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RESOLUTION NO. R24-007

**A RESOLUTION OF THE MONO COUNTY
BOARD OF SUPERVISORS ESTABLISHING AND
ADJUSTING THE BASE COMPENSATION FOR
UNREPRESENTED AT-WILL EMPLOYEES AND ELECTED
DEPARTMENT HEADS TO IMPLEMENT A
3% COST OF LIVING ADJUSTMENT**

WHEREAS, Section 25300 of the Government Code authorizes the Board of Supervisors to prescribe the compensation, appointment, and conditions of employment of County employees; and

WHEREAS, certain County management-level employees are not members of any bargaining unit, but instead are employed pursuant to at-will employment agreements (hereinafter the “Unrepresented Employees”); and

WHEREAS, on June 15, 2021, the Board of Supervisors adopted R21-44, approving, and implementing the Mono County Policy Regarding Compensation of At-Will and Elected Management-Level Officers and Employees (hereinafter the “Management Compensation Policy” or “Policy”) and associated Salary Matrix applicable to said officers and employees, and most recently updated by Resolution R23-016 (the “Salary Matrix”); and

WHEREAS, a two percent (2%) cost of living adjustment (COLA) was provided to Unrepresented Employees in 2023; and

WHEREAS, since the Policy was adopted in 2021, the rate of inflation in the United States, including in Mono County, has risen significantly, with consumer prices rising 9.1% in the twelve -month period following adoption (ending June 30, 2022), and 3.2% during the twelve-month period ending on June 30, 2023, for a total of 12.3% inflation since adoption of the Policy; and

WHEREAS, the Mono County Public Employees and the Deputy Probation Officers bargaining units have recently negotiated an increase in the monthly employee pension contribution to the California Public Employees’ Retirement System (PERS) which will apply to all employees who are Classic members of the PERS miscellaneous and Probation retirement plans, including some of the Unrepresented Employees; and

1 **WHEREAS**, the Memorandum of Understanding (MOU) with the County’s largest
2 bargaining unit, the Mono County Public Employees (MCPE), provides for a three percent (3%)
3 COLA for all MCPE employees, effective for the first pay period following adoption of the
4 MOU; and

5 **WHEREAS**, similarly the County recently approved MOUs with the Deputy Sheriffs’
6 Association, Mono County Paramedic and Fire Rescue Association, Deputy Probation Officers
7 bargaining unit and the Correctional Deputy Officers’ Association, each of which addressed
8 inflation through COLAs, salary increases or both; and

9 **WHEREAS**, in recognition of the significant impact which cost of living and pension
10 contribution increases have had on all its employees, the Board of Supervisors wishes to
11 implement a COLA for its Unrepresented Employees in the amount of the COLA provided to
12 MCPE employees;

13 **NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SUPERVISORS
14 OF THE COUNTY OF MONO** as follows:

15 **SECTION ONE:** Notwithstanding anything to the contrary in the Management Benefits
16 Policy, the base salary for all at-will management level positions, including elected department
17 head positions, shall be increased to the amounts shown on the Salary Matrix which is attached
18 hereto as **Exhibit A** and incorporated by this reference, effective January 7, 2024.

19 **SECTION TWO:** This Resolution shall supersede and replace, in its entirety,
20 Resolution R22-139 (“Resolution of the Mono County Board of Supervisors Establishing and
21 Adjusting the Base Compensation for Unrepresented At-Will Employees to Implement a 2%
22 Cost of Living Adjustment”) and Resolution R23-016 (“Resolution of the Mono County Board
23 of Supervisors Adopting a Revised Salary Matrix to At-Will Employees and Elected Department
24 Heads to Eliminate the Positions of Roads Operations and Fleet Superintendent (Range 14) and
25 Add the Position of Road Operations Superintendent, (Range 11), Superseding and Replacing
26 Resolution R23-009”), which shall be of no further force or effect.

27 **SECTION THREE:** The County Administrative Officer and the Director of Finance are
28 authorized and directed to take such steps as may be necessary to adjust the affected salaries in
29 accordance with this Resolution and **Exhibit A**.

30 **PASSED, APPROVED** and **ADOPTED** this 9th day of January 2024, by the following
31 vote, to wit:


32 **AYES:** Supervisors Duggan, Gardner, Kreitz, and Salcido.

NOES: None.

ABSENT: Supervisor Peters.

ABSTAIN: None.

