

**Sierra County
Board of Supervisors'
Agenda Transmittal &
Record of Proceedings**

MEETING DATE: April 20, 2021	TYPE OF AGENDA ITEM: <input type="checkbox"/> Regular <input type="checkbox"/> Timed <input checked="" type="checkbox"/> Consent
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DEPARTMENT: Auditor
APPROVING PARTY: Van Maddox
PHONE NUMBER: 530-289-3286

AGENDA ITEM: Resolution adopting the pay tables for the County of Sierra and Special Revenue Funds.

SUPPORTIVE DOCUMENTS ATTACHED: Memo Resolution Agreement Other

BACKGROUND INFORMATION: On April 6th the Board approved the reclassification of certain positions and must adopt an amended pay table.

FUNDING SOURCE:
GENERAL FUND IMPACT: No General Fund Impact
OTHER FUND:
AMOUNT: \$ N/A

ARE ADDITIONAL PERSONNEL REQUIRED?

 Yes, -- --
 No

IS THIS ITEM ALLOCATED IN THE BUDGET? Yes No

IS A BUDGET TRANSFER REQUIRED? Yes No

SPACE BELOW FOR CLERK'S USE

<p>BOARD ACTION: <input type="checkbox"/> Approved <input type="checkbox"/> Approved as amended <input type="checkbox"/> Adopted <input type="checkbox"/> Adopted as amended <input type="checkbox"/> Denied <input type="checkbox"/> Other <input type="checkbox"/> No Action Taken</p>	<p><input type="checkbox"/> Set public hearing For: _____ <input type="checkbox"/> Direction to: _____ <input type="checkbox"/> Referred to: _____ <input type="checkbox"/> Continued to: _____ <input type="checkbox"/> Authorization given to: _____</p>	<p>Resolution 2021- _____ Agreement 2021- _____ Ordinance _____ Vote: Ayes: Noes: Abstain: Absent: <input type="checkbox"/> By Consensus</p>
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COMMENTS:

CLERK TO THE BOARD DATE

BOARD OF SUPERVISORS
COUNTY OF SIERRA
STATE OF CALIFORNIA
RESOLUTION NO. 2021-

IN THE MATTER OF ADOPTING THE PAY TABLES FOR THE COUNTY OF SIERRA &
SPECIAL REVENUE FUNDS

WHEREAS, the Board of Supervisors is required to publicly post County wage tables for full disclosure of County business pursuant to Government Code §29007 and to meet CalPERS requirements, and

WHEREAS, on April 6, 2021 the Board of Supervisors approved a reclassification of certain represented employees and must amend the wage tables for said positions, see Exhibit A.

NOW THEREFORE BE IT RESOLVED, the Board of Supervisors of Sierra County does hereby adopt the attached wage tables shown in Exhibits A through F.

Adopted by the Board of Supervisors of the County of Sierra on the 20th day of April 2021, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

COUNTY OF SIERRA

LEE ADAMS, CHAIRPERSON
BOARD OF SUPERVISORS

ATTEST:

APPROVED AS TO FORM:

HEATHER FOSTER
CLERK OF THE BOARD

COUNTY COUNSEL

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2
6	MONTH	2,515.99	2,641.79	2,773.88	2,912.57	3,058.19	3,211.11	3,371.67
	HOUR	14.5153	15.2411	16.0032	16.8033	17.6434	18.5257	19.4519
8	MONTH	2,754.45	2,892.17	3,036.78	3,188.61	3,348.05	3,515.44	3,691.21
	HOUR	15.8911	16.6856	17.5199	18.3958	19.3157	20.2814	21.2955
11	MONTH	3,002.35	3,152.47	3,310.09	3,475.58	3,649.37	3,831.83	4,023.42
	HOUR	17.3212	18.1873	19.0967	20.0515	21.0541	22.1067	23.2121
12	MONTH	3,076.78	3,230.62	3,392.15	3,561.76	3,739.84	3,926.84	4,123.17
	HOUR	17.7506	18.6382	19.5701	20.5486	21.5760	22.6548	23.7875
14	MONTH	3,353.68	3,521.36	3,697.43	3,882.30	4,076.42	4,280.24	4,494.24
	HOUR	19.3481	20.3156	21.3313	22.3979	23.5178	24.6937	25.9283
15	MONTH	3,400.01	3,570.00	3,748.52	3,935.93	4,132.73	4,339.38	4,556.34
	HOUR	19.6154	20.5961	21.6261	22.7073	23.8427	25.0349	26.2866
16	Month	3,505.39	3,680.66	3,864.71	4,057.93	4,260.83	4,473.87	4,697.56
	HOUR	20.2234	21.2346	22.2964	23.4111	24.5817	25.8108	27.1013
18	MONTH	3,706.47	3,891.78	4,086.39	4,290.70	4,505.23	4,730.50	4,967.03
	HOUR	21.38	22.45	23.58	24.75	25.99	27.29	28.66
19	MONTH	3,725.43	3,911.70	4,107.28	4,312.65	4,528.27	4,754.68	4,992.42
	HOUR	21.4929	22.5675	23.6959	24.8807	26.1246	27.4309	28.8024
22	MONTH	3,948.96	4,146.41	4,353.73	4,571.40	4,799.98	5,039.98	5,291.98
	HOUR	22.7825	23.9216	25.1177	26.3735	27.6922	29.0768	30.5307
23	MONTH	4,060.70	4,263.75	4,476.93	4,700.78	4,935.81	5,182.60	5,441.73
	HOUR	23.4271	24.5985	25.8285	27.1199	28.4758	29.8996	31.3946

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2
24	Month	4,135.24	4,342.02	4,559.12	4,787.07	5,026.42	5,277.74	5,541.62
	HOUR	23.8572	25.0501	26.3026	27.6177	28.9986	30.4485	31.9709
27	MONTH	4,413.50	4,634.18	4,865.89	5,109.19	5,364.64	5,632.88	5,914.52
	HOUR	25.4625	26.7357	28.0725	29.4761	30.9498	32.4974	34.1222
30	Month	4,494.48	4,719.21	4,955.17	5,202.93	5,463.07	5,736.23	6,023.04
	HOUR	25.9297	27.2262	28.5875	30.0169	31.5177	33.0936	34.7483
32	Month	4,726.20	4,962.50	5,210.64	5,471.17	5,744.72	6,031.95	6,333.55
	HOUR	27.2665	28.6298	30.0614	31.5644	33.1426	34.7997	36.5397
34	MONTH	4,899.85	5,144.85	5,402.09	5,672.18	5,955.79	6,253.58	6,566.26
	HOUR	28.2683	29.6818	31.1659	32.7241	34.3603	36.0784	37.8823
35	Month	4,989.77	5,239.27	5,501.23	5,776.28	6,065.10	6,368.35	6,686.77
	HOUR	28.7871	30.2265	31.7379	33.3247	34.9909	36.7405	38.5775
39	MONTH	5,396.93	5,666.79	5,950.13	6,247.62	6,560.01	6,888.01	7,232.41
	HOUR	31.1361	32.6930	34.3277	36.0440	37.8462	39.7385	41.7254
41	Month	5,626.96	5,908.31	6,203.74	6,513.92	6,839.61	7,181.60	7,540.68
	HOUR	32.4632	34.0864	35.7908	37.5803	39.4593	41.4323	43.5039
45	Month	6,086.13	6,390.43	6,709.96	7,045.46	7,397.72	7,767.62	8,156.00
	HOUR	35.1123	36.8679	38.7113	40.6469	42.6792	44.8132	47.0539
46	Month	6,207.85	6,518.25	6,844.16	7,186.36	7,545.68	7,922.96	8,319.11
	HOUR	35.8145	37.6053	39.4856	41.4598	43.5328	45.7094	47.9949

Confidential employees receive 5% additional pay.

