

Board Members

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



Staff

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

Board of Supervisors Regular Meeting Agenda

Date: Tuesday, June 21, 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>

The meeting can be attended telephonically, on the Internet by clicking this link:

<https://countyofkings.webex.com/countyofkings/j.php?MTID=m22e709fa31cc7ddae86d2f824b10201c>

or by sending an email to bosquestions@co.kings.ca.us on the morning of the meeting for an automated email response with the WebEx meeting link 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 view/observe the meeting virtually can do so via the worldwide web at: www.countyofkings.com and click on the "Join Meeting" button or by clicking this link:

<https://youtu.be/chVibnl0soY>

Members of the public viewing the meeting through YouTube will not have the ability to provide public comment.

Members of the public who wish to comment may submit written comments on any matter within the Board's subject matter jurisdiction, regardless of whether it is on the agenda for the Board's consideration or action, and those comments will become part of the administrative record of the meeting. Comments will not be read into the record, only the names of who have submitted comments will be read into the record. Written comments received by the Clerk of the Board of Supervisors no later than 8:30 a.m. on the morning of the noticed meeting will be included in the record, those comments received after 8:30 a.m. will become part of the record of the next meeting. Email is not monitored during the meeting. To submit written comments by email, please forward them to bosquestions@co.kings.ca.us or by U.S. Mail, please forward them to: Clerk of the Board of Supervisors, County of Kings, 1400 W. Lacey Blvd., Hanford, CA 93230.

- I. 9:00 AM **CALL TO ORDER**
ROLL CALL – Clerk of the Board
INVOCATION – Pastor Arthur Fox – New Hope Orthodox Presbyterian Church
PLEDGE OF ALLEGIANCE

II. **UNSCHEDULED APPEARANCES**

Any person may directly address the Board at this time on any item on the agenda, or on any other items of interest to the public, that is within the subject matter jurisdiction of the Board. Two (2) minutes are allowed for each item.



III. APPROVAL OF MINUTES

- A. Report out of Closed Session from the regular meeting for June 14, 2022.
- B. Approval of the minutes from the regular meeting for June 14, 2022.

IV. CONSENT CALENDAR

A. Probation Department:

- 1. Consider approving the Memorandum of Understanding between Kings County Office of Education and the Kings County Probation Department, effective June 21, 2022, automatically renewing in one-year increments, running July 1 to June 30, for ten (10) years, unless either party provides written notice of termination.

B. Public Works Department:

- 1. a. Consider accepting the Final Map for Tract 756 Phases 6 and 7;
- b. Authorize the Clerk of the Board to sign the map.

V. REGULAR AGENDA ITEMS

A. Behavioral Health Department – Lisa Lewis/UnChong Parry

- 1. Consider approving the Mental Health Services Act Fiscal Year 2020/2021 Annual Update for submission to the Department of Health Care Services and the Mental Health Services Oversight and Accountability Commission.

B. Human Resources Department – Carolyn Leist

- 1. Consider authorizing the County Administrative Officer to sign the Side Letter of Agreement with the Deputy Sheriff's Association for longevity pay beginning June 13, 2022.
- 2. a. Consider approving the Salary Resolution which reflects recommended and previously authorized classification and salary changes, and the adjustment of salary band 2;
- b. Approve a 3% cost-of-living increase for unrepresented management-including department heads, appointed department heads and elected officials (Assessor/Clerk-Recorder, District Attorney, and Sheriff) effective July 11, 2022, pay period 15-2022.

C. Information Technology Department – John Devlin

- 1. Consider approving the Agreement with Accurate Controls, Inc. for Kings County Jail surveillance and access control system.

D. Probation Department – Kelly Vernon

- 1. Consider adopting a Resolution designating July 17 – 23, 2022, as Probation Services Week.

E. Public Works Department – Dominic Tyburski/Mitchel Cabrera

- 1. a. Consider approving Change Order No. 2 with Papich Construction Company, Inc., for increases due to material quantities placed exceeding estimated bid quantities;
- b. Authorize the Public Works Director to sign Change Order No. 2.
- 2. Consider authorizing the Public Works Director to sign the Funds Transfer Agreement with the California Department of Transportation and Kings County to accept \$2.0 million in Senate Bill 170 funds for the proposed State Route 41 pedestrian crossing facility in Kettleman City.

F. Public Health Department – Rose Mary Rahn

- 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.



VI. STUDY SESSION

A. Job Training Office – Lance Lippincott/Laura Magana

1. a. Receive information on proposals for an American Rescue Plan Act Small Business Assistant Grant Program;
- b. Direct staff to take actions as deemed necessary for the implementation of this iteration of business support grants from the American Rescue Plan Act.

VII. 10:00 AM PUBLIC HEARING

**A. Sheriff’s Office – David Robinson
 District Attorney’s Office – Keith Fagundes/Charlie Flores**

1. a. Conduct a Public Hearing to receive testimony on the Kings County Sheriff’s Office and Kings County District Attorney’s Office Military Equipment Use Policies;
- b. Waive the second reading and adopt an Ordinance to adopt the military equipment use policies to the Kings County Sheriff’s Office and Kings County District Attorney’s Office Policies pursuant to AB 481;
- c. Receive and approve the annual reporting of each Department’s funding, acquisition, or use of military equipment.

VIII. 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

IX. CLOSED SESSION

- ◆ **Significant exposure to litigation: (1 Case) [Govt. Code Section 54956.9 (d)(2)(e)(1)]**

X. ADJOURNMENT

The next regularly scheduled meeting will be held on Tuesday, June 28, 2022 at 9:00 a.m.

FUTURE MEETINGS AND EVENTS		
June 28	9:00 AM	Regular Meeting
July 5	-	Regular Meeting Canceled due to Observance of Independence Day on Monday, July 4
July 12	9:00 AM	Regular Meeting
July 19	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.

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Doug Verboon, District 3
Craig Pedersen, District 4
Richard Fagundes, District 5 - Vice Chairman



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, June 14, 2022
Time: 9:00 a.m.
Place: Board of Supervisors Chambers, Kings County Government Center
1400 W. Lacey Boulevard, Hanford, California 93230

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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.

Rusty Robinson, Kings County resident introduced himself to the Board and the audience as the newly elected District 4 Supervisor and stated that he looks forward to the transition in January 2023.

Rebecca Bell, Kings County resident stated that she has been coming to the Board meetings for months to ask for funding for Animal Services and is disappointed that the request for additional funding is not part of the proposed budget today.

III. APPROVAL OF MINUTES

A. Report out of Closed Session from the regular meeting for June 7, 2022.

REPORT OUT: Diane Freeman, County Counsel stated that the Board took no reportable action in closed session at the June 7, 2022 meeting.

B. Approval of the minutes from the regular meeting for June 7, 2022.

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

IV. CONSENT CALENDAR

A. Probation Department:

1. Consider authorizing request for exemption from normal identification for vehicle #57101.

B. Public Works Department:

1. a. Consider authorizing the purchase of an SUV for Probation;
b. Adopt the Budget Change. **(4/5 vote required)**
2. Consider authorizing the purchase of an additional flat bed dump truck.

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

V. REGULAR AGENDA ITEMS

A. Behavioral Health Department – Lisa Lewis/UnChong Parry

1. Consider authorizing the Chairman to sign a letter outlining the County's concerns with Senate Bill 1338 (Umberg and Eggman) and supporting the proposed amendments.

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

B. Public Works Department – Dominic Tyburski/Mitchel Cabrera

1. a. Consider approving the Plans and Specifications for the Fiscal Year 2021-22 Senate Bill-1 funded Kings County Roadway Improvement Project;
b. Authorize the Public Works Department to advertise the project.

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

2. Consider introducing and adopting Urgency Ordinance No.703, temporarily fixing weight and load limits on Bridge #45C0118, and posting appropriate signage of weight and load limits, until the bridge can be removed and replaced with a bridge with no weight or load restrictions.
(4/5 Vote Required) [ORD 703]

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



C. Administration – Edward Hill/Kyria Martinez/Matthew Boyett

1. a. Consider approving the reserve allocation from Fund 7019 in the amount of \$98,746 for the operation and maintenance expenses at the Kettleman City Community Services District Surface Water Treatment Plant; and
- b. Adopt the Budget Change. **(4/5 vote required)**

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

2. a. Consider adopting the Fiscal Year 2022-23 recommended budget as presented;
- b. Schedule final budget hearings to commence Tuesday, August 9, 2022 in the Board Chambers at 10:00 a.m.

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

D. Public Health Department – Rose Mary Rahn

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 official action was taken.

VI.

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).

Supervisor Fagundes stated that the Kings Fair and Lemoore Portuguese celebration were held this past weekend and well attended.

Supervisor Valle stated that he just looked up the Senate Bill 1338 which was discussed this morning and stated that it appears the bill was voted on already with Senator Hurtado voting in favor, not against as was reported to the Board.

Supervisor Verboon thanked the voters for turning out to re-elect him to a new four-year term.

Supervisor Pedersen congratulated Rusty Robinson for his election win as the 16th Supervisor for District 4 and looks forward to the next steps for each of them in January 2023.

Supervisor Neves stated that he attended the First 5 Children & Families Commission, attended the CalVans meeting, attended the American Legion breakfast, attended the South Fork Kings Policy meeting, attended the Behavioral Health Advisory training, attended a Fresno Grizzlies game with his granddaughter, announced at Lemoore Raceway and stated that Kings River water was released on June 12, 2022 and stated there should be a 45-90 day allocation for recipients.

- ◆ **Board Correspondence: Edward Hill stated that the Board received correspondence from the State Board of Equalization regarding County Assessment Appeals Filing Period for 2022. He stated that CalTrans sent a Notice of Availability of Initial Study with Proposed Negative Declaration for the Reef City Capital Road Maintenance Project Correspondence.**



- ◆ Upcoming Events: Edward Hill stated that Summer Art Classes for ages 5-17 at the Kings Art Center in Hanford from June 13th through July 29th from 8:30 a.m. -12:00 p.m., cost is \$75 per class or \$135 for full-day enrollment. Registration is online at www.kingsartcenter.org or call 559-584-1065. The Children’s Storybook Garden & Museum will be hosting a Leadership Summer Camp from June 14, 2022 through July 2, 2022. The event will be located at 175 E. Tenth Street in Hanford. Leadership campers will learn to work as a team, and gain self-confidence. The cost is \$125 and enrollment is open to ages 10-16 years. There are only 10 spots open. In honor of World Elder Abuse Awareness Day, the Commission on Aging will be hosting a breakfast, Pancake, Eggs and Elvis on June 15th at 9:00 a.m. The event will be located at 10953 14th Ave., in Armona. Also, as a side note all Avenal Seniors are invited to meet at the Veterans’ Hall by 8:30 a.m. for free transportation from Avenal to Armona. The first 100 seniors 60 years and older to sign up during the event will receive a free gift card. For more information please call 852-2828. The 2022 Mega Mixer will take place on Wednesday, June 15, 2022 from 4:00 p.m. to 6:00 p.m. at the Civic Auditorium in Hanford. This will be a collaboration between four local chambers of commerce. The cost is \$1 or Business Card Entry Fee. There will be a Flea Market all day at Floyd Rice Park located between Park and Monterey Streets in Avenal on June 17, 2022.
- ◆ Information on Future Agenda Items: Edward Hill stated that the following items would be on a future agenda: Agricultural Commissioner – Agreement with the California Department of Food and Agriculture for certified Farmers’ Market Inspection Activities, Agreement with the California Department of Food and Agriculture for Petroleum Enforcement Activities, Agreement with the California Department of Food and Agriculture for the inspection of fruits and vegetables, and Agreement with the California Department of Food and Agriculture for Weighmaster Enforcement Activities; Behavioral Health - Annual update regarding the Mental Health Services Act; Public Health - County update on COVID-19 ; Human Resources – request to authorize the CAO to sign a Side Letter of Agreement with the Deputy Sheriff’s Association for longevity pay beginning June 13, 2022, and Salary Resolution and a Cost-of-Living Increase for Management; Information Technology -Agreement with Accurate Controls, Inc. for Kings County Jail surveillance and access control system; Job Training Office - Study Session on ARPA Small Business Assistance Grant Program, Probation - Resolution designating July 17-23, 2022 as Probation Services Week; and MOU with Kings County Office of Education relating to student transition planning policy; Public Works – Accept the Final map for Tract 756 Phases 6 and 7 and to authorize the Clerk of the Board to sign the map; Change Order No. 2 with Papich Construction Company, Inc, and Authorize the Public Works Director to accept \$2 million in Senate Bill 170 funds for the proposed SR41 pedestrian crossing facility in Kettleman City; Sheriff’s Office & District Attorney – Adopt an ordinance adopting military equipment use policies and annual reports.

VII.

CLOSED SESSION

- ◆ Significant exposure to litigation: (1 Case) [Govt. Code Section 54956.9 (d)(2)(e)(1)]
- ◆ Personnel Matter. [Govt. Code Section 54957]
Public Employee Appointment: Director of Finance



VIII. ADJOURNMENT

The next regularly scheduled meeting will be held on Tuesday, June 21, 2022 at 9:00 a.m.

FUTURE MEETINGS AND EVENTS

June 21	9:00 AM	Regular Meeting
June 28	9:00 AM	Regular Meeting
July 5	-	Regular Meeting Canceled due to Observance of Independence Day on Monday, July 4
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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 June 21, 2022

SUBMITTED BY: Probation Department - Kelly M. Vernon

SUBJECT: MEMORANDUM OF UNDERSTANDING WITH KINGS COUNTY OFFICE OF EDUCATION RELATING TO STUDENT TRANSITION PLANNING POLICY

SUMMARY:

Overview:

The Kings County Office of Education (KCOE) provides educational services to youth housed in the Kings Juvenile Center (KJC), operated by the Kings County Probation Department. This memorandum of understanding ensures compliance with the U.S. Department of Education and U.S. Department of Justice best practice resource “Guiding Principles for Providing High-Quality Education in Juvenile Justice Secure Care Settings”.

Recommendation:

Approve the Memorandum of Understanding between Kings County Office of Education and the Kings County Probation Department, effective June 21, 2022, automatically renewing in one-year increments, running July 1 to June 30, for ten (10) years, unless either party provides written notice of termination.

Fiscal Impact:

There is no fiscal impact.

BACKGROUND:

KCOE provides educational services to youth housed in KJC, to include transitional services as the youth re-enters the traditional school setting out of custody. KCOE works with all 13 school districts within Kings County to ensure all youth being released from custody are prepared to enter the regular school setting.

(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

MEMORANDUM OF UNDERSTANDING WITH KINGS COUNTY OFFICE OF EDUCATION RELATING TO STUDENT TRANSITION PLANNING POLICY

June 21, 2022

Page 2 of 2

This MOU is in accordance with best practices as set out by the U.S. Department of Education and U.S. Department of Justice in the resource published in 2014 “Guiding Principles for Providing High-Quality Education in Juvenile Justice Secure Care Settings.” Additionally, the MOU establishes, as required by California Assembly Bill 2276, which amended parts of the California Education Code, that a youth who has had contact with the juvenile justice system be immediately enrolled in a public school and that the county office of education and county probation departments have a “joint transition planning policy”. California Assembly Bill 1354 reaffirmed the Legislature’s intent for the creation of a “joint transition planning policy” and requires as part of a youth’s exit from court school a transfer of student records to the relevant local educational agency within 72 hours.

KCOE and the Kings County Probation Department have established the required transition policies and meet regularly with all interested parties to ensure youth released from our care are re-enrolled in the traditional school setting immediately upon their release from custody. These transition meetings have greatly improved the youth’s performance in school and eliminated unnecessary obstacles in the transition from court school to traditional school settings.

This MOU has been reviewed and approved by County Counsel.

Memorandum of Understanding

Between the Kings County Superintendent of Schools and the County of Kings

Relating to a Student Transition Planning Policy

This Memorandum of Understanding ("MOU") is entered into on this 21st day of June, 2022, by and between the Kings County Superintendent of Schools, a Local Education Agency ("KCOE"), whose principal place of business is 1144 W. Lacey Blvd., Hanford, CA 93230, and the County of Kings, a political subdivision of the State of California ("COUNTY") as represented by its Probation Department ("Probation"). The Parties to this MOU may be referred to collectively as the "Parties" or individually as a "Party."

RECITALS

- A. KCOE and COUNTY have agreed to this MOU to establish and affirm foundational policies, procedures, and practices in furtherance of the provision of education to students in the COUNTY's juvenile hall facility located at 1450 Forum Dr., Hanford, CA 93230 ("FACILITY"). These include: (1) communication between the Parties regarding student arrivals and expected releases; (2) coordination of timely school placement and enrollment of students; (3) ensure COUNTY officers have the information they need about a student's disability so they can use appropriate measures to address a student's behavior; and (4) coordination between the Parties to support the return of students from juvenile court schools to public schools.
- B. This MOU is designed to follow best practices as set out by the U.S. Department of Education and U.S. Department of Justice in the resource published in 2014, "Guiding Principles for Providing High-Quality Education in Juvenile Justice Secure Care Settings" (the "Guiding Principles").

The Guiding Principles recommend coordination between the Parties to ensure a safe, healthy, facility-wide climate that prioritizes education, provides the conditions for learning, and encourages the necessary behavioral and social support services that address the individual needs of all youth, including those with disabilities and English learners. The Guiding Principles also recommend the creation of formal processes and procedures – through memoranda of understanding, process mapping documents, and practices – that ensure successful navigation across child-serving systems and smooth reentry into communities.

- C. California Assembly Bill 2276 amended certain sections of the California Education Code and generally requires that a pupil who has had contact with the juvenile justice system be immediately enrolled in a public school and that the county office of education and county probation departments have a "joint transition planning policy" that includes collaboration with relevant local educational agencies relating to pupils who are being released from juvenile court schools. California Assembly Bill 1354 reaffirmed the Legislature's intent for the creation of a "joint transition planning policy" and requires as part of a student's exit from court school a transfer of student records to the relevant local educational agency within 72 hours of the student's release from a juvenile detention facility, access to information about postsecondary academic and vocational opportunities (including college financial aid programs), and the facilitation of immediate enrollment and placement in an appropriate public school in the

student's community, including acceptance of course credits for coursework completed at the court school.

- D. The Parties agree that they share an obligation to support students continuing their education after release from juvenile detention, as identified in California Education Code section 48647, and that in performing various duties under this MOU, Probation is performing for both its interests and for the interests of court school students. The Parties agree that Probation is acting as a school official in performing those duties.
- E. KCOE, in collaboration with Probation, and in consultation with all thirteen (13) school districts in Kings County, is committed to ensuring every student involved in the juvenile justice system retains access to high quality, personalized instructional support and service in preparation for college, career, and citizenship.

AGREEMENT

1. KCOE RESPONSIBILITIES

KCOE agrees to:

- 1.1 Develop and collaborate with COUNTY regarding processes for the transition of students entering and exiting the FACILITY, including Exhibit A – Kings County Probation and KCOE Coordination, attached hereto and made a part hereof.
- 1.2 Provide select Probation staff and administrators with necessary information regarding school records to which they have a legitimate educational interest, such as the student's first language and language needs, reading and writing level, and any identified communication strategies or alternative communication strategies to increase compliance with instructions. KCOE staff shall be in direct control of the use, maintenance, and disclosure of educational records.
- 1.3 Identify KCOE staff responsible to participate in transition meetings for students entering and exiting the FACILITY.
- 1.4 Immediately request special education or Section 504 records about a student new to the FACILITY from their previous school district and provide notice to Probation when a student has any disability, including learning and/or developmental disabilities.
- 1.5 Participate with students and their parents or educational rights holders in the development of a preliminary "education plan" and/or "individualized learning plan" for each student entering the FACILITY.
- 1.6 Provide information to Probation regarding student classroom performance issues or expressed other concerns publicly during the school day that may lead to mental health concerns or may hinder his or her ability to respond to Probation instructions.

- 1.7 Provide information to students and their parents or educational rights holders during the transition/re-entry meetings regarding a student's academic record and up-to-date unofficial transcripts and advise them of their rights regarding re-enrollment in public schools upon their release.
- 1.8 Provide relevant academic information to Deputy Probation Officers ("DPOs") to ensure they have necessary information to support the return of pupils transitioning from juvenile court schools to public schools in their communities.
- 1.9 Provide ongoing communication to Local Education Agencies ("LEA") and their staff to ensure LEA compliance with California Assembly Bills 2276 and 1354.
- 1.10 Maintain a list of school district contacts responsible for facilitating student enrollment and placement upon release from court school.
- 1.11 Provide list of school district contacts to Juvenile Court Judges, minor's counsel, and District Attorney's Office as requested and/or appropriate.
- 1.12 Provide information and support to parents or educational rights holders of students enrolled in the juvenile court schools to advise them of their rights regarding re-enrollment in public schools prior to and upon release from a court school.

2. PROBATION RESPONSIBILITIES

Probation agrees to:

- 2.1 Develop and collaborate with KCOE regarding processes for the transition of students entering and exiting the FACILITY, including Exhibit A – Kings County Probation and KCOE Coordination.
- 2.2 Identify Probation staff responsible to attend transition meetings for students entering and exiting the FACILITY. Ensure COUNTY officers facilitate transition meetings with students, parents, educational rights holders, and collaborative agencies including school personnel to assist and provide students with continual support as they transition from custody. These meetings include a transition/after care plan to support students.
- 2.3 Require DPOs to participate in each youth's meetings regarding their preliminary education plan and /or individualized learning plan.
- 2.4 Identify Probation staff responsible for communicating student arrivals, expected release dates, and releases to KCOE staff.
- 2.5 Provide a spreadsheet weekly, or more frequently as necessary, that includes each youth's name, date of birth, community of residence, and anticipated release dates to KCOE staff.
- 2.6 Require Custody Intake to provide KCOE staff with a daily release list via an email at midnight to capture unexpected releases. DPOs shall track Court ordered students to make sure students

enroll in a timely manner and follow up with students who fail to enroll via a phone call/home call. This is tracked via a spreadsheet that is reviewed weekly. Regional DPOs shall instruct youth upon release to re-enroll in public school or provide a referral to the regional community school if needed.

- 2.7 Collect contact information from parents/guardians at the pre-release meetings and provide to KCOE staff and the assigned area DPO.
- 2.8 Provide information to KCOE staff about any adverse matters affecting the student which may lead to academic and/or behavioral issues in the classroom, such as upsetting news from home or difficult days in court. This includes relevant information regarding any issue(s) with the student outside of the classroom, such as time spent on watch status, incidents of OC (pepper spray) exposure, or negative interactions with other student(s). This also includes information about student misconduct which prevents educational services being provided, including whether the student poses an immediate threat to the safety of themselves or others.
- 2.9 Require DPOs to seek confirmation of the youth's enrollment in their local school district upon the youth's release from custody. If the student is not enrolled or the DPO is unable to confirm enrollment, the DPO will coordinate with KCOE to confirm enrollment and provide follow-up with the student, parents, and the student's local school district.
- 2.10 Require DPOs to collaborate with KCOE staff and provide support to ensure the youth's educational needs are being met while at the FACILITY.
- 2.11 Require DPOs to contact COUNTY's foster care liaison to ensure the transitional plan is being implemented for youth ordered into out-of-home care.

3. TERM of MOU

This MOU shall be effective upon execution by signatures of both the COUNTY and the Superintendent of Schools of Kings County or their respective designees ("Effective Date"). The initial term of this MOU shall begin on the Effective Date and continue until June 30, 2021. This MOU shall thereafter automatically renew in one-year increments running from July 1 to June 30, for ten (10) years unless either party provides written notice of termination on or before April 1 of any fiscal year.

4. AMENDMENT of MOU

No addition to, or alteration of, the terms of this MOU, whether by written or verbal understanding of the Parties, their officers, agents, or employees, shall be valid unless made in the form of a written amendment to this MOU and formally approved and executed by both COUNTY and KCOE.

5. RECORDS RETENTION

Each party agrees to retain all records pertaining to this MOU consistent with the requirements of the agency's applicable legal requirements and policies. If, at the end of the retention period, there is ongoing litigation or an audit involving those records, each party shall retain the original records until the resolution of such litigation or audit.

6. SEVERABILITY

If any provision in this MOU is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions will nevertheless continue in full force without being impaired or invalidated in any way.

7. ENTIRE AGREEMENT

This MOU is the entire agreement between the Parties and supersedes any and all previous agreements, either oral or written, proposals, commitments, writings, advertisements, publications, and understandings of any nature whatsoever unless expressly included in this MOU.

8. COMPENSATION

The California Department of Education provides primary funding for the education program in juvenile detention and treatment facilities. Funds are generated through average daily attendance of students enrolled in the schools in the juvenile detention and treatment facilities. Therefore, no Party to this Agreement shall be obligated to pay any monetary compensation to the other. Further no party to this Agreement shall be obligated to pay any third party as a result of this Agreement.

9. INDEMNIFICATION AND HOLD HARMLESS

9.1. KCOE shall indemnify, defend and hold harmless COUNTY and COUNTY's agents, board members, attorneys, elected and appointed officials and officers, employees, volunteers, and authorized representatives from any and all losses, liabilities, charges, damages, claims, liens, causes of action, awards, judgments, costs, and expenses of whatever kind or nature, which arise out of or are in any way connected with any negligent or willful act or omission under this MOU of KCOE or KCOE's officers, agents, employees, contractors, subcontractors of any tier, or authorized representative. Without limiting the generality of the foregoing, the same shall include injury or death to any person or persons, damage to any property, regardless of where located and including the property of COUNTY, and any workers' compensation claim or suit arising from or connected with any services performed pursuant to this MOU on behalf of KCOE by any person or entity.

9.2. COUNTY agrees to indemnify, defend and hold harmless KCOE and KCOE's agents, board members, attorneys, elected and appointed officials and officers, employees, volunteers, and authorized representatives from any and all losses, liabilities, charges, damages, claims, liens, causes of action, awards, judgments, costs, and expenses of whatever kind of nature, which arise out of or are in any way connected with any negligent or willful act or omission under this MOU of COUNTY or COUNTY's officers, agents, employees, contractors, subcontractors of any tier, or authorized representatives. Without limiting the generality of the foregoing, the same shall

include injury or death to any person or persons, damage to any property, regardless of where located and including the property of KCOE, and any workers' compensation claim or suit arising from or connected with any services performed pursuant to this MOU on behalf of COUNTY by any person or entity.

- 9.3. The Parties acknowledge that it is not the intent of the MOU to create a duty of care that would not be owed in the absence of the MOU.
- 9.4. Where fault is determined to have been contributory, principles of comparative fault will be followed, and each Party shall bear the proportionate cost of any damage attributable to the fault of that Party, its officers, directors, agents, employees, volunteers, subcontractors, or Governing Board.
- 9.5. PARTIES acknowledge that by entering into this MOU no Party waives or intends to waive any immunities to which they would be entitled in the absence of the MOU.
- 9.6. Each party shall immediately notify the other party of any claims or legal actions arising out of the performance of this Agreement. If any party is sued, the Parties agree to meet and confer about how best to proceed with the defense and indemnity of the lawsuit.

10. INSURANCE

COUNTY and KCOE represent they are self-insured and will, throughout the term of this Agreement, maintain, at their sole expense, their insurance programs at levels no lower than insurance coverage as it exists as of the Effective Date including, but not limited to, an insurance pooling arrangement and/or Joint Powers Agreement to fund their respective potential liabilities throughout the term of this MOU. Coverage shall be provided for comprehensive general liability, automobile liability, professional liability, and workers' compensation exposure. Evidence of Insurance, Certificates of Insurance, or other similar documentation shall not be required of either party under this MOU.

