

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
THE
LAKE COUNTY EMPLOYEES ASSOCIATION,
UNITS 3, 4, & 5 (LCEA)
AND
THE COUNTY OF LAKE
FOR
July 1, 2025 – June 30, 2029



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1. GENERAL PROVISIONS

1.1. PARTIES TO THE AGREEMENT

This Memorandum of Understanding, hereinafter referred to as the MOU, has been executed by a representative of the Board of Supervisors of the County of Lake, hereinafter referred to as the COUNTY, and by representatives of Unit 3, 4, and 5 of the Lake County Employees Association, hereinafter referred to as the ASSOCIATION.

1.2. AUTHORIZED AGENTS

For the purposes of administering the terms and provisions of this MOU, the following authorized agents have been designated:

1.2.1. COUNTY'S AUTHORIZED AGENT

COUNTY's principal authorized agent shall be the County Administrative Officer or the duly authorized representative.

County of Lake

255 North Forbes Street
Lakeport, California 95453

1.2.2. ASSOCIATION'S AUTHORIZED AGENT

ASSOCIATION'S principal authorized agent shall be the President, or their duly authorized representatives of Operating Engineers.

Lake County Employees Association, Inc.

P.O. Box 845
Lakeport, California 95453

1.3. RECOGNITION

The ASSOCIATION is hereby acknowledged as the recognized employee organization for the purpose of meeting and conferring in good faith under the auspices of Section 3500 et seq. of the Government Code of the State of California and the Employer-Employee Relations Ordinance of Chapter 14 of the Ordinance Code of the County of Lake. Specifically, such recognition extends to those permanent positions in Unit 3, 4, and 5.

1.4. ASSOCIATION RIGHTS

1.4.1. DUES & BENEFITS DEDUCTION

The COUNTY agrees to continue the present ASSOCIATION check off system whereby ASSOCIATION dues, as established by the ASSOCIATION, and payments for ASSOCIATION benefits programs, as established by the ASSOCIATION and approved by the COUNTY, will be withheld from ASSOCIATION members' pay. Such withholding will be remitted promptly to the Treasurer of the ASSOCIATION, or such other officer as designated by the ASSOCIATION, along with a list of the employees who have had said dues or payments deducted.

1.4.2. MEET AND CONFER MEMBERS

Five (5) members of the ASSOCIATION shall be allowed on the Meet and Confer Committee and shall be paid by the COUNTY for reasonable time spent in meeting and conferring with the COUNTY, but only for straight time hours they would otherwise have worked on their regular schedules of work.

1.4.3. USE OF COUNTY FACILITIES

The ASSOCIATION may utilize COUNTY facilities so far as such is not disruptive to the normal operations of the COUNTY.

1.4.3.1. BULLETIN BOARDS

ASSOCIATION shall be allowed reasonable access to bulletin boards currently and normally utilized by the COUNTY for posting information of primary interest to COUNTY employees. Such access shall include space on such bulletin boards or other authorized area up to a maximum of twenty percent (20%) thereof. The use of such space shall be limited to the posting of ASSOCIATION matters. Items posted shall be dated and initialed by the person posting. Failure to meet reasonable standards shall result in the ASSOCIATION being required to immediately remove the posted documents.

1.4.3.2. Duplication Equipment

COUNTY will continue to provide use of the duplicating equipment at prevailing fees for work done and the use of established intercommunication systems, and meeting rooms.

1.4.3.3. Mailing Lists

COUNTY agrees to provide the LCEA with employee contact information (employee name, department, and classification) for each employee represented by Units 3, 4 and 5. This information will be provided in an electronic format suitable for database or spreadsheet use. The LCEA must submit a written request for this information to the Human Resources Director, no more than once per fiscal quarter. COUNTY shall be given a reasonable time to respond to the request.

1.4.3.4. Information

The first week of every calendar month the COUNTY agrees to provide the LCEA president with the available and most up-to-date employee contact information for all LCEA members (Employee Name, LCEA Unit #, Position Title, Department / Division Description, work e-mail, home e-mail, home phone, cell phone, work phone, mailing address) to the extent that such information is recorded in the COUNTY's HRIS system on the date that the report is run. It is agreed between the parties that this monthly report, as described, will suffice to meet all provisions of required AB119 reporting to the LCEA.

1.4.4. ORIENTATION

ASSOCIATION shall have access to all new employees within this Unit for the purposes of informing such employees of the additional benefits available to ASSOCIATION members. A maximum of one (1) hour of COUNTY time may be set aside during employees' orientation for the above service. The ASSOCIATION will notify the Human Resources Department of the representative it has designated as "Orientation Officer".

1.4.5. BARGAINING UNIT ACTIVITIES ON COUNTY TIME

In addition to the time allowed during work hours for ASSOCIATION representatives to participate in the meet and confer process with COUNTY representatives, the COUNTY shall also allow reasonable time during working hours for members the ASSOCIATION designates to investigate, process, and represent members in grievances and employee disciplinary appeals. No more than three employees shall be so designated at any one time and the COUNTY, by its Human Resources Director, shall be informed by the ASSOCIATION of the names of the employees so designated. Of the three members so designated, no more than one said designated member at any one time shall be allowed time during working hours to investigate, process, and represent a member in each particular grievance and/or employee disciplinary appeal. The employee who has filed a grievance and/or is subject to disciplinary action may select their representation in such a matter. No other bargaining unit business shall be conducted on COUNTY time.

1.5. COUNTY RIGHTS AND RESPONSIBILITIES

COUNTY retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this MOU except as expressly limited by a specific provision of this MOU. Without limiting the generality of the foregoing, the rights, powers and authority retained solely and exclusively by COUNTY and not abridged herein, include, but are not limited to, the following: To manage and direct its business and personnel; to manage, control and determine the mission of its departments, building facilities and operations; to create, change, combine or abolish jobs, departments and facilities in whole or in part; to subcontract or discontinue work for economic or operational reasons; to direct the work force; to increase or decrease the work force and determine the number of employees needed; to hire, transfer, promote and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operation and reasonable work load; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct and penalties for violation thereof; to determine the type and scope of work to be performed and the services to be provided; to determine the methods, processes, means, and places of providing services and to take whatever action is necessary to prepare for and operate in an emergency. Nothing in this Article shall be construed to limit, amend, decrease, revoke or otherwise modify the rights vested in the COUNTY by any law regulating, authorizing or empowering the COUNTY to act or refrain from acting.

2. COMPENSATION

2.1. SALARY SCHEDULE

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

- a) Beginning July 1, 2025, the County will implement the 2024 Compensation Study at 97.5% of the market median.
- b) Beginning July 1, 2026, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.
- c) Beginning July 1, 2027, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.
- d) Beginning July 1, 2028 County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.

2.2. Y-RATING PROVISION

Salary adjustments shall follow the salary schedule outlined in the Compensation Study and MOU. Employees whose pay exceeds the salary range defined by the study are designated as Y-rated.

During this time, Y-rated employees will continue to receive their salary as of June 30, 2025. They will become eligible for step increases, merit raises, or COLAs, when any combination of the following conditions are met:

1. Their current step increases within the pay grade brings their salary into alignment with the study's range, per, the approved Salary Schedule in Attachment "A". The employee receives a step increase towards a step that has a salary higher than the employee's salary amount prior to the step increase.
2. A cost-of-living adjustment (COLA) is applied at a level that adjusts their pay to fall within with the study's range, per the approved Salary Schedule in Attachment "A".

2.3. PROPORTIONAL COMPENSATION FOR PART TIME EMPLOYEES

Employees working less than full-time shall receive proportionate compensation.

2.4. FIVE STEP SALARY SCHEDULE

The Salary Step System contained herein is a five-step salary schedule (Step 1, Step 2, etc.). Movement in this system shall be based on an annual satisfactory performance evaluation as determined by the employee's department head. Eligibility for progression through the steps of the salary schedule shall be based upon at least one full year's satisfactory service at the preceding step. Upon achievement of one full year of service and an overall rating of "Satisfactory" or above on the associated annual performance evaluation, as determined by the employee's department head, the employee shall receive a 5% increase upon movement to the next step in the system (Steps 2-5). Unless advanced step hiring has been approved, every employee entering into represented classes covered by this MOU shall begin their service at the first step (Step 1) of the salary schedule.

In cases, where an employee's performance evaluation is less than satisfactory and, therefore, progression to the next step is denied, the department head shall reevaluate that employee following ninety (90) days additional service and, if such employee's performance is determined by the department head to have improved to satisfactory or better at the conclusion of such 90-day period, the employee may be

eligible to progress to the next step, subject to the full discretion of the department head. If progression is still denied the salary anniversary date will be set to one year from the prior salary anniversary date.

2.4.1. Effective date of step increases

A step increase shall become effective on the date the step increase became due except when the employee's performance is less than satisfactory.

2.5. DEMOTION

2.5.1. SALARY STEP UPON VOLUNTARY DEMOTION

Employees who voluntarily demote shall be placed at the salary step 1-5 representing the least loss of pay. In no case shall the salary be increased above that received in the classification from which the employee was demoted. The employee's salary anniversary date will be maintained if the demotion places the employee at salary step 1 through step 4.

2.6. PROMOTION AND RECLASSIFICATION

2.6.1. Promotion or Reclassification to Non-Supervisory Classification

An employee who is promoted to a non-supervisory classification, or whose position has been reclassified to a higher level, but remains non-supervisory, shall receive a salary at the first step of the higher class or at the step which provides for at least a five percent (5%) increase over their base salary prior to such promotion. If an increase equal to five (5%) should exceed the last step of the new range (Step 5), the employee shall be promoted to the last step (Step 5) of the new range.

2.6.2. Promotion or Reclassification to Supervisory Classification

An employee who is promoted to a supervisory classification, or whose position has been reclassified to a supervisory level, shall receive a salary at the first step of the higher class or at the step which provides for at least a ten percent (10%) increase over their base salary prior to such promotion. If an increase equal to ten percent (10%) should exceed the last step of the new range (Step 5), the employee shall be promoted to the last step (Step 5) of the new range.

2.6.3. Promotion or Reclassification from One Supervisory Classification to another Supervisory Classification

An employee who is promoted or whose position is reclassified from one supervisory classification to another supervisory classification shall receive a salary at the first step of the higher class or at the step which provides for at least a five percent (5%) increase over their base salary prior to such promotion. If an increase equal to five percent (5%) should exceed the last step (Step 5) of the new range, the employee shall be promoted to the last step (Step 5) of the new range.

2.6.4. Salary on Promotion – Advanced Step

Upon promotion of a full-time or part-time employee to a new class the employee has not held before, the appointing authority may recommend, based on the employee's extraordinary qualifications, that the employee receive a salary step which is higher than that set forth in 2.6.1, 2.6.2 and 2.6.3. Under such circumstances, the Human Resources Director may authorize an

advanced salary step up to Step 3. The County Administrative Officer may authorize an advanced salary step at Step 4 or Step 5. The ASSOCIATION will be notified when an advanced step is given on promotion pursuant to this section. Advanced step upon promotion does not apply to flex promotions.

2.6.5. PROMOTIONAL EXAMINATION LEAVE

COUNTY will provide the necessary time off with pay to employees to participate in promotional examinations for the COUNTY which are held during their regular work hours; provided such time off shall not exceed eight (8) hours in any calendar month.

2.7. LONGEVITY PAY

2.7.1. Purpose

Longevity pay rewards permanent County employees for each year of continuous employment with the County of Lake. Continuous is defined as an employee's period of work with the County without any breaks in service.

2.7.2. Eligibility

Permanent employees are eligible for longevity pay based on their total continuous service and total hours worked, excluding overtime. Longevity pay is calculated using the employee's continuous years of service from their permanent employment hire date and total qualifying hours worked. Each longevity step shall equal a 2.5%.

Step	Completion of Years & Hours	Longevity Pay
1	10 years and 20,800 hours	2.5% of base pay
2	15 years and 31,200 hours	5.0% of base pay
3	20 years and 41,600 hours	7.5% of base pay
4	25 years and 52,000 hours	10.0% of base pay
5	30 years and 62,400 hours	12.5% of base pay
6	35 years and 72,800 hours	15.0% of base pay

2.7.3. Longevity for employees at a longevity level below the correlating year and hour level per table.

Employees who are currently assigned to a longevity step that is lower than what is warranted by their continuous years of service and total hours worked (as specified in Section 2.7.2) will be adjusted to the appropriate longevity step according to the longevity table above. This adjustment will take effect on July 1, 2025.

2.7.4. Longevity for employees at a longevity level above the correlating year and hour level per table.

Employees currently placed at a longevity step higher than indicated by their continuous years of service and hours worked (as specified in Section 2.7.2) will retain their current, advanced step. However, they will not progress to the next longevity step until their service time and hours worked meet the criteria specified in the longevity table.

2.7.5. Longevity upon termination / rehire.

Employees who are rehired after leaving County service do not receive credit for years of service previously worked for purpose of longevity.

2.7.6. Longevity CAP

Longevity increases are limited to a maximum of six longevity steps.

Employees who have already reached a sixth longevity step or higher, as of the effective date of the agreement shall become eligible for one final longevity step after completing five years of continuous service and 10,400 hours worked (excluding overtime hours) since their last longevity increase.

2.8. WORKING ABOVE CLASS

2.8.1. DEFINITION

Employees who are duly authorized, directed or assigned to work above their normal classifications shall be compensated at the base salary rate of step 1 of the position to which assigned, or five percent (5%) above their normal salary rate, whichever is higher.

2.8.2. START OF PAY

Pay for assignments above class shall commence on the sixteenth (16th) consecutive workday of such assignment, or the sixteenth (16th) day accumulated in any sixty (60) calendar day period.

2.9. INCENTIVE PAYS

2.9.1. SHIFT DIFFERENTIAL

Any employee who is assigned and works a shift of which at least five hours are between 10:00 p.m. and 8:00 a.m. shall receive an additional two and one-half percent (2.5%) of base salary as shift differential for that shift.

2.9.2. BILINGUAL DIFFERENTIAL

All employees certified as bilingual through the County's standard bilingual certification process, in Spanish, or other language as necessary for County business and as determined by the Department Head, shall receive two hundred twenty-five dollars (\$225) per month.

2.9.3. GEOTHERMAL HAZARDOUS DIFFERENTIAL

Employees assigned to the Air Quality Management District in the positions listed below shall receive a geothermal hazardous differential add pay due to the knowledge, and understanding of geothermal chemistry, liquid, steam, and gas, abatement technologies for each, testing equipment, procedures and processes for power plants, wells, transmission lines, vents, drill rigs and other fugitive sources and due to the routine and consistent exposure to chemicals, radon and asepsis required to implement health and safety process and procedures.

- Air Quality Engineer I shall receive a five percent (5%) Geothermal Hazardous Add Pay of their base pay for all hours worked.
- Air Quality Engineer II and Air Quality Engineer Senior shall receive a ten percent (10%) Geothermal Hazardous Add Pay of their base pay for all hours worked.

2.9.4. CLASS A/B DIFFERENTIAL

Employees who are required to possess a Class A/B driver's license due to the minimum requirements of the job description, shall receive a two and one-half percent (2.5%) of their base salary.

3. HOURS OF WORK

3.1. HOURS OF WORK

Unit members shall have regularly assigned work hours which shall not be changed without prior notice. Except in the case of emergencies, written or verbal notice shall be given at least five (5) days prior to the effective date of a change in regular work hours. Shifts are defined as any work period not to exceed forty (40) hours in any seven (7) day work week period. All days off will be consecutive and work days not exceeding twelve (12) hours. Each employee shall be scheduled to work a shift with regular starting and quitting times.

3.2. OVERTIME (OT) AND COMPENSATORY TIME OFF (CTO)

3.2.1. Overtime Defined

It is hereby agreed that unit employees shall be compensated for overtime hours assigned and worked in excess of the normal work shift at 1-1/2 times the hourly rate of pay, or compensatory time off at time and one-half, at the employee's option.

For permanent full-time non-exempt employees' overtime is defined as:

- Any time worked beyond the employee's regular daily work shift or
- over 40 hours in a standard workweek.
- Any time worked beyond an approved alternate work shift.

For part-time non-exempt employees' overtime is defined as:

- Any time worked beyond 8 hours in a single workday or
- Any time worked beyond 40 hours in a standard workweek.

Overtime will be compensated at one and one-half times (1 ½) the employee's regular hourly rate, or with compensatory time off at one and one-half times the employee's regular hourly rate, based on the employee's choice. Work shifts may follow a 5/8, 9/80, 4/10, 3/12 & 4 schedule, or another alternative schedule mutually agreed upon.

Paid sick leave shall not be considered time worked for the purpose of calculating overtime nor shall it be used to calculate base pay. For this purpose, a work week shall begin at 12:01am on Sunday and end at midnight on Saturday.

3.2.2. Maximum Accrual of CTO

The maximum accumulation of CTO that an employee may have at any point in time is eighty (80) hours. CTO shall be utilized in accordance with existing policy.

3.2.3. Use of CTO as Time Worked

CTO which was accrued in a prior work week and taken in a subsequent work week shall be considered as time worked in that subsequent work week.

3.2.4. Use of CTO When Directed to Not Return to Work

When an employee has worked overtime between regular shifts and is directed by their supervisor to not return to work at the beginning of the regular shift because of concern for employee safety and performance, the employee may use previously accrued CTO in lieu of sick leave for that portion of the regular shift not worked by direction of the supervisor.

3.3. CALL BACK

3.3.1. DEFINITION

For purposes of this MOU, Call Back, Call Out and Call In shall have identical meaning. Call Back shall occur when an employee has completed their work shift, be it regular or extended; has departed the employer's premises or place of work assignment and is off duty; and is subsequently called back to a place of work assignment by the COUNTY prior to the beginning of the employee's next designated work shift.

3.3.2. SHIFT EXTENSION NOT CALL BACK

Call Back shall not mean work that is contiguous to, or an extension of, or an early beginning of a designated regular work shift.

3.3.3. SCHEDULED WORK OR TRAINING NOT CALL BACK

Call Back shall not mean scheduled work or training assignments that are in addition to the normal scheduled work week.

3.3.4. MINIMUM CALL BACK TIME

Employees called back shall be credited with the actual time away from home, or three (3) hours, whichever is greater, not to exceed 24 hours in a 24-hour period.

3.3.5. CALL BACK EXCLUDES WORK FROM REMOTE LOCATION

When work can be performed from a remote location via communication devices (e.g. telephone, computer, etc.), employees performing said work shall not receive call-back pay as defined herein above.

Rather said employees shall be compensated for a minimum of 1/4 hour or for the actual time worked.

3.4. STANDBY ASSIGNMENTS

3.4.1. ELIGIBILITY

Employees specifically assigned and authorized by the department head (or designee) to remain available at all times to receive and to respond to calls for service by telephone, or in person are eligible for standby pay. While on standby, an employee must either wear a County- supplied cell phone or be at their telephone at all times, must refrain from the use of alcohol and/or illegal and/or controlled substances, must remain within the County of Lake if the employee has been supplied a County vehicle, and must remain within forty-five minutes of the area to which the standby employee would be called to report. In

situations where the employee has received in advance the express permission of their department head, the employee on standby may exceed the 45- minute restriction.

3.4.2. ASSIGNMENT PERIODS

3.4.2.1. Daily

Daily assignment shall include the hours when the office is closed Monday through Friday (normally from 5:00 p.m. until 8:00 a.m. of the next day).

3.4.2.2. Weekend

Weekend assignment shall include the period from 8:00 a.m. Saturday, until 8:00 a.m. Sunday or from 8:00 a.m. Sunday, until 8:00 a.m. Monday.

3.4.2.3. Holiday

Holiday assignment shall include the period from 8:00 a.m. of a holiday, during which the COUNTY offices are closed because of that holiday, until 8:00 a.m. the following morning.

3.4.3. STANDBY PAY

The COUNTY shall pay fifty (\$50.00) dollars per day for each daily assignment and seventy-five (\$75.00) per day for each weekend or holiday assignment.

3.5. OTHER PROVISIONS

Provisions of the County Personnel Rules which have been not altered by this MOU or subsequently changed during this contract year shall govern the remaining facets of hours and overtime.

4. LEAVE BENEFITS

4.1. COUNTY DECLARED HOLIDAYS

The following days during the contractual period shall be declared as holidays for unit members:

Holiday	Date
1. New Year's Day	January 1st
2. Martin Luther King Day	Third Monday in January
3. President's Day	Third Monday in February
4. Memorial Day	Last Monday in May
5. Juneteenth	June 19th
6. Independence Day	July 4th
7. Labor Day	First Monday in September
8. Indigenous Peoples' Day	Second Monday in October
9. Veterans Day	November 11th
10. Thanksgiving Day	Fourth Thursday in November
11. Day After Thanksgiving Day	Friday following the Fourth Thursday in November
12. Winter Holiday	Monday - Friday of the week December 25th falls on, if December 25th falls on a weekday. If December 25th falls on a Saturday or Sunday, the 23rd through the 29th of December
Any other holiday declared by the Board pursuant to State Law.	

4.1.1. HOLIDAY OBSERVANCE

Any holiday, except Winter Holiday as stated in section 4.1, which falls on a Sunday shall be observed on the following Monday. Any holiday, except Winter Holiday as stated in Section 4.1, which falls on a Saturday shall be observed on the preceding Friday.

4.1.2. HOLIDAYS WORKED

When an employee is required to work on a declared COUNTY holiday, they shall be compensated for the eight (8) hours holiday in addition to one and one-half times (1 1/2) for the actual hours worked. The department may, in lieu of the pay for the holiday, provide equivalent time off within the succeeding sixty (60) day period.

4.1.3. HOLIDAY ON REGULAR DAY OFF

When a holiday falls on an employee's regular day off they shall be compensated with either equivalent time off within the pay period or pay at straight time, at the option of the department head.

4.1.4. HOLIDAY PAY FOR ALTERNATE WORK SCHEDULES

Employees on an alternate work schedule will receive eight (8) hours compensation for each holiday. If requested by the employee in advance, the department shall allow such employee to work additional hours at straight time for each holiday. Such time shall be worked during the same payroll period which contains the holiday(s). The use of approved vacation leave or compensatory time off may also be allowed to augment the eight (8) holiday hours in order to receive a full work day credit for that holiday.

The Department Head will assess staffing needs during the holiday workweek to ensure adequate coverage for ongoing operations, staff support, and the completion of essential tasks and responsibilities. Employees may be asked to adjust their schedules or cover specific hours or days as necessary.

4.1.5. PERMANENT PART-TIME EMPLOYEE PRORATION

Part-time employees who are regularly assigned to work less than full-time shall receive a proportionate share of the 8 hours of Holiday pay in the same proportion that their part-time allocated positions bear to a full-time allocated position.

4.2. VACATION LEAVE**4.2.1. ALLOWANCE**

The following annual vacation allowance shall be credited to each employee based upon full-time, continuous, permanent employment with the COUNTY:

YEARS	ANNUAL ALLOWANCE
Beginning of 1st year thru end of 4th year	80 hours
Beginning of 5th year thru end of 15th year	120 hours
Beginning of 16th year thru end of 16th year	128 hours
Beginning of 17th year thru end of 17th year	136 hours
Beginning of 18th year thru end of 18th year	144 hours
Beginning of 19th year thru end of 19th year	152 hours
Beginning of 20th year and thereafter	160 hours

Employees who previously worked full-time, continuously and permanently for another county or city government—provided the employment ended within 30 days before being hired by the COUNTY—may request for those years to count toward the employee's total years of service with the COUNTY for the purpose of accruing vacation leave

4.2.2. UTILIZATION

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

4.2.3. VACATION ACCRUAL FOLLOWING LAYOFF

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

4.3. SICK LEAVE

4.3.1. RELATIONSHIP TO PERSONNEL RULES

Sick leave provisions not contained herein shall be as provided for in the County Personnel Rules.

4.3.2. SICK LEAVE CONVERSION TO CalPERS SERVICE CREDIT

Pursuant to CalPERS regulations, eligible employees who retire from County service may elect to convert unused sick leave to CalPERS service credit for retirement purposes.

Eligible employees must elect either the CalPERS service credit conversion or the Sick Leave Incentive Program; employees may not participate under both programs.

4.3.3. SICK LEAVE INCENTIVE PROGRAM UPON SEPARATION

Employees who voluntarily separate from County service with at least one (1) year of service and unused sick leave shall be eligible to receive a percentage of their unused sick leave as a monetary payout, not to exceed two thousand dollars (\$2,000.00).

Employees who retire from County service, having completed all necessary steps to implement a CalPERS retirement, shall be eligible to receive a percentage of their unused sick leave as a monetary payout, not to exceed two thousand five hundred dollars (\$2,500.00), provided they do not elect to convert sick leave to CalPERS service credit.

Employees must elect either the Sick Leave Incentive Program or the Sick Leave Conversion to CalPERS service credit; employees may not participate under both programs.

