

Board Members

Joe Neves, District 1
Richard Valle, District 2
Doug Verboon, District 3 - Chairman
Rusty Robinson, District 4 – Vice-Chairman
Richard Fagundes, District 5



Staff

Kyria Martinez, County Administrative Officer
Diane Freeman, County Counsel
Catherine Venturella, Clerk of the Board

Board of Supervisors Regular Meeting Agenda

Date: Tuesday, August 13, 2024
Time: 9:00 a.m.
Place: BOARD of SUPERVISORS CHAMBERS, Kings County Government Center
1400 W. Lacey Boulevard, Hanford, California 93230

☎ (559) 852-2362 ❖ bosquestions@co.kings.ca.us ❖ [website: https://www.countyofkingsca.gov](https://www.countyofkingsca.gov)

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

<https://countyofkings.webex.com/countyofkings/j.php?MTID=m190c3ca4ccb6cbaa9db388cdb143c343>

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. Remote WebEx participation for members of the public is provided for convenience only. In the event that the WebEx connection malfunctions or becomes unavailable for any reason, the Board of Supervisors reserves the right to conduct the meeting without remote access. *WebEx will be available for access at 8:50 a.m.*

Members of the public who wish to view/observe the meeting virtually can do so on the internet at:

www.countyofkings.com and click on the “Join Meeting” button or by clicking this link:

<https://youtube.com/live/hgCaclsaBuQ?feature=share>

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

Members of the public 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 may become part of the administrative record of the meeting. Comments will not be read into the record, only the names of those who have submitted comments will be read. Written comments should be directed to bosquestions@co.kings.ca.us email by 8:00 a.m. on the morning of the noticed meeting to be included in the record, those comments received after 8:00 a.m. may become part of the record of the next meeting. E-mail is not monitored during the meeting. To submit written by U.S. Mail to: Kings County Board of Supervisors, Attn: 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 Sylvia Gaston – Koinonia 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 item 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 August 6, 2024.
- B. Approval of the minutes from the regular meeting for August 6, 2024.
- C. Approval of the minutes from the special meeting for July 29, 2024.

IV. CONSENT CALENDAR

- A. **Public Health Department:**
 - 1. Consider appointing thirteen members to the Kings County Ambulance Commission.
- B. **Public Works Department:**
 - 1. Consider reclassifying the Non-Routine/Undesirable Encroachment requested by Walker Farms, Inc. to a Routine Irrigation Pipe Encroachment per Kings County Resolution 77-144.
- C. **Sheriff's Office:**
 - 1. Consider approving the first amendment to the Agreement with Trinity Services Group, Inc. to include a non-disclosure clause to the terms of the food services agreement effective August 13, 2024 through March 17, 2026.

V. REGULAR CALENDAR

- A. **Human Resources – Carolyn Leist/Melissa Avalos**
 - 1. a. Consider approving the salary increases for the Unrepresented Management employees who oversee the Deputy Sheriff Association and Fire Association employees effective August 5, 2024;
 - b. Approve the Peace Officer Standards and Training Education Incentive for applicable Unrepresented Management employees effective August 5, 2024;
 - c. Approve the Fire Certification pays for applicable Unrepresented Management employees effective August 5, 2024;
 - d. Approve the Salary Resolution updates effective August 5, 2024.

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 (Govt. Code Section 54954.2a).

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



VII.

CLOSED SESSION

- ◆ **Threat to Public Services or Facilities: [Govt. Code Section 54957(a)]**
Consultation with:
 - David Robinson, Sheriff
 - Dominic Tyburski, Public Works
- ◆ **Conference with Labor Negotiator: [Govt. Code Section 54957.6]**
Negotiators: Kyria Martinez, Carolyn Leist, Che Johnson of Liebert Cassidy Whitmore
 - General Unit - CLOCEA
 - Supervisor’s Unit - CLOCEA
 - Blue Collar - SEIU
 - Detention Deputy’s Association
 - Firefighter’s Association
 - Deputy Sheriff’s Association
 - Probation Officer’s Association
 - Prosecutor’s Association
 - Unrepresented Management
- ◆ **Litigation initiated formally. Title:**
Southern California Edison Company v. State Board of Equalization, et al., Orange County Superior Court Cast No.: 30-2024-01403215-CU-MC-CXC.
[Govt. Code Section 54956.9(d)(1)]

VIII.

ADJOURNMENT

The next regularly scheduled meeting will be held on August 20, 2024 at 9:00 a.m.

FUTURE MEETINGS AND EVENTS

August 20	9:00 AM	Regular Meeting
August 27	9:00 AM	Regular Meeting
September 3	---	Regular Meeting Canceled due to Labor Day Holiday on September 2, 2024
September 10	9:00 AM	Regular Meeting
September 10	2:00 PM	Board of Equalization Regular Meeting
September 17	9:00 AM	Regular Meeting
September 24	9:00 AM	Regular Meeting

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Board of Supervisors office at (559) 852-2362 by 9:00 a.m. on the Monday prior to this meeting.

Agenda backup information and any public records provided to the Board after the posting of the agenda for this meeting will be available for public review within 24 hours of receipt of said documents, at the Kings County Board of Supervisors office, located at 1400 W. Lacey Blvd., Hanford, CA 93230 or at

<https://www.countyofkingsca.gov/departments/board-of-supervisors/calendar-agenda-and-action-summary>

Board Members

Joe Neves, District 1
Richard Valle, District 2
Doug Verboon, District 3 - Chairman
Rusty Robinson, District 4 – Vice-Chairman
Richard Fagundes, District 5



Staff

Kyria Martinez, County Administrative Officer
Diane Freeman, County Counsel
Catherine Venturella, Clerk of the Board

Board of Supervisors Regular Meeting Action Summary

Date: Tuesday, August 6, 2024
Time: 9:00 a.m.
Place: BOARD of SUPERVISORS CHAMBERS, Kings County Government Center
1400 W. Lacey Boulevard, Hanford, California 93230

☎ (559) 852-2362 ❖ bosquestions@co.kings.ca.us ❖ [website: https://www.countyofkingsca.gov](https://www.countyofkingsca.gov)

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

<https://countyofkings.webex.com/countyofkings/j.php?MTID=mcff0c611d09e538b1cf55035daa561ff>

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. Remote WebEx participation for members of the public is provided for convenience only. If the WebEx connection malfunctions or becomes unavailable for any reason, the Board of Supervisors reserves the right to conduct the meeting without remote access. *WebEx will be available for access at 8:50 a.m.*

Members of the public who wish to view/observe the meeting virtually can do so on the internet at:

www.countyofkings.com and click on the “Join Meeting” button or by clicking this link:

<https://youtube.com/live/Ws7GobGgGFg?feature=share>

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

Members of the public 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 may become part of the administrative record of the meeting. Comments will not be read into the record, only the names of those who have submitted comments will be read. Written comments should be directed to bosquestions@co.kings.ca.us email by 8:00 a.m. on the morning of the noticed meeting to be included in the record, those comments received after 8:00 a.m. may become part of the record of the next meeting. E-mail is not monitored during the meeting. To submit written by U.S. Mail to: Kings County Board of Supervisors, Attn: 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 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 item of interest to the public, that is within the subject matter jurisdiction of the Board. Two (2) minutes are allowed for each item.

Pastor Andrew Cromwell, Koinonia Church, invited the Board and the community members to attend the School Prayer event set for Saturday, August 10, 2024, at 9:00 a.m. at various schools throughout the County. He stated the plan is to have enough prayer leaders to visit all school sites to provide prayer for students, faculty and all around well being for the upcoming school year.

III. APPROVAL OF MINUTES

A. Approval of the minutes from the regular meeting for July 30, 2024.

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

IV. CONSENT CALENDAR

A. Agriculture Department:

1. Consider approving the Cooperative Agreement with the California Department of Food and Agriculture for the County's Nursery Inspection Program retroactively effective from July 1, 2024 through June 30, 2025. **[AGMT 24-148]**

B. Public Works Department:

1. Consider approving the Agreement with Nova Geotechnical and Inspection Services – So Cal, doing business as Universal Engineering Sciences to provide construction inspections and material testing services for the Avenal Cutoff Roadway Improvements Project. **[AGMT 24-149]**

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

V. REGULAR CALENDAR

A. Community Development Agency – Chuck Kinney

1. Consider accepting the monthly report of Planning Commission's actions from their August 5, 2024 meeting.

ACTION: INFORMATION ONLY; NO OFFICIAL ACTION TAKEN

B. District Attorney's Office – Sarah Hacker

1. a. Consider adopting a Resolution authorizing the District Attorney's Office to receive additional funds for fiscal year 2023-24 for the Workers' Compensation Insurance Fraud Program; **[RESO 24-046]**
- b. Adopt a Resolution authorizing the District Attorney's Office to receive additional funds for fiscal year 2023-24 for the Auto Insurance Fraud Program; **[RESO 24-047]**
- c. Adopt a Resolution authorizing the District Attorney's Office to receive additional funds for fiscal year 2024-25 for the Workers' Compensation Insurance Fraud Program; **[RESO 24-048]**
- d. Adopt a Resolution authorizing the District Attorney's Office to receive additional funds for fiscal year 2024-25 for the Auto Insurance Fraud Program. **[RESO 24-049]**

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



C. Job Training Office – Julieta Martinez/Laura Magana

1. a. Consider approving the first amendment to the Agreement with the County of Stanislaus to implement the Regional Equity and Recovery Partnerships Grant for Kings County effective August 6, 2024;
- b. Authorize the Economic and Workforce Development Director to sign the amendment to the Agreement with the County of Stanislaus to implement the Regional Equity and Recovery Partnerships Grant for Kings County. **[AGMT 23-011.1]**

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

D. Public Works Department – Dominic Tyburski/Mitchel Cabrera

1. a. Consider approving the consultant services Agreement with Chas Rhoads Architecture to perform Architectural Design Services for the Kings County Department of Public Health Building 3 Fire Damage Restoration Project;
- b. Authorize the Public Works Director to sign the Agreement. **[AGMT 24-150]**

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

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 (Govt. Code Section 54954.2a).

Supervisor Robinson stated that he knocked on constituents' doors in Hanford on Wednesday to answer any questions residents may have about the current issues they are experiencing and to connect them to departments and services for assistance and attended the Kids Day event at the Kings County Department of Child Support Services.

Supervisor Valle expressed his thanks to Kings County Public Works Director, Dominic Tyburski and County Administrative Officer, Kyria Martinez for assisting with issues with the splash pad in the Home Garden Park to get the repairs completed before the upcoming hot days.

Supervisor Fagundes stated he met with constituents who were having issues and met with Kings County Public Works Director, Dominic Tyburski and Mitchel Cabrera to get some of the raised issues resolved. He stated that he participated in the ribbon cutting for the Kings River Bridge, Stratford and Highway 41 reopening, and attended the Kids Day event at the Kings County Department of Child Support Services, he congratulated Kings County Child Support Services Director, Marie Waite on a job well done for the event.

Supervisor Neves stated he attended many planning events this week, the Carnegie Museum will be hosting a Water Exhibit in 2025 showing how water has shaped the County over the years, he stated that Lemoore High School's 125 year event will be held on June 20, 2026 and an all class reunion is planned at the Sports Complex. He stated that Kings Commission on Aging will host their annual Seniors in the Park event on September 20, 2024 at Burris Park, the 1924 Lemoore City Hall Time Capsule will be opened on September 26, 2024 and invited everyone to attend and learn about the buildings and important events in the last 100 years. He stated that he met with the new Athletic Director for Lemoore College and stated that he and his wife Kathy, celebrated their 38th wedding anniversary at Harris Ranch this last week, he stated that he donated blood yesterday and stated that in the summer the Central California Blood Bank has low reserves and asked everyone who can donate to take the time to do so. He gave a quick reminder to be mindful of pick up and drop-off traffic as school resumes in the next few weeks around the County. He stated that retired long term County employee Robin Huffman passed away on July 30, 2024.



Supervisor Verboon stated that he was interviewed by a local Boy Scout, Robert Felipe, attended the Ribbon cutting for the Kings River Bridge, Stratford and Highway 41 reopening and attended an event in Corcoran where USDA Deputy Secretary of Agriculture Xochitl Torres Small announced the investment of drought funds for certain districts in the Western United States.

- ◆ Board Correspondence: Kyria Martinez stated the Board received correspondence from the Armona Elementary School District dated July 31, 2024 regarding the General Obligation Bond Elections for November 5, 2024, the Board of State and Community Corrections dated July 16, 2024 regarding the 2023-2024 Targeted Inspection, Welfare & Institutions Code Sections 209 & 885, Kings County Probation Department Detention Facilities, and the Riverdale Joint Unified School District dated July 30, 2024 regarding a request to establish 2024-2025 Tax Rate and Levy for General Obligation Bonds based on Estimated Debt Service Schedule.
- ◆ Upcoming Events: Behavioral Health will host its family member support group tonight, Tuesday August 6, 2024, from 5:30 p.m. – 7:30 p.m. at the Kings Building located on our campus, the Kings County Library will have its Family Craft Time at the Corcoran Branch Library this Thursday, August 8, 2024 from 3:30 p.m. – 4:30 p.m., the Kings County Library will have a free Writing Workshop at its Hanford Branch this Saturday, August 10, 2024 from 11:00 a.m. - 12:30 p.m. where local author Garrett Jones will give tips on writing action scenes, and Behavioral Health will host its Veteran’s Support Group, next Tuesday, August 13, 2024 from 5:30 p.m. - 7:30 p.m. at the Veterans Memorial Hall in Hanford.
- ◆ Information on Future Agenda Items: Kyria Martinez stated the following items would be on a future agenda: Public Health – Appointments to the Kings County Ambulance Commission; Sheriff’s Office – First Amendment to the Agreement with Trinity Services Group, Inc.; Human Resources – Salary Resolution.

VII.

CLOSED SESSION

- ◆ Personnel Matter: [Govt. Code Section 54957]
Public Employee Performance Evaluation: Community Development Director
- ◆ Significant exposure to litigation: (1 Case) [Govt. Code Section 54956.9 (d)(2)(e)(1)]
- ◆ Conference with Labor Negotiator: [Govt. Code Section 54957.6]
Negotiators: Kyria Martinez, Carolyn Leist, Che Johnson of Liebert Cassidy Whitmore
 - General Unit - CLOCEA
 - Supervisor’s Unit - CLOCEA
 - Blue Collar - SEIU
 - Detention Deputy’s Association
 - Firefighter’s Association
 - Deputy Sheriff’s Association
 - Probation Officer’s Association
 - Prosecutor’s Association
 - Unrepresented Management
- ◆ Litigation initiated formally. Title:
Gomez v. Kings County, et al. U.S. District Court Case No. 1:21-CV-01170-JLT-BAM
[Govt. Code Section 54956.9(d)(1)]



VIII. ADJOURNMENT

The next regularly scheduled meeting will be held on August 13, 2024 at 9:00 a.m.

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

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

FUTURE MEETINGS AND EVENTS

August 13	9:00 AM	Regular Meeting
August 13	2:00 PM	Board of Equalization Regular Meeting
August 20	9:00 AM	Regular Meeting
August 27	9:00 AM	Regular Meeting
September 3	---	Regular Meeting Canceled due to Labor Day Holiday on September 2, 2024
September 10	9:00 AM	Regular Meeting
September 10	2:00 PM	Board of Equalization Regular Meeting

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Board of Supervisors office at (559) 852-2362 by 9:00 a.m. on the Monday prior to this meeting.

Agenda backup information and any public records provided to the Board after the posting of the agenda for this meeting will be available for public review within 24 hours of receipt of said documents, at the Kings County Board of Supervisors office, located at 1400 W. Lacey Blvd., Hanford, CA 93230 or at

<https://www.countyofkingsca.gov/departments/board-of-supervisors/calendar-agenda-and-action-summary>

SPECIAL MEETING ACTION SUMMARY
JOINT MEETING OF THE
MID-KINGS RIVER GROUNDWATER SUSTAINABILITY AGENCY,
HANFORD CITY COUNCIL,
KINGS COUNTY BOARD OF SUPERVISORS

Date: Monday, July 29, 2024
Time: 7:00 p.m.
Place: BOARD of SUPERVISORS CHAMBERS, Kings County Government Center
1400 W. Lacey Boulevard, Hanford, California 93230

☎ (559) 852-2362 ❖ bosquestions@co.kings.ca.us ❖ website: <https://www.countyofkings.com>

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

<https://countyofkings.webex.com/countyofkings/j.php?MTID=m663d9c6a2b35be4472c41aab6f6b140c>

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. Remote WebEx participation for members of the public is provided for convenience only. In the event that the WebEx connection malfunctions or becomes unavailable for any reason, the Board of Supervisors reserves the right to conduct the meeting without remote access. *WebEx will be available for access at 6:55 p.m.*

Members of the public who wish to view/observe the meeting virtually can do so on the internet at:

www.countyofkings.com and click on the “Join Meeting” button or by clicking this link:

<https://youtube.com/live/UPk34qme7PM?feature=share>

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

Members of the public 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 may become part of the administrative record of the meeting. Comments will not be read into the record, only the names of those who have submitted comments will be read. Written comments should be directed to bosquestions@co.kings.ca.us email by 4:00 p.m. on the morning of the noticed meeting to be included in the record, those comments received after 4:00 p.m. may become part of the record of the next meeting. E-mail is not monitored during the meeting. To submit written by U.S. Mail to: Kings County Board of Supervisors, Attn: Clerk of the Board of Supervisors, County of Kings, 1400 W. Lacey Blvd., Hanford, CA 93230.