11. NO AUTHORITY TO BIND COUNTY

It is understood that KCOE, in its performance of any and all duties under this MOU, has no authority to bind COUNTY to any other agreements or undertakings with respect to any and all persons or entities with whom KCOE deals in the course of its business. Similarly, County, in its performance of any and all duties under this MOU, has no authority to bind KCOE to any other agreements or undertakings with respect to any and all persons or entities with whom County deals in the course of its business.

12. NON-WAIVER

No covenant or condition of this MOU to be performed by KCOE can be waived except by the written consent of COUNTY. Forbearance or indulgence by COUNTY in any regard whatsoever shall not constitute a waiver of any covenant or condition to be performed by KCOE. COUNTY shall be entitled to invoke any remedy available to COUNTY under this MOU or by law, or in equity, despite any such forbearance or indulgence. Similarly, no covenant or condition of this MOU to be performed by County can be waived except by the written consent of KCOE. Forbearance or indulgence by KCOE in any regard whatsoever shall not constitute a waiver of any covenant or condition to be performed by

County. KCOE shall be entitled to invoke any remedy available to KCOE under this MOU or by law, or in equity, despite any such forbearance or indulgence.

13. DISPUTE RESOLUTION

If a dispute arises between KCOE and COUNTY under this MOU:

- A. KCOE's site administrator and the FACILITY manager shall meet and confer within three (3) business days after a written request by either Party. Within five (5) business days of receipt of the written request, the Parties will meet in an effort to resolve the dispute and document resolution of the dispute or reasons that a resolution could not be reached.
- B. If, within five (5) business days following the initial conference, the Parties cannot resolve the dispute, the matter will be forwarded to the Chief Probation Officer and the Kings County Office of Education Superintendent of Schools for resolution. If the dispute is resolved, the Chief Probation Officer and the Kings County Office of Education Superintendent of Schools shall document resolution of the dispute. If no resolution is possible, this dispute resolution procedure shall be considered exhausted and each party may proceed to resolve the dispute in any manner authorized by law.
- D. The timelines above may be extended by mutual agreement of the parties. However, the total elapsed time shall not exceed thirty (30) business days, unless an extension of the timeline is mutually agreed upon between the parties.
- E. Both parties may mutually agree to skip step A in the dispute resolution process if they agree that the dispute must be resolved at a higher level of management sooner.

14. GOVERNING LAW/VENUE

The venue for any state court action arising out of or related to this MOU shall be in Kings County, California. The rights and obligations of COUNTY and KCOE and all interpretation and performances of this MOU shall be governed by the laws of the State of California.

15. INDEPENDENT CONTRACTOR

In the performance of the services under this MOU, KCOE and the COUNTY's relationship shall be that of independent contractors and nothing in this Agreement is intended to, or should be construed to, create a partnership, agency, joint venture, or employment relationship.

16. ASSIGNMENT

This MOU shall not be assigned by any Party, either in whole or in part, without prior written consent of the other Party. Any assignment or purported assignment of this MOU without prior written consent will be deemed void and of no force or effect.

17. LICENSES AND CERTIFICATIONS

All individuals performing work pursuant to this MOU will, if required, possess a current and valid license/certification in compliance with any local, State, and Federal laws. The Parties agree that all work will be performed by properly trained and licensed/certified staff.

18. CONFLICT OF INTEREST

The Parties to this MOU have read and are aware of the provisions of Section 1090 et seq. and Section 87100 of the Government Code relating to conflict of interest of public officers and employees. All Parties hereto agree that they are unaware of any financial or economic interest of any public officer or employee of the COUNTY or KCOE relating to this Agreement. County and KCOE shall comply with the requirements of Government Code Section 1090 and section 87100 et seq. during the term of this Agreement.

19. CAPTIONS AND INTERPRETATION

16.1 Paragraph headings in this MOU are used solely for convenience and shall be wholly disregarded in the construction of this MOU.

16.2 No Provision of this MOU shall be interpreted for or against a Party because that Party or its legal representative drafted such provision, and this MOU shall be construed as if jointly prepared by the Parties

20. TIME OF ESSENCE

Time is hereby expressly declared to be of the essence of this MOU and of each and every provision hereof, and each such provision is hereby made and declared to be a material, necessary, and essential part of this MOU.

21. NON-DISCRIMINATION

No Party, or the officers, agents, employees, servants, or subcontractors of a Party will discriminate in the treatment or employment of any individual or groups of individuals on the grounds or race, color, religion, national origin, age, sex, or any other protected characteristic either directly, indirectly or through contractual or other arrangements.

22. NOTICES

Any Written communication or notices between the Parties shall be addressed to authorized representative as listed below:

To COUNTY: Kings County Probation Department
Kelly M. Vernon, Chief Probation Officer
1424 Forum Drive
Hanford, CA 93230

To KCOE: Kings County Superintendent of Schools
Todd Barlow, County Superintendent of Schools
1144 E. Lacey Blvd.
Hanford, CA 93230

23. COMPLIANCE WITH LAW

The Parties will observe and comply with all applicable local, State, and Federal laws, ordinances, rules, and regulations now in effect or hereafter enacted, each of which are hereby made a part hereof and incorporated herein by reference.

24. CONFIDENTIALITY

No Party will, without the written consent of the other, communicate confidential information, designated in writing or identified in this MOU as such, to any third party and will protect such information from inadvertent disclosure to any third party in the same manner that they protect their own confidential information, unless such disclosure is required as a component of the duties of the Party under this MOU, or in response to a validly issued subpoena or other process of law. The Parties agree that all personally identifiable information about students will be treated as confidential information, in accordance with all applicable Federal, State, and local laws and regulations. If the purpose of this MOU requires COUNTY to further disclose confidential student information outside of COUNTY's officers, agents and employees, the information will only be disclosed to a third party pursuant to an existing confidentiality agreement or to a third party otherwise authorized to receive the information and maintain the confidentiality of the information. Upon completion of this MOU, the provisions of this paragraph will continue to survive.

25. SIGNATURE AUTHORITY

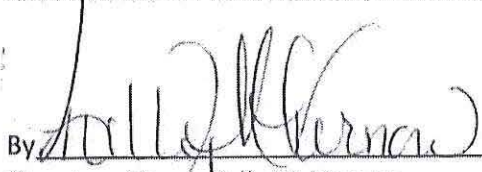
Each Party has full power and authority to enter into and perform this MOU, and the person signing this MOU on behalf of each Party has been properly authorized and empowered to enter into this MOU.

26. COUNTERPARTS

The Parties may sign this MOU in counterparts such that their signatures may be on separate pages. A copy, facsimile or an original of this MOU, with all signatures appended together, shall be deemed a fully executed agreement. Signatures transmitted by facsimile or other electronic means shall be deemed original signatures.

IN WITNESS WHEREOF the parties have executed this Agreement the day and year first written above.


APPROVED AS TO CONTENT
KINGS COUNTY PROBATION DEPARTMENT

By 
Signatory Name: Kelly M. Vernon
Title: Chief Probation Officer


COUNTY OF KINGS

By _____
Joe Neves, Chairman,
Kings County Board of Supervisors

APPROVED AS TO FORM
Diane Freeman,
County Counsel

By 
Jennifer Shiffert,
Deputy County Counsel

KINGS COUNTY SUPERINTENDENT OF SCHOOLS
Todd Barlow,
County Superintendent of Schools

By 
Todd Barlow
County Superintendent of Schools



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM June 21, 2022

SUBMITTED BY: Public Works Department – Dominic Tyburski/Mike Hawkins

SUBJECT: TRACT 756 PHASES 6 AND 7

SUMMARY:

Overview:

The Subdivision Map Act requires the Board of Supervisors to accept all Final Maps prior to being recorded. Final maps are, in general, subdivisions of five lots or more.

Recommendation:

- a. Accept the Final Map for Tract 756 Phases 6 and 7;
- b. Authorize the Clerk of the Board to sign the map.

Fiscal Impact:

Any future maintenance costs will be borne by the Road Fund with funding provided by Zone of Benefit No. 6-7.

BACKGROUND:

This final map is Tract 756 Armona North Phases 6 and 7. This tract map subdivides property north of Front Street and west of 13th Avenue in Armona.

Pursuant to the conditions of approval for this land division, the right of way will be accepted by the County on behalf of the public, but the streets will not be accepted for maintenance. A zone of benefit has been formed to provide for the maintenance of these streets.

This map has been reviewed and meets all conditions of the Advisory Agency, the Subdivision Map Act and the Kings County Development Code.

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.



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM June 21, 2022

SUBMITTED BY: Behavioral Health –Lisa Lewis/UnChong Parry
SUBJECT: MENTAL HEALTH SERVICES ACT ANNUAL UPDATE
SUMMARY:

Overview:

Kings County Behavioral Health (KCBH) is seeking approval of the Mental Health Services Act (MHSA) Fiscal Year (FY) 2020/2021 Annual Update to be submitted to the Department of Health Care Services (DHCS) and the Mental Health Services Oversight and Accountability Commission (MHSOAC).

Recommendation:

Approve the Mental Health Services Act Fiscal Year 2020/2021 Annual Update for submission to the Department of Health Care Services and the Mental Health Services Oversight and Accountability Commission.

Fiscal Impact:

All programs in the FY 2020/2021 Annual Update were funded through MHSA Proposition 63 funds and were included in the Department’s FY 2020/2021 Adopted Budget, in Budget Unit 422200 (Mental Health Services Act).

BACKGROUND:

Welfare and Institutions Code (WIC) Section §5847 (a), requires counties that receive MHSA funding to prepare and submit an Annual Update for each fiscal year. The MHSA Annual Update must include a dynamic planning process comprised of stakeholder participation, needs assessment, data aggregation and analysis, a 30-day public comment period and public hearing, and approval by the Behavioral Health Advisory Board, and the County Board of Supervisors. In October 2021, KCBH began a Community Program & Planning (CPP) Process to develop the MHSA FY 2020/2021 Annual Update. KCBH contracted with the research firm EVALCORP to facilitate the CPP process activities that culminated in the MHSA Annual Update. The CPP process included

(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

MENTAL HEALTH SERVICES ACT ANNUAL UPDATE

June 21, 2022

Page 2 of 2

key stakeholder interviews, community focus groups, and community surveys, presentations of needs assessments to the Behavioral Health Advisory Board (BHAB), a 30-day public notice and comment period, and a formal public hearing.

The MHSA FY 2020/2021 Annual Update is designed to describe Kings County's CPP process, provide an assessment of the needs identified from an inclusive stakeholder process, and describe the proposed programs and expenditures developed through the CPP to support a robust mental health system.

MHSA is made up of five components: Community Services and Supports (CSS); Prevention and Early Intervention (PEI); Innovation; Capital Facilities and Technological Needs (CFTN); and Workforce Education and Training (WET). CSS programs provide direct services to individuals with severe mental illness (SMI). The goal is to provide all services and support for those in need of mental health services and their families consistent with a strength-based approach and client-centered treatment plan for those who are unserved or underserved. PEI programs engage individuals before the development of SMI and serious emotional disturbances (SED) or alleviate the need for additional and extended mental health treatment by facilitating access to services and support at the earliest signs of mental health struggles.

The MHSA FY 2020/2021 Annual Update provides updates and service accomplishments to the adopted MHSA Three Year Program and Expenditure Plan for FY's 2020-2023, to present the needs that have been identified via the CPP process and to propose updates to programs and expenditures to support mental health systems based in wellness and recovery.

In accordance with Title 9 California Code of Regulation (CCR) Section 3300, Community Program and Planning Process requirements, KCBH initiated a 30-Day Public Comment period, which began on April 23, 2022 and concluded on May 23, 2022. Upon completion of the Public Comment period, the Behavioral Health Advisory Board held a Public Hearing on May 23, 2022 to receive any final public comments. KCBH did not receive any public comments, nor were any received at the Public Hearing on May 23, 2022. Attendees of the Public Hearing included Kings County Behavioral Health Advisory Board members, County contracted providers, and Behavioral Health staff. Revisions were not required to the FY 2020/2021 MHSA Annual Update.

A copy of the MHSA FY 2020/2021 Annual Update is on file with the Clerk to the Board and can be reviewed on the Behavioral Health website at www.kcbh.org.



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM June 21, 2022

SUBMITTED BY: Human Resources –Carolyn Leist

SUBJECT: SIDE LETTER OF AGREEMENT WITH THE DEPUTY SHERIFF'S
ASSOCIATION FOR LONGEVITY PAY

SUMMARY:

Overview:

The County's Memorandum of Understanding with the Deputy Sheriff's Association (DSA) was approved with a term beginning July 1, 2021, which included a reopener to continue discussions regarding longevity pay. Negotiations began on December 22, 2021, and the parties have reached an agreement. The agreement has been ratified by the DSA membership, and staff recommends approval by the Board of Supervisors.

Recommendation:

Authorize the County Administrative Officer to sign the Side Letter of Agreement with the Deputy Sheriff's Association for longevity pay beginning June 13, 2022.

Fiscal Impact:

The cost of longevity pay for the Deputy Sheriff's Association for the remainder of this fiscal year is approximately \$4,761 and will be absorbed in the Sheriff's Office and District Attorney's budgets. The cost for year two is anticipated to be approximately \$127,506; however, the cost could be higher, dependent upon anticipated CalPERS retirement rate increase and Social Security costs with the higher salaries implemented in Fiscal Year 2022-2023.

BACKGROUND:

The Memorandum of Understanding with the DSA was approved with a term beginning July 1, 2021 and ending June 30, 2023. This agreement included a reopener to continue discussions regarding longevity pay. The County began negotiations regarding longevity pay with the DSA on December 22, 2021. The parties met and

(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

SIDE LETTER OF AGREEMENT WITH THE DEPUTY SHERIFF'S ASSOCIATION FOR LONGEVITY PAY

June 21, 2022

Page 2 of 2

conferred in good faith and reached an agreement. Effective June 13, 2022 (beginning Pay Period 13-2022), employees who have completed ten years of continuous, full-time service with the County in an allocated position shall, in addition to their salary, receive longevity pay in the amount of three percent (3%). The agreement has been ratified by the DSA membership. The Side Letter Agreement is attached.

**COUNTY OF KINGS (COUNTY) AND
KINGS COUNTY DEPUTY SHERIFFS' ASSOCIATION (DSA)
SIDE LETTER AGREEMENT
RE: LONGEVITY PAY**

June 21, 2022


This is to confirm that the DSA and the County have met and conferred on the reopener of their current Memorandum of Understanding to discuss longevity pay. The parties agree this effectively closes the reopener negotiations.

NEW ARTICLE LONGEVITY PAY

Effective June 13, 2022 (beginning of Pay Period 13-2022), employees who have completed ten (10) years of continuous, full-time-service (20,800 service hours) with the County in an allocated position shall, in addition to their regular salary, receive longevity pay in the amount of three percent (3%). Longevity pay for those employees who are eligible, shall become effective no later than the full pay period following the completion of the required period of continuous service. It is the party's intent that longevity pay will be determined by CalPERS to be pensionable consistent with existing laws and regulations.

Understood and agreed to:

DSA:



Nate Ferrier
DSA President

6/9/22
Date

COUNTY:

Edward Hill
County Administrative Officer

Date

H: MOU/LOA/DSA-22-01



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM June 21, 2022

SUBMITTED BY: Human Resources – Carolyn Leist

SUBJECT: SALARY RESOLUTION UPDATE AND COST OF LIVING INCREASE FOR
MANAGEMENT

SUMMARY:

Overview:

Periodically the Salary Resolution is updated to reflect negotiated Memorandum of Understanding (MOU) agreements with various bargaining units, classification and compensation changes, and the addition and deletion of positions. This update includes miscellaneous additions/deletions and classification activity approved by the Board of Supervisors since the last Salary Resolution. This update also reflects a cost-of-living (COLA) increase for all unrepresented management, appointed department heads and elected officials.

Recommendation:

- a. Approve the Salary Resolution which reflects recommended and previously authorized classification and salary changes, and the adjustment of salary band 2;
- b. Approve a 3% cost-of-living increase for unrepresented management-including department heads, appointed department heads and elected officials (Assessor/Clerk-Recorder, District Attorney, and Sheriff) effective July 11, 2022, pay period 15-2022.

Fiscal Impact:

The total associated costs with these salary adjustments, including the elected official positions of Assessor/Clerk-Recorder, District Attorney, and Sheriff, is \$776,120. The unrepresented management 3% increase was included in the Fiscal Year 2022/2023 Adopted Budget in the amount of \$755,527. The elected official positions of Assessor/Clerk-Recorder, District Attorney, and Sheriff were not included in the Fiscal Year 2022/2023 Adopted Budget in the amount of \$20,593.

(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 COST OF LIVING INCREASE FOR MANAGEMENT

June 21, 2022

Page 2 of 2

BACKGROUND:

Unrepresented management received a cost-of-living increase in September 2021. The proposed salary increase of 3 ranges (approximately 3%) is recommended for all unrepresented management, appointed department heads and 3 elected officials, effective July 11, 2022 (Pay Period 15-2022). The proposed salary increase and effective date would be consistent with the increase and effective date of several bargaining units under current contract.

Pursuant to Ordinance #690 approved on May 14, 2019, the Board of Supervisors set their salary and compensation as a percentage of the Superior Court Judges' salaries. The State has not approved a salary increase for the Superior Court Judges for the next fiscal year. A Salary Resolution will be brought back to reflect the Board of Supervisors new monthly rate, if changes are necessary.

The Salary Resolution will include miscellaneous additions/deletions, classification activity, and an adjustment to salary band 2, along with all other activity previously approved by the Board of Supervisors since the last Salary Resolution approved on December 27, 2021. The proposed change on salary band 2 from \$12,000 to \$16,500 monthly to \$12,000 to \$17,000 monthly would account for the classifications at the top of that band due to the proposed increase. The Salary Resolution is attached with all additions highlighted in red and underlined, and any deletions marked with a strikethrough.

KINGS COUNTY

RESOLUTION NUMBER ~~22-001~~ **22-043**

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

APPROVED BY THE BOARD OF SUPERVISORS ON ~~4/4/2022~~ **6/21/2022**
FOR PAY PERIOD ~~01-2022 (12/27/2021)~~ **13-2022 (06/13/2022)**

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:

MOU/SR

BASIC SALARY SCHEDULE

SECTION I

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

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

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

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

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

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

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

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

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

SECTION II - General Employees

CLASSES ASSIGNED TO SALARY RANGE NUMBERS

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

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>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
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.

Code	Class Title	Effective Salary Range Number	9/6/2021 Approx. Monthly Salary	Effective Salary Range Number	7/11/2022 Approx. Monthly Salary	Effective Salary Range Number	7/10/2023 Approx. Monthly Salary	Effective Salary Range Number	7/6/2024 Approx. Monthly Salary
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	160.5	2969-3621	163.5	3058-3732	165.5	3120-3806
J05	Building Maintenance Worker	171.0	3295-4021	174.0	3394-4143	176.0	3463-4226
J10	Building Operations Specialist	203.0	4531-5528	206.0	4668-5696	208.0	4761-5810
J11	Building Operations Trainee	188.0	3902-4761	191.0	4021-4905	193.0	4101-5004
K14	Equipment & Groundswoker	167.0	3167-3864	170.0	3262-3981	172.0	3328-4061
S10	Equipment Serviceworker	164.5	3089-3768	167.5	3182-3883	169.5	3245-3961
K06	Groundswoker I	152.0	2727-3328	155.0	2810-3429	157.0	2865-3498
K05	Groundswoker II	162.0	3013-3676	165.0	3104-3787	167.0	3167-3864
J02	Janitor**	147.5	2607-3182	147.5	2607-3182	149.5	2661-3245
S02	Master Mechanic	194.5	4163-5080	197.5	4288-5233	199.5	4377-5337
S01	Mechanic	179.5	3585-4377	182.5	3695-4508	184.5	3768-4599
S03	Mechanic Leadworker	204.5	4599-5611	207.5	4739-5782	209.5	4833-5899
U01	Park Aide*	147.5	2607-3182	147.5	2607-3182	147.5	2607-3182
K13	Park Caretaker	172.0	3328-4061	175.0	3429-4184	177.0	3498-4267
R04	Road Maintenance Worker I	153.0	2754-3361	156.0	2837-3463	158.0	2895-3533
R05	Road Maintenance Worker II	167.0	3167-3864	170.0	3262-3981	172.0	3328-4061
R06	Road Maintenance Worker III	177.0	3498-4267	180.0	3604-4397	182.0	3676-4486
R07	Road Maintenance Worker IV	187.0	3864-4715	190.0	3981-4857	192.0	4061-4954
J04	Senior Bldg Maintenance Wkr	181.0	3640-4441	184.0	3749-4576	186.0	3825-4668
J17	Senior Janitor	154.5	2796-3411	157.5	2879-3515	159.5	2938-3585
K32	Service Writer	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.

***Effective November 15, 2021, August 22, 2022 and August 21, 2023 - approved by the Board of Supervisors (BOS) November 23, 21**
 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	220.0	5365-6549	223.0	5528-6748	224.0	5583-6815	225.0	5639-6883
J21	Building Maintenance Supervisor	195.0	4184-5105	198.0	4311-5259	199.0	4354-5311	200.0	4397-5365
P95	Case Review Supervisor	235.0	6231-7604	238.0	6420-7835	239.0	6484-7913	240.0	6549-7992
C63	Central Services Supervisor	167.0	3167-3864	170.0	3262-3981	171.0	3295-4021	172.0	3328-4061
C51	Child Support Office Supervisor	174.5	3411-4163	177.5	3515-4288	178.5	3550-4332	179.5	3585-4377
P10	Child Support Supervisor	194.5	4163-5080	197.5	4288-5233	198.5	4332-5285	199.5	4377-5337
B49	Elections Supervisor	193.0	4101-5004	196.0	4226-5155	197.0	4267-5207	198.0	4311-5259
P28	Eligibility Supervisor	193.5	4122-5028	196.5	4247-5181	197.5	4288-5233	198.5	4332-5285
E60	Emergency Dispatch Supervisor	209.0	4808-5869	212.0	4954-6048	213.0	5004-6108	214.0	5054-6169
P15	Employment & Training Supervisor	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639
C43	Human Services Office Supervisor	171.0	3295-4021	174.0	3394-4143	175.0	3429-4184	176.0	3463-4226
J01	Janitor Supervisor	161.0	2983-3640	164.0	3073-3749	165.0	3104-3787	166.0	3136-3825
P42	Juvenile Corrections Officer IV*	209.0	4808-5869	212.0	4954-6048	213.0	5004-6108	214.0	5054-6169
C92	Legal Office Supervisor	188.5	3921-4786	191.5	4042-4930	192.5	4082-4978	193.5	4122-5028
K12	Parks and Grounds Supervisor	187.0	3864-4715	190.0	3981-4857	191.0	4021-4905	192.0	4061-4954
B76	Principal Information Technology Analyst	252.5	7417-9050	255.5	7642-9324	256.5	7719-9417	257.5	7795-9511
C60	Public Health Office Supervisor	161.5	2999-3659	164.5	3089-3768	165.5	3120-3806	166.5	3151-3845
R08	Roads Supervisor	198.0	4311-5259	201.0	4441-5418	202.0	4486-5472	203.0	4531-5528
E66	Senior Accounting Assistant	176.0	3463-4226	179.0	3567-4354	180.0	3604-4397	181.0	3640-4441
B32	Senior Appraiser	222.0	5472-6680	225.0	5639-6883	226.0	5696-6952	227.0	5753-7022
H12	Senior Dietitian	226.0	5696-6952	229.0	5869-7164	230.0	5928-7235	231.0	5987-7308
E23	Senior Emergency Dispatcher	194.0	4143-5054	197.0	4267-5207	198.0	4311-5259	199.0	4354-5311
P62	Senior Family Resource Coordinator	187.0	3864-4715	190.0	3981-4857	191.0	4021-4905	192.0	4061-4954
K23	Senior Jail Cook	170.5	3278-4001	173.5	3378-4122	174.5	3411-4163	175.5	3446-4205
P06	Social Service Supervisor	220.0	5365-6549	223.0	5528-6748	224.0	5583-6815	225.0	5639-6883
P80	Social Service Supervisor - CPS	230.0	5928-7235	233.0	6108-7455	234.0	6169-7530	235.0	6231-7604
J03	Supervising Building Operations Specialist	213.0	5004-6108	216.0	5155-6294	217.0	5207-6356	218.0	5259-6420
E59	Tax Collection Supervisor	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
P50	Work Crew Supervisor	160.0	2954-3604	163.0	3042-3713	164.0	3073-3749	165.0	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	Salary Range Number
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
M19	Heavy Fire Equipment Operator II	216.0 5155-6294	219.0 5311-6484

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
M19	Heavy Fire Equipment Operator II*	216.0	21.24	22.33	23.47	24.67	25.94