Completed Service	Sick Leave Paid Off
1 yr but less than 2 yrs	20.0%
2 yrs but less than 3 yrs	22.5%
3 yrs but less than 4 yrs	25.0%
4 yrs but less than 5 yrs	27.5%
5 yrs but less than 6 yrs	30.0%
6 yrs but less than 7 yrs	32.5%
7 yrs but less than 8 yrs	35.0%
8 yrs but less than 9 yrs	40.0%
9 yrs but less than 10 yrs	45.0%
10 or more years	50.0%

4.3.4. PERMANENT PART-TIME EMPLOYEE PRORATION

Permanent employees who are regularly assigned to work less than full time shall accrue a pro rata share of the sick leave rate as their scheduled hours bear to those of a full-time employee.

4.3.5. CASH IN LIEU (Unit 3)

Employees who have accrued more than five hundred (500) hours of unused sick leave may request and receive cash in lieu of sick leave hours which are in excess of five hundred hours. However, no such employee shall receive more than 40 hours cash in lieu of sick leave hours in any one fiscal year.

4.3.6. CASH IN LIEU (Unit 4 and 5)

Employees who have accrued more than five hundred (500) hours of unused sick leave may request and receive cash in lieu of sick leave hours which are in excess of five hundred hours. However, no such employee shall receive more than twenty (20) hours cash in lieu of sick leave hours in any one fiscal year.

4.4. BEREAVEMENT LEAVE

All employees covered under this AGREEMENT are eligible for five (5) days of unpaid bereavement leave under CFRA for deaths of an immediate family member and shall receive paid bereavement leave as follows:

- For bereavement leave that requires less than 500 miles (one-way), employees shall receive twenty-four (24) hours of paid bereavement leave and may use accruals to cover the remaining sixteen (16) hours to reach forty (40) hours or five (5) days of unpaid CFRA bereavement leave.
- For bereavement leave that requires more than 500 miles of travel (one-way), employees shall receive forty (40) hours of paid bereavement leave. The travel distance shall be computed using the employee's residence as the starting point and the site of the memorial or funeral as the end point.

Paid bereavement leave is available due to the death of the following family members:

- Parent or stepparent
- Sibling or stepsibling
- In-Law: mother-in-law, father-in-law, grandfather-in-law, grandmother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law
- Spouse, registered domestic partner
- Child, stepchild, adopted child, foster child

- Grandchild
- Grandparent
- Aunt or uncle
- Niece or nephew
- Any person residing in the immediate household of the employee at the time of death

Paid bereavement leave and CFRA unpaid bereavement leave is not subject to accrual, can be used intermittently or consecutively and must be used within three months of the family member's death.

Paid bereavement leave and CFRA unpaid bereavement leave are available unlimited and is available to employees upon the death of each covered family member.

The COUNTY is prohibited from discriminating against an employee for exercising the use of bereavement leave.

The County of Lake reserves the right to request verification of death and travel necessity.

5. HEALTH AND WELFARE BENEFITS

5.1. GROUP INSURANCE

5.1.1. MAXIMUM MONTHLY COUNTY CONTRIBUTION FOR HEALTH CARE COVERAGE

The COUNTY shall pay a maximum contribution of one thousand five hundred dollars (\$1,500.00) per month toward the County-Sponsored medical, dental, and vision group insurance plan for each employee who enrolls in a County-Sponsored group medical, dental, and vision insurance plan.

Under the COUNTY's flexible benefits plan, a specific amount (as defined in Section 22892 of the California Government Code, which is adjusted annually based on inflation) of this contribution is specifically designated for group medical insurance, with the balance of the COUNTY contribution available and paid toward an employee's total group medical, dental, and vision premium.

In no event shall the COUNTY's financial obligation exceed the actual monthly premium for an employee's medical, dental, and vision insurance. Employees who select such employee-only coverage and/or employee plus one dependent coverage will NOT be entitled to receive in cash, other compensation, benefits, or in any form the difference between the amount of the cost of either such coverage and the \$1,500 per month COUNTY contribution.

5.1.2. COVERAGE

The scope of coverage under the COUNTY-sponsored plan will not be diminished during the term of this Agreement.

For purposes of this paragraph, "scope of coverage" is defined as medical, dental, vision, and life insurance coverage.

5.1.3. RETIREES' COVERAGE

5.1.3.1. Retiree Insurance

County retirees who retire with fifteen (15) years of total County service as a permanent employee, including at least five (5) consecutive years immediately prior to retirement, and who participate in the County-Sponsored Insurance Program, are entitled to a monthly contribution equal to 50% of the "employee-only" portion of the group health insurance medical premium (excluding dental and vision coverage) toward a County-Sponsored Health Plan. This monthly contribution will discontinue once the retiree reaches sixty-five (65) years of age or becomes eligible for Medicare coverage.

County retirees who retire with twenty (20) years of total County service as a permanent employee, including at least five (5) consecutive years immediately prior to retirement, and who participate in the County-Sponsored Insurance Program, are entitled to a monthly contribution equal to 75% of the "employee-only" portion of the group health insurance medical premium (excluding dental and vision coverage) toward a County-Sponsored Health Plan. This monthly contribution will discontinue once the retiree reaches sixty-five (65) years of age or becomes eligible for Medicare coverage.

5.1.3.2. Break in Service Due to Layoff

When the last break in service immediately prior to retirement is due to a lay-off, the requirement to work at least 5 continuous years shall be waived.

5.1.3.3. Discontinue Allowance for Break in Service

Notwithstanding the above, employees whose original hire date or re-hire date is November 1, 2011, or later, shall not be eligible for the retiree health insurance monthly stipend unless they have either fifteen or twenty consecutive years of COUNTY service as a permanent employee immediately prior to retirement. However, if the last break in service immediately prior to retirement is due to a lay-off and the employee was re-hired under the Re-employment provision under Article 7.2 herein, the employee maintains eligibility and the requirement to work at least 5 continuous years shall be waived.

5.1.4. INSURANCE OPT-OUT WITH ALTERNATIVE COVERAGE

Employees may waive all health care coverage in its entirety, i.e medical, dental, and vision insurance. Eligibility for the opt-out cash-in-lieu benefit will be based on meeting the current Affordable Care Act (ACA) definition of an "eligible opt-out arrangement." To receive this cash-in-lieu benefit, employees must provide the COUNTY with proof of similar, employer-sponsored coverage in a form specified by the COUNTY. This includes any required documentation, certifications, or attestations to verify compliance with the ACA's definition of an "eligible opt-out arrangement". Eligible employees who waive of health care coverage will receive a monthly stipend of \$200.00, which is considered taxable income. Employees are required to complete annual certification during the open enrollment period and promptly report any changes to their qualifying coverage. If at any time during the plan year, the County will not pay the cash-in-lieu to an employee if the current provisions in the ACA eligible opt-out arrangement dictate that the County must not pay that employee.

5.1.5. GROUP LIFE INSURANCE

The County shall pay the cost for basic group life insurance for eligible employees. If elected, the County will also pay for basic group life insurance for a qualified dependent.

Employees will be automatically enrolled in the County's basic group life insurance plan, effectively the first of the month following their hire date, for the amount of their base annual salary up to \$100,000. The employee is responsible for any associated taxes.

If enrolled by the employee, a qualified dependent shall be covered for \$1,000.

5.1.6. Accidental Death and Dismemberment (AD&D) Insurance

The County shall pay for \$5,000 of AD&D insurance for all eligible employees.

5.1.7. AIR MEDICAL MEMBERSHIP PROGRAM

Effective the first day of the month following the employees date of hire, an employee shall be covered under an air medical membership program, such as REACH Air Medical Services.

5.1.8. Section 125 Cafeteria Plan

The County shall pay the cost of the administration for the Section 125 plan for eligible employees. The Section 125 Cafeteria Plan is an employer sponsored benefits plan that lets employees pay for qualified medical and child care expenses on a pre-tax basis.

5.1.9. Employee Assistance Plan (EAP)

The County shall pay the cost of the EAP plan for eligible employees.

5.1.10. STATE DISABILITY INSURANCE

Unit employees shall have coverage through the State Disability Insurance (SDI) Program.

It is understood that each unit employee shall pay the cost of their SDI premium and the necessary premium contributions will be deducted by the COUNTY from the employee's salary each pay period.

5.2. RETIREMENT

5.2.1. Employees CalPERS Contribution

The County will maintain its contract with the State Public Employees' Retirement System (CalPERS) and the benefits currently provided there under. The current CalPERS plan being provided for "classic" employees hired before January 1, 2013 is the 2% @ 50 formula for Local Safety Members, 2% @ 55 for Classic Miscellaneous Members and for "new" Employees hired after January 1, 2013 is the 2.7% @ 57 formula for Local Safety Members and 2% @ 62 for Miscellaneous Members.

5.2.1.1. “Classic” Miscellaneous Members

Employees who are defined by California Public Employee’s Retirement Law as Classic Miscellaneous PERS members, the employee shall pay the employee’s contribution to PERS (currently equal to approximately seven percent (7%) of the employee’s modified gross pay under the PERS 2% at 55 retirement benefit formula).

For the term of this MOU, Classic non-safety PERS employees shall not be responsible to pay any more than the employee’s share of 7% of the employee’s modified gross pay.

5.2.1.2. “New” Miscellaneous PEPRAs Members

Employees who are defined by California Public Employee’s Retirement Law as New Miscellaneous PERS members, the COUNTY is prohibited from paying any portion of the employee’s share of PERS, and therefore will not pay any portion of the employee’s contribution to PERS for the 2% @ 62 retirement benefit formula.

5.2.1.3. CalPERS Final Compensation

For purposes of determining a retirement benefit, final compensation for employees covered by Section 5.2 will be based on the highest salary received during any consecutive 36 month period of employment. Except as disallowed by law, the salary used for this calculation will include the employee’s base salary and any special compensation, as defined by California Code of Regulations (CCR) section 571 for “Classic” members and 571.1 for “New” PEPRAs members.

5.2.2. Sick Leave Conversion to CalPERS Service Credit

Pursuant to CalPERS regulations, eligible employees who retire from County service may elect to convert unused sick leave to CalPERS service credit for retirement purposes.

Eligible employees must elect either the CalPERS service credit conversion or the Sick Leave Incentive Program; employees may not participate under both programs.

5.2.3. Military Buy Back

Pursuant to the COUNTY’s contract with PERS, employees may “buyback” limited military service time at no cost to the COUNTY.

5.2.4. SOCIAL SECURITY

All County employees shall contribute to social security program.

5.3. UNIFORM ALLOWANCE

All employees assigned by their department head to wear a uniform shall have such uniform provided by the COUNTY.

5.4. TOOL ALLOWANCE

The COUNTY shall pay a tool allowance of \$30.00 per month to each employee who is required as a condition of their employment to use personal tools. This amount shall be paid in the manner prescribed by the County Auditor on a monthly basis as a reimbursement for the cost of maintaining and supplying the tools utilized.

Classifications authorized to receive this benefit must be approved by the Board of Supervisors.

5.5.ADVANCED CERTIFICATION

5.5.1. Advanced Certification Unit 3

For the position of Utility Area Superintendent, the COUNTY will pay for the periodic certification(s) renewal when the employee has achieved a higher level of certification than the minimum level required to qualify for the position. It is understood between the parties that holding a higher certification than the minimum required for the position does not qualify the employee for compensation for working above class. It is further understood that the COUNTY is not obligated to provide funds to cover the cost of any training or education requirements necessary to achieve or maintain the certifications.

5.5.2. Advanced Certification Unit 5

For the positions of Water/Wastewater Treatment Plant Operators I/II/III and Hazardous Materials Specialist II, the COUNTY will pay for the periodic certification(s) renewal when the employee has achieved a higher level of certification than the minimum level required to qualify for the position. It is understood between the parties that holding higher certification than the minimum required for the position does not qualify the employee for compensation for working above.

5.6. CLASS A & B DRIVERS LICENSE PHYSICALS

Employees who are required to maintain Class A or B driver's licenses shall be allowed time off without loss of pay for required physical examinations if such physical examinations are scheduled during regular working hours, with such scheduling subject to the approval of the Department Head.

If employees utilize COUNTY-designated physicians for physical examinations, said basic exam shall be provided at no cost to the employee.

6. GRIEVANCE PROCEDURE

6.1.DEFINITIONS

6.1.1. GRIEVANCE

A grievance is a claimed violation, misapplication or misinterpretation of a specific provision of this MOU or employee protection contained in any ordinance, resolutions, personnel rules or written policies which adversely affects the grievant.

6.1.2. GRIEVANT

A grievant is an employee in the unit who is filing a grievance as defined above, or the ASSOCIATION alleging a violation of an ASSOCIATION right as defined in Article I. Section D. Alleged violations, misapplications, or misinterpretations which affect more than one employee in a substantially similar manner may be consolidated at the discretion of management as a group grievance.

In situations where more than one employee is affected, the ASSOCIATION may file grievances on behalf of its members.

The COUNTY may require that the ASSOCIATION provide a list of the names of the employees allegedly affected.

6.1.3. DAYS

"Day(s)" shall mean day(s) in which the COUNTY's main Administration Office is open for business.

6.2. INFORMAL LEVEL

Within seven (7) days from the event giving rise to a grievance or from the date the employee could reasonably be expected to have had knowledge of such event the grievant shall orally discuss their grievance with their supervisor. The supervisor shall have three (3) days to give an answer to the employee.

6.3. FORMAL LEVELS

6.3.1. LEVEL 1 - DEPARTMENT HEAD

If the grievant is not satisfied with the supervisor's answer, the grievant may within five (5) days from receipt of such answer file a written appeal to the department head who shall, within ten (10) days meet with the employee, and within five (5) days thereafter give a written answer to the grievant.

6.3.2. LEVEL 2 - HUMAN RESOURCES DIRECTOR

If the grievant is not satisfied with the written answer from the department head, the grievant may within five (5) days from the receipt of such answer file a written appeal to the County Human Resources Director, or their designee. Within twenty (20) days of receipt of the written appeal, the County Human Resources Director or their designee shall investigate the grievance, which may include a meeting with the concerned parties, and give a written answer to the grievant within five (5) days thereafter.

6.3.3. LEVEL 3 - COUNTY ADMINISTRATIVE OFFICER

If the grievant is not satisfied with the County Human Resources Director's written answer to the grievance, the grievant may within five (5) days from receipt of such answer file an appeal for final determination by the County Administrative Officer.

The appeal along with any documentation shall be forwarded to the County Administrative Officer for their consideration by the County Human Resources Director and the grievant.

The County Administrative Officer or designees hear the grievance within two (2) weeks thereafter, or as soon as possible. A neutral person, such as a member of State Mediation & Conciliation Service (SMCS), and the ASSOCIATION president, or their representative, shall sit on a hearing panel for the purpose of providing input and guidance to the County Administrative Officer or designee. The neutral person and ASSOCIATION president can ask questions and review all written documentation submitted. No later than two (2) weeks after the hearing, the County Administrative Officer or designee shall issue a final decision in the matter.

6.4. GENERAL PROVISIONS

6.4.1. EMPLOYEE'S TIME LIMIT FOR FORWARDING GRIEVANCE

If a grievant fails to carry their grievance forward to the next level within the prescribed time period, the grievance shall be considered settled based upon the decision rendered at the most recent step utilized.

6.4.2. TIME LIMIT FOR RESPONSE

If any reviewer fails to respond with an answer within the given time period during the formal levels, the grievance shall be automatically forwarded to the next higher level.

6.4.3. EMPLOYEE REPRESENTATION

The grievant may be represented by a person of their choice at any formal level of this procedure.

6.4.4. WAIVER OF LIMITS AND LEVELS

Time limits and formal levels may be waived by mutual written consent of the parties.

6.4.5. PROOF OF SERVICE

Proof of Service shall be accomplished by registered mail or hand delivery.

6.4.6. PROCEDURE BY MUTUAL AGREEMENT

Nothing in this procedure shall preclude both parties from agreeing to submit an individual grievance to a hearing officer in lieu of the hearing procedure in Level 3.

6.4.7. APPEALS

The employee shall receive regular pay for that time in the appeals process which is part of their normal duty shift but shall not receive any compensation for time spent outside of normal duty shift.

7. MISCELLANEOUS

7.1. LAYOFF

7.1.1. REASONS FOR LAYOFF

When it becomes necessary, through exercise of the portions of this MOU, through lack of work, through lack of funds, or whenever it is deemed advisable in the interests of economy or other causes, to reduce the number of employees in a department within a given class, the Human Resources Director, with the advice of the department head, shall prepare a layoff list providing that all extra help, temporary and provisional employees in the given class shall be laid off before probationary or employees holding permanent status in that class. At the request of ASSOCIATION, the COUNTY shall meet and discuss possible alternatives to layoffs. Such meetings shall be conducted subsequent to an announcement by the COUNTY that specific layoffs will occur, and shall cease, whether or not there is an agreement, prior to the effective date of the first layoff.

7.1.2. ORDER OF LAYOFF

7.1.2.1. Probationary Employees

Persons serving in the initial probationary period shall be laid off prior to permanent regular employees.

7.1.2.2. Seniority

Permanent regular employees shall be laid off by inverse order of COUNTY seniority except that employees whose last two consecutive performance evaluations were less than "satisfactory" shall be laid off prior to employees whose evaluations were "satisfactory". The evaluations utilized for this determination must have occurred at least one year apart.

7.1.3. SENIORITY

7.1.3.1. Date of Appointment

COUNTY seniority shall be measured from the last date of appointment to COUNTY service from which there has been continuous service.

7.1.3.2. Break in Service

Any voluntary termination of employment except an authorized leave of absence shall constitute a break in service, at which point seniority will terminate

7.1.3.3. Leave without Pay

An authorized leave of absence without pay shall not terminate seniority but shall be deducted from all determinations of COUNTY seniority and total COUNTY services.

7.1.3.4. Ties in Seniority

The above provisions of this Article notwithstanding any ties in seniority shall be broken by lot.

7.1.4. NOTICE OF LAYOFF

The COUNTY shall send written notice by e-mail to the employees County email and last known personal email address found in the employees personnel file and by certified mail postage prepaid, return receipt requested and correctly addressed, to the last known mailing address of the employee as found in his/her personnel file. In lieu of the above, the COUNTY may serve notice by personal service. Notice of layoff shall be made at least fourteen calendar (14) days prior to the effective date of the action. If the written notice is returned to the COUNTY marked unable to forward, or is otherwise undeliverable, that shall also serve as proper notice.

In lieu of the above, the COUNTY may serve notice by personal service. Notice of layoff shall be made at least fourteen calendar (14) days prior to the effective date of the action.

7.1.5. DEMOTION AND DISPLACEMENT IN LIEU OF LAYOFF

7.1.5.1. Demotion in Lieu of Layoff

In lieu of being laid off, a regular employee may elect demotion and displacement in the same department to a classification previously held in permanent status by said employee with substantially the same or lower salary range. In order to be eligible for demotion or displacement, an employee must have more seniority than at least one of the incumbents in the demotion or displacement class.

7.1.5.2. Demotion within Department Only

Demotion and displacement rights to specified classifications shall be applicable only within the department and subject to layoff list provisions in this section based on ability and seniority.

7.1.5.3. Employee Election

Employees wishing demotion and displacement in lieu of layoff must notify the COUNTY, in writing, of this election no later than seven (7) calendar days after receiving notice of layoff.

7.1.5.4. Salary Step

Employees being demoted or displaced to a position they have never

held shall be placed at the salary step 1-5 representing the least loss of pay. Employees being demoted or displaced to a position they have held shall be placed at the lower salary range at the appropriate step based on their qualifications. In no case shall the salary be increased above that received in the classification from which the employee was laid off.

Employees who voluntarily demote shall follow article II (A) 2. The salary anniversary date shall be set at one year for Step 1 through 4.

7.2. RE-EMPLOYMENT AFTER LAYOFF

7.2.1. RE-EMPLOYMENT LIST

A permanent employee involuntarily terminated from COUNTY employment by layoff shall have their name placed on a re-employment list by the Human Resources Director. Persons on such a list shall be provided to employing departments in accordance with the County Personnel Merit System for a period of twelve (12) months following the date of layoff. This twelve-month period may be extended an additional six months, for a total of no more than eighteen months following the date of layoff, upon the written request of the employee to the Human Resources Director.

7.2.2. CONDITIONS OF RE-EMPLOYMENT

If all of the following conditions exist, the hiring department shall be required to rehire former departmental employees from the re-employment list.

7.2.2.1. Vacancy in Class

The department has previously laid off employee(s) in the class for which it is now attempting to fill a vacancy.

7.2.2.2. Employee on List

The layoff described above resulted in a former departmental employee being placed on the current re-employment list for that class.

7.2.2.3. Employee Acceptance

The employee(s) in question accept(s) the appointment to that department position. These provisions of re-employment apply even if the employee has accepted another position within the COUNTY.

7.2.3. NEW ANNIVERSARY DATE

For purposes of salary increases within the classification, the anniversary date of any person re-employed under this provision shall be adjusted by postponing the anniversary date last held in a permanent position by the number of days equal to the days during which the employee was laid off. The above procedure shall establish the employee's new salary anniversary date and all benefits and leave accrual rates.

7.2.4. REINSTATEMENT OF LEAVE BENEFITS

Any person reemployed under this section may, within thirty (30) days of re-employment, reinstate all unused sick leave benefits formerly accrued by repayment to the COUNTY of all moneys received for sick leave payoff resulting from their layoff. Furthermore, the employee shall be entitled to utilize sick leave and vacation benefits as if there had been no break in service. The accrual of such benefits shall be based on the new salary anniversary date.

7.2.5. TIME LIMITS

Re-employment rights under this section are limited to twelve (12) months from the date of separation from COUNTY service. A six (6) month extension may be requested in writing from the Human Resources Director, however, under no circumstances shall re-employment rights extend more than eighteen (18) months from the date of separation from COUNTY service.

7.2.6. DECLINATION BY EMPLOYEE

Three declinations by an employee of an appointment opportunity from a re-employment list shall serve to remove their name from all re-employment lists.

7.2.7. EMPLOYEE RESPONSIBLE FOR CONTACT INFORMATION

It shall be the responsibility of the laid-off employee to keep the COUNTY sufficiently informed of an adequate means by which to be contacted for purposes of this Article.

7.2.8. HAZARDOUS MATERIALS SURVEY

The COUNTY shall begin implementation of consultant report "Hazardous Substance/Practice Survey" as funding resources allow.

7.3. PROBATIONARY PERIOD

7.3.1. PROBATIONARY PERIOD

Any person entering COUNTY employment shall serve an initial twelve (12) month probationary period. Any person promoted within COUNTY employment shall serve a six (6) month probationary period.

7.3.2. PROMOTION DURING PROBATIONARY PERIOD

A probationary period resulting from a certified promotion during the initial probationary period will not serve to extend the initial probationary period described above.

7.4. INDIVIDUAL RIGHTS

Neither the COUNTY nor the ASSOCIATION shall interfere with, intimidate, coerce, restrain, or discriminate against an employee because of the exercise of their right to engage in or refrain from engaging in activities pursuant to Section 3500 et seq. of the California Government Code, including the right to belong or not to belong to the Lake County Employees Association, the right to be or not to be represented by the LCEA or its affiliated union, Operating Engineers Local #3, and the right to engage or not to engage in union activities.

7.5. NEW SUPERVISORS TRAINING

One time per calendar year, the Lake County Human Resources Department shall conduct training for new supervisors and managers to assist in the development of their management skills.

7.6. PERSONNEL POLICY CHANGE

During the term of the MOU, the ASSOCIATION shall submit any proposed changes to the personnel policies to the County for review and consideration.

8. CLOSING PROVISIONS

8.1. FULL UNDERSTANDING, MODIFICATION & WAIVER

This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right to negotiate, and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein during the term of this MOU. Nothing in this paragraph shall preclude the parties from jointly agreeing to meet and confer on any issue(s) within the scope of representation during the term of this MOU. No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto, and, if required, approved and implemented by the County Board of Supervisors and the ASSOCIATION. The waiver of any breach, term, or condition of this MOU by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

8.2. PEACEFUL PERFORMANCE CLAUSE

The parties to this MOU recognize and acknowledge that the services performed by the COUNTY employees covered by this MOU are essential to the public health, safety and general welfare of the residents of the County of Lake. ASSOCIATION agrees that under no circumstances will the ASSOCIATION recommend, encourage, cause, or permit its members to initiate, participate in, nor will any member of the bargaining unit take part in, any strike, sit-down, sick-out, slow-down or picketing (hereinafter collectively referred to as work stoppage), in any office or department of the COUNTY, nor curtail any work or restrict any production, or interfere with any operation of the COUNTY.

In the event of any such work stoppage by any member of the bargaining unit, the COUNTY shall not be required to negotiate on the merits of any dispute which may have given rise to such work stoppage until said work stoppage has ceased.

In the event of any work stoppage during the term of this MOU, whether by the ASSOCIATION, or by any member of the bargaining unit, the ASSOCIATION by its officers, shall immediately declare in writing and publicize that such work stoppage is unauthorized, and further direct its members in writing to cease the said conduct and resume work. Copies of such written notice shall be served upon the COUNTY. If in the event of any work stoppage, the ASSOCIATION promptly and in good faith performs the obligations of this paragraph, and providing the ASSOCIATION has not otherwise authorized, permitted or encouraged such work stoppage, the ASSOCIATION shall not be liable for any damages caused by the violation of this provision. However, the COUNTY shall have the right to discipline, to include discharge, any employee who instigates, participates in, or gives leadership to, any work stoppage activity herein prohibited, and the COUNTY shall also have the right to seek full legal redress, including damages, as against any such employee.