- I. 7:00 PM CALL TO ORDER
ROLL CALL – Clerk of the Board
MID-KINGS RIVER GROUNDWATER SUSTAINABILITY AGENCY MEMBERS PRESENT:
Barry McCutcheon, Ernest Taylor, Mark Kairis
HANFORD CITY COUNCIL MEMBERS PRESENT:
Martin Devine, Lou Martinez, Mark Kairis, Travis Paden
KINGS COUNTY BOARD OF SUPERVISORS MEMBERS PRESENT:
Joe Neves, Richard Valle, Doug Verboon, Rusty Robinson, Richard Fagundes
PLEDGE OF ALLEGIANCE

II. **UNSCHEDULED APPEARANCES**

*Any person may directly address the Board at this time concerning any item that has been described in the notice for the meeting. **Two (2) minutes** are allowed for each item.*

Mike LaSalle, Kings County resident stated that he is confused as to who he is addressing at this meeting and that he is a farmer and a pumper. He is here to raise concerns for this complicated topic and gave an overview of the events that have happened since 2019 with respect to working toward developing the Mid-Kings River Groundwater Sustainability Act Plan and his disappointment for the outgoing Board and how they handled things and that now government employees and bureaucrats are handling it.

Kimber Regan, Kings County resident stated her concerns for the State allowing water to be stolen from farmers and homeowners in Kings County and the need for infrastructure for water storage and keep the water here, we need to fight to protect everyone's water rights.

III. **MID-KINGS RIVER GROUNDWATER SUSTAINABILITY AGENCY:**

A. Approval of the minutes from the regular meeting for November 14, 2023.

B. Approval of the minutes from the regular meeting for December 12, 2023.

C. Approval of the minutes from the special meeting for April 23, 2024.

ACTION: APPROVED THE MINUTES AS PRESENTED (ET, MK, BM-Aye)

D. Consider accepting the resignation of General Counsel Ray Carlson.

E. Consider accepting the resignation of General Manager Dennis Mills.

ACTION: ACCEPTED RESIGNATIONS AS PRESENTED (MK, ET, BM-Aye)

F. Consider approving the Amended and Restated Agreement for the Governance of the Joint Powers Authority known as the Mid-Kings River Groundwater Sustainability Agency Joint Powers Authority.

ACTION: APPROVED AS PRESENTED (MK, ET, BM-Aye)

IV. **HANFORD CITY COUNCIL:**

A. Consider approving the Amended and Restated Agreement for the Governance of the Joint Powers Authority known as the Mid-Kings River Groundwater Sustainability Agency Joint Powers Authority.

ACTION: APPROVED AS PRESENTED (MD, LM, MK, TP-Aye)

B. Consider appointing a City Council member to sit as a voting member on the Mid-Kings River Groundwater Sustainability Agency Joint Powers Authority.

ACTION: APPROVED APPOINTMENT OF MARK KAIRIS (LM, MD, MK, TP-Aye)

V. **KINGS COUNTY BOARD OF SUPERVISORS:**

A. Consider approving the Amended and Restated Agreement for the Governance of the Joint Powers Authority known as the Mid-Kings River Groundwater Sustainability Agency Joint Powers Authority. **[Agmt. # 24-151]**

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

VI.

MID-KINGS RIVER GROUNDWATER SUSTAINABILITY AGENCY:

- A. Consider appointing a General Manager, Chuck Kinney.
ACTION: APPROVED APPOINTMENT OF CHUCK KINNEY AS GENERAL MANAGER (RF, JN, RV, RR, MK, DV- Aye)
- B. Consider appointing a General Counsel, Diane Freeman.
ACTION: APPROVED APPOINTMENT OF DIANE FREEMAN AS GENERAL COUNSEL (RF, JN, RV, RR, MK, DV- Aye)

Supervisor Verboon stated that the County is trying to keep control of the water in the Mid-Kings River Groundwater Sustainability Agency local and hopes that the Board and stakeholders can work together to keep the water in Kings County. He asked the Board members to set a date for the next meeting and after a discussion, the Board by consensus determined that the next Special Meeting of the Mid-Kings River Groundwater Sustainability Agency will be held on Tuesday, August 20, 2024 at 2:00 p.m. here in the Board Chambers.

Supervisor Valle introduced himself to the audience and what portions of Kings County are in District 2, which he represents and stated that the Board is looking forward to working with stakeholders to keep the water in Kings County.

Supervisor Robinson stated that he is here to listen to the stakeholders and the people of Kings County and hopes for open communication on both sides.

REOPENED TIME FOR UNSCHEDULED APPEARANCES

*Supervisor Verboon reopened time for unscheduled appearances at the end of the meeting. Any person may directly address the Board at this time concerning any item that has been described in the notice for the meeting. **Two (2) minutes** are allowed for each item.*

Dusty Ference, spoke and submitted a letter on behalf of the Kings County Farm Bureau requesting the Board to consider appointing water users as directors, to create a stakeholder advisory committee, concerns for fair decision making during meetings without creating tie votes and a possible conflict of interest with the appointment of the General Manager, Chuck Kinney who is also the Community Development Agency Director.

Mike LaSalle, Kings County resident stated that he has concerns that there are legal and political issues with the meeting tonight and that he doesn't trust the Board.

Supervisor Valle stated his concerns about possible threats towards the Board during the meeting and disruptions that cause a negative tone and looks forward to positive meetings to work through the processes.

Supervisor Verboon stated that the Board is here to work with the stakeholders and fight for the community.

VII.

ADJOURNMENT

The meeting was adjourned at 7:41 p.m.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Board of Supervisors office at (559) 852-2362 by 9:00 a.m. on the Monday prior to this meeting.

Agenda backup information and any public records provided to the Board after the posting of the agenda for this meeting will be available for public review within 24 hours of receipt of said documents, at the Kings County Board of Supervisors office, located at 1400 W. Lacey Blvd., Hanford, CA 93230 or at

<https://www.countyofkingsca.gov/departments/board-of-supervisors/calendar-agenda-and-action-summary>



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM August 13, 2024

SUBMITTED BY: Department of Public Health – Rose Mary Rahn

SUBJECT: APPOINTMENTS TO THE KINGS COUNTY AMBULANCE COMMISSION

SUMMARY:

Overview:

The Kings County Ambulance Commission (KCAC) was created in 1995, when an Exclusive Operating Area was created for emergency ambulance service and advanced life support (paramedic) ambulance service. The duties of the commission are advisory and involve oversight of the provider (currently American Ambulance), assessing liquidated damages, and making recommendations on matters of performance and the terms and conditions of the agreement to the Central California Emergency Medical Service Agency, the Kings County Department of Public Health, and the Board of Supervisors.

Recommendation:

Appoint thirteen members to the Kings County Ambulance Commission.

Fiscal Impact:

None.

BACKGROUND:

The mission of KCAC is to provide oversight of the exclusive ambulance provider agency's (Contractor's) performance within Kings County, which is currently American Ambulance. KCAC ensures thorough monitoring of the Contractor's compliance with obligations and standards, reviews and acts on penalties and appeals, and advises on contract amendments and rate adjustments. This advisory role includes addressing issues identified by various stakeholders and the Contractor.

KCAC is comprised of representatives from each of the four participating cities (Avenal, Corcoran, Hanford,

(Cont'd)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2024.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

Agenda Item

APPOINTMENTS TO THE KINGS COUNTY AMBULANCE COMMISSION

August 13, 2024

Page 2 of 2

and Lemoore), two representatives from the County, one hospital representative, and a representative from the Kings County Medical Society (also known as a Local Physician representative). Representatives are nominated by each member organization and appointed to a two-year term by the Board of Supervisors.

The current and recommended appointments for KCAC representatives are as follows:

Organization	Primary Representative	Term Expiration	Alternate	Term Expiration
City of Avenal	Cecilio Velasco, Police Chief	June 1, 2026	Edward Rij, Acting Captain	June 1, 2026
City of Corcoran	Margarita Ochoa, Police Chief	June 1, 2025	Pedro Castro, Deputy Chief (Interim)	June 1, 2025
City of Hanford	Daniel Perkins, Fire Chief	June 1, 2026	Matthew Rowe, Battalion Chief	June 1, 2026
City of Lemoore	Michael Kendall, Police Chief	June 1, 2025	Alvaro Santos, Lieutenant	June 1, 2025
Kings County	Chris Barsteceanu, Kings County Sheriff	June 1, 2026	Vacant	N/A
Kings County	Salvador Flores, Fire Chief	June 1, 2025	Matt San Filippo, Battalion Chief	June 1, 2025
Local Hospital	Courtney Mello, Adventist Health Hanford	June 1, 2026	Lieslle Sprague, RN	June 1, 2026
Local Physician	Vacant	N/A	Vacant	N/A



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM August 13, 2024

SUBMITTED BY: Public Works Department – Dominic Tyburski

SUBJECT: NON-ROUTINE/UNDESIREABLE ENCROACHMENT OF THE PUBLIC RIGHT OF WAY

SUMMARY:

Overview:

The Public Works Department has received an encroachment permit request from Walker Farms, Inc., requesting reclassification of an undesirable encroachment within the Public Right of Way. The department has determined that the encroachment permit request falls under Undesirable Encroachments, which requires Board approval to reclassify as a Routine Encroachment.

Recommendation:

Reclassify the Non-Routine/Undesirable Encroachment requested by Walker Farms, Inc. to a Routine Irrigation Pipe Encroachment per Kings County Resolution 77-144.

Fiscal Impact:

No impact.

BACKGROUND:

Walker Farms, Inc. has requested that a 15” diameter water conveyance be placed within the Houston Avenue Right of Way for a linear distance of 1,710’. Section 2009 of the Streets and Highways Code establishes the Board of Supervisors as the policy-making board with respect to county highway matters. County Resolution 77-144 describes a Non-Routine/Undesirable Encroachment as “...one not involving danger to person or property, but in some way interfering with the free use or enjoyment of the highway...”. Resolution 77-144 allows the Board to confirm that such encroachment is Undesireable or reclassify the encroachment to another category.

BOARD ACTION:-

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2024.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

1 RESOLUTION NO. 77-144

2 BEFORE THE BOARD OF SUPERVISORS OF THE COUNTY OF KINGS

3 STATE OF CALIFORNIA

4 *****

5 It was moved by Supervisor MAROOT, seconded by
6 Supervisor KEMBLE, and duly carried that the
7 following Resolution be adopted:

8 W I T N E S S E T H :

9 WHEREAS, the Director of Public Works of the County of Kings has the
10 responsibility for processing, issuing or denying permits allowing encroachments
11 within any County road right-of-way, and

12 WHEREAS, under the provisions of Section 2009 of the Streets and Highways
13 Code, this Board of Supervisors is directed to act as the policy-making body with
14 respect to county highway matters, and must establish the general policies to be
15 followed in the administration of the Public Works Department with respect to
16 county highways.

17 WHEREAS, the policy of this Board of Supervisors was previously established
18 by Resolution No. 71-24, executed the 16th day of March, 1971,

19 WHEREAS, it has become necessary to change the policy established by said
20 Resolution No. 71-24,

21 NOW, THEREFORE, BE IT RESOLVED, that said Resolution No. 71-24 is hereby
22 rescinded in whole, and that the following is hereby declared to be the policy of
23 the County of Kings with respect to encroachments within any County right-of-way:

24 ENCROACHMENT CLASSIFICATION AND PERMIT POLICIES.

25 Each encroachment on any county road right-of-way shall be classified by
26 the Director of Public Works as follows:

27 A. Routine Encroachments. A routine encroachment is one that is neither
28 hazardous, undesirable, potentially dangerous nor significant, as defined herein.
29 Permits for routine encroachments may be issued by the Director of Public Works
30 without referring the matter to the Board of Supervisors for their consideration.
31 Routine encroachments are sub-classified as follows:

32 1. Public Utility Encroachments. An encroachment involving gas pipes,

1 electrical conduit, water and sewer pipe, transformer vaults, telephone lines, etc.
2 In this type of encroachment, the permit may be issued to a public agency or its
3 contractor.

4 2. Irrigation Pipe Encroachments. Irrigation pipe encroachments are
5 encroachments involving the installation of irrigation pipes either across a
6 highway or running for some length along the right-of-way. Pipe installations run-
7 ning for some length along the right-of-way but less than 200 feet are discouraged
8 and will be required to show necessity to installing within the right-of-way. The
9 Director of Public Works shall use the following criteria to evaluate the necessity:
10 financial hardship, physical obstructions, unobtainable easements, and right-of-way
11 status. The Director of Public Works shall inform all those property owners whose
12 properties front along the proposed route about the intended installation.
13 Irrigation pipes placed in the road right-of-way for a distance greater than 200
14 feet, measured along the centerline of the right-of-way, shall not qualify as a
15 routine encroachment under this classification, but shall be classified as
16 undesirable, as hereinafter defined.

17 3. Roadway Appurtenance Encroachments. An encroachment for the purpose
18 of installing or constructing something within the road right-of-way of a nature
19 consistent with the function of the roadway, such as curbs and gutters, driveway
20 approaches, dikes, storm drain devices, etc.

21 B. Non-Routine Encroachments. A non-routine encroachment is one falling
22 within one of the following classifications. The Director of Public Works will
23 initially classify each of said encroachments, and will take action thereafter based
24 upon the type of subclassification designated, as follows:

25 1. Hazardous Encroachments. A hazardous encroachment is one creating
26 a danger of injury to person or property. Such an encroachment will be posted by
27 appropriate warning signs and will be reported to the Board of Supervisors at the
28 earliest possible time following its discovery. The Board of Supervisors will, at
29 the earliest practicable time, confirm that such encroachment is a hazardous
30 encroachment, and order its abatement or removal, or will determine that it is not
31 hazardous, and re-classify it under another type of encroachment. When directed
32 to abate or remove such encroachment, the Director of Public Works will take

1 immediate action with respect to the encroachment, with due consideration being
2 given to the extent of danger and the cost of removal.

3 2. Undesirable Encroachments. An undesirable encroachment is one not
4 involving danger to person or property, but in some way interfering with the free
5 use or enjoyment of the highway or posing a potential maintenance problem. These
6 may include, but are not limited to obstructions of the roadway or shoulders,
7 obstructions of scenic views, irrigations lines greater than 200 feet in length,
8 piles of rubbish, cut branches, dead animals, signboards, banners, etc. The
9 Director of Public Works may issue a permit for such an encroachment for a period
10 not to exceed thirty (30) days, when, in his opinion, such permit will prevent
11 undue hardship and the encroachment will serve some utilitarian or useful purpose
12 on a temporary basis. If the Director of Public Works refuses to issue such a
13 permit, or if the original permit is about to expire, the person maintaining such
14 encroachment may request the Board of Supervisors to issue or extend a permit with
15 respect to such encroachment. The Board of Supervisors will thereafter:

- 16 (a) Issue a permit or permit extension for a fixed period of
17 time, or
18 (b) Refuse to issue a permit or permit extension, or
19 (c) Reclassify the encroachment to another category.

20 3. Potentially Dangerous Encroachments. Potentially dangerous
21 encroachments are those which, if left unchecked, may create a danger to persons
22 or property. Such encroachments usually consist of, but are not limited to,
23 vegetation which, after further growth, may obscure the visibility of traffic signs,
24 crossroads or driveways. Such encroachments will not be called to the attention of
25 the Board of Supervisors, but will be listed and placed on file, so that they may
26 be periodically reviewed and action taken toward their removal if and when any
27 danger is created by their presence. No permits will be issued for such
28 encroachments.

29 4. Insignificant Encroachments. Insignificant encroachments are those
30 of such a nature that they do not obstruct the highways or the view therefrom,
31 create no danger to persons or property, and are not offensive to sight or smell.
32 Such encroachments exist as merely technical and minor violations of the right-of-
way space, involving no inconvenience to the users of the highway. Such

1 encroachments need not be brought to the attention of the Board of Supervisors,
2 and no permit need be issued therefor. The Director of Public Works need take no
3 action with respect to any encroachment he has classified as insignificant within
4 the meaning of this paragraph.

5 The foregoing Resolution was passed and adopted by the said Board of
6 Supervisors at a regular meeting thereof, held on the 27th day of
7 September, 19 77, by the following vote:

8
9 AYES: Supervisors MAROOT, KEMBLE, YENGER, SWEENEY, CODY
10 NOES: Supervisors NONE
11 ABSENT: Supervisors NONE

12
13
14 _____
Chairman of the Board of Supervisors
County of Kings, State of California

15
16 WITNESS my hand and seal of said Board of Supervisors this 27th day
17 of September, 19 77.