Class 6	Assist. Mech	Laborer	Custodian I	
Class 8	Adm Sec I Permit Tech 1	Cadastral Delineator I Eligibility Wkr 1	Victim-Witness Adv 1	Sub Abuse Prev Tech 1
Class 11	Equip Mech I Solid Waste Attendant	Rd Maint Wkr I Water/Service Area Fac Oper I	Custodian II	Plant Maint I
Class 12	Adm Sec II Welfare Fraud Investigator I Account Tech 1 Assessment Tech 1	Cadastral Delineator II Permit Tech 2 Dep Clerk-Recorder 1	Eligibility Wkr 2 Veterans Peer Support Per Mentor	Victim-Witness Adv 2 Sub Abuse Prev Tech 2 Health Assist. 1 Integrated Case Wkr 1
Class 14	Equip Mech II Water/Service Area Fac Oper I	Rd Maint Wkr II		Plant Maint II
Class 15	Adm Sec III Welfare Fraud Investigator II Account Tech 2 Assessment Tech 2	Cadastral Delineator III Dep Clerk-Recorder 2	Victim-Witness Adv 3 Eligibility Wkr 3 Permit Tech 3	Sub Abuse Prev Tech 3 Health Assist. 2
Class 16	Engineering Tech 1 Transportation Planner 1 Substance Abuse Cnslr 1 Info Systems Admin I	Building Inspector 1 Planner 1 Integrated Case Wkr 2 Contract Anayst I	OES Coordinator 1 Safety Officer 1 Probation Splt./Court Coordinator 1 Victim-Witness Coordinator 1	Appraiser 1 Accountant 1 Case Manager 1 Social Worker 1 Welfare Fraud Investigator 2
Class 18	Equip Mech III Plant Maint III	Rd Maint Wkr III	Water/Service Area Fac Oper III	
Class 19	Department Specialist Welfare Fraud Investigator III Account Tech 3	Dept. Specialist-Probation/Court Dep Clerk-Recorder 3	Department Specialist Health Assist. 3 Assessment Tech 3	
Class 22	Chief Account Tech Chief Assessment Tech	Chief Clerk-Recorder		
Class 23			Plant Mgr	

Class 24	Engineering Tech 2 Transportation Planner 2 Info Systems Admin 2 Contract Anayst II Victim-Witness Coordinator 2	Building Inspector 2 Planner 2 Integrated Case Wkr 3	OES Coordinator 2 Safety Officer 2 Substance Abuse Counselor 2 Probation Splt./Court Coordinator 2 Case Manager 2	Appraiser 2 Accountant 2 Comm Outreach coord Social Worker 2
Class 27	Lead Equip Mech	Lead Rd Wkr		
Class 30	Environmental Health Trainee Engineering Tech 3 Transportation Planner 3 Info Systems Admin 3 Victim-Witness Coordinator 3	Building Inspector 3 Planner 3 Mental Health Clr 1	Social Wrk III Public Guardian/IHHS OES Coordinator 3 Safety Officer 3 Probation Splt./Court Coordinator 3 Social Worker 3	Contract Anayst III Appraiser 3 Accountant 3 Sub Abuse Counselor 3 Public Health Educator
Class 32	Behavior Intervention Specialist	Environmental Health Specialist 1	Eligibility Supervisor	Accounting Manager
Class 34	Rd Maint Superv	Equipment Shop Supervisor	Facilities Manger	
Class 35	Sr Engineering Tech Sr Transportation Planner Info Systems Admin 4 Educator Trainer Coordinator Program Manager	Sr Building Inspector Sr Planner Mental Health Clr 2 Personnel Analyst II	Sr Risk Manager-Safety Officer Public Health Nurse 2 Integrated Caseworker Supv Environmental Health Specialist 2 Public Health Nurse 1	Appraiser 4 Office Manager Interdepartmental Fiscal Officer Behavior Health Co-ordinator Social Wrk Supv 1
Class 39	Road Superintendent Asst Treas-Tax Coll	Mental Health Clr 3 Asst Assess Admin	Environmental Health Specialist 3 Asst Clerk-Recorder	Public Health Nurse 2
Class 41	Asst Engineer Sr Mental Health Counselor Info Systems Admin SR	Sr Sub Abuse Cnslr Sr Accountant Ed Trainer Coordinator Lic	Sr Appraiser Public Health Nurse 3 Sr. Environmental Health Specialist	Dep Dir Social Services Social Wrk Supv 2 Sr. Personnel Analyst
Class 45	Suprv Mental Health Counselor		Financial Officer	
Class 46	Sr Public Health Nurse			

