions Deputy*	<b>208.0</b>	4761-5810	<b>211.0</b>	4905-5987
M50	Senior Detentions Technician**	<b>181.0</b>	3640-4441	<b>184.0</b>	3749-4576

\* 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>7/12/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
M06	Chief Civil Deputy Sheriff	<b>234.5</b>	6200-7568	<b>237.5</b>	6387-7795
M35	Chief Dep Coroner/Public Admin	<b>234.5</b>	6200-7568	<b>237.5</b>	6387-7795
M25	Deputy Sheriff I	<b>205.0</b>	4621-5639	<b>208.0</b>	4761-5810
M02	Deputy Sheriff II	<b>215.0</b>	5105-6231	<b>218.0</b>	5259-6420
M41	Deputy Sheriff Bailiff	<b>205.0</b>	4621-5639	<b>208.0</b>	4761-5810
L16	District Attorney Investigator I	<b>217.0</b>	5207-6356	<b>220.0</b>	5365-6549
L15	District Attorney Investigator II	<b>226.0</b>	5696-6952	<b>229.0</b>	5869-7164
M23	Senior Deputy Sheriff	<b>223.5</b>	5555-6781	<b>226.5</b>	5723-6987
L14	Senior DA Investigator	<b>236.0</b>	6294-7680	<b>239.0</b>	6484-7913
M05	Sheriff's Sergeant	<b>234.5</b>	6200-7568	<b>237.5</b>	6387-7795

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>	<del><u>10/23/2017</u></del> <del><u>Approx-</u></del> <del><u>Monthly</u></del> <del><u>Salary</u></del>	<u>Effective</u> <u>Salary</u> <u>Range</u> <u>Number</u>	<u>11/1/2021</u> <u>Approx.</u> <u>Monthly</u> <u>Salary</u>	<u>Effective</u> <u>Salary</u> <u>Range</u> <u>Number</u>	<u>12/26/2022</u> <u>Approx.</u> <u>Monthly</u> <u>Salary</u>
P03	Deputy Probation Officer I	<del>182.0</del>	3676-4486	186.0	3825-4668	189.0	3942-4808
P02	Deputy Probation Officer II	<del>197.0</del>	4267-5207	201.0	4441-5418	204.0	4576-5583
P01	Deputy Probation Officer III	<del>207.0</del>	4715-5753	211.0	4905-5987	214.0	5054-6169
P05	Deputy Probation Officer IV	<del>217.0</del>	5207-6356	221.0	5418-6614	224.0	5583-6815

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>	<u>Effective Salary Range Number</u>	<u>12/13/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
T19	Attorney I - Child Advocacy	<del>220.5</del>	<del>5391-6581</del>	224.5	5611-6850	227.5	5782-7056
T15	Attorney I - Child Support	<del>220.5</del>	<del>5391-6581</del>	224.5	5611-6850	227.5	5782-7056
T18	Attorney II - Child Advocacy	<del>235.5</del>	<del>6263-7642</del>	239.5	6517-7953	242.5	6713-8195
T14	Attorney II - Child Support	<del>235.5</del>	<del>6263-7642</del>	239.5	6517-7953	242.5	6713-8195
T17	Attorney III - Child Advocacy	<del>255.5</del>	<del>7642-9324</del>	259.5	7953-9703	262.5	8195-9998
T13	Attorney III - Child Support	<del>255.5</del>	<del>7642-9324</del>	259.5	7953-9703	262.5	8195-9998
T16	Attorney IV - Child Advocacy	<del>265.5</del>	<del>8443-10301</del>	269.5	8785-10719	272.5	9050-11045
T12	Attorney IV - Child Support	<del>265.5</del>	<del>8443-10301</del>	269.5	8785-10719	272.5	9050-11045
T09	Deputy District Attorney I	<del>220.5</del>	<del>5391-6581</del>	224.5	5611-6850	227.5	5782-7056
T08	Deputy District Attorney II	<del>235.5</del>	<del>6263-7642</del>	239.5	6517-7953	242.5	6713-8195
T07	Deputy District Attorney III	<del>255.5</del>	<del>7642-9324</del>	259.5	7953-9703	262.5	8195-9998
T06	Deputy District Attorney IV	<del>265.5</del>	<del>8443-10301</del>	269.5	8785-10719	272.5	9050-11045

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>9/20/2021 Approx. Monthly Salary</u>
D72	Accountant-Auditor	<b>227.0</b>	5753-7022
D46	Administrative Analyst I	<b>207.0</b>	4715-5753
D38	Administrative Analyst II	<b>222.0</b>	5472-6680
D24	Administrative Analyst III	<b>237.0</b>	6356-7757
D104	Animal Services Manager	<b>217.0</b>	5207-6356
D127	Assistant Chief District Attorney Investigator	<b>251.0</b>	7308-8916
D10	Assistant County Counsel (1)	<b>292.0</b>	10989-13409
D52	Assistant Director of Child Support Svcs (1)	<b>257.0</b>	7757-9464
D20	Assistant Director of Finance–Accting Div. (1)	<b>260.5</b>	8032-9800
D09	Assistant Director of Finance–Treasury Div. (1)	<b>260.5</b>	8032-9800
D136	Assistant Director, Human Services (1)	<b>273.5</b>	9140-11154
D143	Assistant Director of Public Health	<b>257.0</b>	7757-9464
D131	Assistant District Attorney (1)	<b>279.5</b>	9703-11840
D105	Assistant Fire Chief (1)	<b>264.0</b>	8318-10147
D14	Assistant Sheriff (1)	<b>283.5</b>	10097-12321
D138	Auditor-Accountant	<b>227.0</b>	5753-7022
D45	Battalion Chief (Operations) (2)	<b>244.5</b>	6850-8360
D45	Battalion Chief (Training/Prevention)	<b>244.5</b>	6850-8360
D25	Building Maintenance Superintendent	<b>249.5</b>	7200-8785
D50	Chief Appraiser	<b>231.0</b>	5987-7308
D93	Chief District Attorney Investigator	<b>261.0</b>	8072-9849
D06	Chief Engineer	<b>267.5</b>	8613-10507
D89	Child Support Program Manager	<b>227.0</b>	5753-7022
D84	Clerk of the Board of Supervisors (1)	<b>227.0</b>	5753-7022
D68	Clerk/Recorder Manager	<b>219.5</b>	5337-6517
D117	Clinical Program Manager	<b>240.0</b>	6549-7992
D82	Compliance and Standards Officer	<b>201.5</b>	4463-5446
D40	Deputy Ag Commissioner	<b>223.0</b>	5528-6748
D39	Deputy Ag Commissioner-Sealer	<b>239.0</b>	6484-7913
D35	Deputy Chief Probation Officer	<b>257.5</b>	7795-9511
Q20	Deputy Clerk to the Board of Supervisor I	<b>188.0</b>	3902-4761
Q19	Deputy Clerk to the Board of Supervisor II	<b>198.0</b>	4311-5259
D48	Deputy County Administrative Officer	<b>257.0</b>	7757-9464
D87	Deputy County Counsel I	<b>224.5</b>	5611-6850
D85	Deputy County Counsel II	<b>239.5</b>	6517-7953
D18	Deputy County Counsel III	<b>259.5</b>	7953-9703
D28	Deputy County Counsel IV	<b>269.5</b>	8785-10719
D125	Deputy Director Behavioral Health (1)	<b>243.0</b>	6748-8235
D115	Deputy Director – Building Official (1)	<b>267.0</b>	8570-10455
D118	Deputy Director, Economic & Workforce Development	<b>262.0</b>	8154-9948
D16	Deputy Director, Human Services (1)	<b>266.5</b>	8526-10403
D41	Deputy Sealer of Weights & Measures	<b>223.0</b>	5528-6748
D27	Deputy Veteran’s Svc Officer/Public Guardian (1)	<b>222.5</b>	5500-6713
D12	Detentions Captain	<b>252.0</b>	7381-9005
D11	Detentions Lieutenant	<b>235.5</b>	6263-7642