18
19 _____
JOAN L. BULLOCK
Clerk of said Board of Supervisors
20 By: _____
Deputy

21
22
23 STATE OF CALIFORNIA,)
COUNTY OF KINGS) ss.
24 I, JOAN L. BULLOCK, County Clerk and Ex-Officio Clerk of
the Board of Supervisors of said County and State, do hereby
certify the foregoing to be a true and correct copy of the
original thereof on file in my office.
25 Witness my hand and Seal of said Board, this 27 day of Sept 19 77
26 _____
JOAN L. BULLOCK, County Clerk
and Ex-Officio Clerk of said Board.
By: [Signature] Deputy Clerk



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM August 13, 2024

SUBMITTED BY: Sheriff's Office – David Robinson

SUBJECT: FIRST AMENDMENT TO THE AGREEMENT WITH TRINITY SERVICES GROUP, INC.

SUMMARY:

Overview:

The King's County Sheriff's Office requests approval of the first amendment to the agreement with Trinity Services Group, Inc. (Trinity) to include a non-disclosure clause (NDA) to the terms of the food services agreement.

Recommendation:

Approve the first amendment to the agreement with Trinity Services Group, Inc. to include a non-disclosure clause to the terms of the food services agreement effective August 13, 2024 through March 17, 2026.

Fiscal Impact:

There is no fiscal impact with this amendment.

BACKGROUND:

On March 19, 2024, the Board approved an agreement with Trinity for food service within the Kings County Jail and Juvenile Facility. The first amendment to the agreement with Trinity adds an NDA stating the "County shall not use the Contractor's confidential information including but not limited to recipes, nutritional analysis information related to recipes, products and proprietary manufactured items, and Contractor vendor information including negotiated product costs and vendor negotiated ordering and delivery specifics." The NDA is necessary due to Jail Kitchen staff making orders through Trinity's system which has proprietary information available to users.

(Cont'd)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2024.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

Agenda Item

FIRST AMENDMENT TO THE AGREEMENT WITH TRINITY SERVICES GROUP, INC.

August 13, 2024

Page 2 of 2

The agreement began March 18, 2024, and will remain in effect until March 17, 2026. Upon expiration of the initial term, the agreement may be extended by mutual consent for two additional one-year terms.

The amendment has been reviewed and approved by County Counsel as to form.

AMENDMENT TO AGREEMENT No. 24-033

COUNTY OF KINGS AGREEMENT FOR SERVICES

This first amendment (“1st Amendment”) to Agreement No. 24-033 (“Agreement”), is entered into on _____, 2024 (“Effective Date”), by and between the County of Kings, a political subdivision of the State of California ("County") and Trinity Services Group, Inc., a Florida corporation with principal offices at 477 Commerce Boulevard, Oldsmar, FL 34677 ("Contractor") (singularly a “Party” and collectively the “Parties”).

RECITALS

WHEREAS, the Agreement commenced on March 18, 2024; and

WHEREAS, the Section 6 of the Agreement authorizes the Parties to modify the Agreement’s terms by written amendment, executed by the Parties; and

WHEREAS, the Parties intend to amend the Agreement to clarify the confidentiality of Contractor’s confidential information (“Confidential Information”).

NOW, THEREFORE, the Parties agree to modify the Agreement as follows:

1. Section 12 is hereby amended to add the following:

“County shall not use Contractor’s confidential information, including but not limited to: (i) Contractor’s recipes, (ii) nutritional analysis information related to recipes, products and proprietary manufactured items, and Contractor’s vendor information including negotiated product costs and vendor negotiated ordering and delivery specifics (collectively “Contractor’s Confidential Information”) for any purpose other than performing under this Agreement. County shall prevent the unauthorized use or disclosure of Contractor’s Confidential Information.”

2. The Agreement commences on original commencement date, and terminates on original termination date, unless otherwise terminated in accordance with its terms.
3. The recitals and exhibits are integral to this 1st Amendment and are incorporated into this Agreement by this reference.
4. All other terms and conditions of the Agreement shall remain in full force and effect.
5. The Parties may execute this Agreement by electronic means. The electronic signatures affixed by their respective signatories give rise to a valid, enforceable, and fully effective agreement.
6. The Parties may execute this Agreement in two (2) or more counterparts, to be construed together and that constitutes one (1) agreement.
7. Each signatory to this 1st Amendment represents it is authorized to enter into this Agreement and bind the party to which its signature represents.

IN WITNESS WHEREOF, the Parties have executed this 1st Amendment the day and year first written above.

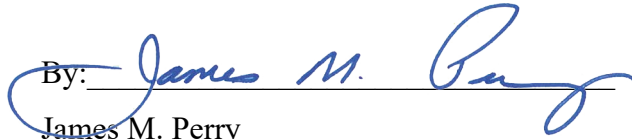
COUNTY OF KINGS

TRINITY SERVICES GROUP

By: _____

Doug Verboon, Chairman

Kings County Board of Supervisors

By:  _____

James M. Perry


Senior Vice President, Trinity Services Group

ATTEST

By: _____

Catherine Venturella, Clerk of the Board

RISK MANAGEMENT APPROVED AS TO INSURANCE

By:  _____ 07/10/2024

Sarah Poots, Risk Manager

APPROVED AS TO FORM

Diane Freeman, County Counsel

By:  _____ 07/10/2024

Zachary S. Adams, Deputy County Counsel



COUNTY OF KINGS BOARD OF SUPERVISORS

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

AGENDA ITEM
August 13, 2024

SUBMITTED BY: Human Resources – Carolyn Leist/Melissa Avalos

SUBJECT: SALARY RESOLUTION UPDATE

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. The Board of Supervisors recently approved Memorandum of Understandings for the Fire Association and Deputy Sheriff Association. This Salary Resolution will address increases for the Unrepresented Management employees who oversee the employees of those bargaining units in order to address compensation compaction.

Recommendation:

- a. Approve the salary increases for the Unrepresented Management employees who oversee the Deputy Sheriff Association and Fire Association employees effective August 5, 2024;
- b. Approve the Peace Officer Standards and Training Education Incentive for applicable Unrepresented Management employees effective August 5, 2024;
- c. Approve the Fire Certification pays for applicable Unrepresented Management employees effective August 5, 2024;
- d. Approve the Salary Resolution updates effective August 5, 2024.

Fiscal Impact:

The cost to implement these changes is \$223,701 for the Unrepresented Management employees that oversee the Deputy Sheriff Association and \$177,209 for Unrepresented Management employees that oversee the Fire Association.

(Cont'd)

BOARD ACTION:

APPROVED AS RECOMMENDED: _____ OTHER: _____

I hereby certify that the above order was passed and adopted
on _____, 2024.

CATHERINE VENTURELLA, Clerk to the Board

By _____, Deputy.

Agenda Item

SALARY RESOLUTION UPDATE

August 13, 2024

Page 2 of 3

BACKGROUND:

The Salary Resolution was last updated and approved by the Board on October 3, 2023. This update includes compensation changes to Unrepresented Management employees who oversee employees in the Fire and Deputy Sheriff's Association, excluding department heads. The salary changes to these Unrepresented Management classifications are proposed as follows:

Job Title	Current Range	Proposed Range Increase	New Range
Battalion Chief	254.0	11.5	265.5
Assistant Fire Chief	273.5	5.0	278.5
Sheriff's Commander	269.5	1.5	271.0
Assistant Sheriff	293.0	0.0	293.0
Undersheriff	293.0	6.0	299.0
Assistant Chief Investigator	260.5	6.5	267.0
Chief Investigator	270.5	11.5	282.0

The P.O.S.T. Education Incentive Pay for Assistant Chief District Attorney Investigator, Assistant Sheriff, Chief District Attorney Investigator, Sheriff's Commander and Undersheriff was increased as follows: POST Intermediate Certification was increased from \$100 monthly to \$400 monthly, POST Advanced Certification pay was increased from \$125 monthly to \$450 monthly, POST Supervisory Certification was increased from \$150 monthly to \$500 monthly, and POST Management Certification was increased from \$200 monthly to \$550 monthly. The Education Incentive pays do not compound.

The Fire Certification Pays for Assistant Fire Chief and Battalion Chiefs was increased as follows: EMT-D pay was increased from \$32.50 monthly to \$75.00 monthly, Fire Officer certification pay was increased from \$42.00 monthly to \$175.00 monthly, and Chief Officer certification pay was increased from \$85.00 monthly to \$237.00 monthly. Employees receiving compensation for Chief Officer Certification shall not be entitled to receive additional compensation for Fire Officer certification.

In addition to regular salaries and education incentive pays, Longevity Pay was modified for Unrepresented Management in the classifications of Assistant Chief District Attorney Investigator, Assistant Sheriff, Chief District Attorney Investigator, Sheriff's Commander, Sheriff and Undersheriff who have completed five (5) years with the County will receive longevity pay in the amount of two percent (2%), employees who have completed ten (10) years with the County will receive longevity pay in the amount of five percent (5%), employees who have completed fifteen (15) years with the County will receive longevity pay in the amount of seven and a half percent (7.5%). Longevity pay is not compounded and the new tiers and new amount for the old tier will be effective August 5, 2024. And the uniform allowance for Assistant Chief DA Investigator and Chief District Attorney Investigator were increased from \$650 to \$800 annually.

Other updates include additions and deletions of classifications, as well as other previous changes approved by the Board. The deleted classifications include: Animal Control Officer III, Child Health Initiative Case Manager, Child Health Counselor, Clinical Laboratory Technologist, Code Compliance Specialist I/II/III, Crime Data

Agenda Item

SALARY RESOLUTION UPDATE

August 13, 2024

Page 3 of 3

Analyst, Deputy Director of Economic and Workforce Development, Executive Assistant District Attorney, Kennel worker, Paralegal, Registered Veterinary Technician, Senior Health Educator, Staff Nurse, First 5 School Readiness Coordinator, and Deputy Sheriff Bailiff.

KINGS COUNTY

RESOLUTION NUMBER 24-040

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

APPROVED BY THE BOARD OF SUPERVISORS ON 8/13/2024
FOR PAY PERIOD 17-2024 (8/5/2024)

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

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

BASIC SALARY SCHEDULE

SECTION I

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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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	93.46	311.0	13276-16201
311.5	76.97	80.89	85.02	89.35	93.92	311.5	13341-16282

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
312.0	77.36	81.31	85.46	89.81	94.40	312.0	13409-16362
312.5	77.75	81.72	85.89	90.26	94.87	312.5	13476-16444
313.0	78.13	82.12	86.31	90.71	95.34	313.0	13542-16525
313.5	78.52	82.53	86.74	91.16	95.82	313.5	13610-16608
314.0	78.91	82.94	87.17	91.62	96.29	314.0	13677-16690
314.5	79.30	83.35	87.61	92.08	96.77	314.5	13745-16773
315.0	79.70	83.77	88.04	92.54	97.25	315.0	13814-16856
315.5	80.10	84.19	88.48	93.00	97.74	315.5	13884-16941
316.0	80.50	84.61	88.92	93.47	98.22	316.0	13953-17024
316.5	80.90	85.03	89.36	93.94	98.71	316.5	14022-17109
317.0	81.31	85.46	89.81	94.40	99.20	317.0	14093-17194
317.5	81.72	85.89	90.26	94.87	99.70	317.5	14164-17281
318.0	82.12	86.31	90.71	95.34	100.19	318.0	14234-17366
318.5	82.53	86.74	91.16	95.82	100.69	318.5	14305-17452
319.0	82.94	87.17	91.62	96.29	101.19	319.0	14376-17539
319.5	83.35	87.61	92.08	96.77	101.70	319.5	14447-17628
320.0	83.77	88.04	92.54	97.25	102.20	320.0	14520-17714
320.5	84.19	88.48	93.00	97.74	102.71	320.5	14592-17803
321.0	84.61	88.92	93.47	98.22	103.22	321.0	14665-17891
321.5	85.03	89.36	93.94	98.71	103.74	321.5	14738-17981
322.0	85.46	89.81	94.40	99.20	104.25	322.0	14813-18070
322.5	85.89	90.26	94.87	99.70	104.77	322.5	14887-18160
323.0	86.31	90.71	95.34	100.19	105.29	323.0	14960-18250
323.5	86.74	91.16	95.82	100.69	105.82	323.5	15034-18342
324.0	87.17	91.62	96.29	101.19	106.34	324.0	15109-18432
324.5	87.61	92.08	96.77	101.70	106.87	324.5	15185-18524
325.0	88.04	92.54	97.25	102.20	107.40	325.0	15260-18616
325.5	88.48	93.00	97.74	102.71	107.94	325.5	15336-18709
326.0	88.92	93.47	98.22	103.22	108.47	326.0	15412-18801
326.5	89.36	93.94	98.71	103.74	109.01	326.5	15489-18895
327.0	89.81	94.40	99.20	104.25	109.55	327.0	15567-18988
327.5	90.26	94.87	99.70	104.77	110.10	327.5	15645-19084
328.0	90.71	95.34	100.19	105.29	110.65	328.0	15723-19179
328.5	91.16	95.82	100.69	105.82	111.20	328.5	15801-19274
329.0	91.62	96.29	101.19	106.34	111.76	329.0	15880-19371
329.5	92.08	96.77	101.70	106.87	112.32	329.5	15960-19468
330.0	92.54	97.25	102.20	107.40	112.88	330.0	16040-19565
330.5	93.00	97.74	102.71	107.94	113.44	330.5	16120-19662
331.0	93.47	98.22	103.22	108.47	114.01	331.0	16201-19761
331.5	93.94	98.71	103.74	109.10	114.58	331.5	16282-19860

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
C06	Account Clerk I	154.0	2782-3394
C05	Account Clerk II	164.0	3073-3749
C04	Account Clerk III	174.0	3394-4143
B13	Accountant I	215.5	5131-6263
B02	Accountant II	225.5	5666-6918
C85	Accounting Assistant	175.5	3446-4205
E03	Accounting Technician	185.5	3806-4644
N02	Ag & Standards Aide	171.5	3312-4042
N04	Ag & Standards Inspector I	193.5	4122-5028
N03	Ag & Standards Inspector II	208.5	4786-5840
N05	Ag & Standards Inspector III	223.5	5555-6781
N33	Ag Computer Systems Coordinator	211.5	4930-6016
N16	Ag Research Assistant	184.5	3768-4599
N14	Animal Control Officer I	169.0	3229-3942
N13	Animal Control Officer II	179.0	3567-4354
N31	Animal Services Outreach Coordinator	184.0	3749-4576
N37	Animal Shelter Technician I	159.0	2924-3567
N36	Animal Shelter Technician II	169.0	3229-3942
N35	Animal Shelter Technician Trainee	154.0	2782-3394
B19	Appraiser I	192.5	4082-4978
B18	Appraiser II	207.5	4739-5782
B31	Appraiser III	221.5	5446-6647
E71	Assessment Specialist I	161.5	2999-3659
E72	Assessment Specialist II	171.5	3312-4042
E73	Assessment Specialist III	181.5	3659-4463
B17	Auditor-Appraiser I	198.5	4332-5285
B16	Auditor-Appraiser II	213.5	5028-6139
B34	Auditor-Appraiser III	228.5	5840-7127
P78	Behavioral Health Services Assistant I	160.0	2954-3604
P77	Behavioral Health Services Assistant II	170.0	3262-3981
E05	Building & Planning Aide I	165.0	3104-3787
E06	Building & Planning Aide II	184.0	3749-4576
N07	Building Inspector I	201.0	4441-5418
N17	Building Inspector II	211.0	4905-5987
N08	Building Inspector III	221.0	5418-6614
N09	Building Inspector IV	231.0	5987-7308
B90	Business Applications Specialist	227.5	5782-7056
E22	Cadastral G.I.S. Technician I	187.5	3883-4739
E28	Cadastral G.I.S. Technician II	197.5	4288-5233
E29	Cadastral G.I.S. Technician III	212.5	4978-6077
P94	Case Review Officer	234.5	6200-7568
C30	Central Services Operator I	156.0	2837-3463
C31	Central Services Operator II	166.0	3136-3825