8.3. SAVINGS PROVISION

If any provisions of this MOU are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting except to the extent permitted by law or an agency of the State, but all other provisions will continue in full force and effect.

8.4. COUNTY PERSONNEL RULE PROVISION

All provisions not contained herein shall be provided for in County Personnel Rules

8.5. IMPLEMENTATION

This MOU shall be of no force or effect until ratified and approved by formal action of the Board of Supervisors and the membership of ASSOCIATION. It is recognized that certain provisions herein may require ordinance changes in order to be effectuated.

8.6. TERM

This MOU represents the entire Agreement between the COUNTY and on subjects contained herein and shall become of full force and effect, unless otherwise noted, upon ratification by both parties and shall continue in full force and effect until midnight June 30, 2029; and shall continue from month to month thereafter until superseded by other agreement; or until the Board of Supervisors of the COUNTY, after compliance with the provisions of Government Code Sections 3500 et seq. and Ordinance No. 1063 relating to meeting and conferring, takes action which supersedes the provisions hereof. Parties will commence negotiations of potential COLA increases prior to the expiration of this MOU.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be executed by affixing their signatures below.

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COUNTY OF LAKE

**LAKE COUNTY EMPLOYEE
ASSOCIATION**

Chair, Board of Supervisors

Adrian Just

President LCEA

[Signature]

[Marc Beauchamp \(Jun 13, 2025 14:45 PDT\)](#)

Representative LCEA

ATTEST: SUSAN PARKER
Clerk of the Board

By: _____

APPROVED AS TO FORM:
LLOYD GUINTIVANO
County Counsel

[Signature]

[Lloyd Guintivano \(Jun 13, 2025 14:55 PDT\)](#)

AUDITOR REVIEW:
JENAVIVE HERRINGTON
Auditor-Controller

Attachment "A"
Unit 3 Lake County Employee's Association (LCEA)
Salary Schedule

Class #	Classification Title	Year 1		7/1/2025-6/30/2026				
		Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
03-0031	ACCOUNT AUDITOR I SUPERVISING	S44	H	41.50	43.57	45.75	48.04	50.44
03-0032	ACCOUNT AUDITOR II SUPERVISING	S46	H	43.60	45.78	48.07	50.47	52.99
03-0118	AIR QUALITY PROGRAM COORDINATO	S39	H	36.68	38.51	40.44	42.46	44.58
03-0174	APPRAISER, SUPERVISING	S39	H	36.68	38.51	40.44	42.46	44.58
03-0707	AREA AGENCY AGING PROG COORD	S33	H	31.63	33.21	34.87	36.61	38.44
03-2045	BRIDGE MAINTENANCE SUPERVISOR	S23	H	24.71	25.94	27.24	28.60	30.03
03-1143	BUSINESS SOFTWARE ANALYST SUP	S45	H	42.53	44.66	46.89	49.24	51.70
03-0425	CAPITAL PROJECT MANAGER	S44	H	41.50	43.57	45.75	48.04	50.44
03-2101	CHILD SUPPORT OFFICER, SUPERV	S38	H	35.78	37.57	39.45	41.42	43.49
03-2043	CODE ENFORCEMENT PROGRAM SUPER	S37	H	34.91	36.66	38.49	40.41	42.43
03-0033	COLLECTIONS SUPERVISOR	S34	H	32.42	34.04	35.74	37.53	39.40
03-1110	COMMUNITY DEVELOPMENT TECHNICIAN SUPERVISOR	S34	H	32.42	34.04	35.74	37.53	39.40
03-2224	DEPUTY ASSESSOR-RECORDER SUP.	S24	H	25.32	26.59	27.92	29.32	30.78
03-0721	ELIGIBILITY SPECIALIST SPRVSOR	S32	H	30.86	32.40	34.02	35.72	37.50
03-0714	EMPLOYMENT AND TRAINING SUPERV	S33	H	31.63	33.21	34.87	36.61	38.44
03-2068	ENVIRONMENTAL HLTH SPEC SUP I	S41	H	38.53	40.46	42.48	44.61	46.84
03-2069	ENVIRONMENTAL HLTH SPEC SUP II	S43	H	40.48	42.51	44.63	46.87	49.21
03-0240	EVIDENCE TECHNICIAN SUPERVISOR	S30	H	29.37	30.84	32.38	34.00	35.70
03-2090	FACILITIES MAINTENANCE SUPERVISOR	S30	H	29.37	30.84	32.38	34.00	35.70
03-2073	FISCAL SUPPORT SUPERVISOR	S27	H	27.27	28.64	30.07	31.57	33.15
03-2130	HEALTH PROGRAMS COORDINATOR	S35	H	33.23	34.89	36.63	38.47	40.39
03-2102	HEAVY EQUIP/FLEET MAINT LEADWK	S30	H	29.37	30.84	32.38	34.00	35.70
03-0715	HOUSING PROGRAM COORDINATOR	S30	H	29.37	30.84	32.38	34.00	35.70
03-2015	JANITORIAL SUPERVISOR	S14	H	19.78	20.77	21.81	22.90	24.05
03-0807	LANDFILL OPERATIONS SUPERVISOR	S29	H	28.65	30.08	31.59	33.17	34.83
03-2060	LIBRARY TECHNICIAN, SUPERVISIN	S20	H	22.94	24.09	25.29	26.56	27.89
03-0709	LONG TERM CARE OMBUDSMAN PROGRAM COORDINATOR	S33	H	31.63	33.21	34.87	36.61	38.44
03-0945	MUSEUM CURATOR	S32	H	30.86	32.40	34.02	35.72	37.50
03-1205	NURSE PRACTITIONER PHYS ASST	S55	H	54.45	57.17	60.03	63.03	66.18
03-2141	NUTRITIONAL EDUCATION COORD I	S35	H	33.23	34.89	36.63	38.47	40.39
03-2142	NUTRITIONAL EDUCATION COORD II	S37	H	34.91	36.66	38.49	40.41	42.43
03-0683	OFFICE MANAGER	S26	H	26.61	27.94	29.33	30.80	32.34
03-2117	OFFICE SERVICES SUPERVISOR	S26	H	26.61	27.94	29.33	30.80	32.34
03-2094	PARKS AREA SUPERVISOR	S24	H	25.32	26.59	27.92	29.32	30.78
03-1100	PLANNER, SENIOR	S44	H	41.50	43.57	45.75	48.04	50.44
03-0035	PROPERTY TAX COORDINATOR I	S30	H	29.37	30.84	32.38	34.00	35.70
03-0036	PROPERTY TAX COORDINATOR II	S34	H	32.42	34.04	35.74	37.53	39.40
03-0037	PROPERTY TAX COORDINATOR III	S38	H	35.78	37.57	39.45	41.42	43.49
03-2308	PUBLIC AUTHORITY SUPERVISOR	S27	H	27.27	28.64	30.07	31.57	33.15
03-2131	PUBLIC HEALTH EMERG PREP COORD	S35	H	33.23	34.89	36.63	38.47	40.39
03-2134	PUBLIC HEALTH EPIDEMIOLOGIST	S39	H	36.68	38.51	40.44	42.46	44.58
03-1204	PUBLIC HEALTH NURSE, SENIOR	S50	H	48.12	50.53	53.06	55.71	58.49
03-2004	PUBLIC SERVICES ANALYST	S33	H	31.63	33.21	34.87	36.61	38.44
03-0802	PUBLIC WORKS ANALYST	S40	H	37.59	39.47	41.45	43.52	45.70
03-0810	PUBLIC WORKS AREA SUPERVISOR	S32	H	30.86	32.40	34.02	35.72	37.50
03-0423	PUBLIC WORKS CONST PROJ MGR	S43	H	40.48	42.51	44.63	46.87	49.21
03-0800	PUBLIC WORKS FISCAL COORD I	S28	H	27.95	29.35	30.82	32.36	33.98
03-0801	PUBLIC WORKS FISCAL COORD II	S32	H	30.86	32.40	34.02	35.72	37.50

Attachment "A"
Unit 3 Lake County Employee's Association (LCEA)
Salary Schedule

Year 1				7/1/2025-6/30/2026				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
03-2049	PUBLIC WORKS LEADWORKER	S27	H	27.27	28.64	30.07	31.57	33.15
03-2046	SIGN & PAINT MAINT SUPERVISOR	S31	H	30.10	31.61	33.19	34.85	36.59
03-1149	SOCIAL SERVICES INFOR SYS SUP	S41	H	38.53	40.46	42.48	44.61	46.84
03-1260	SOCIAL WORKER SUPERVISOR I	S37	H	34.91	36.66	38.49	40.41	42.43
03-1262	SOCIAL WORKER SUPERVISOR I-CPS	S44	H	41.50	43.57	45.75	48.04	50.44
03-1261	SOCIAL WORKER SUPERVISOR II	S41	H	38.53	40.46	42.48	44.61	46.84
03-1263	SOCIAL WORKER SUPERVISORII-CPS	S48	H	45.80	48.09	50.50	53.02	55.68
03-0414	SPECIAL DISTRICTS CUST SERV SU	S21	H	23.52	24.69	25.93	27.22	28.58
03-2233	STAFF SERVICES ANALYST, SENIOR	S38	H	35.78	37.57	39.45	41.42	43.49
03-2229	STAFF SERVICES SPECIALIST	S38	H	35.78	37.57	39.45	41.42	43.49
03-2217	SUB ABUSE PROGRAMS COORDINATOR	S35	H	33.23	34.89	36.63	38.47	40.39
03-0030	SUPERVISING ACCOUNTANT	S36	H	34.06	35.76	37.55	39.43	41.40
03-0672	SUPERVISING BH CLINICAL SPEC	S35	H	33.23	34.89	36.63	38.47	40.39
03-0673	SUPERVISING BH CLINICIAN	S42	H	39.50	41.47	43.55	45.72	48.01
03-0674	SUPERVISING BH CLINICIAN SR	S47	H	44.69	46.92	49.27	51.73	54.32
03-0671	SUPERVISING MENTAL HEALTH NURS	S50	H	48.12	50.53	53.06	55.71	58.49
03-2230	SUPERVISING STAFF ANALYST	S38	H	35.78	37.57	39.45	41.42	43.49
03-2086	UTILITY AREA SUPERINTENDENT	S45	H	42.53	44.66	46.89	49.24	51.70
03-2317	WATER RESOURCES SUPERVISOR	S42	H	39.50	41.47	43.55	45.72	48.01

Attachment "A"
Unit 3 Lake County Employee's Association (LCEA)
Salary Schedule

Year 2				7/1/2026-6/30/2027				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
03-0031	ACCOUNT AUDITOR I SUPERVISING	S44	H	42.95	45.10	47.35	49.72	52.21
03-0032	ACCOUNT AUDITOR II SUPERVISING	S46	H	45.12	47.38	49.75	52.24	54.85
03-0118	AIR QUALITY PROGRAM COORDINATO	S39	H	37.96	39.86	41.85	43.94	46.14
03-0174	APPRAISER, SUPERVISING	S39	H	37.96	39.86	41.85	43.94	46.14
03-0707	AREA AGENCY AGING PROG COORD	S33	H	32.73	34.37	36.09	37.89	39.79
03-2045	BRIDGE MAINTENANCE SUPERVISOR	S23	H	25.57	26.85	28.19	29.60	31.08
03-1143	BUSINESS SOFTWARE ANALYST SUP	S45	H	44.02	46.22	48.54	50.96	53.51
03-0425	CAPITAL PROJECT MANAGER	S44	H	42.95	45.10	47.35	49.72	52.21
03-2101	CHILD SUPPORT OFFICER, SUPERV	S38	H	37.03	38.89	40.83	42.87	45.02
03-2043	CODE ENFORCEMENT PROGRAM SUPER	S37	H	36.13	37.94	39.84	41.83	43.92
03-0033	COLLECTIONS SUPERVISOR	S34	H	33.55	35.23	36.99	38.84	40.78
03-1110	COMMUNITY DEVELOPMENT TECHNICIAN SUPERVISOR	S34	H	33.55	35.23	36.99	38.84	40.78
03-2224	DEPUTY ASSESSOR-RECORDER SUP.	S24	H	26.21	27.52	28.90	30.34	31.86
03-0721	ELIGIBILITY SPECIALIST SPRVSR	S32	H	31.94	33.53	35.21	36.97	38.82
03-0714	EMPLOYMENT AND TRAINING SUPERV	S33	H	32.73	34.37	36.09	37.89	39.79
03-2068	ENVIRONMENTAL HLTH SPEC SUP I	S41	H	39.88	41.88	43.97	46.17	48.48
03-2069	ENVIRONMENTAL HLTH SPEC SUP II	S43	H	41.90	44.00	46.20	48.51	50.93
03-0240	EVIDENCE TECHNICIAN SUPERVISOR	S30	H	30.40	31.92	33.51	35.19	36.95
03-2090	FACILITIES MAINTENANCE SUPERVISOR	S30	H	30.40	31.92	33.51	35.19	36.95
03-2073	FISCAL SUPPORT SUPERVISOR	S27	H	28.23	29.64	31.12	32.68	34.31
03-2130	HEALTH PROGRAMS COORDINATOR	S35	H	34.39	36.11	37.92	39.81	41.80
03-2102	HEAVY EQUIP/FLEET MAINT LEADWK	S30	H	30.40	31.92	33.51	35.19	36.95
03-0715	HOUSING PROGRAM COORDINATOR	S30	H	30.40	31.92	33.51	35.19	36.95
03-2015	JANITORIAL SUPERVISOR	S14	H	20.48	21.50	22.57	23.70	24.89
03-0807	LANDFILL OPERATIONS SUPERVISOR	S29	H	29.65	31.14	32.69	34.33	36.05
03-2060	LIBRARY TECHNICIAN, SUPERVISIN	S20	H	23.75	24.93	26.18	27.49	28.86
03-0709	LONG TERM CARE OMBUDSMAN PROGRAM COORDINATOR	S33	H	32.73	34.37	36.09	37.89	39.79
03-0945	MUSEUM CURATOR	S32	H	31.94	33.53	35.21	36.97	38.82
03-1205	NURSE PRACTITIONER PHYS ASST	S55	H	56.35	59.17	62.13	65.24	68.50
03-2141	NUTRITIONAL EDUCATION COORD I	S35	H	34.39	36.11	37.92	39.81	41.80
03-2142	NUTRITIONAL EDUCATION COORD II	S37	H	36.13	37.94	39.84	41.83	43.92
03-0683	OFFICE MANAGER	S26	H	27.54	28.91	30.36	31.88	33.47
03-2117	OFFICE SERVICES SUPERVISOR	S26	H	27.54	28.91	30.36	31.88	33.47
03-2094	PARKS AREA SUPERVISOR	S24	H	26.21	27.52	28.90	30.34	31.86
03-1100	PLANNER, SENIOR	S44	H	42.95	45.10	47.35	49.72	52.21
03-0035	PROPERTY TAX COORDINATOR I	S30	H	30.40	31.92	33.51	35.19	36.95
03-0036	PROPERTY TAX COORDINATOR II	S34	H	33.55	35.23	36.99	38.84	40.78
03-0037	PROPERTY TAX COORDINATOR III	S38	H	37.03	38.89	40.83	42.87	45.02
03-2308	PUBLIC AUTHORITY SUPERVISOR	S27	H	28.23	29.64	31.12	32.68	34.31
03-2131	PUBLIC HEALTH EMERG PREP COORD	S35	H	34.39	36.11	37.92	39.81	41.80
03-2134	PUBLIC HEALTH EPIDEMIOLOGIST	S39	H	37.96	39.86	41.85	43.94	46.14
03-1204	PUBLIC HEALTH NURSE, SENIOR	S50	H	49.81	52.30	54.91	57.66	60.54
03-2004	PUBLIC SERVICES ANALYST	S33	H	32.73	34.37	36.09	37.89	39.79
03-0802	PUBLIC WORKS ANALYST	S40	H	38.91	40.86	42.90	45.04	47.30
03-0810	PUBLIC WORKS AREA SUPERVISOR	S32	H	31.94	33.53	35.21	36.97	38.82
03-0423	PUBLIC WORKS CONST PROJ MGR	S43	H	41.90	44.00	46.20	48.51	50.93
03-0800	PUBLIC WORKS FISCAL COORD I	S28	H	28.93	30.38	31.90	33.49	35.17
03-0801	PUBLIC WORKS FISCAL COORD II	S32	H	31.94	33.53	35.21	36.97	38.82

Attachment "A"
Unit 3 Lake County Employee's Association (LCEA)
Salary Schedule

Year 2				7/1/2026-6/30/2027				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
03-2049	PUBLIC WORKS LEADWORKER	S27	H	28.23	29.64	31.12	32.68	34.31
03-2046	SIGN & PAINT MAINT SUPERVISOR	S31	H	31.16	32.71	34.35	36.07	37.87
03-1149	SOCIAL SERVICES INFOR SYS SUP	S41	H	39.88	41.88	43.97	46.17	48.48
03-1260	SOCIAL WORKER SUPERVISOR I	S37	H	36.13	37.94	39.84	41.83	43.92
03-1262	SOCIAL WORKER SUPERVISOR I-CPS	S44	H	42.95	45.10	47.35	49.72	52.21
03-1261	SOCIAL WORKER SUPERVISOR II	S41	H	39.88	41.88	43.97	46.17	48.48
03-1263	SOCIAL WORKER SUPERVISORII-CPS	S48	H	47.41	49.78	52.27	54.88	57.62
03-0414	SPECIAL DISTRICTS CUST SERV SU	S21	H	24.34	25.56	26.83	28.18	29.58
03-2233	STAFF SERVICES ANALYST, SENIOR	S38	H	37.03	38.89	40.83	42.87	45.02
03-2229	STAFF SERVICES SPECIALIST	S38	H	37.03	38.89	40.83	42.87	45.02
03-2217	SUB ABUSE PROGRAMS COORDINATOR	S35	H	34.39	36.11	37.92	39.81	41.80
03-0030	SUPERVISING ACCOUNTANT	S36	H	35.25	37.01	38.86	40.81	42.85
03-0672	SUPERVISING BH CLINICAL SPEC	S35	H	34.39	36.11	37.92	39.81	41.80
03-0673	SUPERVISING BH CLINICIAN	S42	H	40.88	42.92	45.07	47.32	49.69
03-0674	SUPERVISING BH CLINICIAN SR	S47	H	46.25	48.56	50.99	53.54	56.22
03-0671	SUPERVISING MENTAL HEALTH NURS	S50	H	49.81	52.30	54.91	57.66	60.54
03-2230	SUPERVISING STAFF ANALYST	S38	H	37.03	38.89	40.83	42.87	45.02
03-2086	UTILITY AREA SUPERINTENDENT	S45	H	44.02	46.22	48.54	50.96	53.51
03-2317	WATER RESOURCES SUPERVISOR	S42	H	40.88	42.92	45.07	47.32	49.69

Attachment "A"
Unit 3 Lake County Employee's Association (LCEA)
Salary Schedule

Year 3				7/1/2027-6/30/2028				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
03-0031	ACCOUNT AUDITOR I SUPERVISING	S44	H	44.45	46.68	49.01	51.46	54.03
03-0032	ACCOUNT AUDITOR II SUPERVISING	S46	H	46.70	49.04	51.49	54.06	56.77
03-0118	AIR QUALITY PROGRAM COORDINATO	S39	H	39.29	41.25	43.32	45.48	47.76
03-0174	APPRAISER, SUPERVISING	S39	H	39.29	41.25	43.32	45.48	47.76
03-0707	AREA AGENCY AGING PROG COORD	S33	H	33.88	35.57	37.35	39.22	41.18
03-2045	BRIDGE MAINTENANCE SUPERVISOR	S23	H	26.47	27.79	29.18	30.64	32.17
03-1143	BUSINESS SOFTWARE ANALYST SUP	S45	H	45.56	47.84	50.23	52.75	55.38
03-0425	CAPITAL PROJECT MANAGER	S44	H	44.45	46.68	49.01	51.46	54.03
03-2101	CHILD SUPPORT OFFICER, SUPERV	S38	H	38.33	40.25	42.26	44.37	46.59
03-2043	CODE ENFORCEMENT PROGRAM SUPER	S37	H	37.40	39.27	41.23	43.29	45.46
03-0033	COLLECTIONS SUPERVISOR	S34	H	34.73	36.46	38.29	40.20	42.21
03-1110	COMMUNITY DEVELOPMENT TECHNICIAN SUPERVISOR	S34	H	34.73	36.46	38.29	40.20	42.21
03-2224	DEPUTY ASSESSOR-RECORDER SUP.	S24	H	27.13	28.48	29.91	31.40	32.97
03-0721	ELIGIBILITY SPECIALIST SPRVSR	S32	H	33.05	34.71	36.44	38.26	40.18
03-0714	EMPLOYMENT AND TRAINING SUPERV	S33	H	33.88	35.57	37.35	39.22	41.18
03-2068	ENVIRONMENTAL HLTH SPEC SUP I	S41	H	41.28	43.34	45.51	47.79	50.17
03-2069	ENVIRONMENTAL HLTH SPEC SUP II	S43	H	43.37	45.54	47.81	50.20	52.71
03-0240	EVIDENCE TECHNICIAN SUPERVISOR	S30	H	31.46	33.03	34.68	36.42	38.24
03-2090	FACILITIES MAINTENANCE SUPERVISOR	S30	H	31.46	33.03	34.68	36.42	38.24
03-2073	FISCAL SUPPORT SUPERVISOR	S27	H	29.21	30.67	32.21	33.82	35.51
03-2130	HEALTH PROGRAMS COORDINATOR	S35	H	35.59	37.37	39.24	41.20	43.27
03-2102	HEAVY EQUIP/FLEET MAINT LEADWK	S30	H	31.46	33.03	34.68	36.42	38.24
03-0715	HOUSING PROGRAM COORDINATOR	S30	H	31.46	33.03	34.68	36.42	38.24
03-2015	JANITORIAL SUPERVISOR	S14	H	21.19	22.25	23.36	24.53	25.76
03-0807	LANDFILL OPERATIONS SUPERVISOR	S29	H	30.69	32.23	33.84	35.53	37.31
03-2060	LIBRARY TECHNICIAN, SUPERVISIN	S20	H	24.58	25.81	27.10	28.45	29.87
03-0709	LONG TERM CARE OMBUDSMAN PROGRAM COORDINATOR	S33	H	33.88	35.57	37.35	39.22	41.18
03-0945	MUSEUM CURATOR	S32	H	33.05	34.71	36.44	38.26	40.18
03-1205	NURSE PRACTITIONER PHYS ASST	S55	H	58.33	61.24	64.30	67.52	70.89
03-2141	NUTRITIONAL EDUCATION COORD I	S35	H	35.59	37.37	39.24	41.20	43.27
03-2142	NUTRITIONAL EDUCATION COORD II	S37	H	37.40	39.27	41.23	43.29	45.46
03-0683	OFFICE MANAGER	S26	H	28.50	29.93	31.42	32.99	34.64
03-2117	OFFICE SERVICES SUPERVISOR	S26	H	28.50	29.93	31.42	32.99	34.64
03-2094	PARKS AREA SUPERVISOR	S24	H	27.13	28.48	29.91	31.40	32.97
03-1100	PLANNER, SENIOR	S44	H	44.45	46.68	49.01	51.46	54.03
03-0035	PROPERTY TAX COORDINATOR I	S30	H	31.46	33.03	34.68	36.42	38.24
03-0036	PROPERTY TAX COORDINATOR II	S34	H	34.73	36.46	38.29	40.20	42.21
03-0037	PROPERTY TAX COORDINATOR III	S38	H	38.33	40.25	42.26	44.37	46.59
03-2308	PUBLIC AUTHORITY SUPERVISOR	S27	H	29.21	30.67	32.21	33.82	35.51
03-2131	PUBLIC HEALTH EMERG PREP COORD	S35	H	35.59	37.37	39.24	41.20	43.27
03-2134	PUBLIC HEALTH EPIDEMIOLOGIST	S39	H	39.29	41.25	43.32	45.48	47.76
03-1204	PUBLIC HEALTH NURSE, SENIOR	S50	H	51.55	54.13	56.84	59.68	62.66
03-2004	PUBLIC SERVICES ANALYST	S33	H	33.88	35.57	37.35	39.22	41.18
03-0802	PUBLIC WORKS ANALYST	S40	H	40.27	42.29	44.40	46.62	48.95
03-0810	PUBLIC WORKS AREA SUPERVISOR	S32	H	33.05	34.71	36.44	38.26	40.18
03-0423	PUBLIC WORKS CONST PROJ MGR	S43	H	43.37	45.54	47.81	50.20	52.71
03-0800	PUBLIC WORKS FISCAL COORD I	S28	H	29.94	31.44	33.01	34.66	36.40
03-0801	PUBLIC WORKS FISCAL COORD II	S32	H	33.05	34.71	36.44	38.26	40.18