**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>9/20/2021 Approx. Monthly Salary</u>
D76	Economic Development Manager	<b>223.0</b>	5528-6748
D98	Elections Manager	<b>227.0</b>	5753-7022
D53	Emergency Services Coordinator	<b>216.0</b>	5155-6294
D102	Environmental Health Division Manager (1)	<b>239.5</b>	6517-7953
<b>D147</b>	<b>Executive Assistant District Attorney*</b>	<b>284.5</b>	<b>10197-12445</b>
Q22	Executive Secretary	<b>188.0</b>	3902-4761
D114	Facilities Manager	<b>217.5</b>	5233-6387
D130	Family Practice Nurse Practitioner/ Physician's Assistant-Certified	<b>262.0</b>	8154-9948
D56	First 5 Program Officer	<b>227.0</b>	5753-7022
D62	First 5 School Readiness Coordinator	<b>222.0</b>	5472-6680
D17	Fiscal Analyst I	<b>206.0</b>	4668-5696
D02	Fiscal Analyst II	<b>216.0</b>	5155-6294
D124	Fiscal Analyst III	<b>227.0</b>	5753-7022
D121	Fleet Services Superintendent	<b>225.5</b>	5666-6918
D110	Food Services Manager	<b>200.5</b>	4420-5391
D106	IT Security and Compliance Administrator	<b>254.0</b>	7530-9185
D59	Information Technology Manager	<b>258.5</b>	7875-9608
D123	Juvenile Corrections Manager	<b>219.5</b>	5337-6517
D61	JTO Program Manager	<b>227.0</b>	5753-7022
D79	Library Manager	<b>227.0</b>	5753-7022
D101	Nursing Division Manager (1)	<b>267.0</b>	8570-10455
D37	Nutrition Services Manager	<b>232.0</b>	6048-7381
D77	Parks & Grounds Superintendent	<b>235.5</b>	6263-7642
D133	Payroll Manager	<b>227.0</b>	5753-7022
Q23	Payroll Specialist I*	<b>189.0</b>	3942-4808
<b>Q24</b>	<b>Payroll Specialist II*</b>	<b>199.0</b>	<b>4354-5311</b>
D03	Personnel Analyst I	<b>207.0</b>	4715-5753
D04	Personnel Analyst II	<b>222.0</b>	5472-6680
D05	Personnel Analyst III	<b>237.0</b>	6356-7757
Q11	Personnel Assistant I	<b>168.0</b>	3198-3902
Q12	Personnel Assistant II	<b>178.0</b>	3533-4311
Q13	Personnel Assistant III	<b>188.0</b>	3902-4761
Q05	Personnel Technician I	<b>191.0</b>	4021-4905
Q04	Personnel Technician II	<b>201.0</b>	4441-5418
D139	Principal Personnel Analyst	<b>257.0</b>	7757-9464
D42	Probation Division Manager	<b>235.0</b>	6231-7604
D65	Program Manager, Human Services	<b>237.0</b>	6356-7757
D111	Program Manager, Behavioral or Public Health	<b>227.0</b>	5753-7022
D96	Program Specialist	<b>216.0</b>	5155-6294
D71	Property Tax Manager	<b>216.0</b>	5155-6294
D58	Public Health Laboratory Director	<b>252.0</b>	7381-9005
D92	Purchasing Manager	<b>234.5</b>	6200-7568

**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>9/20/2021 Approx. Monthly Salary</u>
D141	Quality Assurance Manager	<b>227.0</b>	5753-7022
D135	Risk Manager	<b>252.5</b>	7417-9050
Q17	Risk Technician I	<b>185.0</b>	3787-4621
Q16	Risk Technician II	<b>195.0</b>	4184-5105
D60	Road Superintendent	<b>249.5</b>	7200-8785
<b>Q06</b>	<b>Senior Personnel Technician*</b>	<b>211.0</b>	<b>4905-5987</b>
Q07	Secretary	<b>178.0</b>	3533-4311
Q01	Secretary to the C.A.O.	<b>206.0</b>	4668-5696
Q02	Secretary to the County Counsel	<b>206.0</b>	4668-5696
Q03	Secretary to the District Attorney	<b>206.0</b>	4668-5696
Q32	Secretary to the Sheriff	<b>206.0</b>	4668-5696
D08	Senior Accountant-Auditor	<b>242.0</b>	6680-8154
D29	Sheriff's Commander	<b>260.0</b>	7992-9752
D134	Sheriff's Records Manager	<b>215.0</b>	5105-6231
D54	Social Services Program Manager	<b>240.0</b>	6549-7992
D140	Staff Support Manager	<b>238.0</b>	6420-7835
D75	Supervising Attorney - Child Advocacy	<b>274.5</b>	9230-11265
D34	Supervising Attorney - Child Support	<b>274.5</b>	9230-11265
D108	Supervising Environmental Health Officer	<b>226.0</b>	5696-6952
Q31	Supervising Legal Secretary	<b>179.5</b>	3585-4377
D13	Supervising Public Health Nurse	<b>247.0</b>	7022-8570
D122	Supervising Welfare Fraud Investigator	<b>216.0</b>	5155-6294
D91	Treasury Manager	<b>241.0</b>	6614-8072
D109	Victim Witness Coordinator	<b>206.5</b>	4690-5723

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.

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

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

**Effective: 9/20/2021 Range 244.5**

<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
\$28.23	\$29.67	\$31.19	\$32.77	\$34.45

**Effective 8/31/2021 - approved by the Board of Supervisors (BOS) for FY21/22**

Water and Natural Resources Division Manager is inactive and deleted from the Salary Resolution

**\*Effective 11/9/2021 - approved by the Board of Supervisors (BOS) for FY21/22**

**Senior Personnel Technician: New classification with salary set at Range 211.0 (\$4,905-\$5,987)**

**\*Effective 12/21/2021 - approved by the Board of Supervisors (BOS) 12/21/2021**

**Payroll Specialist changed to Payroll Specialist I. No change in salary range.**

**Payroll Specialist II: Salary range set at 199.0 (\$4,354-\$5,311)**

**\*Effective 12/13/2021 - approved by the Board of Supervisors (BOS) 12/21/2021**

**Executive Assistant District Attorney: New classification with salary set at Range 284.5 (\$10,197-\$12,445)**

**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	\$14,000-\$19,000	County Administrative Officer	A02
		County Counsel	A41
2	\$12,000-\$16,500	Assessor/Clerk/Recorder	A25
		District Attorney	A11
		Sheriff	A21
3	\$11,000-\$15,000	Ag. Commissioner/Sealer of Wts. & Measures	A23
		Assistant County Administrative Officer	A07
		Chief Information Officer	A09
		Chief Probation Officer (a)	A22
		County Fire Chief	A42
		Director of Community Development	A27
		Director of Finance	A37
		Director of Human Services	A33
		Director of Public Health Services	A29
		Director of Public Works	A31
4	\$10,000-\$13,500	Behavioral Health Director	A47
		Director of Child Support Services	A45
		Economic and Workforce Development Director	A43
		Human Resources Director	A40
		Library Director	A38
		Public Guardian/Veteran's Service Officer	A35
		Registrar of Voters	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: September 20, 2021**Flat Monthly (b)

\$6,876.69

Board of Supervisors

A01

\$7,653.69

Chairperson, Board of Supervisors

A00

By Ordinance #690 approved May 14, 2019

**Effective: August 26, 2019**Flat 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, 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 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**

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

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 pre-tax 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:

<b>PPO Plan</b>	
<u>Health/Dental/Vision 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:
 

Service Hours	Hours Earned	Sick leave earned at the rate of (based on hours worked)
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

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):

- 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

\_\_\_\_\_  
Craig Pederson, 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 \_\_\_\_\_, 2021.

\_\_\_\_\_  
Clerk of said Board of Supervisors

# KINGS COUNTY

## RESOLUTION NUMBER 22-001

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

APPROVED BY THE BOARD OF SUPERVISORS ON 1/4/2022  
FOR PAY PERIOD 01-2022 (12/27/2021)

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:

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

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

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

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

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

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



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

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

<b>Code</b>	<b>Class Title</b>	<b>Effective Salary Range Number</b>	<b>9/6/2021 Approx. Monthly Salary</b>	<b>Effective Salary Range Number</b>	<b>7/11/2022 Approx. Monthly Salary</b>	<b>Effective Salary Range Number</b>	<b>7/10/2023 Approx. Monthly Salary</b>	<b>Effective Salary Range Number</b>	<b>7/6/2024 Approx. Monthly Salary</b>
C06	Account Clerk I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
C05	Account Clerk II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
C04	Account Clerk III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961
B13	Accountant I	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
B02	Accountant II	216.0	5155-6294	219.0	5311-6484	220.0	5365-6549	221.0	5418-6614
C85	Accounting Assistant	166.0	3136-3825	169.0	3229-3942	170.0	3262-3981	171.0	3295-4021
E57	Accounting Specialist – Treasury Ops	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
E03	Accounting Technician	176.0	3463-4226	179.0	3567-4354	180.0	3604-4397	181.0	3640-4441
N02	Ag & Standards Aide	162.0	3013-3676	165.0	3104-3787	166.0	3136-3825	167.0	3167-3864
N04	Ag & Standards Inspector I	184.0	3749-4576	187.0	3864-4715	188.0	3902-4761	189.0	3942-4808
N03	Ag & Standards Inspector II	199.0	4354-5311	202.0	4486-5472	203.0	4531-5528	204.0	4576-5583
N05	Ag & Standards Inspector III	214.0	5054-6169	217.0	5207-6356	218.0	5259-6420	219.0	5311-6484
N33	Ag Computer Systems Coordinator	202.0	4486-5472	205.0	4621-5639	206.0	4668-5696	207.0	4715-5753
N16	Ag Research Assistant	175.0	3429-4184	178.0	3533-4311	179.0	3567-4354	180.0	3604-4397
N14	Animal Control Officer I	155.0	2810-3429	158.0	2895-3533	159.0	2924-3567	160.0	2954-3604
N13	Animal Control Officer II	165.0	3104-3787	168.0	3198-3902	169.0	3229-3942	170.0	3262-3981
N20	Animal Control Officer III	175.0	3429-4184	178.0	3533-4311	179.0	3567-4354	180.0	3604-4397
N31	Animal Services Outreach Coordinator	174.5	3411-4163	177.5	3515-4288	178.5	3550-4332	179.5	3585-4377
N37	Animal Shelter Technician I***	147.5	2607-3182	148.0	2621-3198	149.0	2647-3229	150.0	2673-3262
N36	Animal Shelter Technician II	155.0	2810-3429	158.0	2895-3533	159.0	2924-3567	160.0	2954-3604
B19	Appraiser I	183.0	3713-4531	186.0	3825-4668	187.0	3864-4715	188.0	3902-4761
B18	Appraiser II	198.0	4311-5259	201.0	4441-5418	202.0	4486-5472	203.0	4531-5528
B31	Appraiser III	212.0	4954-6048	215.0	5105-6231	216.0	5155-6294	217.0	5207-6356
E71	Assessment Specialist I	152.0	2727-3328	155.0	2810-3429	156.0	2837-3463	157.0	2865-3498
E72	Assessment Specialist II	162.0	3013-3676	165.0	3104-3787	166.0	3136-3825	167.0	3167-3864
E73	Assessment Specialist III	172.0	3328-4061	175.0	3429-4184	176.0	3463-4226	177.0	3498-4267
B17	Auditor-Appraiser I	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
B16	Auditor-Appraiser II	204.0	4576-5583	207.0	4715-5753	208.0	4761-5810	209.0	4808-5869
B34	Auditor-Appraiser III	219.0	5311-6484	222.0	5472-6680	223.0	5528-6748	224.0	5583-6815
P78	Behavioral Health Services Assistant I	150.5	2687-3278	153.5	2768-3378	154.5	2796-3411	155.5	2824-3446
P79	Behavioral Health Services Assistant II	160.5	2969-3621	163.5	3058-3732	164.5	3089-3768	165.5	3120-3806
E05	Building & Planning Aide I	155.5	2824-3446	158.5	2909-3550	159.5	2938-3585	160.5	2969-3621
E06	Building & Planning Aide II	174.5	3411-4163	177.5	3515-4288	178.5	3550-4332	179.5	3585-4377
N07	Building Inspector I	191.5	4042-4930	194.5	4163-5080	195.5	4205-5131	196.5	4247-5181
N17	Building Inspector II	201.5	4463-5446	204.5	4599-5611	205.5	4644-5666	206.5	4690-5723
N08	Building Inspector III	211.5	4930-6016	214.5	5080-6200	215.5	5131-6263	216.5	5181-6325
N09	Building Inspector IV	221.5	5446-6647	224.5	5611-6850	225.5	5666-6918	226.5	5723-6987
B90	Business Applications Specialist	218.0	5259-6420	221.0	5418-6614	222.0	5472-6680	223.0	5528-6748
E22	Cadastral G.I.S. Technician I	178.0	3533-4311	181.0	3640-4441	182.0	3676-4486	183.0	3713-4531
E28	Cadastral G.I.S. Technician II	188.0	3902-4761	191.0	4021-4905	192.0	4061-4954	193.0	4101-5004
E29	Cadastral G.I.S. Technician III	203.0	4531-5528	206.0	4668-5696	207.0	4715-5753	208.0	4761-5810
P94	Case Review Officer	225.0	5639-6883	228.0	5810-7093	229.0	5869-7164	230.0	5928-7235
C30	Central Services Operator I***	147.5	2607-3182	149.5	2661-3245	150.5	2687-3278	151.5	2713-3312
C31	Central Services Operator II	156.5	2851-3481	159.5	2938-3585	160.5	2969-3621	161.5	2999-3659
H47	CHI Case Manager	166.5	3151-3845	169.5	3245-3961	170.5	3278-4001	171.5	3312-4042
I07	Child Health Counselor	161.0	2983-3640	164.0	3073-3749	165.0	3104-3787	166.0	3136-3825
P47	Child Support Assistant	154.5	2796-3411	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
P45	Child Support Specialist I	159.5	2938-3585	162.5	3028-3695	163.5	3058-3732	164.5	3089-3768
P27	Child Support Specialist II	169.5	3245-3961	172.5	3345-4082	173.5	3378-4122	174.5	3411-4163
P26	Child Support Specialist III	179.5	3585-4377	182.5	3695-4508	183.5	3732-4553	184.5	3768-4599
C48	Children’s Medical Services Worker	161.0	2983-3640	164.0	3073-3749	165.0	3104-3787	166.0	3136-3825
C72	Clerk-Recorder Specialist I	149.5	2661-3245	152.5	2740-3345	153.5	2768-3378	154.5	2796-3411
C71	Clerk-Recorder Specialist II	159.5	2938-3585	162.5	3028-3695	163.5	3058-3732	164.5	3089-3768
C70	Clerk-Recorder Specialist III	169.5	3245-3961	172.5	3345-4082	173.5	3378-4122	174.5	3411-4163
H25	Clinical Laboratory Technologist	200.5	4420-5391	203.5	4553-5555	204.5	4599-5611	205.5	4644-5666
E45	Code Compliance Specialist I	191.5	4042-4930	194.5	4163-5080	195.5	4205-5131	196.5	4247-5181
E44	Code Compliance Specialist II	201.5	4463-5446	204.5	4599-5611	205.5	4644-5666	206.5	4690-5723
E41	Code Compliance Specialist III	211.5	4930-6016	214.5	5080-6200	215.5	5131-6263	216.5	5181-6325
C65	Collections Assistant	166.0	3136-3825	169.0	3229-3942	170.0	3262-3981	171.0	3295-4021
C61	Collector-Tax	176.0	3463-4226	179.0	3567-4354	180.0	3604-4397	181.0	3640-4441
I01	Community Health Aide I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
I02	Community Health Aide II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
I04	Community Health Aide III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961
E67	Community Outreach Specialist	189.5	3961-4833	192.5	4082-4978	193.5	4122-5028	194.5	4163-5080
B80	Computer Forensics Specialist I	198.0	4311-5259	201.0	4441-5418	202.0	4486-5472	203.0	4531-5528
B79	Computer Forensics Specialist II	213.0	5004-6108	216.0	5155-6294	217.0	5207-6356	218.0	5259-6420
B60	Computer Support Technician I	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
B59	Computer Support Technician II	199.0	4354-5311	202.0	4486-5472	203.0	4531-5528	204.0	4576-5583

