

In the Rooms of the Board of Supervisors

County of Inyo, State of California

I, HEREBY CERTIFY, that at a regular meeting of the Board of Supervisors of the County of Inyo, State of California, held in their rooms at the County Administrative Center in Independence on the 3rd day of December 2024 an order was duly made and entered as follows:

*CAO-Personnel –
Non-Represented
Employee
Resolution #2024-39*

Moved by Supervisor Orrill and seconded by Supervisor Marcellin to approve Resolution No. 2024-39 titled, "A Resolution of the Board of Supervisors, County of Inyo, State of California, Setting Certain Salary and/or Terms and Conditions of Employment for Non-Represented Employees Employed in the Several Offices or Institutions of the County of Inyo, Which Shall Supersede any Prior Resolution Pertaining to that Subject to the Extent They are Inconsistent," and authorize the Chairperson to sign. Motion carried unanimously.

WITNESS my hand and the seal of said Board this 3rd
Day of December, 2024

<i>Routing</i>
CC Purchasing Personnel Auditor CAO Other: DATE: December 11, 2024



NATHAN GREENBERG
Clerk of the Board of Supervisors

A handwritten signature in blue ink, appearing to read "N. Greenberg", written over a horizontal line.

By: _____



INYO COUNTY BOARD OF SUPERVISORS

TRINA ORRILL • JEFF GRIFFITHS • SCOTT MARCELLIN • JENNIFER ROESER • MATT KINGSLEY

NATE GREENBERG
COUNTY ADMINISTRATIVE OFFICER

DARCY ELLIS
ASST. CLERK OF THE BOARD



AGENDA ITEM REQUEST FORM

December 3, 2024

Reference ID:
2024-899

Resolution for Non-Represented Employees County Administrator - Personnel ACTION REQUIRED

ITEM SUBMITTED BY

Keri Oney, Assistant Personnel Director

ITEM PRESENTED BY

Keri Oney, Assistant Personnel Director

RECOMMENDED ACTION:

Approve Resolution No. 2024-39 titled, "A Resolution of the Board of Supervisors, County of Inyo, State of California, Setting Certain Salary and/or Terms and Conditions of Employment for Non-Represented Employees Employed in the Several Offices or Institutions of the County of Inyo," and authorize the Chairperson to sign.

BACKGROUND / SUMMARY / JUSTIFICATION:

This resolution is presented for your consideration and approval. This resolution provides for all the same adjustments that are provided to the Inyo County Employees Association (ICEA) in the new Memorandum of Understanding that was presented to your Board earlier in the Agenda.

FISCAL IMPACT:

Funding Source	General Fund / Non-General Fund / Grant Funded	Budget Unit	Various County Budgets
Budgeted?	Yes	Object Code	5001-5043
Recurrence	Ongoing Expenditure	Sole Source?	N/A

If Sole Source, provide justification below

Current Fiscal Year Impact

During the Mid-Year Financial Review all budgets will be reviewed and Personnel Contingencies will be utilized as needed.

Future Fiscal Year Impacts

All future increases to salary and budget expenditures will be budgeted.

Additional Information

ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose to not approve and direct staff to come back with other alternatives. This is not recommended as the set of terms provided for in this Resolution mimic those agreed to with the Inyo

County Employees Association (ICEA), who the employees of this unit are similar to, and it is logical to provide the same set of benefits to both units at the same time.

OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

Inyo County Negotiations Team

STRATEGIC PLAN ALIGNMENT:

High Quality Services | Quality County Employees
High Quality Services | High-Quality County Government Services

APPROVALS:

Denelle Carrington	Created/Initiated - 11/25/2024
Darcy Ellis	Approved - 11/25/2024
Denelle Carrington	Approved - 11/25/2024
Keri Oney	Approved - 11/26/2024
Denelle Carrington	Approved - 11/26/2024
John Vallejo	Approved - 11/26/2024
Keri Oney	Approved - 11/26/2024
Amy Shepherd	Approved - 11/27/2024
Nate Greenberg	Final Approval - 11/27/2024

ATTACHMENTS:

1. Non-Represented Resolution No. 2024-39 with Attachments

RESOLUTION NO. 2024-39

A RESOLUTION OF THE BOARD OF SUPERVISORS, COUNTY OF INYO, STATE OF CALIFORNIA, SETTING CERTAIN SALARY AND/OR TERMS AND CONDITIONS OF EMPLOYMENT FOR NON-REPRESENTED EMPLOYEES EMPLOYED IN THE SEVERAL OFFICES OR INSTITUTIONS OF THE COUNTY OF INYO

WHEREAS, the Board of Supervisors, pursuant to Government Code section 25300, shall prescribe the compensation of all county officers and shall provide for the number, compensation, tenure, appointment, and conditions of employment of all County employees; and

WHEREAS, there are non-represented employees of the County of Inyo; and

WHEREAS, the Board of Supervisors desires to prescribe the compensation, tenure, appointment and/or conditions of employment for non-represented employees, excluding, all Elected Officials, all Appointed Officials and all Management employees; and

NOW THEREFORE, BE IT RESOLVED by the Board of Supervisors that the following classifications are deemed as non-represented employees and shall be subject to the salary and/or terms and conditions of employment set forth below:

ADMINISTRATIVE ANALYST (ADMINISTRATION)	*C
ADMINISTRATIVE ASSISTANT TO DISTRICT ATTORNEY	
ADMINISTRATIVE ASSISTANT TO HEALTH & HUMAN SERVICES DIRECTOR	
ADMINISTRATIVE ASSISTANT TO SHERIFF	
ADMINISTRATIVE LEGAL ASSISTANT TO COUNTY COUNSEL	*C
ADMINISTRATIVE OPERATIONS ANALYST	*C
ASSISTANT CLERK TO THE BOARD/PUBLIC RELATIONS LIAISON	*C
BUDGET ANALYST	*C
BUILDING ASSOCIATE OFFICIAL	
BUILDING TECHNICAL OFFICIAL	
CLINICAL ADMINISTRATOR	
EMERGENCY SERVICES MANAGER	
ENGINEER SENIOR CIVIL	
LIBRARY DIRECTOR	
MANAGEMENT ANALYST	
MANAGEMENT ANALYST SENIOR	
MUSEUM ADMINISTRATOR	
OFFICE TECHNICIAN (ADMINISTRATION)	*C
PAYROLL ANALYST	*C
PAYROLL MANAGER	*C
PERSONNEL ANALYST	*C
PERSONNEL ANALYST SENIOR	*C
PROBATION MANAGER	
PSYCHIATRIST	
PROGRAM INTEGRITY QA MANAGER	
PROGRAM INTEGRITY QA MANAGER SENIOR	

ROAD SUPERINTENDENT	
SAFETY COORDINATOR	*C
*C - CONFIDENTIAL CLASSIFICATIONS	

ARTICLE 1. RECOGNITION

The County of Inyo (hereinafter called the "County") has recognized employee bargaining units for the purpose of meeting its obligations under the Meyers-Milias-Brown Act, Government Code Section 3500, et seq. This Resolution applies to employees not represented by any employee bargaining unit. This Resolution applies to those positions listed above.

Persons in these positions are hereinafter referred to as "non-represented employees."

ARTICLE 2. EFFECT OF PRIOR RESOLUTIONS

This Resolution supersedes all prior Resolutions, including but not limited to Resolution 2024-05, with regard to the non-represented employees covered by this resolution to the extent they are inconsistent herewith.

ARTICLE 3. NON-DISCRIMINATION

Section 1. The County will recognize and will protect the rights of all employees hereby to join and/or participate in protected bargaining unit activities, or to refrain from joining or participating in protected activities, in accordance with Government Code sections 3500 to 3511.