Attachment "A"
Unit 3 Lake County Employee's Association (LCEA)
Salary Schedule

Year 3				7/1/2027-6/30/2028				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
03-2049	PUBLIC WORKS LEADWORKER	S27	H	29.21	30.67	32.21	33.82	35.51
03-2046	SIGN & PAINT MAINT SUPERVISOR	S31	H	32.25	33.86	35.55	37.33	39.20
03-1149	SOCIAL SERVICES INFOR SYS SUP	S41	H	41.28	43.34	45.51	47.79	50.17
03-1260	SOCIAL WORKER SUPERVISOR I	S37	H	37.40	39.27	41.23	43.29	45.46
03-1262	SOCIAL WORKER SUPERVISOR I-CPS	S44	H	44.45	46.68	49.01	51.46	54.03
03-1261	SOCIAL WORKER SUPERVISOR II	S41	H	41.28	43.34	45.51	47.79	50.17
03-1263	SOCIAL WORKER SUPERVISORII-CPS	S48	H	49.07	51.52	54.10	56.80	59.64
03-0414	SPECIAL DISTRICTS CUST SERV SU	S21	H	25.19	26.45	27.77	29.16	30.62
03-2233	STAFF SERVICES ANALYST, SENIOR	S38	H	38.33	40.25	42.26	44.37	46.59
03-2229	STAFF SERVICES SPECIALIST	S38	H	38.33	40.25	42.26	44.37	46.59
03-2217	SUB ABUSE PROGRAMS COORDINATOR	S35	H	35.59	37.37	39.24	41.20	43.27
03-0030	SUPERVISING ACCOUNTANT	S36	H	36.48	38.31	40.22	42.24	44.35
03-0672	SUPERVISING BH CLINICAL SPEC	S35	H	35.59	37.37	39.24	41.20	43.27
03-0673	SUPERVISING BH CLINICIAN	S42	H	42.31	44.43	46.65	48.98	51.43
03-0674	SUPERVISING BH CLINICIAN SR	S47	H	47.87	50.26	52.78	55.42	58.19
03-0671	SUPERVISING MENTAL HEALTH NURS	S50	H	51.55	54.13	56.84	59.68	62.66
03-2230	SUPERVISING STAFF ANALYST	S38	H	38.33	40.25	42.26	44.37	46.59
03-2086	UTILITY AREA SUPERINTENDENT	S45	H	45.56	47.84	50.23	52.75	55.38
03-2317	WATER RESOURCES SUPERVISOR	S42	H	42.31	44.43	46.65	48.98	51.43

Attachment "A"
Unit 3 Lake County Employee's Association (LCEA)
Salary Schedule

	Year 4			7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
03-0031	ACCOUNT AUDITOR I SUPERVISING	S44	H	46.01	48.31	50.72	53.26	55.92
03-0032	ACCOUNT AUDITOR II SUPERVISING	S46	H	48.34	50.75	53.29	55.96	58.75
03-0118	AIR QUALITY PROGRAM COORDINATO	S39	H	40.66	42.70	44.83	47.07	49.43
03-0174	APPRAISER, SUPERVISING	S39	H	40.66	42.70	44.83	47.07	49.43
03-0707	AREA AGENCY AGING PROG COORD	S33	H	35.06	36.82	38.66	40.59	42.62
03-2045	BRIDGE MAINTENANCE SUPERVISOR	S23	H	27.39	28.76	30.20	31.71	33.30
03-1143	BUSINESS SOFTWARE ANALYST SUP	S45	H	47.16	49.52	51.99	54.59	57.32
03-0425	CAPITAL PROJECT MANAGER	S44	H	46.01	48.31	50.72	53.26	55.92
03-2101	CHILD SUPPORT OFFICER, SUPERV	S38	H	39.67	41.66	43.74	45.93	48.22
03-2043	CODE ENFORCEMENT PROGRAM SUPER	S37	H	38.71	40.64	42.67	44.81	47.05
03-0033	COLLECTIONS SUPERVISOR	S34	H	35.94	37.74	39.63	41.61	43.69
03-1110	COMMUNITY DEVELOPMENT TECHNICIAN SUPERVISOR	S34	H	35.94	37.74	39.63	41.61	43.69
03-2224	DEPUTY ASSESSOR-RECORDER SUP.	S24	H	28.08	29.48	30.96	32.50	34.13
03-0721	ELIGIBILITY SPECIALIST SPRVSR	S32	H	34.21	35.92	37.72	39.60	41.58
03-0714	EMPLOYMENT AND TRAINING SUPERV	S33	H	35.06	36.82	38.66	40.59	42.62
03-2068	ENVIRONMENTAL HLTH SPEC SUP I	S41	H	42.72	44.86	47.10	49.46	51.93
03-2069	ENVIRONMENTAL HLTH SPEC SUP II	S43	H	44.89	47.13	49.49	51.96	54.56
03-0240	EVIDENCE TECHNICIAN SUPERVISOR	S30	H	32.56	34.19	35.90	37.69	39.58
03-2090	FACILITIES MAINTENANCE SUPERVISOR	S30	H	32.56	34.19	35.90	37.69	39.58
03-2073	FISCAL SUPPORT SUPERVISOR	S27	H	30.24	31.75	33.34	35.00	36.75
03-2130	HEALTH PROGRAMS COORDINATOR	S35	H	36.84	38.68	40.62	42.65	44.78
03-2102	HEAVY EQUIP/FLEET MAINT LEADWK	S30	H	32.56	34.19	35.90	37.69	39.58
03-0715	HOUSING PROGRAM COORDINATOR	S30	H	32.56	34.19	35.90	37.69	39.58
03-2015	JANITORIAL SUPERVISOR	S14	H	21.93	23.03	24.18	25.39	26.66
03-0807	LANDFILL OPERATIONS SUPERVISOR	S29	H	31.77	33.36	35.02	36.77	38.61
03-2060	LIBRARY TECHNICIAN, SUPERVISIN	S20	H	25.44	26.71	28.04	29.45	30.92
03-0709	LONG TERM CARE OMBUDSMAN PROGRAM COORDINATOR	S33	H	35.06	36.82	38.66	40.59	42.62
03-0945	MUSEUM CURATOR	S32	H	34.21	35.92	37.72	39.60	41.58
03-1205	NURSE PRACTITIONER PHYS ASST	S55	H	60.37	63.39	66.55	69.88	73.38
03-2141	NUTRITIONAL EDUCATION COORD I	S35	H	36.84	38.68	40.62	42.65	44.78
03-2142	NUTRITIONAL EDUCATION COORD II	S37	H	38.71	40.64	42.67	44.81	47.05
03-0683	OFFICE MANAGER	S26	H	29.50	30.97	32.52	34.15	35.86
03-2117	OFFICE SERVICES SUPERVISOR	S26	H	29.50	30.97	32.52	34.15	35.86
03-2094	PARKS AREA SUPERVISOR	S24	H	28.08	29.48	30.96	32.50	34.13
03-1100	PLANNER, SENIOR	S44	H	46.01	48.31	50.72	53.26	55.92
03-0035	PROPERTY TAX COORDINATOR I	S30	H	32.56	34.19	35.90	37.69	39.58
03-0036	PROPERTY TAX COORDINATOR II	S34	H	35.94	37.74	39.63	41.61	43.69
03-0037	PROPERTY TAX COORDINATOR III	S38	H	39.67	41.66	43.74	45.93	48.22
03-2308	PUBLIC AUTHORITY SUPERVISOR	S27	H	30.24	31.75	33.34	35.00	36.75
03-2131	PUBLIC HEALTH EMERG PREP COORD	S35	H	36.84	38.68	40.62	42.65	44.78
03-2134	PUBLIC HEALTH EPIDEMIOLOGIST	S39	H	40.66	42.70	44.83	47.07	49.43
03-1204	PUBLIC HEALTH NURSE, SENIOR	S50	H	53.36	56.02	58.82	61.77	64.85
03-2004	PUBLIC SERVICES ANALYST	S33	H	35.06	36.82	38.66	40.59	42.62
03-0802	PUBLIC WORKS ANALYST	S40	H	41.68	43.77	45.95	48.25	50.66
03-0810	PUBLIC WORKS AREA SUPERVISOR	S32	H	34.21	35.92	37.72	39.60	41.58
03-0423	PUBLIC WORKS CONST PROJ MGR	S43	H	44.89	47.13	49.49	51.96	54.56
03-0800	PUBLIC WORKS FISCAL COORD I	S28	H	30.99	32.54	34.17	35.88	37.67
03-0801	PUBLIC WORKS FISCAL COORD II	S32	H	34.21	35.92	37.72	39.60	41.58

Attachment "A"
Unit 3 Lake County Employee's Association (LCEA)
Salary Schedule

Year 4				7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
03-2049	PUBLIC WORKS LEADWORKER	S27	H	30.24	31.75	33.34	35.00	36.75
03-2046	SIGN & PAINT MAINT SUPERVISOR	S31	H	33.38	35.04	36.80	38.64	40.57
03-1149	SOCIAL SERVICES INFOR SYS SUP	S41	H	42.72	44.86	47.10	49.46	51.93
03-1260	SOCIAL WORKER SUPERVISOR I	S37	H	38.71	40.64	42.67	44.81	47.05
03-1262	SOCIAL WORKER SUPERVISOR I-CPS	S44	H	46.01	48.31	50.72	53.26	55.92
03-1261	SOCIAL WORKER SUPERVISOR II	S41	H	42.72	44.86	47.10	49.46	51.93
03-1263	SOCIAL WORKER SUPERVISORII-CPS	S48	H	50.78	53.32	55.99	58.79	61.73
03-0414	SPECIAL DISTRICTS CUST SERV SU	S21	H	26.07	27.38	28.75	30.18	31.69
03-2233	STAFF SERVICES ANALYST, SENIOR	S38	H	39.67	41.66	43.74	45.93	48.22
03-2229	STAFF SERVICES SPECIALIST	S38	H	39.67	41.66	43.74	45.93	48.22
03-2217	SUB ABUSE PROGRAMS COORDINATOR	S35	H	36.84	38.68	40.62	42.65	44.78
03-0030	SUPERVISING ACCOUNTANT	S36	H	37.76	39.65	41.63	43.71	45.90
03-0672	SUPERVISING BH CLINICAL SPEC	S35	H	36.84	38.68	40.62	42.65	44.78
03-0673	SUPERVISING BH CLINICIAN	S42	H	43.79	45.98	48.28	50.69	53.23
03-0674	SUPERVISING BH CLINICIAN SR	S47	H	49.55	52.02	54.62	57.36	60.22
03-0671	SUPERVISING MENTAL HEALTH NURS	S50	H	53.36	56.02	58.82	61.77	64.85
03-2230	SUPERVISING STAFF ANALYST	S38	H	39.67	41.66	43.74	45.93	48.22
03-2086	UTILITY AREA SUPERINTENDENT	S45	H	47.16	49.52	51.99	54.59	57.32
03-2317	WATER RESOURCES SUPERVISOR	S42	H	43.79	45.98	48.28	50.69	53.23

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 1				7/1/2025-6/30/2026				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-0026	ACCOUNTANT - AUDITOR I	G30	H	29.37	30.84	32.38	34.00	35.70
04-0027	ACCOUNTANT - AUDITOR II	G34	H	32.42	34.04	35.74	37.53	39.40
04-0031	ACCOUNTANT I	G26	H	26.61	27.94	29.33	30.80	32.34
04-0032	ACCOUNTANT II	G30	H	29.37	30.84	32.38	34.00	35.70
04-0040	ACCOUNTANT-AUDITOR, SENIOR	G38	H	35.78	37.57	39.45	41.42	43.49
04-0015	ACCOUNTING TECH AUDITOR I	G19	H	22.38	23.50	24.68	25.91	27.21
04-0017	ACCOUNTING TECH AUDITOR II	G23	H	24.71	25.94	27.24	28.60	30.03
04-0014	ACCOUNTING TECHNICIAN	G18	H	21.84	22.93	24.08	25.28	26.54
04-2213	ACCOUNTING TECHNICIAN, SENIOR	G24	H	25.32	26.59	27.92	29.32	30.78
04-1441	ADMINISTRATIVE ASSIST, SR	G22	H	24.10	25.31	26.57	27.90	29.30
04-1440	ADMINISTRATIVE ASSISTANT	G15	H	20.28	21.29	22.36	23.47	24.65
04-0170	APPRAISER AIDE	G22	H	24.10	25.31	26.57	27.90	29.30
04-0171	APPRAISER I	G26	H	26.61	27.94	29.33	30.80	32.34
04-0172	APPRAISER II	G30	H	29.37	30.84	32.38	34.00	35.70
04-0176	APPRAISER, SENIOR	G34	H	32.42	34.04	35.74	37.53	39.40
04-0407	ASSISTANT ENGINEER I	G37	H	34.91	36.66	38.49	40.41	42.43
04-0408	ASSISTANT ENGINEER II	G41	H	38.53	40.46	42.48	44.61	46.84
04-0410	ASSISTANT ENGINEER, SENIOR	G44	H	41.50	43.57	45.75	48.04	50.44
04-2237	ASSISTANT MUSEUM CURATOR	G21	H	23.52	24.69	25.93	27.22	28.58
04-0420	ASSOCIATE CIVIL ENGINEER	G47	H	44.69	46.92	49.27	51.73	54.32
04-0273	AUDITOR APPRAISER, SENIOR	G37	H	34.91	36.66	38.49	40.41	42.43
04-0270	AUDITOR-APPRAISER I	G29	H	28.65	30.08	31.59	33.17	34.83
04-0271	AUDITOR-APPRAISER II	G33	H	31.63	33.21	34.87	36.61	38.44
04-0650	B HEALTH CLINICAL SPECIALIST	G30	H	29.37	30.84	32.38	34.00	35.70
04-0653	B HEALTH CLINICAL SPEC-SAC	G32	H	30.86	32.40	34.02	35.72	37.50
04-0651	B HEALTH CLINICIAN	G35	H	33.23	34.89	36.63	38.47	40.39
04-0654	B HEALTH CLINICIAN - SAC	G37	H	34.91	36.66	38.49	40.41	42.43
04-0652	B HEALTH CLINICIAN SR	G40	H	37.59	39.47	41.45	43.52	45.70
04-0655	B HEALTH CLINICIAN SR - SAC	G42	H	39.50	41.47	43.55	45.72	48.01
04-0647	BEHAVIORAL HEALTH CASE MANAGER	G18	H	21.84	22.93	24.08	25.28	26.54
04-2062	BRANCH LIBRARY COORD	G14	H	19.78	20.77	21.81	22.90	24.05
04-2233	BUSINESS SOFTWARE ANALYST	G35	H	33.23	34.89	36.63	38.47	40.39
04-2199	CADASTRAL MAPPING TECH I	G18	H	21.84	22.93	24.08	25.28	26.54
04-2200	CADASTRAL MAPPING TECH II	G22	H	24.10	25.31	26.57	27.90	29.30
04-2150	CADASTRAL MAPPING, SENIOR	G31	H	30.10	31.61	33.19	34.85	36.59
04-2123	CHILD SUPP SPEC PROG COORD	G31	H	30.10	31.61	33.19	34.85	36.59
04-2121	CHILD SUPPORT ASSISTANT I	G08	H	17.06	17.91	18.81	19.75	20.74
04-2122	CHILD SUPPORT ASSISTANT II	G13	H	19.30	20.27	21.28	22.34	23.46
04-2142	CHILD SUPPORT ASSISTANT III	G17	H	21.30	22.37	23.49	24.66	25.90
04-2066	CHILD SUPPORT OFFICER I	G19	H	22.38	23.50	24.68	25.91	27.21
04-2032	CHILD SUPPORT OFFICER II	G23	H	24.71	25.94	27.24	28.60	30.03
04-2120	CHILD SUPPORT OFFICER III	G27	H	27.27	28.64	30.07	31.57	33.15
04-2038	CIVILIAN CORONER	G30	H	29.37	30.84	32.38	34.00	35.70

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 1				7/1/2025-6/30/2026				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-0677	CLIENT SUPPORT ASSISTANT	G07	H	16.64	17.48	18.35	19.27	20.23
04-0417	CMOM COORD I	G36	H	34.06	35.76	37.55	39.43	41.40
04-0418	CMOM COORD II	G39	H	36.68	38.51	40.44	42.46	44.58
04-0417	Water CMOM COORD I	G36	H	34.06	35.76	37.55	39.43	41.40
04-0418	Water CMOM COORD II	G39	H	36.68	38.51	40.44	42.46	44.58
04-0422	CMOM ENGINEER I	G37	H	34.91	36.66	38.49	40.41	42.43
04-0423	CMOM ENGINEER II	G43	H	40.48	42.51	44.63	46.87	49.21
04-2041	CODE ENFORCEMENT PROGRAM COORDINATOR	S37	H	34.91	36.66	38.49	40.41	42.43
04-2043	CODE ENFORCEMENT OFFICER	G31	H	30.10	31.61	33.19	34.85	36.59
04-2262	COMMUNITY DEVELOPMENT TECH	G21	H	23.52	24.69	25.93	27.22	28.58
04-2263	COMMUNITY DEVELOPMENT TECH SR	G29	H	28.65	30.08	31.59	33.17	34.83
04-1213	COMMUNITY HEALTH NURSE I	G35	H	33.23	34.89	36.63	38.47	40.39
04-1214	COMMUNITY HEALTH NURSE II	G39	H	36.68	38.51	40.44	42.46	44.58
04-1220	COMMUNITY HEALTH NURSE, SENIOR	G42	H	39.50	41.47	43.55	45.72	48.01
04-1219	COMMUNITY HEALTH WORKER	G19	H	22.38	23.50	24.68	25.91	27.21
04-2039	CORONER TECHNICIAN	G19	H	22.38	23.50	24.68	25.91	27.21
04-0730	CUSTOMER SERVICE TECH I	G08	H	17.06	17.91	18.81	19.75	20.74
04-0734	CUSTOMER SERVICE TECHNICIAN II	G10	H	17.92	18.82	19.76	20.75	21.79
04-2236	DA INVESTIGATOR AIDE	G15	H	20.28	21.29	22.36	23.47	24.65
04-2241	DA INVESTIGATOR TECHNICIAN	G15	H	20.28	21.29	22.36	23.47	24.65
04-2220	DEPUTY ASSESSOR-RECORDER I	G14	H	19.78	20.77	21.81	22.90	24.05
04-2221	DEPUTY ASSESSOR-RECORDER II	G16	H	20.78	21.82	22.92	24.06	25.26
04-2149	DEPUTY ASSESSOR-RECORDER SR	G20	H	22.94	24.09	25.29	26.56	27.89
04-0030	DEPUTY CO CLERK/FISCAL SUPPORT	G24	H	25.32	26.59	27.92	29.32	30.78
04-0386	ELECTIONS SPECIALIST	G12	H	18.83	19.77	20.76	21.80	22.89
04-0387	ELECTIONS SPECIALIST, SR	G18	H	21.84	22.93	24.08	25.28	26.54
04-0705	ELIGIBILITY SPECIALIST I	G18	H	21.84	22.93	24.08	25.28	26.54
04-0706	ELIGIBILITY SPECIALIST II	G22	H	24.10	25.31	26.57	27.90	29.30
04-0707	ELIGIBILITY SPECIALIST III	G26	H	26.61	27.94	29.33	30.80	32.34
04-0704	ELIGIBILITY SPECIALIST TRAINEE	G16	H	20.78	21.82	22.92	24.06	25.26
04-0717	EMPLOYMENT & TRAIN WORKER II	G24	H	25.32	26.59	27.92	29.32	30.78
04-0718	EMPLOYMENT & TRAINING WORKER I	G20	H	22.94	24.09	25.29	26.56	27.89
04-0715	EMPMNT & TRNG WORKER III	G28	H	27.95	29.35	30.82	32.36	33.98
04-2051	ENVIRONMENTAL HEALTH AIDE	G17	H	21.30	22.37	23.49	24.66	25.90
04-2019	EVIDENCE TECHNICIAN I	G18	H	21.84	22.93	24.08	25.28	26.54
04-2020	EVIDENCE TECHNICIAN II	G22	H	24.10	25.31	26.57	27.90	29.30
04-2097	FORENSIC INTERVIEWER	G29	H	28.65	30.08	31.59	33.17	34.83
04-2206	GEOGRAPH INFO SYST SPEC I	G31	H	30.10	31.61	33.19	34.85	36.59
04-2304	GEOGRAPHIC INF SYS SPEC II	G35	H	33.23	34.89	36.63	38.47	40.39
04-0036	GRANT MANAGER	G27	H	27.27	28.64	30.07	31.57	33.15
04-2131	HEALTH PROG SUPPORT SPEC. I	G19	H	22.38	23.50	24.68	25.91	27.21
04-2132	HEALTH PROG SUPPORT SPEC. II	G23	H	24.71	25.94	27.24	28.60	30.03
04-0736	HOUSING SPECIALIST	G21	H	23.52	24.69	25.93	27.22	28.58
04-1167	INFORMATION SYSTEM ANALYST III	G41	H	38.53	40.46	42.48	44.61	46.84

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Year 1				7/1/2025-6/30/2026				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-1165	INFORMATION SYSTEMS ANALYST I	G33	H	31.63	33.21	34.87	36.61	38.44
04-1163	INFORMATION SYSTEMS ANALYST II	G37	H	34.91	36.66	38.49	40.41	42.43
04-1168	INFORMATION SYSTEMS ANALYST SR	G47	H	44.69	46.92	49.27	51.73	54.32
04-0425	INVASIVE SPECIES PROGRAM COORD	G37	H	34.91	36.66	38.49	40.41	42.43
04-0060	JANITOR	G09	H	17.49	18.36	19.28	20.24	21.25
04-2025	LAW ENFORCEMENT RECORD TECH	G12	H	18.83	19.77	20.76	21.80	22.89
04-2026	LAW ENFORCEMENT RECORD TECH SR	G18	H	21.84	22.93	24.08	25.28	26.54
04-0061	LEAD JANITOR	G12	H	18.83	19.77	20.76	21.80	22.89
04-1444	LEGAL ADMINISTRATIVE ASSIST SR	G23	H	24.71	25.94	27.24	28.60	30.03
04-1443	LEGAL ADMINISTRATIVE ASSISTANT	G18	H	21.84	22.93	24.08	25.28	26.54
04-0943	LIBRARY ASSISTANT	G13	H	19.30	20.27	21.28	22.34	23.46
04-2061	LIBRARY TECHNICIAN	G16	H	20.78	21.82	22.92	24.06	25.26
04-2306	LICENSED VOC NURSE II	G24	H	25.32	26.59	27.92	29.32	30.78
04-0694	LICENSED VOC NURSE SR	G34	H	32.42	34.04	35.74	37.53	39.40
04-1208	LICENSED VOCATION NURSE I	G20	H	22.94	24.09	25.29	26.56	27.89
04-0940	LITERACY PROGRAM COORDINATOR	G23	H	24.71	25.94	27.24	28.60	30.03
04-0708	LONG -TERM CARE OMBUDSMAN	G29	H	28.65	30.08	31.59	33.17	34.83
04-2068	MAIL CLERK	G15	H	20.28	21.29	22.36	23.47	24.65
04-2235	OCCUPATIONAL THERAPIST	G43	H	40.48	42.51	44.63	46.87	49.21
04-2021	OFFICE ASSISTANT	G08	H	17.06	17.91	18.81	19.75	20.74
04-2042	OFFICE ASSISTANT III	G10	H	17.92	18.82	19.76	20.75	21.79
04-1460	OFFICE OF EMERGENCY SERV SPEC.	G21	H	23.52	24.69	25.93	27.22	28.58
04-0760	OUTREACH & PREVENTION SPEC	G23	H	24.71	25.94	27.24	28.60	30.03
04-0756	PEER SUPPORT SPEC SR	G21	H	23.52	24.69	25.93	27.22	28.58
04-0758	PEER SUPPORT SPEC SR LATINX	G21	H	23.52	24.69	25.93	27.22	28.58
04-0759	PEER SUPPORT PARENT PARTNER SPECIALIST, SR	G21	H	23.52	24.69	25.93	27.22	28.58
04-0757	PEER SUPPORT SPEC SR NATIVE AMERICAN	G21	H	23.52	24.69	25.93	27.22	28.58
04-0755	PEER SUPPORT SPECIALIST	G15	H	20.28	21.29	22.36	23.47	24.65
04-2234	PHYSICAL THERAPIST	G48	H	45.80	48.09	50.50	53.02	55.68
04-2067	PLANNER I, ASSISTANT	G35	H	33.23	34.89	36.63	38.47	40.39
04-2044	PLANNER II, ASSISTANT	G39	H	36.68	38.51	40.44	42.46	44.58
04-1105	PLANNER, ASSOCIATE	G41	H	38.53	40.46	42.48	44.61	46.84
04-0622	PROBATION AIDE	G19	H	22.38	23.50	24.68	25.91	27.21
04-1158	PROGRAMMER ANALYST I	G39	H	36.68	38.51	40.44	42.46	44.58
04-1159	PROGRAMMER ANALYST II	G43	H	40.48	42.51	44.63	46.87	49.21
04-0700	PSYCHIATRIC TECHNICIAN	G21	H	23.52	24.69	25.93	27.22	28.58
04-0697	PSYCHIATRIC TECHNICIAN, SENIOR	G30	H	29.37	30.84	32.38	34.00	35.70
04-2310	PUBLIC AUTHORITY SPECIALIST	G17	H	21.30	22.37	23.49	24.66	25.90
04-2101	PUBLIC DEFENDER INVESTIGATOR I	G31	H	30.10	31.61	33.19	34.85	36.59
04-2102	PUBLIC DEFENDER INVESTIGATOR II	G33	H	31.63	33.21	34.87	36.61	38.44
04-1190	PUBLIC HEALTH AIDE	G08	H	17.06	17.91	18.81	19.75	20.74
04-1201	PUBLIC HEALTH NURSE I	G42	H	39.50	41.47	43.55	45.72	48.01
04-1202	PUBLIC HEALTH NURSE II	G46	H	43.60	45.78	48.07	50.47	52.99
04-2028	PUBLIC INFORMATION OFFICER	G35	H	33.23	34.89	36.63	38.47	40.39