**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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
H06	County Health Nurse I	211.0	4905-5987	214.0	5054-6169	215.0	5105-6231	216.0	5155-6294
H05	County Health Nurse II	221.0	5418-6614	224.0	5583-6815	225.0	5639-6883	226.0	5696-6952
E13	County Surveyor	237.0	6356-7757	240.0	6549-7992	241.0	6614-8072	242.0	6680-8154
B94	Crime Data Analyst	218.0	5259-6420	221.0	5418-6614	222.0	5472-6680	223.0	5528-6748
B88	Database Administrator	251.5	7344-8961	254.5	7568-9230	255.5	7642-9324	256.5	7719-9417
B93	Database Analyst I	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
B92	Database Analyst II	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
B91	Database Analyst III	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
P40	Deputy Public Guardian	191.0	4021-4905	194.0	4143-5054	195.0	4184-5105	196.0	4226-5155
M26	Deputy Sheriff Cadet	183.0	3713-4531	186.0	3825-4668	187.0	3864-4715	188.0	3902-4761
H28	Dietitian	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
C26	Elections Specialist I	153.0	2754-3361	156.0	2837-3463	157.0	2865-3498	158.0	2895-3533
C25	Elections Specialist II	163.0	3042-3713	166.0	3136-3825	167.0	3167-3864	168.0	3198-3902
C24	Elections Specialist III	173.0	3361-4101	176.0	3463-4226	177.0	3498-4267	178.0	3533-4311
P16	Eligibility Worker I	159.0	2924-3567	162.0	3013-3676	163.0	3042-3713	164.0	3073-3749
P17	Eligibility Worker II	169.0	3229-3942	172.0	3328-4061	173.0	3361-4101	174.0	3394-4143
P32	Eligibility Worker III	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
E38	Emergency Dispatcher I	174.0	3394-4143	177.0	3498-4267	178.0	3533-4311	179.0	3567-4354
E37	Emergency Dispatcher II	184.0	3749-4576	187.0	3864-4715	188.0	3902-4761	189.0	3942-4808
C99	Emergency Services Specialist	159.0	2924-3567	162.0	3013-3676	163.0	3042-3713	164.0	3073-3749
P65	Employment & Training Technician I	170.0	3262-3981	173.0	3361-4101	174.0	3394-4143	175.0	3429-4184
P22	Employment & Training Technician II	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P07	Employment & Training Worker I	170.0	3262-3981	173.0	3361-4101	174.0	3394-4143	175.0	3429-4184
P08	Employment & Training Worker II	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P09	Employment & Training Worker III	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
E08	Engineer I (Civil)	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
E09	Engineer II (Civil)	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
E10	Engineer III (Civil)	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
E17	Engineering Technician I	184.5	3768-4599	187.5	3883-4739	188.5	3921-4786	189.5	3961-4833
E18	Engineering Technician II	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639
N12	Environmental Health Officer I	191.0	4021-4905	194.0	4143-5054	195.0	4184-5105	196.0	4226-5155
N11	Environmental Health Officer II	201.0	4441-5418	204.0	4576-5583	205.0	4621-5639	206.0	4668-5696
N19	Environmental Health Officer III	211.0	4905-5987	214.0	5054-6169	215.0	5105-6231	216.0	5155-6294
N10	Environmental Health Officer IV	221.0	5418-6614	224.0	5583-6815	225.0	5639-6883	226.0	5696-6952
M24	Evidence Technician	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
P56	Family Resource Assistant	157.0	2865-3498	160.0	2954-3604	161.0	2983-3640	162.0	3013-3676
P57	Family Resource Coordinator	177.0	3498-4267	180.0	3604-4397	181.0	3640-4441	182.0	3676-4486
E62	Finance Specialist	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
M48	Fingerprint Technician I	169.0	3229-3942	172.0	3328-4061	173.0	3361-4101	174.0	3394-4143
M47	Fingerprint Technician II	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
K25	Fire Equipment Supply Specialist	185.0	3787-4621	188.0	3902-4761	189.0	3942-4808	190.0	3981-4857
K26	Fire Equipment Supply Trainee	165.0	3104-3787	168.0	3198-3902	169.0	3229-3942	170.0	3262-3981
E47	First 5 Resource Specialist	167.0	3167-3864	170.0	3262-3981	171.0	3295-4021	172.0	3328-4061
E31	Fiscal Specialist I	186.0	3825-4668	189.0	3942-4808	190.0	3981-4857	191.0	4021-4905
E27	Fiscal Specialist II	196.0	4226-5155	199.0	4354-5311	200.0	4397-5365	201.0	4441-5418
E26	Fiscal Specialist III	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
S05	Fleet Service Attendant	147.5	2607-3182	150.5	2687-3278	151.5	2713-3312	152.5	2740-3345
E64	G.I.S. Specialist I	187.0	3864-4715	190.0	3981-4857	191.0	4021-4905	192.0	4061-4954
E63	G.I.S. Specialist II	203.0	4531-5528	206.0	4668-5696	207.0	4715-5753	208.0	4761-5810
H15	Health Educator	193.0	4101-5004	196.0	4226-5155	197.0	4267-5207	198.0	4311-5259
C53	Investigative Assistant	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
K21	Jail Cook	160.5	2969-3621	163.5	3058-3732	164.5	3089-3768	165.5	3120-3806
C86	Juvenile Center Support Clerk*	154.0	2782-3394	157.0	2865-3498	158.0	2895-3533	159.0	2924-3567
P35	Juvenile Corrections Officer I*	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
P36	Juvenile Corrections Officer II*	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
P39	Juvenile Corrections Officer III*	199.0	4354-5311	202.0	4486-5472	203.0	4531-5528	204.0	4576-5583
N00	kennelworker***	147.5	2607-3182	148.0	2621-3198	149.0	2647-3229	150.0	2673-3262
I03	Laboratory Assistant I***	147.5	2607-3182	147.5	2607-3182	148.0	2621-3198	149.0	2647-3229
I10	Laboratory Assistant II	154.0	2782-3394	157.0	2865-3498	158.0	2895-3533	159.0	2924-3567
I11	Laboratory Assistant III	164.0	3073-3749	167.0	3167-3864	168.0	3198-3902	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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
B48	Law Librarian/Small Claims Advisor	167.0	3167-3864	170.0	3262-3981	171.0	3295-4021	172.0	3328-4061
C57	Legal Clerk I***	147.5	2607-3182	150.0	2673-3262	151.0	2699-3295	152.0	2727-3328
C58	Legal Clerk II	157.0	2865-3498	160.0	2954-3604	161.0	2983-3640	162.0	3013-3676
C59	Legal Clerk III	162.0	3013-3676	165.0	3104-3787	166.0	3136-3825	167.0	3167-3864
C50	Legal Secretary	167.0	3167-3864	170.0	3262-3981	171.0	3295-4021	172.0	3328-4061
B21	Librarian I	192.0	4061-4954	195.0	4184-5105	196.0	4226-5155	197.0	4267-5207
B20	Librarian II	202.0	4486-5472	205.0	4621-5639	206.0	4668-5696	207.0	4715-5753
B24	Librarian III	212.0	4954-6048	215.0	5105-6231	216.0	5155-6294	217.0	5207-6356
B36	Library Assistant I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
B37	Library Assistant II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
B38	Library Assistant III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961
B65	Library Technology Specialist I	189.0	3942-4808	192.0	4061-4954	193.0	4101-5004	194.0	4143-5054
B61	Library Technology Specialist II	199.0	4354-5311	202.0	4486-5472	203.0	4531-5528	204.0	4576-5583
P79	Licensed Clinical Social Worker	230.0	5928-7235	233.0	6108-7455	234.0	6169-7530	235.0	6231-7604
P93	Licensed Mental Health Clinician	230.0	5928-7235	233.0	6108-7455	234.0	6169-7530	235.0	6231-7604
H49	Licensed Vocational Nurse I	181.0	3640-4441	184.0	3749-4576	185.0	3787-4621	186.0	3825-4668
H48	Licensed Vocational Nurse II	191.0	4021-4905	194.0	4143-5054	195.0	4184-5105	196.0	4226-5155
H36	Medical Assistant I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
H31	Medical Assistant II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
C98	Medical Billing Clerk I	156.5	2851-3481	159.5	2938-3585	160.5	2969-3621	161.5	2999-3659
C97	Medical Billing Clerk II	166.5	3151-3845	169.5	3245-3961	170.5	3278-4001	171.5	3312-4042
H22	Microbiologist	229.0	5869-7164	232.0	6048-7381	233.0	6108-7455	234.0	6169-7530
H19	Microbiologist Trainee	211.0	4905-5987	214.0	5054-6169	215.0	5105-6231	216.0	5155-6294
B53	Network Analyst I	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
B54	Network Analyst II	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
B52	Network Analyst III	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
H42	Nutrition Educator	186.0	3825-4668	189.0	3942-4808	190.0	3981-4857	191.0	4021-4905
H38	Occupational Therapist	237.0	6356-7757	240.0	6549-7992	241.0	6614-8072	242.0	6680-8154
C10	Office Assistant I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
C09	Office Assistant II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
C08	Office Assistant III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961
B27	Office Systems Analyst I	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
B28	Office Systems Analyst II	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
B23	Office Systems Analyst III	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
C64	Paralegal	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P73	Peer Support Specialist**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
E39	Permit Technician I	171.5	3312-4042	174.5	3411-4163	175.5	3446-4205	176.5	3481-4247
E40	Permit Technician II	181.5	3659-4463	184.5	3768-4599	185.5	3806-4644	186.5	3845-4690
E46	Permit Technician III	191.5	4042-4930	194.5	4163-5080	195.5	4205-5131	196.5	4247-5181
H40	Physical Therapist	237.0	6356-7757	240.0	6549-7992	241.0	6614-8072	242.0	6680-8154
E04	Planner I	193.5	4122-5028	196.5	4247-5181	197.5	4288-5233	198.5	4332-5285
E16	Planner II	208.5	4786-5840	211.5	4930-6016	212.5	4978-6077	213.5	5028-6139
E21	Planner III	218.5	5285-6453	221.5	5446-6647	222.5	5500-6713	223.5	5555-6781
B55	Prevention Coordinator, Beh. or Public Health	205.0	4621-5639	208.0	4761-5810	209.0	4808-5869	210.0	4857-5928
P31	Probation Technician	173.0	3361-4101	176.0	3463-4226	177.0	3498-4267	178.0	3533-4311
P30	Process Server	153.0	2754-3361	156.0	2837-3463	157.0	2865-3498	158.0	2895-3533
B06	Programmer Analyst I	212.5	4978-6077	215.5	5131-6263	216.5	5181-6325	217.5	5233-6387
B05	Programmer Analyst II	227.5	5782-7056	230.5	5957-7271	231.5	6016-7344	232.5	6077-7417
B11	Programmer Analyst III	237.5	6387-7795	240.5	6581-8032	241.5	6647-8112	242.5	6713-8195
P59	Psychiatric Technician I	170.5	3278-4001	173.5	3378-4122	174.5	3411-4163	175.5	3446-4205
P58	Psychiatric Technician II	180.5	3621-4420	183.5	3732-4553	184.5	3768-4599	185.5	3806-4644
E32	Public Guardian Accounting Technician	176.0	3463-4226	179.0	3567-4354	180.0	3604-4397	181.0	3640-4441
C87	Public Guardian/Vet Svcs Case Wkr	158.5	2909-3550	161.5	2999-3659	162.5	3028-3695	163.5	3058-3732
P90	Public Health Emergency Planner	213.0	5004-6108	216.0	5155-6294	217.0	5207-6356	218.0	5259-6420
H02	Public Health Nurse I	226.0	5696-6952	229.0	5869-7164	230.0	5928-7235	231.0	5987-7308
H01	Public Health Nurse II	236.0	6294-7680	239.0	6484-7913	240.0	6549-7992	241.0	6614-8072
E55	Purchasing Assistant	166.0	3136-3825	169.0	3229-3942	170.0	3262-3981	171.0	3295-4021
E68	Quality Assurance Specialist	187.0	3864-4715	190.0	3981-4857	191.0	4021-4905	192.0	4061-4954
B95	Radio Communications Programmer	238.5	6453-7875	241.5	6647-8112	242.5	6713-8195	243.5	6781-8277
P88	Recovery Support Coordinator I, Behavioral or Public Health	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P87	Recovery Support Coordinator II, Behavioral or Public Health	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
P86	Recovery Support Coordinator III, Behavioral or Public Health	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639

