



**RESOLUTION ESTABLISHING SALARIES AND BENEFITS
FOR EMPLOYEES ASSIGNED TO THE
MANAGEMENT UNIT
FOR JULY 1, 2025 TO JUNE 30, 2029**

BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA

RESOLUTION NO. _____

RESOLUTION ESTABLISHING SALARIES AND BENEFITS FOR MANAGEMENT EMPLOYEES

FOR THE PERIOD FROM JULY 1, 2025 TO JUNE 30, 2029

RESOLVED by the Board of Supervisors of the County of Lake, State of California, that it finds, determines and hereby declares that the salaries and benefits for County Management employees shall be as follows:

1. COMPENSATION

1.1 Salary Schedule

The salary range for each classification from Step 1 through Step 5 shall be as shown in Attachment "A-0," and "A-1," which are attached hereto and incorporated herein by reference, and reflect the following adjustment:

- a. Starting the July 1, 2025 pay period, the Compensation Study dated March 2024, shall be implemented at 97.5% of 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, the 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:

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

- 1 1. Their current step increases within the pay grade brings their salary into alignment with the
2 study's range, per, the approved Salary Schedule in Attachment "A". The employee
3 receives a step increase towards a step that has a salary higher than the employee's salary
4 amount prior to the step increase.
- 5 2 A cost-of-living adjustment (COLA) is applied at a level that adjusts their pay to fall within
6 with the study's range, per the approved Salary Schedule in Attachment "A".
7

8 **2.3 Step Advancement**

9 The Salary Step System contained herein is a five (5)-step salary schedule (Step 1, Step 2,
10 etc.). Salary step advancement as referenced above shall not be automatic, but movement in
11 this system shall be based on an annual satisfactory performance evaluation as determined
12 by the employee's department head (or the Board of Supervisors if it is a department head
13 position) and procedural approval of the Human Resources Director.

14 Eligibility for progression through the first five (5) steps of the salary schedule shall be based
15 upon a term of satisfactory service at the preceding step as outlined in Section 2.3

16 Management employees, other than elected officials, shall have completed at least six (6)
17 months satisfactory service at the preceding step to be eligible for advancement to Step 2 or
18 Step 3, and at least twelve months satisfactory service at the preceding step to be eligible for
19 advancement to Step 4 or Step 5.
20

21 In cases where an employee's performance evaluation is less than satisfactory, and,
22 therefore, progression to the next step is denied, the department head shall reevaluate that
23 employee following ninety (90) days additional service, and, if such employee's performance
24 is determined by the department head, or the Board of Supervisors, as applicable, to have
25 improved to satisfactory or better at the conclusion of such ninety (90)-day period, the
26 employee may be eligible to progress to the next step, subject to the full discretion of the
27 department head, or the Board of Supervisors, if it is a department head position. If
28 progression is still denied, the salary anniversary date will be set to one (1) year from the prior
29 salary anniversary date.
30

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

2.4 Management Incentive for Elected Department Heads

In addition to base salary, incumbents in the offices of Assessor-Recorder, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector are eligible for a management incentive (for salaries as shown in Attachment A-0), based upon cumulative years of service with the County of Lake. The specified years of service must be met prior to taking office, and at least two (2) years must be served immediately prior to assuming elected office.

Incentive	Cumulative Years of Service	Compounded
1	5 Years	2.5%
2	10 Years	5.062%
3	15 Years	7.689%

2.5 Longevity Pay

2.5.1 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.

2.5.2 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

2.5.3 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 2.5.2) will be adjusted to the appropriate longevity step according to the longevity table above. This adjustment will take effect on July 1, 2025.

2.5.4 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 outlined in Section 2.5.2) 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.

2.5.5 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.

2.5.6 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 Resolution 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.

2.6 Salary upon Promotion

2.6.1 Promotion or Reclassification From Management Classification to Another Management Classification

An employee who is promoted, or whose position has been reclassified from a management classification to another management classification, other than an elected official or appointed department head, shall receive a salary at the first step of the higher class or at the step that provides for at least a 5% increase over their base salary prior to

1 such promotion. If the employee being promoted, or whose position is reclassified to a
2 higher level, is at Step 5 or above in the new classification, the employee's salary
3 anniversary date will be maintained.

4
5 **2.6.2 Promotion or Reclassification to Management Classification**

6 An employee whose prior classification was not management and who is promoted or
7 reclassified to a management classification, other than an elected official or appointed
8 department head classification, shall receive a salary at the first step of the higher class
9 or at the step which provides for at least a 10% increase over their based salary prior to
10 such promotion. If the employee being promoted, or whose position is reclassified to a
11 higher level, is at Step 5 or above in the former classification and will be at Step 5 or
12 above in the new classification, the employee's salary anniversary date will be
13 maintained.

14 **2.6.3 Advanced Step Upon promotion**

15 Advanced step upon promotion of a full-time or part-time employee to a new class the
16 employee has not held before, the appointing authority may recommend based on the
17 employee's extraordinary qualifications that the employee receive a salary step which is
18 higher than that set forth in subsections 1.5.1 and 1.5.2. Under such circumstances, the
19 Human Resources Director may authorize an advanced salary step at Step 3. The
20 County Administrative Officer may authorize an advanced salary step at Step 4 or Step 5.

21
22 **2.7 Working Above Class**

23 Employees, other than elected officials, who are duly authorized, directed or assigned to
24 work above their normal classifications shall be compensated at the base salary rate of the
25 position to which assigned, or 5% above their normal salary rate, whichever is higher. Pay
26 for assignment above class shall commence on the 16th consecutive workday of such
27 assignment, or the 16th accumulated day in any period of sixty (60) calendar days.

28 **2.8 Bilingual Differential**

29 All Management employees certified as bilingual, through the County's standard bilingual
30 certification process, in Spanish or other language as necessary for County business, as

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

determined by the department head, or in the case of department heads, as determined by the County Administrative Officer, shall receive \$225.00 per month.

2.9 Geothermal Hazardous Differential

Employees assigned to the Air Quality Management District in the positions listed below shall receive geothermal hazardous differential add pay of 10% of their base pay rate, 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 Pollution Control Officer
- Deputy Air Pollution Control Officer

2.10 Educational Incentives

Each peace officer law enforcement management employee who holds an Intermediate, Supervisory and Advanced Post Certificate shall receive an additional 2.5% of their base pay for each certificate held. Each management employee shall be eligible to receive add pays as provided to represented employees in their department for certain professional certifications and/or training and education as specified in the applicable memoranda of understanding.

2.11 Off-Salary Schedule Pay in Lieu of Vacation and Sick Leave

In recognition of their responsibilities for administering the day-to-day operations of a County department, incumbents in the elected offices of Assessor-Recorder, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector shall receive an annual payment in lieu of vacation, sick leave and administrative leave equal to 7.69% of their annual salary. Said payment shall be issued by September 30 of each fiscal year.