PROBATION

PARITY CLASSES IN TOPOGRAPHY A

INCREASE PER MOU		1.02000					After 5 Years L 1	After 10 Years L 2		
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E				
PO1	Month	3,792.58	3,982.20	4,181.33	4,390.39	4,609.91	4,840.42	5,082.44	Class 20	Probation Officer 1
	Hour	21.8803	22.9743	24.1231	25.3292	26.5956	27.9255	29.3217		
PO2	Month	4,494.16	4,718.88	4,954.82	5,202.56	5,462.68	5,735.82	6,022.61	Class 28	Probation Officer 2
	Hour	25.9279	27.2243	28.5855	30.0148	31.5155	33.0912	34.7458		
PO3	Month	4,748.94	4,986.37	5,235.70	5,497.49	5,772.35	6,060.97	6,364.02	Class 32	Probation Officer 3
	Hour	27.3977	28.7675	30.2060	31.7163	33.3020	34.9671	36.7155		
SRPO	Month	5,422.85	5,694.00	5,978.70	6,277.64	6,591.51	6,921.09	7,267.14	Class 39	Sr. Probation Officer
	Hour	31.2857	32.8500	34.4925	36.2171	38.0279	39.9293	41.9258		
ADCPO	Month	6,115.39	6,421.16	6,742.23	7,079.34	7,433.30	7,804.97	8,195.22	Class 45	Asst. Dep Chief Probation Officer
	Hour	35.2811	37.0451	38.8975	40.8423	42.8844	45.0287	47.2801		

DEPUTY/DISPATCHER/JAILER
PAY TABLE

*****NOTE:** Deputies add additional 2.5% for each Post incentive (@ Maximum 5%)

DESCRIPTION		1.02 Deputies					After		Deputy only (Memo L 2 PP)
		1.02 Dispatchers					5 Years	10 Years	
		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2	
DISP/JAILER I	MONTH	3,695.82	3,880.61	4,074.64	4,278.37	4,492.29	4,716.90	4,952.75	
	HOUR	21.3220	22.3881	23.5075	24.6829	25.9170	27.2129	28.5735	
DISP/JAILER II	MONTH	3,931.47	4,128.04	4,334.44	4,551.17	4,778.72	5,017.66	5,268.54	
	HOUR	22.6815	23.8156	25.0064	26.2567	27.5696	28.9480	30.3954	
DISP/JAILER III	MONTH	4,246.17	4,458.48	4,681.40	4,915.47	5,161.24	5,419.31	5,690.27	
	HOUR	24.4971	25.7220	27.0081	28.3585	29.7764	31.2652	32.8285	
Correctional Sergeant	MONTH	4,620.40	4,851.42	5,093.99	5,348.69	5,616.12	5,896.93	6,191.77	
	HOUR	26.6561	27.9889	29.3884	30.8578	32.4007	34.0207	35.7218	
DEP SHERIFF I	MONTH	4,422.75	4,643.89	4,876.08	5,119.89	5,375.88	5,644.68	5,926.91	6,223.25
	HOUR	25.5159	26.7917	28.1312	29.5378	31.0147	32.5654	34.1937	35.9034
DEP SHERIFF II	MONTH	4,683.35	4,917.52	5,163.39	5,421.56	5,692.64	5,977.27	6,276.14	6,589.94
	HOUR	27.0193	28.3703	29.7888	31.2783	32.8422	34.4843	36.2085	38.0189
DEP SHERIFF III	MONTH	5,061.00	5,314.04	5,579.75	5,858.73	6,151.67	6,459.25	6,782.22	7,121.33
	HOUR	29.1980	30.6580	32.1908	33.8004	35.4904	37.2649	39.1282	41.0846
CHIEF CIVIL DEP	MONTH	5,210.45	5,470.97	5,744.52	6,031.74	6,333.33	6,650.00	6,982.50	7,331.62
	HOUR	30.0603	31.5633	33.1414	34.7985	36.5384	38.3654	40.2836	42.2978
SHERIFF CRPL	MONTH	5,267.49	5,530.87	5,807.41	6,097.78	6,402.67	6,722.81	7,058.95	7,411.89
	HOUR	30.3894	31.9089	33.5043	35.1795	36.9385	38.7854	40.7247	42.7609
SHERIFF SGT	MONTH	5,564.39	5,842.60	6,134.74	6,441.47	6,763.55	7,101.72	7,456.81	7,829.65
	HOUR	32.1022	33.7073	35.3927	37.1623	39.0205	40.9715	43.0201	45.1711
SHERIFF LT	MONTH	5,859.16	6,152.11	6,459.72	6,782.70	7,121.84	7,477.93	7,851.83	8,244.42
	HOUR	33.8028	35.4930	37.2676	39.1310	41.0875	43.1419	45.2990	47.5640
Community Service Officer	MONTH	4,401.61	4,621.69	4,852.77	5,095.41	5,350.18	5,617.69	5,898.57	
	HOUR	25.3939	26.6636	27.9968	29.3966	30.8664	32.4097	34.0302	
SHERIFF DETECTIVE	MONTH	5,564.39	5,842.60	6,134.74	6,441.47	6,763.55	7,101.72	7,456.81	7,829.65
	HOUR	32.1022	33.7073	35.3927	37.1623	39.0205	40.9715	43.0201	45.1711
Assistant to Sheriff	MONTH	4,989.76	5,239.25	5,501.21	5,776.27	6,065.08	6,368.34	6,686.75	
	HOUR	28.7871	30.2264	31.7377	33.3246	34.9909	36.7404	38.5774	