**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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
H27	Registered Dietitian	221.0	5418-6614	224.0	5583-6815	225.0	5639-6883	226.0	5696-6952
N32	Registered Veterinary Technician	174.5	3411-4163	177.5	3515-4288	178.5	3550-4332	179.5	3585-4377
E52	Right of Way Agent	218.0	5259-6420	221.0	5418-6614	222.0	5472-6680	223.0	5528-6748
M30	Security Officer	148.5	2635-3214	151.5	2713-3312	152.5	2740-3345	153.5	2768-3378
P63	Senior Employment & Training Technician	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
H16	Senior Health Educator	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
B51	Senior Network Analyst	247.5	7056-8613	250.5	7271-8871	251.5	7344-8961	252.5	7417-9050
B14	Senior Office Systems Analyst	247.5	7056-8613	250.5	7271-8871	251.5	7344-8961	252.5	7417-9050
E34	Senior Planner	233.0	6108-7455	236.0	6294-7680	237.0	6356-7757	238.0	6420-7835
B04	Senior Programmer Analyst	248.5	7127-8698	251.5	7344-8961	252.5	7417-9050	253.5	7493-9140
P52	Senior Social Service Worker	205.0	4621-5639	208.0	4761-5810	209.0	4808-5869	210.0	4857-5928
P23	Senior Veterans Service Rep	180.5	3621-4420	183.5	3732-4553	184.5	3768-4599	185.5	3806-4644
C13	Sheriff Records Clerk I	160.0	2954-3604	163.0	3042-3713	164.0	3073-3749	165.0	3104-3787
C14	Sheriff Records Clerk II	170.0	3262-3981	173.0	3361-4101	174.0	3394-4143	175.0	3429-4184
C16	Sheriff Records Clerk III	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
M45	Sheriff's Investigative Assistant	179.0	3567-4354	182.0	3676-4486	183.0	3713-4531	184.0	3749-4576
P81	Social Service Practitioner - CPS	220.0	5365-6549	223.0	5528-6748	224.0	5583-6815	225.0	5639-6883
P14	Social Service Worker I	180.0	3604-4397	183.0	3713-4531	184.0	3749-4576	185.0	3787-4621
P13	Social Service Worker II	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
P12	Social Service Worker III	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639
P84	Social Service Worker I - CPS	190.0	3981-4857	193.0	4101-5004	194.0	4143-5054	195.0	4184-5105
P83	Social Service Worker II - CPS	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639
P82	Social Service Worker III - CPS	210.0	4857-5928	213.0	5004-6108	214.0	5054-6169	215.0	5105-6231
P76	Social Services Assistant I	150.5	2687-3278	153.5	2768-3378	154.5	2796-3411	155.5	2824-3446
P75	Social Services Assistant II	160.5	2969-3621	163.5	3058-3732	164.5	3089-3768	165.5	3120-3806
H55	Staff Nurse	211.0	4905-5987	214.0	5054-6169	215.0	5105-6231	216.0	5155-6294
C100	Staff Support Specialist I	178.0	3533-4311	181.0	3640-4441	182.0	3676-4486	183.0	3713-4531
C101	Staff Support Specialist II	188.0	3902-4761	191.0	4021-4905	192.0	4061-4954	193.0	4101-5004
C07	Support Services Specialist	181.0	3640-4441	184.0	3749-4576	185.0	3787-4621	186.0	3825-4668
B68	System Support Specialist	181.0	3640-4441	184.0	3749-4576	185.0	3787-4621	186.0	3825-4668
P92	Unlicensed Mental Health Clinician	220.0	5365-6549	223.0	5528-6748	224.0	5583-6815	225.0	5639-6883
P24	Veterans' Service Representative I	160.5	2969-3621	163.5	3058-3732	164.5	3089-3768	165.5	3120-3806
P25	Veterans' Service Representative II	170.5	3278-4001	173.5	3378-4122	174.5	3411-4163	175.5	3446-4205
P21	Victim/Witness Advocate I	158.0	2895-3533	161.0	2983-3640	162.0	3013-3676	163.0	3042-3713
P19	Victim/Witness Advocate II	168.0	3198-3902	171.0	3295-4021	172.0	3328-4061	173.0	3361-4101
P51	Victim/Witness Advocate III	178.0	3533-4311	181.0	3640-4441	182.0	3676-4486	183.0	3713-4531
P38	Welfare Fraud Investigator I	194.0	4143-5054	197.0	4267-5207	198.0	4311-5259	199.0	4354-5311
P37	Welfare Fraud Investigator II	204.0	4576-5583	207.0	4715-5753	208.0	4761-5810	209.0	4808-5869
P33	Welfare Fraud Investigator III	209.0	4808-5869	212.0	4954-6048	213.0	5004-6108	214.0	5054-6169
H52	WIC Breastfeeding Coordinator	186.0	3825-4668	189.0	3942-4808	190.0	3981-4857	191.0	4021-4905
I122	WIC Nutrition Assistant I**	147.5	2607-3182	147.5	2607-3182	148.5	2635-3214	149.5	2661-3245
I121	WIC Nutrition Assistant II**	157.5	2879-3515	157.5	2879-3515	158.5	2909-3550	159.5	2938-3585
I120	WIC Nutrition Assistant III**	167.5	3182-3883	167.5	3182-3883	168.5	3214-3921	169.5	3245-3961

**\*Effective October 18, 2021 - approved by the Board of Supervisors (BOS) on October 26, 2021**

Juvenile Center Support Clerk - adjusted salary range upward from range 148.0 to 154.0 (\$2,782-\$3,394)  
 Juvenile Corrections Officer I - adjusted salary range upward from range 173.0 to 179.0 (\$3,567-\$4,354)  
 Juvenile Corrections Officer II - adjusted salary range upward from range 183.0 to 189.0 (\$3,942-\$4,808)  
 Juvenile Corrections Officer III - adjusted salary range upward from range 193.0 to 199.0 (\$4,354-\$5,311)

**\*\*Effective July 11, 2022 - approved by the Board of Supervisors (BOS) September 14, 2021**

Positions will not receive a range increase

**Effective 11/16/2021 - approved by the Board of Supervisors (BOS) for FY21/22**

Victim/Witness Advocate III: New classification with salary set at Range 178.0 (\$3,533-\$4,311)

**Effective 11/29/2021 - approved by the Board of Supervisors (BOS) on 12/7/2021**

Reclassifications of Department Specialist I/II/III to Office Assistant I/II/III  
 Department Specialist classification is inactive and deleted from the Salary Resolution

**\*\*\*Effective 12/27/2021 - approved by the Board of Supervisors (BOS) on 1/4/2022**

Animal Services Technician I: Increase salary from range 145.0 to range 147.5 (\$2,607-\$3,182)  
 Central Services Operator I: Increase salary from range 146.5 to range 147.5 (\$2,607-\$3,182)  
 Kennelworker: Increase salary from range 145.0 to range 147.5 (\$2,607-\$3,182)  
 Laboratory Assistant I: Increase salary from range 144.0 to range 147.5 (\$2,607-\$3,182)  
 Legal Clerk I: Increase salary from range 147.0 to range 147.5 (\$2,607-\$3,182)

**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>11/15/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>8/22/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>8/21/2023 Approx. Monthly Salary</u>
S00	Apprentice Mechanic	<b>160.5</b>	2969-3621	<b>163.5</b>	3058-3732	<b>165.5</b>	3120-3806
J05	Building Maintenance Worker	<b>171.0</b>	3295-4021	<b>174.0</b>	3394-4143	<b>176.0</b>	3463-4226
J10	Building Operations Specialist	<b>203.0</b>	4531-5528	<b>206.0</b>	4668-5696	<b>208.0</b>	4761-5810
J11	Building Operations Trainee	<b>188.0</b>	3902-4761	<b>191.0</b>	4021-4905	<b>193.0</b>	4101-5004
K14	Equipment & Groundswoker	<b>167.0</b>	3167-3864	<b>170.0</b>	3262-3981	<b>172.0</b>	3328-4061
S10	Equipment Serviceworker	<b>164.5</b>	3089-3768	<b>167.5</b>	3182-3883	<b>169.5</b>	3245-3961
K06	Groundswoker I	<b>152.0</b>	2727-3328	<b>155.0</b>	2810-3429	<b>157.0</b>	2865-3498
K05	Groundswoker II	<b>162.0</b>	3013-3676	<b>165.0</b>	3104-3787	<b>167.0</b>	3167-3864
J02	Janitor**	<b>147.5</b>	2607-3182	<b>147.5</b>	2607-3182	<b>149.5</b>	2661-3245
S02	Master Mechanic	<b>194.5</b>	4163-5080	<b>197.5</b>	4288-5233	<b>199.5</b>	4377-5337
S01	Mechanic	<b>179.5</b>	3585-4377	<b>182.5</b>	3695-4508	<b>184.5</b>	3768-4599
S03	Mechanic Leadworker	<b>204.5</b>	4599-5611	<b>207.5</b>	4739-5782	<b>209.5</b>	4833-5899
U01	Park Aide*	<b>147.5</b>	2607-3182	<b>147.5</b>	2607-3182	<b>147.5</b>	2607-3182
K13	Park Caretaker	<b>172.0</b>	3328-4061	<b>175.0</b>	3429-4184	<b>177.0</b>	3498-4267
R04	Road Maintenance Worker I	<b>153.0</b>	2754-3361	<b>156.0</b>	2837-3463	<b>158.0</b>	2895-3533
R05	Road Maintenance Worker II	<b>167.0</b>	3167-3864	<b>170.0</b>	3262-3981	<b>172.0</b>	3328-4061
R06	Road Maintenance Worker III	<b>177.0</b>	3498-4267	<b>180.0</b>	3604-4397	<b>182.0</b>	3676-4486
R07	Road Maintenance Worker IV	<b>187.0</b>	3864-4715	<b>190.0</b>	3981-4857	<b>192.0</b>	4061-4954
J04	Senior Bldg Maintenance Wkr	<b>181.0</b>	3640-4441	<b>184.0</b>	3749-4576	<b>186.0</b>	3825-4668
J17	Senior Janitor	<b>154.5</b>	2796-3411	<b>157.5</b>	2879-3515	<b>159.5</b>	2938-3585
K32	Service Writer	<b>168.5</b>	3214-3921	<b>171.5</b>	3312-4042	<b>173.5</b>	3378-4122