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
M19	Heavy Fire Equipment Operator II*	219.0	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**	161.0	2983-3640	164.0	3073-3749
M51	Detentions Technician II**	171.0	3295-4021	174.0	3394-4143
M04	Detentions Deputy I*	183.0	3713-4531	186.0	3825-4668
M08	Detentions Deputy I-STC*	188.0	3902-4761	191.0	4021-4905
M03	Detentions Deputy II*	198.0	4311-5259	201.0	4441-5418
M09	Detentions Sergeant*	221.5	5446-6647	224.5	5611-6850
C76	Senior Detentions Clerk**	166.0	3136-3825	169.0	3229-3942
M07	Senior Detentions Deputy*	208.0	4761-5810	211.0	4905-5987
M50	Senior Detentions Technician**	181.0	3640-4441	184.0	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	234.5	6200-7568	237.5	6387-7795
M35	Chief Dep Coroner/Public Admin	234.5	6200-7568	237.5	6387-7795
M25	Deputy Sheriff I	205.0	4621-5639	208.0	4761-5810
M02	Deputy Sheriff II	215.0	5105-6231	218.0	5259-6420
M41	Deputy Sheriff Bailiff	205.0	4621-5639	208.0	4761-5810
L16	District Attorney Investigator I	217.0	5207-6356	220.0	5365-6549
L15	District Attorney Investigator II	226.0	5696-6952	229.0	5869-7164
M23	Senior Deputy Sheriff	223.5	5555-6781	226.5	5723-6987
L14	Senior DA Investigator	236.0	6294-7680	239.0	6484-7913
M05	Sheriff's Sergeant	234.5	6200-7568	237.5	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 Salary Range Number</u>	<u>11/1/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>12/26/2022 Approx. Monthly Salary</u>
P03	Deputy Probation Officer I	186.0	3825-4668	189.0	3942-4808
P02	Deputy Probation Officer II	201.0	4441-5418	204.0	4576-5583
P01	Deputy Probation Officer III	211.0	4905-5987	214.0	5054-6169
P05	Deputy Probation Officer IV	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>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	224.5	5611-6850	227.5	5782-7056
T15	Attorney I - Child Support	224.5	5611-6850	227.5	5782-7056
T18	Attorney II - Child Advocacy	239.5	6517-7953	242.5	6713-8195
T14	Attorney II - Child Support	239.5	6517-7953	242.5	6713-8195
T17	Attorney III - Child Advocacy	259.5	7953-9703	262.5	8195-9998
T13	Attorney III - Child Support	259.5	7953-9703	262.5	8195-9998
T16	Attorney IV - Child Advocacy	269.5	8785-10719	272.5	9050-11045
T12	Attorney IV - Child Support	269.5	8785-10719	272.5	9050-11045
T09	Deputy District Attorney I	224.5	5611-6850	227.5	5782-7056
T08	Deputy District Attorney II	239.5	6517-7953	242.5	6713-8195
T07	Deputy District Attorney III	259.5	7953-9703	262.5	8195-9998
T06	Deputy District Attorney IV	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>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
D72	Accountant-Auditor	227.0	5753-7022	230.0	5928-7235
D46	Administrative Analyst I	207.0	4715-5753	210.0	4857-5928
D38	Administrative Analyst II	222.0	5472-6680	225.0	5639-6883
D24	Administrative Analyst III	237.0	6356-7757	240.0	6549-7992
D104	Animal Services Manager	217.0	5207-6356	220.0	5365-6549
D127	Assistant Chief District Attorney Investigator	251.0	7308-8916	254.0	7530-9185
D10	Assistant County Counsel (1)	292.0	10989-13409	295.0	11322-13815
D52	Assistant Director of Child Support Svcs (1)	257.0	7757-9464	260.0	7992-9752
D20	Assistant Director of Finance—Accting Div. (1)	260.5	8032-9800	263.5	8277-10097
D09	Assistant Director of Finance—Treasury Div. (1)	260.5	8032-9800	263.5	8277-10097
D136	Assistant Director, Human Services (1)	273.5	9140-11154	276.5	9417-11492
D143	Assistant Director of Public Health	257.0	7757-9464	260.0	7992-9752
D131	Assistant District Attorney (1)	279.5	9703-11840	282.5	9998-12199
D105	Assistant Fire Chief (1)	264.0	8318-10147	267.0	8570-10455
D14	Assistant Sheriff (1)	283.5	10097-12321	286.5	10403-12693
D138	Auditor-Accountant	227.0	5753-7022	230.0	5928-7235
D45	Battalion Chief (Operations) (2)	244.5	6850-8360	247.5	7056-8613
D45	Battalion Chief (Training/Prevention)	244.5	6850-8360	247.5	7056-8613
D25	Building Maintenance Superintendent	249.5	7200-8785	252.5	7417-9050
D50	Chief Appraiser	231.0	5987-7308	234.0	6169-7530
D93	Chief District Attorney Investigator	261.0	8072-9849	264.0	8318-10147
D06	Chief Engineer	267.5	8613-10507	270.5	8871-10826
D89	Child Support Program Manager	227.0	5753-7022	230.0	5928-7235
D84	Clerk of the Board of Supervisors (1)	227.0	5753-7022	230.0	5928-7235
D68	Clerk/Recorder Manager	219.5	5337-6517	222.5	5500-6713
D117	Clinical Program Manager	240.0	6549-7992	243.0	6748-8235
D82	Compliance and Standards Officer	201.5	4463-5446	204.5	4599-5611
D40	Deputy Ag Commissioner	223.0	5528-6748	226.0	5696-6952
D39	Deputy Ag Commissioner-Sealer	239.0	6484-7913	242.0	6680-8154
D35	Deputy Chief Probation Officer	257.5	7795-9511	260.5	8032-9800
Q20	Deputy Clerk to the Board of Supervisor I	188.0	3902-4761	191.0	4021-4905
Q19	Deputy Clerk to the Board of Supervisor II	198.0	4311-5259	201.0	4441-5418
D48	Deputy County Administrative Officer	257.0	7757-9464	260.0	7992-9752
D87	Deputy County Counsel I	224.5	5611-6850	227.5	5782-7056
D85	Deputy County Counsel II	239.5	6517-7953	242.5	6713-8195
D18	Deputy County Counsel III	259.5	7953-9703	262.5	8195-9998
D28	Deputy County Counsel IV	269.5	8785-10719	272.5	9050-11045
D125	Deputy Director Behavioral Health (1)	243.0	6748-8235	246.0	6952-8485
D115	Deputy Director – Building Official (1)	267.0	8570-10455	270.0	8828-10773
D118	Deputy Director, Economic & Workforce Development	262.0	8154-9948	265.0	8401-10249
D16	Deputy Director, Human Services (1)	266.5	8526-10403	269.5	8785-10719
D41	Deputy Sealer of Weights & Measures	223.0	5528-6748	226.0	5696-6952
D27	Deputy Veteran’s Svc Officer/Public Guardian (1)	222.5	5500-6713	225.5	5666-6918
D12	Detentions Captain	252.0	7381-9005	255.0	7604-9277
D11	Detentions Lieutenant	235.5	6263-7642	238.5	6453-7875
D76	Economic Development Manager	223.0	5528-6748	226.0	5696-6952
D98	Elections Manager	227.0	5753-7022	230.0	5928-7235
D53	Emergency Services Coordinator	216.0	5155-6294	219.0	5311-6484
D57	Emergency Services Manager*	233.0	6108-7455	236.0	6294-7680
D102	Environmental Health Division Manager (1)	239.5	6517-7953	242.5	6713-8195
D147	Executive Assistant District Attorney*	284.5	10197-12445	287.5	10507-12821
Q22	Executive Secretary	188.0	3902-4761	191.0	4021-4905

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>	9/20/2021 Approx. Monthly Salary	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approximate Monthly Equivalent</u>
D114	Facilities Manager	217.5	5233-6387	220.5	5391-6581
D130	Family Practice Nurse Practitioner/ Physician's Assistant-Certified	262.0	8154-9948	265.0	8401-10249
D56	First 5 Program Officer	227.0	5753-7022	230.0	5928-7235
D62	First 5 School Readiness Coordinator	222.0	5472-6680	225.0	5639-6883
D17	Fiscal Analyst I	206.0	4668-5696	209.0	4808-5869
D02	Fiscal Analyst II	216.0	5155-6294	219.0	5311-6484
D124	Fiscal Analyst III	227.0	5753-7022	230.0	5928-7235
D121	Fleet Services Superintendent	225.5	5666-6918	228.5	5840-7127
D110	Food Services Manager	200.5	4420-5391	203.5	4553-5555
D106	IT Security and Compliance Administrator	254.0	7530-9185	257.0	7757-9464
D59	Information Technology Manager	258.5	7875-9608	261.5	8112-9897
D123	Juvenile Corrections Manager	219.5	5337-6517	222.5	5500-6713
D61	JTO Program Manager	227.0	5753-7022	230.0	5928-7235
D79	Library Manager	227.0	5753-7022	230.0	5928-7235
D101	Nursing Division Manager (1)	267.0	8570-10455	270.0	8828-10773
D37	Nutrition Services Manager	232.0	6048-7381	235.0	6231-7604
D77	Parks & Grounds Superintendent	235.5	6263-7642	238.5	6453-7875
D133	Payroll Manager	227.0	5753-7022	230.0	5928-7235
Q23	Payroll Specialist I*	189.0	3942-4808	192.0	4061-4954
Q24	Payroll Specialist II*	199.0	4354-5311	202.0	4486-5472
D03	Personnel Analyst I	207.0	4715-5753	210.0	4857-5928
D04	Personnel Analyst II	222.0	5472-6680	225.0	5639-6883
D05	Personnel Analyst III	237.0	6356-7757	240.0	6549-7992
Q11	Personnel Assistant I	168.0	3198-3902	171.0	3295-4021
Q12	Personnel Assistant II	178.0	3533-4311	181.0	3640-4441
Q13	Personnel Assistant III	188.0	3902-4761	191.0	4021-4905
Q05	Personnel Technician I	191.0	4021-4905	194.0	4143-5054
Q04	Personnel Technician II	201.0	4441-5418	204.0	4576-5583
D139	Principal Personnel Analyst	257.0	7757-9464	260.0	7992-9752
D42	Probation Division Manager	235.0	6231-7604	238.0	6420-7835
D65	Program Manager, Human Services	237.0	6356-7757	240.0	6549-7992
D111	Program Manager, Behavioral or Public Health	227.0	5753-7022	230.0	5928-7235
D96	Program Specialist	216.0	5155-6294	219.0	5311-6484
D71	Property Tax Manager	216.0	5155-6294	219.0	5311-6484
D58	Public Health Laboratory Director	252.0	7381-9005	255.0	7604-9277
D92	Purchasing Manager	234.5	6200-7568	237.5	6387-7795
D141	Quality Assurance Manager	227.0	5753-7022	230.0	5928-7235
D135	Risk Manager	252.5	7417-9050	255.5	7642-9324
Q17	Risk Technician I	185.0	3787-4621	188.0	3902-4761
Q16	Risk Technician II	195.0	4184-5105	198.0	4311-5259
Q18	Risk Technician III*	205.0	4621-5639	208.0	4761-5810
D60	Road Superintendent	249.5	7200-8785	252.5	7417-9050
Q07	Secretary	178.0	3533-4311	181.0	3640-4441
Q01	Secretary to the C.A.O.	206.0	4668-5696	209.0	4808-5869
Q02	Secretary to the County Counsel	206.0	4668-5696	209.0	4808-5869
Q03	Secretary to the District Attorney	206.0	4668-5696	209.0	4808-5869
Q32	Secretary to the Sheriff	206.0	4668-5696	209.0	4808-5869

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>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approximate Monthly Equivalent</u>
D08	Senior Accountant-Auditor	242.0	6680-8154	245.0	6883-8401
Q06	Senior Personnel Technician*	211.0	4905-5987	214.0	5054-6169
D29	Sheriff's Commander	260.0	7992-9752	263.0	8235-10046
D134	Sheriff's Records Manager	215.0	5105-6231	218.0	5259-6420
D54	Social Services Program Manager	240.0	6549-7992	243.0	6748-8235
D140	Staff Support Manager	238.0	6420-7835	241.0	6614-8072
D75	Supervising Attorney - Child Advocacy	274.5	9230-11265	277.5	9511-11606
D34	Supervising Attorney - Child Support	274.5	9230-11265	277.5	9511-11606
D108	Supervising Environmental Health Officer	226.0	5696-6952	229.0	5869-7164
Q31	Supervising Legal Secretary	179.5	3585-4377	182.5	3695-4508
D13	Supervising Public Health Nurse	247.0	7022-8570	250.0	7235-8828
D122	Supervising Welfare Fraud Investigator	216.0	5155-6294	219.0	5311-6484
D91	Treasury Manager	241.0	6614-8072	244.0	6815-8318
D109	Victim Witness Coordinator	206.5	4690-5723	209.5	4833-5899

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

Step 1	Step 2	Step 3	Step 4	Step 5
\$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)

***Effective 01/24/2022 - approved by the Board of Supervisors (BOS) 2/1/2022**

Emergency Services Manager: New classification with salary set at Range 233.0 (\$6,108 -\$7,455)

***Effective 02/7/2022 - approved by the Board of Supervisors (BOS) 2/8/2022**

Risk Technician III: Salary range set to 205.0 (\$4,621-\$5,639)

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-\$167,500	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

<u>Flat Monthly (b)</u>		
\$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**~~

<u>Flat Monthly (b)</u>		
\$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**~~

<u>Flat Monthly (b)</u>		
\$6,341	Board of Supervisors	A01
\$7,118	Chairperson, Board of Supervisors	A00

~~By Ordinance #690 approved May 14, 2019 (b) 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: 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 ~~P~~ersonnel ~~R~~ule 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) - 1/26 of 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) - 1/26 of 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 Management Group III</u> = (non-exempt)	All Executive Secretary positions Deputy Clerk to B.O.S. I/II Payroll Specialist I/II Personnel Assistant I/II/III Personnel Technician I/II Risk Technician I/II/III Secretary	Secretary to the C.A.O. Secretary to County Counsel Secretary to the District Attorney Secretary to the Sheriff Senior Personnel Technician 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.

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

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

HEALTH/DENTAL/OPTICAL PLAN PREMIUM CONTRIBUTION

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

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

PPO Plan	
<u>Health/Dental/Vision Plan Level</u>	<u>County Share</u>
Single	\$ 641.44
Two-Party	\$ 1167.86
Family	\$ 1757.26

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).

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

LONG TERM DISABILITY INSURANCE

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

SICK LEAVE ACCRUAL

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

b. All regular full-time and regular part-time management employees hired January 1, 1999 or thereafter will accrue sick leave as follows:

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

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

UNUSED SICK LEAVE PAYOFF/POST RETIREMENT HEALTH BENEFIT

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

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

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

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

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

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

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.

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.

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

H: SR5

SECTION VI

BASE AND TIME OF PAY

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

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

EFFECTIVE DATE

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

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

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

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

WITNESS my hand and seal of said Board of Supervisors this _____ day of _____, 2022.

Clerk of said Board of Supervisors

KINGS COUNTY

RESOLUTION NUMBER 22-043

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

APPROVED BY THE BOARD OF SUPERVISORS ON 6/21/2022
FOR PAY PERIOD 13-2022 (06/13/2022)

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:

MOU/SR

BASIC SALARY SCHEDULE

SECTION I

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

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

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

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

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

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

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

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

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

SECTION II - General Employees

CLASSES ASSIGNED TO SALARY RANGE NUMBERS

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

Code	Class Title	Effective Salary Range Number	9/6/2021 Approx. Monthly Salary	Effective Salary Range Number	7/11/2022 Approx. Monthly Salary	Effective Salary Range Number	7/10/2023 Approx. Monthly Salary	Effective Salary Range Number	7/6/2024 Approx. Monthly Salary
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.

Code	Class Title	Effective Salary Range Number	9/6/2021 Approx. Monthly Salary	Effective Salary Range Number	7/11/2022 Approx. Monthly Salary	Effective Salary Range Number	7/10/2023 Approx. Monthly Salary	Effective Salary Range Number	7/6/2024 Approx. Monthly Salary
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	160.5	2969-3621	163.5	3058-3732	165.5	3120-3806
J05	Building Maintenance Worker	171.0	3295-4021	174.0	3394-4143	176.0	3463-4226
J10	Building Operations Specialist	203.0	4531-5528	206.0	4668-5696	208.0	4761-5810
J11	Building Operations Trainee	188.0	3902-4761	191.0	4021-4905	193.0	4101-5004
K14	Equipment & Groundswoker	167.0	3167-3864	170.0	3262-3981	172.0	3328-4061
S10	Equipment Serviceworker	164.5	3089-3768	167.5	3182-3883	169.5	3245-3961
K06	Groundswoker I	152.0	2727-3328	155.0	2810-3429	157.0	2865-3498
K05	Groundswoker II	162.0	3013-3676	165.0	3104-3787	167.0	3167-3864
J02	Janitor**	147.5	2607-3182	147.5	2607-3182	149.5	2661-3245
S02	Master Mechanic	194.5	4163-5080	197.5	4288-5233	199.5	4377-5337
S01	Mechanic	179.5	3585-4377	182.5	3695-4508	184.5	3768-4599
S03	Mechanic Leadworker	204.5	4599-5611	207.5	4739-5782	209.5	4833-5899
U01	Park Aide*	147.5	2607-3182	147.5	2607-3182	147.5	2607-3182
K13	Park Caretaker	172.0	3328-4061	175.0	3429-4184	177.0	3498-4267
R04	Road Maintenance Worker I	153.0	2754-3361	156.0	2837-3463	158.0	2895-3533
R05	Road Maintenance Worker II	167.0	3167-3864	170.0	3262-3981	172.0	3328-4061
R06	Road Maintenance Worker III	177.0	3498-4267	180.0	3604-4397	182.0	3676-4486
R07	Road Maintenance Worker IV	187.0	3864-4715	190.0	3981-4857	192.0	4061-4954
J04	Senior Bldg Maintenance Wkr	181.0	3640-4441	184.0	3749-4576	186.0	3825-4668
J17	Senior Janitor	154.5	2796-3411	157.5	2879-3515	159.5	2938-3585
K32	Service Writer	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.

***Effective November 15, 2021, August 22, 2022 and August 21, 2023 - approved by the Board of Supervisors (BOS) November 23, 21**
 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	220.0	5365-6549	223.0	5528-6748	224.0	5583-6815	225.0	5639-6883
J21	Building Maintenance Supervisor	195.0	4184-5105	198.0	4311-5259	199.0	4354-5311	200.0	4397-5365
P95	Case Review Supervisor	235.0	6231-7604	238.0	6420-7835	239.0	6484-7913	240.0	6549-7992
C63	Central Services Supervisor	167.0	3167-3864	170.0	3262-3981	171.0	3295-4021	172.0	3328-4061
C51	Child Support Office Supervisor	174.5	3411-4163	177.5	3515-4288	178.5	3550-4332	179.5	3585-4377
P10	Child Support Supervisor	194.5	4163-5080	197.5	4288-5233	198.5	4332-5285	199.5	4377-5337
B49	Elections Supervisor	193.0	4101-5004	196.0	4226-5155	197.0	4267-5207	198.0	4311-5259
P28	Eligibility Supervisor	193.5	4122-5028	196.5	4247-5181	197.5	4288-5233	198.5	4332-5285
E60	Emergency Dispatch Supervisor	209.0	4808-5869	212.0	4954-6048	213.0	5004-6108	214.0	5054-6169
P15	Employment & Training Supervisor	200.0	4397-5365	203.0	4531-5528	204.0	4576-5583	205.0	4621-5639
C43	Human Services Office Supervisor	171.0	3295-4021	174.0	3394-4143	175.0	3429-4184	176.0	3463-4226
J01	Janitor Supervisor	161.0	2983-3640	164.0	3073-3749	165.0	3104-3787	166.0	3136-3825
P42	Juvenile Corrections Officer IV*	209.0	4808-5869	212.0	4954-6048	213.0	5004-6108	214.0	5054-6169
C92	Legal Office Supervisor	188.5	3921-4786	191.5	4042-4930	192.5	4082-4978	193.5	4122-5028
K12	Parks and Grounds Supervisor	187.0	3864-4715	190.0	3981-4857	191.0	4021-4905	192.0	4061-4954
B76	Principal Information Technology Analyst	252.5	7417-9050	255.5	7642-9324	256.5	7719-9417	257.5	7795-9511
C60	Public Health Office Supervisor	161.5	2999-3659	164.5	3089-3768	165.5	3120-3806	166.5	3151-3845
R08	Roads Supervisor	198.0	4311-5259	201.0	4441-5418	202.0	4486-5472	203.0	4531-5528
E66	Senior Accounting Assistant	176.0	3463-4226	179.0	3567-4354	180.0	3604-4397	181.0	3640-4441
B32	Senior Appraiser	222.0	5472-6680	225.0	5639-6883	226.0	5696-6952	227.0	5753-7022
H12	Senior Dietitian	226.0	5696-6952	229.0	5869-7164	230.0	5928-7235	231.0	5987-7308
E23	Senior Emergency Dispatcher	194.0	4143-5054	197.0	4267-5207	198.0	4311-5259	199.0	4354-5311
P62	Senior Family Resource Coordinator	187.0	3864-4715	190.0	3981-4857	191.0	4021-4905	192.0	4061-4954
K23	Senior Jail Cook	170.5	3278-4001	173.5	3378-4122	174.5	3411-4163	175.5	3446-4205
P06	Social Service Supervisor	220.0	5365-6549	223.0	5528-6748	224.0	5583-6815	225.0	5639-6883
P80	Social Service Supervisor - CPS	230.0	5928-7235	233.0	6108-7455	234.0	6169-7530	235.0	6231-7604
J03	Supervising Building Operations Specialist	213.0	5004-6108	216.0	5155-6294	217.0	5207-6356	218.0	5259-6420
E59	Tax Collection Supervisor	206.0	4668-5696	209.0	4808-5869	210.0	4857-5928	211.0	4905-5987
P50	Work Crew Supervisor	160.0	2954-3604	163.0	3042-3713	164.0	3073-3749	165.0	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	Approx. Monthly Salary	Salary Range	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
M19	Heavy Fire Equipment Operator II	216.0	5155-6294	219.0	5311-6484

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
M19	Heavy Fire Equipment Operator II*	216.0	21.24	22.33	23.47	24.67	25.94

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
M19	Heavy Fire Equipment Operator II*	219.0	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**	161.0	2983-3640	164.0	3073-3749
M51	Detentions Technician II**	171.0	3295-4021	174.0	3394-4143
M04	Detentions Deputy I*	183.0	3713-4531	186.0	3825-4668
M08	Detentions Deputy I-STC*	188.0	3902-4761	191.0	4021-4905
M03	Detentions Deputy II*	198.0	4311-5259	201.0	4441-5418
M09	Detentions Sergeant*	221.5	5446-6647	224.5	5611-6850
C76	Senior Detentions Clerk**	166.0	3136-3825	169.0	3229-3942
M07	Senior Detentions Deputy*	208.0	4761-5810	211.0	4905-5987
M50	Senior Detentions Technician**	181.0	3640-4441	184.0	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	234.5	6200-7568	237.5	6387-7795
M35	Chief Dep Coroner/Public Admin	234.5	6200-7568	237.5	6387-7795
M25	Deputy Sheriff I	205.0	4621-5639	208.0	4761-5810
M02	Deputy Sheriff II	215.0	5105-6231	218.0	5259-6420
M41	Deputy Sheriff Bailiff	205.0	4621-5639	208.0	4761-5810
L16	District Attorney Investigator I	217.0	5207-6356	220.0	5365-6549
L15	District Attorney Investigator II	226.0	5696-6952	229.0	5869-7164
M23	Senior Deputy Sheriff	223.5	5555-6781	226.5	5723-6987
L14	Senior DA Investigator	236.0	6294-7680	239.0	6484-7913
M05	Sheriff's Sergeant	234.5	6200-7568	237.5	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 Salary Range Number</u>	<u>11/1/2021 Approx. Monthly Salary</u>	<u>Effective Salary Range Number</u>	<u>12/26/2022 Approx. Monthly Salary</u>
P03	Deputy Probation Officer I	186.0	3825-4668	189.0	3942-4808
P02	Deputy Probation Officer II	201.0	4441-5418	204.0	4576-5583
P01	Deputy Probation Officer III	211.0	4905-5987	214.0	5054-6169
P05	Deputy Probation Officer IV	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>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	224.5	5611-6850	227.5	5782-7056
T15	Attorney I - Child Support	224.5	5611-6850	227.5	5782-7056
T18	Attorney II - Child Advocacy	239.5	6517-7953	242.5	6713-8195
T14	Attorney II - Child Support	239.5	6517-7953	242.5	6713-8195
T17	Attorney III - Child Advocacy	259.5	7953-9703	262.5	8195-9998
T13	Attorney III - Child Support	259.5	7953-9703	262.5	8195-9998
T16	Attorney IV - Child Advocacy	269.5	8785-10719	272.5	9050-11045
T12	Attorney IV - Child Support	269.5	8785-10719	272.5	9050-11045
T09	Deputy District Attorney I	224.5	5611-6850	227.5	5782-7056
T08	Deputy District Attorney II	239.5	6517-7953	242.5	6713-8195
T07	Deputy District Attorney III	259.5	7953-9703	262.5	8195-9998
T06	Deputy District Attorney IV	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>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
D72	Accountant-Auditor	227.0	5753-7022	230.0	5928-7235
D46	Administrative Analyst I	207.0	4715-5753	210.0	4857-5928
D38	Administrative Analyst II	222.0	5472-6680	225.0	5639-6883
D24	Administrative Analyst III	237.0	6356-7757	240.0	6549-7992
D104	Animal Services Manager	217.0	5207-6356	220.0	5365-6549
D127	Assistant Chief District Attorney Investigator	251.0	7308-8916	254.0	7530-9185
D10	Assistant County Counsel (1)	292.0	10989-13409	295.0	11322-13815
D52	Assistant Director of Child Support Svcs (1)	257.0	7757-9464	260.0	7992-9752
D20	Assistant Director of Finance—Accting Div. (1)	260.5	8032-9800	263.5	8277-10097
D09	Assistant Director of Finance—Treasury Div. (1)	260.5	8032-9800	263.5	8277-10097
D136	Assistant Director, Human Services (1)	273.5	9140-11154	276.5	9417-11492
D143	Assistant Director of Public Health	257.0	7757-9464	260.0	7992-9752
D131	Assistant District Attorney (1)	279.5	9703-11840	282.5	9998-12199
D105	Assistant Fire Chief (1)	264.0	8318-10147	267.0	8570-10455
D14	Assistant Sheriff (1)	283.5	10097-12321	286.5	10403-12693
D138	Auditor-Accountant	227.0	5753-7022	230.0	5928-7235
D45	Battalion Chief (Operations) (2)	244.5	6850-8360	247.5	7056-8613
D45	Battalion Chief (Training/Prevention)	244.5	6850-8360	247.5	7056-8613
D25	Building Maintenance Superintendent	249.5	7200-8785	252.5	7417-9050
D50	Chief Appraiser	231.0	5987-7308	234.0	6169-7530
D93	Chief District Attorney Investigator	261.0	8072-9849	264.0	8318-10147
D06	Chief Engineer	267.5	8613-10507	270.5	8871-10826
D89	Child Support Program Manager	227.0	5753-7022	230.0	5928-7235
D84	Clerk of the Board of Supervisors (1)	227.0	5753-7022	230.0	5928-7235
D68	Clerk/Recorder Manager	219.5	5337-6517	222.5	5500-6713
D117	Clinical Program Manager	240.0	6549-7992	243.0	6748-8235
D82	Compliance and Standards Officer	201.5	4463-5446	204.5	4599-5611
D40	Deputy Ag Commissioner	223.0	5528-6748	226.0	5696-6952
D39	Deputy Ag Commissioner-Sealer	239.0	6484-7913	242.0	6680-8154
D35	Deputy Chief Probation Officer	257.5	7795-9511	260.5	8032-9800
Q20	Deputy Clerk to the Board of Supervisor I	188.0	3902-4761	191.0	4021-4905
Q19	Deputy Clerk to the Board of Supervisor II	198.0	4311-5259	201.0	4441-5418
D48	Deputy County Administrative Officer	257.0	7757-9464	260.0	7992-9752
D87	Deputy County Counsel I	224.5	5611-6850	227.5	5782-7056
D85	Deputy County Counsel II	239.5	6517-7953	242.5	6713-8195
D18	Deputy County Counsel III	259.5	7953-9703	262.5	8195-9998
D28	Deputy County Counsel IV	269.5	8785-10719	272.5	9050-11045
D125	Deputy Director Behavioral Health (1)	243.0	6748-8235	246.0	6952-8485
D115	Deputy Director – Building Official (1)	267.0	8570-10455	270.0	8828-10773
D118	Deputy Director, Economic & Workforce Development	262.0	8154-9948	265.0	8401-10249
D16	Deputy Director, Human Services (1)	266.5	8526-10403	269.5	8785-10719
D41	Deputy Sealer of Weights & Measures	223.0	5528-6748	226.0	5696-6952
D27	Deputy Veteran’s Svc Officer/Public Guardian (1)	222.5	5500-6713	225.5	5666-6918
D12	Detentions Captain	252.0	7381-9005	255.0	7604-9277
D11	Detentions Lieutenant	235.5	6263-7642	238.5	6453-7875
D76	Economic Development Manager	223.0	5528-6748	226.0	5696-6952
D98	Elections Manager	227.0	5753-7022	230.0	5928-7235
D53	Emergency Services Coordinator	216.0	5155-6294	219.0	5311-6484
D57	Emergency Services Manager*	233.0	6108-7455	236.0	6294-7680
D102	Environmental Health Division Manager (1)	239.5	6517-7953	242.5	6713-8195
D147	Executive Assistant District Attorney*	284.5	10197-12445	287.5	10507-12821
Q22	Executive Secretary	188.0	3902-4761	191.0	4021-4905