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
P47	Child Support Assistant	164.0	3073-3749
P45	Child Support Specialist I	169.0	3229-3942
P27	Child Support Specialist II	179.0	3567-4354
P26	Child Support Specialist III	189.0	3942-4808
C48	Children's Medical Services Worker	170.5	3278-4001
C72	Clerk-Recorder Specialist I	159.0	2924-3567
C71	Clerk-Recorder Specialist II	169.0	3229-3942
C70	Clerk-Recorder Specialist III	179.0	3567-4354
C65	Collections Assistant	175.5	3446-4205
C61	Collector-Tax	185.5	3806-4644
I01	Community Health Assistant I	154.0	2782-3394
I02	Community Health Assistant II	164.0	3073-3749
I04	Community Health Aide III	174.0	3394-4143
E67	Community Outreach Specialist	199.0	4354-5311
B80	Computer Forensics Specialist I	207.5	4739-5782
B79	Computer Forensics Specialist II	222.5	5500-6713
B60	Computer Support Technician I	198.5	4332-5285
B59	Computer Support Technician II	208.5	4786-5840
E13	County Surveyor	246.5	6987-8526
B88	Database Administrator	261.0	8072-9849
B93	Database Analyst I	222.0	5472-6680
B92	Database Analyst II	237.0	6356-7757
B91	Database Analyst III	247.0	7022-8570
P40	Deputy Public Guardian	200.5	4420-5391
M26	Deputy Sheriff Cadet	192.5	4082-4978
H28	Dietitian	215.5	5131-6263
C26	Elections Specialist I	162.5	3028-3695
C25	Elections Specialist II	172.5	3345-4082
C24	Elections Specialist III	182.5	3695-4508
P16	Eligibility Worker I	168.5	3214-3921
P17	Eligibility Worker II	178.5	3550-4332
P32	Eligibility Worker III	188.5	3921-4786
E38	Emergency Dispatcher I	183.5	3732-4553
E37	Emergency Dispatcher II	193.5	4122-5028
C99	Emergency Services Specialist	168.5	3214-3921
P65	Employment & Training Technician I	179.5	3585-4377
P22	Employment & Training Technician II	189.5	3961-4833
P07	Employment & Training Worker I	179.5	3585-4377
P08	Employment & Training Worker II	189.5	3961-4833
P09	Employment & Training Worker III	199.5	4377-5337
E08	Engineer I (Civil)	222.0	5472-6680
E09	Engineer II (Civil)	237.0	6356-7757
E10	Engineer III (Civil)	247.0	7022-8570

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
E17	Engineering Technician I	194.0	4143-5054
E18	Engineering Technician II	209.5	4833-5899
N12	Environmental Health Specialist I	200.5	4420-5391
N11	Environmental Health Specialist II	210.5	4881-5957
N19	Environmental Health Specialist III	220.5	5391-6581
N34	Environmental Health Technician	184.0	3749-4576
H39	Epidemiologist	237.5	6387-7795
M24	Evidence Technician	188.5	3921-4786
P56	Family Resource Assistant	166.5	3151-3845
P57	Family Resource Technician	186.5	3845-4690
E62	Finance Specialist	198.5	4332-5285
M48	Fingerprint Technician I	178.5	3550-4332
M47	Fingerprint Technician II	188.5	3921-4786
K25	Fire Equipment Supply Specialist	194.5	4163-5080
K26	Fire Equipment Supply Trainee	174.5	3411-4163
E47	First 5 Resource Specialist	176.5	3481-4247
E31	Fiscal Specialist I	195.5	4205-5131
E27	Fiscal Specialist II	205.5	4644-5666
E26	Fiscal Specialist III	215.5	5131-6263
S05	Fleet Service Attendant	157.0	2865-3498
E64	G.I.S. Specialist I	196.5	4247-5181
E63	G.I.S. Specialist II	212.5	4978-6077
H15	Health Education Specialist	202.5	4508-5500
C53	Investigative Assistant	188.5	3921-4786
K21	Jail Cook	170.0	3262-3981
C86	Juvenile Center Support Clerk	163.5	3058-3732
P35	Juvenile Services Officer I	188.5	3921-4786
P36	Juvenile Services Officer II	198.5	4332-5285
I03	Laboratory Technician I	154.0	2782-3394
I10	Laboratory Technician II	163.5	3058-3732
I11	Laboratory Assistant III	173.5	3378-4122
C91	Law Clerk	204.0	4576-5583
B48	Law Librarian/Small Claims Advisor	176.5	3481-4247
C57	Legal Clerk I	156.5	2851-3481
C58	Legal Clerk II	166.5	3151-3845
C59	Legal Clerk III	171.5	3312-4042
C50	Legal Secretary	176.5	3481-4247
B21	Librarian I	201.5	4463-5446
B20	Librarian II	211.5	4930-6016
B24	Librarian III	221.5	5446-6647

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
B36	Library Assistant I	154.0	2782-3394
B37	Library Assistant II	164.0	3073-3749
B38	Library Assistant III	174.0	3394-4143
B65	Library Technology Specialist I	198.5	4332-5285
B61	Library Technology Specialist II	208.5	4786-5840
P79	Licensed Clinical Social Worker	239.5	6517-7953
P93	Licensed Mental Health Clinician	239.5	6517-7953
H49	Licensed Vocational Nurse I	190.5	4001-4881
H48	Licensed Vocational Nurse II	200.5	4420-5391
H36	Medical Assistant I	154.0	2782-3394
H31	Medical Assistant II	164.0	3073-3749
C98	Medical Billing Clerk I	166.0	3136-3825
C97	Medical Billing Clerk II	176.0	3463-4226
H22	Microbiologist	238.5	6453-7875
H19	Microbiologist Trainee	220.5	5391-6581
B53	Network Analyst I	222.0	5472-6680
B54	Network Analyst II	237.0	6356-7757
B52	Network Analyst III	247.0	7022-8570
I122	Nutrition Assistant I	154.0	2782-3394
I121	Nutrition Assistant II	164.0	3073-3749
H42	Nutrition Education Specialist	195.5	4205-5131
H38	Occupational Therapist	246.5	6987-8526
C10	Office Assistant I	154.0	2782-3394
C09	Office Assistant II	164.0	3073-3749
C08	Office Assistant III	174.0	3394-4143
B27	Office Systems Analyst I	222.0	5472-6680
B28	Office Systems Analyst II	237.0	6356-7757
B23	Office Systems Analyst III	247.0	7022-8570
P73	Peer Support Specialist	154.0	2782-3394
E39	Permit Technician I	181.0	3640-4441
E40	Permit Technician II	191.0	4021-4905
E46	Permit Technician III	201.0	4441-5418
H40	Physical Therapist	246.5	6987-8526
E04	Planner I	203.0	4531-5528
E16	Planner II	218.0	5259-6420
E21	Planner III	228.0	5810-7093
B55	Prevention Coordinator, Beh. or Public Health	214.5	5080-6200
P31	Probation Technician	182.5	3695-4508
P30	Process Server	162.5	3028-3695
B06	Programmer Analyst I	222.0	5472-6680
B05	Programmer Analyst II	237.0	6356-7757
B11	Programmer Analyst III	247.0	7022-8570

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
P59	Psychiatric Technician I	180.0	3604-4397
P58	Psychiatric Technician II	190.0	3981-4857
E32	Public Guardian Accounting Technician	185.5	3806-4644
C87	Public Guardian/Vet Svcs Case Wkr	168.0	3198-3902
P90	Public Health Emergency Planner	222.5	5500-6713
H02	Public Health Nurse I	235.5	6263-7642
H01	Public Health Nurse II	245.5	6918-8443
E55	Purchasing Assistant	175.5	3446-4205
E68	Quality Assurance Specialist	196.5	4247-5181
B95	Radio Communications Programmer	248.0	7093-8655
P88	Recovery Support Coordinator I, Behavioral or	189.5	3961-4833
P87	Recovery Support Coordinator II, Behavioral or	199.5	4377-5337
P86	Recovery Support Coordinator III, Behavioral or	209.5	4833-5899
H27	Registered Dietitian	230.5	5957-7271
H06	Registered Nurse I	220.5	5391-6581
H05	Registered Nurse II	230.5	5957-7271
E52	Right of Way Agent	227.5	5782-7056
M30	Security Officer	158.0	2895-3533
P63	Senior Employment & Training Technician	199.5	4377-5337
N10	Senior Environmental Health Specialist	230.5	5957-7271
P39	Senior Juvenile Services Officer	208.5	4786-5840
B51	Senior Network Analyst	257.0	7757-9464
B14	Senior Office Systems Analyst	257.0	7757-9464
E34	Senior Planner	242.5	6713-8195
B04	Senior Programmer Analyst	258.0	7835-9559
P52	Senior Social Service Worker	214.5	5080-6200
P23	Senior Veterans Service Rep	190.0	3981-4857
C13	Sheriff Records Clerk I	169.5	3245-3961
C14	Sheriff Records Clerk II	179.5	3585-4377
C16	Sheriff Records Clerk III	189.5	3961-4833
M45	Sheriff's Investigative Assistant	188.5	3921-4786
P81	Social Service Practitioner - CPS	229.5	5899-7200
P14	Social Service Worker I	189.5	3961-4833
P13	Social Service Worker II	199.5	4377-5337
P12	Social Service Worker III	209.5	4833-5899
P84	Social Service Worker I - CPS	199.5	4377-5337
P83	Social Service Worker II - CPS	209.5	4833-5899
P82	Social Service Worker III - CPS	219.5	5337-6517
P76	Social Services Assistant I	160.0	2954-3604
P75	Social Services Assistant II	170.0	3262-3981
C100	Staff Support Specialist I	187.5	3883-4739
C101	Staff Support Specialist II	197.5	4288-5233
H16	Supervising Health Education Specialist	215.5	5131-6263

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
C07	Support Services Specialist	190.5	4001-4881
B68	System Support Specialist	190.5	4001-4881
E57	Treasury Specialist	215.5	5131-6263
P92	Unlicensed Mental Health Clinician	229.5	5899-7200
P24	Veterans' Service Representative I	170.0	3262-3981
P25	Veterans' Service Representative II	180.0	3604-4397
P21	Victim/Witness Advocate I	167.5	3182-3883
P19	Victim/Witness Advocate II	177.5	3515-4288
P51	Victim/Witness Advocate III	187.5	3883-4739
P38	Welfare Fraud Investigator I	203.5	4553-5555
P37	Welfare Fraud Investigator II	213.5	5028-6139
P33	Welfare Fraud Investigator III	218.5	5285-6453
H52	WIC Breastfeeding Coordinator	195.5	4205-5131
I120	WIC Nutrition Assistant III	174.0	3394-4143

*See General Unit MOU Side Letter of Agreement dated August 16, 2023

Effective October 17, 2023 - approved by Board of Supervisors on October 17, 2023

Law Clerk: New classification with salary set at Range 204.0 (\$4,576-\$5,583)

Effective March 26, 2024 - approved by Board of Supervisors on March 26, 2024

Epidemiologist: New classification with salary set at Range 237.5 (\$6,387-\$7,795)

Effective August 5, 2024 - approved by Board of Supervisors on August 13, 2024

The following classifications are not in use and have been deleted from Salary Resolution:

Animal Control Officer III	Kennelworker
CHI Case Manager	Paralegal
Child Health Counselor	Registered Veterinary Technician
Clinical Laboratory Technologist	Senior Health Educator
Code Compliance Specialist I/II/III	Staff Nurse
Crime Data Analyst	

SECTION II - Blue Collar Employees**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

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

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
S00	Apprentice Mechanic	170.0	3262-3981
J05	Building Maintenance Worker	180.5	3621-4420
J10	Building Operations Specialist	212.5	4978-6077
J11	Building Operations Trainee	197.5	4288-5233
K14	Equipment & Groundswoker	176.5	3481-4247
S10	Equipment Serviceworker	174.0	3394-4143
K06	Groundswoker I	161.5	2999-3659
K05	Groundswoker II	171.5	3312-4042
J02	Janitor	157.0	2865-3498
S02	Master Mechanic	204.0	4576-5583
S01	Mechanic	189.0	3942-4808
S03	Mechanic Leadworker	214.0	5054-6169
U01	Park Aide	154.0	2782-3394
K13	Park Caretaker	181.5	3659-4463
R04	Road Maintenance Worker I	162.5	3028-3695
R05	Road Maintenance Worker II	176.5	3481-4247
R06	Road Maintenance Worker III	186.5	3845-4690
R07	Road Maintenance Worker IV	196.5	4247-5181
J04	Senior Bldg Maintenance Wkr	190.5	4001-4881
J17	Senior Janitor	164.0	3073-3749
K32	Service Writer	178.0	3533-4311

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.

*See Blue Collar Unit MOU Side Letter of Agreement dated August 16, 2023

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>9/4/2023 Approx. Monthly Salary</u>
P49	Behavioral Health Unit Supervisor	229.5	5899-7200
J21	Building Maintenance Supervisor	204.5	4599-5611
P95	Case Review Supervisor	244.5	6850-8360
C63	Central Services Supervisor	176.5	3481-4247
C51	Child Support Office Supervisor	184.0	3749-4576
P10	Child Support Supervisor	204.0	4576-5583
B49	Elections Supervisor	202.5	4508-5500
P28	Eligibility Supervisor	203.0	4531-5528
E60	Emergency Dispatch Supervisor	218.5	5285-6453
P15	Employment & Training Supervisor	209.5	4833-5899
C43	Human Services Office Supervisor	180.5	3621-4420
J01	Janitor Supervisor	170.5	3278-4001
C92	Legal Office Supervisor	198.0	4311-5259
K12	Parks and Grounds Supervisor	196.5	4247-5181
B76	Principal Information Technology Analyst	262.0	8154-9948
C60	Public Health Office Supervisor	171.0	3295-4021
R08	Roads Supervisor	207.5	4739-5782
E66	Senior Accounting Assistant	185.5	3806-4644
B32	Senior Appraiser	231.5	6016-7344
H12	Senior Dietitian	235.5	6263-7642
E23	Senior Emergency Dispatcher	203.5	4553-5555
K23	Senior Jail Cook	180.0	3604-4397
P06	Social Service Supervisor	229.5	5899-7200
P80	Social Service Supervisor - CPS	239.5	6517-7953
J03	Supervising Building Operations Specialist	222.5	5500-6713
P62	Supervising Family Resource Technician	196.5	4247-5181
P42	Supervising Juvenile Services Officer	218.5	5285-6453
E59	Tax Collection Supervisor	215.5	5131-6263
P50	Work Crew Supervisor	169.5	3245-3961

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.

*See Supervisors Unit MOU Side Letter of Agreement dated August 16, 2023

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 Salary Range Number	4/29/2024 Approx. Monthly Salary	Effective Salary Range Number	7/8/2024 Approx. Monthly Salary
M14	Fire Apparatus Engineer	222.0	5472-6680	230.5	5957-7271
M16	Fire Captain	237.0	6356-7757	245.5	6918-8443
M18	Firefighter	211.5	4930-6016	220.5	5391-6581
M17	Heavy Fire Equipment Operator I	222.5	5500-6713	231.5	6016-7344
M19	Heavy Fire Equipment Operator II	232.5	6077-7417	241.5	6647-8112

FIRE SALARY SCHEDULE - HOURLY RATES
based on average 56 hour workweek

EFFECTIVE - April 29, 2024 - (hourly rates)

Class Code	Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
M14	Fire Apparatus Engineer	222.0	22.55	23.71	24.92	26.19	27.53
M16	Fire Captain	237.0	26.19	27.53	28.94	30.41	31.96
M18	Firefighter	211.5	20.31	21.35	22.44	23.59	24.79
M17	Heavy Fire Equipment Operator I	222.5	22.66	23.83	25.04	26.32	27.66
M19	Heavy Fire Equipment Operator II	232.5	25.04	26.32	27.66	29.08	30.56

EFFECTIVE - July 8, 2024 - (hourly rates)

Class Code	Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
M14	Fire Apparatus Engineer	230.5	24.55	25.81	27.12	28.51	29.96
M16	Fire Captain	245.5	28.51	29.96	31.49	33.10	34.79
M18	Firefighter	220.5	22.21	23.35	24.55	25.81	27.12
M17	Heavy Fire Equipment Operator I	231.5	24.79	26.06	27.39	28.79	30.26
M19	Heavy Fire Equipment Operator II	241.5	27.39	28.79	30.26	31.81	33.43

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

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

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

<u>Code</u>	<u>Class Title</u>	<u>Effective Salary Range Number</u>	<u>10/2/2023 Approx. Monthly Salary</u>
M52	Detentions Technician I**	170.5	3278-4001
M51	Detentions Technician II**	180.5	3621-4420
M04	Detentions Deputy I*	192.5	4082-4978
M08	Detentions Deputy I-STC*	197.5	4288-5233
M03	Detentions Deputy II*	207.5	4739-5782
M09	Detentions Sergeant*	231.0	5987-7308
C76	Senior Detentions Clerk**	175.5	3446-4205
M07	Senior Detentions Deputy*	217.5	5233-6387
M50	Senior Detentions Technician**	190.5	4001-4881

* 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>5/13/2024 Approx. Monthly Salary</u>	<u>*Effective Salary Range Number</u>	<u>7/8/2024 Approx. Monthly Salary</u>
M06	Chief Civil Deputy Sheriff	249.0	7164-8741	256.0	7680-9370
M35	Chief Dep Coroner/Public Admin	249.0	7164-8741	256.0	7680-9370
M25	Deputy Sheriff I	217.0	5207-6356	221.0	5418-6614
M02	Deputy Sheriff II	227.0	5753-7022	231.0	5987-7308
L16	District Attorney Investigator I	226.0	5696-6952	227.0	5753-7022
L15	District Attorney Investigator II	235.5	6263-7642	237.0	6356-7757
M23	Senior Deputy Sheriff	236.0	6294-7680	241.0	6614-8072
L14	Senior DA Investigator	245.5	6918-8443	247.0	7022-8570
M05	Sheriff's Sergeant	249.0	7164-8741	256.0	7680-9370

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

Effective August 5, 2024 - approved by Board of Supervisors on August 13, 2024

Deputy Sheriff Bailiff classification is not in use and has been deleted from the Salary Resolution.