3 HEALTH AND LIFE INSURANCE

3.1 Maximum Monthly County Contribution for Insurance Coverage

The County shall pay a maximum contribution of one thousand dollars (\$1,500) per month toward the County-sponsored group medical, dental and vision insurance plan for each employee who enrolls in such a County-sponsored group plan. In no event shall the County's financial obligation exceed the actual monthly premium for an employee's medical, dental and vision insurance choices under the County's flexible benefits plan.

Employees who select coverage with total monthly premiums less than one thousand dollars (\$1,500) per month will not be entitled to receive in cash, other compensation, benefits or in any form the difference between the amount of the cost of such coverage and the one thousand dollars (\$1,500) per month County contribution.

3.2 Insurance Opt-Out

Employees may waive health care coverage in its entirety, i.e. medical, dental and vision insurance. Eligibility for the opt-out, cash-in-lieu benefit shall be conditioned upon meeting the current Affordable Care Act (ACA) definition of an "eligible opt out arrangement." Employees wishing to receive the cash-in-lieu benefit described below are required to provide the County proof of similar employer-sponsored coverage in such form as the County may require, in addition to any documentation/certification/attestation/etc. required to demonstrate compliance with the current ACA definition of "eligible opt-out arrangement." Employees waiving health care coverage who are eligible for the opt-out stipend shall receive a cash-in-lieu benefit of two hundred dollars (\$200.00) per month. The County will not pay cash-in-lieu to any employee, at any time during the plan year, if the current provisions of the ACA eligible opt-out arrangement dictate that the County must not pay that employee.

3.3 Group Life Insurance

Commencing July 1, 2022, and on the first day of the month following date of hire thereafter, an employee, upon proper application and acceptance by the insurance carrier, shall be covered under a group life insurance plan for the amount of their base annual salary up to \$100,000.

3.4 Accidental Death and Dismemberment (AD&D) insurance

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

3.5 Air Medical Membership Program

Commencing January 1, 2022, and on the first day of the month following date of hire thereafter, an employee shall be covered under an air medical membership program, such as REACH Air Medical Services.

3.6 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.

3.7 Employee Assistance Plan (EAP)

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

3.8 Retiree Insurance

Retiree with Fifteen (15) Years Service

For County retirees, who retire from County service with fifteen (15) years of total County service as a permanent employee, of which five (5) years must be continuously served immediately prior to retiring, who participate in the County's retiree insurance program, the County shall pay a monthly stipend to the retiree which is equivalent to 50% of the group health insurance medical premium for active employees with employee-only coverage under the same health plan. Such stipend shall be discontinued once the employee reaches sixty-five (65) years of age or is eligible for Medicare coverage.

Retiree with Twenty (20) Years Service

For those retirees who retire from County with twenty (20) years of total County service as a permanent employee, of which five (5) years must be continuously served immediately prior to retiring, who participate in the County's retiree insurance program, the County shall pay a monthly stipend to the retiree which is equivalent to 75% of the group health insurance medical premium for active employees with employee-only coverage under the same health plan. Such

1 stipend shall be discontinued once the employee reaches sixty-five (65) years of age or is
2 eligible for Medicare coverage.

3
4 **3.9 Break in service due to layoff**

5 When the last break in service immediately prior to retirement is due to a layoff, the
6 requirement to work at least five (5) continuous years shall be waived.

7 **3.10 Discontinue Allowance for Break in Service**

8 Notwithstanding the above, employees whose original hire date or rehire date is November 1,
9 2011 or later, shall not be eligible for the retiree health insurance monthly stipend unless they
10 have either fifteen (15) or twenty (20) consecutive years of County service as a permanent
11 employee immediately prior to retirement. However, if the last break in service immediately
12 prior to retirement was due to a layoff and the employee was rehired under the Reemployment
13 provision under Rule 906 of the Lake County Personnel Rules, the employee maintains
14 eligibility and the requirement to work at least five (5) continuous years shall be waived.

15
16 **4 RETIREMENT BENEFITS**

17 Miscellaneous and safety employees who, pursuant to AB 340 and CalPERS regulations, are
18 defined as Classic members of the California Public Employee Retirement System (PERS) shall pay
19 the employee's contribution to PERS.

20 **4.1** For miscellaneous and safety employees who, pursuant to AB 340 and CalPERS regulations,
21 are defined as New PERS members, the County is prohibited from paying any portion of the
22 employee's share of PERS, and therefore will not pay any portion of the employee's contribution
23 to PERS.

24
25 **4.2** County shall provide, pursuant to its contract with PERS, a Section 21548 Pre-Retirement
26 Optional Settlement 2 Death Benefit to the family of an active miscellaneous or safety
27 employee, eligible for CalPERS retirement, who dies prior to retirement from County service.
28
29
30

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

5 LEAVE BENEFITS

5.1 Vacation Leave

5.1.1 The following annual allowance shall be credited to each employee, other than elected officials, based upon full-time, continuous, permanent employment with the County:

Years of Service	Annual Vacation Accrual
Beginning of 1 st year through end of 5 th year	3 weeks
Beginning of 6 th year through end of 20 th year	4 weeks
After 20 or more years of continuous service	6 weeks

5.1.2 In any position of a part-time, permanent nature the allowed vacation leave shall be that part of the appropriate annual allowance equal to the proportion that actual service bears to full-time service.

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

5.1.4 Employees upon separation (termination or retirement) from County employment shall receive payment in full for the balance of unused vacation hours earned.

5.1.5 For employees, other than elected officials, whose first day of work with the County of Lake is on or after November 1, 2007, years of full-time, continuous, permanent employment for another county or city government for which the employee worked within 30 days immediately prior to being hired by the County shall be added to the years of service with the County for purposes of earning vacation time.

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

5.1.7 Vacation Cap

Employees may not accumulate more than 280 hours of vacation allowance. Once this limit is reached, no additional vacation time will accrue until the employee reduces their balance below the 280-hour cap.

5.1.8 Employees who have accrued more than 200 hours of unused vacation leave may request and receive cash in lieu of vacation leave which are in excess of two hundred (200) hours, however, no employee shall receive more than forty (40) hours of cash in lieu of vacation leave hours in any one (1) fiscal year.

5.2 Sick Leave

5.2.1 Sick leave provisions not contained herein shall be provided for in County Personnel Rule 1503 et seq.

5.2.2 Sick Leave Eligibility Permanent Full-Time Employees

- Each permanent County employee shall be entitled to County Sick Leave that, when combined with all Legally Mandated Sick leave, accrues at 8 hours per pay period, and totals ninety-six (96) hours of sick leave with pay in each year of full-time County service. County Sick Leave accrues from the date of hire.
- A day is defined at 8 hours for full time employees.
- Sick leave is available for use in the pay period after it is accrued/earned.
- Shall be allowed unlimited accumulation of sick leave/ no cap.

5.2.3 Permanent Part-Time Employees (County Sick Leave)

- Sick Leave will be available to employees as required by California law. Employees will have 24 hours available by the 120th day and an additional 16 hours by the 200th day.
- Sick leave is pro-rated based on an employees Full-Time Equivalent position. If the FTE pro-rated amount is more than the 40 hours as required by California Law, payroll will provide the remaining balance after the 200th day.
- Sick leave is available for use the pay period after it is accrued/earned.
- Shall be allowed unlimited accumulation of sick leave/ no cap.