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>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
D114	Facilities Manager	217.5	5233-6387	220.5	5391-6581
D130	Family Practice Nurse Practitioner/ Physician's Assistant-Certified	262.0	8154-9948	265.0	8401-10249
D56	First 5 Program Officer	227.0	5753-7022	230.0	5928-7235
D62	First 5 School Readiness Coordinator	222.0	5472-6680	225.0	5639-6883
D17	Fiscal Analyst I	206.0	4668-5696	209.0	4808-5869
D02	Fiscal Analyst II	216.0	5155-6294	219.0	5311-6484
D124	Fiscal Analyst III	227.0	5753-7022	230.0	5928-7235
D121	Fleet Services Superintendent	225.5	5666-6918	228.5	5840-7127
D110	Food Services Manager	200.5	4420-5391	203.5	4553-5555
D106	IT Security and Compliance Administrator	254.0	7530-9185	257.0	7757-9464
D59	Information Technology Manager	258.5	7875-9608	261.5	8112-9897
D123	Juvenile Corrections Manager	219.5	5337-6517	222.5	5500-6713
D61	JTO Program Manager	227.0	5753-7022	230.0	5928-7235
D79	Library Manager	227.0	5753-7022	230.0	5928-7235
D101	Nursing Division Manager (1)	267.0	8570-10455	270.0	8828-10773
D37	Nutrition Services Manager	232.0	6048-7381	235.0	6231-7604
D77	Parks & Grounds Superintendent	235.5	6263-7642	238.5	6453-7875
D133	Payroll Manager	227.0	5753-7022	230.0	5928-7235
Q23	Payroll Specialist I*	189.0	3942-4808	192.0	4061-4954
Q24	Payroll Specialist II*	199.0	4354-5311	202.0	4486-5472
D03	Personnel Analyst I	207.0	4715-5753	210.0	4857-5928
D04	Personnel Analyst II	222.0	5472-6680	225.0	5639-6883
D05	Personnel Analyst III	237.0	6356-7757	240.0	6549-7992
Q11	Personnel Assistant I	168.0	3198-3902	171.0	3295-4021
Q12	Personnel Assistant II	178.0	3533-4311	181.0	3640-4441
Q13	Personnel Assistant III	188.0	3902-4761	191.0	4021-4905
Q05	Personnel Technician I	191.0	4021-4905	194.0	4143-5054
Q04	Personnel Technician II	201.0	4441-5418	204.0	4576-5583
D139	Principal Personnel Analyst	257.0	7757-9464	260.0	7992-9752
D42	Probation Division Manager	235.0	6231-7604	238.0	6420-7835
D65	Program Manager, Human Services	237.0	6356-7757	240.0	6549-7992
D111	Program Manager, Behavioral or Public Health	227.0	5753-7022	230.0	5928-7235
D96	Program Specialist	216.0	5155-6294	219.0	5311-6484
D71	Property Tax Manager	216.0	5155-6294	219.0	5311-6484
D58	Public Health Laboratory Director	252.0	7381-9005	255.0	7604-9277
D92	Purchasing Manager	234.5	6200-7568	237.5	6387-7795
D141	Quality Assurance Manager	227.0	5753-7022	230.0	5928-7235
D135	Risk Manager	252.5	7417-9050	255.5	7642-9324
Q17	Risk Technician I	185.0	3787-4621	188.0	3902-4761
Q16	Risk Technician II	195.0	4184-5105	198.0	4311-5259
Q18	Risk Technician III*	205.0	4621-5639	208.0	4761-5810
D60	Road Superintendent	249.5	7200-8785	252.5	7417-9050
Q07	Secretary	178.0	3533-4311	181.0	3640-4441
Q01	Secretary to the C.A.O.	206.0	4668-5696	209.0	4808-5869
Q02	Secretary to the County Counsel	206.0	4668-5696	209.0	4808-5869
Q03	Secretary to the District Attorney	206.0	4668-5696	209.0	4808-5869
Q32	Secretary to the Sheriff	206.0	4668-5696	209.0	4808-5869

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>	<u>Effective Salary Range Number</u>	<u>7/11/2022 Approx. Monthly Salary</u>
D08	Senior Accountant-Auditor	242.0	6680-8154	245.0	6883-8401
Q06	Senior Personnel Technician*	211.0	4905-5987	214.0	5054-6169
D29	Sheriff's Commander	260.0	7992-9752	263.0	8235-10046
D134	Sheriff's Records Manager	215.0	5105-6231	218.0	5259-6420
D54	Social Services Program Manager	240.0	6549-7992	243.0	6748-8235
D140	Staff Support Manager	238.0	6420-7835	241.0	6614-8072
D75	Supervising Attorney - Child Advocacy	274.5	9230-11265	277.5	9511-11606
D34	Supervising Attorney - Child Support	274.5	9230-11265	277.5	9511-11606
D108	Supervising Environmental Health Officer	226.0	5696-6952	229.0	5869-7164
Q31	Supervising Legal Secretary	179.5	3585-4377	182.5	3695-4508
D13	Supervising Public Health Nurse	247.0	7022-8570	250.0	7235-8828
D122	Supervising Welfare Fraud Investigator	216.0	5155-6294	219.0	5311-6484
D91	Treasury Manager	241.0	6614-8072	244.0	6815-8318
D109	Victim Witness Coordinator	206.5	4690-5723	209.5	4833-5899

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

Step 1	Step 2	Step 3	Step 4	Step 5
\$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)

***Effective 01/24/2022 - approved by the Board of Supervisors (BOS) 2/1/2022**

Emergency Services Manager: New classification with salary set at Range 233.0 (\$6,108 -\$7,455)

***Effective 02/7/2022 - approved by the Board of Supervisors (BOS) 2/8/2022**

Risk Technician III: Salary range set to 205.0 (\$4,621-\$5,639)

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-\$17,000	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

Effective: September 20, 2021

<u>Flat Monthly</u>		
\$6,876.69	Board of Supervisors	A01
\$7,653.69	Chairperson, Board of Supervisors	A00

By Ordinance #690 approved May 14, 2019

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.

(a) The Chief Probation Officer is covered by a modified merit system (see Personnel Rule 2034).

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

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

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

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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

Service Hours	Hours (days) Earned (based on hrs)	Rate (based on hours)
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:

Hours (days) Earned (based on hrs)	Maximum Vacation Accumulation Limits
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.

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

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

HEALTH/DENTAL/OPTICAL PLAN PREMIUM CONTRIBUTION

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

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

PPO Plan	
<u>Health/Dental/Vision Plan Level</u>	<u>County Share</u>
Single	\$ 641.44
Two-Party	\$ 1167.86
Family	\$ 1757.26

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).

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

LONG TERM DISABILITY INSURANCE

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

SICK LEAVE ACCRUAL

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

b. All regular full-time and regular part-time management employees hired January 1, 1999 or thereafter will accrue sick leave as follows:

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

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

UNUSED SICK LEAVE PAYOFF/POST RETIREMENT HEALTH BENEFIT

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

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

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

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

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

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

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.

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.

FIRE MANAGEMENT STRIKE TEAM PAY

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

BATTALION CHIEF HOLIDAY-IN-LIEU

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

All Administrative (40 hour work week - Fire Prevention/ Training) Battalion Chiefs shall receive 8 hours Holiday Pay and will receive an additional 16 hours Holiday-in-Lieu for each whole holiday. On ½ day holidays, Administrative Battalion Chiefs will receive 4 hours of Holiday Pay with no additional compensation of Holiday-in-lieu.

UNIFORM ALLOWANCE

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

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

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

H: SR5

SECTION VI

BASE AND TIME OF PAY

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

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

EFFECTIVE DATE

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

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

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

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

WITNESS my hand and seal of said Board of Supervisors this _____ day of _____, 2022.

 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 June 21, 2022

SUBMITTED BY: Information Technology Department - John Devlin

SUBJECT: MAINTENANCE AND SERVICE AGREEMENT WITH ACCURATE CONTROLS

SUMMARY:

Overview:

Kings County currently has a maintenance agreement with Accurate Controls Inc. for the service of video surveillance and access control systems located in the Kings County Jail (1570 Kings County Drive). This agreement will expire on June 30, 2022. A new agreement covering a three-year term is proposed from the same sole source vendor. The vendor was selected at the initial build of the Kings County Jail. This item requires Board approval as the agreement exceeds the Purchasing Manager's \$50,000 authorization limit.

Recommendation:

Approve the agreement with Accurate Controls, Inc. for Kings County Jail surveillance and access control system.

Fiscal Impact:

The entire three-year term fiscal impact is \$139,565. The first installment of \$62,804 is included in the Sheriff's I.T. Managed Contracts Fiscal Year (FY) 2022-2023 recommended budget (Budget Unit 223000). The subsequent two payments of \$48,848 and \$27,913 will be requested in the FY 2023-2024 and FY 2024-2025 budgets.

(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

MAINTENANCE AND SERVICE AGREEMENT WITH ACCURATE CONTROLS

June 21, 2022

Page 2 of 2

BACKGROUND:

Accurate Controls is the system for the locking and unlocking of the jail cells, sally port gates, and security doors. It is also a surveillance system with video cameras that records video and provides a live video feed throughout the jail. Accurate Controls designed and built the control panels utilized throughout the jail system which is why the maintenance is sole sourced. By entering into a new three-year agreement, the savings to the County when compared to three annual contracts equals \$29,815. This \$139,565 agreement exceeds the Purchasing Manager's limit and requires Board Approval. The agreement has been reviewed and approved as to form by County Counsel.



ACCURATE CONTROLS, INC.
SECURITY AUTOMATION SYSTEMS

County of Kings Jail

Jeromy Dahlke

Director of Service Sales

 920.748.6603 ext.1

 jdahlke@accuratecontrols.com

 420 E. Oshkosh St, Ripon WI 54971



SERVICE AGREEMENT

(Security Automation Systems)

THIS AGREEMENT executed on this the 6th day of June, 2022, but agreed to be effective from and after the 1st day of July, 2022, by and between the County of Kings (hereinafter "County"), and **ACCURATE CONTROLS, INC.**, (hereinafter "CONTRACTOR"). **NOW, THEREFORE, FOR AND IN CONSIDERATION** of the mutual promises and agreements contained herein, County hires CONTRACTOR and CONTRACTOR agrees to work for County under the terms and conditions hereby agreed upon by the parties.

SECTION 1 – Scope of Services

CONTRACTOR agrees to perform services for the County’s security automation systems, installed by CONTRACTOR at the County’s facility located at 1570 Kings County Drive, Hanford, CA. CONTRACTOR agrees to perform the work for the County on the terms and conditions set forth in this Agreement and as defined under the following Plans. It is recommended that the County provide an internet link for remote access, so we can better support your facility. Schedule A reflects fees for time and material costs for work in addition to what is covered by this Agreement. Schedule B includes the following equipment/ systems that are included for support per a service contract. Schedule B shows equipment that can be eligible for repair/ replacement per a Gold or Silver plan. Schedule C excludes equipment /systems that CONTRACTOR does not support per this contract.

SILVER PLAN:

Provide online, 24/7 telephone technical assistance, equipment replacement, and two (2) scheduled annual service visits. Annual service visit will include one qualified technician for a limit of two (2) days, 8:00 am until 4:30 pm (lunch break 1/2 hour) to inspect and adjust any equipment scheduled by the County or deemed necessary by the inspecting Technician. Each visit will include a routine check of all security control systems installed by CONTRACTOR. The scheduled service date shall be determined at the beginning of the Agreement.

An unscheduled visit may be arranged at any time deemed necessary by the County. However, one (1) unscheduled visit will remove one (1) scheduled visits from your scheduled visit balance. An Accurate Controls’ Service Technician will be sent to the site to service or replace the “critical” item only. No routine service work will be performed during the emergency visit.

CONTRACTOR will cover replacement of defective equipment in an amount not to exceed \$3,000.00 per item replaced. County shall cover cost of equipment over and above \$3,000.00 per item. During the term of this contract, total equipment replacement costs covered by CONTRACTOR shall not exceed 40% of the Agreement amount.

		Contract
THREE YEAR FEE* (for 3-year Agreement):	\$	139,565.10

*. *The three-year Agreement is equal to the Annual Fee multiplied by three (3), less 5% incentive discount.*

Agreement includes eight (8) hours of programming time per plan year without additional cost. If programming time exceeds eight (8) hours per year, additional time required will be billed at the (Schedule A) rate. Any additional visits made by an Accurate Controls Service Technician will be provided and billed by hour, travel and per diem as referenced in (Schedule A). In addition, CONTRACTOR will service door control hardware installed by others on a time and material basis only. See Attached Time and Material (Schedule A).

SECTION 2 – Term of Agreement

County agrees to hire CONTRACTOR to perform the services and work as stated in Section 1 of this contract for a period of thirty-six (36) months from the effective start date of the Agreement.

A Service Agreement may be renewed between County and CONTRACTOR thirty (30) days prior to the expiration of subject Agreement. Terms and Conditions of extended Agreement are subject to change and will be presented to the County in a new Service Agreement offered by CONTRACTOR at that time. CONTRACTOR shall also allow annual extensions of an existing Service Agreement via the use of a signed purchase order from the facility. Terms and conditions of the existing Service Agreement will be binding unless agreed changes are specifically outlined on the signed purchase order.

SECTION 3 – Payment Terms

3.1. CONTRACTOR's payment terms shall be as follows:

- a. All payments to CONTRACTOR shall be made within a 30-day period from date of invoice. If payment is not made within 45 days from date of invoice, CONTRACTOR will assess a 1% late fee penalty to the outstanding balance. Late fees may be subject to increase.
- b. Agreement billing shall be as follows:
 1. 3 Year Plan: Shall be billed in three installments. First installment, equal to 45% of the total Agreement amount, billed at initiation of Agreement. Second installment equal to 35% of the total Agreement amount shall be billed one year from date of first billing. Final installment equal to 20% of the total Agreement amount shall be billed two years from date of first billing. Thirty-six monthly invoice option also available.

Any additional equipment costs over CONTRACTOR's maximum coverage levels, any emergency visits and door hardware service work will be invoiced at the time of the service call.

SECTION 4 – Services

- 4.1. In case of emergency, CONTRACTOR will promptly respond to the County's call for services and an emergency call-out telephone contact number will be provided and manned 24 hours a day throughout the Agreement. On-site services shall be provided within 24 hours as deemed required by CONTRACTOR.
- 4.2. Except in emergency, services other than remote assistance will normally be carried out between the hours of 7:30 am to 4:30 pm Pacific Time on weekdays.
- 4.3. Major services will be undertaken during hours as agreed in advance between the County and CONTRACTOR.
- 4.4. Routine service visits shall be scheduled between County and CONTRACTOR Scheduling Supervisor and are subject to change based on CONTRACTOR technician availability.

SECTION 5 – Standard of Services

- 5.1. All services to be undertaken by CONTRACTOR shall be executed by competent and properly trained personnel of CONTRACTOR to the highest standards and to the reasonable satisfaction of the County. All services, materials, and components shall conform to relevant manufacturers' and equipment suppliers' specifications, and all materials and spare parts shall be obtained from the original equipment manufacturers or from suppliers approved by them.
- 5.2. CONTRACTOR will not replace or warrant hardware, which is damaged due to negligence, fire, natural disasters or vandalism. CONTRACTOR assumes no responsibility for any current, or extended, manufacturer's warranties on products, which existed in the County's facility when this Agreement was entered in to.
- 5.3. CONTRACTOR's normal working hours for services other than remote assistance are 7:30 am to 4:30 pm Pacific Time with ½ hour lunch break, Monday through Friday. Services other than remote assistance taking place outside of normal working hours will be considered premium and will invoice at 1.5 times the maintenance agreement rate listed on Schedule A, with the exception of Sundays or Federal Holidays, which will be invoiced at 2 times the service agreement rate.
- 5.4. The County acknowledges that no security system can guarantee prevention of loss, and that human error on the part of CONTRACTOR or the County is possible. The security system will not work properly if equipment is tampered with, and, or otherwise damaged.

SECTION 6 – Unacceptable Services or Contractor's Personnel

- 6.1. Any services which are not performed in accordance with the requirements of the Agreement shall, upon request by County, promptly be corrected free of charge.
- 6.2. Any personnel of CONTRACTOR who are, in the County's reasonable opinion, incompetent or in any other way unacceptable shall promptly be replaced by acceptable personnel at no cost to the County.

SECTION 7 – Reports

- 7.1. CONTRACTOR shall submit regular reports to the County detailing services carried out, repairs and adjustments made, condition of equipment, and other information which the County may from time to time reasonably require.

SECTION 8 – Spare Parts

- 8.1. CONTRACTOR shall at all times keep a listing of all spare parts sufficient for all service and repair work as may become necessary during the Agreement period. CONTRACTOR will order parts for next day delivery from its manufacturers, suppliers and distributors. CONTRACTOR shall notify County when spare parts become obsolete.
- 8.2. Any parts required to be replaced during scheduled service calls by CONTRACTOR, shall be called in to CONTRACTOR by County no later than seven (7) business days prior to the scheduled service call.

SECTION 9 – Liability of the Contractor

- 9.1. CONTRACTOR shall be liable for and indemnify the County against all compensation and/or damages payable for injury or damage to third parties, or to any property, which may arise out of or in consequence of the Agreement. The indemnity shall extend to all costs, charges, and expenses which may be incurred in relation to any claim for compensation or damages.
- 9.2. CONTRACTOR shall at its own expense arrange and maintain insurance to cover its liability under this Agreement. CONTRACTOR shall at all times meet County's insurance requirements as described in Exhibit A.

SECTION 10 – Independent Contractor

- 10.1. CONTRACTOR shall, in the performance of all obligations under this Agreement, act in the capacity of an independent Contractor and not as agent for the County.

SECTION 11 – Termination

- 11.1. This Agreement may be terminated at any time by the County giving not less than three months written notice to CONTRACTOR, to expire on the last day of the month after a three-month period.
- 11.2. This Agreement may, notwithstanding any other provisions, be terminated by the County forthwith at any time in the event of CONTRACTOR's default, breach of contract, bankruptcy, receivership, or liquidation.
- 11.3. This Agreement may also be terminated by CONTRACTOR at any time in the event of the County being more than 60 days overdue with payment or in the event of the County's bankruptcy, receivership or liquidation.
- 11.4. Upon such termination, CONTRACTOR shall be entitled to receive payment for all outstanding service fees and other compensation due through the date of termination.

SECTION 12 – Miscellaneous Terms

- 12.1. CONTRACTOR shall not assign or sublet this Agreement or any part of it to any third party without the prior written consent of the County.
 - a. The terms of this Agreement extend to the County's successors, assignees, and legal representatives.
 - b. It is understood and agreed between the parties hereto that time is of the essence to this Agreement and this applies to all terms and conditions contained herein.
 - c. This Agreement has been executed and delivered in the State of California and shall be governed and construed in accordance with the laws of the State of California. Jurisdiction is the State of California and Kings County is the venue for any action or proceeding brought in law or equity.
 - d. The undersigned County has read completely the terms of this Agreement, understands and agrees to follow terms and obligations as specified herein.
 - e. CONTRACTOR is solely responsible for determining whether services provided under this Agreement constitute a public work and are thus subject to prevailing wage. In the event the services constitute a public work as defined under the law and are subject to prevailing wage, CONTRACTOR shall be registered with the California Department of Industrial Relations for the monitoring of the payment of prevailing wage as required under Section 1725.5 of the California Labor Code prior to submitting a proposal or commencing work. In addition, any subcontractors performing services hereunder must be registered with the California Department of Industrial Relations pursuant to Labor Code Section 1725.5, prior to being included in a proposal or commencing work.

SCHEDULE A

Fees and expenses for time and material in addition to what is covered by the Agreement.

1. Online technical assistance:
 1. \$191.00 per hour billed in 30-minute increments without an Agreement
 2. \$125.00 per hour billed in 30-minute increments with an Agreement
2. Telephone technical assistance:
 1. \$191.00 per hour billed in 30-minute increments without an Agreement
 2. \$125.00 per hour billed in 30-minute increments with an Agreement
3. Programming assistance:
 1. \$191.00 per hour billed in 30-minute increments without an Agreement
 2. \$125.00 per hour billed in 30-minute increments with an Agreement
4. After hours telephone technical assistance (from 4:30 pm to 7:30 am)
 1. \$286.00 per hour billed in 30-minute increments without an Agreement
 2. \$188.00 per hour billed in 30-minute increments with an Agreement
5. On-site Services:
 1. \$145.00 per hour per person, including travel time to and from facility without an Agreement
 2. \$100.00 per hour per person, including travel time to and from facility with an Agreement
6. Additional Training:
 1. \$149.00 per hour per person, including travel time to and from facility without an Agreement
 2. \$119.00 per hour per person, including travel time to and from facility with an Agreement
7. Travel expense:
 1. \$4,101.00 per required round trip to Hanford, CA without an Agreement
 2. \$3,441.00 per required round trip to Hanford, CA with an Agreement
8. Per Diem expense: \$205.00 per required overnight stay per person

SCHEDULE B

Inclusions: For the purpose of this agreement, the below listed items would be available for repair or replacement in case of failure for the Gold or Silver plan.

1. HMI Interface – control computers and monitors
2. Controls Systems – Schneider Electric PLC components, power supplies, relays, terminal blocks, and fuses
3. Intercom Systems – Headend components, intercoms, paging speakers, and intercom master stations
4. CCTV Systems – Headend components that include switching gear and recording servers, workstations, monitors, and cameras
5. Card Access systems – Control boards, database server, enrollment station, card readers, and scramble keypads

SCHEDULE C

Exclusions: For the purpose of this agreement, the below listed items would be excluded from coverage.

1. Any components with a raceway such as conduit and back boxes
2. Any new or existing wire
3. Any equipment not originally purchased or supplied by Accurate Controls
4. Systems provide by others
5. Software upgrades and license



COUNTY OF KINGS

ACCURATE CONTROLS, Inc.

By: _____
Joe Neves, Chairman
Board of Supervisors

By:  _____


ATTEST:

Catherine Venturella, Clerk to the Board

RISK MANAGEMENT APPROVED AS TO INSURANCE

By:  _____
Title: Risk Manager _____

Approved as to Form
Diane Freeman, County Counsel

By:  _____
Kyle Rose, Deputy County Counsel

Exhibits/Attachments:
Exhibit A: Scope of Work

Exhibit A

A. Requirement to Obtain, Maintain, and Deliver Proof of Insurance Prior to Execution of the Agreement or Commencement of Work. Without limiting the County's right of indemnification from Contractor or any third parties, Contractor shall purchase and maintain the insurance policies described below (collectively, the "Insurance Policies") prior to the commencement of work or execution of this Agreement. Contractor shall maintain the Insurance Policies throughout the term of this Agreement.

B. Contractor shall deliver an Endorsed Additional Insured page from Contractor's insurance carrier to the County's Risk Manager guaranteeing said coverage to the County prior to the execution of this Agreement. Contractor shall deliver proof of insurance and all endorsements in accordance with this Agreement's Notice Section, or as otherwise agreed between the Parties. Failure to obtain, maintain, or provide the Insurance Policies or proof of the same is a material breach of this Agreement and may result in the immediate suspension or termination of this Agreement for cause, in addition to any other remedies the County may have under the law.

C. Endorsement of Policies. Contractor shall cause each of the Insurance Policies to be endorsed designating the County and its Board members, officials, officers, employees, and agents as additional insureds, using ISO form CG 20 26 or an alternate form that is at least as broad as form CG 20 26, as to any liability arising from the performance of this Agreement.

D. Waiver of Subrogation Rights against the County. To the extent possible, each insurance policy must include a waiver of the insurer's subrogation rights against the County.

E. Insurance Limits. Contractor shall obtain the insurance policies in the amounts set forth below, unless the County's Risk Manager approves other limits, in writing, prior to the execution of this Agreement:

1. Commercial General Liability covering bodily injury, personal injury and property damage with minimum limits of Two Million Dollars (\$2,000,000) per occurrence and Five Million Dollars (\$5,000,000) annual aggregate.

2. Comprehensive Automobile Liability covering a) bodily injury of not less than Five Hundred Thousand Dollars (\$500,000) per person and One Million Dollars (\$1,000,000) per accident and property damage of not less than One Hundred Thousand Dollars (\$100,000); or b) coverage with a combined single limit of One Million Dollars (\$1,000,000). The Comprehensive Automobile Liability must cover owned and non-owned vehicles used in connection with this Agreement.

3. Workers Compensation as required by the California Labor Code. Contractor shall cause the policy to be endorsed to waive the insurer's subrogation rights against the County.

4. Professional Liability covering Contractor's wrongful acts, errors, and omissions with limits not less than One Million Dollars (\$1,000,000) per occurrence or claim, and One Million Dollars (\$1,000,000) annual aggregate limit.

F. Rating of Insurers. Contractor shall obtain insurance placed with admitted insurers rated by A.M. Best Co. as A:VII or higher. Lower rated, or approved but not admitted insurers, may be accepted upon prior approval of the County's Risk Manager.

G. Notice of Cancellation to the County and Payment of Premiums. Contractor shall cause each of the above insurance policies to be endorsed to provide the County with thirty (30) days' prior written notice of cancellation. The County is not liable for the payment of premiums or assessments on the policy. No cancellation provisions in the insurance policy shall be construed in derogation of the continuing duty of the Contractor to furnish insurance during the term of this Agreement.



ACCURATECONTROLS, INC.
SECURITY AUTOMATION SYSTEMS



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM June 21, 2022

SUBMITTED BY: Probation Department – Kelly M. Vernon

SUBJECT: PROBATION SERVICES WEEK

SUMMARY:

Overview:

In observance of the annual Probation Services Week, the Kings County Probation Department is requesting a resolution designating July 17-23, 2022, as Probation Services week.

Recommendation:

Adopt a resolution designating July 17 – 23, 2022, as Probation Services Week.

Fiscal Impact:

None.

BACKGROUND:

Pretrial, Probation, and Parole Supervision Week (PPPS Week) is an annual celebration with the goal of raising awareness about the amazing work community corrections professionals do every day. Probation Officers work tirelessly to assist our clients in changing their lives, fusing accountability and opportunity, to provide a safer community for us all.

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.

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF KINGS, STATE OF CALIFORNIA

IN THE MATTER OF PROCLAIMING
JULY 17-23, 2022, AS KINGS COUNTY
PROBATION SERVICES WEEK

RESOLUTION NO. _____

_____/

WHEREAS, July 17-23, 2022 is Probation Services Week; and

WHEREAS, Probation utilizes an accountability lens to be a connector and bridge for justice-involved individuals to receive the individualized rehabilitative services they need to be successful.

WHEREAS, Probation is an alternative to incarceration, and California Probation's mission is to deliver a seamless approach to providing effective supervision and rehabilitation services to justice-involved individuals.

WHEREAS, Probation professionals play a unique and essential role in our justice system and communities. Probation is focused on helping justice-involved individuals transition out of the system permanently through transformative and evidence-based rehabilitation.

WHEREAS, Probation officers are trained experts prepared to manage trauma and other needs of justice-involved individuals and safely connect them to the resources they need.

WHEREAS, California Probation officers are diverse, educated, and gender equitable professionals focused on providing collaborative safety for our communities.

WHEREAS, Probation connects services and needs to enhance community safety and the restoration of justice-involved individuals. Probation Departments are a connector in the justice system: bridging the gap and maximizing the resources available within the courts, local governments, law enforcement, social services, behavioral health, schools, crime survivor organizations, non-profits, and the community to reduce recidivism by carefully balancing direct human services and research-based deterrents and interventions.

WHEREAS, Probation Departments in California focus on supporting and advocating for policies that help justice-involved individuals transition back to our communities safely and apply an equity lens to ensure these policies will effectively address the diverse needs of the people Probation serves.