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 1				7/1/2025-6/30/2026				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-2245	PUBLIC WORKS SERVICE TECH	G16	H	20.78	21.82	22.92	24.06	25.26
04-0698	REG NURSE I - MENTAL HEALTH	G41	H	38.53	40.46	42.48	44.61	46.84
04-0699	REG NURSE II - MENTAL HEALTH	G45	H	42.53	44.66	46.89	49.24	51.70
04-0146	REGISTERED VETERINARY TECH	G23	H	24.71	25.94	27.24	28.60	30.03
04-0044	RESOURCE PLANNER I, ASSISTANT	G33	H	31.63	33.21	34.87	36.61	38.44
04-0045	RESOURCE PLANNER II, ASSISTANT	G37	H	34.91	36.66	38.49	40.41	42.43
04-0046	RESOURCE PLANNER, ASSOCIATE	G41	H	38.53	40.46	42.48	44.61	46.84
04-2035	SHERIFF-CORONER ASSISTANT	G19	H	22.38	23.50	24.68	25.91	27.21
04-2030	SHERIFFS PUB INFO OUTREACH OFF	G35	H	33.23	34.89	36.63	38.47	40.39
04-2314	SOCIAL SERVICES AIDE	G16	H	20.78	21.82	22.92	24.06	25.26
04-2315	SOCIAL SERVICES AIDE, SENIOR	G19	H	22.38	23.50	24.68	25.91	27.21
04-1251	SOCIAL WORKER I	G23	H	24.71	25.94	27.24	28.60	30.03
04-1255	SOCIAL WORKER I - CPS	G28	H	27.95	29.35	30.82	32.36	33.98
04-1252	SOCIAL WORKER II	G27	H	27.27	28.64	30.07	31.57	33.15
04-1256	SOCIAL WORKER II - CPS	G32	H	30.86	32.40	34.02	35.72	37.50
04-1253	SOCIAL WORKER III	G31	H	30.10	31.61	33.19	34.85	36.59
04-1257	SOCIAL WORKER III - CPS	G36	H	34.06	35.76	37.55	39.43	41.40
04-1254	SOCIAL WORKER IV	G35	H	33.23	34.89	36.63	38.47	40.39
04-1259	SOCIAL WORKER IV - CPS	G40	H	37.59	39.47	41.45	43.52	45.70
04-0415	SPEC DIST CUST SERV COORD	G15	H	20.28	21.29	22.36	23.47	24.65
04-2239	SPECIAL PROJECTS ENGINEER I	G41	H	38.53	40.46	42.48	44.61	46.84
04-2240	SPECIAL PROJECTS ENGINEER II	G44	H	41.50	43.57	45.75	48.04	50.44
04-0723	STAFF SERVICES ANALYST I	G30	H	29.37	30.84	32.38	34.00	35.70
04-0725	STAFF SERVICES ANALYST II	G34	H	32.42	34.04	35.74	37.53	39.40
04-2047	SUBSTANCE ABUSE COUNSELOR I	G18	H	21.84	22.93	24.08	25.28	26.54
04-2048	SUBSTANCE ABUSE COUNSELOR II	G20	H	22.94	24.09	25.29	26.56	27.89
04-2049	SUBSTANCE ABUSE COUNSELOR III	G22	H	24.10	25.31	26.57	27.90	29.30
04-2050	SUBSTANCE ABUSE COUNSELOR, SR	G27	H	27.27	28.64	30.07	31.57	33.15
04-1152	SYSTEMS SUPPORT ANALYST I	G31	H	30.10	31.61	33.19	34.85	36.59
04-1145	SYSTEMS SUPPORT ANALYST II	G35	H	33.23	34.89	36.63	38.47	40.39
04-0037	UTILITY BILLING SPECIALIST	G15	H	20.28	21.29	22.36	23.47	24.65
04-0038	UTILITY BILLING SPECIALIST, SR	G19	H	22.38	23.50	24.68	25.91	27.21
04-1425	VETERANS SERVICES REP I	G17	H	21.30	22.37	23.49	24.66	25.90
04-1426	VETERANS SERVICES REP II	G21	H	23.52	24.69	25.93	27.22	28.58
04-2091	VICTIM ADVOCATE I	G16	H	20.78	21.82	22.92	24.06	25.26
04-2092	VICTIM ADVOCATE II	G20	H	22.94	24.09	25.29	26.56	27.89
04-2093	VICTIM ADVOCATE, SENIOR	G24	H	25.32	26.59	27.92	29.32	30.78
04-0431	WATER RESOURCES ENGINEER I	G37	H	34.91	36.66	38.49	40.41	42.43
04-0432	WATER RESOURCES ENGINEER II	G41	H	38.53	40.46	42.48	44.61	46.84
04-0434	WATER RESOURCES ENGINEER SR	G47	H	44.69	46.92	49.27	51.73	54.32
04-0427	WATER RESOURCES PROG COORD	G37	H	34.91	36.66	38.49	40.41	42.43

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 2				7/1/2026-6/30/2027				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-0026	ACCOUNTANT - AUDITOR I	G30	H	30.40	31.92	33.51	35.19	36.95
04-0027	ACCOUNTANT - AUDITOR II	G34	H	33.55	35.23	36.99	38.84	40.78
04-0031	ACCOUNTANT I	G26	H	27.54	28.91	30.36	31.88	33.47
04-0032	ACCOUNTANT II	G30	H	30.40	31.92	33.51	35.19	36.95
04-0040	ACCOUNTANT-AUDITOR, SENIOR	G38	H	37.03	38.89	40.83	42.87	45.02
04-0015	ACCOUNTING TECH AUDITOR I	G19	H	23.17	24.32	25.54	26.82	28.16
04-0017	ACCOUNTING TECH AUDITOR II	G23	H	25.57	26.85	28.19	29.60	31.08
04-0014	ACCOUNTING TECHNICIAN	G18	H	22.60	23.73	24.92	26.16	27.47
04-2213	ACCOUNTING TECHNICIAN, SENIOR	G24	H	26.21	27.52	28.90	30.34	31.86
04-1441	ADMINISTRATIVE ASSIST, SR	G22	H	24.95	26.20	27.50	28.88	30.32
04-1440	ADMINISTRATIVE ASSISTANT	G15	H	20.99	22.04	23.14	24.30	25.51
04-0170	APPRAISER AIDE	G22	H	24.95	26.20	27.50	28.88	30.32
04-0171	APPRAISER I	G26	H	27.54	28.91	30.36	31.88	33.47
04-0172	APPRAISER II	G30	H	30.40	31.92	33.51	35.19	36.95
04-0176	APPRAISER, SENIOR	G34	H	33.55	35.23	36.99	38.84	40.78
04-0407	ASSISTANT ENGINEER I	G37	H	36.13	37.94	39.84	41.83	43.92
04-0408	ASSISTANT ENGINEER II	G41	H	39.88	41.88	43.97	46.17	48.48
04-0410	ASSISTANT ENGINEER, SENIOR	G44	H	42.95	45.10	47.35	49.72	52.21
04-2237	ASSISTANT MUSEUM CURATOR	G21	H	24.34	25.56	26.83	28.18	29.58
04-0420	ASSOCIATE CIVIL ENGINEER	G47	H	46.25	48.56	50.99	53.54	56.22
04-0273	AUDITOR APPRAISER, SENIOR	G37	H	36.13	37.94	39.84	41.83	43.92
04-0270	AUDITOR-APPRAISER I	G29	H	29.65	31.14	32.69	34.33	36.05
04-0271	AUDITOR-APPRAISER II	G33	H	32.73	34.37	36.09	37.89	39.79
04-0650	B HEALTH CLINICAL SPECIALIST	G30	H	30.40	31.92	33.51	35.19	36.95
04-0653	B HEALTH CLINICAL SPEC-SAC	G32	H	31.94	33.53	35.21	36.97	38.82
04-0651	B HEALTH CLINICIAN	G35	H	34.39	36.11	37.92	39.81	41.80
04-0654	B HEALTH CLINICIAN - SAC	G37	H	36.13	37.94	39.84	41.83	43.92
04-0652	B HEALTH CLINICIAN SR	G40	H	38.91	40.86	42.90	45.04	47.30
04-0655	B HEALTH CLINICIAN SR - SAC	G42	H	40.88	42.92	45.07	47.32	49.69
04-0647	BEHAVIORAL HEALTH CASE MANAGER	G18	H	22.60	23.73	24.92	26.16	27.47
04-2062	BRANCH LIBRARY COORD	G14	H	20.48	21.50	22.57	23.70	24.89
04-2233	BUSINESS SOFTWARE ANALYST	G35	H	34.39	36.11	37.92	39.81	41.80
04-2199	CADASTRAL MAPPING TECH I	G18	H	22.60	23.73	24.92	26.16	27.47
04-2200	CADASTRAL MAPPING TECH II	G22	H	24.95	26.20	27.50	28.88	30.32
04-2150	CADASTRAL MAPPING, SENIOR	G31	H	31.16	32.71	34.35	36.07	37.87
04-2123	CHILD SUPP SPEC PROG COORD	G31	H	31.16	32.71	34.35	36.07	37.87
04-2121	CHILD SUPPORT ASSISTANT I	G08	H	17.66	18.54	19.47	20.44	21.46
04-2122	CHILD SUPPORT ASSISTANT II	G13	H	19.98	20.98	22.02	23.13	24.28
04-2142	CHILD SUPPORT ASSISTANT III	G17	H	22.05	23.15	24.31	25.53	26.80
04-2066	CHILD SUPPORT OFFICER I	G19	H	23.17	24.32	25.54	26.82	28.16
04-2032	CHILD SUPPORT OFFICER II	G23	H	25.57	26.85	28.19	29.60	31.08
04-2120	CHILD SUPPORT OFFICER III	G27	H	28.23	29.64	31.12	32.68	34.31
04-2038	CIVILIAN CORONER	G30	H	30.40	31.92	33.51	35.19	36.95

Attachment "A"
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Salary Schedule

Year 2				7/1/2026-6/30/2027				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-0677	CLIENT SUPPORT ASSISTANT	G07	H	17.23	18.09	18.99	19.94	20.94
04-0417	CMOM COORD I	G36	H	35.25	37.01	38.86	40.81	42.85
04-0418	CMOM COORD II	G39	H	37.96	39.86	41.85	43.94	46.14
04-0417	Water CMOM COORD I	G36	H	35.25	37.01	38.86	40.81	42.85
04-0418	Water CMOM COORD II	G39	H	37.96	39.86	41.85	43.94	46.14
04-0422	CMOM ENGINEER I	G37	H	36.13	37.94	39.84	41.83	43.92
04-0423	CMOM ENGINEER II	G43	H	41.90	44.00	46.20	48.51	50.93
04-2041	CODE ENFORCEMENT PROGRAM COORDINATOR	S37	H	36.13	37.94	39.84	41.83	43.92
04-2043	CODE ENFORCEMENT OFFICER	G31	H	31.16	32.71	34.35	36.07	37.87
04-2262	COMMUNITY DEVELOPMENT TECH	G21	H	24.34	25.56	26.83	28.18	29.58
04-2263	COMMUNITY DEVELOPMENT TECH SR	G29	H	29.65	31.14	32.69	34.33	36.05
04-1213	COMMUNITY HEALTH NURSE I	G35	H	34.39	36.11	37.92	39.81	41.80
04-1214	COMMUNITY HEALTH NURSE II	G39	H	37.96	39.86	41.85	43.94	46.14
04-1220	COMMUNITY HEALTH NURSE, SENIOR	G42	H	40.88	42.92	45.07	47.32	49.69
04-1219	COMMUNITY HEALTH WORKER	G19	H	23.17	24.32	25.54	26.82	28.16
04-2039	CORONER TECHNICIAN	G19	H	23.17	24.32	25.54	26.82	28.16
04-0730	CUSTOMER SERVICE TECH I	G08	H	17.66	18.54	19.47	20.44	21.46
04-0734	CUSTOMER SERVICE TECHNICIAN II	G10	H	18.55	19.48	20.45	21.47	22.55
04-2236	DA INVESTIGATOR AIDE	G15	H	20.99	22.04	23.14	24.30	25.51
04-2241	DA INVESTIGATOR TECHNICIAN	G15	H	20.99	22.04	23.14	24.30	25.51
04-2220	DEPUTY ASSESSOR-RECORDER I	G14	H	20.48	21.50	22.57	23.70	24.89
04-2221	DEPUTY ASSESSOR-RECORDER II	G16	H	21.51	22.59	23.72	24.90	26.15
04-2149	DEPUTY ASSESSOR-RECORDER SR	G20	H	23.75	24.93	26.18	27.49	28.86
04-0030	DEPUTY CO CLERK/FISCAL SUPPORT	G24	H	26.21	27.52	28.90	30.34	31.86
04-0386	ELECTIONS SPECIALIST	G12	H	19.49	20.46	21.49	22.56	23.69
04-0387	ELECTIONS SPECIALIST, SR	G18	H	22.60	23.73	24.92	26.16	27.47
04-0705	ELIGIBILITY SPECIALIST I	G18	H	22.60	23.73	24.92	26.16	27.47
04-0706	ELIGIBILITY SPECIALIST II	G22	H	24.95	26.20	27.50	28.88	30.32
04-0707	ELIGIBILITY SPECIALIST III	G26	H	27.54	28.91	30.36	31.88	33.47
04-0704	ELIGIBILITY SPECIALIST TRAINEE	G16	H	21.51	22.59	23.72	24.90	26.15
04-0717	EMPLOYMENT & TRAIN WORKER II	G24	H	26.21	27.52	28.90	30.34	31.86
04-0718	EMPLOYMENT & TRAINING WORKER I	G20	H	23.75	24.93	26.18	27.49	28.86
04-0715	EMPMNT & TRNG WORKER III	G28	H	28.93	30.38	31.90	33.49	35.17
04-2051	ENVIRONMENTAL HEALTH AIDE	G17	H	22.05	23.15	24.31	25.53	26.80
04-2019	EVIDENCE TECHNICIAN I	G18	H	22.60	23.73	24.92	26.16	27.47
04-2020	EVIDENCE TECHNICIAN II	G22	H	24.95	26.20	27.50	28.88	30.32
04-2097	FORENSIC INTERVIEWER	G29	H	29.65	31.14	32.69	34.33	36.05
04-2206	GEOGRAPH INFO SYST SPEC I	G31	H	31.16	32.71	34.35	36.07	37.87
04-2304	GEOGRAPHIC INF SYS SPEC II	G35	H	34.39	36.11	37.92	39.81	41.80
04-0036	GRANT MANAGER	G27	H	28.23	29.64	31.12	32.68	34.31
04-2131	HEALTH PROG SUPPORT SPEC. I	G19	H	23.17	24.32	25.54	26.82	28.16
04-2132	HEALTH PROG SUPPORT SPEC. II	G23	H	25.57	26.85	28.19	29.60	31.08
04-0736	HOUSING SPECIALIST	G21	H	24.34	25.56	26.83	28.18	29.58
04-1167	INFORMATION SYSTEM ANALYST III	G41	H	39.88	41.88	43.97	46.17	48.48

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Salary Schedule

Year 2				7/1/2026-6/30/2027				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-1165	INFORMATION SYSTEMS ANALYST I	G33	H	32.73	34.37	36.09	37.89	39.79
04-1163	INFORMATION SYSTEMS ANALYST II	G37	H	36.13	37.94	39.84	41.83	43.92
04-1168	INFORMATION SYSTEMS ANALYST SR	G47	H	46.25	48.56	50.99	53.54	56.22
04-0425	INVASIVE SPECIES PROGRAM COORD	G37	H	36.13	37.94	39.84	41.83	43.92
04-0060	JANITOR	G09	H	18.10	19.00	19.95	20.95	22.00
04-2025	LAW ENFORCEMENT RECORD TECH	G12	H	19.49	20.46	21.49	22.56	23.69
04-2026	LAW ENFORCEMENT RECORD TECH SR	G18	H	22.60	23.73	24.92	26.16	27.47
04-0061	LEAD JANITOR	G12	H	19.49	20.46	21.49	22.56	23.69
04-1444	LEGAL ADMINISTRATIVE ASSIST SR	G23	H	25.57	26.85	28.19	29.60	31.08
04-1443	LEGAL ADMINISTRATIVE ASSISTANT	G18	H	22.60	23.73	24.92	26.16	27.47
04-0943	LIBRARY ASSISTANT	G13	H	19.98	20.98	22.02	23.13	24.28
04-2061	LIBRARY TECHNICIAN	G16	H	21.51	22.59	23.72	24.90	26.15
04-2306	LICENSED VOC NURSE II	G24	H	26.21	27.52	28.90	30.34	31.86
04-0694	LICENSED VOC NURSE SR	G34	H	33.55	35.23	36.99	38.84	40.78
04-1208	LICENSED VOCATION NURSE I	G20	H	23.75	24.93	26.18	27.49	28.86
04-0940	LITERACY PROGRAM COORDINATOR	G23	H	25.57	26.85	28.19	29.60	31.08
04-0708	LONG -TERM CARE OMBUDSMAN	G29	H	29.65	31.14	32.69	34.33	36.05
04-2068	MAIL CLERK	G15	H	20.99	22.04	23.14	24.30	25.51
04-2235	OCCUPATIONAL THERAPIST	G43	H	41.90	44.00	46.20	48.51	50.93
04-2021	OFFICE ASSISTANT	G08	H	17.66	18.54	19.47	20.44	21.46
04-2042	OFFICE ASSISTANT III	G10	H	18.55	19.48	20.45	21.47	22.55
04-1460	OFFICE OF EMERGENCY SERV SPEC.	G21	H	24.34	25.56	26.83	28.18	29.58
04-0760	OUTREACH & PREVENTION SPEC	G23	H	25.57	26.85	28.19	29.60	31.08
04-0756	PEER SUPPORT SPEC SR	G21	H	24.34	25.56	26.83	28.18	29.58
04-0758	PEER SUPPORT SPEC SR LATINX	G21	H	24.34	25.56	26.83	28.18	29.58
04-0757	PEER SUPPORT SPEC SR NATIVE AMERICAN	G21	H	24.34	25.56	26.83	28.18	29.58
04-0759	PEER SUPPORT PARENT PARTNER SPECIALIST, SR	G21	H	24.34	25.56	26.83	28.18	29.58
04-0755	PEER SUPPORT SPECIALIST	G15	H	20.99	22.04	23.14	24.30	25.51
04-2234	PHYSICAL THERAPIST	G48	H	47.41	49.78	52.27	54.88	57.62
04-2067	PLANNER I, ASSISTANT	G35	H	34.39	36.11	37.92	39.81	41.80
04-2044	PLANNER II, ASSISTANT	G39	H	37.96	39.86	41.85	43.94	46.14
04-1105	PLANNER, ASSOCIATE	G41	H	39.88	41.88	43.97	46.17	48.48
04-0622	PROBATION AIDE	G19	H	23.17	24.32	25.54	26.82	28.16
04-1158	PROGRAMMER ANALYST I	G39	H	37.96	39.86	41.85	43.94	46.14
04-1159	PROGRAMMER ANALYST II	G43	H	41.90	44.00	46.20	48.51	50.93
04-0700	PSYCHIATRIC TECHNICIAN	G21	H	24.34	25.56	26.83	28.18	29.58
04-0697	PSYCHIATRIC TECHNICIAN, SENIOR	G30	H	30.40	31.92	33.51	35.19	36.95
04-2310	PUBLIC AUTHORITY SPECIALIST	G17	H	22.05	23.15	24.31	25.53	26.80
04-2101	PUBLIC DEFENDER INVESTIGATOR I	G31	H	31.16	32.71	34.35	36.07	37.87
04-2102	PUBLIC DEFENDER INVESTIGATOR II	G33	H	32.73	34.37	36.09	37.89	39.79
04-1190	PUBLIC HEALTH AIDE	G08	H	17.66	18.54	19.47	20.44	21.46
04-1201	PUBLIC HEALTH NURSE I	G42	H	40.88	42.92	45.07	47.32	49.69
04-1202	PUBLIC HEALTH NURSE II	G46	H	45.12	47.38	49.75	52.24	54.85
04-2028	PUBLIC INFORMATION OFFICER	G35	H	34.39	36.11	37.92	39.81	41.80

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Year 2				7/1/2026-6/30/2027				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-2245	PUBLIC WORKS SERVICE TECH	G16	H	21.51	22.59	23.72	24.90	26.15
04-0698	REG NURSE I - MENTAL HEALTH	G41	H	39.88	41.88	43.97	46.17	48.48
04-0699	REG NURSE II - MENTAL HEALTH	G45	H	44.02	46.22	48.54	50.96	53.51
04-0146	REGISTERED VETERINARY TECH	G23	H	25.57	26.85	28.19	29.60	31.08
04-0044	RESOURCE PLANNER I, ASSISTANT	G33	H	32.73	34.37	36.09	37.89	39.79
04-0045	RESOURCE PLANNER II, ASSISTANT	G37	H	36.13	37.94	39.84	41.83	43.92
04-0046	RESOURCE PLANNER, ASSOCIATE	G41	H	39.88	41.88	43.97	46.17	48.48
04-2035	SHERIFF-CORONER ASSISTANT	G19	H	23.17	24.32	25.54	26.82	28.16
04-2030	SHERIFFS PUB INFO OUTREACH OFF	G35	H	34.39	36.11	37.92	39.81	41.80
04-2314	SOCIAL SERVICES AIDE	G16	H	21.51	22.59	23.72	24.90	26.15
04-2315	SOCIAL SERVICES AIDE, SENIOR	G19	H	23.17	24.32	25.54	26.82	28.16
04-1251	SOCIAL WORKER I	G23	H	25.57	26.85	28.19	29.60	31.08
04-1255	SOCIAL WORKER I - CPS	G28	H	28.93	30.38	31.90	33.49	35.17
04-1252	SOCIAL WORKER II	G27	H	28.23	29.64	31.12	32.68	34.31
04-1256	SOCIAL WORKER II - CPS	G32	H	31.94	33.53	35.21	36.97	38.82
04-1253	SOCIAL WORKER III	G31	H	31.16	32.71	34.35	36.07	37.87
04-1257	SOCIAL WORKER III - CPS	G36	H	35.25	37.01	38.86	40.81	42.85
04-1254	SOCIAL WORKER IV	G35	H	34.39	36.11	37.92	39.81	41.80
04-1259	SOCIAL WORKER IV - CPS	G40	H	38.91	40.86	42.90	45.04	47.30
04-0415	SPEC DIST CUST SERV COORD	G15	H	20.99	22.04	23.14	24.30	25.51
04-2239	SPECIAL PROJECTS ENGINEER I	G41	H	39.88	41.88	43.97	46.17	48.48
04-2240	SPECIAL PROJECTS ENGINEER II	G44	H	42.95	45.10	47.35	49.72	52.21
04-0723	STAFF SERVICES ANALYST I	G30	H	30.40	31.92	33.51	35.19	36.95
04-0725	STAFF SERVICES ANALYST II	G34	H	33.55	35.23	36.99	38.84	40.78
04-2047	SUBSTANCE ABUSE COUNSELOR I	G18	H	22.60	23.73	24.92	26.16	27.47
04-2048	SUBSTANCE ABUSE COUNSELOR II	G20	H	23.75	24.93	26.18	27.49	28.86
04-2049	SUBSTANCE ABUSE COUNSELOR III	G22	H	24.95	26.20	27.50	28.88	30.32
04-2050	SUBSTANCE ABUSE COUNSELOR, SR	G27	H	28.23	29.64	31.12	32.68	34.31
04-1152	SYSTEMS SUPPORT ANALYST I	G31	H	31.16	32.71	34.35	36.07	37.87
04-1145	SYSTEMS SUPPORT ANALYST II	G35	H	34.39	36.11	37.92	39.81	41.80
04-0037	UTILITY BILLING SPECIALIST	G15	H	20.99	22.04	23.14	24.30	25.51
04-0038	UTILITY BILLING SPECIALIST, SR	G19	H	23.17	24.32	25.54	26.82	28.16
04-1425	VETERANS SERVICES REP I	G17	H	22.05	23.15	24.31	25.53	26.80
04-1426	VETERANS SERVICES REP II	G21	H	24.34	25.56	26.83	28.18	29.58
04-2091	VICTIM ADVOCATE I	G16	H	21.51	22.59	23.72	24.90	26.15
04-2092	VICTIM ADVOCATE II	G20	H	23.75	24.93	26.18	27.49	28.86
04-2093	VICTIM ADVOCATE, SENIOR	G24	H	26.21	27.52	28.90	30.34	31.86
04-0431	WATER RESOURCES ENGINEER I	G37	H	36.13	37.94	39.84	41.83	43.92
04-0432	WATER RESOURCES ENGINEER II	G41	H	39.88	41.88	43.97	46.17	48.48
04-0434	WATER RESOURCES ENGINEER SR	G47	H	46.25	48.56	50.99	53.54	56.22
04-0427	WATER RESOURCES PROG COORD	G37	H	36.13	37.94	39.84	41.83	43.92