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

1 **5.2.4** Employees who have accrued more than five hundred (500) hours of unused sick
2 leave may request and receive cash in lieu of sick leave hours which are in excess
3 of five hundred (500) hours. However, no employee shall receive more than sixty
4 (60) hours of cash in lieu of sick leave hours in any one (1) fiscal year.

5 **5.2.5** The CalPERS plan shall continue to include the "credit for unused sick leave" option.
6 At the time of retirement, eligible employees shall have the option to elect either the
7 payment per the schedule in Personnel Rule 1503.3, or the CalPERS option, but
8 may not participate in both.

9
10 **5.3 Administrative Leave**

11 **5.3.1** Management employees, other than elected officials, shall be entitled to receive sixty
12 (60) hours of administrative leave annually or the equivalent cash in lieu. Employees
13 appointed after April 1st of a fiscal year shall not be entitled to any administrative leave
14 for that fiscal year and shall not receive any allocation of administrative leave until July
15 1st of the following fiscal year.

16 **5.3.2** Employees in positions allocated less than full-time shall receive a proportionate amount
17 of administrative leave hours. Employees with less than one year of service shall be
18 entitled to receive a pro-rata share of the forty (40) hours (except employees appointed
19 after April 1st as stated above).

20
21 **5.3.3** The annual allowance for administrative leave shall not accrue from one fiscal year to
22 another fiscal year.

23
24 **5.3.4** Employees who terminate County service or who otherwise discontinue serving in a
25 management classification before the end of the fiscal year, and who have used
26 administrative leave hours greater than the pro rata share to which they are entitled shall
27 have the cash equivalent of those hours deducted from their separation pay or deducted
28 from their next payroll check if they are continuing in County service.

5.4 Bereavement Leave

All employees covered under this resolution 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.

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

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.

5.4.1 Bereavement leave provisions not contained herein shall be provided for in County Personnel Rule 1504 et seq.

5.5 Holidays

5.5.1 County Declared Holidays

Each calendar year, full-time permanent employees shall be entitled to sixteen (16) holidays. The following days during the contractual period shall be declared as holidays and compensated as such for employees in the represented classifications.

Holiday	Date Observed
1. New Year's Day	January 1 st
2. Martin Luther King Jr. Day	The third Monday in January
3. President's day	The third Monday in January
4. Memorial Day	The last Monday in May
5. Juneteenth	June 19 th
6. Independence Day	July 4 th
7. Labor Day	The first Monday in September
8. Indigenous Peoples' Day	The second Monday in October
9. Veteran's Day	November 11 th
10. Thanksgiving	The fourth Thursday in November
11. Day after Thanksgiving	Friday following Thanksgiving
Winter Holiday - 12-16	
Monday – Friday of the week December 25th falls on, if December falls on a weekday. If December 25th falls on a Saturday or Sunday, the 23rd through the 29th of December.	

And any other holiday declared by the Board pursuant to State law.

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

5.5.2 Holiday Observance

Any holiday which falls on a Sunday shall be observed on the following Monday. Any holiday which falls on a Saturday shall be observed on the previous Friday. County solid waste and library facilities shall be closed on recognized holidays falling on Saturday or Sunday.

5.5.3 Holidays Pay for Alternate Work Schedules

Employees following an alternate work schedule will receive eight (8) hours of compensation for each holiday. If an employee chooses to work additional hours at straight time on a holiday, they will be credited with their full alternate shift compensation, including holiday pay for the holiday they did not work. Any additional hours must be worked within the same payroll period as the holiday. Employees may also use approved vacation leave or compensatory time off to supplement the 8-hour holiday, ensuring they receive full pay for their alternate work schedule.

5.5.4 Holidays Worked

Management employees are not eligible for additional compensation for working on County holidays. Management employees who are required to work on holidays may be provided equivalent time off within the same pay period or within the succeeding sixty (60) day period.

5.5.5 Holiday Observance

Any holiday, except for Winter Holiday, which falls on a Sunday shall be observed on the following Monday.

Any holiday, except for winter holiday which falls on a Saturday shall be observed on the preceding Friday.

6 OTHER

6.1 Tool Allowance

Each Management employee who is required to use their personal tools as a condition of their employment shall be paid a tool allowance of thirty dollars (\$30.00) per month.

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

The amount shall be paid in the manner prescribed by the Auditor-Controller 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.

6.3 Cellular Phone Stipend

Pursuant to County policy adopted by the Board of Supervisors, each eligible employee, as defined herein, shall be provided a County owned mobile device or a wireless-communication device stipend. Eligible employees are defined as the Board of Supervisors, Elected Officials, Department Heads and County Management employees, who have demonstrated a need to utilize a cellular phone for County business purposes on a daily basis. The stipend amount for a cellular phone shall be forty dollars (\$40.00) per month the stipend amount for mobile devices with Personal Digital Assistant (PDA)-like and mobile phone functionality shall be seventy-five dollars (\$75.00) per month.

The stipend shall be payable by the Auditor-Controller directly to employees on a monthly basis. Employees shall submit their request for the stipend to the County Administrative Officer, who shall approve or disapprove their request. The County Administrative Officer's eligibility for said stipend shall be subject to the approval of the Board of Supervisors' Chairman.

6.4 Overtime In Certain Board Designated Emergencies

Management employees shall be eligible for straight-time overtime pay when working beyond forty (40) hours in a week as Disaster Service Workers due to a Board of Supervisors' declared emergency that is concurrent with an active Emergency Operation Center (EOC). Such straight-time overtime must be specifically authorized by the Board of Supervisors resolution, shall be paid in cash and capped at a maximum of forty (40) hours per each authorized incident.

6.5 County Personnel Rules

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

- 7. All previous Board of Supervisors Resolutions in conflict herewith are rescinded to the extent of such conflict and no further.**

MANAGEMENT RESOLUTION JULY 1, 2025 TO JUNE 30, 2029:

THIS RESOLUTION was passed and adopted by the Board of Supervisors of the County of Lake at a regular meeting thereof on the 17th day of June 2025 by the following vote:

AYES:

NOES:

ABSENT OR NOT VOTING:

ATTEST: SUSAN PARKER

Clerk to the Board of Supervisors

COUNTY OF LAKE

By: _____

Chair, Board of Supervisors

APPROVED AS TO FORM:

LLOYD GUINTIVANO

County Counsel

AUDITOR REVIEW:

JENAVIVE HERRINGTON

Auditor-Controller



Lloyd Guintivano (Jun 13, 2025 14:08 PDT)

Attachment "A" Unit 0 Elected Officials Salary Schedule

Year 1			
Class #	Classification Title	Grade	Pay
00-0190	ASSESSOR-RECORDER	E69	F
00-0280	AUDITOR-CONTROLLR/COUNTY CLERK	E70	F
00-1501	BOARD OF SUPERVISORS-CHAIRMAN*		F
00-1502	BOARD OF SUPERVISORS-MEMBER*		F
00-0680	DISTRICT ATTORNEY	E79	F
00-1230	SHERIFF-CORONER	E80	F
00-1360	TREASURER/TAX COLLECTOR	E69	F