Exhibit D

**NON ELECTED / NON DEPARTMENT HEAD
MANAGEMENT UNIT - At Will & Exempt**

INCREASE	1.02000					After	After	After	After	Undersheriff Memo only 20yr with 2 posts
	STEP A	STEP B	STEP C	STEP D	STEP E	5 Years L 1	10 Years L 2	15 Years L 3	20 Years L 4	
MONTH	5,568.85	5,847.30	6,139.66	6,446.64	6,768.98	7,107.42	7,462.80	7,835.94	8,227.73	
HOUR	32.1280	33.7344	35.4211	37.1922	39.0518	41.0044	43.0546	45.2073	47.4677	
mm 4	66,826.24	70,167.55	73,675.93	77,359.72	81,227.71	85,289.10	89,553.55	94,031.23	98,732.79	
MONTH	6,242.53	6,554.66	6,882.39	7,226.51	7,587.84	7,967.23	8,365.59	8,783.87	9,223.06	9,684.22
HOUR	36.0146	37.8153	39.7061	41.6914	43.7760	45.9648	48.2630	50.6762	53.2100	55.8705
mm 1	74,910.39	78,655.91	82,588.71	86,718.14	91,054.05	95,606.75	100,387.09	105,406.44	110,676.77	116,210.60
MONTH	6,687.03	7,021.38	7,372.45	7,741.07	8,128.12	8,534.53	8,961.26	9,409.32	9,879.79	
HOUR	38.5790	40.5080	42.5334	44.6600	46.8930	49.2377	51.6996	54.2845	56.9988	
mm 2	80,244.34	84,256.56	88,469.38	92,892.85	97,537.49	102,414.37	107,535.09	112,911.84	118,557.43	
MONTH	9,432.36	9,903.98	10,399.17	10,919.13	11,465.09	12,038.34	12,640.26	13,272.28	13,935.89	
HOUR	54.4175	57.1383	59.9952	62.9950	66.1448	69.4520	72.9246	76.5708	80.3994	
mm 3	113,188.30	118,847.71	124,790.10	131,029.60	137,581.08	144,460.14	151,683.15	159,267.30	167,230.67	

Positions in the Mid-Management Unit

- Assistant District Attorney
- Assistant Director Health and Human Service
- Chief Deputy Auditor
- Deputy Director of Planning and Building
- Deputy Director of Transportation - Administration
- Deputy Director of Transportation - Operations
- Undersheriff
- Clinical Director Behavioral Health

DEPARTMENT HEADS

TITLE			
E	Assessor	Month	9,883.97
E	Auditor Controller/Treasurer-Tax Collector	Month	11,879.94
A	Chief Probation Officer	Month	9,883.97
E	Clerk-Recorder	Month	9,883.97
E	District Attorney	Month	11,879.94
A	Admin Dir. Behavioral Health	Month	9,883.97
A	Dir. Health & Social Services	Month	11,879.94
E	Sheriff-Coroner	Month	11,879.94
A	Transportation and Planning Director	Month	13,096.92
A	Chief Technology Officer	Month	9,883.97

County Supervisors

		BASE	Supervisor District #2
Board Chairperson	Month	3,137.40	3,568.88
Supervisor	Month	3,037.40	3,468.88

+ \$100 Added while Board Chairperson