WHEREAS, Probation's efforts to balance the need for accountability with individualized rehabilitative treatment and services, provide justice-involved individuals the support and opportunities needed to move onto a healthier and safer life pathway.

WHEREAS, By delivering sustainable community safety, Probation Departments have a profound impact on the health and safety of our communities by working to reduce recidivism

through evidence-based programming and supervision. Probation's success ensures that our state's communities are safer for all Californians to live and prosper.

NOW, THEREFORE, IT IS HEREBY RESOLVED as follows:

1. The Kings County Board of Supervisors designates the week of July 7-23, 2022, as Probation Services Week.

The foregoing resolution was adopted upon motion by Supervisor _____, seconded by Supervisor _____, at a regular meeting held on the day of June 21, 2022, by the following vote:

AYES: Supervisors
NOES: Supervisors
ABSENT: Supervisors
ABSTAIN: Supervisors

By: _____
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 June, 2022.

By: _____
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 June 21, 2022

SUBMITTED BY: Public Works Department – Dominic Tyburski/Mitchel Cabrera
SUBJECT: FISCAL YEAR 20/21 SENATE BILL-1 FUNDED KINGS COUNTY ROADWAY
IMPROVEMENT PROJECT CHANGE ORDER NO. 2
SUMMARY:

Overview:

On June 29, 2021, your Board entered into an agreement with Papich Construction Company, Inc. to place Hot Mix Asphalt overlays and Slurry Seals on approximately sixteen (15.78) miles of county roads. Due to construction constraints as a result of obtaining railroad permits, postponed improvements due to developments near 10th Avenue, and increase in material production cost, change orders were warranted in order to complete the project.

Recommendation:

- a. Approve Change Order No. 2 with Papich Construction Company, Inc., for increases due to material quantities placed exceeding estimated bid quantities;
- b. Authorize the Public Works Director to sign Change Order No. 2.

Fiscal Impact:

This project is programmed through Senate Bill (SB-1)-1 funds and the County Road Fund. The total construction cost including change orders 1 & 2 is \$3,379,171. SB-1 funds are shown in the adopted Fiscal Year 2020-2021 Budget Unit 311000.

BACKGROUND:

Senate Bill-1 (SB-1) is a transportation investment to rebuild California by providing funding to repair streets, highways, and bridges across the state. Kings County has received a significant influx of new revenue to invest in the local road system from SB-1, which was enacted on April 28, 2017. This measure was in response to California’s significant funding shortfall to maintain the state’s multimodal transportation network. SB-1 provides for inflationary adjustments so that the purchasing power of the revenue does not diminish as it has in the past. The bill prioritizes funding towards maintenance, rehabilitation, and safety improvements on state

(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

FISCAL YEAR 20/21 SENATE BILL-1 FUNDED KINGS COUNTY ROADWAY IMPROVEMENT PROJECT CHANGE ORDER NO. 2

June 21, 2022

Page 2 of 2

highways, local streets and roads, and bridges to improve trade corridors, transit, and active transportation facilities. Other eligible uses include traffic signals and drainage improvements. County roads will also be eligible to compete for additional funding for active transportation and congested corridor projects. Original awarded contract amount was \$2,973,333, change order No.1 was approved on May 16, 2022, in the amount of \$260,514, and change order No. 2 is \$145,324 bringing the final construction amount for the project to \$3,379,171.

COUNTY OF KINGS
CHANGE ORDER
NUMBER #2

Project: SB-1 Funded Kings County Roadway Improvement Project
 County Bid #: 2021-54
 Contractor: Papich Construction Co., Inc.
 Date: June 3, 2022

You are hereby authorized and directed to promptly make the following modifications to the contract for the above referenced project.

DESCRIPTION OF CHANGE:	Increase	Decrease
1. Actual material quantities exceeded contract Bid item amounts: <ul style="list-style-type: none"> • 0002 – Hot Mix Asphalt • 0006 – Striping Detail 5 • 0007 – Striping Detail 18 • 0008 – Striping Detail 21 • 0012 – Striping 4” White Stripe (Parking Stalls) • 0014 – Pavement Markings Stop • 0020 – Crosswalk White • 0022 – Adjust Manholes to Grade • 0025 – Key Cut Grind • 0027 – Shoulder Backing • 0104 – Pavement Fabric • 0105 – Striping Detail 5 • 0107 – Striping Detail 27B • 0108 – Striping Detail 27B • 0111 – Stop Limit Line • 0113 – Pavement Markings Stop Ahead • 0118 – Shoulder Backing 	\$145,324.29	
Total	\$145,324.29	
Net Increase/Credit	\$145,324.29	

REASON FOR CHANGE:

Contract Price \$ 2,973,333.00 Prior Changes: \$ 260,513.96 This Change: \$ 145,324.29 New Contract Price: \$ 3,379,171.25	Contract Time: 55 working days Original Completion: Prior Changes: 0 This Change: 0 New Completion: TBD
---	--

Contractor <hr/> By: Papich Construction Co., Inc. Date:		County of Kings <hr/> By: Public Works Director Date:
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This Change Order is for the full and complete settlement of the Change Order work set forth above. Upon execution of this Change Order, Contractor waives any and all damages and claims arising out of the circumstances which caused the Change Order, including, but not limited to damages or claims for hindrance, acceleration, time delays, any future cumulative effects on contract time or monies that could arise in any way out of such claim, and extension of time.



Progress Invoice

398 Sunrise Terrace
Arroyo Grande, CA 93420

To: County of Kings
1400 W. Lacey Blvd
Hanford, CA 93230

Invoice No: 21798

Invoice Date: 04/30/22

Application No: 4
Completed Thru: 04/30/22

Invoice Due Date: 05/30/22

Contract: 21.121. Kings County, SB-1 Roadway Imp, Kings County

Item	Description	Contract Amount	Contract Quantity	U/M	Quantity JTD	Unit Price	Total Completed		Amount Previous	Quantity This Period	Amount This Period	Retention
							And Stored To Date	%				
0001	MOBILIZATION	110,342.89	1.000	LSU	1.000	110,342.890	110,342.89	100.00%	110,342.89	0.000	0.00	0.00
0002	TRAFFIC CONTROL	22,605.00	1.000	LSU	1.000	22,605.000	22,605.00	100.00%	20,344.50	0.100	2,260.50	113.03
0003	HOT MIX ASPHALT	1,533,099.70	21,010.000	TON	22,032.660	72.970	1,607,723.20	104.87%	1,202,217.96	5,557.150	405,505.24	20,275.26
0004	PAVEMENT FABRIC	294,673.47	174,363.000	SY	145,454.891	1.690	245,818.77	83.42%	199,418.65	27,455.690	46,400.12	2,320.01
0005	MICROSURFACING SEAL (TYPE III)	113,148.00	35,920.000	SY	35,920.000	3.150	113,148.00	100.00%	113,148.00	0.000	0.00	0.00
0006	*STRIPING - DETAIL 5	6,143.29	36,137.000	LF	37,969.000	0.170	6,454.73	105.07%	6,454.73	0.000	0.00	0.00
0007	*STRIPING - DETAIL 18	1,482.50	5,930.000	LF	8,083.000	0.250	2,020.75	136.31%	2,020.75	0.000	0.00	0.00
0008	*STRIPING - DETAIL 21	2,333.10	7,777.000	LF	8,945.000	0.300	2,683.50	115.02%	1,366.50	4,390.000	1,317.00	65.85
0009	*STRIPING - DETAIL 24	272.80	1,240.000	LF	0.000	0.220	0.00	0.00%	0.00	0.000	0.00	0.00
0010	*STRIPING - DETAIL 27B	22,572.00	102,600.000	LF	102,600.000	0.220	22,572.00	100.00%	17,175.40	24,530.000	5,396.60	269.83
0011	*STRIPING - DETAIL 27C	622.38	2,829.000	LF	808.000	0.220	177.76	28.56%	177.76	0.000	0.00	0.00
0012	*STRIPING - 4" WHITE STRIPE (PARKING STALLS)	816.00	204.000	LF	335.000	4.000	1,340.00	164.22%	0.00	335.000	1,340.00	67.00
0013	*STOP LIMIT LINE	1,402.00	701.000	LF	701.000	2.000	1,402.00	100.00%	0.00	701.000	1,402.00	70.10
0014	*PAVEMENT MARKINGS - STOP	880.00	16.000	EA	32.000	55.000	1,760.00	200.00%	0.00	32.000	1,760.00	88.00
0015	*PAVEMENT MARKINGS - STOP AHEAD	927.50	7.000	EA	7.000	132.500	927.50	100.00%	0.00	7.000	927.50	46.38
0016	*PAVEMENT MARKINGS - 25	200.00	4.000	EA	0.000	50.000	0.00	0.00%	0.00	0.000	0.00	0.00
0017	*PAVEMENT MARKINGS - SLOW SCHOOL	487.50	3.000	EA	2.000	162.500	325.00	66.67%	0.00	2.000	325.00	16.25
0018	*PAVEMENT MARKINGS - RAILROAD CROSSING	1,200.00	4.000	EA	4.000	300.000	1,200.00	100.00%	0.00	4.000	1,200.00	60.00
0019	*CROSSWALK - YELLOW	236.00	118.000	LF	72.000	2.000	144.00	61.02%	0.00	72.000	144.00	7.20
0020	*CROSSWALK - WHITE	210.00	105.000	LF	256.000	2.000	512.00	243.81%	0.00	256.000	512.00	25.60
0021	RAISE MONUMENTS TO GRADE	15,105.00	19.000	EA	20.000	795.000	15,900.00	105.26%	12,720.00	4.000	3,180.00	159.00



Progress Invoice

398 Sunrise Terrace
Arroyo Grande, CA 93420

To: County of Kings
1400 W. Lacey Blvd
Hanford, CA 93230

Invoice No: 21798

Invoice Date: 04/30/22

Application No: 4
Completed Thru: 04/30/22

Invoice Due Date: 05/30/22

Contract: 21.121. Kings County, SB-1 Roadway Imp, Kings County

Item	Description	Contract Amount	Contract Quantity	U/M	Quantity JTD	Unit Price	Total Completed		Amount Previous	Quantity This Period	Amount This Period	Retention
							And Stored To Date	%				
0022	ADJUST MANHOLES TO GRADE	11,275.00	11.000	EA	13.000	1,025.000	13,325.00	118.18%	3,075.00	10.000	10,250.00	512.50
0023	ADJUST WATER BOXES TO GRADE	5,565.00	7.000	EA	4.000	795.000	3,180.00	57.14%	2,385.00	1.000	795.00	39.75
0024	COLD PLANE TRANSITION	23,371.40	8,989.000	SY	7,408.335	2.600	19,261.67	82.42%	14,434.33	1,856.670	4,827.34	241.37
0025	*KEY CUT GRIND	6,540.00	1,200.000	SY	1,330.474	5.450	7,251.08	110.87%	6,351.07	165.140	900.01	45.00
0026	*MAINLINE GRIND	75,679.39	45,317.000	SY	44,742.000	1.670	74,719.14	98.73%	0.00	44,742.000	74,719.14	3,735.96
0027	*SHOULDER BACKING	109,453.50	1,871.000	TON	4,356.250	58.500	254,840.63	232.83%	182,662.16	1,233.820	72,178.47	3,608.92
0101	MOBILIZATION	13,145.00	1.000	LSU	1.000	13,145.000	13,145.00	100.00%	13,145.00	0.000	0.00	0.00
0102	TRAFFIC CONTROL	14,185.00	1.000	LSU	1.000	14,185.000	14,185.00	100.00%	9,929.50	0.300	4,255.50	212.78
0103	HOT MIX ASPHALT	439,265.40	5,628.000	TON	5,090.540	78.050	397,316.64	90.45%	210,350.21	2,395.470	186,966.43	9,348.32
0104	PAVEMENT FABRIC	86,844.55	46,943.000	SY	47,300.005	1.850	87,505.01	100.76%	40,021.67	25,666.670	47,483.34	2,374.17
0105	*STRIPING - DETAIL 5	2,403.97	14,141.000	LF	16,391.000	0.170	2,786.47	115.91%	0.00	16,391.000	2,786.47	139.32
0106	*STRIPING - DETAIL 18	1,482.50	5,930.000	LF	1,605.000	0.250	401.25	27.07%	0.00	1,605.000	401.25	20.06
0107	*STRIPING - DETAIL 27B	3,448.72	15,676.000	LF	20,819.500	0.220	4,580.29	132.81%	0.00	20,819.500	4,580.29	229.01
0108	*STRIPING - DETAIL 27C	38.94	177.000	LF	455.000	0.220	100.10	257.06%	0.00	455.000	100.10	5.01
0111	*STOP LIMIT LINE	455.00	182.000	LF	291.000	2.500	727.50	159.89%	0.00	291.000	727.50	36.38
0113	*PAVEMENT MARKINGS - STOP AHEAD	662.50	5.000	EA	6.000	132.500	795.00	120.00%	0.00	6.000	795.00	39.75
0114	MONUMENTS	5,565.00	7.000	EA	5.000	795.000	3,975.00	71.43%	2,385.00	2.000	1,590.00	79.50
0115	*CONFORM GRIND	17,248.00	2,464.000	SY	1,659.223	7.000	11,614.56	67.34%	7,519.56	585.000	4,095.00	204.75
0118	*SHOULDER BACKING	27,945.00	621.000	TON	1,153.130	45.000	51,890.85	185.69%	24,487.65	608.960	27,403.20	1,370.16
Total for items with No Bill Group		2,973,333.00					3,118,657.29	104.89%	2,202,133.29		916,524.00	45,826.22
9401	Additional Costs and Mobilization	0.00	0.000	LSU	0.000	0.000	142,800.36	0.00%	0.00	0.000	142,800.36	7,140.02
9402	10th Ave Leveling Course	0.00	0.000	LSU	0.000	0.000	117,713.60	0.00%	0.00	0.000	117,713.60	5,885.68



Progress Invoice

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Arroyo Grande, CA 93420

To: County of Kings
1400 W. Lacey Blvd
Hanford, CA 93230

Invoice No: 21798
Invoice Date: 04/30/22
Application No: 4
Completed Thru: 04/30/22
Invoice Due Date: 05/30/22

Contract: 21.121. Kings County, SB-1 Roadway Imp, Kings County

Item	Description	Contract Amount	Contract Quantity	U/M	Quantity JTD	Unit Price	Total Completed And Stored To Date	%	Amount Previous	Quantity This Period	Amount This Period	Retention
	Total for 2	0.00					260,513.96	0.00%	0.00		260,513.96	13,025.70

Total Billed To Date: 3,379,171.25
Less Retainage: 168,958.59
Less Previous Applications: 2,092,026.62
Total Due This Invoice: 1,118,186.04



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM

June 21, 2022

SUBMITTED BY: Public Works Department – Dominic Tyburski

SUBJECT: STATE ROUTE 41 PEDESTRIAN OVERCROSSING FACILITY –
KETTLEMAN CITY – RESIDENTIAL DISTRICT

SUMMARY:

Overview:

In 2021, Congressional leaders announced the return of Federal Earmarks after a decade-long moratorium. In early 2021, County Administration solicited project requests from County Departments in response to potential Federal Earmark appropriations. The proposed projects were vetted and prioritized by your Board to be submitted to Congressman Valadao, Senator Padilla, and Senator Feinstein for consideration with a total of four projects selected for submission. One of those projects was a pedestrian bridge spanning State Route (SR) 41 in the Kettleman City Residential District, however that project was not selected to receive Federal Earmark funds. Subsequently, the same project was submitted by a Supervisorial district to State Assemblyman Rudy Salas, to be considered through the State Budget Act of 2021, Senate Bill (SB) 170 funds. Through that process the County was selected to receive \$2.0 million in state transportation funds for the SR41 Kettleman City pedestrian bridge. By accepting these State funds, the County is agreeing to move forward with this project which is currently experiencing a \$5.0 million shortfall.

Recommendation:

Authorize the Public Works Director to sign the Funds Transfer agreement with the California Department of Transportation and Kings County to accept \$2.0 million in Senate Bill 170 funds for the proposed State Route 41 pedestrian crossing facility in Kettleman City.

Fiscal Impact:

There is currently no impact to the General Fund, however, monies are needed to complete the project, and the cost for a pedestrian bridge for Kettleman City is estimated to be \$7 million at current construction value. The County has not received the \$2 million for the pedestrian bridge, however an estimated additional \$5 million is still needed to complete the bridge. The \$2 million will be included in the Fiscal Year 2022/23 final budget.

(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

SR41 PEDESTRIAN OVERCROSSING FACILITY – KETTLEMAN CITY – RESIDENTIAL DISTRICT

June 21, 2022

Page 2 of 2

BACKGROUND:

To receive a Federal Earmark, entities had to submit funding requests to individual Congressional offices during the January 2021 – March 2021 timeframe. Each congressional office had its own unique process and strategy for soliciting, approving, and submitting the Congressional Member’s “wish list” of projects. This was a competitive process and Congressional offices received hundreds of requests. The County submitted four congressional Federal Earmarks on the behalf of Kings County; none of those requests were selected. The pedestrian bridge project was submitted to all our members (Rep. Valadao/Sen. Padilla/Sen. Feinstein). Senator Padilla was the only one to submit the project to the Appropriations Committee, but the committee did not include funding for the project in its Transportation-HUD spending bill. The Appropriations committee had placed a heavy emphasis on “shovel ready” projects, especially those that were already included in a State Transportation Improvement Program (STIP) or Transportation Improvement Program (TIP).

The Kettleman City residential district is bisected by SR41, the primary north-south corridor providing valley residents with access to the central coast. Pedestrians attempting to cross the state highway at this location face high traffic volumes which make passage on foot difficult. This condition poses a challenge for many of Kettleman City’s residents as the elementary school, post office, community center, park, many businesses (including gas and food), and the Community Center are all located west of SR41. A safe method of passage to traverse SR41 for residents living east and west of the corridor has been the community’s request for a number of years. SR41 is under the jurisdiction of the State of California – Department of Transportation (Caltrans) and in the fall of 2021, staff contacted Caltrans to discuss the project funding and location. Caltrans staff expressed concerns with the proposed project as empirical data reveals an extremely low utilization rate of pedestrian overcrossing structures which diminishes their efficacy in improving pedestrian safety. As such, Caltrans has inquired whether the County would be willing to consider other methods of improving pedestrian safety such as a roundabout paired with a High Intensity Activated Crosswalk Beacon (HAWK). Caltrans is currently designing a roundabout to be constructed on SR41 at Bernard Drive (Kettleman City Commercial District approximately 1.4 miles north) in Fiscal Year 2024/25, a project in which the County is a full and active participant.

The transfer agreement has been reviewed and approved to form by County Counsel.

Funds Transfer Agreement Between the California Department of Transportation and the County of Kings

- 1.1 The California Department of Transportation (Caltrans) and the County of Kings (County) hereby enter into this Funds Transfer Agreement (Agreement) on the terms and conditions set forth below.
- 1.2 This Agreement is not valid until signed by both parties. This Agreement shall expire on County's completion of its obligations under this Agreement, but may be extended by amending this Agreement.

BACKGROUND

- 2.1 Section 19.56, subdivision (e)(7) of the Budget Act of 2021 (the Act) appropriated \$2,000,000(the Funds) from the State General Fund to Caltrans, to be allocated to County for the Kettleman City Pedestrian Bridge.
- 2.2 Caltrans determined the best method for allocation to ensure the funds are used for the purposes specified in Section 19.56 of the Act is a funds transfer agreement.
- 2.3 Provide Safe Pedestrian Passage Across State Route (SR) 41in the Kettleman City Residential District

The Kettleman City residential district is bisected by SR41, the primary north-south corridor providing valley residents with access to the central coast. Pedestrians attempting to cross the state highway at this location face high traffic volumes which make passage on foot difficult. This condition poses a challenge for many of Kettleman City's residents as the elementary school, post office, community center, park, many businesses (including gas and food), and the Community Center are all located west of SR41. A safe method of passage to traverse SR41 for residents living east and west of the corridor has been the community's request for a number of years. SR41 is under the jurisdiction of the State of California – Department of Transportation (Caltrans) and in the fall of 2021, staff contacted Caltrans to discuss this project including funding sources and a potential location. The SB170 funds will provide a catalyst to prepare a fully constructable plan-set and acquire the Right of Way necessary for this project.

SCOPE OF WORK

- 3.1 The Funds provided under this Agreement will be used to prepare the Project Plans, Specifications, and Estimate (PS&E) and Right of Way (RW)

Funds Transfer Agreement Between the California Department of Transportation
and the County of Kings

acquisition for the Kettleman City Pedestrian Bridge (Project). Deliverables include 100% Engineering plans, completed environmental document, right of way acquisition.

3.2 County attests that it shall only use Funds for the Project specified in the Act. County's self- attestation verifying the intended use of funds shall be provided to the Department prior to the release of any funds.

FUNDING, COSTS, COST LIMITATION, & PAYMENT

4.1 The Funds will be encumbered within 2 days of the effective date of this Agreement. Pursuant to Section 19.56 of the Act, if the Funds are not encumbered by June 30, 2022, they shall revert to the State's General Fund.

4.2 Payments shall be made as authorized by Sections 19.56(c) and 19.57(c) of the Act.

4.3 Within 30 days of expending all of the Funds or upon completion or termination of Project, whichever comes first, County shall submit to Caltrans a Project Closeout Report. The Project Closeout Report at a minimum shall include a description of completed Project component(s) and a description of Project outcomes. Photographs of the Project are encouraged to be included.

4.4 Any Project costs paid using the Funds that are determined by subsequent audit to be unallowable under 48 CFR, Part 31 or 2 CFR, Part 200, are subject to repayment by County to Caltrans.

4.5 County shall return any unspent Funds to Caltrans at the conclusion, completion, or termination of the Project.

INQUIRIES & NOTICES

5.1 All inquiries during the term of this Agreement will be directed to the representatives listed below:

For Caltrans:

Name:
Address:
Phone Number:
Email:

For County:

Name: Dominic Tyburski, P.E.
Address: 1400 W. Lacey Blvd., Bldg. 6
Phone Number: 559.852.2698
Email: dominic.tyburski@co.kings.ca.us

5.2 Each party may change their representative listed above upon 10 calendar days' written or emailed notice to the other party and without the need for amending this Agreement.

Funds Transfer Agreement Between the California Department of Transportation
and the County of Kings

OTHER TERMS & CONDITIONS

6.1 Drug-Free Workplace Requirements: County will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by taking the following actions:

- a. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.
- b. Establish a Drug-Free Awareness Program to inform employees about:
 - 1) the dangers of drug abuse in the workplace;
 - 2) the person's or organization's policy of maintaining a drug-free workplace;
 - 3) any available counseling, rehabilitation and employee assistance programs; and,
 - 4) penalties that may be imposed upon employees for drug abuse violations.
- c. Every employee who works on the proposed Agreement will:
 - 1) receive a copy of the company's drug-free workplace policy statement; and,
 - 2) agree to abide by the terms of the company's statement as a condition of employment on the Agreement.

Failure to comply with these requirements may result in suspension of payments under the Agreement or termination of the Agreement or both and County may be ineligible for award of any future State agreements if Caltrans or the State Department of General Services determines that any of the following has occurred: County has made false certification, or violated the certification by failing to carry out the requirements as noted above. (Gov. Code §8350 et seq.)

6.2 Conflict of Interest: County needs to be aware of the following provisions regarding current or former state employees. If County has any questions on the status of any person rendering services or involved with the Agreement, Caltrans must be contacted immediately for clarification.

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

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

Funds Transfer Agreement Between the California Department of Transportation
and the County of Kings

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

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

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

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

If County violates any provisions of above paragraphs, such action by County shall render this Agreement void. (Pub. Contract Code §10420.) If the Agreement is rendered void, County shall return all Funds.

6.3 Labor Code/Workers' Compensation: County needs to be aware of the provisions which require every employer to be insured against liability for Worker's Compensation or to undertake self-insurance in accordance with the provisions, and County affirms to comply with such provisions before commencing the performance of the work described in this Agreement. (Labor Code § 3700.)

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

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

6.6. Resolution: A county, city, district, or other local public body must provide the State with a copy of a resolution, order, motion, or ordinance of the local

Funds Transfer Agreement Between the California Department of Transportation
and the County of Kings

governing body which by law has authority to enter into an agreement, authorizing execution of the agreement.

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

6.8. Audit: County agrees that Caltrans, the California Department of General Services, the California State Auditor's Office, or other State agency with a legitimate business purpose, or their designated representative(s) shall have the right to review and to copy any records and supporting documentation pertaining to the performance of this Agreement. County agrees to maintain such records for possible audit for a minimum of three (3) years after final payment, unless a longer period of record retention is stipulated.

6.9. Amendments: No amendment or variation of the terms of this Agreement shall be valid unless made in writing and signed by the parties. Any amendment signed by County must be approved by its Board of Directors as evidenced by a resolution, order, motion, or ordinance of the County and a copy provided to Caltrans. No oral understanding or agreement not incorporated in the Agreement is binding on any of the parties.

6.10. Caltrans and County shall continue with their responsibilities under this Agreement during any dispute.

6.11 This Agreement may be executed in separate counterparts.

6.12 An electronically signed copy of this Agreement shall have the same force and effect as if it were signed manually.

Funds Transfer Agreement Between the California Department of Transportation
and the County of Kings

State:

STATE OF CALIFORNIA
DEPARTMENT OF TRANSPORTATION
Printed Name: _____
Signature: _____
Deputy Director for Planning & Modal
Programs
Date: _____

Local Agency:

County of Kings
Printed Name: _____
Signature: _____
Title: _____
Date: _____

Accounting Certification

For Caltrans Use Only

I hereby Certify upon my own personal knowledge that budgeted funds are available for encumbrance.			
Accounting Officer Printed Name	Accounting Officer Signature	Date	Amount Certified



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM June 21, 2022

SUBMITTED BY: Department of Public Health –Rose Mary Rahn

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 to the Board

By _____, Deputy.



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM June 21, 2022

SUBMITTED BY: Job Training Office – Lance Lippincott/Laura Magana

SUBJECT: STUDY SESSION ON AMERICAN RESCUE PLAN ACT SMALL BUSINESS ASSISTANCE PROGRAM

SUMMARY:

Overview:

The State and Local Coronavirus Fiscal Recovery Funds legislation, part of the American Rescue Plan Act (ARPA), was signed into law by President Biden on March 11, 2021. The bill includes \$65.1 billion in direct, flexible aid to every county in America. An additional \$65.1 billion has been allocated to States, metropolitan cities, and non entitlement units of local government. Kings County was allocated \$29,706,802. The funds are intended to provide support in responding to the impact of COVID- 19 and their efforts to contain COVID-19 on their communities, residents, and businesses. This study session follows allocation of \$500,000 for small business assistance from American Rescue Plan Allocations by the Kings County Board of Supervisors on August 3, 2021.

Recommendation:

- a. Receive information on proposals for an American Rescue Plan Act Small Business Assistant Grant Program;
- b. Direct staff to take actions as deemed necessary for the implementation of this iteration of business support grants from the American Rescue Plan Act.

Fiscal Impact:

Total funding approved by the Board of Supervisors through the adopted Fiscal year 21/22 final budget included \$500,000 for small business assistance support. It is estimated, that about \$15,000 of the \$500,000 allocated will be used for staff time, outreach, and administration connected with the implementation of an approved program. The Job Training Office estimates that up to an additional \$10,000 in separate allocations to the Job Training Office will be used as leverage to support the program implementation and execution at no additional cost to Kings County American Rescue Plan Act allocations.