7/1/2025-6/30/2026				
Step 1	Step 2	Step 3	Step 4	Step 5
13,335				
13,669				
17,070				
17,496				
13,335				

Year 2			
Class #	Classification Title	Grade	Pay
00-0190	ASSESSOR-RECORDER	E69	F
00-0280	AUDITOR-CONTROLLR/COUNTY CLERK	E70	F
00-1501	BOARD OF SUPERVISORS-CHAIRMAN*		F
00-1502	BOARD OF SUPERVISORS-MEMBER*		F
00-0680	DISTRICT ATTORNEY	E79	F
00-1230	SHERIFF-CORONER	E80	F
00-1360	TREASURER/TAX COLLECTOR	E69	F

7/1/2026-6/30/2027				
Step 1	Step 2	Step 3	Step 4	Step 5
13,803				
14,147				
17,668				
18,110				
13,803				

Year 3			
Class #	Classification Title	Grade	Pay
00-0190	ASSESSOR-RECORDER	E69	F
00-0280	AUDITOR-CONTROLLR/COUNTY CLERK	E70	F
00-1501	BOARD OF SUPERVISORS-CHAIRMAN*		F
00-1502	BOARD OF SUPERVISORS-MEMBER*		F
00-0680	DISTRICT ATTORNEY	E79	F
00-1230	SHERIFF-CORONER	E80	F
00-1360	TREASURER/TAX COLLECTOR	E69	F

7/1/2027-6/30/2028				
Step 1	Step 2	Step 3	Step 4	Step 5
14,284				
14,641				
18,285				
18,743				
14,284				

Year 4			
Class #	Classification Title	Grade	Pay
00-0190	ASSESSOR-RECORDER	E69	F
00-0280	AUDITOR-CONTROLLR/COUNTY CLERK	E70	F
00-1501	BOARD OF SUPERVISORS-CHAIRMAN*		F
00-1502	BOARD OF SUPERVISORS-MEMBER*		F
00-0680	DISTRICT ATTORNEY	E79	F
00-1230	SHERIFF-CORONER	E80	F
00-1360	TREASURER/TAX COLLECTOR	E69	F

7/1/2028 - New Agreement				
Step 1	Step 2	Step 3	Step 4	Step 5
14,785				
15,155				
18,926				
19,399				
14,785				

*BOS positions are updated pursuant to County of Lake Ordinance 3128.

Attachment A - Management 01

Class #	Classification Title	Grade	Pay
01-0090	AG COMM/S OF W & M	M61	M
01-0110	AIR POLLUTION CNTRL OFCR	M56	M
01-0155	ANIMAL CONTROL DIRECTOR	M47	M
01-0364	ASSISTANT ASSESSOR RECORDER	M52	M
01-0286	ASSISTANT AUDITOR-CONTROLLER	M54	M
01-0230	ASSISTANT CHIEF PROBATION OFFI	M56	M
01-2015	ASSISTANT COUNTY ADMIN OFFICER	M71	M
01-1376	ASSISTANT TREASURER TAX COLL	M49	M
01-0799	ASST PUBLIC WORKS DIR	M58	M
01-1136	BEHAVIORAL HEALTH PROG MGR	M50	M
01-2101	CAPTAIN - CORRECTIONS	M53	M
01-2104	CENTRAL DISPATCH MANAGER	M45	M
01-2106	CHIEF BUILDING OFFICIAL	M54	M
01-1602	CHIEF CLIMATE RESILIENCY OFF	M43	M
01-0285	CHIEF DEPUTY AUDITOR-CONTROLLR	M50	M
01-2002	CHIEF DEPUTY CO ADMIN OFFICER	M65	M
01-0526	CHIEF DEPUTY DISTRICT ATTORNEY	M65	M
01-0231	CHIEF DEPUTY PROBATION OFFICER	M45	M
01-0853	CHIEF DISTRICT ATTORNEY INVEST	M55	M
01-0360	CHIEF DPTY ASSR/REC-VALUATIONS	M46	M
01-1130	CHIEF PROBATION OFFICER	M66	M
01-0472	CHIEF PUBLIC DEFENDER	M71	M
01-0478	CHIEF PUBLIC DEFENDER INVESTIGATOR	M42	M
01-2045	CODE ENFORCEMENT MANAGER	M43	M
01-1110	COMMUNITY DEVELOPMENT DIRECTOR	M62	M
01-2001	COUNTY ADMINISTRATIVE OFFICER	M80	M
01-0520	COUNTY COUNSEL	M75	M
01-0530	COUNTY LIBRARIAN	M58	M
01-0610	COUNTY SURVEYOR	M51	M
01-0644	DEP ADMIN BEHAVIORAL HLTH CLIN	M60	M
01-0647	DEP DIR OF BEHAVIOR HEALTH ADM	M55	M
01-0648	DEP DIRECTOR BEHAVIORIAL HEALTH	M55	M
01-2233	DEP INFORMATION TECH DIRECTOR	M54	M
01-1109	DEP. COMMUNITY DEV. ADMINISTRATOR	M48	M
01-0154	DEPUTY AG COMM/SEALER OF W&M	M46	M

7/1/2025-6/30/2026				
Year 1				
Step 1	Step 2	Step 3	Step 4	Step 5
10,944	11,492	12,066	12,671	13,303
9,674	10,157	10,665	11,199	11,759
7,746	8,133	8,540	8,967	9,415
8,764	9,202	9,662	10,145	10,653
9,207	9,669	10,150	10,658	11,192
9,674	10,157	10,665	11,199	11,759
14,011	14,711	15,446	16,219	17,030
8,138	8,545	8,972	9,421	9,892
10,163	10,672	11,204	11,766	12,353
8,341	8,759	9,197	9,656	10,138
8,982	9,433	9,904	10,398	10,918
7,372	7,741	8,128	8,535	8,961
9,207	9,669	10,150	10,658	11,192
7,017	7,368	7,736	8,124	8,530
8,341	8,759	9,197	9,656	10,138
12,081	12,685	13,319	13,985	14,685
12,081	12,685	13,319	13,985	14,685
7,372	7,741	8,128	8,535	8,961
9,438	9,909	10,405	10,925	11,471
7,557	7,935	8,332	8,748	9,185
12,383	13,002	13,652	14,335	15,052
14,011	14,711	15,446	16,219	17,030
6,847	7,188	7,549	7,925	8,322
7,017	7,368	7,736	8,124	8,530
11,218	11,780	12,367	12,986	13,636
17,496	18,372	19,290	20,254	21,268
15,465	16,238	17,049	17,902	18,798
10,163	10,672	11,204	11,766	12,353
8,551	8,977	9,426	9,897	10,393
10,677	11,211	11,773	12,360	12,979
9,438	9,909	10,405	10,925	11,471
9,438	9,909	10,405	10,925	11,471
9,207	9,669	10,150	10,658	11,192
7,939	8,336	8,753	9,190	9,651
7,557	7,935	8,332	8,748	9,185

