



R24-033

**A RESOLUTION OF THE MONO COUNTY BOARD OF SUPERVISORS
ADOPTING A SALARY MATRIX AND POSITION ASSIGNMENT SCHEDULE FOR
AT-WILL EMPLOYEES AND ELECTED DEPARTMENT HEADS
AND SUPERSEDE AND REPLACE RESOLUTION R24-007 AND CURRENT
POSITION ASSIGNMENT SCHEDULE**

WHEREAS, California Government Code Section 25300 vests the Board of Supervisors with authority to set the terms and conditions of employment for all County officers and employees; and

WHEREAS, pursuant to that authority, and consistent with the County's *Policy Regarding Compensation of At-Will and Elected Management-Level Officers and Employees*, the Board from time-to-time adopts or updates the salary matrix establishing salaries for the County's at-will and elected department head positions (the "At-Will Salary Matrix" or "Matrix"); and

WHEREAS, in June of 2023, the County contracted with the firm of Baker Tilly US, LLP, to perform a comprehensive compensation and classification study of its at-will and elected department head positions in order to identify appropriate market salaries for those positions and to guide the Board in comprehensively updating the At-Will Salary Matrix, which was last revised by Resolution R24-007; and

WHEREAS, having now received the results of Baker Tilly's compensation and classification study, the Board wishes to update the At-Will Salary Matrix in accordance with those results and identify the placement of existing positions within that Matrix;

NOW, THEREFORE, THE BOARD OF SUPERVISORS OF THE COUNTY OF MONO RESOLVES that:

SECTION ONE: The Salary Matrix attached as **Exhibit A** and incorporated by this reference is adopted and shall be effective commencing with the pay period in effect as of the date of adoption.

SECTION TWO: The position assignment schedule attached as **Exhibit B** and incorporated by this reference is adopted and shall be effective commencing with the pay period in effect as of the date of adoption.

SECTION THREE: This Resolution shall supersede and replace, in their entirety, Resolution R24-007 and the current Position Assignment Schedule, which shall be of no further force and effect.

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PASSED, APPROVED and ADOPTED this 2nd day of April 2024, by the following vote, to wit:

AYES: Supervisors Duggan, Gardner, Kreitz, Peters, and Salcido.

NOES: None.

ABSENT: None.

ABSTAIN: None.


John Peters (Apr 4, 2024 13:19 PDT)

John Peters, Chair
Mono County Board of Supervisors

ATTEST:


Clerk of the Board

APPROVED AS TO FORM:


Stacey Simon (Apr 4, 2024 17:39 EDT)
County Counsel

Exhibit A

Management Matrix-effective 3/31/2024

	RANGE		A	B	C	D	E
	101	Hourly	26.00	27.30	28.66	30.10	31.60
		Bi-weekly	2,079.81	2,183.80	2,292.99	2,407.64	2,528.02
		monthly	4,506.25	4,731.56	4,968.14	5,216.55	5,477.38
		Annual	54,075.00	56,778.75	59,617.69	62,598.57	65,728.50
	102	Hourly	27.30	28.66	30.10	31.60	33.18
		Bi-weekly	2,183.80	2,292.99	2,407.64	2,528.02	2,654.42
		monthly	4,731.56	4,968.14	5,216.55	5,477.38	5,751.24
		Annual	56,778.75	59,617.69	62,598.57	65,728.50	69,014.93
Human Resources Specialist	103	Hourly	28.66	30.10	31.60	33.18	34.84
		Bi-weekly	2,292.99	2,407.64	2,528.02	2,654.42	2,787.14
		monthly	4,968.14	5,216.55	5,477.38	5,751.24	6,038.81
		Annual	59,617.69	62,598.57	65,728.50	69,014.93	72,465.67
	104	Hourly	30.10	31.60	33.18	34.84	36.58
		Bi-weekly	2,407.64	2,528.02	2,654.42	2,787.14	2,926.50
		monthly	5,216.55	5,477.38	5,751.24	6,038.81	6,340.75
		Annual	62,598.57	65,728.50	69,014.93	72,465.67	76,088.96
	105	Hourly	31.60	33.18	34.84	36.58	38.41
		Bi-weekly	2,528.02	2,654.42	2,787.14	2,926.50	3,072.82
		monthly	5,477.38	5,751.24	6,038.81	6,340.75	6,657.78
		Annual	65,728.50	69,014.93	72,465.67	76,088.96	79,893.40
Human Resources Generalist	106	Hourly	33.18	34.84	36.58	38.41	40.33
		Bi-weekly	2,654.42	2,787.14	2,926.50	3,072.82	3,226.46
		monthly	5,751.24	6,038.81	6,340.75	6,657.78	6,990.67
		Annual	69,014.93	72,465.67	76,088.96	79,893.40	83,888.07
	107	Hourly	34.84	36.58	38.41	40.33	42.35
		Bi-weekly	2,787.14	2,926.50	3,072.82	3,226.46	3,387.79
		monthly	6,038.81	6,340.75	6,657.78	6,990.67	7,340.21
		Annual	72,465.67	76,088.96	79,893.40	83,888.07	88,082.48
	108	Hourly	36.58	38.41	40.33	42.35	44.46
		Bi-weekly	2,926.50	3,072.82	3,226.46	3,387.79	3,557.18
		monthly	6,340.75	6,657.78	6,990.67	7,340.21	7,707.22
		Annual	76,088.96	79,893.40	83,888.07	88,082.48	92,486.60
Public Health Equity Officer	109	Hourly	38.41	40.33	42.35	44.46	46.69
		Bi-weekly	3,072.82	3,226.46	3,387.79	3,557.18	3,735.04
		monthly	6,657.78	6,990.67	7,340.21	7,707.22	8,092.58
		Annual	79,893.40	83,888.07	88,082.48	92,486.60	97,110.93
County Counsel Office Manager	110	Hourly	40.33	42.35	44.46	46.69	49.02
Outdoor Recreational Manager		Bi-weekly	3,226.46	3,387.79	3,557.18	3,735.04	3,921.79
Solid Waste Superintendent		monthly	6,990.67	7,340.21	7,707.22	8,092.58	8,497.21
		Annual	83,888.07	88,082.48	92,486.60	97,110.93	101,966.48
Animal Services Manager	111	Hourly	42.35	44.46	46.69	49.02	51.47
Operations and Programming Supervisor		Bi-weekly	3,387.79	3,557.18	3,735.04	3,921.79	4,117.88
Public Works Project Manager		monthly	7,340.21	7,707.22	8,092.58	8,497.21	8,922.07
		Annual	88,082.48	92,486.60	97,110.93	101,966.48	107,064.80
	112	Hourly	44.46	46.69	49.02	51.47	54.05
		Bi-weekly	3,557.18	3,735.04	3,921.79	4,117.88	4,323.77
		monthly	7,707.22	8,092.58	8,497.21	8,922.07	9,368.17
		Annual	92,486.60	97,110.93	101,966.48	107,064.80	112,418.04
	113	Hourly	46.69	49.02	51.47	54.05	56.75
		Bi-weekly	3,735.04	3,921.79	4,117.88	4,323.77	4,539.96
		monthly	8,092.58	8,497.21	8,922.07	9,368.17	9,836.58
		Annual	97,110.93	101,966.48	107,064.80	112,418.04	118,038.94
Economic Development Manager	114	Hourly	49.02	51.47	54.05	56.75	59.59
		Bi-weekly	3,921.79	4,117.88	4,323.77	4,539.96	4,766.96
		monthly	8,497.21	8,922.07	9,368.17	9,836.58	10,328.41
		Annual	101,966.48	107,064.80	112,418.04	118,038.94	123,940.89
Assistant Assessor	115	Hourly	51.47	54.05	56.75	59.59	62.57
Assistant County Clerk/Recorder		Bi-weekly	4,117.88	4,323.77	4,539.96	4,766.96	5,005.31
Budget Officer		monthly	8,922.07	9,368.17	9,836.58	10,328.41	10,844.83
Housing Opportunities Manager		Annual	107,064.80	112,418.04	118,038.94	123,940.89	130,137.94
Management Analyst	116	Hourly	54.05	56.75	59.59	62.57	65.69
Deputy County Counsel I		Bi-weekly	4,323.77	4,539.96	4,766.96	5,005.31	5,255.57
Deputy District Attorney I		monthly	9,368.17	9,836.58	10,328.41	10,844.83	11,387.07
		Annual	112,418.04	118,038.94	123,940.89	130,137.94	136,644.83
Environmental Health Manager	117	Hourly	56.75	59.59	62.57	65.69	68.98