Section 2. Non-represented employees shall not discriminate against any employee because of race, color, sex, age, national origin, ancestry, political or religion or religious creed, marital status, physical or mental disability, medical condition or sexual orientation.

Section 3. Whenever the masculine gender is used in this Resolution, it shall be understood to include the feminine gender.

ARTICLE 4. WORKDAY AND WORK WEEK

The County shall extend to the non-represented employee group the same Workday and Work Week structure, including any related scheduling benefits, as provided to members of the Inyo County Employees Association (ICEA). Any future modifications to the Workday and Work Week structure for ICEA members shall automatically apply to the non-represented group under equivalent terms, unless otherwise specified by the County.

ARTICLE 5. OVERTIME AND COMPENSATORY TIME

Overtime:

The County will comply with the Fair Labor Standards Act (FLSA) and shall compensate all full-time non-exempt employees at the pay rate of time and one-half for all overtime hours worked. Time and one-half compensation will be paid after 40 hours for those non-exempt full-time employees scheduled on a 40-hour work week. Non-exempt full-time employees covered by this Agreement shall be compensated for authorized overtime at the rate of one and one-half (1-1/2) times his or her equivalent hourly rate of pay, when approved in advance by the department head.

Non-represented employees listed on Attachment A are Exempt employees.

Compensatory Time:

The County will allow non-exempt full-time employees to carry eighty (80) hours of compensatory time on the books. Compensatory time will be placed on the books at the rate of one and one-half (1.5) hours for each hour of approved overtime worked. When an employee leaves employment, any compensatory time remaining on the books will be paid at the employee's hourly rate.

On two (2) occasions (December and July: first full pay period), pursuant to the County's Cash in Lieu of Leave Hours Policy, an employee may elect to convert compensatory time into a cash payment, at the regular rate of pay, up to a total of forty (40) hours of accrued compensatory time in a calendar year. Example: member elects to convert thirty (30) hours in July; member can only convert ten (10) in December.

ARTICLE 6. STANDBY COMPENSATION

The County shall extend to the non-represented employee group the same Standby and Call-Out compensation benefits as provided to members of the Inyo County Employees Association (ICEA). Any future adjustments to the Standby and Call-Out provisions for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County

ARTICLE 7. SALARIES

- a. Salaries: Employees shall be paid as set forth in Attachment B for Non-Represented employees. The salaries identified in Attachment B shall be retroactive to the first pay period in July 2024.
- b. Cost of Living: The County shall extend to the non-represented employee group the same Cost of Living adjustment as outlined and provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Cost of Living adjustment for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.
- c. Longevity Pay: The County shall extend to the non-represented employee group the same Longevity Pay as outlined and provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Longevity Pay for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.
- d. Shift Differential and Premium Pay: The County shall extend to the non-represented employee group the same Shift Differential and Premium Pay as outlined and provided to members of the

Inyo County Employees Association (ICEA). Any future changes or enhancements to Shift Differential or Premium Pay for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

- e. Bilingual Pay: The County shall extend to the non-represented employee group the same Bilingual Pay as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Bilingual Pay for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.
- f. Bi-Weekly Pay period: Employees covered by this Resolution shall be paid bi-weekly (every other Friday).

ARTICLE 8. INSURANCE/HEALTHCARE BENEFITS

The County shall extend to the non-represented employee group the same Healthcare Benefits provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Healthcare Benefits for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

The County shall extend to the Probation Manager the same Insurance Benefits provided to members of the Inyo County Probation Peace Officers Association (ICPPOA). Any future changes or enhancements to Insurance Benefits for ICPPOA members shall automatically apply to the Probation Manager on an equivalent basis, unless otherwise specified by the County.