7/1/2026-6/30/2027				
Year 2				
Step 1	Step 2	Step 3	Step 4	Step 5
11,327	11,894	12,489	13,113	13,770
10,012	10,513	11,038	11,591	12,170
8,017	8,417	8,838	9,280	9,745
9,071	9,525	10,000	10,501	11,026
9,530	10,007	10,506	11,031	11,584
10,012	10,513	11,038	11,591	12,170
14,501	15,226	15,987	16,786	17,626
8,422	8,843	9,285	9,750	10,239
10,520	11,045	11,598	12,177	12,785
8,634	9,065	9,518	9,994	10,494
9,298	9,762	10,251	10,762	11,301
7,630	8,011	8,414	8,833	9,275
9,530	10,007	10,506	11,031	11,584
7,263	7,627	8,008	8,408	8,828
8,634	9,065	9,518	9,994	10,494
12,504	13,128	13,785	14,475	15,198
12,504	13,128	13,785	14,475	15,198
7,630	8,011	8,414	8,833	9,275
9,767	10,256	10,769	11,308	11,873
7,821	8,213	8,623	9,055	9,507
12,816	13,458	14,130	14,836	15,577
14,501	15,226	15,987	16,786	17,626
7,086	7,439	7,812	8,202	8,613
7,263	7,627	8,008	8,408	8,828
11,612	12,192	12,801	13,440	14,113
18,110	19,015	19,965	20,963	22,012
16,006	16,806	17,647	18,529	19,455
10,520	11,045	11,598	12,177	12,785
8,849	9,292	9,757	10,244	10,757
11,052	11,605	12,184	12,794	13,433
9,767	10,256	10,769	11,308	11,873
9,767	10,256	10,769	11,308	11,873
9,530	10,007	10,506	11,031	11,584
8,218	8,629	9,060	9,513	9,987
7,821	8,213	8,623	9,055	9,507

Attachment A - Management 01

01-0158	DEPUTY ANIMAL CONTROL DIRECTOR	M36	M
01-2107	DEPUTY BUILDING OFFICIAL	M48	M
01-1999	DEPUTY CO ADMIN OFF PROJ/GRANT	M53	M
01-2008	DEPUTY COUNTY ADMN OFFICER I	M53	M
01-2003	DEPUTY COUNTY ADMN OFFICER II	M56	M
01-2108	DEPUTY DIR OF CHILD SUPPORT SV	M55	M
01-2057	DEPUTY HEALTH SERVICES DIRECTR	M55	M
01-1524	DEPUTY HUMAN RESOURCES DIRECTO	M56	M
01-0476	DEPUTY PUBLIC DEFENDER ADMIN MANA	M55	M
01-2209	DEPUTY PUBLIC SERV DIR ADMN I	M46	M
01-2210	DEPUTY PUBLIC SERV DIR ADMN II	M50	M
01-7098	DEPUTY PUBLIC WORKS DIRECTOR	M50	M
01-0804	DEPUTY PUBLIC WORKS DIR I ADMN	M46	M
01-0805	DEPUTY PUBLIC WORKS DIR II ADM	M50	M
01-2112	DEPUTY REGISTRAR OF VOTERS	M39	M
01-1221	DEPUTY SOCIAL SERVICES DIR CPS	M60	M
01-1220	DEPUTY SOCIAL SERVICES DIRECT	M55	M
01-2059	DEPUTY SPEC DIST ADMIN FISCAL	M49	M
01-2062	DEPUTY SPECIAL DIST ADMN I	M52	M
01-2063	DEPUTY SPECIAL DIST ADMN II	M56	M
01-0649	DIRECTOR OF BEHAVIORAL HEALTH	M64	M
01-0525	DIRECTOR OF CHILD SUPPORT SERV	M66	M
01-2067	DISTRICT ATTORNEY ADMIN COORD	M41	M
01-0133	DPTY AIR POLL CONTROL OFFICER	M47	M
01-2217	DPTY DIRECTOR OF PUBLIC HEALTH	M55	M
01-2212	DPTY PUBLIC SERVS DIR-PROJECT	M48	M
01-0640	EMERGENCY EVENT FISCAL MANAGER	M46	M
01-1600	EMERGENCY SERVICES MANAGER	M46	M
01-1195	ENVIRONMENTAL HEALTH DIR	M52	M
01-2017	FACILITIES MAINTENANCE SUPT	M38	M
01-0666	FIRST FIVE EXECUTIVE DIRECTOR	M45	M
01-2065	HEALTH SERVICES ADMIN MANAGER	M44	M
01-0658	HEALTH SERVICES DIRECTOR	M64	M
01-1137	HEALTH SERVICES PROGRAM MGR	M47	M
01-2211	HEAVY EQUIP FLEET MAINT SUPT	M36	M
01-1525	HUMAN RESOURCES DIRECTOR	M64	M

7/1/2025-6/30/2026				
Year 1				
5,904	6,198	6,509	6,835	7,176
7,939	8,336	8,753	9,190	9,651
8,982	9,433	9,904	10,398	10,918
8,982	9,433	9,904	10,398	10,918
9,674	10,157	10,665	11,199	11,759
9,438	9,909	10,405	10,925	11,471
9,438	9,909	10,405	10,925	11,471
9,674	10,157	10,665	11,199	11,759
9,438	9,909	10,405	10,925	11,471
7,557	7,935	8,332	8,748	9,185
8,341	8,759	9,197	9,656	10,138
8,341	8,759	9,197	9,656	10,138
7,557	7,935	8,332	8,748	9,185
8,341	8,759	9,197	9,656	10,138
6,358	6,675	7,010	7,360	7,727
10,677	11,211	11,773	12,360	12,979
9,438	9,909	10,405	10,925	11,471
8,138	8,545	8,972	9,421	9,892
8,764	9,202	9,662	10,145	10,653
9,674	10,157	10,665	11,199	11,759
11,787	12,376	12,995	13,645	14,326
12,383	13,002	13,652	14,335	15,052
6,679	7,013	7,363	7,732	8,119
7,746	8,133	8,540	8,967	9,415
9,438	9,909	10,405	10,925	11,471
7,939	8,336	8,753	9,190	9,651
7,557	7,935	8,332	8,748	9,185
7,557	7,935	8,332	8,748	9,185
8,764	9,202	9,662	10,145	10,653
6,202	6,512	6,838	7,179	7,538
7,372	7,741	8,128	8,535	8,961
7,193	7,552	7,930	8,327	8,743
11,787	12,376	12,995	13,645	14,326
7,746	8,133	8,540	8,967	9,415
5,904	6,198	6,509	6,835	7,176
11,787	12,376	12,995	13,645	14,326

