

**BOARD OF SUPERVISORS, COUNTY OF SIERRA, STATE OF CALIFORNIA**

**RESOLUTION OF THE SIERRA COUNTY BOARD OF SUPERVISORS APPROVING A  
COST-OF-LIVING ADJUSTMENT (COLA) FOR MID-MANAGERS FOR FISCAL  
YEAR 2025–2026**

**RESOLUTION NO. 2025-090**

**WHEREAS**, the Sierra County Board of Supervisors recognizes the important role Mid-Managers play in supporting the effective operation and delivery of County services; and

**WHEREAS**, the Board seeks to maintain equitable and competitive compensation for Mid-Managers while also maintaining fiscal responsibility within the County’s annual budget; and

**WHEREAS**, the Board desires to provide a cost-of-living adjustment (COLA) to Mid-Managers for the 2025–2026 fiscal year while preserving flexibility for future compensation decisions.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Supervisors of the County of Sierra as follows:

1. Effective July 25, 2025, all County Mid-Managers shall receive a cost-of-living adjustment (COLA) which represents 5% of the average base salary across all Mid-Manager tiers.
2. This flat dollar amount shall be applied uniformly to the base salary of all Mid-Managers.
3. The updated salary table reflecting this COLA adjustment is hereby adopted and attached hereto as Exhibit A, and incorporated herein by reference.
4. This COLA adjustment shall apply to the 2025–2026 fiscal year only. No additional COLAs shall be implemented for Mid-Managers during this fiscal year.
5. The Mid-Managers may return to the Board during the 2026–2027 fiscal year to request consideration of additional salary adjustments or cost-of-living increases, subject to the County’s fiscal condition and Board approval.

**PASSED AND ADOPTED** by the Board of Supervisors of the County of Sierra on the 5<sup>th</sup> day of August, 2025, by the following vote:

AYES: Supervisors Heuer, Roen, LeBlanc, Dryden and Adams  
NOES: None  
ABSTAIN: None  
ABSENT: None

Resolution 2025-090  
August 5, 2025

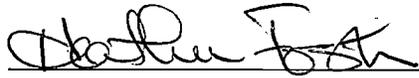
COUNTY OF SIERRA



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LEE ADAMS, CHAIR  
BOARD OF SUPERVISORS

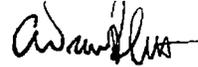
ATTEST:



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HEATHER FOSTER  
CLERK OF THE BOARD

APPROVED AS TO FORM:



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ANDREW PLETT  
COUNTY COUNSEL

Resolution 2025-090  
August 5, 2025

**NON ELECTED / NON DEPARTMENT HEAD  
MANAGEMENT UNIT - At Will & Exempt  
25-Jul-25**

INCREASE	1.00000					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	6,837.59	7,179.47	7,538.44	7,915.37	8,311.13	8,726.69	9,163.02	9,621.18	10,102.23	
HOUR	39.4476	41.4200	43.4910	45.6656	47.9488	50.3463	52.8636	55.5068	58.2821	
Tier mm 1	82,051.08	86,153.63	90,461.32	94,984.38	99,733.60	104,720.28	109,956.29	115,454.11	121,226.81	
MONTH	7,438.78	7,810.72	8,201.25	8,611.32	9,041.88	9,493.98	9,968.68	10,467.11	10,990.47	11,539.99
HOUR	42.9160	45.0618	47.3149	49.6807	52.1647	54.7729	57.5116	60.3872	63.4065	66.5769
Tier mm 2	89,265.36	93,728.63	98,415.06	103,335.81	108,502.60	113,927.73	119,624.12	125,605.33	131,885.59	138,479.87
MONTH	7,901.06	8,296.11	8,710.92	9,146.46	9,603.79	10,083.98	10,588.18	11,117.58	11,673.46	
HOUR	45.5830	47.8622	50.2553	52.7681	55.4065	58.1768	61.0856	64.1399	67.3469	
Tier mm 3	94,812.72	99,553.36	104,531.02	109,757.57	115,245.45	121,007.73	127,058.11	133,411.02	140,081.57	

**Tier Positions in the Mid-Management Unit**

- 1 Assistant Clerk Recorder
- 2 Assistant District Attorney
- 2 Assistant Personnel Director
- 2 Assistant Public Health Director
- 2 Assistant Social Services Director
- 1 Assistant Treasurer Tax Collector
- 3 Chief Deputy Auditor\*
- 2 Deputy Director of Planning and Building
- 2 Deputy Director of Transportation - Administration
- 2 Deputy Director of Transportation - Operations
- 1 Road Superintendent
- 1 Senior Appraiser
- 2 Undersheriff

\* This position will convert to Tier 2 upon vacancy, in accordance with Resolution 2025-012.

Exhibit A