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.

**\*Effective November 15, 2021, August 22, 2022 and August 21, 2023 - approved by the Board of Supervisors (BOS) November 23, 2021**

Park Aide will not receive a range increase

**\*\*Effective 12/27/2021 - approved by the Board of Supervisors (BOS) on 1/4/2022**

Janitor: Increase salary from range 144.5 to range 147.5 (\$2,607-\$3,182)

Park Aide: Increase salary from range 140.5 to range 147.5 (\$2,607-\$3,182)

**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>9/6/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/10/2023 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/6/2024 Approx. Monthly Salary</u>
P49	Behavioral Health Unit Supervisor	<b>220.0</b>	5365-6549	<b>223.0</b>	5528-6748	<b>224.0</b>	5583-6815	<b>225.0</b>	5639-6883
J21	Building Maintenance Supervisor	<b>195.0</b>	4184-5105	<b>198.0</b>	4311-5259	<b>199.0</b>	4354-5311	<b>200.0</b>	4397-5365
P95	Case Review Supervisor	<b>235.0</b>	6231-7604	<b>238.0</b>	6420-7835	<b>239.0</b>	6484-7913	<b>240.0</b>	6549-7992
C63	Central Services Supervisor	<b>167.0</b>	3167-3864	<b>170.0</b>	3262-3981	<b>171.0</b>	3295-4021	<b>172.0</b>	3328-4061
C51	Child Support Office Supervisor	<b>174.5</b>	3411-4163	<b>177.5</b>	3515-4288	<b>178.5</b>	3550-4332	<b>179.5</b>	3585-4377
P10	Child Support Supervisor	<b>194.5</b>	4163-5080	<b>197.5</b>	4288-5233	<b>198.5</b>	4332-5285	<b>199.5</b>	4377-5337
B49	Elections Supervisor	<b>193.0</b>	4101-5004	<b>196.0</b>	4226-5155	<b>197.0</b>	4267-5207	<b>198.0</b>	4311-5259
P28	Eligibility Supervisor	<b>193.5</b>	4122-5028	<b>196.5</b>	4247-5181	<b>197.5</b>	4288-5233	<b>198.5</b>	4332-5285
E60	Emergency Dispatch Supervisor	<b>209.0</b>	4808-5869	<b>212.0</b>	4954-6048	<b>213.0</b>	5004-6108	<b>214.0</b>	5054-6169
P15	Employment & Training Supervisor	<b>200.0</b>	4397-5365	<b>203.0</b>	4531-5528	<b>204.0</b>	4576-5583	<b>205.0</b>	4621-5639
C43	Human Services Office Supervisor	<b>171.0</b>	3295-4021	<b>174.0</b>	3394-4143	<b>175.0</b>	3429-4184	<b>176.0</b>	3463-4226
J01	Janitor Supervisor	<b>161.0</b>	2983-3640	<b>164.0</b>	3073-3749	<b>165.0</b>	3104-3787	<b>166.0</b>	3136-3825
P42	Juvenile Corrections Officer IV*	<b>209.0</b>	4808-5869	<b>212.0</b>	4954-6048	<b>213.0</b>	5004-6108	<b>214.0</b>	5054-6169
C92	Legal Office Supervisor	<b>188.5</b>	3921-4786	<b>191.5</b>	4042-4930	<b>192.5</b>	4082-4978	<b>193.5</b>	4122-5028
K12	Parks and Grounds Supervisor	<b>187.0</b>	3864-4715	<b>190.0</b>	3981-4857	<b>191.0</b>	4021-4905	<b>192.0</b>	4061-4954
B76	Principal Information Technology Analyst	<b>252.5</b>	7417-9050	<b>255.5</b>	7642-9324	<b>256.5</b>	7719-9417	<b>257.5</b>	7795-9511
C60	Public Health Office Supervisor	<b>161.5</b>	2999-3659	<b>164.5</b>	3089-3768	<b>165.5</b>	3120-3806	<b>166.5</b>	3151-3845
R08	Roads Supervisor	<b>198.0</b>	4311-5259	<b>201.0</b>	4441-5418	<b>202.0</b>	4486-5472	<b>203.0</b>	4531-5528
E66	Senior Accounting Assistant	<b>176.0</b>	3463-4226	<b>179.0</b>	3567-4354	<b>180.0</b>	3604-4397	<b>181.0</b>	3640-4441
B32	Senior Appraiser	<b>222.0</b>	5472-6680	<b>225.0</b>	5639-6883	<b>226.0</b>	5696-6952	<b>227.0</b>	5753-7022
H12	Senior Dietitian	<b>226.0</b>	5696-6952	<b>229.0</b>	5869-7164	<b>230.0</b>	5928-7235	<b>231.0</b>	5987-7308
E23	Senior Emergency Dispatcher	<b>194.0</b>	4143-5054	<b>197.0</b>	4267-5207	<b>198.0</b>	4311-5259	<b>199.0</b>	4354-5311
P62	Senior Family Resource Coordinator	<b>187.0</b>	3864-4715	<b>190.0</b>	3981-4857	<b>191.0</b>	4021-4905	<b>192.0</b>	4061-4954
K23	Senior Jail Cook	<b>170.5</b>	3278-4001	<b>173.5</b>	3378-4122	<b>174.5</b>	3411-4163	<b>175.5</b>	3446-4205
P06	Social Service Supervisor	<b>220.0</b>	5365-6549	<b>223.0</b>	5528-6748	<b>224.0</b>	5583-6815	<b>225.0</b>	5639-6883
P80	Social Service Supervisor - CPS	<b>230.0</b>	5928-7235	<b>233.0</b>	6108-7455	<b>234.0</b>	6169-7530	<b>235.0</b>	6231-7604
J03	Supervising Building Operations Specialist	<b>213.0</b>	5004-6108	<b>216.0</b>	5155-6294	<b>217.0</b>	5207-6356	<b>218.0</b>	5259-6420
E59	Tax Collection Supervisor	<b>206.0</b>	4668-5696	<b>209.0</b>	4808-5869	<b>210.0</b>	4857-5928	<b>211.0</b>	4905-5987
P50	Work Crew Supervisor	<b>160.0</b>	2954-3604	<b>163.0</b>	3042-3713	<b>164.0</b>	3073-3749	<b>165.0</b>	3104-3787

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 October 18, 2021 - approved by the Board of Supervisors (BOS) October 26, 2021**

Juvenile Corrections Officer IV - adjusted salary upward from range 203.0 to 209.0 (\$4,808-\$5,869)



**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.

<b>Class Code</b>	<b>Class Title</b>	<b>Effective</b>	<b>10/18/2021</b>	<b>Effective</b>	<b>7/11/2022</b>
		<b>Salary Range</b>	<b>Approx. Monthly Salary</b>	<b>Salary Range</b>	<b>Approx. Monthly Salary</b>
M14	Fire Apparatus Engineer	<b>206.0</b>	4668-5696	<b>209.0</b>	4808-5869
M16	Fire Captain	<b>221.0</b>	5418-6614	<b>224.0</b>	5583-6815
M18	Firefighter	<b>195.0</b>	4184-5105	<b>198.0</b>	4311-5259
M17	Heavy Fire Equipment Operator I	<b>206.0</b>	4668-5696	<b>209.0</b>	4808-5869
M19	Heavy Fire Equipment Operator II	<b>216.0</b>	5155-6294	<b>219.0</b>	5311-6484

<b>FIRE SALARY SCHEDULE - HOURLY RATES</b>
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based on average 56 hour workweek
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**EFFECTIVE - October 18, 2021 - (hourly rates)**

<b>Class Code</b>	<b>Class Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
M14	Fire Apparatus Engineer	<b>206.0</b>	19.24	20.21	21.24	22.33	23.47
M16	Fire Captain	<b>221.0</b>	22.33	23.47	24.67	25.94	27.26
M18	Firefighter	<b>195.0</b>	17.24	18.12	19.04	20.01	21.04
M17	Heavy Fire Equipment Operator I*	<b>206.0</b>	19.24	20.21	21.24	22.33	23.47
M19	Heavy Fire Equipment Operator II*	<b>216.0</b>	21.24	22.33	23.47	24.67	25.94

**EFFECTIVE - July 11, 2022 - (hourly rates)**

<b>Class Code</b>	<b>Class Title</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
M14	Fire Apparatus Engineer	<b>209.0</b>	19.81	20.83	21.89	23.01	24.19
M16	Fire Captain	<b>224.0</b>	23.01	24.19	25.42	26.72	28.09
M18	Firefighter	<b>198.0</b>	17.76	18.67	19.62	20.62	21.67
M17	Heavy Fire Equipment Operator I*	<b>209.0</b>	19.81	20.83	21.89	23.01	24.19
M19	Heavy Fire Equipment Operator II*	<b>219.0</b>	21.89	23.00	24.19	25.42	26.72

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.