ARTICLE 9. PART-TIME BENEFITS

The County shall extend to the non-represented employee group the same Part-Time Benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Part-Time Benefits for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 10. FLEXIBLE BENEFIT PROGRAM

The County shall extend to the non-represented employee group the same Flexible Benefit Program as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Flexible Benefit Program for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 11. SHORT-TERM DISABILITY PROGRAM

The County shall extend to the non-represented employee group the same Short-Term Disability Program as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Short-Term Disability Program for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 12. DEFERRED COMPENSATION

The County will provide deferred compensation programs for employees.

ARTICLE 13. CAREER LADDER

The County shall extend to those non-represented positions that have an assigned classification career ladder, (e.g. Office tech I/II/III) the same Career Ladder opportunities as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Career Ladder program for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 14. SICK LEAVE

- a. Each employee shall accrue sick leave. There is no limit on the amount of sick leave that may be accrued.
- b. Any employee who retires from the County may donate sick leave to the sick leave bank, without complying with any donation limits.
- c. Non-represented employees may donate directly to an employee. Non-represented employees may only donate 80 hours per calendar year.

ARTICLE 15. VACATION LEAVE

The County shall extend to the non-represented employee group the same Vacation Leave benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Vacation Leave benefits for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 16. FLEXIBLE LEAVE

The County shall extend to the non-represented employee group the same Flexible Leave benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Flexible Leave benefits for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 17. HOLIDAYS

- a. The County shall extend to the non-represented employee group the same Recognized Holidays as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Recognized Holidays for ICEA members shall automatically apply to the

non-represented group.

- b. Exempt non-represented employees (Attachment A) who work on a County Holiday shall not receive any additional pay, overtime, or compensatory time.

ARTICLE 18. RETIREMENT PROVISIONS

The County shall extend to the non-represented employee group the same Retirement Provisions as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Retirement Provisions for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 19. PERSONNEL RULES

The Personnel Rules are hereby incorporated by reference.

In the event of a conflict between the Personnel Rules and Articles of this Resolution, this Resolution shall prevail.

ARTICLE 20. EMPLOYEE ASSISTANCE PROGRAM

The County will provide an Employee Assistance Program.

ARTICLE 21. FLSA EXEMPT, AND REPRESENTED EMPLOYEES

Attachment A lists those non-represented classifications, which are FLSA exempt.

Any employee working in an FLSA exempt classification shall receive twenty-four (24) hours of paid administrative leave. The administrative leave hours shall not accumulate and will be lost if not utilized during the fiscal year. The administrative leave shall have no cash value.

ARTICLE 22. UNIFORMS

The County shall provide the employees in the positions identified in the list below with an annual uniform allowance. The annual uniform allowance shall be administered in accordance with the provisions governing Annual Uniform Allowances as outlined in the ICEA Memorandum of Understanding (MOU).

In the event of any changes or enhancements to the provisions governing the Annual Uniform Allowance in the ICEA MOU, those changes shall automatically apply to the positions identified in the list below to maintain alignment, unless otherwise specified by the County.

LIST:

PUBLIC WORKS	
Building Associate Official	\$250.00
Building Technical Official	\$250.00
ADMINISTRATION	
Emergency Services Manager	\$250.00
SHERIFF	
Sheriff Administrative Assistant	\$150.00

The County shall provide the full-time Probation Manager with the same Uniform allowance as provided to members of the Inyo County Probation Peace Officers Association (ICPPOA). Any future changes or enhancements to Uniforms for ICPPOA members shall automatically apply to the Probation Manager on an equivalent basis, unless otherwise specified by the County.

ARTICLE 23. SAFETY BOOTS/SHOES

The County shall provide the employees in the positions identified in the list below with an annual Safety Boot/Shoe Allowance. The annual allowance shall be administered in accordance with the provisions governing Safety Boot / Shoe Allowance as outlined in the ICEA Memorandum of Understanding (MOU).

In the event of any changes or enhancements to the provisions governing the Safety Boot / Shoe Allowance in the ICEA MOU, those changes shall automatically apply to the positions identified in the list below to maintain alignment, unless otherwise specified by the County.