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 3				7/1/2027-6/30/2028				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-0026	ACCOUNTANT - AUDITOR I	G30	H	31.46	33.03	34.68	36.42	38.24
04-0027	ACCOUNTANT - AUDITOR II	G34	H	34.73	36.46	38.29	40.20	42.21
04-0031	ACCOUNTANT I	G26	H	28.50	29.93	31.42	32.99	34.64
04-0032	ACCOUNTANT II	G30	H	31.46	33.03	34.68	36.42	38.24
04-0040	ACCOUNTANT-AUDITOR, SENIOR	G38	H	38.33	40.25	42.26	44.37	46.59
04-0015	ACCOUNTING TECH AUDITOR I	G19	H	23.98	25.18	26.43	27.76	29.14
04-0017	ACCOUNTING TECH AUDITOR II	G23	H	26.47	27.79	29.18	30.64	32.17
04-0014	ACCOUNTING TECHNICIAN	G18	H	23.39	24.56	25.79	27.08	28.43
04-2213	ACCOUNTING TECHNICIAN, SENIOR	G24	H	27.13	28.48	29.91	31.40	32.97
04-1441	ADMINISTRATIVE ASSIST, SR	G22	H	25.82	27.11	28.47	29.89	31.39
04-1440	ADMINISTRATIVE ASSISTANT	G15	H	21.72	22.81	23.95	25.15	26.40
04-0170	APPRAISER AIDE	G22	H	25.82	27.11	28.47	29.89	31.39
04-0171	APPRAISER I	G26	H	28.50	29.93	31.42	32.99	34.64
04-0172	APPRAISER II	G30	H	31.46	33.03	34.68	36.42	38.24
04-0176	APPRAISER, SENIOR	G34	H	34.73	36.46	38.29	40.20	42.21
04-0407	ASSISTANT ENGINEER I	G37	H	37.40	39.27	41.23	43.29	45.46
04-0408	ASSISTANT ENGINEER II	G41	H	41.28	43.34	45.51	47.79	50.17
04-0410	ASSISTANT ENGINEER, SENIOR	G44	H	44.45	46.68	49.01	51.46	54.03
04-2237	ASSISTANT MUSEUM CURATOR	G21	H	25.19	26.45	27.77	29.16	30.62
04-0420	ASSOCIATE CIVIL ENGINEER	G47	H	47.87	50.26	52.78	55.42	58.19
04-0273	AUDITOR APPRAISER, SENIOR	G37	H	37.40	39.27	41.23	43.29	45.46
04-0270	AUDITOR-APPRAISER I	G29	H	30.69	32.23	33.84	35.53	37.31
04-0271	AUDITOR-APPRAISER II	G33	H	33.88	35.57	37.35	39.22	41.18
04-0650	B HEALTH CLINICAL SPECIALIST	G30	H	31.46	33.03	34.68	36.42	38.24
04-0653	B HEALTH CLINICAL SPEC-SAC	G32	H	33.05	34.71	36.44	38.26	40.18
04-0651	B HEALTH CLINICIAN	G35	H	35.59	37.37	39.24	41.20	43.27
04-0654	B HEALTH CLINICIAN - SAC	G37	H	37.40	39.27	41.23	43.29	45.46
04-0652	B HEALTH CLINICIAN SR	G40	H	40.27	42.29	44.40	46.62	48.95
04-0655	B HEALTH CLINICIAN SR - SAC	G42	H	42.31	44.43	46.65	48.98	51.43
04-0647	BEHAVIORAL HEALTH CASE MANAGER	G18	H	23.39	24.56	25.79	27.08	28.43
04-2062	BRANCH LIBRARY COORD	G14	H	21.19	22.25	23.36	24.53	25.76
04-2233	BUSINESS SOFTWARE ANALYST	G35	H	35.59	37.37	39.24	41.20	43.27
04-2199	CADAstral MAPPING TECH I	G18	H	23.39	24.56	25.79	27.08	28.43
04-2200	CADAstral MAPPING TECH II	G22	H	25.82	27.11	28.47	29.89	31.39
04-2150	CADAstral MAPPING, SENIOR	G31	H	32.25	33.86	35.55	37.33	39.20
04-2123	CHILD SUPP SPEC PROG COORD	G31	H	32.25	33.86	35.55	37.33	39.20
04-2121	CHILD SUPPORT ASSISTANT I	G08	H	18.27	19.19	20.15	21.15	22.21
04-2122	CHILD SUPPORT ASSISTANT II	G13	H	20.68	21.71	22.79	23.93	25.13
04-2142	CHILD SUPPORT ASSISTANT III	G17	H	22.82	23.96	25.16	26.42	27.74
04-2066	CHILD SUPPORT OFFICER I	G19	H	23.98	25.18	26.43	27.76	29.14
04-2032	CHILD SUPPORT OFFICER II	G23	H	26.47	27.79	29.18	30.64	32.17
04-2120	CHILD SUPPORT OFFICER III	G27	H	29.21	30.67	32.21	33.82	35.51
04-2038	CIVILIAN CORONER	G30	H	31.46	33.03	34.68	36.42	38.24

Attachment "A"
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Year 3				7/1/2027-6/30/2028				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-0677	CLIENT SUPPORT ASSISTANT	G07	H	17.83	18.72	19.66	20.64	21.67
04-0417	CMOM COORD I	G36	H	36.48	38.31	40.22	42.24	44.35
04-0418	CMOM COORD II	G39	H	39.29	41.25	43.32	45.48	47.76
04-0417	Water CMOM COORD I	G36	H	36.48	38.31	40.22	42.24	44.35
04-0418	Water CMOM COORD II	G39	H	39.29	41.25	43.32	45.48	47.76
04-0422	CMOM ENGINEER I	G37	H	37.40	39.27	41.23	43.29	45.46
04-0423	CMOM ENGINEER II	G43	H	43.37	45.54	47.81	50.20	52.71
04-2041	CODE ENFORCEMENT PROGRAM COORDINATOR	S37	H	37.40	39.27	41.23	43.29	45.46
04-2043	CODE ENFORCEMENT OFFICER	G31	H	32.25	33.86	35.55	37.33	39.20
04-2262	COMMUNITY DEVELOPMENT TECH	G21	H	25.19	26.45	27.77	29.16	30.62
04-2263	COMMUNITY DEVELOPMENT TECH SR	G29	H	30.69	32.23	33.84	35.53	37.31
04-1213	COMMUNITY HEALTH NURSE I	G35	H	35.59	37.37	39.24	41.20	43.27
04-1214	COMMUNITY HEALTH NURSE II	G39	H	39.29	41.25	43.32	45.48	47.76
04-1220	COMMUNITY HEALTH NURSE, SENIOR	G42	H	42.31	44.43	46.65	48.98	51.43
04-1219	COMMUNITY HEALTH WORKER	G19	H	23.98	25.18	26.43	27.76	29.14
04-2039	CORONER TECHNICIAN	G19	H	23.98	25.18	26.43	27.76	29.14
04-0730	CUSTOMER SERVICE TECH I	G08	H	18.27	19.19	20.15	21.15	22.21
04-0734	CUSTOMER SERVICE TECHNICIAN II	G10	H	19.20	20.16	21.17	22.23	23.34
04-2236	DA INVESTIGATOR AIDE	G15	H	21.72	22.81	23.95	25.15	26.40
04-2241	DA INVESTIGATOR TECHNICIAN	G15	H	21.72	22.81	23.95	25.15	26.40
04-2220	DEPUTY ASSESSOR-RECORDER I	G14	H	21.19	22.25	23.36	24.53	25.76
04-2221	DEPUTY ASSESSOR-RECORDER II	G16	H	22.27	23.38	24.55	25.77	27.06
04-2149	DEPUTY ASSESSOR-RECORDER SR	G20	H	24.58	25.81	27.10	28.45	29.87
04-0030	DEPUTY CO CLERK/FISCAL SUPPORT	G24	H	27.13	28.48	29.91	31.40	32.97
04-0386	ELECTIONS SPECIALIST	G12	H	20.17	21.18	22.24	23.35	24.52
04-0387	ELECTIONS SPECIALIST, SR	G18	H	23.39	24.56	25.79	27.08	28.43
04-0705	ELIGIBILITY SPECIALIST I	G18	H	23.39	24.56	25.79	27.08	28.43
04-0706	ELIGIBILITY SPECIALIST II	G22	H	25.82	27.11	28.47	29.89	31.39
04-0707	ELIGIBILITY SPECIALIST III	G26	H	28.50	29.93	31.42	32.99	34.64
04-0704	ELIGIBILITY SPECIALIST TRAINEE	G16	H	22.27	23.38	24.55	25.77	27.06
04-0717	EMPLOYMENT & TRAIN WORKER II	G24	H	27.13	28.48	29.91	31.40	32.97
04-0718	EMPLOYMENT & TRAINING WORKER I	G20	H	24.58	25.81	27.10	28.45	29.87
04-0715	EMPMNT & TRNG WORKER III	G28	H	29.94	31.44	33.01	34.66	36.40
04-2051	ENVIRONMENTAL HEALTH AIDE	G17	H	22.82	23.96	25.16	26.42	27.74
04-2019	EVIDENCE TECHNICIAN I	G18	H	23.39	24.56	25.79	27.08	28.43
04-2020	EVIDENCE TECHNICIAN II	G22	H	25.82	27.11	28.47	29.89	31.39
04-2097	FORENSIC INTERVIEWER	G29	H	30.69	32.23	33.84	35.53	37.31
04-2206	GEOGRAPH INFO SYST SPEC I	G31	H	32.25	33.86	35.55	37.33	39.20
04-2304	GEOGRAPHIC INF SYS SPEC II	G35	H	35.59	37.37	39.24	41.20	43.27
04-0036	GRANT MANAGER	G27	H	29.21	30.67	32.21	33.82	35.51
04-2131	HEALTH PROG SUPPORT SPEC. I	G19	H	23.98	25.18	26.43	27.76	29.14
04-2132	HEALTH PROG SUPPORT SPEC. II	G23	H	26.47	27.79	29.18	30.64	32.17
04-0736	HOUSING SPECIALIST	G21	H	25.19	26.45	27.77	29.16	30.62
04-1167	INFORMATION SYSTEM ANALYST III	G41	H	41.28	43.34	45.51	47.79	50.17

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Year 3				7/1/2027-6/30/2028				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-1165	INFORMATION SYSTEMS ANALYST I	G33	H	33.88	35.57	37.35	39.22	41.18
04-1163	INFORMATION SYSTEMS ANALYST II	G37	H	37.40	39.27	41.23	43.29	45.46
04-1168	INFORMATION SYSTEMS ANALYST SR	G47	H	47.87	50.26	52.78	55.42	58.19
04-0425	INVASIVE SPECIES PROGRAM COORD	G37	H	37.40	39.27	41.23	43.29	45.46
04-0060	JANITOR	G09	H	18.73	19.67	20.65	21.68	22.77
04-2025	LAW ENFORCEMENT RECORD TECH	G12	H	20.17	21.18	22.24	23.35	24.52
04-2026	LAW ENFORCEMENT RECORD TECH SR	G18	H	23.39	24.56	25.79	27.08	28.43
04-0061	LEAD JANITOR	G12	H	20.17	21.18	22.24	23.35	24.52
04-1444	LEGAL ADMINISTRATIVE ASSIST SR	G23	H	26.47	27.79	29.18	30.64	32.17
04-1443	LEGAL ADMINISTRATIVE ASSISTANT	G18	H	23.39	24.56	25.79	27.08	28.43
04-0943	LIBRARY ASSISTANT	G13	H	20.68	21.71	22.79	23.93	25.13
04-2061	LIBRARY TECHNICIAN	G16	H	22.27	23.38	24.55	25.77	27.06
04-2306	LICENSED VOC NURSE II	G24	H	27.13	28.48	29.91	31.40	32.97
04-0694	LICENSED VOC NURSE SR	G34	H	34.73	36.46	38.29	40.20	42.21
04-1208	LICENSED VOCATION NURSE I	G20	H	24.58	25.81	27.10	28.45	29.87
04-0940	LITERACY PROGRAM COORDINATOR	G23	H	26.47	27.79	29.18	30.64	32.17
04-0708	LONG -TERM CARE OMBUDSMAN	G29	H	30.69	32.23	33.84	35.53	37.31
04-2068	MAIL CLERK	G15	H	21.72	22.81	23.95	25.15	26.40
04-2235	OCCUPATIONAL THERAPIST	G43	H	43.37	45.54	47.81	50.20	52.71
04-2021	OFFICE ASSISTANT	G08	H	18.27	19.19	20.15	21.15	22.21
04-2042	OFFICE ASSISTANT III	G10	H	19.20	20.16	21.17	22.23	23.34
04-1460	OFFICE OF EMERGENCY SERV SPEC.	G21	H	25.19	26.45	27.77	29.16	30.62
04-0760	OUTREACH & PREVENTION SPEC	G23	H	26.47	27.79	29.18	30.64	32.17
04-0756	PEER SUPPORT SPEC SR	G21	H	25.19	26.45	27.77	29.16	30.62
04-0758	PEER SUPPORT SPEC SR LATINX	G21	H	25.19	26.45	27.77	29.16	30.62
04-0757	PEER SUPPORT SPEC SR NATIVE AMERICAN	G21	H	25.19	26.45	27.77	29.16	30.62
04-0759	PEER SUPPORT PARENT PARTNER SPECIALIST, SR	G21	H	25.19	26.45	27.77	29.16	30.62
04-0755	PEER SUPPORT SPECIALIST	G15	H	21.72	22.81	23.95	25.15	26.40
04-2234	PHYSICAL THERAPIST	G48	H	49.07	51.52	54.10	56.80	59.64
04-2067	PLANNER I, ASSISTANT	G35	H	35.59	37.37	39.24	41.20	43.27
04-2044	PLANNER II, ASSISTANT	G39	H	39.29	41.25	43.32	45.48	47.76
04-1105	PLANNER, ASSOCIATE	G41	H	41.28	43.34	45.51	47.79	50.17
04-0622	PROBATION AIDE	G19	H	23.98	25.18	26.43	27.76	29.14
04-1158	PROGRAMMER ANALYST I	G39	H	39.29	41.25	43.32	45.48	47.76
04-1159	PROGRAMMER ANALYST II	G43	H	43.37	45.54	47.81	50.20	52.71
04-0700	PSYCHIATRIC TECHNICIAN	G21	H	25.19	26.45	27.77	29.16	30.62
04-0697	PSYCHIATRIC TECHNICIAN, SENIOR	G30	H	31.46	33.03	34.68	36.42	38.24
04-2310	PUBLIC AUTHORITY SPECIALIST	G17	H	22.82	23.96	25.16	26.42	27.74
04-2101	PUBLIC DEFENDER INVESTIGATOR I	G31	H	32.25	33.86	35.55	37.33	39.20
04-2102	PUBLIC DEFENDER INVESTIGATOR II	G33	H	33.88	35.57	37.35	39.22	41.18
04-1190	PUBLIC HEALTH AIDE	G08	H	18.27	19.19	20.15	21.15	22.21
04-1201	PUBLIC HEALTH NURSE I	G42	H	42.31	44.43	46.65	48.98	51.43
04-1202	PUBLIC HEALTH NURSE II	G46	H	46.70	49.04	51.49	54.06	56.77
04-2028	PUBLIC INFORMATION OFFICER	G35	H	35.59	37.37	39.24	41.20	43.27

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Year 3				7/1/2027-6/30/2028				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-2245	PUBLIC WORKS SERVICE TECH	G16	H	22.27	23.38	24.55	25.77	27.06
04-0698	REG NURSE I - MENTAL HEALTH	G41	H	41.28	43.34	45.51	47.79	50.17
04-0699	REG NURSE II - MENTAL HEALTH	G45	H	45.56	47.84	50.23	52.75	55.38
04-0146	REGISTERED VETERINARY TECH	G23	H	26.47	27.79	29.18	30.64	32.17
04-0044	RESOURCE PLANNER I, ASSISTANT	G33	H	33.88	35.57	37.35	39.22	41.18
04-0045	RESOURCE PLANNER II, ASSISTANT	G37	H	37.40	39.27	41.23	43.29	45.46
04-0046	RESOURCE PLANNER, ASSOCIATE	G41	H	41.28	43.34	45.51	47.79	50.17
04-2035	SHERIFF-CORONER ASSISTANT	G19	H	23.98	25.18	26.43	27.76	29.14
04-2030	SHERIFFS PUB INFO OUTREACH OFF	G35	H	35.59	37.37	39.24	41.20	43.27
04-2314	SOCIAL SERVICES AIDE	G16	H	22.27	23.38	24.55	25.77	27.06
04-2315	SOCIAL SERVICES AIDE, SENIOR	G19	H	23.98	25.18	26.43	27.76	29.14
04-1251	SOCIAL WORKER I	G23	H	26.47	27.79	29.18	30.64	32.17
04-1255	SOCIAL WORKER I - CPS	G28	H	29.94	31.44	33.01	34.66	36.40
04-1252	SOCIAL WORKER II	G27	H	29.21	30.67	32.21	33.82	35.51
04-1256	SOCIAL WORKER II - CPS	G32	H	33.05	34.71	36.44	38.26	40.18
04-1253	SOCIAL WORKER III	G31	H	32.25	33.86	35.55	37.33	39.20
04-1257	SOCIAL WORKER III - CPS	G36	H	36.48	38.31	40.22	42.24	44.35
04-1254	SOCIAL WORKER IV	G35	H	35.59	37.37	39.24	41.20	43.27
04-1259	SOCIAL WORKER IV - CPS	G40	H	40.27	42.29	44.40	46.62	48.95
04-0415	SPEC DIST CUST SERV COORD	G15	H	21.72	22.81	23.95	25.15	26.40
04-2239	SPECIAL PROJECTS ENGINEER I	G41	H	41.28	43.34	45.51	47.79	50.17
04-2240	SPECIAL PROJECTS ENGINEER II	G44	H	44.45	46.68	49.01	51.46	54.03
04-0723	STAFF SERVICES ANALYST I	G30	H	31.46	33.03	34.68	36.42	38.24
04-0725	STAFF SERVICES ANALYST II	G34	H	34.73	36.46	38.29	40.20	42.21
04-2047	SUBSTANCE ABUSE COUNSELOR I	G18	H	23.39	24.56	25.79	27.08	28.43
04-2048	SUBSTANCE ABUSE COUNSELOR II	G20	H	24.58	25.81	27.10	28.45	29.87
04-2049	SUBSTANCE ABUSE COUNSELOR III	G22	H	25.82	27.11	28.47	29.89	31.39
04-2050	SUBSTANCE ABUSE COUNSELOR, SR	G27	H	29.21	30.67	32.21	33.82	35.51
04-1152	SYSTEMS SUPPORT ANALYST I	G31	H	32.25	33.86	35.55	37.33	39.20
04-1145	SYSTEMS SUPPORT ANALYST II	G35	H	35.59	37.37	39.24	41.20	43.27
04-0037	UTILITY BILLING SPECIALIST	G15	H	21.72	22.81	23.95	25.15	26.40
04-0038	UTILITY BILLING SPECIALIST, SR	G19	H	23.98	25.18	26.43	27.76	29.14
04-1425	VETERANS SERVICES REP I	G17	H	22.82	23.96	25.16	26.42	27.74
04-1426	VETERANS SERVICES REP II	G21	H	25.19	26.45	27.77	29.16	30.62
04-2091	VICTIM ADVOCATE I	G16	H	22.27	23.38	24.55	25.77	27.06
04-2092	VICTIM ADVOCATE II	G20	H	24.58	25.81	27.10	28.45	29.87
04-2093	VICTIM ADVOCATE, SENIOR	G24	H	27.13	28.48	29.91	31.40	32.97
04-0431	WATER RESOURCES ENGINEER I	G37	H	37.40	39.27	41.23	43.29	45.46
04-0432	WATER RESOURCES ENGINEER II	G41	H	41.28	43.34	45.51	47.79	50.17
04-0434	WATER RESOURCES ENGINEER SR	G47	H	47.87	50.26	52.78	55.42	58.19
04-0427	WATER RESOURCES PROG COORD	G37	H	37.40	39.27	41.23	43.29	45.46

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 4				7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-0026	ACCOUNTANT - AUDITOR I	G30	H	32.56	34.19	35.90	37.69	39.58
04-0027	ACCOUNTANT - AUDITOR II	G34	H	35.94	37.74	39.63	41.61	43.69
04-0031	ACCOUNTANT I	G26	H	29.50	30.97	32.52	34.15	35.86
04-0032	ACCOUNTANT II	G30	H	32.56	34.19	35.90	37.69	39.58
04-0040	ACCOUNTANT-AUDITOR, SENIOR	G38	H	39.67	41.66	43.74	45.93	48.22
04-0015	ACCOUNTING TECH AUDITOR I	G19	H	24.82	26.06	27.36	28.73	30.16
04-0017	ACCOUNTING TECH AUDITOR II	G23	H	27.39	28.76	30.20	31.71	33.30
04-0014	ACCOUNTING TECHNICIAN	G18	H	24.21	25.42	26.69	28.03	29.43
04-2213	ACCOUNTING TECHNICIAN, SENIOR	G24	H	28.08	29.48	30.96	32.50	34.13
04-1441	ADMINISTRATIVE ASSIST, SR	G22	H	26.72	28.06	29.46	30.94	32.48
04-1440	ADMINISTRATIVE ASSISTANT	G15	H	22.48	23.61	24.79	26.03	27.33
04-0170	APPRAISER AIDE	G22	H	26.72	28.06	29.46	30.94	32.48
04-0171	APPRAISER I	G26	H	29.50	30.97	32.52	34.15	35.86
04-0172	APPRAISER II	G30	H	32.56	34.19	35.90	37.69	39.58
04-0176	APPRAISER, SENIOR	G34	H	35.94	37.74	39.63	41.61	43.69
04-0407	ASSISTANT ENGINEER I	G37	H	38.71	40.64	42.67	44.81	47.05
04-0408	ASSISTANT ENGINEER II	G41	H	42.72	44.86	47.10	49.46	51.93
04-0410	ASSISTANT ENGINEER, SENIOR	G44	H	46.01	48.31	50.72	53.26	55.92
04-2237	ASSISTANT MUSEUM CURATOR	G21	H	26.07	27.38	28.75	30.18	31.69
04-0420	ASSOCIATE CIVIL ENGINEER	G47	H	49.55	52.02	54.62	57.36	60.22
04-0273	AUDITOR APPRAISER, SENIOR	G37	H	38.71	40.64	42.67	44.81	47.05
04-0270	AUDITOR-APPRAISER I	G29	H	31.77	33.36	35.02	36.77	38.61
04-0271	AUDITOR-APPRAISER II	G33	H	35.06	36.82	38.66	40.59	42.62
04-0650	B HEALTH CLINICAL SPECIALIST	G30	H	32.56	34.19	35.90	37.69	39.58
04-0653	B HEALTH CLINICAL SPEC-SAC	G32	H	34.21	35.92	37.72	39.60	41.58
04-0651	B HEALTH CLINICIAN	G35	H	36.84	38.68	40.62	42.65	44.78
04-0654	B HEALTH CLINICIAN - SAC	G37	H	38.71	40.64	42.67	44.81	47.05
04-0652	B HEALTH CLINICIAN SR	G40	H	41.68	43.77	45.95	48.25	50.66
04-0655	B HEALTH CLINICIAN SR - SAC	G42	H	43.79	45.98	48.28	50.69	53.23
04-0647	BEHAVIORAL HEALTH CASE MANAGER	G18	H	24.21	25.42	26.69	28.03	29.43
04-2062	BRANCH LIBRARY COORD	G14	H	21.93	23.03	24.18	25.39	26.66
04-2233	BUSINESS SOFTWARE ANALYST	G35	H	36.84	38.68	40.62	42.65	44.78
04-2199	CADAstral MAPPING TECH I	G18	H	24.21	25.42	26.69	28.03	29.43
04-2200	CADAstral MAPPING TECH II	G22	H	26.72	28.06	29.46	30.94	32.48
04-2150	CADAstral MAPPING, SENIOR	G31	H	33.38	35.04	36.80	38.64	40.57
04-2123	CHILD SUPP SPEC PROG COORD	G31	H	33.38	35.04	36.80	38.64	40.57
04-2121	CHILD SUPPORT ASSISTANT I	G08	H	18.91	19.86	20.85	21.89	22.99
04-2122	CHILD SUPPORT ASSISTANT II	G13	H	21.40	22.47	23.59	24.77	26.01
04-2142	CHILD SUPPORT ASSISTANT III	G17	H	23.62	24.80	26.04	27.34	28.71
04-2066	CHILD SUPPORT OFFICER I	G19	H	24.82	26.06	27.36	28.73	30.16
04-2032	CHILD SUPPORT OFFICER II	G23	H	27.39	28.76	30.20	31.71	33.30
04-2120	CHILD SUPPORT OFFICER III	G27	H	30.24	31.75	33.34	35.00	36.75
04-2038	CIVILIAN CORONER	G30	H	32.56	34.19	35.90	37.69	39.58