7/1/2026-6/30/2027				
Year 2				
6,110	6,415	6,736	7,074	7,427
8,218	8,629	9,060	9,513	9,987
9,298	9,762	10,251	10,762	11,301
9,298	9,762	10,251	10,762	11,301
10,012	10,513	11,038	11,591	12,170
9,767	10,256	10,769	11,308	11,873
9,767	10,256	10,769	11,308	11,873
10,012	10,513	11,038	11,591	12,170
9,767	10,256	10,769	11,308	11,873
7,821	8,213	8,623	9,055	9,507
8,634	9,065	9,518	9,994	10,494
8,634	9,065	9,518	9,994	10,494
7,821	8,213	8,623	9,055	9,507
8,634	9,065	9,518	9,994	10,494
6,580	6,909	7,254	7,616	7,998
11,052	11,605	12,184	12,794	13,433
9,767	10,256	10,769	11,308	11,873
8,422	8,843	9,285	9,750	10,239
9,071	9,525	10,000	10,501	11,026
10,012	10,513	11,038	11,591	12,170
12,199	12,809	13,449	14,121	14,827
12,816	13,458	14,130	14,836	15,577
6,913	7,259	7,621	8,003	8,403
8,017	8,417	8,838	9,280	9,745
9,767	10,256	10,769	11,308	11,873
8,218	8,629	9,060	9,513	9,987
7,821	8,213	8,623	9,055	9,507
7,821	8,213	8,623	9,055	9,507
9,071	9,525	10,000	10,501	11,026
6,419	6,741	7,077	7,431	7,803
7,630	8,011	8,414	8,833	9,275
7,445	7,817	8,207	8,618	9,050
12,199	12,809	13,449	14,121	14,827
8,017	8,417	8,838	9,280	9,745
6,110	6,415	6,736	7,074	7,427
12,199	12,809	13,449	14,121	14,827

Attachment A - Management 01

01-2110	INFORMATION TECH DIRECTOR	M63	M
01-0810	INTIGRATED SOLID WASTE MANAGER	M44	M
01-0809	LANDFILL MANAGER	M41	M
01-2093	PARKS SUPERINTENDENT	M40	M
01-2027	PRINCIPAL CIVIL ENGINEER	M54	M
01-1105	PRINCIPAL PLANNER	M50	M
01-1138	PROGRAM MANAGER	M48	M
01-1139	PROGRAM MANAGER - CPS	M53	M
01-0257	PROPERTY TAX MANAGER	M43	M
01-0036	PUBLIC HEALTH NURSING DIRECTOR	M56	M
01-2215	PUBLIC HEALTH OFFICER	M80	M
01-1321	PUBLIC SERVICES DIRECTOR	M67	M
01-0800	PUBLIC WORKS DIRECTOR	M67	M
01-1180	PUBLIC WORKS SUPERINTENDENT	M41	M
01-2111	REGISTRAR OF VOTERS	M47	M
01-1500	RISK MANAGEMENT PROGRAM COORD	M37	M
01-1501	RISK MANAGER	M48	M
01-2105	SHERIFF-CORONER ADMIN MANAGER	M44	M
01-1490	SOCIAL SERVICES DIRECTOR	M64	M
01-2006	SPECIAL DISTRICT ADMINISTRATOR	M66	M
01-1526	STAFF SERVICES MANAGER	M48	M
01-2060	UTILITY SYSTEMS COMPL COORD	M54	M
01-1420	VETERAN SERVICES OFFICER	M39	M
01-0165	VETERINARIAN	M62	M
01-0566	VICTIM WITNESS PROGRAM ADMIN	M36	M
01-0791	WATER RESOURCES DEPUTY DIRECTR	M47	M
01-0429	WATER RESOURCES DIRECTOR	M54	M

7/1/2025-6/30/2026				
Year 1				
11,499	12,074	12,678	13,312	13,978
7,193	7,552	7,930	8,327	8,743
6,679	7,013	7,363	7,732	8,119
6,516	6,841	7,185	7,543	7,921
9,207	9,669	10,150	10,658	11,192
8,341	8,759	9,197	9,656	10,138
7,939	8,336	8,753	9,190	9,651
8,982	9,433	9,904	10,398	10,918
7,017	7,368	7,736	8,124	8,530
9,674	10,157	10,665	11,199	11,759
17,496	18,372	19,290	20,254	21,268
12,693	13,328	13,993	14,693	15,428
12,693	13,328	13,993	14,693	15,428
6,679	7,013	7,363	7,732	8,119
7,746	8,133	8,540	8,967	9,415
6,051	6,354	6,672	7,004	7,355
7,939	8,336	8,753	9,190	9,651
7,193	7,552	7,930	8,327	8,743
11,787	12,376	12,995	13,645	14,326
12,383	13,002	13,652	14,335	15,052
7,939	8,336	8,753	9,190	9,651
9,207	9,669	10,150	10,658	11,192
6,358	6,675	7,010	7,360	7,727
11,218	11,780	12,367	12,986	13,636
5,904	6,198	6,509	6,835	7,176
7,746	8,133	8,540	8,967	9,415
9,207	9,669	10,150	10,658	11,192

7/1/2026-6/30/2027				
Year 2				
11,901	12,496	13,121	13,777	14,466
7,445	7,817	8,207	8,618	9,050
6,913	7,259	7,621	8,003	8,403
6,744	7,082	7,436	7,807	8,199
9,530	10,007	10,506	11,031	11,584
8,634	9,065	9,518	9,994	10,494
8,218	8,629	9,060	9,513	9,987
9,298	9,762	10,251	10,762	11,301
7,263	7,627	8,008	8,408	8,828
10,012	10,513	11,038	11,591	12,170
18,110	19,015	19,965	20,963	22,012
13,137	13,794	14,484	15,207	15,967
13,137	13,794	14,484	15,207	15,967
6,913	7,259	7,621	8,003	8,403
8,017	8,417	8,838	9,280	9,745
6,263	6,576	6,906	7,251	7,613
8,218	8,629	9,060	9,513	9,987
7,445	7,817	8,207	8,618	9,050
12,199	12,809	13,449	14,121	14,827
12,816	13,458	14,130	14,836	15,577
8,218	8,629	9,060	9,513	9,987
9,530	10,007	10,506	11,031	11,584
6,580	6,909	7,254	7,616	7,998
11,612	12,192	12,801	13,440	14,113
6,110	6,415	6,736	7,074	7,427
8,017	8,417	8,838	9,280	9,745
9,530	10,007	10,506	11,031	11,584