LIST:

PUBLIC WORKS	
Building Associate Official	\$200.00
Building Technical Official	\$200.00

ARTICLE 24. PERFORMANCE EVALUATIONS

The County shall extend to the non-represented employee group the same Performance Evaluation procedures and criteria as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Performance Evaluation processes for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 25. DRUG-FREE WORKPLACE / DOT DRUG TESTING POLICY

The County will enforce its Alcohol and Drug Abuse policy.

The County will enforce the Alcohol and Drug Policy pursuant to the Department of Transportation Regulations as amended in accordance with law.

ARTICLE 26. MATERNITY LEAVE OF ABSENCE

Maternity leave is governed by Personnel Rule 10.2.

ARTICLE 27. EMPLOYEE TRAINING AND TUITION ASSISTANCE PROGRAM POLICY

The County shall extend to the non-represented employee group the same Employee Training and Tuition Assistance benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Employee Training and Tuition Assistance Program for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 28. SMOKING

There shall be no smoking, vaping, or chewing of tobacco in any County facility, or County vehicle. Smoking or vaping on County property shall only be allowed in designated smoking areas.

ARTICLE 29. MISTAKEN OVERPAYMENT

In the event of an overpayment due to any mistake or inadvertence, the County shall apply the same process for the recovery of the overpayment to the non-represented employee group as is provided to members of the Inyo County Employees Association (ICEA). Any future changes or adjustments to the procedure for handling mistaken overpayments for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

ARTICLE 30. LETTER OF REPRIMAND

Any non-represented employee who receives a letter of reprimand shall be entitled to submit a written response thereto, which shall be placed in such employee's personnel file, along with the written reprimand. While the employee may discuss a reprimand with the Director of Personnel Services who shall have the authority to remove the letter, there shall be no right to grieve or appeal any reprimand, warning, or counseling nor shall there be any formal hearing or review concerning any reprimand, warning, or counseling.

ARTICLE 31. EMERGENCY WAIVER

In the event of circumstances beyond the control of the County, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, if the County Administrative Officer or his designee so declares, any provisions of this Resolution, which restricts the County's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the affected non-represented employees may meet with the County regarding the impact caused by the suspension of these provisions of this Resolution or any Personnel Rules and Policies.

ARTICLE 32. SEPARABILITY

If any portion of this Resolution or application thereof to any person or circumstance shall be declared invalid by a court of competent jurisdiction, or if it is found in contravention of any federal or state statute or regulation, or any county ordinance, the remaining provisions of this Resolution, or the application thereof, shall not be invalidated thereby, and shall remain in full force and effect to the extent that the provisions of the Resolution are severable.

This Resolution shall be in full force and effect from now until amended or rescinded.

PASSED AND ADOPTED this 3rd day of December 2024 by the following vote of the Inyo County Board of Supervisors:

AYES: -5- Supervisors Orrill, Marcellin, Roeser, Griffiths and Kingsley
NOES: -0-
ABSTAIN: -0-
ABSENT: -0-



Matt Kingsley, Chairperson, Inyo County Board of Supervisors

Attest: Nate Greenberg
Clerk of the Board

BY: 

Darcy Ellis, Assistant Clerk of the Board

ATTACHMENT A

EXEMPT POSTIONS UNDER THE FAIR LABOR STANDARDS ACT FOR PURPOSES OF OVERTIME

ASSISTANT CLERK TO THE BOARD/PUBLIC RELATIONS LIAISON
BUILDING ASSOCIATE OFFICIAL
BUILDING TECHNICAL OFFICIAL
CLINICAL ADMINISTRATOR
EMERGENCY SERVICES MANAGER
ENGINEER SENIOR CIVIL
LIBRARY DIRECTOR
MANAGEMENT ANALYST
MANAGEMENT ANALYST
MANAGEMENT ANALYST
MANAGEMENT ANALYST SENIOR
MUSEUM ADMINISTRATOR
PAYROLL MANAGER
PROBATION MANAGER
PROGRAM INTEGRITY QA MANAGER SENIOR
ROAD SUPERINTENDENT