**\*Effective 1/4/2022 - approved by the Board of Supervisors (BOS) 1/4/2022**

Heavy Fire Equipment Operator changed to Heavy Fire Equipment Operator I. No change in salary range.  
 Heavy Fire Equipment Operator II: Salary range set at 199.0 (\$4,354-\$5,311)

**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>10/18/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
M52	Detentions Technician I**	<b>161.0</b>	2983-3640	<b>164.0</b>	3073-3749
M51	Detentions Technician II**	<b>171.0</b>	3295-4021	<b>174.0</b>	3394-4143
M04	Detentions Deputy I*	<b>183.0</b>	3713-4531	<b>186.0</b>	3825-4668
M08	Detentions Deputy I-STC*	<b>188.0</b>	3902-4761	<b>191.0</b>	4021-4905
M03	Detentions Deputy II*	<b>198.0</b>	4311-5259	<b>201.0</b>	4441-5418
M09	Detentions Sergeant*	<b>221.5</b>	5446-6647	<b>224.5</b>	5611-6850
C76	Senior Detentions Clerk**	<b>166.0</b>	3136-3825	<b>169.0</b>	3229-3942
M07	Senior Detentions Deputy*	<b>208.0</b>	4761-5810	<b>211.0</b>	4905-5987
M50	Senior Detentions Technician**	<b>181.0</b>	3640-4441	<b>184.0</b>	3749-4576

\* 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>7/12/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
M06	Chief Civil Deputy Sheriff	<b>234.5</b>	6200-7568	<b>237.5</b>	6387-7795
M35	Chief Dep Coroner/Public Admin	<b>234.5</b>	6200-7568	<b>237.5</b>	6387-7795
M25	Deputy Sheriff I	<b>205.0</b>	4621-5639	<b>208.0</b>	4761-5810
M02	Deputy Sheriff II	<b>215.0</b>	5105-6231	<b>218.0</b>	5259-6420
M41	Deputy Sheriff Bailiff	<b>205.0</b>	4621-5639	<b>208.0</b>	4761-5810
L16	District Attorney Investigator I	<b>217.0</b>	5207-6356	<b>220.0</b>	5365-6549
L15	District Attorney Investigator II	<b>226.0</b>	5696-6952	<b>229.0</b>	5869-7164
M23	Senior Deputy Sheriff	<b>223.5</b>	5555-6781	<b>226.5</b>	5723-6987
L14	Senior DA Investigator	<b>236.0</b>	6294-7680	<b>239.0</b>	6484-7913
M05	Sheriff's Sergeant	<b>234.5</b>	6200-7568	<b>237.5</b>	6387-7795

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.

<b><u>Code</u></b>	<b><u>Class Title</u></b>	<b><u>Effective Salary Range Number</u></b>	<b><u>11/1/2021 Approx. Monthly Salary</u></b>	<b><u>Effective Salary Range Number</u></b>	<b><u>12/26/2022 Approx. Monthly Salary</u></b>
P03	Deputy Probation Officer I	<b>186.0</b>	3825-4668	<b>189.0</b>	3942-4808
P02	Deputy Probation Officer II	<b>201.0</b>	4441-5418	<b>204.0</b>	4576-5583
P01	Deputy Probation Officer III	<b>211.0</b>	4905-5987	<b>214.0</b>	5054-6169
P05	Deputy Probation Officer IV	<b>221.0</b>	5418-6614	<b>224.0</b>	5583-6815

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>12/13/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
T19	Attorney I - Child Advocacy	<b>224.5</b>	5611-6850	<b>227.5</b>	5782-7056
T15	Attorney I - Child Support	<b>224.5</b>	5611-6850	<b>227.5</b>	5782-7056
T18	Attorney II - Child Advocacy	<b>239.5</b>	6517-7953	<b>242.5</b>	6713-8195
T14	Attorney II - Child Support	<b>239.5</b>	6517-7953	<b>242.5</b>	6713-8195
T17	Attorney III - Child Advocacy	<b>259.5</b>	7953-9703	<b>262.5</b>	8195-9998
T13	Attorney III - Child Support	<b>259.5</b>	7953-9703	<b>262.5</b>	8195-9998
T16	Attorney IV - Child Advocacy	<b>269.5</b>	8785-10719	<b>272.5</b>	9050-11045
T12	Attorney IV - Child Support	<b>269.5</b>	8785-10719	<b>272.5</b>	9050-11045
T09	Deputy District Attorney I	<b>224.5</b>	5611-6850	<b>227.5</b>	5782-7056
T08	Deputy District Attorney II	<b>239.5</b>	6517-7953	<b>242.5</b>	6713-8195
T07	Deputy District Attorney III	<b>259.5</b>	7953-9703	<b>262.5</b>	8195-9998
T06	Deputy District Attorney IV	<b>269.5</b>	8785-10719	<b>272.5</b>	9050-11045

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>9/20/2021 Approx. Monthly Salary</u>
D72	Accountant-Auditor	<b>227.0</b>	5753-7022
D46	Administrative Analyst I	<b>207.0</b>	4715-5753
D38	Administrative Analyst II	<b>222.0</b>	5472-6680
D24	Administrative Analyst III	<b>237.0</b>	6356-7757
D104	Animal Services Manager	<b>217.0</b>	5207-6356
D127	Assistant Chief District Attorney Investigator	<b>251.0</b>	7308-8916
D10	Assistant County Counsel (1)	<b>292.0</b>	10989-13409
D52	Assistant Director of Child Support Svcs (1)	<b>257.0</b>	7757-9464
D20	Assistant Director of Finance–Accting Div. (1)	<b>260.5</b>	8032-9800
D09	Assistant Director of Finance–Treasury Div. (1)	<b>260.5</b>	8032-9800
D136	Assistant Director, Human Services (1)	<b>273.5</b>	9140-11154
D143	Assistant Director of Public Health	<b>257.0</b>	7757-9464
D131	Assistant District Attorney (1)	<b>279.5</b>	9703-11840
D105	Assistant Fire Chief (1)	<b>264.0</b>	8318-10147
D14	Assistant Sheriff (1)	<b>283.5</b>	10097-12321
D138	Auditor-Accountant	<b>227.0</b>	5753-7022
D45	Battalion Chief (Operations) (2)	<b>244.5</b>	6850-8360
D45	Battalion Chief (Training/Prevention)	<b>244.5</b>	6850-8360
D25	Building Maintenance Superintendent	<b>249.5</b>	7200-8785
D50	Chief Appraiser	<b>231.0</b>	5987-7308
D93	Chief District Attorney Investigator	<b>261.0</b>	8072-9849
D06	Chief Engineer	<b>267.5</b>	8613-10507
D89	Child Support Program Manager	<b>227.0</b>	5753-7022
D84	Clerk of the Board of Supervisors (1)	<b>227.0</b>	5753-7022
D68	Clerk/Recorder Manager	<b>219.5</b>	5337-6517
D117	Clinical Program Manager	<b>240.0</b>	6549-7992
D82	Compliance and Standards Officer	<b>201.5</b>	4463-5446
D40	Deputy Ag Commissioner	<b>223.0</b>	5528-6748
D39	Deputy Ag Commissioner-Sealer	<b>239.0</b>	6484-7913
D35	Deputy Chief Probation Officer	<b>257.5</b>	7795-9511
Q20	Deputy Clerk to the Board of Supervisor I	<b>188.0</b>	3902-4761
Q19	Deputy Clerk to the Board of Supervisor II	<b>198.0</b>	4311-5259
D48	Deputy County Administrative Officer	<b>257.0</b>	7757-9464
D87	Deputy County Counsel I	<b>224.5</b>	5611-6850
D85	Deputy County Counsel II	<b>239.5</b>	6517-7953
D18	Deputy County Counsel III	<b>259.5</b>	7953-9703
D28	Deputy County Counsel IV	<b>269.5</b>	8785-10719
D125	Deputy Director Behavioral Health (1)	<b>243.0</b>	6748-8235
D115	Deputy Director – Building Official (1)	<b>267.0</b>	8570-10455
D118	Deputy Director, Economic & Workforce Development	<b>262.0</b>	8154-9948
D16	Deputy Director, Human Services (1)	<b>266.5</b>	8526-10403
D41	Deputy Sealer of Weights & Measures	<b>223.0</b>	5528-6748
D27	Deputy Veteran’s Svc Officer/Public Guardian (1)	<b>222.5</b>	5500-6713
D12	Detentions Captain	<b>252.0</b>	7381-9005
D11	Detentions Lieutenant	<b>235.5</b>	6263-7642