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 4				7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-0677	CLIENT SUPPORT ASSISTANT	G07	H	18.45	19.38	20.34	21.36	22.43
04-0417	CMOM COORD I	G36	H	37.76	39.65	41.63	43.71	45.90
04-0418	CMOM COORD II	G39	H	40.66	42.70	44.83	47.07	49.43
04-0417	Water CMOM COORD I	G36	H	37.76	39.65	41.63	43.71	45.90
04-0418	Water CMOM COORD II	G39	H	40.66	42.70	44.83	47.07	49.43
04-0422	CMOM ENGINEER I	G37	H	38.71	40.64	42.67	44.81	47.05
04-0423	CMOM ENGINEER II	G43	H	44.89	47.13	49.49	51.96	54.56
04-2041	CODE ENFORCEMENT PROGRAM COORDINATOR	S37	H	38.71	40.64	42.67	44.81	47.05
04-2043	CODE ENFORCEMENT OFFICER	G31	H	33.38	35.04	36.80	38.64	40.57
04-2262	COMMUNITY DEVELOPMENT TECH	G21	H	26.07	27.38	28.75	30.18	31.69
04-2263	COMMUNITY DEVELOPMENT TECH SR	G29	H	31.77	33.36	35.02	36.77	38.61
04-1213	COMMUNITY HEALTH NURSE I	G35	H	36.84	38.68	40.62	42.65	44.78
04-1214	COMMUNITY HEALTH NURSE II	G39	H	40.66	42.70	44.83	47.07	49.43
04-1220	COMMUNITY HEALTH NURSE, SENIOR	G42	H	43.79	45.98	48.28	50.69	53.23
04-1219	COMMUNITY HEALTH WORKER	G19	H	24.82	26.06	27.36	28.73	30.16
04-2039	CORONER TECHNICIAN	G19	H	24.82	26.06	27.36	28.73	30.16
04-0730	CUSTOMER SERVICE TECH I	G08	H	18.91	19.86	20.85	21.89	22.99
04-0734	CUSTOMER SERVICE TECHNICIAN II	G10	H	19.87	20.86	21.91	23.00	24.15
04-2236	DA INVESTIGATOR AIDE	G15	H	22.48	23.61	24.79	26.03	27.33
04-2241	DA INVESTIGATOR TECHNICIAN	G15	H	22.48	23.61	24.79	26.03	27.33
04-2220	DEPUTY ASSESSOR-RECORDER I	G14	H	21.93	23.03	24.18	25.39	26.66
04-2221	DEPUTY ASSESSOR-RECORDER II	G16	H	23.04	24.20	25.41	26.68	28.01
04-2149	DEPUTY ASSESSOR-RECORDER SR	G20	H	25.44	26.71	28.04	29.45	30.92
04-0030	DEPUTY CO CLERK/FISCAL SUPPORT	G24	H	28.08	29.48	30.96	32.50	34.13
04-0386	ELECTIONS SPECIALIST	G12	H	20.88	21.92	23.02	24.17	25.38
04-0387	ELECTIONS SPECIALIST, SR	G18	H	24.21	25.42	26.69	28.03	29.43
04-0705	ELIGIBILITY SPECIALIST I	G18	H	24.21	25.42	26.69	28.03	29.43
04-0706	ELIGIBILITY SPECIALIST II	G22	H	26.72	28.06	29.46	30.94	32.48
04-0707	ELIGIBILITY SPECIALIST III	G26	H	29.50	30.97	32.52	34.15	35.86
04-0704	ELIGIBILITY SPECIALIST TRAINEE	G16	H	23.04	24.20	25.41	26.68	28.01
04-0717	EMPLOYMENT & TRAIN WORKER II	G24	H	28.08	29.48	30.96	32.50	34.13
04-0718	EMPLOYMENT & TRAINING WORKER I	G20	H	25.44	26.71	28.04	29.45	30.92
04-0715	EMPMNT & TRNG WORKER III	G28	H	30.99	32.54	34.17	35.88	37.67
04-2051	ENVIRONMENTAL HEALTH AIDE	G17	H	23.62	24.80	26.04	27.34	28.71
04-2019	EVIDENCE TECHNICIAN I	G18	H	24.21	25.42	26.69	28.03	29.43
04-2020	EVIDENCE TECHNICIAN II	G22	H	26.72	28.06	29.46	30.94	32.48
04-2097	FORENSIC INTERVIEWER	G29	H	31.77	33.36	35.02	36.77	38.61
04-2206	GEOGRAPH INFO SYST SPEC I	G31	H	33.38	35.04	36.80	38.64	40.57
04-2304	GEOGRAPHIC INF SYS SPEC II	G35	H	36.84	38.68	40.62	42.65	44.78
04-0036	GRANT MANAGER	G27	H	30.24	31.75	33.34	35.00	36.75
04-2131	HEALTH PROG SUPPORT SPEC. I	G19	H	24.82	26.06	27.36	28.73	30.16
04-2132	HEALTH PROG SUPPORT SPEC. II	G23	H	27.39	28.76	30.20	31.71	33.30
04-0736	HOUSING SPECIALIST	G21	H	26.07	27.38	28.75	30.18	31.69
04-1167	INFORMATION SYSTEM ANALYST III	G41	H	42.72	44.86	47.10	49.46	51.93

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 4				7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-1165	INFORMATION SYSTEMS ANALYST I	G33	H	35.06	36.82	38.66	40.59	42.62
04-1163	INFORMATION SYSTEMS ANALYST II	G37	H	38.71	40.64	42.67	44.81	47.05
04-1168	INFORMATION SYSTEMS ANALYST SR	G47	H	49.55	52.02	54.62	57.36	60.22
04-0425	INVASIVE SPECIES PROGRAM COORD	G37	H	38.71	40.64	42.67	44.81	47.05
04-0060	JANITOR	G09	H	19.39	20.36	21.37	22.44	23.56
04-2025	LAW ENFORCEMENT RECORD TECH	G12	H	20.88	21.92	23.02	24.17	25.38
04-2026	LAW ENFORCEMENT RECORD TECH SR	G18	H	24.21	25.42	26.69	28.03	29.43
04-0061	LEAD JANITOR	G12	H	20.88	21.92	23.02	24.17	25.38
04-1444	LEGAL ADMINISTRATIVE ASSIST SR	G23	H	27.39	28.76	30.20	31.71	33.30
04-1443	LEGAL ADMINISTRATIVE ASSISTANT	G18	H	24.21	25.42	26.69	28.03	29.43
04-0943	LIBRARY ASSISTANT	G13	H	21.40	22.47	23.59	24.77	26.01
04-2061	LIBRARY TECHNICIAN	G16	H	23.04	24.20	25.41	26.68	28.01
04-2306	LICENSED VOC NURSE II	G24	H	28.08	29.48	30.96	32.50	34.13
04-0694	LICENSED VOC NURSE SR	G34	H	35.94	37.74	39.63	41.61	43.69
04-1208	LICENSED VOCATION NURSE I	G20	H	25.44	26.71	28.04	29.45	30.92
04-0940	LITERACY PROGRAM COORDINATOR	G23	H	27.39	28.76	30.20	31.71	33.30
04-0708	LONG -TERM CARE OMBUDSMAN	G29	H	31.77	33.36	35.02	36.77	38.61
04-2068	MAIL CLERK	G15	H	22.48	23.61	24.79	26.03	27.33
04-2235	OCCUPATIONAL THERAPIST	G43	H	44.89	47.13	49.49	51.96	54.56
04-2021	OFFICE ASSISTANT	G08	H	18.91	19.86	20.85	21.89	22.99
04-2042	OFFICE ASSISTANT III	G10	H	19.87	20.86	21.91	23.00	24.15
04-1460	OFFICE OF EMERGENCY SERV SPEC.	G21	H	26.07	27.38	28.75	30.18	31.69
04-0760	OUTREACH & PREVENTION SPEC	G23	H	27.39	28.76	30.20	31.71	33.30
04-0756	PEER SUPPORT SPEC SR	G21	H	26.07	27.38	28.75	30.18	31.69
04-0758	PEER SUPPORT SPEC SR LATINX	G21	H	26.07	27.38	28.75	30.18	31.69
04-0757	PEER SUPPORT SPEC SR NATIVE AMERICAN	G21	H	26.07	27.38	28.75	30.18	31.69
04-0759	PEER SUPPORT PARENT PARTNER SPECIALIST, SR	G21	H	26.07	27.38	28.75	30.18	31.69
04-0755	PEER SUPPORT SPECIALIST	G15	H	22.48	23.61	24.79	26.03	27.33
04-2234	PHYSICAL THERAPIST	G48	H	50.78	53.32	55.99	58.79	61.73
04-2067	PLANNER I, ASSISTANT	G35	H	36.84	38.68	40.62	42.65	44.78
04-2044	PLANNER II, ASSISTANT	G39	H	40.66	42.70	44.83	47.07	49.43
04-1105	PLANNER, ASSOCIATE	G41	H	42.72	44.86	47.10	49.46	51.93
04-0622	PROBATION AIDE	G19	H	24.82	26.06	27.36	28.73	30.16
04-1158	PROGRAMMER ANALYST I	G39	H	40.66	42.70	44.83	47.07	49.43
04-1159	PROGRAMMER ANALYST II	G43	H	44.89	47.13	49.49	51.96	54.56
04-0700	PSYCHIATRIC TECHNICIAN	G21	H	26.07	27.38	28.75	30.18	31.69
04-0697	PSYCHIATRIC TECHNICIAN, SENIOR	G30	H	32.56	34.19	35.90	37.69	39.58
04-2310	PUBLIC AUTHORITY SPECIALIST	G17	H	23.62	24.80	26.04	27.34	28.71
04-2101	PUBLIC DEFENDER INVESTIGATOR I	G31	H	33.38	35.04	36.80	38.64	40.57
04-2102	PUBLIC DEFENDER INVESTIGATOR II	G33	H	35.06	36.82	38.66	40.59	42.62
04-1190	PUBLIC HEALTH AIDE	G08	H	18.91	19.86	20.85	21.89	22.99
04-1201	PUBLIC HEALTH NURSE I	G42	H	43.79	45.98	48.28	50.69	53.23
04-1202	PUBLIC HEALTH NURSE II	G46	H	48.34	50.75	53.29	55.96	58.75
04-2028	PUBLIC INFORMATION OFFICER	G35	H	36.84	38.68	40.62	42.65	44.78

Attachment "A"
Unit 4 Lake County Employees Association (LCEA)
Salary Schedule

Year 4				7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
04-2245	PUBLIC WORKS SERVICE TECH	G16	H	23.04	24.20	25.41	26.68	28.01
04-0698	REG NURSE I - MENTAL HEALTH	G41	H	42.72	44.86	47.10	49.46	51.93
04-0699	REG NURSE II - MENTAL HEALTH	G45	H	47.16	49.52	51.99	54.59	57.32
04-0146	REGISTERED VETERINARY TECH	G23	H	27.39	28.76	30.20	31.71	33.30
04-0044	RESOURCE PLANNER I, ASSISTANT	G33	H	35.06	36.82	38.66	40.59	42.62
04-0045	RESOURCE PLANNER II, ASSISTANT	G37	H	38.71	40.64	42.67	44.81	47.05
04-0046	RESOURCE PLANNER, ASSOCIATE	G41	H	42.72	44.86	47.10	49.46	51.93
04-2035	SHERIFF-CORONER ASSISTANT	G19	H	24.82	26.06	27.36	28.73	30.16
04-2030	SHERIFFS PUB INFO OUTREACH OFF	G35	H	36.84	38.68	40.62	42.65	44.78
04-2314	SOCIAL SERVICES AIDE	G16	H	23.04	24.20	25.41	26.68	28.01
04-2315	SOCIAL SERVICES AIDE, SENIOR	G19	H	24.82	26.06	27.36	28.73	30.16
04-1251	SOCIAL WORKER I	G23	H	27.39	28.76	30.20	31.71	33.30
04-1255	SOCIAL WORKER I - CPS	G28	H	30.99	32.54	34.17	35.88	37.67
04-1252	SOCIAL WORKER II	G27	H	30.24	31.75	33.34	35.00	36.75
04-1256	SOCIAL WORKER II - CPS	G32	H	34.21	35.92	37.72	39.60	41.58
04-1253	SOCIAL WORKER III	G31	H	33.38	35.04	36.80	38.64	40.57
04-1257	SOCIAL WORKER III - CPS	G36	H	37.76	39.65	41.63	43.71	45.90
04-1254	SOCIAL WORKER IV	G35	H	36.84	38.68	40.62	42.65	44.78
04-1259	SOCIAL WORKER IV - CPS	G40	H	41.68	43.77	45.95	48.25	50.66
04-0415	SPEC DIST CUST SERV COORD	G15	H	22.48	23.61	24.79	26.03	27.33
04-2239	SPECIAL PROJECTS ENGINEER I	G41	H	42.72	44.86	47.10	49.46	51.93
04-2240	SPECIAL PROJECTS ENGINEER II	G44	H	46.01	48.31	50.72	53.26	55.92
04-0723	STAFF SERVICES ANALYST I	G30	H	32.56	34.19	35.90	37.69	39.58
04-0725	STAFF SERVICES ANALYST II	G34	H	35.94	37.74	39.63	41.61	43.69
04-2047	SUBSTANCE ABUSE COUNSELOR I	G18	H	24.21	25.42	26.69	28.03	29.43
04-2048	SUBSTANCE ABUSE COUNSELOR II	G20	H	25.44	26.71	28.04	29.45	30.92
04-2049	SUBSTANCE ABUSE COUNSELOR III	G22	H	26.72	28.06	29.46	30.94	32.48
04-2050	SUBSTANCE ABUSE COUNSELOR, SR	G27	H	30.24	31.75	33.34	35.00	36.75
04-1152	SYSTEMS SUPPORT ANALYST I	G31	H	33.38	35.04	36.80	38.64	40.57
04-1145	SYSTEMS SUPPORT ANALYST II	G35	H	36.84	38.68	40.62	42.65	44.78
04-0037	UTILITY BILLING SPECIALIST	G15	H	22.48	23.61	24.79	26.03	27.33
04-0038	UTILITY BILLING SPECIALIST, SR	G19	H	24.82	26.06	27.36	28.73	30.16
04-1425	VETERANS SERVICES REP I	G17	H	23.62	24.80	26.04	27.34	28.71
04-1426	VETERANS SERVICES REP II	G21	H	26.07	27.38	28.75	30.18	31.69
04-2091	VICTIM ADVOCATE I	G16	H	23.04	24.20	25.41	26.68	28.01
04-2092	VICTIM ADVOCATE II	G20	H	25.44	26.71	28.04	29.45	30.92
04-2093	VICTIM ADVOCATE, SENIOR	G24	H	28.08	29.48	30.96	32.50	34.13
04-0431	WATER RESOURCES ENGINEER I	G37	H	38.71	40.64	42.67	44.81	47.05
04-0432	WATER RESOURCES ENGINEER II	G41	H	42.72	44.86	47.10	49.46	51.93
04-0434	WATER RESOURCES ENGINEER SR	G47	H	49.55	52.02	54.62	57.36	60.22
04-0427	WATER RESOURCES PROG COORD	G37	H	38.71	40.64	42.67	44.81	47.05

Attachment "A"

Unit 5 Lake County Employee's Association (LCEA) Salary Schedule

Year 1				7/1/2025-6/30/2026				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
05-0085	AG BIOLOGIST/W&M INP II CL B	T30	H	29.37	30.84	32.38	34.00	35.70
05-0081	AG BIOLOGIST/W&M INSP I	T25	H	25.96	27.26	28.62	30.05	31.55
05-0084	AG BIOLOGIST/W&M INSP I CL B	T26	H	26.61	27.94	29.33	30.80	32.34
05-0082	AG BIOLOGIST/W&M INSP II	T29	H	28.65	30.08	31.59	33.17	34.83
05-0091	AGRICULTURAL BIO/W&M SR CLSS B	T34	H	32.42	34.04	35.74	37.53	39.40
05-0090	AGRICULTURAL BIOLOGIST/W&M SR	T33	H	31.63	33.21	34.87	36.61	38.44
05-0075	AGRICULTURAL TECHNICIAN	T19	H	22.38	23.50	24.68	25.91	27.21
05-0122	AIR QUALITY ENGINEER	T35	H	33.23	34.89	36.63	38.47	40.39
05-0123	AIR QUALITY ENGINEER II	T38	H	35.78	37.57	39.45	41.42	43.49
05-0121	AIR QUALITY ENGINEER, SENIOR	T42	H	39.50	41.47	43.55	45.72	48.01
05-0120	AIR QUALITY TECH	T32	H	30.86	32.40	34.02	35.72	37.50
05-2105	AIRPORT OPERATIONS COORD	T37	H	34.91	36.66	38.49	40.41	42.43
05-0157	ANIMAL CARE & CONTROL ADOPT CO	T16	H	20.78	21.82	22.92	24.06	25.26
05-0150	ANIMAL CONTROL ASSISTANT	T07	H	16.64	17.48	18.35	19.27	20.23
05-0151	ANIMAL CONTROL OFFICER I	T15	H	20.28	21.29	22.36	23.47	24.65
05-0152	ANIMAL CONTROL OFFICER II	T19	H	22.38	23.50	24.68	25.91	27.21
05-0154	ANIMAL CONTROL OFFICER SR	T27	H	27.27	28.64	30.07	31.57	33.15
05-2044	BRIDGE MAINTENANCE WORKER	T17	H	21.30	22.37	23.49	24.66	25.90
05-0314	BUILDING INSPECTOR	T30	H	29.37	30.84	32.38	34.00	35.70
05-0313	BUILDING INSPECTOR, SENIOR	T34	H	32.42	34.04	35.74	37.53	39.40
05-0817	CORRECTIONAL FAC MAINT TECH	T23	H	24.71	25.94	27.24	28.60	30.03
05-0611	DEPUTY COUNTY SURVEYOR	T43	H	40.48	42.51	44.63	46.87	49.21
05-1463	ELECTRO/MECH TECH I	T33	H	31.63	33.21	34.87	36.61	38.44
05-1465	ELECTRO/MECH TECH II	T37	H	34.91	36.66	38.49	40.41	42.43
05-0731	ENGINEERING TECHNICIAN I	T26	H	26.61	27.94	29.33	30.80	32.34
05-0732	ENGINEERING TECHNICIAN II	T29	H	28.65	30.08	31.59	33.17	34.83
05-0729	ENGINEERING TECHNICIAN, SENIOR	T33	H	31.63	33.21	34.87	36.61	38.44
05-2052	ENVIRONMENTAL HEALTH SPEC I	T28	H	27.95	29.35	30.82	32.36	33.98
05-1191	ENVIRONMENTAL HEALTH SPEC II	T34	H	32.42	34.04	35.74	37.53	39.40
05-1193	ENVIRONMENTAL HEALTH SPEC. SR	T38	H	35.78	37.57	39.45	41.42	43.49
05-1186	ENVIRONMENTAL HEALTH TECH	G20	H	22.94	24.09	25.29	26.56	27.89
05-0812	FACIL MAINT WORKER I	T10	H	17.92	18.82	19.76	20.75	21.79
05-0813	FACIL MAINT WORKER II	T12	H	18.83	19.77	20.76	21.80	22.89
05-0818	FACILITIES MAINT TECH I	T19	H	22.38	23.50	24.68	25.91	27.21
05-0819	FACILITIES MAINT TECH II	T23	H	24.71	25.94	27.24	28.60	30.03
05-0820	FACILITIES MAINTENANCE LEAD WK	T27	H	27.27	28.64	30.07	31.57	33.15
05-0823	FACILITIES MAINTENANCE WKR SR	T16	H	20.78	21.82	22.92	24.06	25.26
05-1241	FLEET MAINTENANCE TECHNICIAN	T19	H	22.38	23.50	24.68	25.91	27.21
05-0049	GRADING AND STORMWATER INSPECT	T34	H	32.42	34.04	35.74	37.53	39.40
05-2079	HAZARDOUS MATERIALS SPEC I	T33	H	31.63	33.21	34.87	36.61	38.44
05-2080	HAZARDOUS MATERIALS SPEC II	T36	H	34.06	35.76	37.55	39.43	41.40
05-2047	HEAVY EQUIPMENT OPERATOR I	T23	H	24.71	25.94	27.24	28.60	30.03
05-2048	HEAVY EQUIPMENT OPERATOR II	T25	H	25.96	27.26	28.62	30.05	31.55
05-1032	HEAVY EQUIPMENT/AUTO MECH	T26	H	26.61	27.94	29.33	30.80	32.34
05-0156	KENNEL COORDINATOR	T11	H	18.37	19.29	20.25	21.27	22.33

Attachment "A"

Unit 5 Lake County Employee's Association (LCEA) Salary Schedule

Year 1				7/1/2025-6/30/2026				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
05-2113	LANDFILL HEAVY EQUIP OPERATOR	T23	H	24.71	25.94	27.24	28.60	30.03
05-2112	LANDFILL OPERATOR	T20	H	22.94	24.09	25.29	26.56	27.89
05-2111	LANDFILL OPERATOR TRAINEE	T18	H	21.84	22.93	24.08	25.28	26.54
05-2061	PARKS MAINTENANCE WORKER I	T12	H	18.83	19.77	20.76	21.80	22.89
05-0352	PARKS MAINTENANCE WORKER II	T16	H	20.78	21.82	22.92	24.06	25.26
05-2063	PARKS MAINTENANCE WORKER, SR	T18	H	21.84	22.93	24.08	25.28	26.54
05-0308	PLANS EXAMINER I	T36	H	34.06	35.76	37.55	39.43	41.40
05-0309	PLANS EXAMINER II	T38	H	35.78	37.57	39.45	41.42	43.49
05-2050	PUBLIC WORKS WORKER I	T17	H	21.30	22.37	23.49	24.66	25.90
05-2096	PUBLIC WORKS WORKER II	T21	H	23.52	24.69	25.93	27.22	28.58
05-2099	PUBLIC WORKS WORKER, SENIOR	T25	H	25.96	27.26	28.62	30.05	31.55
05-2101	RIGHT OF WAY AGENT	T38	H	35.78	37.57	39.45	41.42	43.49
05-0737	SURVEY TECHNICIAN	T28	H	27.95	29.35	30.82	32.36	33.98
05-1467	UTILITY WORKER I	T26	H	26.61	27.94	29.33	30.80	32.34
05-1468	UTILITY WORKER II	T30	H	29.37	30.84	32.38	34.00	35.70
05-1470	UTILITY WORKER, SENIOR	T34	H	32.42	34.04	35.74	37.53	39.40
05-0725	WATER METER READ/CONN TECH I	T12	H	18.83	19.77	20.76	21.80	22.89
05-0726	WATER METER READ/CONN TECH II	T18	H	21.84	22.93	24.08	25.28	26.54
05-0376	WATER RESOURCES FIELD MTCE TEC	T16	H	20.78	21.82	22.92	24.06	25.26
05-0431	WATER RESOURCES TECHNICIAN	T31	H	30.10	31.61	33.19	34.85	36.59
05-0831	WEIGHMASTER	T09	H	17.49	18.36	19.28	20.24	21.25
05-1443	WTR/WSTWTR TRTMNT PL OP TRAINE	T21	H	23.52	24.69	25.93	27.22	28.58
05-1444	WTR/WSTWTR TRTMNT PLANT OP I	T31	H	30.10	31.61	33.19	34.85	36.59
05-1445	WTR/WSTWTR TRTMNT PLANT OP II	T35	H	33.23	34.89	36.63	38.47	40.39
05-1446	WTR/WSTWTR TRTMNT PLANT OP III	T39	H	36.68	38.51	40.44	42.46	44.58

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Unit 5 Lake County Employee's Association (LCEA) Salary Schedule