Attachment A - Management 01

Class #	Classification Title	Grade	Pay
01-0090	AG COMM/S OF W & M	M61	M
01-0110	AIR POLLUTION CNTRL OFCR	M56	M
01-0155	ANIMAL CONTROL DIRECTOR	M47	M
01-0364	ASSISTANT ASSESSOR RECORDER	M52	M
01-0286	ASSISTANT AUDITOR-CONTROLLER	M54	M
01-0230	ASSISTANT CHIEF PROBATION OFFI	M56	M
01-2015	ASSISTANT COUNTY ADMIN OFFICER	M71	M
01-1376	ASSISTANT TREASURER TAX COLL	M49	M
01-0799	ASST PUBLIC WORKS DIR	M58	M
01-1136	BEHAVIORAL HEALTH PROG MGR	M50	M
01-2101	CAPTAIN - CORRECTIONS	M53	M
01-2104	CENTRAL DISPATCH MANAGER	M45	M
01-2106	CHIEF BUILDING OFFICIAL	M54	M
01-1602	CHIEF CLIMATE RESILIENCY OFF	M43	M
01-0285	CHIEF DEPUTY AUDITOR-CONTROLLR	M50	M
01-2002	CHIEF DEPUTY CO ADMIN OFFICER	M65	M
01-0526	CHIEF DEPUTY DISTRICT ATTORNEY	M65	M
01-0231	CHIEF DEPUTY PROBATION OFFICER	M45	M
01-0853	CHIEF DISTRICT ATTORNEY INVEST	M55	M
01-0360	CHIEF DPTY ASSR/REC-VALUATIONS	M46	M
01-1130	CHIEF PROBATION OFFICER	M66	M
01-0472	CHIEF PUBLIC DEFENDER	M71	M
01-0478	CHIEF PUBLIC DEFENDER INVESTIGATOR	M42	M
01-2045	CODE ENFORCEMENT MANAGER	M43	M
01-1110	COMMUNITY DEVELOPMENT DIRECTOR	M62	M
01-2001	COUNTY ADMINISTRATIVE OFFICER	M80	M
01-0520	COUNTY COUNSEL	M75	M
01-0530	COUNTY LIBRARIAN	M58	M
01-0610	COUNTY SURVEYOR	M51	M
01-0644	DEP ADMIN BEHAVIORAL HLTH CLIN	M60	M
01-0647	DEP DIR OF BEHAVIOR HEALTH ADM	M55	M
01-0648	DEP DIRECTOR BEHAVIORIAL HEALTH	M55	M
01-2233	DEP INFORMATION TECH DIRECTOR	M54	M
01-1109	DEP. COMMUNITY DEV. ADMINISTRATOR	M48	M

7/1/2027-6/30/2028 Year 3				
Step 1	Step 2	Step 3	Step 4	Step 5
11724	12310	12925	13572	14251
10362	10880	11424	11996	12596
8297	8712	9149	9606	10086
9388	9857	10350	10868	11411
9863	10357	10875	11417	11989
10362	10880	11424	11996	12596
15007	15758	16546	17373	18242
8717	9154	9611	10091	10596
10887	11431	12003	12603	13234
8935	9383	9852	10345	10861
9623	10104	10610	11140	11697
7897	8292	8707	9143	9599
9863	10357	10875	11417	11989
7517	7894	8287	8701	9136
8935	9383	9852	10345	10861
12941	13588	14267	14981	15730
12941	13588	14267	14981	15730
7897	8292	8707	9143	9599
10111	10615	11145	11703	12288
8095	8500	8925	9370	9840
13265	13927	14624	15356	16123
15007	15758	16546	17373	18242
7334	7701	8086	8490	8915
7517	7894	8287	8701	9136
12017	12619	13250	13912	14607
18743	19680	20665	21698	22783
16565	17394	18264	19178	20136
10887	11431	12003	12603	13234
9159	9617	10098	10603	11133
11438	12010	12610	13241	13903
10111	10615	11145	11703	12288
10111	10615	11145	11703	12288
9863	10357	10875	11417	11989
8505	8930	9377	9845	10338

7/1/2028 - New Agreement Year 4				
Step 1	Step 2	Step 3	Step 4	Step 5
12135	12742	13378	14047	14749
10726	11261	11825	12416	13036
8589	9017	9467	9942	10438
9717	10202	10712	11248	11811
10208	10719	11255	11818	12409
10726	11261	11825	12416	13036
15532	16311	17125	17982	18881
9022	9474	9948	10445	10967
11268	11832	12423	13045	13697
9249	9710	10195	10707	11241
9960	10457	10981	11528	12106
8174	8583	9012	9462	9935
10208	10719	11255	11818	12409
7781	8169	8578	9006	9457
9249	9710	10195	10707	11241
13393	14064	14768	15506	16281
13393	14064	14768	15506	16281
8174	8583	9012	9462	9935
10464	10988	11535	12113	12719
8379	8797	9237	9700	10183
13730	14416	15137	15893	16689
15532	16311	17125	17982	18881
7590	7970	8369	8786	9227
7781	8169	8578	9006	9457
12438	13061	13712	14399	15118
19399	20368	21388	22457	23580
17146	18002	18904	19848	20842
11268	11832	12423	13045	13697
9480	9953	10452	10974	11523
11839	12430	13052	13705	14390
10464	10988	11535	12113	12719
10464	10988	11535	12113	12719
10208	10719	11255	11818	12409
8802	9242	9705	10190	10700

Attachment A - Management 01

01-0154	DEPUTY AG COMM/SEALER OF W&M	M46	M
01-0158	DEPUTY ANIMAL CONTROL DIRECTOR	M36	M
01-2107	DEPUTY BUILDING OFFICIAL	M48	M
01-1999	DEPUTY CO ADMIN OFF PROJ/GRANT	M53	M
01-2008	DEPUTY COUNTY ADMN OFFICER I	M53	M
01-2003	DEPUTY COUNTY ADMN OFFICER II	M56	M
01-2108	DEPUTY DIR OF CHILD SUPPORT SV	M55	M
01-2057	DEPUTY HEALTH SERVICES DIRECTR	M55	M
01-1524	DEPUTY HUMAN RESOURCES DIRECTO	M56	M
01-0476	DEPUTY PUBLIC DEFENDER ADMIN MANA	M55	M
01-2209	DEPUTY PUBLIC SERV DIR ADMN I	M46	M
01-2210	DEPUTY PUBLIC SERV DIR ADMN II	M50	M
01-7098	DEPUTY PUBLIC WORKS DIRECTOR	M50	M
01-0804	DEPUTY PUBLIC WORKS DIR I ADMN	M46	M
01-0805	DEPUTY PUBLIC WORKS DIR II ADM	M50	M
01-2112	DEPUTY REGISTRAR OF VOTERS	M39	M
01-1221	DEPUTY SOCIAL SERVICES DIR CPS	M60	M
01-1220	DEPUTY SOCIAL SERVICES DIRECT	M55	M
01-2059	DEPUTY SPEC DIST ADMIN FISCAL	M49	M
01-2062	DEPUTY SPECIAL DIST ADMN I	M52	M
01-2063	DEPUTY SPECIAL DIST ADMN II	M56	M
01-0649	DIRECTOR OF BEHAVIORAL HEALTH	M64	M
01-0525	DIRECTOR OF CHILD SUPPORT SERV	M66	M
01-2067	DISTRICT ATTORNEY ADMIN COORD	M41	M
01-0133	DPTY AIR POLL CONTROL OFFICER	M47	M
01-2217	DPTY DIRECTOR OF PUBLIC HEALTH	M55	M
01-2212	DPTY PUBLIC SVRS DIR-PROJECT	M48	M
01-0640	EMERGENCY EVENT FISCAL MANAGER	M46	M
01-1600	EMERGENCY SERVICES MANAGER	M46	M
01-1195	ENVIRONMENTAL HEALTH DIR	M52	M
01-2017	FACILITIES MAINTENANCE SUPT	M38	M
01-0666	FIRST FIVE EXECUTIVE DIRECTOR	M45	M
01-2065	HEALTH SERVICES ADMIN MANAGER	M44	M
01-0658	HEALTH SERVICES DIRECTOR	M64	M
01-1137	HEALTH SERVICES PROGRAM MGR	M47	M
01-2211	HEAVY EQUIP FLEET MAINT SUPT	M36	M