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>9/4/2023 Approx. Monthly Salary</u>
P03	Deputy Probation Officer I	195.5	4205-5131
P02	Deputy Probation Officer II	210.5	4881-5957
P01	Senior Deputy Probation Officer	220.5	5391-6581
P05	Supervising Deputy Probation Officer	230.5	5957-7271

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

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

*See Probation Officers Association MOU Side Letter of Agreement dated August 16, 2023

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>9/4/2023 Approx. Monthly Salary</u>
T19	Attorney I - Child Advocacy	234.0	6169-7530
T15	Attorney I - Child Support	234.0	6169-7530
T18	Attorney II - Child Advocacy	249.0	7164-8741
T14	Attorney II - Child Support	249.0	7164-8741
T17	Attorney III - Child Advocacy	269.0	8741-10665
T13	Attorney III - Child Support	269.0	8741-10665
T16	Attorney IV - Child Advocacy	279.0	9655-11781
T12	Attorney IV - Child Support	279.0	9655-11781
T09	Deputy District Attorney I	234.0	6169-7530
T08	Deputy District Attorney II	249.0	7164-8741
T07	Deputy District Attorney III	269.0	8741-10665
T06	Deputy District Attorney IV	279.0	9655-11781
T04	Senior Deputy District Attorney	284.0	10147-12383

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.

*See Prosecutors Association MOU Side Letter of Agreement dated August 21, 2023

Effective October 17, 2023 - approved by Board of Supervisors on October 17, 2023

Senior Deputy District Attorney: New classification with salary set at Range 284.0 (\$10,147-\$12,383)

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>9/4/2023 Approx. Monthly Salary</u>
D72	Accountant-Auditor	236.5	6325-7719
D46	Administrative Analyst I	216.5	5181-6325
D38	Administrative Analyst II	231.5	6016-7344
D24	Administrative Analyst III	246.5	6987-8526
D104	Animal Services Manager	226.5	5723-6987
D55	Assistant Assessor/Clerk/Recorder (1)	266.5	8526-10403
D127	Assistant Chief District Attorney Investigator*	267.0	8570-10455
D10	Assistant County Counsel (1)*	304.0	12383-15109
D52	Assistant Director of Child Support Svcs (1)	266.5	8526-10403
D20	Assistant Director of Finance – Accounting (1)	270.0	8828-10773
D09	Assistant Director of Finance – Treasury and Tax (1)	270.0	8828-10773
D136	Assistant Director, Human Services (1)	283.0	10046-12260
D143	Assistant Director of Public Health (1)	266.5	8526-10403
D131	Assistant District Attorney (1)*	304.0	12383-15109
D105	Assistant Fire Chief (1)*	278.5	9608-11724
D14	Assistant Sheriff (1)	293.0	11099-13543
D19	Assistant Sheriff - STC (1)	270.5	8871-10826
D138	Auditor-Accountant	236.5	6325-7719
D45	Battalion Chief (Operations) (2)*	265.5	8443-10301
D45	Battalion Chief (Training/Prevention)*	265.5	8443-10301
D25	Building Maintenance Superintendent	259.0	7913-9655
D50	Chief Appraiser	240.5	6581-8032
D93	Chief District Attorney Investigator*	282.0	9948-12139
D06	Chief Engineer	277.0	9464-11549
D89	Child Support Program Manager	236.5	6325-7719
D84	Clerk of the Board of Supervisors (1)	236.5	6325-7719
D68	Clerk/Recorder Manager	229.0	5869-7164
D117	Clinical Program Manager	249.5	7200-8785
D82	Compliance and Standards Officer	211.0	4905-5987
D40	Deputy Ag Commissioner	232.5	6077-7417
D39	Deputy Ag Commissioner-Sealer	248.5	7127-8698
D35	Deputy Chief Probation Officer	267.0	8570-10455
Q20	Deputy Clerk to the Board of Supervisor I	197.5	4288-5233
Q19	Deputy Clerk to the Board of Supervisor II	207.5	4739-5782
D48	Deputy County Administrative Officer (1)	266.5	8526-10403
D87	Deputy County Counsel I	234.0	6169-7530
D85	Deputy County Counsel II	249.0	7164-8741
D18	Deputy County Counsel III	269.0	8741-10665
D28	Deputy County Counsel IV	279.0	9655-11781
D125	Deputy Director Behavioral Health (1)	252.5	7417-9050
D115	Deputy Community Development Director – Building (1)	276.5	9417-11492
D16	Deputy Director, Human Services (1)	276.0	9370-11435
D112	Deputy Community Development Director – Planning (1)	276.5	9417-11492
D149	Deputy District Attorney Supervisor	294.0	11209-13678
D41	Deputy Sealer of Weights & Measures	232.5	6077-7417
D27	Deputy Veteran’s Svc Officer/Public Guardian (1)	232.0	6048-7381
D11	Detentions Lieutenant	245.0	6883-8401
D76	Economic Development Manager	242.5	6713-8195
D98	Elections Manager	236.5	6325-7719
D53	Emergency Services Coordinator	225.5	5666-6918
D57	Emergency Services Manager	242.5	6713-8195
D102	Environmental Health Division Manager	249.0	7164-8741
Q22	Executive Secretary	197.5	4288-5233

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>9/4/2023 Approx. Monthly Salary</u>
D114	Facilities Manager	227.0	5753-7022
D130	Family Nurse Practitioner/Physician's Assistant	271.5	8961-10934
D56	First 5 Program Manager	236.5	6325-7719
D17	Fiscal Analyst I	215.5	5131-6263
D02	Fiscal Analyst II	225.5	5666-6918
D124	Fiscal Analyst III	236.5	6325-7719
D121	Fleet Services Superintendent	235.0	6231-7604
D110	Food Services Manager	210.0	4857-5928
D106	IT Security and Compliance Administrator	263.5	8277-10097
D59	Information Technology Manager	268.0	8655-10559
D123	Juvenile Services Manager	229.0	5869-7164
D61	JTO Program Manager	236.5	6325-7719
D79	Library Manager	236.5	6325-7719
D101	Nursing Division Manager	276.5	9417-11492
D37	Nutrition Services Program Manager	241.5	6647-8112
D77	Parks & Grounds Superintendent	245.0	6883-8401
D133	Payroll Manager	236.5	6325-7719
Q23	Payroll Technician I	198.5	4332-5285
Q24	Payroll Technician II	208.5	4786-5840
D03	Personnel Analyst I	216.5	5181-6325
D04	Personnel Analyst II	231.5	6016-7344
D05	Personnel Analyst III	246.5	6987-8526
Q11	Personnel Assistant I	177.5	3515-4288
Q12	Personnel Assistant II	187.5	3883-4739
Q13	Personnel Assistant III	197.5	4288-5233
Q05	Personnel Technician I	200.5	4420-5391
Q04	Personnel Technician II	210.5	4881-5957
D67	Planner IV	242.5	6713-8195
D139	Principal Personnel Analyst	266.5	8526-10403
D42	Probation Division Manager	244.5	6850-8360
D65	Program Manager, Human Services	246.5	6987-8526
D111	Program Manager, Behavioral or Public Health	236.5	6325-7719
D96	Program Specialist	225.5	5666-6918
D71	Property Tax Manager	225.5	5666-6918
D58	Public Health Laboratory Director	261.5	8112-9897
D92	Purchasing Manager	244.0	6815-8318
D141	Quality Assurance Manager	236.5	6325-7719
D135	Risk Manager	262.0	8154-9948
Q17	Risk Technician I	194.5	4163-5080
Q16	Risk Technician II	204.5	4599-5611
Q18	Risk Technician III	214.5	5080-6200
D88	Risk Analyst I	216.5	5181-6325
D66	Risk Analyst II	231.5	6016-7344
D60	Road Superintendent	259.0	7913-9655
Q07	Secretary	187.5	3883-4739
Q01	Secretary to the C.A.O.	215.5	5131-6263
Q02	Secretary to the County Counsel	215.5	5131-6263
Q03	Secretary to the District Attorney	215.5	5131-6263
Q32	Secretary to the Sheriff	215.5	5131-6263

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>9/4/2023 Approx. Monthly Salary</u>
D08	Senior Accountant-Auditor	251.5	7344-8961
Q06	Senior Personnel Technician	220.5	5391-6581
D29	Sheriff's Commander*	271.0	8916-10880
D134	Sheriff's Records Manager	224.5	5611-6850
D54	Social Services Program Manager	249.5	7200-8785
D140	Staff Support Manager	247.5	7056-8613
D75	Supervising Attorney - Child Advocacy	284.0	10147-12383
D34	Supervising Attorney - Child Support	284.0	10147-12383
D108	Supervising Environmental Health Specialist	235.5	6263-7642
Q31	Supervising Legal Secretary	189.0	3942-4808
D13	Supervising Public Health Nurse	256.5	7719-9417
D122	Supervising Welfare Fraud Investigator	225.5	5666-6918
D91	Treasury and Tax Manager	250.5	7271-8871
D15	Undersheriff (1)*	299.0	11781-14376
D109	Victim Witness Coordinator	216.0	5155-6294
D142	Water, Solar, and Natural Resources Manager	256.5	7719-9417

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 system.

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

Effective: 8/5/2024 Range 265.5

Step 1	Step 2	Step 3	Step 4	Step 5
\$34.79	\$36.56	\$38.42	\$40.39	\$42.45

*Salary adjustments and/or new positions added after the last Salary Resolution effective October 2, 2023.

Effective October 17, 2023 - approved by Board of Supervisors on October 17, 2023

Deputy District Attorney Supervisor: New classification with salary set at Range 294.0 (\$2,782-\$3,394)

Executive Assistant District Attorney: Deleted from Salary Resolution. Classification not in use

Assistant County Counsel: Increase salary from range 301.5 to 304.0 (\$12,383-\$15,109)

Assistant District Attorney: Increase salary from range 289.5 to 304.0 (\$12,383-\$15,109)

Effective May 21, 2024 - approved by Board of Supervisors on May 21, 2024

Risk Analyst I/II: New classification with salary set at range 216.5 (\$5,181-\$6,325) and 231.5 (\$6,016-\$7,344)

Effective July 16, 2024 - approved by Board of Supervisors on July 16, 2024

Planner IV: Revised job specification with salary set at range 242.5 (\$6,713-\$8,195)

Effective August 5, 2024 - approved by Board of Supervisors on August 13, 2024

First 5 School Readiness Coordinator: Deleted from Salary Resolution. Classification not in use

Deputy Director or Economic and Workforce Development: Deleted from Salary Resolution. Classification not in use

Effective August 5, 2024 - approved by Board of Supervisors on August 13, 2024

Assistant Chief District Attorney Investigator: Increase salary from range 260.5 to 267.0 (\$8,570-\$10,455)

Assistant Fire Chief Increase salary from range 273.5 to 278.5 (\$9,608-\$11,724)

Battalion Chief: Increase salary from range 254.0 to 265.5 (\$8,443-\$10,301)

Chief District Attorney Investigator: Increase salary from range 270.5 to 282.0 (\$9,948-\$12,139)

Sheriff's Commander: Increase salary from range 269.5 to 271.0 (\$8,916-\$10,880)

Undersheriff: Increase salary from range 293.0 to 299.0 (\$11,781-\$14,376)

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 County Health Officer	A02 A41 A50
2	\$12,000-\$18,000	Assessor/Clerk/Recorder District Attorney Sheriff	A25 A11 A21
3	\$11,000-\$16,000	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-\$ 14,000	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: July 1, 2023

Flat Monthly

*\$7,353.10	Board of Supervisors	A01
*\$8,130.10	Chairperson, Board of Supervisors	A00

By Ordinance #690 approved May 14, 2019

* Adjusted salaries 1/5/2024, per memo from Judicial Council of California dated 12/18/2023.

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

<u>Management Group I</u> =	Appointed and elected officials in salary bands.	
<u>Management Group II</u> =	Middle management (all other management not in Group I or III).	
<u>Confidential</u> <u>Management Group III</u> = (non-exempt)	All Executive Secretary positions Deputy Clerk to B.O.S. I/II Payroll Technician 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, the hours granted for the new fiscal year shall be reduced by the number of hours equal to those carried over.
 - a) All management attorneys in the District Attorney's Office, Child Support, Minors Advocate, and County Counsel will be granted 80 hours additional management leave in the first full pay period of each fiscal year (or pro-rated upon hire date). Which will not carry over and may be cashed out in full.
 - b) Management employees in Group III will be granted 40 hours of vacation time in the first full pay period of each fiscal year (or pro-rated upon hire date). All other terms described above apply.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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

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

HEALTH/DENTAL/OPTICAL PLAN PREMIUM CONTRIBUTION

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

Effective May 27, 2024 (pay period 12-2024), the County contribution (per month based on 24 pay periods) to the health/dental/optical insurance premium will be as follows:

PPO Plan	
Health/Dental/Vision	
<u>Plan Level</u>	<u>County Share</u>
Single	\$746.55
Two-Party	\$1,359.24
Family	\$2,045.22

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.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

- 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.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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:

	Percent of compensation (based on hours)
<u>Service Hours</u>	<u>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:

	Percent of Compensation (based on hrs)	OR	Percent of compensation (based on hrs)
<u>Service Hours</u>	<u>Cash</u>		<u>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

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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, Undersheriff, Assistant Sheriff, Sheriff's 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 \$550.00 per month (\$253.85 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 \$500.00 per month (\$230.76 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.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

- 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 \$450.00 per month (\$207.69 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 \$400.00 per month (\$184.61 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.

FIRE CERTIFICATION PAY

- 1. Employees in the classification of Assistant Fire Chief and Battalion Chief who obtain and maintain EMT-D qualification shall be entitled to additional compensation in the amount of \$75.00 per month (\$34.61 per pay period).
- 2. Employees in the above indicated classifications who obtain and maintain a Fire Officer certification shall be entitled to additional compensation in the amount of \$175.00 per month (\$80.76 per pay period). All Battalion Chiefs who obtain and maintain a Chief Officer certification shall be entitled to additional compensation in the amount of \$237.00 monthly (\$109.38 per pay period). Appropriate certification documentation must be received by the department prior to payment authorization. Employees receiving compensation for Chief Officer shall not be entitled to receive additional compensation for Fire Officer certification.

FIRE STIPEND

The intent for the Fire Stipend is to provide a method of compensation when the Assistant Fire Chief or 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 Fire Stipend applies to the Assistant Fire Chief and all assigned Battalion Chiefs in the Operations, Fire Prevention and Training Divisions.

The stipend rates are as followed:

<u>Stipend</u>	<u>Hours</u>
\$500	8 to less than 16 hours
\$1,000	16 to less than 24 hours
\$1,500	24 hours or more

- * Coverage of less than 8 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 they cover 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.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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 of 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.

LONGEVITY PAY

Employees in the following safety management classifications, 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. Longevity pay will be determined by CalPERS to be pensionable consistent with the existing laws and regulations.

<u>Detentions Management</u>	<u>Probation Officers Management</u>
Assistant Sheriff-STC	Chief Probation Officer
Detentions Lieutenant	Deputy Chief Probation Officer
	Probation Division Manager
<u>Fire Management</u>	
Assistant Fire Chief	
Battalion Chief	
Fire Chief	

Effective August 5, 2024 (Pay Period 17-2024), employees in the following safety management classifications, who have completed five (5) years of continuous full-time service (10,400 service hours) with the County in an allocated position shall, in addition to their regular salary, receive longevity pay in the amount of two percent (2%). Employees in the following safety management classifications, who have completed ten (10) years of continuous full-time services (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 five percent (5%). Employees who have completed fifteen (15) years of continuous, full-time service (31,200 service hours) with the County in an allocated position shall, in addition to their regular salary, receive longevity pay in the amount of seven and a half percent (7.5%). Longevity pay is not compounded. 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 County's intent that longevity pay will be determined by CalPERS to be pensionable consistent with existing laws and regulations.

<u>Deputy Sheriff Management</u>
Assistant Chief District Attorney Investigator
Assistant Sheriff
Chief District Attorney Investigator
Sheriff's Commander
Sheriff
Undersheriff

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:

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

Assistant Chief DA Investigator	\$800
Assistant Fire Chief	\$1,200
Assistant Sheriff	\$950
Assistant Sheriff-STC	\$900
Battalion Chief	\$1,200
Chief District Attorney Investigator	\$800
Chief Probation Officer	\$650
Deputy Chief Probation Officer	\$650
Detentions Lieutenant	\$900
Fire Chief	\$1,200
Food Services Manager	\$275
Juvenile Services Manager	\$450
Probation Division Manager	\$650
Sheriff	\$950
Sheriff's Commander	\$950
Sheriff's Records Manager	\$275
Undersheriff	\$950

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).

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.

<p><u>\$150 per month</u> Deputy County Counsel III</p>	<p><u>\$200 per month</u> Deputy County Counsel IV Supervising Attorney – Child Adv. Supervising Attorney – Child Sup.</p>
---	--

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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
- Family Nurse Practitioner
- Nursing Division Manager
- Nutrition Services Program Manager
- Physician's Assistant
- Supervising Environmental Health Specialist
- Supervising Public Health Nurse

RECRUITMENT AND RETENTION BONUS

The following classifications only, shall receive up to an amount of \$10,000 as a retention bonus. The retention bonus shall be effective for current employees in these classifications beginning September 4, 2023 (PP19-2023) or upon approval of the Board of Supervisors, whichever is later. The retention bonus shall be paid to employees on a pay-period basis in an amount of \$192.31, for each actively employed pay-period (active status) between September 4, 2023 (PP19-2023) through August 31, 2025 (PP18-2025).