(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

STUDY SESSION ON AMERICAN RESCUE PLAN ACT SMALL BUSINESS ASSISTANCE PROGRAM

June 21, 2022

Page 2 of 2

BACKGROUND:

In response to Coronavirus 2019 (COVID-19) mitigation efforts were undertaken at the state and federal level that resulted in mandatory closures and loss of income for a large number of small businesses. Estimates vary, but it is believed that as much as twenty percent of the small businesses who were required to close due to COVID-19 mitigation efforts did so permanently. In an ongoing effort to support small businesses, the Kings County Board of Supervisors has allocated more than \$7 million in direct funding, or around \$4,200 per business based upon the total number of employer establishments listed by the U.S. Census Bureau for 2020. This represents a substantial investment in the security and continuity of small business operations, which are critical to the health of the local economy.

On August 3, 2021, Kings County Administration brought a study session on the County's American Rescue Plan Act (ARPA) allocations for direction from the Board on expenditures of the fund. Subsequent direction from the Board authorized up to \$500,000 for a small business support program to be executed under the oversight of the Kings County Job Training Office. In order to begin getting this funding out to small businesses who are still feeling the negative implications of the COVID-19 mitigation efforts, direction is necessary from the Board on the expenditure of funds.



Kings County Covid-19 Small Business Assistance Program

Laura Magana
March 1, 2022



Summary of Prior Program-Awards by Area

Applications Awarded by Area:

- Avenal – 24
- Unincorporated – 32
- Corcoran – 33
- Lemoore – 69
- Hanford – 189

Total applications awarded – 347

Total applications received – 491

Small business employees positively affected – 1576

Total assistance awarded - 1576

At the time of execution, this was the highest per capita investment in business relief in California



Summary of Prior Program - Utilization

Funding by area:

- Avenal – \$362,300
- Corcoran – \$536,903
- Unincorporated - \$574,050
- Lemoore - \$1,177,829
- Hanford - \$3,267,787

Fund Utilization – 100% Grants

Contributing Partner Organizations

- KC Board of Supervisors
- KC EDC
- Greater KC Chamber
- Hanford Chamber of Commerce
- Corcoran Chamber of Commerce
- Main Street Hanford
- Assemblymember Rudy Salas's Office
- KC Dept of Finance
- KC Counsel's Office
- California EDD
- KC CAO's Office



New Funding – American Rescue Plan Act

Allocation Options

Option #1

- Allocation by Supervisorial District
 - Equal division of total funding at \$100,00 (app.) per supervisorial district

Option #2

- Per Capita Allocation
 - Avenal – Pop 13,496 (% of total pop. 9%) Allocated funding \$45,000
 - Corcoran – Pop 21,960 (% of total pop. 14%) Allocated funding \$70,000
 - Hanford – Pop 57,703 (% of total pop. 38%) Allocated funding \$190,000
 - Lemoore – Pop 26,725 (% of total pop. 17%) Allocated funding \$85,000
 - Unincorp – Pop 33,056 (% of total pop. 22%) Allocated funding \$110,000



Allocation Options (Continued)

- Total – Pop 152,940 (% of total pop. 100%) Allocated funding \$500,000
- Justification
 - Funds awarded formulaically per capita.

Option #3 (Recommended)

- 100% of allocation for businesses located in the unincorporated areas.
- Justification
 - Municipalities received their own ARPA allocations, this may be duplicative of efforts at the city level.
 - ARPA allocation was made for the benefit of the County and unincorporated areas.



Size of Business-Eligibility

Option #1

- 5 or fewer full time equivalents (employees) including independent contractors
 - Will duplicate KC Community Development Block Grant serving micro-enterprises support.

Option #2

- 10 or fewer full time equivalents including independent contractors.

Option #3

- 25 fewer full time equivalents (employees) including independent contractors.



Size of Business-Eligibility (Continued)

Option #4

- 50 or fewer full time equivalents (employees) including independent contractors
 - Provides the most inclusive business population.
 - Opens availability of the grant to those businesses who previously were unable to receive support under Kings programs.

Non-Profit Eligibility

Option #1

- Non-Profits are Eligible



Non-Profit Eligibility (Continued)

Option #2 (Recommended)

- Non-Profits are not Eligible
 - Non-Profits have a multitude of grants for which they can submit. Opportunities for private business is relatively limited.



Specific Use/General Use

Option #1 (Recommended)

- Specific Use
- Explanation
 - ARPA allows assistance to small businesses for the following purposes:
 - Payroll;
 - Benefits;
 - Costs to retain employees;
 - Mortgage;
 - Rent;
 - Utilities; and other operating costs.



Specific Use/General Use (continued)

Option #2

- General use
- Explanation
 - Funds are not allocated for the utilization of a specific purchase or expense.
 - Allows businesses more flexibility to allocate the funds to their biggest “pain points”



Maximum Award

Option #1

- \$5,000
 - Comments received anecdotally that when the amounts of the grants are too small, it makes it difficult to place time and resources into preparation and submission.

Option #2

- \$20,000
 - Provides an amount that can have a significant impact to assist a businesses



Maximum Award (continued)

Option #3 (Recommended)

- \$25,000
 - Brings program on par with the Micro-Enterprise efforts underway under CDBG.



Direction Needed...

Allocation

- By supervisorial District
- By Per Capita Award
- Unincorporated Only (Recommended)

Size of Business/Eligibility

- 5 employees or less
- 10 employees or less
- 25 employees or less
- 50 employees or less (Recommended)

Non-Profit Eligibility

- Non-profit eligibility
- Non-profits NOT eligible (Recommended)



Direction Needed...

Specific Use/General Use of Funds

- Funds may only be used for specific purposes as authorized by the BOS (Recommended)
- Funds are awarded to the business for allocation and utilization as needed.

Maximum Award

- \$5,000 per application
- \$20,000 per application
- \$25,000 per application (Recommended)



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM June 21, 2022

SUBMITTED BY: Sheriff's Office – David Robinson
District Attorney – Keith L. Fagundes/Charlie Flores

SUBJECT: APPROVAL OF AN ORDINANCE ADOPTING MILITARY EQUIPMENT USE
POLICIES AND ANNUAL REPORTS

SUMMARY:

Overview:

The Kings County Sheriff's Office and Kings County District Attorney's Office jointly request the second reading and adoption of the Ordinance adopting their Military Equipment Use Policies, a Public Hearing pursuant to AB 481 on both policies, and a presentation on both department's annual reports. AB 481 requires law enforcement agencies to obtain approval from a local governing body before requesting, acquiring, seeking funds for, or using, military equipment. It requires the approval to be in the form of an ordinance that adopts a military equipment use policy at an open meeting of the governing body. AB 481 also requires that a public hearing be held concerning the military equipment at issue. Finally, AB 481 requires annual reporting and approval of the departments' funding, acquisition, or use of military equipment.

Recommendation:

- a. Conduct a public hearing to receive testimony on the Kings County Sheriff's Office and Kings County District Attorney's Office Military Equipment Use Policies;
- b. Waive the second reading and adopt an Ordinance to adopt the military equipment use policies to the Kings County Sheriff's Office and Kings County District Attorney's Office Policies pursuant to AB 481;
- c. Receive and approve the annual reporting of each Department's funding, acquisition, or use of military equipment.

Fiscal Impact:

None.

(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

APPROVAL OF MILITARY EQUIPMENT USE POLICY AND ANNUAL REPORT

June 21, 2022

Page 2 of 2

BACKGROUND:

On April 19, 2022, your Board held the first reading of the ordinance regarding Assembly Bill 481 which is intended to increase transparency, accountability, and oversight surrounding the acquisition and use of military equipment by state and local law enforcement, including but not limited to armored or weaponized vehicles, large-caliber firearms, explosive projectile launchers, explosive breaching tools, or “flashbang” grenades.

To this end, it requires any law enforcement agency to obtain approval from the agency’s governing body before purchasing, raising funds for, or acquiring military equipment, by any means, including requesting surplus military equipment from the federal government.

Governing body approval under AB 481 must take the form of an ordinance adopting a publicly released, written military equipment use policy, which must address a number of specific topics, including the type, quantity, capabilities, purposes, and authorized uses of each type of military equipment, the fiscal impact of their acquisition and use, the legal and procedural rules that govern their use, the training required by any officer allowed to use them, the mechanisms in place to ensure policy compliance, and the procedures by which the public may register complaints. The governing body must consider a proposed military equipment use policy in open session.

For cities that contract with another entity for law enforcement services, such as the County Sheriff, AB 481 gives the city the independent authority to adopt its own military equipment use policy based on local community needs.

For law enforcement agencies that already have existing military equipment, AB 481 provides a temporary exemption, but requires agencies to seek governing body approval for the continued use of that equipment no later than May 1, 2022.

AB 481 also requires any law enforcement agency that receives approval for the use of military equipment to submit annual reports to the governing body regarding the use of the equipment, any complaints received, any internal audits or other information about violations of the military equipment use policy, the cost of such use, and other similar information.

ORDINANCE _____

ORDINANCE TO ADOPT MILITARY EQUIPMENT USE POLICY
PURSUANT TO AB 481

The Board of Supervisors of the County of Kings hereby finds and declares the following:

WHEREAS, Governor Gavin Newsom signed AB 481 into law on September 30, 2021; and

WHEREAS, the legislative intent behind AB 481 is to increase the public transparency by which California law enforcement agencies fund, acquire, and/or use military equipment, as defined under AB 481; and

WHEREAS, AB 481 requires California law enforcement agencies to obtain approval of their applicable governing body, by adoption of a military equipment use policy, prior to taking certain actions relating to the funding, acquisition, and/or use of military equipment; and

WHEREAS, AB 481 requires California law enforcement agencies that receive approval for a military equipment use policy to submit to the applicable governing body an annual military equipment report for each type of military equipment approved by the governing body within one year of approval, and annually thereafter so long as the military equipment is available for use;

WHEREAS, AB 481 requires the applicable governing body of the California law enforcement agency to annually review the military equipment use policy to either disapprove a renewal of the authorization of a type of military equipment or amend the military equipment use policy;

WHEREAS, the Board of Supervisors of the County of Kings finds that the military equipment funded, acquired, and used by the Kings County Sheriff's Office is necessary because there is no reasonable alternative that can achieve the same objective of officer and civilian safety; the proposed military equipment use policy will safeguard the public's welfare, safety, civil rights, and civil liberties; the equipment is reasonably cost effective compared to available alternatives that can achieve the same objective of officer and civilian safety; and prior military equipment use complied with the military equipment use policy that was in effect at the time; and

WHEREAS, the Board of Supervisors of the County of Kings finds that the military equipment funded, acquired, and used by the Kings County District Attorney's Office Bureau of Investigations is necessary because there is no reasonable alternative that can achieve the same objective of officer and civilian safety; the proposed military equipment use policy will safeguard the public's welfare, safety, civil rights, and civil liberties; the equipment is reasonably cost effective compared to available alternatives

that can achieve the same objective of officer and civilian safety; and prior military equipment use complied with the military equipment use policy that was in effect at the time.

NOW THEREFORE, the Board of Supervisors of the County of Kings ordains as follows:

SECTION 1. The attached policy, titled "Military Equipment," shall be added to the Kings County Sheriff's Office Policies Manual as "Military Equipment Use Policy" and designated Policy 706 under Chapter 7, Equipment.

The attached policy, titled "Military Equipment," shall be added to the Kings County District Attorney's Office Bureau of Investigations Policies Manual as "Military Equipment Use Policy" and designated Policy 703 under Chapter 7, Equipment.

SECTION 2. This Ordinance shall take effect and be in force thirty (30) days after its adoption and before the expiration of fifteen (15) days after its passage, it shall be published once with the names of the members of the Board voting for or against the same in the *Hanford Sentinel*, a newspaper of general circulation published in the County of Kings.

The foregoing Ordinance was introduced at a meeting of the Board of Supervisors of the County of Kings held on _____, and adopted at a meeting held on _____ by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

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

WITNESS my hand and seal of said Board of Supervisors this _____ day of June, 2022.

Clerk of the Kings County Board of Supervisors

APPROVED AS TO FORM:

Office of the County Counsel

Assembly Bill No. 481

CHAPTER 406

An act to add Chapter 12.8 (commencing with Section 7070) to Division 7 of Title 1 of the Government Code, relating to military equipment.

[Approved by Governor September 30, 2021. Filed with
Secretary of State September 30, 2021.]

LEGISLATIVE COUNSEL'S DIGEST

AB 481, Chiu. Law enforcement and state agencies: military equipment: funding, acquisition, and use.

Existing law designates the Department of General Services as the agency for the State of California responsible for distribution of federal surplus personal property, excepting food commodities, and requires the department to, among other things, do all things necessary to the execution of its powers and duties as the state agency for the distribution of federal personal surplus property, excepting food commodities, in accordance with specified federal law. Existing law, the Federal Surplus Property Acquisition Law of 1945, authorizes a local agency, as defined, to acquire surplus federal property without regard to any law which requires posting of notices or advertising for bids, inviting or receiving bids, or delivery of purchases before payment, or which prevents the local agency from bidding on federal surplus property. Existing federal law authorizes the Department of Defense to transfer surplus personal property, including arms and ammunition, to federal or state agencies for use in law enforcement activities, subject to specified conditions, at no cost to the acquiring agency.

This bill would require a law enforcement agency, defined to include specified entities, to obtain approval of the applicable governing body, by adoption of a military equipment use policy, as specified, by ordinance at a regular meeting held pursuant to specified open meeting laws, prior to taking certain actions relating to the funding, acquisition, or use of military equipment, as defined. The bill would also require similar approval for the continued use of military equipment acquired prior to January 1, 2022. The bill would allow the governing body to approve the funding, acquisition, or use of military equipment within its jurisdiction only if it determines that the military equipment meets specified standards. The bill would require the governing body to annually review the ordinance and to either disapprove a renewal of the authorization for a type, as defined, of military equipment or amend the military equipment use policy if it determines, based on an annual military equipment report prepared by the law enforcement agency, as provided, that the military equipment does not comply with the above-described standards for approval. The bill would specify these provisions do not preclude a county or local municipality from implementing

additional requirements and standards related to the purchase, use, and reporting of military equipment by local law enforcement agencies.

This bill would also require a state agency, as defined, to create a military equipment use policy before engaging in certain activities, publish the policy on the agency's internet website, and provide a copy of the policy to the Governor or the Governor's designee, as specified. The bill would also require a state agency that seeks to continue use of military equipment acquired prior to January 1, 2022, to create a military equipment use policy.

This bill would also include findings that the changes proposed by this bill address a matter of statewide concern rather than a municipal affair and, therefore, apply to all cities, including charter cities.

By adding to the duties of local officials with respect to the funding, acquisition, and use of military equipment, this bill would impose a state-mandated local program.

The California Constitution requires local agencies, for the purpose of ensuring public access to the meetings of public bodies and the writings of public officials and agencies, to comply with a statutory enactment that amends or enacts laws relating to public records or open meetings and contains findings demonstrating that the enactment furthers the constitutional requirements relating to this purpose.

This bill would make legislative findings to that effect.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement is required by this act for a specified reason.

The people of the State of California do enact as follows:

SECTION 1. The Legislature finds and declares all of the following:

(a) The acquisition of military equipment and its deployment in our communities adversely impacts the public's safety and welfare, including increased risk of civilian deaths, significant risks to civil rights, civil liberties, and physical and psychological well-being, and incurment of significant financial costs. Military equipment is more frequently deployed in low-income Black and Brown communities, meaning the risks and impacts of police militarization are experienced most acutely in marginalized communities.

(b) The public has a right to know about any funding, acquisition, or use of military equipment by state or local government officials, as well as a right to participate in any government agency's decision to fund, acquire, or use such equipment.

(c) Decisions regarding whether and how military equipment is funded, acquired, or used should give strong consideration to the public's welfare, safety, civil rights, and civil liberties, and should be based on meaningful public input.

(d) Legally enforceable safeguards, including transparency, oversight, and accountability measures, must be in place to protect the public’s welfare, safety, civil rights, and civil liberties before military equipment is funded, acquired, or used.

(e) The lack of a public forum to discuss the acquisition of military equipment jeopardizes the relationship police have with the community, which can be undermined when law enforcement is seen as an occupying force rather than a public safety service.

SEC. 2. Chapter 12.8 (commencing with Section 7070) is added to Division 7 of Title 1 of the Government Code, to read:

CHAPTER 12.8. FUNDING, ACQUISITION, AND USE OF MILITARY
EQUIPMENT

7070. For purposes of this chapter, the following definitions shall apply:

(a) “Governing body” means the elected body that oversees a law enforcement agency or, if there is no elected body that directly oversees the law enforcement agency, the appointed body that oversees a law enforcement agency. In the case of a law enforcement agency of a county, including a sheriff’s department or a district attorney’s office, “governing body” means the board of supervisors of the county.

(b) “Law enforcement agency” means any of the following:

(1) A police department, including the police department of a transit agency, school district, or any campus of the University of California, the California State University, or California Community Colleges.

(2) A sheriff’s department.

(3) A district attorney’s office.

(4) A county probation department.

(c) “Military equipment” means the following:

(1) Unmanned, remotely piloted, powered aerial or ground vehicles.

(2) Mine-resistant ambush-protected (MRAP) vehicles or armored personnel carriers. However, police versions of standard consumer vehicles are specifically excluded from this subdivision.

(3) High mobility multipurpose wheeled vehicles (HMMWV), commonly referred to as Humvees, two and one-half-ton trucks, five-ton trucks, or wheeled vehicles that have a breaching or entry apparatus attached. However, unarmored all-terrain vehicles (ATVs) and motorized dirt bikes are specifically excluded from this subdivision.

(4) Tracked armored vehicles that provide ballistic protection to their occupants and utilize a tracked system instead of wheels for forward motion.

(5) Command and control vehicles that are either built or modified to facilitate the operational control and direction of public safety units.

(6) Weaponized aircraft, vessels, or vehicles of any kind.

(7) Battering rams, slugs, and breaching apparatuses that are explosive in nature. However, items designed to remove a lock, such as bolt cutters,

or a handheld ram designed to be operated by one person, are specifically excluded from this subdivision.

(8) Firearms of .50 caliber or greater. However, standard issue shotguns are specifically excluded from this subdivision.

(9) Ammunition of .50 caliber or greater. However, standard issue shotgun ammunition is specifically excluded from this subdivision.

(10) Specialized firearms and ammunition of less than .50 caliber, including assault weapons as defined in Sections 30510 and 30515 of the Penal Code, with the exception of standard issue service weapons and ammunition of less than .50 caliber that are issued to officers, agents, or employees of a law enforcement agency or a state agency.

(11) Any firearm or firearm accessory that is designed to launch explosive projectiles.

(12) “Flashbang” grenades and explosive breaching tools, “tear gas,” and “pepper balls,” excluding standard, service-issued handheld pepper spray.

(13) Taser Shockwave, microwave weapons, water cannons, and the Long Range Acoustic Device (LRAD).

(14) The following projectile launch platforms and their associated munitions: 40mm projectile launchers, “bean bag,” rubber bullet, and specialty impact munition (SIM) weapons.

(15) Any other equipment as determined by a governing body or a state agency to require additional oversight.

(16) Notwithstanding paragraphs (1) through (15), “military equipment” does not include general equipment not designated as prohibited or controlled by the federal Defense Logistics Agency.

(d) “Military equipment use policy” means a publicly released, written document governing the use of military equipment by a law enforcement agency or a state agency that addresses, at a minimum, all of the following:

(1) A description of each type of military equipment, the quantity sought, its capabilities, expected lifespan, and product descriptions from the manufacturer of the military equipment.

(2) The purposes and authorized uses for which the law enforcement agency or the state agency proposes to use each type of military equipment.

(3) The fiscal impact of each type of military equipment, including the initial costs of obtaining the equipment and estimated annual costs of maintaining the equipment.

(4) The legal and procedural rules that govern each authorized use.

(5) The training, including any course required by the Commission on Peace Officer Standards and Training, that must be completed before any officer, agent, or employee of the law enforcement agency or the state agency is allowed to use each specific type of military equipment to ensure the full protection of the public’s welfare, safety, civil rights, and civil liberties and full adherence to the military equipment use policy.

(6) The mechanisms to ensure compliance with the military equipment use policy, including which independent persons or entities have oversight

authority, and, if applicable, what legally enforceable sanctions are put in place for violations of the policy.

(7) For a law enforcement agency, the procedures by which members of the public may register complaints or concerns or submit questions about the use of each specific type of military equipment, and how the law enforcement agency will ensure that each complaint, concern, or question receives a response in a timely manner.

(e) “State agency” means the law enforcement division of every state office, officer, department, division, bureau, board, and commission or other state body or agency, except those agencies provided for in Article IV (except Section 20 thereof) or Article VI of the California Constitution.

(f) “Type” means each item that shares the same manufacturer model number.

7071. (a) (1) A law enforcement agency shall obtain approval of the governing body, by an ordinance adopting a military equipment use policy at a regular meeting of the governing body held pursuant to the Bagley-Keene Open Meeting Act (Article 9 (commencing with Section 11120) of Chapter 1 of Part 1 of Division 3 of Title 2) or the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Part 1 of Division 2 of Title 5), as applicable, prior to engaging in any of the following:

(A) Requesting military equipment made available pursuant to Section 2576a of Title 10 of the United States Code.

(B) Seeking funds for military equipment, including, but not limited to, applying for a grant, soliciting or accepting private, local, state, or federal funds, in-kind donations, or other donations or transfers.

(C) Acquiring military equipment either permanently or temporarily, including by borrowing or leasing.

(D) Collaborating with another law enforcement agency in the deployment or other use of military equipment within the territorial jurisdiction of the governing body.

(E) Using any new or existing military equipment for a purpose, in a manner, or by a person not previously approved by the governing body pursuant to this chapter.

(F) Soliciting or responding to a proposal for, or entering into an agreement with, any other person or entity to seek funds for, apply to receive, acquire, use, or collaborate in the use of, military equipment.

(G) Acquiring military equipment through any means not provided by this paragraph.

(2) No later than May 1, 2022, a law enforcement agency seeking to continue the use of any military equipment that was acquired prior to January 1, 2022, shall commence a governing body approval process in accordance with this section. If the governing body does not approve the continuing use of military equipment, including by adoption pursuant to this subdivision of a military equipment use policy submitted pursuant to subdivision (b), within 180 days of submission of the proposed military equipment use policy to the governing body, the law enforcement agency shall cease its use of

the military equipment until it receives the approval of the governing body in accordance with this section.

(b) In seeking the approval of the governing body pursuant to subdivision (a), a law enforcement agency shall submit a proposed military equipment use policy to the governing body and make those documents available on the law enforcement agency's internet website at least 30 days prior to any public hearing concerning the military equipment at issue.

(c) The governing body shall consider a proposed military equipment use policy as an agenda item for an open session of a regular meeting and provide for public comment in accordance with the Bagley-Keene Open Meeting Act (Article 9 (commencing with Section 11120) of Chapter 1 of Part 1 of Division 3 of Title 2) or the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Part 1 of Division 2 of Title 5), as applicable.

(d) (1) The governing body shall only approve a military equipment use policy pursuant to this chapter if it determines all of the following:

(A) The military equipment is necessary because there is no reasonable alternative that can achieve the same objective of officer and civilian safety.

(B) The proposed military equipment use policy will safeguard the public's welfare, safety, civil rights, and civil liberties.

(C) If purchasing the equipment, the equipment is reasonably cost effective compared to available alternatives that can achieve the same objective of officer and civilian safety.

(D) Prior military equipment use complied with the military equipment use policy that was in effect at the time, or if prior uses did not comply with the accompanying military equipment use policy, corrective action has been taken to remedy nonconforming uses and ensure future compliance.

(2) In order to facilitate public participation, any proposed or final military equipment use policy shall be made publicly available on the internet website of the relevant law enforcement agency for as long as the military equipment is available for use.

(e) (1) The governing body shall review any ordinance that it has adopted pursuant to this section approving the funding, acquisition, or use of military equipment at least annually and, subject to paragraph (2), vote on whether to renew the ordinance at a regular meeting held pursuant to the Bagley-Keene Open Meeting Act (Article 9 (commencing with Section 11120) of Chapter 1 of Part 1 of Division 3 of Title 2) or the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Part 1 of Division 2 of Title 5), as applicable.

(2) The governing body shall determine, based on the annual military equipment report submitted pursuant to Section 7072, whether each type of military equipment identified in that report has complied with the standards for approval set forth in subdivision (d). If the governing body determines that a type of military equipment identified in that annual military equipment report has not complied with the standards for approval set forth in subdivision (d), the governing body shall either disapprove a renewal of the authorization for that type of military equipment or require modifications

to the military equipment use policy in a manner that will resolve the lack of compliance.

(f) Notwithstanding subdivisions (a) to (e), inclusive, if a city contracts with another entity for law enforcement services, the city shall have the authority to adopt a military equipment use policy based on local community needs.

7072. (a) A law enforcement agency that receives approval for a military equipment use policy pursuant to Section 7071 shall submit to the governing body an annual military equipment report for each type of military equipment approved by the governing body within one year of approval, and annually thereafter for as long as the military equipment is available for use. The law enforcement agency shall also make each annual military equipment report required by this section publicly available on its internet website for as long as the military equipment is available for use. The annual military equipment report shall, at a minimum, include the following information for the immediately preceding calendar year for each type of military equipment:

(1) A summary of how the military equipment was used and the purpose of its use.

(2) A summary of any complaints or concerns received concerning the military equipment.

(3) The results of any internal audits, any information about violations of the military equipment use policy, and any actions taken in response.

(4) The total annual cost for each type of military equipment, including acquisition, personnel, training, transportation, maintenance, storage, upgrade, and other ongoing costs, and from what source funds will be provided for the military equipment in the calendar year following submission of the annual military equipment report.

(5) The quantity possessed for each type of military equipment.

(6) If the law enforcement agency intends to acquire additional military equipment in the next year, the quantity sought for each type of military equipment.

(b) Within 30 days of submitting and publicly releasing an annual military equipment report pursuant to this section, the law enforcement agency shall hold at least one well-publicized and conveniently located community engagement meeting, at which the general public may discuss and ask questions regarding the annual military equipment report and the law enforcement agency's funding, acquisition, or use of military equipment.

7073. (a) A state agency shall create a military equipment use policy prior to engaging in any of the following:

(1) Requesting military equipment made available pursuant to Section 2576a of Title 10 of the United States Code.

(2) Seeking funds for military equipment, including, but not limited to, applying for a grant, soliciting or accepting private, local, state, or federal funds, in-kind donations, or other donations or transfers.

(3) Acquiring military equipment either permanently or temporarily, including by borrowing or leasing.

(4) Collaborating with a law enforcement agency or another state agency in the deployment or other use of military equipment within the territorial jurisdiction of the governing body.

(5) Using any new or existing military equipment for a purpose, in a manner, or by a person not previously approved by the governing body pursuant to this chapter.

(6) Soliciting or responding to a proposal for, or entering into an agreement with, any other person or entity to seek funds for, or to apply to receive, acquire, use, or collaborate in the use of, military equipment.

(7) Acquiring military equipment through any means not provided by this subdivision.

(b) No later than May 1, 2022, a state agency seeking to continue the use of any military equipment that was acquired prior to January 1, 2022, shall create a military equipment use policy.

(c) A state agency that is required to create a military equipment use policy pursuant to this section shall do both of the following within 180 days of completing the policy:

(1) Publish the military equipment use policy on the agency's internet website.

(2) Provide a copy of the military equipment use policy to the Governor or the Governor's designee.