ATTACHMENT B

Classification	Grade	Step A	Step B	Step C	Step D	Step E
ADMIN OPERATIONS ANALYST	13	\$75,641.47	\$79,015.08	\$82,539.15	\$86,220.40	\$90,065.83
ADMINISTRATIVE ANALYST 01	10	\$65,341.94	\$68,256.20	\$71,300.42	\$74,480.42	\$77,802.25
ADMINISTRATIVE ANALYST 02	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36
ADMINISTRATIVE ANALYST 03	12	\$72,039.49	\$75,252.46	\$78,608.71	\$82,114.66	\$85,776.98
ADMINISTRATIVE LGL ASST TO CC	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36
ASST CK TO BOS PUB REL LIAISON	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45
BUDGET ANALYST	18	\$96,539.81	\$100,845.49	\$105,343.20	\$110,041.50	\$114,949.35
BUILDING ASSOCIATE OFFICIAL	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45
BUILDING TECHNICAL OFFICIAL	14	\$79,423.54	\$82,965.83	\$86,666.11	\$90,531.42	\$94,569.12
DA ADMINISTRATIVE ASSISTANT	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36
EMERGENCY SERVICES MANAGER	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45
ENGINEER SENIOR CIVIL	18	\$96,539.81	\$100,845.49	\$105,343.20	\$110,041.50	\$114,949.35
HHS ADMINISTRATIVE ASSISTANT	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36
LIBRARY DIRECTOR	17	\$91,942.68	\$96,043.32	\$100,326.85	\$104,801.43	\$109,475.57
MANAGEMENT ANALYST	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45
MANAGEMENT ANALYST SENIOR	18	\$96,539.81	\$100,845.49	\$105,343.20	\$110,041.50	\$114,949.35
MUSEUM ADMINISTRATOR	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45
OFFICE TECHNICIAN 01	4	\$48,759.17	\$50,933.82	\$53,205.47	\$55,578.44	\$58,057.23
OFFICE TECHNICIAN 02	6	\$53,756.98	\$56,154.54	\$58,659.03	\$61,275.23	\$64,008.10
OFFICE TECHNICIAN 03	8	\$59,267.07	\$61,910.38	\$64,671.58	\$67,555.94	\$70,568.93
PAYROLL ANALYST 01	10	\$65,341.94	\$68,256.20	\$71,300.42	\$74,480.42	\$77,802.25
PAYROLL ANALYST 02	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36
PAYROLL ANALYST 03	12	\$72,039.49	\$75,252.46	\$78,608.71	\$82,114.66	\$85,776.98
PAYROLL MANAGER	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45
PERSONNEL ANALYST 01	10	\$65,341.94	\$68,256.20	\$71,300.42	\$74,480.42	\$77,802.25
PERSONNEL ANALYST 02	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36
PERSONNEL ANALYST 03	12	\$72,039.49	\$75,252.46	\$78,608.71	\$82,114.66	\$85,776.98
PERSONNEL ANALYST SENIOR	14	\$79,423.54	\$82,965.83	\$86,666.11	\$90,531.42	\$94,569.12
PROBATION MANAGER	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45
PROG INTEGRITY QA MNGR	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45
PROG INTEGRITY QA MNGR SENIOR	18	\$96,539.81	\$100,845.49	\$105,343.20	\$110,041.50	\$114,949.35
ROAD SUPERINTENDENT	14	\$79,423.54	\$82,965.83	\$86,666.11	\$90,531.42	\$94,569.12
SAFETY COORDINATOR	9	\$62,230.42	\$65,005.90	\$67,905.16	\$70,933.73	\$74,097.38
SHERIFF ADMINISTRATIVE ASST	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36