7/1/2027-6/30/2028				
Year 3				
8095	8500	8925	9370	9840
6323	6640	6971	7322	7687
8505	8930	9377	9845	10338
9623	10104	10610	11140	11697
9623	10104	10610	11140	11697
10362	10880	11424	11996	12596
10111	10615	11145	11703	12288
10111	10615	11145	11703	12288
10362	10880	11424	11996	12596
10111	10615	11145	11703	12288
8095	8500	8925	9370	9840
8935	9383	9852	10345	10861
8935	9383	9852	10345	10861
8095	8500	8925	9370	9840
8935	9383	9852	10345	10861
6810	7150	7509	7883	8278
11438	12010	12610	13241	13903
10111	10615	11145	11703	12288
8717	9154	9611	10091	10596
9388	9857	10350	10868	11411
10362	10880	11424	11996	12596
12626	13257	13920	14615	15347
13265	13927	14624	15356	16123
7155	7512	7888	8284	8696
8297	8712	9149	9606	10086
10111	10615	11145	11703	12288
8505	8930	9377	9845	10338
8095	8500	8925	9370	9840
8095	8500	8925	9370	9840
9388	9857	10350	10868	11411
6644	6977	7325	7691	8076
7897	8292	8707	9143	9599
7705	8091	8495	8920	9365
12626	13257	13920	14615	15347
8297	8712	9149	9606	10086
6323	6640	6971	7322	7687

7/1/2028 - New Agreement				
Year 4				
8379	8797	9237	9700	10183
6545	6873	7216	7576	7956
8802	9242	9705	10190	10700
9960	10457	10981	11528	12106
9960	10457	10981	11528	12106
10726	11261	11825	12416	13036
10464	10988	11535	12113	12719
10464	10988	11535	12113	12719
10726	11261	11825	12416	13036
10464	10988	11535	12113	12719
8379	8797	9237	9700	10183
9249	9710	10195	10707	11241
9249	9710	10195	10707	11241
8379	8797	9237	9700	10183
9249	9710	10195	10707	11241
7048	7401	7771	8159	8568
11839	12430	13052	13705	14390
10464	10988	11535	12113	12719
9022	9474	9948	10445	10967
9717	10202	10712	11248	11811
10726	11261	11825	12416	13036
13068	13721	14407	15127	15884
13730	14416	15137	15893	16689
7405	7776	8164	8573	9001
8589	9017	9467	9942	10438
10464	10988	11535	12113	12719
8802	9242	9705	10190	10700
8379	8797	9237	9700	10183
8379	8797	9237	9700	10183
9717	10202	10712	11248	11811
6876	7221	7582	7961	8358
8174	8583	9012	9462	9935
7975	8374	8791	9232	9693
13068	13721	14407	15127	15884
8589	9017	9467	9942	10438
6545	6873	7216	7576	7956

Attachment A - Management 01

01-1525	HUMAN RESOURCES DIRECTOR	M64	M
01-2110	INFORMATION TECH DIRECTOR	M63	M
01-0810	INTIGRATED SOLID WASTE MANAGER	M44	M
01-0809	LANDFILL MANAGER	M41	M
01-2093	PARKS SUPERINTENDENT	M40	M
01-2027	PRINCIPAL CIVIL ENGINEER	M54	M
01-1105	PRINCIPAL PLANNER	M50	M
01-1138	PROGRAM MANAGER	M48	M
01-1139	PROGRAM MANAGER - CPS	M53	M
01-0257	PROPERTY TAX MANAGER	M43	M
01-0036	PUBLIC HEALTH NURSING DIRECTOR	M56	M
01-2215	PUBLIC HEALTH OFFICER	M80	M
01-1321	PUBLIC SERVICES DIRECTOR	M67	M
01-0800	PUBLIC WORKS DIRECTOR	M67	M
01-1180	PUBLIC WORKS SUPERINTENDENT	M41	M
01-2111	REGISTRAR OF VOTERS	M47	M
01-1500	RISK MANAGEMENT PROGRAM COORD	M37	M
01-1501	RISK MANAGER	M48	M
01-2105	SHERIFF-CORONER ADMIN MANAGER	M44	M
01-1490	SOCIAL SERVICES DIRECTOR	M64	M
01-2006	SPECIAL DISTRICT ADMINISTRATOR	M66	M
01-1526	STAFF SERVICES MANAGER	M48	M
01-2060	UTILITY SYSTEMS COMPL COORD	M54	M
01-1420	VETERAN SERVICES OFFICER	M39	M
01-0165	VETERINARIAN	M62	M
01-0566	VICTIM WITNESS PROGRAM ADMIN	M36	M
01-0791	WATER RESOURCES DEPUTY DIRECTR	M47	M
01-0429	WATER RESOURCES DIRECTOR	M54	M

7/1/2027-6/30/2028				
Year 3				
12626	13257	13920	14615	15347
12317	12934	13581	14260	14973
7705	8091	8495	8920	9365
7155	7512	7888	8284	8696
6980	7330	7696	8081	8485
9863	10357	10875	11417	11989
8935	9383	9852	10345	10861
8505	8930	9377	9845	10338
9623	10104	10610	11140	11697
7517	7894	8287	8701	9136
10362	10880	11424	11996	12596
18743	19680	20665	21698	22783
13596	14276	14990	15740	16527
13596	14276	14990	15740	16527
7155	7512	7888	8284	8696
8297	8712	9149	9606	10086
6483	6807	7147	7504	7880
8505	8930	9377	9845	10338
7705	8091	8495	8920	9365
12626	13257	13920	14615	15347
13265	13927	14624	15356	16123
8505	8930	9377	9845	10338
9863	10357	10875	11417	11989
6810	7150	7509	7883	8278
12017	12619	13250	13912	14607
6323	6640	6971	7322	7687
8297	8712	9149	9606	10086
9863	10357	10875	11417	11989

7/1/2028 - New Agreement				
Year 4				
13068	13721	14407	15127	15884
12749	13387	14056	14758	15496
7975	8374	8791	9232	9693
7405	7776	8164	8573	9001
7225	7587	7965	8363	8781
10208	10719	11255	11818	12409
9249	9710	10195	10707	11241
8802	9242	9705	10190	10700
9960	10457	10981	11528	12106
7781	8169	8578	9006	9457
10726	11261	11825	12416	13036
19399	20368	21388	22457	23580
14073	14777	15515	16290	17105
14073	14777	15515	16290	17105
7405	7776	8164	8573	9001
8589	9017	9467	9942	10438
6710	7044	7396	7767	8155
8802	9242	9705	10190	10700
7975	8374	8791	9232	9693
13068	13721	14407	15127	15884
13730	14416	15137	15893	16689
8802	9242	9705	10190	10700
10208	10719	11255	11818	12409
7048	7401	7771	8159	8568
12438	13061	13712	14399	15118
6545	6873	7216	7576	7956
8589	9017	9467	9942	10438
10208	10719	11255	11818	12409