7074. The Legislature finds and declares that ensuring adequate oversight of the acquisition and use of military equipment is a matter of statewide concern rather than a municipal affair as that term is used in Section 5 of Article XI of the California Constitution. Therefore, this chapter applies to all cities, including charter cities and shall supersede any inconsistent provisions in the charter of any city, county, or city and county.

7075. Nothing in this chapter shall preclude a county or local municipality from implementing additional requirements and standards related to the purchase, use, and reporting of military equipment by local law enforcement agencies.

SEC. 3. The Legislature finds and declares that Section 1 of this act, which adds Chapter 12.8 (commencing with Section 7070) to Division 7 of Title 1 of the Government Code, furthers, within the meaning of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the purposes of that constitutional section as it relates to the right of public access to the meetings of local public bodies or the writings of local public officials and local agencies. Pursuant to paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the Legislature makes the following findings:

Requiring local agencies to hold public meetings prior to the acquisition of military equipment further exposes that activity to public scrutiny and enhances public access to information concerning the conduct of the people's business.

SEC. 4. No reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution because the only costs that may be incurred by a local agency or school district under this act would

result from a legislative mandate that is within the scope of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution.

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**KINGS COUNTY SHERIFF'S OFFICE DETENTIONS DIVISION
ANNUAL MILITARY EQUIPMENT REPORT
DATED MARCH 25, 2022**

I. MILITARY EQUIPMENT INVENTORY

The Kings County Sheriff's Office (Detentions Division) utilizes the equipment listed below for law enforcement purposes only, in a manner that is consistent with the equipment's description and purpose. The Department's use complies with state and federal law, including any licensing or certification requirements, and County and Department policies and procedures. All equipment is used in a manner that protects public and officer safety and the community's civil rights and civil liberties, with the goal of minimizing injury to persons and property, including when exigent circumstances arise that may require a related use not explicitly described below. Deployments are relegated to those who have completed requisite training or qualification, including that from the Department and the Commission on Peace Officer Standards and Training (POST) and Standards and Training for Corrections (STC).

1. 40 MM and 37 MM Launchers and Rounds: 40MM and 37MM Launchers are utilized by department personnel as a less lethal tool to launch impact rounds.

a. Description, quantity, capabilities, and purchase cost:

- i. ALS, 40MM TACTICAL LAUNCHER, cost: \$975, quantity: 3. (desired quantity 8). The ALSTAC-40 are tactical 37mm and 40mm single shot launcher that feature an expandable folding stock, quad picatinny rails, extra-large winter guard, safe trigger finger cutouts, and cartridge removal scallops. The 3 strategically placed points for detachable sling swivel studs allow both single and two point sling attachment in multiple configurations. The ALSTAC 40 will fire standard 37/38mm and 40mm less lethal ammunition, up to 8 inches. The ALSTAC-40 will launch a 40MM less lethal round up to 131 feet and is only authorized to be used by SERT and supervisory personnel.
- ii. Penn Arms, 40MM Multi SHOT LAUNCHER, cost: \$3,146.00, quantity: 1. (desired quantity 5). A pump action advance drum launcher, with a six shot capacity and rifled barrel. Feature include: Double-Action trigger, trigger lock push button and hammer lock safeties, 40mm 1:47 twist rifled 11 inch barrel, combination weaver rail with ghost ring and bead sight, overall length 21 inches (533mm) with stock collapsed and 32 inches (813mm) with stock extended unloaded weight of 9 lbs. (4.1 Kg), utilizes 40mm x 127mm max length munitions. The 40mm multi shot launcher is only authorized to be used by SERT and supervisory personnel.
- iii. DEFENSE TECHNOLOGY, 40MM EXACT IMPACT SPONGE, #6325, cost: \$26.50, quantity: 56. (Desired quantity 60). A less lethal 40mm lightweight plastic and foam projectile fired from a single or multi-round purpose built 40mm grenade launcher with a rifled barrel at 325 FPS. The 30-gram foam projectile delivers 120 ft/lbs. of energy on impact. The 40mm Exact Impact Sponge Round provides accurate and effective performance when fired from the approved distance of not less than five (5) feet and

as far as 131 feet from the target.

- iv. DEFENSE TECHNOLOGY, 37MM MULTIPLE RUBBER BATON ROUND, #1177, cost: \$20.85, quantity: 34. (Desired quantity 50). A less lethal 37mm rubber baton incorporates an 8.0-inch casing that contains five (5) rubber projectiles, which utilizes black powder as the propellant. The 37mm rubber baton is most widely used as a crowd management tool. The 37mm rubber baton round is intended to be skip fired, but may be direct fired at the discretion of the operator. The 37mm rubber baton round is most at medium to extended ranges of fire, approximately 40 to 75 feet.
- v. DEFENSE TECHNOLOGY, 37/40MM MULTIPLE FOAM BATON ROUND, #6299, cost: \$22.30, quantity: 57 (Desired quantity 60). A less lethal 37/40mm foam baton round incorporates a 4.8-inch casing that contains three (3) foam projectiles. The 37/40mm foam baton round was designed for departments that utilize both 37mm gas guns and 40 mm launchers. The round is intended to be direct fired, but may be skip fired at the discretion of the operator. The 37/40mm foam baton round is most suitable in close to medium ranges of fire, at approximately 15 to 30 feet.
- vi. DEFENSE TECHNOLOGY, 37/40MM 32 CALIBER RUBBER BALLS ROUND, #6296, cost: \$22.30, quantity: 37 (Desired quantity 50). A less lethal 37/40mm, 32-caliber round incorporates a 4.8-inch casing that contains approximately one hundred thirty (130) rubber balls. The 37/40mm, 32-caliber round was designed for departments that utilize both 37 mm gas guns and 40 mm launchers. The 37/40mm, 32-caliber round is most widely used as a crowd management tool. The 37/40mm, 32-caliber round is intended to be skip or direct fired at the discretion of the operator, but it is necessary to keep the trajectory low so the projectile spread will not engage the subject above the breast line. The 37/40mm, 32-caliber round is most suitable at close to moderate ranges of fire, approximately 15 to 25 feet.
- vii. DEFENSE TECHNOLOGY, SPEDE-HEAT 37MM SHORT-RANGE ROUND, #2002, cost: \$19.25, quantity: 54 (Desired quantity 60). A less lethal spede-heat 37mm short range round incorporates an aluminum shell and utilizes black powder as the propellant. The spede-heat 37mm short range round is most widely used as a crowd management solution. The round is used for the rapid deployment of chemical agent from maximum stand-off distances. The round may be fired in the air at an angle of approximately 25 – 30 degrees to achieve maximum stand-off, or it may be skip fired into the target area from closer ranges. The spede-heat chemical and smoke projectiles are designed for outdoor use.
- viii. DEFENSE TECHNOLOGY, DIRECT IMPACT LE EXTENDED RANGE 40 MM RELOADABLE 50-SHOT TRAINING KIT, #6530LE-50, COST \$245, quantity: 1 (Desired quantity 4). The 40mm law enforcement extended range training kit contains five (5) yellow plastic projectiles designated for training only, five (5) blue anodized aluminum shell bases w/ set screws, and fifty (50) propellant cartridges. Each projectile and shell base is intended to be used ten (10) times, and then discarded. The round incorporates an improved projectile design and black oxide coated steel insert instead of aluminum.
- ix. DEFENSE TECHNOLOGY, 37/40MM BEAN BAG ROUND, #6225, cost: \$24.50, quantity: 50. (Desired quantity 60). A less lethal 37/40mm bean bag round which incorporates a 4.8 – inch casing that contains (1) silica and sand-filled bag. The 37/40mm bean bag round was designed for departments that utilize both 37mm gas guns and 40mm

launchers. The 37/40mm bean bag round is widely used as a crowd management tool. The 37/40mm bean bag round is intended to be direct fired. The 37/40mm bean bag round is most suitable in moderately close to medium ranges of fire, approximately 20 to 35 feet.

b. Purpose

To limit the escalation of conflict where employment of lethal force is prohibited or undesirable.

c. Authorized Use

Situations for use of the less lethal weapon systems may include, but are not limited to:

- i. Self-destructive, dangerous and/or combative individuals.
- ii. Riot/crowd control and civil unrest incidents.
- iii. Circumstances where a tactical advantage can be obtained.
- iv. Potentially vicious animals.
- v. Training exercises or approved demonstrations.

d. Training

Sworn members utilizing 40MM less lethal chemical agents or impact rounds are trained in their use by POST/STC certified less lethal and chemical agent instructors.

e. Lifespan

Defense Technology 40MM and 37MM Launcher - 25 years.

ALS 40MM Launcher – 25 years

Penn Arms Multi Shot Launcher – 25 years

Model # 6325 Exact Impact Sponge – 5 years

Model # 1177 Rubber Baton Round – 5 years

Model # 6299 Foam Baton Round - 5 years

Model #6296 32 Cal. Rubber Balls Round – 5 years

Model #2002 Spede-Heat Short Range Round – 5 years

Model # 6225 Bean Bag Round – 5 years

f. Fiscal Impact

Annual maintenance is approximately \$50 for each launcher.

g. Legal and Procedural Rules

Use is established under policy 302.3.3. It is the policy of the KCSO to utilize the 40mm only for official law enforcement purposes, and pursuant to State and Federal law, including those regarding the use of force.

2. Distraction Devices: A distract device is ideal for distracting dangerous suspects during assaults,

hostage rescue, room entry or other high-risk arrest situations.

a. Description, quantity, capabilities, and purchase cost

- i. ALS, Hornets Nest Sting Grenade, cost: \$43, quantity: 1. (desired quantity 15). The ALSG10160 is a rubber ball diversionary device that produces approximately 130 dB at 5 feet, and emits 1-2 million candela. In addition to the light and sound, the ALSG10160 is designed to disperse approximately 25 .60 caliber rubber balls in a 360 degree pattern. Upon initiation, the fuze is ejected prior to functioning of the device, preventing the fuze from becoming a secondary projectile.

b. Purpose

To produce atmospheric over-pressure and brilliant white light and, as a result, can cause short-term (6 - 8 seconds) physiological/psychological sensory deprivation to give officers a tactical advantage. Disperse approximately 25 .60 caliber rubber balls in a 360 degree pattern to provide a tactical advantage for officers.

c. Authorized Use

Diversionary Devices shall only be used:

- i. By officers who have been trained in their proper use.
- ii. In riot and barricaded subject situations.
- iii. During other high-risk situations where their use would enhance officers safety.
- iv. During training exercises.

d. Lifespan

5 years.

e. Fiscal Impact

No annual maintenance.

f. Training

Prior to use, officers must attend diversionary device training that is conducted by Post/STC certified instructors.

g. Legal and Procedural Rules

It is the policy of the KCSO to utilize diversion devices only for official law enforcement purposes, and pursuant to State and Federal law regarding the use of force.

3. Chemical Agent and Smoke Canisters: Canisters that contain chemical agents that are released when deployed.

a. Description, quantity, capabilities, and purchase cost

- i. DEFENSE TECHNOLOGY, FLAMELESS TRI-CHAMBER CS GRENADE, #1032, cost \$40.60, quantity: 39. (Desired quantity 50). The design of the Tri-Chamber Flameless

CS Grenade allows the contents to burn within an internal can and disperse the agent safely with reduced risk of fire. The grenade is designed primarily for indoor tactical situations to detect and/or dislodge a barricaded subject. This grenade will deliver approximately .70 oz. of agent during its 20-25 seconds burn time. The Tri-Chamber Flameless Grenade can be used in crowd control as well as tactical deployment situations by Law Enforcement and Corrections but was designed with the barricade situation in mind. Its applications in tactical situations are primarily to detect and/or dislodge barricaded subjects. The purpose of the Tri-Chamber Flameless Grenade is to minimize the risks to all parties through pain compliance, temporary discomfort, and/or incapacitation of potentially violent or dangerous subjects. The Tri-Chamber Flameless Grenade provides the option of delivering a pyrotechnic chemical device indoors, maximizing the chemicals' effectiveness via heat and vaporization, while minimizing or negating the chance of fire to the structure. The Tri-Chamber Flameless Grenade is NOT to be launched utilizing a launching cup.

- ii. DEFENSE TECHNOLOGY, STINGER CS RUBBER BALL GRENADE, #1088, cost \$44.50, quantity: 41. (Desired quantity 50). The stinger CS rubber ball grenade is a maximum effect device that delivers four stimuli for psychological and physiological effects: rubber pellets, light, sound, and CS. The stinger grenade is most widely used as a crowd management tool by law enforcement and corrections. The stinger grenade has an initial 1.5 second delay that initiates fuze assembly separation, followed by another .5 second delay before the blast which is sufficient to project balls and chemical agent in a 50 foot radius.
- iii. DEFENSE TECHNOLOGY, STINGER OC RUBBER BALL GRENADE, #1089, cost \$45.50, quantity: 36. (Desired quantity 50). The stinger OC rubber ball grenade is a maximum effect device that delivers four stimuli for psychological and physiological effects: rubber pellets, light, sound, and OC. The stinger grenade is most widely used as a crowd management tool by law enforcement and corrections. The stinger grenade has an initial 1.5 second delay that initiates fuze assembly separation, followed by another .5 second delay before the blast which is sufficient to project balls and chemical agent in a 50 foot radius.

b. Purpose

To limit the escalation of conflict where employment of lethal force is prohibited or undesirable. Situations for use of the less lethal weapon systems may include, but are not limited to:

- i. Self-destructive, dangerous and/or combative individuals.
- ii. Riot/crowd control and civil unrest incidents.
- iii. Circumstances where a tactical advantage can be obtained.
- iv. Potentially vicious animals.
- v. Training exercises or approved demonstrations.

c. Authorized Use

Only officers who have received POST/STC certification in the use chemical agents

are authorized to use chemical agents.

d. Training

Sworn members utilizing chemical agent canisters are certified by POST/STC less lethal and chemical agent instructors.

e. Lifespan

5 years from manufacturing date.

f. Fiscal Impact

No annual maintenance.

g. Legal and Procedural Rules

Use is established under policy 302.3.2. It is the policy of the KCSO to utilize chemical agents only for official law enforcement purposes, and pursuant to State and Federal law, including those regarding the use of force.

4. Pepper Ball Launchers: A device that discharges irritant projectiles.

a. Description, quantity, capabilities, and purchase cost

- i. PepperBall VKS CARBINE, cost: \$1190, quantity 2. (Desired quantity 6) The Variable Kinetic System (VKS) is a compressed-air powered launcher designed to fire non-lethal PepperBall projectiles. The PepperBall VKS Carbine features a dual feed system that offers the ability to quickly switch between Hopper mode and Magazine mode for optimum versatility.
- ii. PepperBall FTC, cost: \$595, quantity 3. (Desired quantity 12) The FTC is a high capacity, semi automatic launcher. The launcher is designed for crowd control. The launcher is designed to fire non-lethal PepperBall projectiles. Features an interchangeable mounted air system for forward or rearward mounting of HPA bottle. The electronic hopper is available to increase firing rate and reliability.
- iii. PepperBall LIVE PROJECTILE, cost: \$3 per projectile, quantity 375. (Desired quantity two cases of 1500). The basic PepperBall projectile contains 2% PAVA pepper powder, and is designed for direct impact and area saturation, especially in confined, interior spaces. Discharged from a PepperBall Launcher, the projectile has a velocity of 280-350 FPS. The projectile has a direct impact of 60ft and an area of saturation of 150+ft. The projectile contains 0.5% PAVA Powder.
- iv. PepperBall LIVE-X PROJECTILE, cost: \$3.50 per projectile, quantity 375. (Desired quantity two cases of 1500). The Live Projectile contains a concentrated amount of PAVA pepper powder. One round of LIVE-X contains the equivalent to 10 PepperBall rounds. Discharged from a PepperBall Launcher, the projectile has a velocity of 280-350 FPS. The projectile has a direct impact of 60ft and an area of saturation of 150+ft. The projectile contains 5% PAVA Powder.
- v. PepperBall VXR LIVE-X PROJECTILE, cost: \$4.50 per projectile, quantity 50. (Desired quantity four packs of 50). The VXR Live-X Projectile is a non-lethal round. The projectile contains approximately 10x the PAVA of the VXR LIVE projectile. This projectile is best

for direct impact or area saturation. Discharged from a PepperBall Launcher, the projectile has a velocity of 280-425 FPS. The projectile has a direct impact of 150ft and an area of saturation of 390+ft. The projectile contains 2.5% PAVA powder.

- vi. PepperBall Inert, cost: \$.90 per projectile, quantity 375. (Desired quantity three cases of 1500). The inert projectile is a non-lethal round. The projectile contains a harmless, scented powder. The projectile is used for training, qualifications, and direct impact when chemical exposure is not desired.

b. Purpose

To limit the escalation of conflict where employment of lethal force is prohibited or undesirable. Situations for use of the less lethal weapon systems may include but, are not limited to:

- i. Self-destructive, dangerous and/or combative individuals.
- ii. Riot/crowd control and civil unrest incidents.
- iii. Circumstances where a tactical advantage can be obtained.
- iv. Potentially vicious animals.
- v. Training exercises or approved demonstrations.

c. Authorized Use

Only those officers who have been trained in the use of PepperBall launchers are authorized to use the PepperBall launchers.

d. Training

Sworn members utilizing PepperBall launchers and projectiles are trained in their use by POST/STC certified less lethal and chemical agents instructors.

e. Lifespan

- i. PepperBall VKS Carbine- 20 years
- ii PepperBall FTC – 20 years
- iii. PepperBall Live Projectile- 3 years
- iv. PepperBall Live-X Projectile- 3 years
- v. PepperBall VXR Live-X Projectile- 3 years

f. Fiscal Impact

Annual maintenance is approximately \$50 for each PepperBall launcher.

g. Legal and Procedural Rules

Use is established under policy 302.3.6. It is the policy of the KCSO to utilize PepperBall only for official law enforcement purposes, and pursuant to State and Federal law, including those regarding the use of force.

II. ACQUISITIONS

For the following calendar year, the Department seeks to increase the present inventory of military

equipment to the noted desired levels above. Thus, the Department seeks the Board of Supervisors' acquisition approval to make further purchases or in-kind replacements when stock of approved military equipment has reached significantly low levels, has been exhausted, has completed the viable life cycle, or has been rendered unusable. The Department also seeks the Board of Supervisors' approval to receive equipment having no initial cost to the Department, such as that which is acquired as a result of a court order or is gifted.

III. CONFIRMED NON-COMPLIANCE

The Kings County Sheriff's Office has no reportable instances of confirmed non-compliance with its Military Equipment Use Policy to report to the Board of Supervisors.

IV. JUSTIFICATION

In order to ensure that the Department's military equipment provides the best value to meet the County's needs in comparison to alternatives, if any were available, and to achieve officer and civilian safety, the Department's past and future acquisitions of military equipment comply with the Kings County Purchasing Policy.

**KINGS COUNTY SHERIFF'S OFFICE
ANNUAL MILITARY EQUIPMENT REPORT
DATED MARCH 25, 2022**

I. MILITARY EQUIPMENT INVENTORY

The Kings County Sheriff's Office (the "Department") utilizes the equipment listed below for law enforcement purposes only, in a manner that is consistent with the equipment's description and purpose. The Department's use complies with state and federal law, including any licensing or certification requirements, and County and Department policies and procedures. All equipment is used in a manner that protects public and officer safety and the community's civil rights and civil liberties, with the goal of minimizing injury to persons and property, including when exigent circumstances arise that may require a related use not explicitly described below. Deployments are relegated to those who have completed requisite training or qualification, including that from the Department and the Commission on Peace Officer Standards and Training (POST).

1. Unmanned Aircraft System (UAS): An unmanned aircraft along with the associated equipment necessary to control it remotely.

a. Description, quantity, capabilities, and purchase cost of current UAS:

- i. DJI Phantom 4 Pro Drone/UAS, cost \$1499 each, quantity: 1. Weighing approximately 1375 grams and is capable of recording audio and video, with approximately 30 minutes of flight time.
- ii. DJI Spark Fly More Drone/UAS, cost \$569 each, quantity 1. Weighing 95 g and is capable of recording audio and video, with approximately 30 minutes of flight time.
- iii. DJI MAVIC ENTERPRISE DUALS, cost: \$5,500 each, quantity: 2. UAS that has a color and inferred camera as well as audible speaker and light. Capable of video recording and weighs 899 grams, approx. 30 minutes of flight time.
- iv. DJI T Mavic 2 ZoomDrone/UAS, cost: \$1,829 each, quantity: 2. Weight 905 grams and is capable of recording audio and video, with approximately 30 minutes of flight time.
- v. DJI MAVIC PRO, cost: \$1500, quantity: 1. UAS that weighs approx. 1.5 pounds, 25 min flight time and a single-color camera with recording capabilities.
- vi. DJI Air2 Drone/UAS, Cost \$799 with smart controller \$749.00 Quantity 1. Weighing approximately 570 grams is capable of recording audio and video, with approximately 30 minutes of flight time. This drone is also outfitted with propeller guards and is capable of flight indoors.

b. Purpose

To be deployed when its view would assist officers or incident commanders with the following situations, which include but are not limited to:

- i. major collision investigations.
- ii. search for missing persons.
- iii. natural disaster management.
- iv. crime scene photography.
- v. SWAT, tactical or other public safety and life preservation missions.
- vi. In response to specific requests from local, state, or federal fire authorities for fire

response and/or prevention.

c. Authorized Use

Only assigned operators who have completed the required training shall be permitted to operate the DJI Mavic Mini during approved missions.

d. Expected Life Span

All UAS equipment, 3-5 years.

e. Fiscal Impact

Annual maintenance and battery replacement cost is approximately \$4,000.

f. Training

All Department UAS operators are licensed by the Federal Aviation Administration for UAS operation. In addition, each operator must attend a 40-hour department training and ongoing quarterly training.

g. Legal and Procedural Rules

Use is established under General Order 525.09, FAA Regulation 14 CFR Part 107, and the Kings County Sheriff's Office UAS policy. It is the policy of the KCSO to utilize UAS only for official law enforcement purposes, and in a manner that respects the privacy of our community, pursuant to State and Federal law.

2. Robots: Unmanned machine operating on the ground utilized to enhance the safety to the community and officers.

a. Description, quantity, capabilities, and purchase cost

- i. Avatar Micro 2010 Robot, cost: \$15,525 each, quantity: 1. The AVATAR Micro is a rugged, easy-to-use tactical robot that enhances the capabilities of law enforcement and first-responders by allowing them to safely and quickly inspect dangerous situations. The AVATAR Micro also offers multiple communications options.

b. Purpose

To be used to remotely gain visual/audio data, deliver HNT phone, open doors, disrupt packages, and clear buildings.

c. Authorized Use

Only assigned operators who have completed the required training shall be permitted to operate the robots identified at sections 2(a)(i). Use is established by the Tactical Commander and or Incident Commander.

d. Expected Life Span

All robots, 8-10 years.

e. Fiscal Impact

Annual maintenance and battery replacement cost is approximately \$2,000.

f. Training

All robot operators must complete a basic operator class to operate the robot(s) identified at sections 2(a)(i).

g. Legal and Procedural Rules

It is the policy of the KCSO to utilize a robot only for official law enforcement purposes, and in a manner that respects the privacy of our community, pursuant to State and Federal law.

3. Armored Vehicles: Commercially produced wheeled armored personnel vehicle utilized for law enforcement purposes.

a. Description, quantity, capabilities, and purchase cost

- i. Lenco BEARCAT, G2, cost: \$303,832.00, quantity: 1. (desired quantity 2). The Lenco Bearcat, G2, is an armored vehicle that seats 10-12 personnel with open floor plan that allows for rescue of down personnel. It can stop various projectiles, which provides greater safety to citizens and officers beyond the protection level of shield and personal bodyarmor.

b. Purpose

To be used in response to critical incidents to enhance officer and community safety, improve scene containment and stabilization, and assist in resolving critical incidents.

c. Authorized Use

The use of armored vehicles shall only be authorized by a watch commander or SWAT commander, based on the specific circumstances of a given critical incident. Armored vehicles shall be used only by officers trained in their deployment and in a manner consistent with Department policy and training.

d. Lifespan

Lenco Bearcat models G2, 25 years.

e. Fiscal Impact

Annual maintenance cost of approximately \$10,000.

f. Training

All driver/operators shall attend formalized instruction and be trained in vehicle operations and practical driving instruction.

g. Legal and Procedural Rules

Use is established under General Order 580.18. It is the policy of the Department to utilize armored vehicles only for official law enforcement purposes, and pursuant to State and Federal law.

4. Mobile Incident Command Vehicle (Mobile Command Center - MCC): A mobile office that provides shelter, access to Sheriff's Office computer systems, incident interview room, and restroom

facilities on extended events.

a. Description, quantity, capabilities, and purchase cost

22' walk-in Van (F59 chassis) (custom built) Ford vehicle, cost: \$265,000.00 quantity: 1. The MCC can also be utilized for SWAT/CRT and other critical incidents, preplanned large events, searching for missing persons, natural disasters, and community events.

b. Purpose

To be used based on the specific circumstances of a given critical incident, large event, natural disaster or community event that is taking place.

c. Authorized Use

The MCC shall be used by Deputies/Officers trained in their deployment and in a manner consistent with Department policy and training. Furthermore, only Deputies/Officers who are properly licensed and have completed a driver's training program will be allowed to drive the MCC.

d. Lifespan

The MCC, 20-year lifespan on chassis and vehicle structure. Upgrades needed in 7 years to maintain IT systems.

e. Fiscal Impact

Annual maintenance cost is approximately \$2,000.

f. Training

The driver/operator shall receive training in the safe handling of the vehicle on a closed training course. Once the operator has shown competence in vehicle handling, the driver/operator will drive the vehicle throughout the city with an experienced driver.

g. Legal and Procedural Rules

It is the policy of the Department to use the MCC only for official law enforcement purposes, and in accordance with California State law regarding the operation of motor vehicles.

h. Training

Once completing a closed training course, the operator will drive the vehicle with an experienced driver.

i. Legal Procedural Rules

Use shall be in accordance with California State law regarding the operation of motor vehicles.