Health and Human Services Chief Fiscal Officer		Bi-weekly	4,539.96	4,766.96	5,005.31	5,255.57	5,518.35
Program Manager Adult Services		monthly	9,836.58	10,328.41	10,844.83	11,387.07	11,956.42
Program Manager Children's Services		Annual	118,038.94	123,940.89	130,137.94	136,644.83	143,477.07
Program Manager Clinical Services							
Program Manager Community Health (PHN)							
Program Manager Eligibility							
Assistant Director of Community Development	118	Hourly	59.59	62.57	65.69	68.98	72.43
Assistant Director of Finance		Bi-weekly	4,766.96	5,005.31	5,255.57	5,518.35	5,794.27
Parks and Facilities Superintendent		monthly	10,328.41	10,844.83	11,387.07	11,956.42	12,554.24
Road Operations Superintendent		Annual	123,940.89	130,137.94	136,644.83	143,477.07	150,650.93
Deputy County Counsel II	119	Hourly	54.05	56.75	59.59	62.57	65.69
Deputy District Attorney II		Bi-weekly	4,323.77	4,539.96	4,766.96	5,005.31	5,255.57
Economic Development Director		monthly	9,368.17	9,836.58	10,328.41	10,844.83	11,387.07
Public Works Deputy Director		Annual	130,137.94	136,644.83	143,477.07	150,650.93	158,183.47
Risk Manager							
County Engineer	120	Hourly	65.69	68.98	72.43	76.05	79.85
		Bi-weekly	5,255.57	5,518.35	5,794.27	6,083.98	6,388.18
		monthly	11,387.07	11,956.42	12,554.24	13,181.96	13,841.05
		Annual	136,644.83	143,477.07	150,650.93	158,183.47	166,092.65
Deputy County Counsel III	121	Hourly	68.98	72.43	76.05	79.85	83.84
Deputy District Attorney III		Bi-weekly	5,518.35	5,794.27	6,083.98	6,388.18	6,707.59
Health and Human Services Deputy Director		Annual	143,477.07	150,650.93	158,183.47	166,092.65	174,397.28
Public Works Assistant Director		Annual	143,477.07	150,650.93	158,183.47	166,092.65	174,397.28
Undersheriff							
Assistant County Counsel	122	Hourly	72.43	76.05	79.85	83.84	88.04
Assistant District Attorney		Bi-weekly	5,794.27	6,083.98	6,388.18	6,707.59	7,042.97
Behavioral Health Director		monthly	12,554.24	13,181.96	13,841.05	14,533.11	15,259.76
Chief Probation Officer		Annual	150,650.93	158,183.47	166,092.65	174,397.28	183,117.14
Clerk-Recorder-Registrar							
Community Development Director							
Human Resources Director							
Information Technology Director							
Chief of Emergency Medical Services	123	Hourly	76.05	79.85	83.84	88.04	92.44
Director of Emergency Management		Bi-weekly	6,083.98	6,388.18	6,707.59	7,042.97	7,395.12
Director of Finance		monthly	13,181.96	13,841.05	14,533.11	15,259.76	16,022.75
Public Works Director		Annual	158,183.47	166,092.65	174,397.28	183,117.14	192,273.00
Assistant County Administrative Officer	124	Hourly	79.85	83.84	88.04	92.44	97.06
		Bi-weekly	6,388.18	6,707.59	7,042.97	7,395.12	7,764.87
		monthly	13,841.05	14,533.11	15,259.76	16,022.75	16,823.89
		Annual	166,092.65	174,397.28	183,117.14	192,273.00	201,886.65
County Counsel	125	Hourly	83.84	88.04	92.44	97.06	101.91
Health and Human Services Director		Bi-weekly	6,707.59	7,042.97	7,395.12	7,764.87	8,153.11
		monthly	14,533.11	15,259.76	16,022.75	16,823.89	17,665.08
		Annual	174,397.28	183,117.14	192,273.00	201,886.65	211,980.98
	126	Hourly	88.04	92.44	97.06	101.91	107.01
		Bi-weekly	7,042.97	7,395.12	7,764.87	8,153.11	8,560.77
		monthly	15,259.76	16,022.75	16,823.89	17,665.08	18,548.34
		Annual	183,117.14	192,273.00	201,886.65	211,980.98	222,580.03
	127	Hourly	92.44	97.06	101.91	107.01	112.36
		Bi-weekly	7,395.12	7,764.87	8,153.11	8,560.77	8,988.81
		monthly	16,022.75	16,823.89	17,665.08	18,548.34	19,475.75
		Annual	192,273.00	201,886.65	211,980.98	222,580.03	233,709.03
County Administrative Officer	128	Hourly	97.06	101.91	107.01	112.36	117.98
		Bi-weekly	7,764.87	8,153.11	8,560.77	8,988.81	9,438.25
		monthly	16,823.89	17,665.08	18,548.34	19,475.75	20,449.54
		Annual	201,886.65	211,980.98	222,580.03	233,709.03	245,394.49
	129	Hourly	101.91	107.01	112.36	117.98	123.88
		Bi-weekly	8,153.11	8,560.77	8,988.81	9,438.25	9,910.16
		monthly	17,665.08	18,548.34	19,475.75	20,449.54	21,472.02
		Annual	211,980.98	222,580.03	233,709.03	245,394.49	257,664.21
Public Health Officer	130	Hourly	107.01	112.36	117.98	123.88	130.07
		Bi-weekly	8,560.77	8,988.81	9,438.25	9,910.16	10,405.67
		monthly	18,548.34	19,475.75	20,449.54	21,472.02	22,545.62
		Annual	222,580.03	233,709.03	245,394.49	257,664.21	270,547.42

Elected Officials

Assessor	\$ 166,093
District Attorney	\$ 211,981
Sheriff/Coroner	\$ 201,887