Assistant Chief District Attorney Investigator	Deputy County Counsel III
Assistant County Counsel	Deputy County Counsel IV
Assistant District Attorney	Deputy District Attorney Supervisor
Assistant Fire Chief	Detentions Lieutenant
Assistant Sheriff	District Attorney
Assistant Sheriff-STC	Fire Chief
Battalion Chief	Juvenile Services Manager
Chief District Attorney Investigator	Probation Division Manager
Chief Probation Officer	Sheriff
County Counsel	Sheriff's Commander
Deputy Chief Probation Officer	Supervising Attorney – Child Advocacy
Deputy County Counsel I	Supervising Attorney – Child Support
Deputy County Counsel II	Undersheriff

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

William Verboon, 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 _____, 2024.

Clerk of said Board of Supervisors

KINGS COUNTY

RESOLUTION NUMBER ~~23-067~~ 24-040

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

APPROVED BY THE BOARD OF SUPERVISORS ON ~~10/3/2023~~ 8/13/2024
FOR PAY PERIOD ~~21-2023 (10/2/2023)~~ 17-2024 (8/5/2024)

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

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

BASIC SALARY SCHEDULE

SECTION I

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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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
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

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
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	93.46	311.0	13276-16201
311.5	76.97	80.89	85.02	89.35	93.92	311.5	13341-16282

Salary Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Salary Range Number	Approximate Monthly Equivalent
312.0	77.36	81.31	85.46	89.81	94.40	312.0	13409-16362
312.5	77.75	81.72	85.89	90.26	94.87	312.5	13476-16444
313.0	78.13	82.12	86.31	90.71	95.34	313.0	13542-16525
313.5	78.52	82.53	86.74	91.16	95.82	313.5	13610-16608
314.0	78.91	82.94	87.17	91.62	96.29	314.0	13677-16690
314.5	79.30	83.35	87.61	92.08	96.77	314.5	13745-16773
315.0	79.70	83.77	88.04	92.54	97.25	315.0	13814-16856
315.5	80.10	84.19	88.48	93.00	97.74	315.5	13884-16941
316.0	80.50	84.61	88.92	93.47	98.22	316.0	13953-17024
316.5	80.90	85.03	89.36	93.94	98.71	316.5	14022-17109
317.0	81.31	85.46	89.81	94.40	99.20	317.0	14093-17194
317.5	81.72	85.89	90.26	94.87	99.70	317.5	14164-17281
318.0	82.12	86.31	90.71	95.34	100.19	318.0	14234-17366
318.5	82.53	86.74	91.16	95.82	100.69	318.5	14305-17452
319.0	82.94	87.17	91.62	96.29	101.19	319.0	14376-17539
319.5	83.35	87.61	92.08	96.77	101.70	319.5	14447-17628
320.0	83.77	88.04	92.54	97.25	102.20	320.0	14520-17714
320.5	84.19	88.48	93.00	97.74	102.71	320.5	14592-17803
321.0	84.61	88.92	93.47	98.22	103.22	321.0	14665-17891
321.5	85.03	89.36	93.94	98.71	103.74	321.5	14738-17981
322.0	85.46	89.81	94.40	99.20	104.25	322.0	14813-18070
322.5	85.89	90.26	94.87	99.70	104.77	322.5	14887-18160
323.0	86.31	90.71	95.34	100.19	105.29	323.0	14960-18250
323.5	86.74	91.16	95.82	100.69	105.82	323.5	15034-18342
324.0	87.17	91.62	96.29	101.19	106.34	324.0	15109-18432
324.5	87.61	92.08	96.77	101.70	106.87	324.5	15185-18524
325.0	88.04	92.54	97.25	102.20	107.40	325.0	15260-18616
325.5	88.48	93.00	97.74	102.71	107.94	325.5	15336-18709
326.0	88.92	93.47	98.22	103.22	108.47	326.0	15412-18801
326.5	89.36	93.94	98.71	103.74	109.01	326.5	15489-18895
327.0	89.81	94.40	99.20	104.25	109.55	327.0	15567-18988
327.5	90.26	94.87	99.70	104.77	110.10	327.5	15645-19084
328.0	90.71	95.34	100.19	105.29	110.65	328.0	15723-19179
328.5	91.16	95.82	100.69	105.82	111.20	328.5	15801-19274
329.0	91.62	96.29	101.19	106.34	111.76	329.0	15880-19371
329.5	92.08	96.77	101.70	106.87	112.32	329.5	15960-19468
330.0	92.54	97.25	102.20	107.40	112.88	330.0	16040-19565
330.5	93.00	97.74	102.71	107.94	113.44	330.5	16120-19662
331.0	93.47	98.22	103.22	108.47	114.01	331.0	16201-19761
331.5	93.94	98.71	103.74	109.01	114.58	331.5	16282-19860

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
C06	Account Clerk I	154.0	2782-3394
C05	Account Clerk II	164.0	3073-3749
C04	Account Clerk III	174.0	3394-4143
B13	Accountant I	215.5	5131-6263
B02	Accountant II	225.5	5666-6918
C85	Accounting Assistant	175.5	3446-4205
E57	Accounting Specialist – Treasury Ops Treasury Specialist	215.5	5131-6263
E03	Accounting Technician	185.5	3806-4644
N02	Ag & Standards Aide	171.5	3312-4042
N04	Ag & Standards Inspector I	193.5	4122-5028
N03	Ag & Standards Inspector II	208.5	4786-5840
N05	Ag & Standards Inspector III	223.5	5555-6781
N33	Ag Computer Systems Coordinator	211.5	4930-6016
N16	Ag Research Assistant	184.5	3768-4599
N14	Animal Control Officer I**	169.0	3229-3942
N13	Animal Control Officer II**	179.0	3567-4354
N20	Animal Control Officer III**	189.0	3942-4808
N31	Animal Services Outreach Coordinator	184.0	3749-4576
N37	Animal Shelter Technician I**	159.0	2924-3567
N36	Animal Shelter Technician II**	169.0	3229-3942
N35	Animal Shelter Technician Trainee**	154.0	2782-3394
B19	Appraiser I	192.5	4082-4978
B18	Appraiser II	207.5	4739-5782
B31	Appraiser III	221.5	5446-6647
E71	Assessment Specialist I	161.5	2999-3659
E72	Assessment Specialist II	171.5	3312-4042
E73	Assessment Specialist III	181.5	3659-4463
B17	Auditor-Appraiser I	198.5	4332-5285
B16	Auditor-Appraiser II	213.5	5028-6139
B34	Auditor-Appraiser III	228.5	5840-7127
P78	Behavioral Health Services Assistant I	160.0	2954-3604
P77	Behavioral Health Services Assistant II	170.0	3262-3981
E05	Building & Planning Aide I	165.0	3104-3787
E06	Building & Planning Aide II	184.0	3749-4576
N07	Building Inspector I	201.0	4441-5418
N17	Building Inspector II	211.0	4905-5987
N08	Building Inspector III	221.0	5418-6614
N09	Building Inspector IV	231.0	5987-7308
B90	Business Applications Specialist	227.5	5782-7056
E22	Cadastral G.I.S. Technician I	187.5	3883-4739
E28	Cadastral G.I.S. Technician II	197.5	4288-5233
E29	Cadastral G.I.S. Technician III	212.5	4978-6077
P94	Case Review Officer	234.5	6200-7568
C30	Central Services Operator I	156.0	2837-3463
C31	Central Services Operator II	166.0	3136-3825

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
H47	CHI-Case-Manager	176.0	3463-4226
I07	Child Health Counselor	170.5	3278-4001
P47	Child Support Assistant	164.0	3073-3749
P45	Child Support Specialist I	169.0	3229-3942
P27	Child Support Specialist II	179.0	3567-4354
P26	Child Support Specialist III	189.0	3942-4808
C48	Children's Medical Services Worker	170.5	3278-4001
C72	Clerk-Recorder Specialist I	159.0	2924-3567
C71	Clerk-Recorder Specialist II	169.0	3229-3942
C70	Clerk-Recorder Specialist III	179.0	3567-4354
H25	Clinical Laboratory Technologist	210.0	4857-5928
E45	Code Compliance Specialist I	201.0	4441-5418
E44	Code Compliance Specialist II	211.0	4905-5987
E41	Code Compliance Specialist III	221.0	5418-6614
C65	Collections Assistant	175.5	3446-4205
C61	Collector-Tax	185.5	3806-4644
I01	Community Health Aide Assistant I	154.0	2782-3394
I02	Community Health Aide Assistant II	164.0	3073-3749
I04	Community Health Aide III	174.0	3394-4143
E67	Community Outreach Specialist	199.0	4354-5311
B80	Computer Forensics Specialist I	207.5	4739-5782
B79	Computer Forensics Specialist II	222.5	5500-6713
B60	Computer Support Technician I	198.5	4332-5285
B59	Computer Support Technician II	208.5	4786-5840
H06	County Health Registered Nurse I	220.5	5391-6581
H05	County Health Registered Nurse II	230.5	5957-7271
E13	County Surveyor	246.5	6987-8526
B94	Crime Data Analyst	227.5	5782-7056
B88	Database Administrator	261.0	8072-9849
B93	Database Analyst I	222.0	5472-6680
B92	Database Analyst II	237.0	6356-7757
B91	Database Analyst III	247.0	7022-8570
P40	Deputy Public Guardian	200.5	4420-5391
M26	Deputy Sheriff Cadet	192.5	4082-4978
H28	Dietitian	215.5	5131-6263
C26	Elections Specialist I	162.5	3028-3695
C25	Elections Specialist II	172.5	3345-4082
C24	Elections Specialist III	182.5	3695-4508
P16	Eligibility Worker I	168.5	3214-3921
P17	Eligibility Worker II	178.5	3550-4332
P32	Eligibility Worker III	188.5	3921-4786
E38	Emergency Dispatcher I	183.5	3732-4553
E37	Emergency Dispatcher II	193.5	4122-5028
C99	Emergency Services Specialist	168.5	3214-3921

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
P65	Employment & Training Technician I	179.5	3585-4377
P22	Employment & Training Technician II	189.5	3961-4833
P07	Employment & Training Worker I	179.5	3585-4377
P08	Employment & Training Worker II	189.5	3961-4833
P09	Employment & Training Worker III	199.5	4377-5337
E08	Engineer I (Civil)	222.0	5472-6680
E09	Engineer II (Civil)	237.0	6356-7757
E10	Engineer III (Civil)	247.0	7022-8570
E17	Engineering Technician I	194.0	4143-5054
E18	Engineering Technician II	209.5	4833-5899
N12	Environmental Health Officer Specialist I	200.5	4420-5391
N11	Environmental Health Officer Specialist II	210.5	4881-5957
N19	Environmental Health Officer Specialist III	220.5	5391-6581
N10	Senior Environmental Health Specialist Officer IV	230.5	5957-7271
N34	Environmental Health Technician**	184.0	3749-4576
H39	Epidemiologist	237.5	6387-7795
M24	Evidence Technician	188.5	3921-4786
P56	Family Resource Assistant	166.5	3151-3845
P57	Family Resource Coordinator Technician	186.5	3845-4690
E62	Finance Specialist	198.5	4332-5285
M48	Fingerprint Technician I	178.5	3550-4332
M47	Fingerprint Technician II	188.5	3921-4786
K25	Fire Equipment Supply Specialist	194.5	4163-5080
K26	Fire Equipment Supply Trainee	174.5	3411-4163
E47	First 5 Resource Specialist	176.5	3481-4247
E31	Fiscal Specialist I	195.5	4205-5131
E27	Fiscal Specialist II	205.5	4644-5666
E26	Fiscal Specialist III	215.5	5131-6263
S05	Fleet Service Attendant	157.0	2865-3498
E64	G.I.S. Specialist I	196.5	4247-5181
E63	G.I.S. Specialist II	212.5	4978-6077
H15	Health Educator Education Specialist	202.5	4508-5500
C53	Investigative Assistant	188.5	3921-4786
K21	Jail Cook	170.0	3262-3981
C86	Juvenile Center Support Clerk	163.5	3058-3732
P35	Juvenile Corrections Services Officer I	188.5	3921-4786
P36	Juvenile Corrections Services Officer II	198.5	4332-5285
P39	Senior Juvenile Corrections Services Officer III	208.5	4786-5840
N00	Kennelworker	154.5	2796-3411
I03	Laboratory Assistant Technician I	154.0	2782-3394
I10	Laboratory Assistant Technician II	163.5	3058-3732
I11	Laboratory Assistant III	173.5	3378-4122

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
C91	Law Clerk	204.0	4576-5583
B48	Law Librarian/Small Claims Advisor	176.5	3481-4247
C57	Legal Clerk I	156.5	2851-3481
C58	Legal Clerk II	166.5	3151-3845
C59	Legal Clerk III	171.5	3312-4042
C50	Legal Secretary	176.5	3481-4247
B21	Librarian I	201.5	4463-5446
B20	Librarian II	211.5	4930-6016
B24	Librarian III	221.5	5446-6647
B36	Library Assistant I	154.0	2782-3394
B37	Library Assistant II	164.0	3073-3749
B38	Library Assistant III	174.0	3394-4143
B65	Library Technology Specialist I	198.5	4332-5285
B61	Library Technology Specialist II	208.5	4786-5840
P79	Licensed Clinical Social Worker	239.5	6517-7953
P93	Licensed Mental Health Clinician	239.5	6517-7953
H49	Licensed Vocational Nurse I	190.5	4001-4881
H48	Licensed Vocational Nurse II	200.5	4420-5391
H36	Medical Assistant I	154.0	2782-3394
H31	Medical Assistant II	164.0	3073-3749
C98	Medical Billing Clerk I	166.0	3136-3825
C97	Medical Billing Clerk II	176.0	3463-4226
H22	Microbiologist	238.5	6453-7875
H19	Microbiologist Trainee	220.5	5391-6581
B53	Network Analyst I	222.0	5472-6680
B54	Network Analyst II	237.0	6356-7757
B52	Network Analyst III	247.0	7022-8570
H42	Nutrition Educator Education Specialist	195.5	4205-5131
H38	Occupational Therapist	246.5	6987-8526
C10	Office Assistant I	154.0	2782-3394
C09	Office Assistant II	164.0	3073-3749
C08	Office Assistant III	174.0	3394-4143
B27	Office Systems Analyst I	222.0	5472-6680
B28	Office Systems Analyst II	237.0	6356-7757
B23	Office Systems Analyst III	247.0	7022-8570
C64	Paralegal	189.5	3961-4833
P73	Peer Support Specialist	154.0	2782-3394
E39	Permit Technician I	181.0	3640-4441
E40	Permit Technician II	191.0	4021-4905
E46	Permit Technician III	201.0	4441-5418
H40	Physical Therapist	246.5	6987-8526
E04	Planner I	203.0	4531-5528
E16	Planner II	218.0	5259-6420
E21	Planner III	228.0	5810-7093

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
B55	Prevention Coordinator, Beh. or Public Health	214.5	5080-6200
P31	Probation Technician	182.5	3695-4508
P30	Process Server	162.5	3028-3695
B06	Programmer Analyst I	222.0	5472-6680
B05	Programmer Analyst II	237.0	6356-7757
B11	Programmer Analyst III	247.0	7022-8570
P59	Psychiatric Technician I	180.0	3604-4397
P58	Psychiatric Technician II	190.0	3981-4857
E32	Public Guardian Accounting Technician	185.5	3806-4644
C87	Public Guardian/Vet Svcs Case Wkr	168.0	3198-3902
P90	Public Health Emergency Planner	222.5	5500-6713
H02	Public Health Nurse I	235.5	6263-7642
H01	Public Health Nurse II	245.5	6918-8443
E55	Purchasing Assistant	175.5	3446-4205
E68	Quality Assurance Specialist	196.5	4247-5181
B95	Radio Communications Programmer	248.0	7093-8655
P88	Recovery Support Coordinator I, Behavioral or	189.5	3961-4833
P87	Recovery Support Coordinator II, Behavioral or	199.5	4377-5337
P86	Recovery Support Coordinator III, Behavioral or	209.5	4833-5899
H27	Registered Dietitian	230.5	5957-7271
N32	Registered Veterinary Technician	184.0	3749-4576
E52	Right of Way Agent	227.5	5782-7056
M30	Security Officer	158.0	2895-3533
P63	Senior Employment & Training Technician	199.5	4377-5337
H16	Senior Health Educator Supervising Health Education Specialist	215.5	5131-6263
B51	Senior Network Analyst	257.0	7757-9464
B14	Senior Office Systems Analyst	257.0	7757-9464
E34	Senior Planner	242.5	6713-8195
B04	Senior Programmer Analyst	258.0	7835-9559
P52	Senior Social Service Worker	214.5	5080-6200
P23	Senior Veterans Service Rep	190.0	3981-4857
C13	Sheriff Records Clerk I	169.5	3245-3961
C14	Sheriff Records Clerk II	179.5	3585-4377
C16	Sheriff Records Clerk III	189.5	3961-4833
M45	Sheriff's Investigative Assistant	188.5	3921-4786
P81	Social Service Practitioner - CPS	229.5	5899-7200
P14	Social Service Worker I	189.5	3961-4833
P13	Social Service Worker II	199.5	4377-5337
P12	Social Service Worker III	209.5	4833-5899
P84	Social Service Worker I - CPS	199.5	4377-5337
P83	Social Service Worker II - CPS	209.5	4833-5899
P82	Social Service Worker III - CPS	219.5	5337-6517
P76	Social Services Assistant I	160.0	2954-3604
P75	Social Services Assistant II	170.0	3262-3981
H55	Staff Nurse	220.5	5391-6581

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 shown below.