Class #	Year 2		Pay	7/1/2026-6/30/2027				
	Classification Title	Grade		Step 1	Step 2	Step 3	Step 4	Step 5
05-0085	AG BIOLOGIST/W&M INP II CL B	T30	H	30.40	31.92	33.51	35.19	36.95
05-0081	AG BIOLOGIST/W&M INSP I	T25	H	26.87	28.21	29.62	31.10	32.66
05-0084	AG BIOLOGIST/W&M INSP I CL B	T26	H	27.54	28.91	30.36	31.88	33.47
05-0082	AG BIOLOGIST/W&M INSP II	T29	H	29.65	31.14	32.69	34.33	36.05
05-0091	AGRICULTURAL BIO/W&M SR CLSS B	T34	H	33.55	35.23	36.99	38.84	40.78
05-0090	AGRICULTURAL BIOLOGIST/W&M SR	T33	H	32.73	34.37	36.09	37.89	39.79
05-0075	AGRICULTURAL TECHNICIAN	T19	H	23.17	24.32	25.54	26.82	28.16
05-0122	AIR QUALITY ENGINEER	T35	H	34.39	36.11	37.92	39.81	41.80
05-0123	AIR QUALITY ENGINEER II	T38	H	37.03	38.89	40.83	42.87	45.02
05-0121	AIR QUALITY ENGINEER, SENIOR	T42	H	40.88	42.92	45.07	47.32	49.69
05-0120	AIR QUALITY TECH	T32	H	31.94	33.53	35.21	36.97	38.82
05-2105	AIRPORT OPERATIONS COORD	T37	H	36.13	37.94	39.84	41.83	43.92
05-0157	ANIMAL CARE & CONTROL ADOPT CO	T16	H	21.51	22.59	23.72	24.90	26.15
05-0150	ANIMAL CONTROL ASSISTANT	T07	H	17.23	18.09	18.99	19.94	20.94
05-0151	ANIMAL CONTROL OFFICER I	T15	H	20.99	22.04	23.14	24.30	25.51
05-0152	ANIMAL CONTROL OFFICER II	T19	H	23.17	24.32	25.54	26.82	28.16
05-0154	ANIMAL CONTROL OFFICER SR	T27	H	28.23	29.64	31.12	32.68	34.31
05-2044	BRIDGE MAINTENANCE WORKER	T17	H	22.05	23.15	24.31	25.53	26.80
05-0314	BUILDING INSPECTOR	T30	H	30.40	31.92	33.51	35.19	36.95
05-0313	BUILDING INSPECTOR, SENIOR	T34	H	33.55	35.23	36.99	38.84	40.78
05-0817	CORRECTIONAL FAC MAINT TECH	T23	H	25.57	26.85	28.19	29.60	31.08
05-0611	DEPUTY COUNTY SURVEYOR	T43	H	41.90	44.00	46.20	48.51	50.93
05-1463	ELECTRO/MECH TECH I	T33	H	32.73	34.37	36.09	37.89	39.79
05-1465	ELECTRO/MECH TECH II	T37	H	36.13	37.94	39.84	41.83	43.92
05-0731	ENGINEERING TECHNICIAN I	T26	H	27.54	28.91	30.36	31.88	33.47
05-0732	ENGINEERING TECHNICIAN II	T29	H	29.65	31.14	32.69	34.33	36.05
05-0729	ENGINEERING TECHNICIAN, SENIOR	T33	H	32.73	34.37	36.09	37.89	39.79
05-2052	ENVIRONMENTAL HEALTH SPEC I	T28	H	28.93	30.38	31.90	33.49	35.17
05-1191	ENVIRONMENTAL HEALTH SPEC II	T34	H	33.55	35.23	36.99	38.84	40.78
05-1193	ENVIRONMENTAL HEALTH SPEC. SR	T38	H	37.03	38.89	40.83	42.87	45.02
05-1186	ENVIRONMENTAL HEALTH TECH	G20	H	23.75	24.93	26.18	27.49	28.86
05-0812	FACIL MAINT WORKER I	T10	H	18.55	19.48	20.45	21.47	22.55
05-0813	FACIL MAINT WORKER II	T12	H	19.49	20.46	21.49	22.56	23.69
05-0818	FACILITIES MAINT TECH I	T19	H	23.17	24.32	25.54	26.82	28.16
05-0819	FACILITIES MAINT TECH II	T23	H	25.57	26.85	28.19	29.60	31.08
05-0820	FACILITIES MAINTENANCE LEAD WK	T27	H	28.23	29.64	31.12	32.68	34.31
05-0823	FACILITIES MAINTENANCE WKR SR	T16	H	21.51	22.59	23.72	24.90	26.15
05-1241	FLEET MAINTENANCE TECHNICIAN	T19	H	23.17	24.32	25.54	26.82	28.16
05-0049	GRADING AND STORMWATER INSPECT	T34	H	33.55	35.23	36.99	38.84	40.78
05-2079	HAZARDOUS MATERIALS SPEC I	T33	H	32.73	34.37	36.09	37.89	39.79
05-2080	HAZARDOUS MATERIALS SPEC II	T36	H	35.25	37.01	38.86	40.81	42.85
05-2047	HEAVY EQUIPMENT OPERATOR I	T23	H	25.57	26.85	28.19	29.60	31.08
05-2048	HEAVY EQUIPMENT OPERATOR II	T25	H	26.87	28.21	29.62	31.10	32.66
05-1032	HEAVY EQUIPMENT/AUTO MECH	T26	H	27.54	28.91	30.36	31.88	33.47
05-0156	KENNEL COORDINATOR	T11	H	19.01	19.96	20.96	22.01	23.11

Attachment "A"

Unit 5 Lake County Employee's Association (LCEA) Salary Schedule

Year 2				7/1/2026-6/30/2027				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
05-2113	LANDFILL HEAVY EQUIP OPERATOR	T23	H	25.57	26.85	28.19	29.60	31.08
05-2112	LANDFILL OPERATOR	T20	H	23.75	24.93	26.18	27.49	28.86
05-2111	LANDFILL OPERATOR TRAINEE	T18	H	22.60	23.73	24.92	26.16	27.47
05-2061	PARKS MAINTENANCE WORKER I	T12	H	19.49	20.46	21.49	22.56	23.69
05-0352	PARKS MAINTENANCE WORKER II	T16	H	21.51	22.59	23.72	24.90	26.15
05-2063	PARKS MAINTENANCE WORKER, SR	T18	H	22.60	23.73	24.92	26.16	27.47
05-0308	PLANS EXAMINER I	T36	H	35.25	37.01	38.86	40.81	42.85
05-0309	PLANS EXAMINER II	T38	H	37.03	38.89	40.83	42.87	45.02
05-2050	PUBLIC WORKS WORKER I	T17	H	22.05	23.15	24.31	25.53	26.80
05-2096	PUBLIC WORKS WORKER II	T21	H	24.34	25.56	26.83	28.18	29.58
05-2099	PUBLIC WORKS WORKER, SENIOR	T25	H	26.87	28.21	29.62	31.10	32.66
05-2101	RIGHT OF WAY AGENT	T38	H	37.03	38.89	40.83	42.87	45.02
05-0737	SURVEY TECHNICIAN	T28	H	28.93	30.38	31.90	33.49	35.17
05-1467	UTILITY WORKER I	T26	H	27.54	28.91	30.36	31.88	33.47
05-1468	UTILITY WORKER II	T30	H	30.40	31.92	33.51	35.19	36.95
05-1470	UTILITY WORKER, SENIOR	T34	H	33.55	35.23	36.99	38.84	40.78
05-0725	WATER METER READ/CONN TECH I	T12	H	19.49	20.46	21.49	22.56	23.69
05-0726	WATER METER READ/CONN TECH II	T18	H	22.60	23.73	24.92	26.16	27.47
05-0376	WATER RESOURCES FIELD MTCE TEC	T16	H	21.51	22.59	23.72	24.90	26.15
05-0431	WATER RESOURCES TECHNICIAN	T31	H	31.16	32.71	34.35	36.07	37.87
05-0831	WEIGHMASTER	T09	H	18.10	19.00	19.95	20.95	22.00
05-1443	WTR/WSTWTR TRTMNT PL OP TRAINE	T21	H	24.34	25.56	26.83	28.18	29.58
05-1444	WTR/WSTWTR TRTMNT PLANT OP I	T31	H	31.16	32.71	34.35	36.07	37.87
05-1445	WTR/WSTWTR TRTMNT PLANT OP II	T35	H	34.39	36.11	37.92	39.81	41.80
05-1446	WTR/WSTWTR TRTMNT PLANT OP III	T39	H	37.96	39.86	41.85	43.94	46.14

Attachment "A"

Unit 5 Lake County Employee's Association (LCEA) Salary Schedule

Class #	Year 3		Pay	7/1/2027-6/30/2028				
	Classification Title	Grade		Step 1	Step 2	Step 3	Step 4	Step 5
05-0085	AG BIOLOGIST/W&M INP II CL B	T30	H	31.46	33.03	34.68	36.42	38.24
05-0081	AG BIOLOGIST/W&M INSP I	T25	H	27.81	29.20	30.66	32.19	33.80
05-0084	AG BIOLOGIST/W&M INSP I CL B	T26	H	28.50	29.93	31.42	32.99	34.64
05-0082	AG BIOLOGIST/W&M INSP II	T29	H	30.69	32.23	33.84	35.53	37.31
05-0091	AGRICULTURAL BIO/W&M SR CLSS B	T34	H	34.73	36.46	38.29	40.20	42.21
05-0090	AGRICULTURAL BIOLOGIST/W&M SR	T33	H	33.88	35.57	37.35	39.22	41.18
05-0075	AGRICULTURAL TECHNICIAN	T19	H	23.98	25.18	26.43	27.76	29.14
05-0122	AIR QUALITY ENGINEER	T35	H	35.59	37.37	39.24	41.20	43.27
05-0123	AIR QUALITY ENGINEER II	T38	H	38.33	40.25	42.26	44.37	46.59
05-0121	AIR QUALITY ENGINEER, SENIOR	T42	H	42.31	44.43	46.65	48.98	51.43
05-0120	AIR QUALITY TECH	T32	H	33.05	34.71	36.44	38.26	40.18
05-2105	AIRPORT OPERATIONS COORD	T37	H	37.40	39.27	41.23	43.29	45.46
05-0157	ANIMAL CARE & CONTROL ADOPT CO	T16	H	22.27	23.38	24.55	25.77	27.06
05-0150	ANIMAL CONTROL ASSISTANT	T07	H	17.83	18.72	19.66	20.64	21.67
05-0151	ANIMAL CONTROL OFFICER I	T15	H	21.72	22.81	23.95	25.15	26.40
05-0152	ANIMAL CONTROL OFFICER II	T19	H	23.98	25.18	26.43	27.76	29.14
05-0154	ANIMAL CONTROL OFFICER SR	T27	H	29.21	30.67	32.21	33.82	35.51
05-2044	BRIDGE MAINTENANCE WORKER	T17	H	22.82	23.96	25.16	26.42	27.74
05-0314	BUILDING INSPECTOR	T30	H	31.46	33.03	34.68	36.42	38.24
05-0313	BUILDING INSPECTOR, SENIOR	T34	H	34.73	36.46	38.29	40.20	42.21
05-0817	CORRECTIONAL FAC MAINT TECH	T23	H	26.47	27.79	29.18	30.64	32.17
05-0611	DEPUTY COUNTY SURVEYOR	T43	H	43.37	45.54	47.81	50.20	52.71
05-1463	ELECTRO/MECH TECH I	T33	H	33.88	35.57	37.35	39.22	41.18
05-1465	ELECTRO/MECH TECH II	T37	H	37.40	39.27	41.23	43.29	45.46
05-0731	ENGINEERING TECHNICIAN I	T26	H	28.50	29.93	31.42	32.99	34.64
05-0732	ENGINEERING TECHNICIAN II	T29	H	30.69	32.23	33.84	35.53	37.31
05-0729	ENGINEERING TECHNICIAN,SENIOR	T33	H	33.88	35.57	37.35	39.22	41.18
05-2052	ENVIRONMENTAL HEALTH SPEC I	T28	H	29.94	31.44	33.01	34.66	36.40
05-1191	ENVIRONMENTAL HEALTH SPEC II	T34	H	34.73	36.46	38.29	40.20	42.21
05-1193	ENVIRONMENTAL HEALTH SPEC. SR	T38	H	38.33	40.25	42.26	44.37	46.59
05-1186	ENVIRONMENTAL HEALTH TECH	G20	H	24.58	25.81	27.10	28.45	29.87
05-0812	FACIL MAINT WORKER I	T10	H	19.20	20.16	21.17	22.23	23.34
05-0813	FACIL MAINT WORKER II	T12	H	20.17	21.18	22.24	23.35	24.52
05-0818	FACILITIES MAINT TECH I	T19	H	23.98	25.18	26.43	27.76	29.14
05-0819	FACILITIES MAINT TECH II	T23	H	26.47	27.79	29.18	30.64	32.17
05-0820	FACILITIES MAINTENANCE LEAD WK	T27	H	29.21	30.67	32.21	33.82	35.51
05-0823	FACILITIES MAINTENANCE WKR SR	T16	H	22.27	23.38	24.55	25.77	27.06
05-1241	FLEET MAINTENANCE TECHNICIAN	T19	H	23.98	25.18	26.43	27.76	29.14
05-0049	GRADING AND STORMWATER INSPECT	T34	H	34.73	36.46	38.29	40.20	42.21
05-2079	HAZARDOUS MATERIALS SPEC I	T33	H	33.88	35.57	37.35	39.22	41.18
05-2080	HAZARDOUS MATERIALS SPEC II	T36	H	36.48	38.31	40.22	42.24	44.35
05-2047	HEAVY EQUIPMENT OPERATOR I	T23	H	26.47	27.79	29.18	30.64	32.17
05-2048	HEAVY EQUIPMENT OPERATOR II	T25	H	27.81	29.20	30.66	32.19	33.80
05-1032	HEAVY EQUIPMENT/AUTO MECH	T26	H	28.50	29.93	31.42	32.99	34.64
05-0156	KENNEL COORDINATOR	T11	H	19.68	20.66	21.70	22.78	23.92

Attachment "A"

Unit 5 Lake County Employee's Association (LCEA) Salary Schedule

Year 3				7/1/2027-6/30/2028				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
05-2113	LANDFILL HEAVY EQUIP OPERATOR	T23	H	26.47	27.79	29.18	30.64	32.17
05-2112	LANDFILL OPERATOR	T20	H	24.58	25.81	27.10	28.45	29.87
05-2111	LANDFILL OPERATOR TRAINEE	T18	H	23.39	24.56	25.79	27.08	28.43
05-2061	PARKS MAINTENANCE WORKER I	T12	H	20.17	21.18	22.24	23.35	24.52
05-0352	PARKS MAINTENANCE WORKER II	T16	H	22.27	23.38	24.55	25.77	27.06
05-2063	PARKS MAINTENANCE WORKER, SR	T18	H	23.39	24.56	25.79	27.08	28.43
05-0308	PLANS EXAMINER I	T36	H	36.48	38.31	40.22	42.24	44.35
05-0309	PLANS EXAMINER II	T38	H	38.33	40.25	42.26	44.37	46.59
05-2050	PUBLIC WORKS WORKER I	T17	H	22.82	23.96	25.16	26.42	27.74
05-2096	PUBLIC WORKS WORKER II	T21	H	25.19	26.45	27.77	29.16	30.62
05-2099	PUBLIC WORKS WORKER, SENIOR	T25	H	27.81	29.20	30.66	32.19	33.80
05-2101	RIGHT OF WAY AGENT	T38	H	38.33	40.25	42.26	44.37	46.59
05-0737	SURVEY TECHNICIAN	T28	H	29.94	31.44	33.01	34.66	36.40
05-1467	UTILITY WORKER I	T26	H	28.50	29.93	31.42	32.99	34.64
05-1468	UTILITY WORKER II	T30	H	31.46	33.03	34.68	36.42	38.24
05-1470	UTILITY WORKER, SENIOR	T34	H	34.73	36.46	38.29	40.20	42.21
05-0725	WATER METER READ/CONN TECH I	T12	H	20.17	21.18	22.24	23.35	24.52
05-0726	WATER METER READ/CONN TECH II	T18	H	23.39	24.56	25.79	27.08	28.43
05-0376	WATER RESOURCES FIELD MTCE TEC	T16	H	22.27	23.38	24.55	25.77	27.06
05-0431	WATER RESOURCES TECHNICIAN	T31	H	32.25	33.86	35.55	37.33	39.20
05-0831	WEIGHMASTER	T09	H	18.73	19.67	20.65	21.68	22.77
05-1443	WTR/WSTWTR TRTMNT PL OP TRAINE	T21	H	25.19	26.45	27.77	29.16	30.62
05-1444	WTR/WSTWTR TRTMNT PLANT OP I	T31	H	32.25	33.86	35.55	37.33	39.20
05-1445	WTR/WSTWTR TRTMNT PLANT OP II	T35	H	35.59	37.37	39.24	41.20	43.27
05-1446	WTR/WSTWTR TRTMNT PLANT OP III	T39	H	39.29	41.25	43.32	45.48	47.76

Attachment "A"

Unit 5 Lake County Employee's Association (LCEA) Salary Schedule

Year 4				7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
05-0085	AG BIOLOGIST/W&M INP II CL B	T30	H	32.56	34.19	35.90	37.69	39.58
05-0081	AG BIOLOGIST/W&M INSP I	T25	H	28.78	30.22	31.73	33.32	34.98
05-0084	AG BIOLOGIST/W&M INSP I CL B	T26	H	29.50	30.97	32.52	34.15	35.86
05-0082	AG BIOLOGIST/W&M INSP II	T29	H	31.77	33.36	35.02	36.77	38.61
05-0091	AGRICULTURAL BIO/W&M SR CLSS B	T34	H	35.94	37.74	39.63	41.61	43.69
05-0090	AGRICULTURAL BIOLOGIST/W&M SR	T33	H	35.06	36.82	38.66	40.59	42.62
05-0075	AGRICULTURAL TECHNICIAN	T19	H	24.82	26.06	27.36	28.73	30.16
05-0122	AIR QUALITY ENGINEER	T35	H	36.84	38.68	40.62	42.65	44.78
05-0123	AIR QUALITY ENGINEER II	T38	H	39.67	41.66	43.74	45.93	48.22
05-0121	AIR QUALITY ENGINEER, SENIOR	T42	H	43.79	45.98	48.28	50.69	53.23
05-0120	AIR QUALITY TECH	T32	H	34.21	35.92	37.72	39.60	41.58
05-2105	AIRPORT OPERATIONS COORD	T37	H	38.71	40.64	42.67	44.81	47.05
05-0157	ANIMAL CARE & CONTROL ADOPT CO	T16	H	23.04	24.20	25.41	26.68	28.01
05-0150	ANIMAL CONTROL ASSISTANT	T07	H	18.45	19.38	20.34	21.36	22.43
05-0151	ANIMAL CONTROL OFFICER I	T15	H	22.48	23.61	24.79	26.03	27.33
05-0152	ANIMAL CONTROL OFFICER II	T19	H	24.82	26.06	27.36	28.73	30.16
05-0154	ANIMAL CONTROL OFFICER SR	T27	H	30.24	31.75	33.34	35.00	36.75
05-2044	BRIDGE MAINTENANCE WORKER	T17	H	23.62	24.80	26.04	27.34	28.71
05-0314	BUILDING INSPECTOR	T30	H	32.56	34.19	35.90	37.69	39.58
05-0313	BUILDING INSPECTOR, SENIOR	T34	H	35.94	37.74	39.63	41.61	43.69
05-0817	CORRECTIONAL FAC MAINT TECH	T23	H	27.39	28.76	30.20	31.71	33.30
05-0611	DEPUTY COUNTY SURVEYOR	T43	H	44.89	47.13	49.49	51.96	54.56
05-1463	ELECTRO/MECH TECH I	T33	H	35.06	36.82	38.66	40.59	42.62
05-1465	ELECTRO/MECH TECH II	T37	H	38.71	40.64	42.67	44.81	47.05
05-0731	ENGINEERING TECHNICIAN I	T26	H	29.50	30.97	32.52	34.15	35.86
05-0732	ENGINEERING TECHNICIAN II	T29	H	31.77	33.36	35.02	36.77	38.61
05-0729	ENGINEERING TECHNICIAN,SENIOR	T33	H	35.06	36.82	38.66	40.59	42.62
05-2052	ENVIRONMENTAL HEALTH SPEC I	T28	H	30.99	32.54	34.17	35.88	37.67
05-1191	ENVIRONMENTAL HEALTH SPEC II	T34	H	35.94	37.74	39.63	41.61	43.69
05-1193	ENVIRONMENTAL HEALTH SPEC. SR	T38	H	39.67	41.66	43.74	45.93	48.22
05-1186	ENVIRONMENTAL HEALTH TECH	G20	H	25.44	26.71	28.04	29.45	30.92
05-0812	FACIL MAINT WORKER I	T10	H	19.87	20.86	21.91	23.00	24.15
05-0813	FACIL MAINT WORKER II	T12	H	20.88	21.92	23.02	24.17	25.38
05-0818	FACILITIES MAINT TECH I	T19	H	24.82	26.06	27.36	28.73	30.16
05-0819	FACILITIES MAINT TECH II	T23	H	27.39	28.76	30.20	31.71	33.30
05-0820	FACILITIES MAINTENANCE LEAD WK	T27	H	30.24	31.75	33.34	35.00	36.75
05-0823	FACILITIES MAINTENANCE WKR SR	T16	H	23.04	24.20	25.41	26.68	28.01
05-1241	FLEET MAINTENANCE TECHNICIAN	T19	H	24.82	26.06	27.36	28.73	30.16
05-0049	GRADING AND STORMWATER INSPECT	T34	H	35.94	37.74	39.63	41.61	43.69
05-2079	HAZARDOUS MATERIALS SPEC I	T33	H	35.06	36.82	38.66	40.59	42.62
05-2080	HAZARDOUS MATERIALS SPEC II	T36	H	37.76	39.65	41.63	43.71	45.90
05-2047	HEAVY EQUIPMENT OPERATOR I	T23	H	27.39	28.76	30.20	31.71	33.30
05-2048	HEAVY EQUIPMENT OPERATOR II	T25	H	28.78	30.22	31.73	33.32	34.98
05-1032	HEAVY EQUIPMENT/AUTO MECH	T26	H	29.50	30.97	32.52	34.15	35.86
05-0156	KENNEL COORDINATOR	T11	H	20.37	21.39	22.46	23.58	24.76

Attachment "A"

Unit 5 Lake County Employee's Association (LCEA) Salary Schedule

Year 4				7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
05-2113	LANDFILL HEAVY EQUIP OPERATOR	T23	H	27.39	28.76	30.20	31.71	33.30
05-2112	LANDFILL OPERATOR	T20	H	25.44	26.71	28.04	29.45	30.92
05-2111	LANDFILL OPERATOR TRAINEE	T18	H	24.21	25.42	26.69	28.03	29.43
05-2061	PARKS MAINTENANCE WORKER I	T12	H	20.88	21.92	23.02	24.17	25.38
05-0352	PARKS MAINTENANCE WORKER II	T16	H	23.04	24.20	25.41	26.68	28.01
05-2063	PARKS MAINTENANCE WORKER, SR	T18	H	24.21	25.42	26.69	28.03	29.43
05-0308	PLANS EXAMINER I	T36	H	37.76	39.65	41.63	43.71	45.90
05-0309	PLANS EXAMINER II	T38	H	39.67	41.66	43.74	45.93	48.22
05-2050	PUBLIC WORKS WORKER I	T17	H	23.62	24.80	26.04	27.34	28.71
05-2096	PUBLIC WORKS WORKER II	T21	H	26.07	27.38	28.75	30.18	31.69
05-2099	PUBLIC WORKS WORKER, SENIOR	T25	H	28.78	30.22	31.73	33.32	34.98
05-2101	RIGHT OF WAY AGENT	T38	H	39.67	41.66	43.74	45.93	48.22
05-0737	SURVEY TECHNICIAN	T28	H	30.99	32.54	34.17	35.88	37.67
05-1467	UTILITY WORKER I	T26	H	29.50	30.97	32.52	34.15	35.86
05-1468	UTILITY WORKER II	T30	H	32.56	34.19	35.90	37.69	39.58
05-1470	UTILITY WORKER, SENIOR	T34	H	35.94	37.74	39.63	41.61	43.69
05-0725	WATER METER READ/CONN TECH I	T12	H	20.88	21.92	23.02	24.17	25.38
05-0726	WATER METER READ/CONN TECH II	T18	H	24.21	25.42	26.69	28.03	29.43
05-0376	WATER RESOURCES FIELD MTCE TEC	T16	H	23.04	24.20	25.41	26.68	28.01
05-0431	WATER RESOURCES TECHNICIAN	T31	H	33.38	35.04	36.80	38.64	40.57
05-0831	WEIGHMASTER	T09	H	19.39	20.36	21.37	22.44	23.56
05-1443	WTR/WSTWTR TRTMNT PL OP TRAINE	T21	H	26.07	27.38	28.75	30.18	31.69
05-1444	WTR/WSTWTR TRTMNT PLANT OP I	T31	H	33.38	35.04	36.80	38.64	40.57
05-1445	WTR/WSTWTR TRTMNT PLANT OP II	T35	H	36.84	38.68	40.62	42.65	44.78
05-1446	WTR/WSTWTR TRTMNT PLANT OP III	T39	H	40.66	42.70	44.83	47.07	49.43