5. 40 MM and 37 MM Launchers and Rounds: 40MM and 37MM Launchers are utilized by department personnel as a less lethal tool to launch impact rounds.

a. Description, quantity, capabilities, and purchase cost:

- i. DEFENSE TECHNOLOGY, 40MM SINGLE SHOT LAUNCHER, cost: \$1000, quantity: 2. (desired quantity 4). The 40MM Single Launcher is a tactical single shot launcher that features an expandable ROGERS Super Stoc and an adjustable Integrated Front Grip (IFG) with light rail. It will fire standard 40mm less lethal ammunition, up to 4.8 inches in cartridge length. It will launch a 40MM less lethal round up to 131 feet and is only authorized to be used by SWAT personnel.
- ii. DEFENSE TECHNOLOGY, 40MM EXACT IMPACT SPONGE, #6325, cost: \$18, quantity: 35. (desired quantity 50). A less lethal 40mm lightweight plastic and foam projectile fired from a single or multi-round purpose built 40mm grenade launcher with a rifled barrel at 325 FPS. The 30-gram foam projectile delivers 120 ft/lbs. of energy on impact. The 40mm Exact Impact Sponge Round provides accurate and effective performance when fired from the approved distance of not less than five (5) feet and as far as 131 feet from the target.
- iii. DEFENSE TECHNOLOGY, 40MM DIRECT IMPACT OC, #6320, cost: \$30, quantity: 25. (desired quantity 50). A less lethal 40MM lightweight plastic and crushable foam projectile fired from a single or multi-round purpose-built 40mm grenade launcher with a rifled barrel at 295 FPS. The 39-gram crushable foam projectile delivers 120 ft/lbs of energy upon impact in addition to dispersion of 5 grams of OC irritant. The 40mm Direct Impact OC Round provides accurate and effective performance when fired from the approved distance of not less than five (5) feet and as far as 120 feet from the target.
- iv. DEFENSE TECHNOLOGY, FERRETT 40MM LIQUID BARRICADE PENETRATOR ROUND, #2262, cost: \$23, quantity: 21 (desired quantity 50). A less lethal 40MM round used to penetrate barriers, such as windows, hollow core doors, wallboard and thin plywood. Upon impacting the barrier, the nose cone ruptures and instantaneously delivers a small chemical payload inside of a structure or vehicle. In a tactical deployment situation, the 40mm Ferret is primarily used to dislodge barricaded subjects from confined areas. Its purpose is to minimize the risks to all parties through pain compliance, temporary discomfort and/or incapacitation of potentially violent or dangerous subjects.
- v. DEFENSE TECHNOLOGY, FERRETT 40MM POWDER BARRICADE PENETRATOR ROUND, #2262, cost: \$23, quantity: 28. (desired quantity 50). A less lethal 40MM round used to penetrate barriers, such as windows, hollow core doors, wallboard and thin plywood. Upon impacting the barrier, the nose cone ruptures and instantaneously delivers a small chemical payload inside of a structure or vehicle. In a tactical deployment situation, the 40mm Ferret is primarily used to dislodge barricaded subjects from confined areas. Its purpose is to minimize the risks to all parties through pain compliance, temporary discomfort and/or incapacitation of potentially violent or dangerous subjects.

b. Purpose

To limit the escalation of conflict where employment of lethal force is prohibited or undesirable.

c. Authorized Use

Situations for use of the less lethal weapon systems may include, but are not limited to:

- i. Self-destructive, dangerous and/or combative individuals.
- ii. Riot/crowd control and civil unrest incidents.
- iii. Circumstances where a tactical advantage can be obtained.
- iv. Potentially vicious animals.
- v. Training exercises or approved demonstrations.

d. Training

Sworn members utilizing 40MM less lethal chemical agents or impact rounds are trained in their use by POST certified less lethal and chemical agents instructors.

e. Lifespan

Defense Technology 40MM and 37MM Luncer - 25 years.

Model 6325 Exact Impact Sponge- 5 years.

Model 6320 Direct Impact OC- 5 years.

Model 2262 Liquid Barricade Penetrator round- 5 years.

Model 6182 Defense Technology Spede-Heat 40 MM long-range, CS- 5 years.

Model 6183 Spede-Heat 40mm Long-range Round, Saf Smoke- 5 years.

Model 6040 40mm Round Muzzle Blast, OC- 5 years.

Model 60280C 40 mm warning/signaling munition with OC, 50 meter- 5 years.

f. Fiscal Impact

Annual maintenance is approximately \$50 for each launcher.

g. Legal and Procedural Rules

Use is established under General Order 580.02 and 580.12. It is the policy of the SPD to utilize the 40mm only for official law enforcement purposes, and pursuant to State and Federal law, including those regarding the use of force.

6. Combined Systems LC5 Launching Cup: Cups that attach to 12 gauge less lethal shotguns which allow officers to launch canisters of chemical agents or smoke.

a. Description, quantity, capabilities, and purchase cost

COMBINED SYSTEMS LC5 LAUNCHING CUP, cost: \$302, quantity: 2. (desired quantity 4). The LC5 Launching Cups are designed for the 5200 series grenades. The cups can be attached to virtually any 12ga shotgun and the munition launched with our model 2600 launching cartridge.

b. Purpose

To limit the escalation of conflict where employment of lethal force is prohibited or undesirable.

c. Authorized Use

Situations for use of the less lethal weapon systems may include, but are not limited to:

- i. Self-destructive, dangerous and/or combative individuals.
- ii. Riot/crowd control and civil unrest incidents.
- iii. Circumstances where a tactical advantage can be obtained.
- iv. Potentially vicious animals.
- v. Training exercises or approved demonstrations.

d. Lifespan

Combined Systems LC5 40MM Launching Cup- 25 years

e. Fiscal Impact

No annual maintenance.

f. Training

Officers utilizing the launching cups are trained in their use by SWAT POST certified chemical agents instructors.

g. Legal and Procedural Rules

Use is established under General Order 580.02 and 580.12. It is the policy of the SPD to utilize the 40mm only for official law enforcement purposes, and pursuant to State and Federal law, including those regarding the use of force.

7. Distraction Devices: A distract device is ideal for distracting dangerous suspects during assaults, hostage rescue, room entry or other high-risk arrest situations.

a. Description, quantity, capabilities, and purchase cost

- i. Defense Technology Distraction Device's, FLASH-BANG, cost: \$52, quantity: 29. (desired quantity 50). A non-bursting, non-fragmenting multi-bang device that produces a thunderous bang with an intense bright light. Ideal for distracting dangerous suspects during assaults, hostage rescue, room entry or other high-risk arrest situations.

b. Purpose

To produce atmospheric over-pressure and brilliant white light and, as a result, can cause short-term (6 - 8 seconds) physiological/psychological sensory deprivation to give officers a tactical advantage.

c. Authorized Use

Diversionary Devices shall only be used:

- i. By officers who have been trained in their proper use.
- ii. In hostage and barricaded subject situations.
- iii. In high risk warrant (search/arrest) services where there may be extreme hazards to officers.
- iv. During other high-risk situations where their use would enhance officer safety.
- v. During training exercises.

- d. Lifespan
Until used.
- e. Fiscal Impact
No annual maintenance.
- f. Training
Prior to use, officers must attend divisionary device training that is conducted by Post certified instructors.
- g. Legal and Procedural Rules
It is the policy of the KCSO to utilize diversion devices only for official law enforcement purposes, and pursuant to State and Federal law regarding the use of force.

8. Chemical Agent and Smoke Canisters: Canisters that contain chemical agents that are released when deployed.

- a. Description, quantity, capabilities, and purchase cost
 - i. DEFENSE TECHNOLOGY, RIOT CONTROL CONTINUOUS DISCHARGE GRENADE, CS, #1082, cost: \$27, quantity: 20. (desired quantity 50). The Riot Control CS Grenade is designed specifically for outdoor use in crowd control situations with a high volume continuous burn that expels its payload in approximately 20-40 seconds through four gas ports located on the top of the canister. This grenade can be used to conceal tactical movement or to route a crowd. The volume of smoke and agent is vast and obtrusive. This launchable grenade is 6.0 in. by 2.35 in. and holds approximately 2.7 oz. of active agent.
 - ii. DEFENSE TECHNOLOGY, FLAMELESS TRI-CHAMBER CS GRENADE, #1032, cost \$45, quantity: 27. (desired quantity 50). The design of the Tri-Chamber Flameless CS Grenade allows the contents to burn within an internal can and disperse the agent safely with reduced risk of fire. The grenade is designed primarily for indoor tactical situations to detect and/or dislodge a barricaded subject. This grenade will deliver approximately .70 oz. of agent during its 20-25 seconds burn time. The Tri-Chamber Flameless Grenade can be used in crowd control as well as tactical deployment situations by Law Enforcement and Corrections but was designed with the barricade situation in mind. Its applications in tactical situations are primarily to detect and/or dislodge barricaded subjects. The purpose of the Tri-Chamber Flameless Grenade is to minimize the risks to all parties through pain compliance, temporary discomfort, and/or incapacitation of potentially violent or dangerous subjects. The Tri-Chamber Flameless Grenade provides the option of delivering a pyrotechnic chemical device indoors, maximizing the chemicals' effectiveness via heat and vaporization, while minimizing or negating the chance of fire to the structure. The Tri-Chamber Flameless Grenade is NOT to be launched utilizing a launching cup.
 - iii. 5230B- CS BAFFLED CANISTER GRENADE, PYRO, LOW FLAME POTENTIAL, cost \$45, quantity 25. 5230B (desired quantity 50). – Pyrotechnic grenade designed for

indoor use delivering a maximum amount of irritant smoke throughout multiple rooms with minimal risk of fire. The grenade is designed primarily for indoor tactical situations to detect and/or dislodge a barricaded subject. This grenade will deliver approximately 25 gram of agent. The purpose of the 5230B- CS BAFFLED CANISTER GRENADE is to minimize the risks to all parties through pain compliance, temporary discomfort, and/or incapacitation of potentially violent or dangerous subjects. The 5230B- CS BAFFLED CANISTER GRENADE provides the option of delivering a pyrotechnic chemical device indoors, maximizing the chemicals' effectiveness via heat and vaporization, while minimizing or negating the chance of fire to the structure.

- iv. SPEDE-HEAT™ CONTINUOUS DISCHARGE CHEMICAL GRENADE, CS, cost \$50, quantity 16. (desired quantity 50). The Spede-Heat CS Grenade is a high volume, continuous burn it expels its payload in approximately 20-40 seconds. The payload is discharged through four gas ports on top of the canister, three on the side and one on the bottom. This launchable grenade is 6.12 in. by 2.62 in. and holds approximately 2.9 oz. of active agent. The Grenade can be used in crowd control as well as tactical deployment situations by Law Enforcement and Corrections but was designed with the barricade situation in mind. Its applications in tactical situations are primarily to detect and/or dislodge barricaded subjects. The purpose of the Grenade is to minimize the risks to all parties through pain compliance, temporary discomfort, and/or incapacitation of potentially violent or dangerous subjects. The Grenade provides the option of delivering a pyrotechnic chemical device indoors, maximizing the chemicals' effectiveness via heat and vaporization, while minimizing or negating the chance of fire to the structure. The Grenade is NOT to be launched utilizing a launching cup.
- v. INSTANTANEOUS BLAST CS GRENADE, cost \$45, quantity 13, (desired quantity 50). The Instantaneous Blast CS Grenade is designed for indoor or outdoor use; this grenade's powder is expelled upon initiation of a small internal detonator that has sufficient force to split the canister at six machined grooves on the outside surface. This device is well suited for affecting numerous subjects grouped within a contained portion of a prison yard or area, using wind to the advantage. This 6.12 in. by 2.62 in. grenade will deliver approximately 1.5 oz. of active agent.
- vi. DEFENSE TECHNOLOGY, POCKET TACTICAL CS GRENADE, cost: \$39, quantity: 12. (desired quantity 50). The Pocket Tactical CS Grenade is small, and lightweight. The 0.9 oz. of active agent will burn approximately 20-40 seconds. At 4.75 in. by 1.4 inches in size, it easily fits in most tactical pouches. This is a launchable grenade; however it is normally used as a signaling or covering device. Though this device is slightly over four inches in length, it produces a smoke cloud so fast it appears to be an enveloping screen produced by a full size tactical grenade.

b. Purpose

To limit the escalation of conflict where employment of lethal force is prohibited or undesirable. Situations for use of the less lethal weapon systems may include, but are not limited to:

- i. Self-destructive, dangerous and/or combative individuals.
- ii. Riot/crowd control and civil unrest incidents.
- iii. Circumstances where a tactical advantage can be obtained.
- iv. Potentially vicious animals.
- v. Training exercises or approved demonstrations.

- c. Authorized Use
Only officers who have received POST certification in the use chemical agents are authorized to use chemical agents.
- d. Training
Sworn members utilizing chemical agent canisters are certified by POST less lethal and chemical agents instructors.
- e. Lifespan
5 years from manufacturing date.
- f. Fiscal Impact
No annual maintenance.
- g. Legal and Procedural Rules
Use is established under the KCSO Chemical Agent Policy. It is the policy of the KCSO to utilize chemical agents only for official law enforcement purposes, and pursuant to State and Federal law, including those regarding the use of force.

9. Explosive Breaching Tools: Tools that are used to conduct an explosive breach.

- a. Description, quantity, capabilities, and purchase cost
 - i. ROYAL REMINGTON 870 EXPRESS BREACHING SHOTGUN, cost: \$500, quantity: 2. (desired quantity 4). This weapon allows for breachers to safely utilize shotgun breaching rounds in order to destroy deadbolts, locks, and hinges. The stand-off that is attached to the end of the barrel allows for positive placement of the gun into the correct position and vents gases to prevent overpressure. This weapon can also defeat windows and sliding glass doors with a flash bang round. A less lethal 2.4- inch 12-gauge shotgun round firing a ballistic fiber bag filled with 40 grams of lead shot at a velocity of 270-290 feet per second (FPS).
 - ii. MOSSBURG 930 SEMI-AUTOMATIC BREACHING SHOTGUN, cost \$800, Quantity: 3. (desired quantity 4). This weapon allows for breachers to safely utilize shotgun breaching rounds in order to destroy deadbolts, locks, and hinges. The stand-off that is attached to the end of the barrel allows for positive placement of the gun into the correct position and vents gases to prevent overpressure. This weapon can also defeat windows and sliding glass doors with a flash bang round. A less lethal 2.4- inch 12-gauge shotgun round firing a ballistic fiber bag filled with 40 grams of lead shot at a velocity of 270-290 feet per second (FPS).
 - iii. ROYAL ARMS TESAR-2 BACK CAP 425 GRAIN COPPER FRANGILBE BREACHING ROUND, cost: \$5 per round, quantity: 201. (desired quantity 300). The round is fired from a breaching shotgun and is used to destroy deadbolts, locks and hinges.
 - iv. ROYAL ARMS TESAR-4 YELLOW CAP 750 GRAIN COPPER FRANGIBLE BREACHING ROUND, cost: \$5 per round, quantity: 12. (desired quantity 50). The

round is fired from a breaching shotgun and is used to destroy deadbolts, locks, and hinges

- v. ROYAL ARMS HP CUTTER 12 GAUGE HOLLOW POINT REBAR CUTTER BREACHING ROUND, cost: \$6 per round, quantity: 24. (desired quantity 50). The round is fired from a breaching shotgun and is used to cut rebar, penetrate security glass, car doors, and can penetrate engine blocks
- vi. ROYAL ARMS MB-70S 12 GAUGE MUZZLE BLAST FLASH BANG SOFT BREACHING ROUND, cost: \$6 per round, quantity: 29. (desired quantity 50). The round is fired from a breaching shotgun and is used as a diversionary round and can be used to break glass.

b. Purpose

To safely gain entry into a structure.

c. Authorized Use

Explosive breaching may only occur after authorization by the Incident Commander or SWAT Commander in the field, and during training exercises.

d. Lifespan

Breaching Shotgun- 25 years

Royal Arms Tesar-2 black cap 425 grain copper breaching round- 5 years

Royal Arms Tesar-4 yellow cap 750 grain copper frangible breaching round- 5 years

Royal Arms HP cutter 12-gauge hollow point rebar cutter breaching round- 5 years

Royal Arms MB-70S 12-gauge muzzle blast flash bang soft breaching round- 5 years

e. Fiscal Impact

Annual maintenance is approximately \$500.

f. Training

All officers who use explosive breaching tools shall attend 40 hours of explosive breaching instruction and must additionally receive quarterly training for explosive operations.

g. Legal and Procedural Rules

It is the policy of the KCSO to utilize breaching tools only for official law enforcement purposes, and pursuant to State and Federal law.

II. ACQUISITIONS

For the following calendar year, the Department seeks to increase the present inventory of military equipment to the noted desired levels above. Thus, the Department seeks the Board of Supervisors' acquisition approval to make further purchases or in-kind replacements when stock of approved military equipment has reached significantly low levels, has been exhausted, has completed the viable life cycle, or has been rendered unusable. The Department also seeks the Board of Supervisors' approval to receive equipment having no initial cost to the Department, such as that which is acquired as a result of a court order or is gifted.

III. CONFIRMED NON-COMPLIANCE

The Kings County Sheriff's Office has no reportable instances of confirmed non-compliance with its

Military Equipment Use Policy to report to the Board of Supervisors.

IV. **JUSTIFICATION**

In order to ensure that the Department's military equipment provides the best value to meet the County's needs in comparison to alternatives, if any were available, and to achieve officer and civilian safety, the Department's past and future acquisitions of military equipment comply with the Kings County Purchasing Policy.

Military Equipment

703.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines for the approval, acquisition, and reporting requirements of military equipment (Government Code § 7070; Government Code § 7071; Government Code § 7072).

703.1.1 DEFINITIONS

Definitions related to this policy include (Government Code § 7070):

Governing body – The Kings County Board of Supervisors.

Military equipment – Includes but is not limited to the following:

- Unmanned, remotely piloted, powered aerial or ground vehicles.
- Mine-resistant ambush-protected (MRAP) vehicles or armored personnel carriers.
- High mobility multipurpose wheeled vehicles (HMMWV), two-and-one-half-ton trucks, five-ton trucks, or wheeled vehicles that have a breaching or entry apparatus attached.
- Tracked armored vehicles that provide ballistic protection to their occupants.
- Command and control vehicles that are either built or modified to facilitate the operational control and direction of public safety units.
- Weaponized aircraft, vessels, or vehicles of any kind.
- Battering rams, slugs, and breaching apparatuses that are explosive in nature. This does not include a handheld, one-person ram.
- Firearms and ammunition of .50 caliber or greater, excluding standard-issue shotguns and standard-issue shotgun ammunition.
- Specialized firearms and ammunition of less than .50 caliber, including firearms and accessories identified as assault weapons in Penal Code § 30510 and Penal Code § 30515, with the exception of standard-issue firearms.
- Any firearm or firearm accessory that is designed to launch explosive projectiles.
- Noise-flash diversionary devices and explosive breaching tools.
- Munitions containing tear gas or OC, excluding standard, service-issued handheld pepper spray.
- TASER® Shockwave, microwave weapons, water cannons, and long-range acoustic devices (LRADs).
- Kinetic energy weapons and munitions.
- Any other equipment as determined by a governing body or a state agency to require additional oversight.

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Military Equipment

703.2 POLICY

It is the policy of this Department that members comply with the provisions of Government Code § 7071 with respect to military equipment.

703.3 USE CONSIDERATION

(a) The military equipment acquired and authorized by the Department is:

1. Necessary because there is no reasonable alternative that can archive the same objective of officer and civilian safety.
2. If purchased, reasonably cost effective compared to available alternatives that can achieve the same objective of officer and civilian safety.

(b) Military equipment shall only be used by a Department employee after applicable training, including courses required by the Commission on Peace Officer Standards and Training, has been completed, unless exigent circumstances arise.

(c) Military equipment used by other jurisdictions that are providing mutual aid to this Department or operating in conjunction in a law enforcement capacity with this Department, shall comply with their respective military equipment use policies.

703.4 MILITARY EQUIPMENT COORDINATOR

The Chief Investigator should designate a member of the Department to act as the military equipment coordinator. The responsibilities of the military equipment coordinator include but are not limited to:

- (a) Acting as liaison to the governing body for matters related to the requirements of this policy.
- (b) Identifying equipment that qualifies as military equipment in the current possession of the Department or the equipment the Department.

703.5 APPROVAL

The Chief Investigator or the authorized designee shall obtain approval from the governing body by way of an ordinance adopting the military equipment policy. As part of the approval process, the Chief Investigator or authorized designee shall ensure the proposed military equipment policy is submitted to the governing body and is available on the Department's website at least 30 days prior to any public hearing concerning the military equipment at issue (Government Code § 7071). The military equipment policy must be approved by the governing body prior to engaging in any of the following (Government Code § 7071):

- (a) Requesting military equipment made available pursuant to 10 USC § 2576a.
- (b) Seeking funds for military equipment, including but not limited to applying for a grant, soliciting or accepting private, local, state, or federal funds, in-kind donations, or other donations or transfers.

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Military Equipment

- (c) Acquiring military equipment either permanently or temporarily, including by borrowing or leasing.
- (d) Collaborating with another law enforcement agency in the deployment or other use of military equipment within the jurisdiction of the District Attorney's Office..
- (e) Using any new or existing military equipment for a purpose, in a manner, or by a person not previously approved by the governing body.
- (f) Soliciting or responding to a proposal for, or entering into an agreement with, any other person or entity to seek funds for, apply to receive, acquire, use, or collaborate in the use of military equipment.
- (g) Acquiring military equipment through any means not provided above.

703.6 ANNUAL REPORT

Upon approval of a military equipment policy, the Chief Investigator or authorized designee should submit a military equipment report to the governing body for each type of military equipment approved within one year of approval, and annually thereafter for as long as the military equipment is available for use (Government Code § 7072; Government Code § 7073).

The Chief Investigator or authorized designee should also make each annual military equipment report publicly available on the Department's website for as long as the military equipment is available for use. The report shall include all information required by Government Code § 7072; Government Code § 7073 for the preceding calendar year for each type of military equipment in the Department's inventory.

703.7 COMMUNITY ENGAGEMENT

Within 30 days of submitting and publicly releasing the annual report, the Department shall hold at least one well-publicized and conveniently located community engagement meeting, at which the Department should discuss the report and respond to public questions regarding the funding, acquisition, or use of military equipment.

Pursuant to California Government Code section 7070(d)(7), members of the public may register complaints or concerns or submit questions about the use of each specific type of Military Equipment in this policy by any of the following means:

1. In person at the Kings County District Attorney's Office during normal working hours 8:00 am to 5:00 pm Monday - Friday. 1400 W. Lacey Blvd, Hanford Ca., 93230
2. Via telephone at (559) 582-0326
3. Via mail sent to:

Kings County District Attorney's Office

Kings County District Attorney Investigation Division

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Military Equipment

Attention Military Equipment Use Coordinator

1400 W. Lacey Blvd, Hanford, Ca., 93230

Military Equipment

706.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines for the approval, acquisition, and reporting requirements of military equipment (Government Code § 7070; Government Code § 7071; Government Code § 7072).

706.1.1 DEFINITIONS

Definitions related to this policy include (Government Code § 7070):

Governing body – The Kings County Board of Supervisors.

Military equipment – Includes, but is not limited to, the following:

- Unmanned, remotely piloted, powered aerial or ground vehicles.
- Mine-resistant ambush-protected (MRAP) vehicles or armored personnel carriers.
- High mobility multipurpose wheeled vehicles (HMMWV), two-and-one-half-ton trucks, five-ton trucks, or wheeled vehicles that have a breaching or entry apparatus attached.
- Tracked armored vehicles that provide ballistic protection to their occupants.
- Command and control vehicles that are either built or modified to facilitate the operational control and direction of public safety units.
- Weaponized aircraft, vessels, or vehicles of any kind.
- Battering rams, slugs, and breaching apparatuses that are explosive in nature. This does not include a handheld, one-person ram.
- Firearms and ammunition of .50 caliber or greater, excluding standard-issue shotguns and standard-issue shotgun ammunition.
- Specialized firearms and ammunition of less than .50 caliber, including assault weapons as defined in Sections 30510 and 30515 of the Penal Code, with the exception of standard issue service weapons and ammunition of less than .50 caliber that are issued to officers, agents, or employees of a law enforcement agency or a state agency.
- Any firearm or firearm accessory that is designed to launch explosive projectiles.
- Noise-flash diversionary devices and explosive breaching tools.
- Munitions containing tear gas or OC, excluding standard, service-issued handheld pepper spray.
- TASER® Shockwave, microwave weapons, water cannons, and long-range acoustic devices (LRADs).
- Kinetic energy weapons and munitions.
- Any other equipment as determined by a governing body or a state agency to require additional oversight.

Military Equipment

706.2 POLICY

It is the policy of the Kings County Sheriff's Office ("Department") that members of the Department comply with the provisions of Government Code § 7071 with respect to military equipment.

706.3 USE CONSIDERATIONS

- (a) The military equipment acquired and authorized by the Department is:
 - 1. Necessary because there is no reasonable alternative that can achieve the same objective of officer and civilian safety.
 - 2. If purchased, reasonably cost effective compared to available alternatives that can achieve the same objective of officer and civilian safety.
- (b) Military equipment shall only be used by a Department employee after applicable training, including any course required by the Commission on Peace Officer Standards and Training, has been completed, unless exigent circumstances arise.

706.4 MILITARY EQUIPMENT COORDINATOR

The Sheriff should designate a member of the Department to act as the military equipment coordinator. The responsibilities of the military equipment coordinator include but are not limited to:

- (a) Acting as liaison to the governing body for matters related to the requirements of this policy.
- (b) Identifying equipment that qualifies as military equipment in the current possession of the Department, or equipment the Department intends to acquire that requires approval by the governing body.
- (c) Conducting an inventory of all military equipment at least annually.
- (d) Collaborating with any allied agency that may use military equipment within the jurisdiction of the Department (Government Code § 7071).
- (e) Preparing for, scheduling, and coordinating the annual community engagement meeting to include:
 - 1. Publicizing the details of the meeting.
 - 2. Preparing for public questions regarding the Department's funding, acquisition, and use of equipment.
- (f) Preparing the annual military equipment report for submission to the Sheriff and ensuring that the report is made available on the Department's website (Government Code § 7072; Government Code §7073).
- (g) Establishing the procedure for a person to register a complaint or concern, or how that person may submit a question about the use of a type of military equipment, and how the Department will respond in a timely manner.

Military Equipment

706.5 APPROVAL

The Sheriff or authorized designee shall obtain approval from the governing body by way of an ordinance adopting the military equipment policy. As part of the approval process, the Sheriff or the authorized designee shall ensure the proposed military equipment policy is submitted to the governing body and is available on the Department's website at least 30 days prior to any public hearing concerning the military equipment at issue (Government Code § 7071). The military equipment policy must be approved by the governing body prior to engaging in any of the following (Government Code § 7071):

- (a) Requesting military equipment made available pursuant to 10 USC § 2576a.
- (b) Seeking funds for military equipment, including but not limited to applying for a grant, soliciting or accepting private, local, state, or federal funds, in-kind donations, or other donations or transfers.
- (c) Acquiring military equipment either permanently or temporarily, including by borrowing or leasing.
- (d) Collaborating with another law enforcement agency in the deployment or other use of military equipment within the jurisdiction of the Department.
- (e) Using any new or existing military equipment for a purpose, in a manner, or by a person not previously approved by the governing body.
- (f) Soliciting or responding to a proposal for, or entering into an agreement with, any other person or entity to seek funds for, apply to receive, acquire, use, or collaborate in the use of military equipment.
- (g) Acquiring military equipment through any means not provided above.

706.6 COORDINATION WITH OTHER JURISDICTIONS

Military equipment used by other jurisdictions that are providing mutual aid to the Department or operating in conjunction in a law enforcement capacity with the Department, shall comply with their respective military equipment use policies in rendering mutual aid.

706.7 ANNUAL REPORT

Upon approval of a military equipment policy, the Sheriff or authorized designee should submit a military equipment report to the governing body for each type of military equipment approved within one year of approval, and annually thereafter for as long as the military equipment is available for use (Government Code § 7072; Government Code § 7073).

The Sheriff or authorized designee should also make each annual military equipment report publicly available on the Department's website for as long as the military equipment is available for use. The report shall include all information required by Government Code § 7073 for the preceding calendar year for each type of military equipment in the Department's inventory.

706.8 COMMUNITY ENGAGEMENT

Within 30 days of submitting and publicly releasing the annual report, the Department shall hold at

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least one well-publicized and conveniently located community engagement meeting, at which the Department should discuss the report and respond to public questions regarding the funding, acquisition, or use of military equipment.

706.9 PUBLIC SUBMITTAL OF COMPLAINTS, CONCERNS, AND/OR QUESTIONS

Any member of the public wishing to submit a complaint, concern, or question regarding the Kings County Sheriff's Office's acquisition or use of each specific type of military equipment can contact the Department via phone at (559) 584-1431 or by writing to:

Kings County Sheriff's Office
Attention: Military Equipment Coordinator
1444 W. Lacey Blvd.
Hanford, CA 93230