<u>Code</u>	<u>Class Title</u>	<u>*Effective Salary Range Number</u>	<u>9/4/2023 Approx. Monthly Salary</u>
C100	Staff Support Specialist I	187.5	3883-4739
C101	Staff Support Specialist II	197.5	4288-5233
C07	Support Services Specialist	190.5	4001-4881
B68	System Support Specialist	190.5	4001-4881
P92	Unlicensed Mental Health Clinician	229.5	5899-7200
P24	Veterans' Service Representative I	170.0	3262-3981
P25	Veterans' Service Representative II	180.0	3604-4397
P21	Victim/Witness Advocate I	167.5	3182-3883
P19	Victim/Witness Advocate II	177.5	3515-4288
P51	Victim/Witness Advocate III	187.5	3883-4739
P38	Welfare Fraud Investigator I	203.5	4553-5555
P37	Welfare Fraud Investigator II	213.5	5028-6139
P33	Welfare Fraud Investigator III	218.5	5285-6453
H52	WIC Breastfeeding Coordinator	195.5	4205-5131
I122	WIC Nutrition Assistant I	154.0	2782-3394
I121	WIC Nutrition Assistant II	164.0	3073-3749
I120	WIC Nutrition Assistant III	174.0	3394-4143

*See General Unit MOU Side Letter of Agreement dated August 16, 2023

~~** Effective 9/4/2023— approved by the Board of Supervisors (BOS) on 9/12/2023~~

~~Animal Shelter Technician Trainee: New classification with salary set at Range 154.0 (\$2,782-\$3,394)~~

~~Environmental Health Technician: New classification with salary set at Range 184.0 (\$3,749-\$4,576)~~

~~Animal Control Officer I: Increase salary from Range 164.5 to Range 169.0 (\$3,229-\$3,942)~~

~~Animal Control Officer II: Increase salary from Range 174.5 to Range 179.0 (\$3,567-\$4,354)~~

~~Animal Control Officer III: Increase salary from Range 184.5 to Range 189.0 (\$3,942-\$4,808)~~

~~Animal Shelter Technician I: Increase salary from Range 154.5 to Range 159.0 (\$2,924-\$3,567)~~

~~Animal Shelter Technician II: Increase salary from Range 164.5 to Range 169.0 (\$3,229-\$3,942)~~

Effective October 17, 2023 - approved by Board of Supervisors on October 17, 2023

~~Law Clerk: New classification with salary set at Range 204.0 (\$4,576-\$5,583)~~

Effective March 26, 2024 - approved by Board of Supervisors on March 26, 2024

~~Epidemiologist: New classification with salary set at Range 237.5 (\$6,387-\$7,795)~~

Effective August 5, 2024 - approved by Board of Supervisors on August 13, 2024

The following classifications are not in use and have been deleted from Salary Resolution:

Animal Control Officer III

Kennelworker

CHI Case Manager

Paralegal

Child Health Counselor

Registered Veterinary Technician

Clinical Laboratory Technologist

Senior Health Educator

Code Compliance Specialist I/II/III

Staff Nurse

Crime Data Analyst

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>	*Effective Salary Range Number	9/4/2023 Approx. Monthly Salary
S00	Apprentice Mechanic	170.0	3262-3981
J05	Building Maintenance Worker	180.5	3621-4420
J10	Building Operations Specialist	212.5	4978-6077
J11	Building Operations Trainee	197.5	4288-5233
K14	Equipment & Groundswoker	176.5	3481-4247
S10	Equipment Serviceworker	174.0	3394-4143
K06	Groundswoker I	161.5	2999-3659
K05	Groundswoker II	171.5	3312-4042
J02	Janitor	157.0	2865-3498
S02	Master Mechanic	204.0	4576-5583
S01	Mechanic	189.0	3942-4808
S03	Mechanic Leadworker	214.0	5054-6169
U01	Park Aide	154.0	2782-3394
K13	Park Caretaker	181.5	3659-4463
R04	Road Maintenance Worker I	162.5	3028-3695
R05	Road Maintenance Worker II	176.5	3481-4247
R06	Road Maintenance Worker III	186.5	3845-4690
R07	Road Maintenance Worker IV	196.5	4247-5181
J04	Senior Bldg Maintenance Wkr	190.5	4001-4881
J17	Senior Janitor	164.0	3073-3749
K32	Service Writer	178.0	3533-4311

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.

*See Blue Collar Unit MOU Side Letter of Agreement dated August 16, 2023

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>9/4/2023 Approx. Monthly Salary</u>
P49	Behavioral Health Unit Supervisor	229.5	5899-7200
J21	Building Maintenance Supervisor	204.5	4599-5611
P95	Case Review Supervisor	244.5	6850-8360
C63	Central Services Supervisor	176.5	3481-4247
C51	Child Support Office Supervisor	184.0	3749-4576
P10	Child Support Supervisor	204.0	4576-5583
B49	Elections Supervisor	202.5	4508-5500
P28	Eligibility Supervisor	203.0	4531-5528
E60	Emergency Dispatch Supervisor	218.5	5285-6453
P15	Employment & Training Supervisor	209.5	4833-5899
C43	Human Services Office Supervisor	180.5	3621-4420
J01	Janitor Supervisor	170.5	3278-4001
P42	Supervising Juvenile Corrections Services Officer IV	218.5	5285-6453
C92	Legal Office Supervisor	198.0	4311-5259
K12	Parks and Grounds Supervisor	196.5	4247-5181
B76	Principal Information Technology Analyst	262.0	8154-9948
C60	Public Health Office Supervisor	171.0	3295-4021
R08	Roads Supervisor	207.5	4739-5782
E66	Senior Accounting Assistant	185.5	3806-4644
B32	Senior Appraiser	231.5	6016-7344
H12	Senior Dietitian	235.5	6263-7642
E23	Senior Emergency Dispatcher	203.5	4553-5555
P62	Senior Supervising Family Resource Coordinator Technician	196.5	4247-5181
K23	Senior Jail Cook	180.0	3604-4397
P06	Social Service Supervisor	229.5	5899-7200
P80	Social Service Supervisor - CPS	239.5	6517-7953
J03	Supervising Building Operations Specialist	222.5	5500-6713
E59	Tax Collection Supervisor	215.5	5131-6263
P50	Work Crew Supervisor	169.5	3245-3961

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.

*See Supervisors Unit MOU Side Letter of Agreement dated August 16, 2023

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	*Effective	9/4/2023	Effective	4/29/2024	Effective	7/8/2024	
Code	Salary	Approx.	Salary	Approx.	Salary	Approx.	
Class Title	Range	Monthly	Range	Monthly	Range	Monthly	
Code	Class Title	Number	Salary	Number	Salary	Number	
M14	Fire Apparatus Engineer	213.5	5028-6139	222.0	5472-6680	230.5	5957-7271
M16	Fire Captain	228.5	5840-7127	237.0	6356-7757	245.5	6918-8443
M18	Firefighter	202.5	4508-5500	211.5	4930-6016	220.5	5391-6581
M17	Heavy Fire Equipment Operator I	213.5	5028-6139	222.5	5500-6713	231.5	6016-7344
M19	Heavy Fire Equipment Operator II	223.5	5555-6781	232.5	6077-7417	241.5	6647-8112

FIRE SALARY SCHEDULE - HOURLY RATES
based on average 56 hour workweek

EFFECTIVE—September 4, 2023—(hourly rates)

Class	Code	Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
	M14	Fire Apparatus Engineer	213.5	20.72	21.78	22.89	24.06	25.30
	M16	Fire Captain	228.5	24.06	25.30	26.59	27.94	29.37
	M18	Firefighter	202.5	18.58	19.53	20.51	21.56	22.66
	M17	Heavy Fire Equipment Operator I	213.5	20.72	21.78	22.89	24.06	25.30
	M19	Heavy Fire Equipment Operator II	223.5	22.89	24.06	25.30	26.59	27.94

EFFECTIVE - April 29, 2024 - (hourly rates)

Class	Code	Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
	M14	Fire Apparatus Engineer	222.0	22.55	23.71	24.92	26.19	27.53
	M16	Fire Captain	237.0	26.19	27.53	28.94	30.41	31.96
	M18	Firefighter	211.5	20.31	21.35	22.44	23.59	24.79
	M17	Heavy Fire Equipment Operator I	222.5	22.66	23.83	25.04	26.32	27.66
	M19	Heavy Fire Equipment Operator II	232.5	25.04	26.32	27.66	29.08	30.56

EFFECTIVE - July 8, 2024 - (hourly rates)

Class	Code	Class Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5
	M14	Fire Apparatus Engineer	230.5	24.55	25.81	27.12	28.51	29.96
	M16	Fire Captain	245.5	28.51	29.96	31.49	33.10	34.79
	M18	Firefighter	220.5	22.21	23.35	24.55	25.81	27.12
	M17	Heavy Fire Equipment Operator I	231.5	24.79	26.06	27.39	28.79	30.26
	M19	Heavy Fire Equipment Operator II	241.5	27.39	28.79	30.26	31.81	33.43

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.

*See Firefighters Association MOU Side Letter of Agreement dated August 29, 2023

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>10/2/2023 Approx. Monthly Salary</u>
M52	Detentions Technician I**	170.5	3278-4001
M51	Detentions Technician II**	180.5	3621-4420
M04	Detentions Deputy I*	192.5	4082-4978
M08	Detentions Deputy I-STC*	197.5	4288-5233
M03	Detentions Deputy II*	207.5	4739-5782
M09	Detentions Sergeant*	231.0	5987-7308
C76	Senior Detentions Clerk**	175.5	3446-4205
M07	Senior Detentions Deputy*	217.5	5233-6387
M50	Senior Detentions Technician**	190.5	4001-4881

* 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</u> <u>Salary</u> <u>Range</u> <u>Number</u>	<u>9/4/2023</u> <u>Approx-</u> <u>Monthly</u> <u>Salary</u>	<u>*Effective</u> <u>Salary</u> <u>Range</u> <u>Number</u>	<u>5/13/2024</u> <u>Approx.</u> <u>Monthly</u> <u>Salary</u>	<u>*Effective</u> <u>Salary</u> <u>Range</u> <u>Number</u>	<u>7/8/2024</u> <u>Approx.</u> <u>Monthly</u> <u>Salary</u>
M06	Chief Civil Deputy Sheriff	242.0	6680-8154	249.0	7164-8741	256.0	7680-9370
M35	Chief Dep Coroner/Public Admin	242.0	6680-8154	249.0	7164-8741	256.0	7680-9370
M25	Deputy Sheriff I	212.5	4978-6077	217.0	5207-6356	221.0	5418-6614
M02	Deputy Sheriff II	222.5	5500-6713	227.0	5753-7022	231.0	5987-7308
M41	Deputy Sheriff Bailiff	212.5	4978-6077	212.5	4978-6077	212.5	4978-6077
L16	District Attorney Investigator I	224.5	5611-6850	226.0	5696-6952	227.0	5753-7022
L15	District Attorney Investigator II	233.5	6139-7493	235.5	6263-7642	237.0	6356-7757
M23	Senior Deputy Sheriff	231.0	5987-7308	236.0	6294-7680	241.0	6614-8072
L14	Senior DA Investigator	243.5	6781-8277	245.5	6918-8443	247.0	7022-8570
M05	Sheriff's Sergeant	242.0	6680-8154	249.0	7164-8741	256.0	7680-9370

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.

~~*See Deputy Sheriff's Association MOU Side Letter of Agreement dated August 29, 2023
 Effective August 5, 2024 - approved by Board of Supervisors on August 13, 2024
 Deputy Sheriff Bailiff classification is not in use and has been deleted from the Salary Resolution.~~

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>9/4/2023 Approx. Monthly Salary</u>
P03	Deputy Probation Officer I	195.5	4205-5131
P02	Deputy Probation Officer II	210.5	4881-5957
P01	Senior Deputy Probation Officer III	220.5	5391-6581
P05	Supervising Deputy Probation Officer IV	230.5	5957-7271

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

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

*See Probation Officers Association MOU Side Letter of Agreement dated August 16, 2023

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>9/4/2023 Approx. Monthly Salary</u>
T19	Attorney I - Child Advocacy	234.0	6169-7530
T15	Attorney I - Child Support	234.0	6169-7530
T18	Attorney II - Child Advocacy	249.0	7164-8741
T14	Attorney II - Child Support	249.0	7164-8741
T17	Attorney III - Child Advocacy	269.0	8741-10665
T13	Attorney III - Child Support	269.0	8741-10665
T16	Attorney IV - Child Advocacy	279.0	9655-11781
T12	Attorney IV - Child Support	279.0	9655-11781
T09	Deputy District Attorney I	234.0	6169-7530
T08	Deputy District Attorney II	249.0	7164-8741
T07	Deputy District Attorney III	269.0	8741-10665
T06	Deputy District Attorney IV	279.0	9655-11781
T04	Senior Deputy District Attorney	284.0	10147-12383

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.

*See Prosecutors Association MOU Side Letter of Agreement dated August 21, 2023

Effective October 17, 2023 - approved by Board of Supervisors on October 17, 2023

Senior Deputy District Attorney: New classification with salary set at Range 284.0 (\$10,147-\$12,383)

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>9/4/2023 Approx. Monthly Salary</u>
D72	Accountant-Auditor	236.5	6325-7719
D46	Administrative Analyst I	216.5	5181-6325
D38	Administrative Analyst II	231.5	6016-7344
D24	Administrative Analyst III	246.5	6987-8526
D104	Animal Services Manager	226.5	5723-6987
D55	Assistant Assessor/Clerk/Recorder* (1)	266.5	8526-10403
D127	Assistant Chief District Attorney Investigator*	267.0	8570-10455
D10	Assistant County Counsel (1)*	304.0	12383-15109
D52	Assistant Director of Child Support Svcs (1)	266.5	8526-10403
D20	Assistant Director of Finance – Accounting Div. (1)	270.0	8828-10773
D09	Assistant Director of Finance – Treasury Div. and Tax (1)	270.0	8828-10773
D136	Assistant Director, Human Services (1)	283.0	10046-12260
D143	Assistant Director of Public Health (1)	266.5	8526-10403
D131	Assistant District Attorney (1)*	304.0	12383-15109
D105	Assistant Fire Chief (1)*	278.5	9608-11724
D14	Assistant Sheriff (1)	293.0	11099-13543
D19	Assistant Sheriff - STC (1)	270.5	8871-10826
D138	Auditor-Accountant	236.5	6325-7719
D45	Battalion Chief (Operations) (2)*	265.5	8443-10301
D45	Battalion Chief (Training/Prevention)*	265.5	8443-10301
D25	Building Maintenance Superintendent	259.0	7913-9655
D50	Chief Appraiser	240.5	6581-8032
D93	Chief District Attorney Investigator*	282.0	9948-12139
D06	Chief Engineer	277.0	9464-11549
D89	Child Support Program Manager	236.5	6325-7719
D84	Clerk of the Board of Supervisors (1)	236.5	6325-7719
D68	Clerk/Recorder Manager	229.0	5869-7164
D117	Clinical Program Manager	249.5	7200-8785
D82	Compliance and Standards Officer	211.0	4905-5987
D40	Deputy Ag Commissioner	232.5	6077-7417
D39	Deputy Ag Commissioner-Sealer	248.5	7127-8698
D35	Deputy Chief Probation Officer	267.0	8570-10455
Q20	Deputy Clerk to the Board of Supervisor I	197.5	4288-5233
Q19	Deputy Clerk to the Board of Supervisor II	207.5	4739-5782
D48	Deputy County Administrative Officer (1)	266.5	8526-10403
D87	Deputy County Counsel I	234.0	6169-7530
D85	Deputy County Counsel II	249.0	7164-8741
D18	Deputy County Counsel III	269.0	8741-10665
D28	Deputy County Counsel IV	279.0	9655-11781
D125	Deputy Director Behavioral Health (1)	252.5	7417-9050
D115	Deputy Community Development Director – Building Official (1)	276.5	9417-11492
D118	Deputy Director, of Economic & and Workforce Development (1)	271.5	8961-10934
D16	Deputy Director, Human Services (1)	276.0	9370-11435
D112	Deputy Community Development Director – Planning (1)	276.5	9417-11492
D149	Deputy District Attorney Supervisor	294.0	11209-13678
D41	Deputy Sealer of Weights & Measures	232.5	6077-7417
D27	Deputy Veteran’s Svc Officer/Public Guardian (1)	232.0	6048-7381
D11	Detentions Lieutenant	245.0	6883-8401
D76	Economic Development Manager	242.5	6713-8195
D98	Elections Manager	236.5	6325-7719
D53	Emergency Services Coordinator	225.5	5666-6918
D57	Emergency Services Manager	242.5	6713-8195
D102	Environmental Health Division Manager (1)	249.0	7164-8741
D147	Executive Assistant District Attorney	294.0	11209-13678
Q22	Executive Secretary	197.5	4288-5233