**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>9/20/2021 Approx. Monthly Salary</u>
D76	Economic Development Manager	<b>223.0</b>	5528-6748
D98	Elections Manager	<b>227.0</b>	5753-7022
D53	Emergency Services Coordinator	<b>216.0</b>	5155-6294
D102	Environmental Health Division Manager (1)	<b>239.5</b>	6517-7953
D147	Executive Assistant District Attorney*	<b>284.5</b>	10197-12445
Q22	Executive Secretary	<b>188.0</b>	3902-4761
D114	Facilities Manager	<b>217.5</b>	5233-6387
D130	Family Practice Nurse Practitioner/ Physician's Assistant-Certified	<b>262.0</b>	8154-9948
D56	First 5 Program Officer	<b>227.0</b>	5753-7022
D62	First 5 School Readiness Coordinator	<b>222.0</b>	5472-6680
D17	Fiscal Analyst I	<b>206.0</b>	4668-5696
D02	Fiscal Analyst II	<b>216.0</b>	5155-6294
D124	Fiscal Analyst III	<b>227.0</b>	5753-7022
D121	Fleet Services Superintendent	<b>225.5</b>	5666-6918
D110	Food Services Manager	<b>200.5</b>	4420-5391
D106	IT Security and Compliance Administrator	<b>254.0</b>	7530-9185
D59	Information Technology Manager	<b>258.5</b>	7875-9608
D123	Juvenile Corrections Manager	<b>219.5</b>	5337-6517
D61	JTO Program Manager	<b>227.0</b>	5753-7022
D79	Library Manager	<b>227.0</b>	5753-7022
D101	Nursing Division Manager (1)	<b>267.0</b>	8570-10455
D37	Nutrition Services Manager	<b>232.0</b>	6048-7381
D77	Parks & Grounds Superintendent	<b>235.5</b>	6263-7642
D133	Payroll Manager	<b>227.0</b>	5753-7022
Q23	Payroll Specialist I*	<b>189.0</b>	3942-4808
Q24	Payroll Specialist II*	<b>199.0</b>	4354-5311
D03	Personnel Analyst I	<b>207.0</b>	4715-5753
D04	Personnel Analyst II	<b>222.0</b>	5472-6680
D05	Personnel Analyst III	<b>237.0</b>	6356-7757
Q11	Personnel Assistant I	<b>168.0</b>	3198-3902
Q12	Personnel Assistant II	<b>178.0</b>	3533-4311
Q13	Personnel Assistant III	<b>188.0</b>	3902-4761
Q05	Personnel Technician I	<b>191.0</b>	4021-4905
Q04	Personnel Technician II	<b>201.0</b>	4441-5418
D139	Principal Personnel Analyst	<b>257.0</b>	7757-9464
D42	Probation Division Manager	<b>235.0</b>	6231-7604
D65	Program Manager, Human Services	<b>237.0</b>	6356-7757
D111	Program Manager, Behavioral or Public Health	<b>227.0</b>	5753-7022
D96	Program Specialist	<b>216.0</b>	5155-6294
D71	Property Tax Manager	<b>216.0</b>	5155-6294
D58	Public Health Laboratory Director	<b>252.0</b>	7381-9005
D92	Purchasing Manager	<b>234.5</b>	6200-7568

**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>9/20/2021 Approx. Monthly Salary</u>
D141	Quality Assurance Manager	<b>227.0</b>	5753-7022
D135	Risk Manager	<b>252.5</b>	7417-9050
Q17	Risk Technician I	<b>185.0</b>	3787-4621
Q16	Risk Technician II	<b>195.0</b>	4184-5105
D60	Road Superintendent	<b>249.5</b>	7200-8785
Q06	Senior Personnel Technician*	<b>211.0</b>	4905-5987
Q07	Secretary	<b>178.0</b>	3533-4311
Q01	Secretary to the C.A.O.	<b>206.0</b>	4668-5696
Q02	Secretary to the County Counsel	<b>206.0</b>	4668-5696
Q03	Secretary to the District Attorney	<b>206.0</b>	4668-5696
Q32	Secretary to the Sheriff	<b>206.0</b>	4668-5696
D08	Senior Accountant-Auditor	<b>242.0</b>	6680-8154
D29	Sheriff's Commander	<b>260.0</b>	7992-9752
D134	Sheriff's Records Manager	<b>215.0</b>	5105-6231
D54	Social Services Program Manager	<b>240.0</b>	6549-7992
D140	Staff Support Manager	<b>238.0</b>	6420-7835
D75	Supervising Attorney - Child Advocacy	<b>274.5</b>	9230-11265
D34	Supervising Attorney - Child Support	<b>274.5</b>	9230-11265
D108	Supervising Environmental Health Officer	<b>226.0</b>	5696-6952
Q31	Supervising Legal Secretary	<b>179.5</b>	3585-4377
D13	Supervising Public Health Nurse	<b>247.0</b>	7022-8570
D122	Supervising Welfare Fraud Investigator	<b>216.0</b>	5155-6294
D91	Treasury Manager	<b>241.0</b>	6614-8072
D109	Victim Witness Coordinator	<b>206.5</b>	4690-5723

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.

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

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

**Effective: 9/20/2021 Range 244.5**

<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
\$28.23	\$29.67	\$31.19	\$32.77	\$34.45

**Effective 8/31/2021 - approved by the Board of Supervisors (BOS) for FY21/22**

Water and Natural Resources Division Manager is inactive and deleted from the Salary Resolution

**\*Effective 11/9/2021 - approved by the Board of Supervisors (BOS) for FY21/22**

Senior Personnel Technician: New classification with salary set at Range 211.0 (\$4,905-\$5,987)

**\*Effective 12/21/2021 - approved by the Board of Supervisors (BOS) 12/21/2021**

Payroll Specialist changed to Payroll Specialist I. No change in salary range.

Payroll Specialist II: Salary range set at 199.0 (\$4,354-\$5,311)

**\*Effective 12/13/2021 - approved by the Board of Supervisors (BOS) 12/21/2021**

Executive Assistant District Attorney: New classification with salary set at Range 284.5 (\$10,197-\$12,445)



**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	\$14,000-\$19,000	County Administrative Officer County Counsel	A02 A41
2	\$12,000-\$16,500	Assessor/Clerk/Recorder District Attorney Sheriff	A25 A11 A21
3	\$11,000-\$15,000	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	\$10,000-\$13,500	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: September 20, 2021**Flat Monthly (b)

\$6,876.69

Board of Supervisors

A01

\$7,653.69

Chairperson, Board of Supervisors

A00

By Ordinance #690 approved May 14, 2019

**Effective: August 26, 2019**Flat 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, 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 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**

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

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 pre-tax 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:

<b>PPO Plan</b>	
<u>Health/Dental/Vision 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:
 

Service Hours	Hours Earned	Sick leave earned at the rate of (based on hours worked)
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

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):

- 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

\_\_\_\_\_  
Craig Pederson, 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 \_\_\_\_\_, 2021.

\_\_\_\_\_  
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 January 4, 2022

**SUBMITTED BY:** Department of Public Health – Darcy Pickens/Heather Silva

**SUBJECT:** NOVEL CORONAVIRUS 2019 COUNTY UPDATE

**SUMMARY:**

**Overview:**

On March 4, 2020, the Governor of California proclaimed a State of Emergency throughout California because of the increase in cases reported of the novel coronavirus, a disease now known as COVID-19. The President of the United States likewise declared a national emergency because of the COVID-19 outbreak on March 13, 2020. On March 17, 2020, the Board proclaimed a local emergency in Kings County due to the imminent and proximate threat of exposure of COVID-19 on the residents of the County of Kings.

**Recommendation:**

**Receive an update on the local emergency in Kings County due to the imminent and proximate threat of exposure of COVID-19 on the residents of the County of Kings and take action as deemed necessary.**

**Fiscal Impact:**

The County is tracking costs and revenue losses related to the emergency.

**BACKGROUND:**

A Novel Coronavirus (COVID-19) was first detected in Wuhan City, Hubei Province, China, in December 2019. The Centers for Disease Control and Prevention (CDC) considers the virus to be a very serious public health threat. The exact modes of transmission, the factors facilitating human-to-human transmission, the extent of asymptomatic viral shedding, the groups most at risk of serious illness, the attack rate, and the case fatality rate all remain active areas of investigation. The CDC believes at this time that symptoms appear two to fourteen days after exposure. Currently, there are vaccines for antiviral treatment of COVID-19. County staff has been working diligently to assess and provide resources and information to the community regarding COVID-19. An update will be provided to the Board on County related activities and response.

**BOARD ACTION:**

APPROVED AS RECOMMENDED: \_\_\_\_ OTHER: \_\_\_\_

I hereby certify that the above order was passed and adopted  
on \_\_\_\_\_, 2022.

CATHERINE VENTURELLA, Clerk of the Board

By \_\_\_\_\_, Deputy.