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>9/4/2023 Approx. Monthly Salary</u>
D114	Facilities Manager	227.0	5753-7022
D130	Family Practice Nurse Practitioner/Physician's Assistant -Certified	271.5	8961-10934
D56	First 5 Program Officer Manager	236.5	6325-7719
D62	First 5 School Readiness Coordinator	231.5	6016-7344
D17	Fiscal Analyst I	215.5	5131-6263
D02	Fiscal Analyst II	225.5	5666-6918
D124	Fiscal Analyst III	236.5	6325-7719
D121	Fleet Services Superintendent	235.0	6231-7604
D110	Food Services Manager	210.0	4857-5928
D106	IT Security and Compliance Administrator	263.5	8277-10097
D59	Information Technology Manager	268.0	8655-10559
D123	Juvenile Corrections Services Manager	229.0	5869-7164
D61	JTO Program Manager	236.5	6325-7719
D79	Library Manager	236.5	6325-7719
D101	Nursing Division Manager (1)	276.5	9417-11492
D37	Nutrition Services Program Manager	241.5	6647-8112
D77	Parks & Grounds Superintendent	245.0	6883-8401
D133	Payroll Manager	236.5	6325-7719
Q23	Payroll Specialist I Technician I	198.5	4332-5285
Q24	Payroll Specialist II Technician II	208.5	4786-5840
D03	Personnel Analyst I	216.5	5181-6325
D04	Personnel Analyst II	231.5	6016-7344
D05	Personnel Analyst III	246.5	6987-8526
Q11	Personnel Assistant I	177.5	3515-4288
Q12	Personnel Assistant II	187.5	3883-4739
Q13	Personnel Assistant III	197.5	4288-5233
Q05	Personnel Technician I	200.5	4420-5391
Q04	Personnel Technician II	210.5	4881-5957
D67	Planner IV	242.5	6713-8195
D139	Principal Personnel Analyst	266.5	8526-10403
D42	Probation Division Manager	244.5	6850-8360
D65	Program Manager, Human Services	246.5	6987-8526
D111	Program Manager, Behavioral or Public Health	236.5	6325-7719
D96	Program Specialist	225.5	5666-6918
D71	Property Tax Manager	225.5	5666-6918
D58	Public Health Laboratory Director	261.5	8112-9897
D92	Purchasing Manager	244.0	6815-8318
D141	Quality Assurance Manager	236.5	6325-7719
D135	Risk Manager	262.0	8154-9948
Q17	Risk Technician I	194.5	4163-5080
Q16	Risk Technician II	204.5	4599-5611
Q18	Risk Technician III	214.5	5080-6200
D88	Risk Analyst I	216.5	5181-6325
D66	Risk Analyst II	231.5	6016-7344
D60	Road Superintendent	259.0	7913-9655
Q07	Secretary	187.5	3883-4739
Q01	Secretary to the C.A.O.	215.5	5131-6263
Q02	Secretary to the County Counsel	215.5	5131-6263
Q03	Secretary to the District Attorney	215.5	5131-6263
Q32	Secretary to the Sheriff	215.5	5131-6263

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>9/4/2023 Approx. Monthly Salary</u>
D08	Senior Accountant-Auditor	251.5	7344-8961
Q06	Senior Personnel Technician	220.5	5391-6581
D29	Sheriff's Commander*	271.0	8916-10880
D134	Sheriff's Records Manager	224.5	5611-6850
D54	Social Services Program Manager	249.5	7200-8785
D140	Staff Support Manager	247.5	7056-8613
D75	Supervising Attorney - Child Advocacy	284.0	10147-12383
D34	Supervising Attorney - Child Support	284.0	10147-12383
D108	Supervising Environmental Health Officer Specialist	235.5	6263-7642
Q31	Supervising Legal Secretary	189.0	3942-4808
D13	Supervising Public Health Nurse	256.5	7719-9417
D122	Supervising Welfare Fraud Investigator	225.5	5666-6918
D91	Treasury and Tax Manager	250.5	7271-8871
D15	Undersheriff (1)*	299.0	11781-14376
D109	Victim Witness Coordinator	216.0	5155-6294
D142	Water, Solar, and Natural Resources Manager	256.5	7719-9417

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

Effective: ~~9/4/2023 Range 254.0~~ **8/5/2024 Range 265.5**

Step 1	Step 2	Step 3	Step 4	Step 5
\$31.03	\$32.61	\$34.28	\$36.02	\$37.85
\$34.79	\$36.56	\$38.42	\$40.39	\$42.45

~~Effective 8/29/2023 - approved by the Board of Supervisors (BOS) on 8/29/2023~~
~~Assistant Sheriff - STC: New classification with salary set at range 269.0 (\$8,741-\$10,665)~~
 *Salary adjustments and/or new positions added after the last Salary Resolution effective October 2, 2023.

Effective October 17, 2023 - approved by Board of Supervisors on October 17, 2023
 Deputy District Attorney Supervisor: New classification with salary set at Range 294.0 (\$2,782-\$3,394)
 Executive Assistant District Attorney: Deleted from Salary Resolution. Classification not in use
 Assistant County Counsel: Increase salary from range 301.5 to 304.0 (\$12,383-\$15,109)
 Assistant District Attorney: Increase salary from range 289.5 to 304.0 (\$12,383-\$15,109)

Effective May 21, 2024 - approved by Board of Supervisors on May 21, 2024
 Risk Analyst I/II: New classification with salary set at range 216.5 (\$5,181-\$6,325) and 231.5 (\$6,016-\$7,344)

Effective July 16, 2024 - approved by Board of Supervisors on July 16, 2024
 Planner IV: Revised job specification with salary set at range 242.5 (\$6,713-\$8,195)

Effective August 5, 2024 - approved by Board of Supervisors on August 13, 2024
 First 5 School Readiness Coordinator: Deleted from Salary Resolution. Classification not in use
 Deputy Director or Economic and Workforce Development: Deleted from Salary Resolution. Classification not in use

Effective August 5, 2024 - approved by Board of Supervisors on August 13, 2024
 Assistant Chief District Attorney Investigator: Increase salary from range 260.5 to 267.0 (\$8,570-\$10,455)
 Assistant Fire Chief Increase salary from range 273.5 to 278.5 (\$9,608-\$11,724)
 Battalion Chief: Increase salary from range 254.0 to 265.5 (\$8,443-\$10,301)
 Chief District Attorney Investigator: Increase salary from range 270.5 to 282.0 (\$9,948-\$12,139)
 Sheriff's Commander: Increase salary from range 269.5 to 271.0 (\$8,916-\$10,880)
 Undersheriff: Increase salary from range 293.0 to 299.0 (\$11,781-\$14,376)

SECTION III

SALARIES FOR COUNTY OFFICIALS

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

<u>Salary Band Designation</u>	<u>Approximate 40% Salary Band</u>	<u>Classifications</u>	<u>Class Code</u>
1	\$14,000-\$19,000	County Administrative Officer	A02
		County Counsel	A41
		County Health Officer *A50	A50
2	\$12,000-\$18,000	Assessor/Clerk/Recorder	A25
		District Attorney	A11
		Sheriff	A21
3	\$11,000-\$16,000	Ag. Commissioner/Sealer of Wts. & Measures	A23
		Assistant County Administrative Officer	A07
		Chief Information Officer	A09
		Chief Probation Officer (a)	A22
		County Fire Chief	A42
		Director of Community Development	A27
		Director of Finance	A37
		Director of Human Services	A33
		Director of Public Health Services	A29
		Director of Public Works	A31
4	\$10,000-\$ 14,000	Behavioral Health Director	A47
		Director of Child Support Services	A45
		Economic and Workforce Development Director	A43
		Human Resources Director	A40
		Library Director	A38
		Public Guardian/Veteran’s Service Officer	A35
		Registrar of Voters	A26

Effective: July 1, 2023

Flat Monthly

*\$7,165.637,353.10	Board of Supervisors	A01
*\$7,942.638,130.10	Chairperson, Board of Supervisors	A00

By Ordinance #690 approved May 14, 2019

*** Adjusted salaries 1/5/2024, per memo from Judicial Council of California dated 12/18/2023.**

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).

~~*** Effective 9/4/2023 – approved by the Board of Supervisors (BOS) on 9/12/2023: New classification County Health Officer with salary set at Salary Band 1**~~

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 <u>Technician</u> I/II	Secretary to the C.A.O. Secretary to County Counsel Secretary to the District Attorney
	Personnel Assistant I/II/III Personnel Technician I/II Risk Technician I/II/III Secretary	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.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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

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

HEALTH/DENTAL/OPTICAL PLAN PREMIUM CONTRIBUTION

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

Effective May ~~15, 2023~~27, 2024 (pay period ~~2023-11-12~~2024), 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	\$658.64 <u>\$746.55</u>
Two-Party	\$1,199.19 <u>\$1,359.24</u>
Family	\$1,804.39 <u>\$2,045.22</u>

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.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

- 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:

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

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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, Undersheriff, Assistant Sheriff, ~~Assistant Sheriff —STC~~, Sheriff's 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~~~~550.00~~ per month (~~\$92.34~~~~253.85~~ 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~~~~500.00~~ per month (~~\$69.23~~~~230.76~~ 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.

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

- 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~~450.00 per month (~~\$57.69~~207.69 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~~400.00 per month (~~\$46.45~~184.61 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.

FIRE CERTIFICATION PAY

- 1. Employees in the classification of Assistant Fire Chief and Battalion Chief who obtain and maintain EMT-D qualification shall be entitled to additional compensation in the amount of \$75.00 per month (~~\$15.00~~34.61 per pay period).
- 2. Employees in the above indicated classifications who obtain and maintain a Fire Officer ~~or Company Officer~~ certification shall be entitled to additional compensation in the amount of ~~\$42.00~~175.00 per month (~~\$19.38~~80.76 per pay period). All Battalion Chiefs who obtain and maintain a Chief Officer ~~or Chief Fire Officer~~ certification shall be entitled to additional compensation in the amount of ~~\$85.00~~237.00 monthly (~~\$39.23~~109.38 per pay period). Appropriate certification documentation must be received by the department prior to payment authorization. Employees receiving compensation for Chief Officer ~~or Chief Fire Officer~~ shall not be entitled to receive additional compensation for Fire Officer ~~or Company Officer~~ certification.

FIRE STIPEND

The intent for the Fire Stipend is to provide a method of compensation when the Assistant Fire Chief or 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 Fire Stipend applies to the Assistant Fire Chief and all assigned Battalion Chiefs in the Operations, Fire Prevention and Training Divisions.

The stipend rates are as followed:

<u>Stipend</u>	<u>Hours</u>
\$500	8 to less than 16 hours
\$1,000	16 to less than 24 hours
\$1,500	24 hours or more

- * Coverage of less than 8 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 they cover 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 of 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.

LONGEVITY PAY

~~Effective July 25, 2022 (Pay Period 16-2022), e~~Employees in the following safety management classifications, 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. Longevity pay will be determined by CalPERS to be pensionable consistent with the existing laws and regulations.

DSA Management	POA-Probation Officers Management
Assistant Chief District Attorney Investigator	Chief Probation Officer
Assistant Sheriff	Deputy Chief Probation Officer
Chief District Attorney Investigator	Probation Division Manager
Sheriff's Commander	
Sheriff	
Undersheriff	
Detentions Management	Fire Management
Assistant Sheriff-STC	Assistant Fire Chief
Detentions Lieutenant	Battalion Chief
	Fire Chief

~~Effective September 4, 2023 (Pay Period 19-2023), employees in the following safety management classifications, 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. Longevity pay will be determined by CalPERS to be pensionable consistent with the existing laws and regulations.~~

Detentions Management	Fire Management
Assistant Sheriff-STC	Assistant Fire Chief
Detentions Lieutenant	Battalion Chief
	Fire Chief

~~Effective August 5, 2024 (Pay Period 17-2024), employees in the following safety management classifications, who have completed five (5) years of continuous full-time service (10,400 service hours) with the County in an allocated position shall, in addition to their regular salary, receive longevity pay in the amount of two percent (2%). Employees in the following safety management classifications, who have completed ten (10) years of continuous full-time services (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 five percent (5%). Employees who have completed fifteen (15) years of continuous, full-time service (31,200 service hours) with the County in an allocated position shall, in addition to their regular salary, receive longevity pay in the amount of seven and a half percent (7.5%). Longevity pay is not compounded. Longevity pay for those~~

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

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 County's intent that longevity pay will be determined by CalPERS to be pensionable consistent with existing laws and regulations.

<u>DSA Deputy Sheriff Management</u>
<u>Assistant Chief District Attorney Investigator</u>
<u>Assistant Sheriff</u>
<u>Chief District Attorney Investigator</u>
<u>Sheriff's Commander</u>
<u>Sheriff</u>
<u>Undersheriff</u>

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	\$650 <u>\$800</u>
Assistant Fire Chief	\$1,200
Assistant Sheriff	\$950
Assistant Sheriff-STC	\$900
Battalion Chief	\$1,200
Chief District Attorney Investigator	\$650 <u>\$800</u>
Chief Probation Officer	\$650
Deputy Chief Probation Officer	\$650
Detentions Lieutenant	\$900
Fire Chief	\$1,200
Food Services Manager	\$275
Juvenile Corrections -Services Manager	\$450
Probation Division Manager	\$650
Sheriff	\$950
Sheriff's Commander	\$950
Sheriff's Records Manager	\$275
Undersheriff	\$950

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).

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

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

demoted, promoted, transferred or reassigned. The decision of the County Administrative Officer regarding the granting and termination of bilingual payment shall be final and shall not be subject to appeal or grievance procedures. Employees receiving bilingual pay may be required to use their bilingual ability to assist other departments within the County. When a part-time employee is assigned bilingual duties, the bilingual pay shall be prorated. Employees who translate for more than one language are not eligible to receive additional bilingual compensation for the additional language(s).

LEGAL SPECIALIST CERTIFICATION PAY

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

<u>\$150 per month</u> Deputy County Counsel III	<u>\$200 per month</u> Deputy County Counsel IV Supervising Attorney – Child Adv. Supervising Attorney – Child Sup.
---	--

Eligible employees must present proof of certification in order to qualify for Legal Specialist Certification Pay. Proof of re-certification must be presented at the end of each subsequent certification period in order to continue to qualify for certification pay.

PUBLIC HEALTH DEPARTMENT PROFESSIONAL LICENSES

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

- Environmental Health Division Manager
- ~~Family Nurse Practitioner~~
- Nursing Division Manager
- Nutrition Services ~~Program~~ Manager
- ~~Physician’s Assistant~~
- Supervising Environmental Health ~~Officer-Specialist~~
- Supervising Public Health Nurse
- ~~Physician’s Assistant~~
- ~~Family Practice Nurse Practitioner~~

RECRUITMENT AND RETENTION BONUS

The following classifications only, shall receive up to an amount of \$10,000 as a retention bonus. The retention bonus shall be effective for current employees in these classifications beginning September 4, 2023 (PP19-2023) or upon approval of the Board of Supervisors, whichever is later. The retention bonus shall be paid to employees on a pay-period basis in an amount of \$192.31, for each actively employed pay-period (active status) between September 4, 2023 (PP19-2023) through August 31, 2025 (PP18-2025).

Assistant Chief District Attorney Investigator	Deputy County Counsel III
Assistant County Counsel	Deputy County Counsel IV
Assistant District Attorney	Deputy District Attorney Supervisor
Assistant Fire Chief	Detentions Lieutenant
Assistant Sheriff	District Attorney
Assistant Sheriff-STC	Fire Chief
Battalion Chief	Juvenile Corrections-Services Manager
Chief District Attorney Investigator	Probation Division Manager
Chief Probation Officer	Sheriff
County Counsel	Sheriff’s Commander

SECTION V

UNREPRESENTED MANAGEMENT BENEFITS

Deputy Chief Probation Officer	Supervising Attorney – Child Advocacy
Deputy County Counsel I	Supervising Attorney – Child Support
Deputy County Counsel II	Undersheriff

~~Deputy County Counsel I/II/III/IV classifications only, currently at a lower step than Step 5 of their current range shall be automatically placed at Step 5 of their current range on September 4, 2023 (PP19-2023). This provision shall be a one-time adjustment for current Deputy County Counsel I/II/III/IVs and this provision shall sunset following implementation of the step adjustment.~~

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

Supervisors _____
~~Richard Valle~~William Verboon, Chairman of the Board of
 County of Kings, State of California

WITNESS my hand and seal of said Board of Supervisors this _____ day of _____, 202~~3~~4.

Clerk of said Board of Supervisors