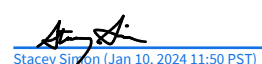
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Rhonda Duggan (Jan 10, 2024 11:50 PST)

Rhonda Duggan, Chair
Mono County Board of Supervisors

ATTEST:


Clerk of the Board

APPROVED AS TO FORM:

Stacey Simon (Jan 10, 2024 11:50 PST)
County Counsel

MONO COUNTY

At-Will Positions

Salary Matrix-effective 1/7/2024, 3% COLA

Class Title	Range #	Period	Step A	Step B	Step C	Step D	Step E
	1	Hourly	\$ 26.67	\$ 28.00	\$ 29.40	\$ 30.87	\$ 32.41
		Bi-weekly	\$ 2,133	\$ 2,240	\$ 2,352	\$ 2,470	\$ 2,593
		Monthly	\$ 4,622	\$ 4,853	\$ 5,096	\$ 5,351	\$ 5,618
		Annual	\$ 55,465	\$ 58,238	\$ 61,150	\$ 64,208	\$ 67,418
HR Specialist	2	Hourly	\$ 28.00	\$ 29.40	\$ 30.87	\$ 32.41	\$ 34.03
		Bi-weekly	\$ 2,240	\$ 2,352	\$ 2,470	\$ 2,593	\$ 2,723
		Monthly	\$ 4,853	\$ 5,096	\$ 5,351	\$ 5,618	\$ 5,899
		Annual	\$ 58,238	\$ 61,150	\$ 64,207	\$ 67,418	\$ 70,789
	3	Hourly	\$ 29.40	\$ 30.87	\$ 32.41	\$ 34.03	\$ 35.73
		Bi-weekly	\$ 2,352	\$ 2,470	\$ 2,593	\$ 2,723	\$ 2,859
		Monthly	\$ 5,096	\$ 5,351	\$ 5,618	\$ 5,899	\$ 6,194
		Annual	\$ 61,150	\$ 64,208	\$ 67,418	\$ 70,789	\$ 74,328
	4	Hourly	\$ 30.87	\$ 32.41	\$ 34.03	\$ 35.73	\$ 37.52
		Bi-weekly	\$ 2,470	\$ 2,593	\$ 2,723	\$ 2,859	\$ 3,002
		Monthly	\$ 5,351	\$ 5,618	\$ 5,899	\$ 6,194	\$ 6,504
		Annual	\$ 64,207	\$ 67,418	\$ 70,789	\$ 74,328	\$ 78,045
HR Generalist	5	Hourly	\$ 32.41	\$ 34.03	\$ 35.73	\$ 37.52	\$ 39.40
		Bi-weekly	\$ 2,593	\$ 2,723	\$ 2,859	\$ 3,002	\$ 3,152
		Monthly	\$ 5,618	\$ 5,899	\$ 6,194	\$ 6,504	\$ 6,829
		Annual	\$ 67,418	\$ 70,789	\$ 74,328	\$ 78,045	\$ 81,947
Director of Animal Services	6	Hourly	\$ 34.03	\$ 35.73	\$ 37.52	\$ 39.40	\$ 41.37
		Bi-weekly	\$ 2,723	\$ 2,859	\$ 3,002	\$ 3,152	\$ 3,309
		Monthly	\$ 5,899	\$ 6,194	\$ 6,504	\$ 6,829	\$ 7,170
		Annual	\$ 70,788	\$ 74,328	\$ 78,044	\$ 81,946	\$ 86,044
	7	Hourly	\$ 35.73	\$ 37.52	\$ 39.40	\$ 41.37	\$ 43.44
		Bi-weekly	\$ 2,859	\$ 3,002	\$ 3,152	\$ 3,309	\$ 3,475
		Monthly	\$ 6,194	\$ 6,504	\$ 6,829	\$ 7,170	\$ 7,529
		Annual	\$ 74,328	\$ 78,044	\$ 81,946	\$ 86,044	\$ 90,346
DA Operations and Program Supervisor	8	Hourly	\$ 37.52	\$ 39.40	\$ 41.37	\$ 43.44	\$ 45.61
		Bi-weekly	\$ 3,002	\$ 3,152	\$ 3,309	\$ 3,475	\$ 3,649
		Monthly	\$ 6,504	\$ 6,829	\$ 7,170	\$ 7,529	\$ 7,905
		Annual	\$ 78,045	\$ 81,947	\$ 86,044	\$ 90,347	\$ 94,864
Assistant to the CAO	9	Hourly	\$ 39.40	\$ 41.37	\$ 43.44	\$ 45.61	\$ 47.89
Outdoor Recreation Manager		Bi-weekly	\$ 3,152	\$ 3,309	\$ 3,475	\$ 3,649	\$ 3,831
Public Works Project Manager		Monthly	\$ 6,829	\$ 7,170	\$ 7,529	\$ 7,905	\$ 8,301
Solid Waste Superintendent		Annual	\$ 81,947	\$ 86,044	\$ 90,346	\$ 94,864	\$ 99,607
Assistant Clerk / Recorder	10	Hourly	\$ 41.37	\$ 43.44	\$ 45.61	\$ 47.89	\$ 50.28
		Bi-weekly	\$ 3,309	\$ 3,475	\$ 3,649	\$ 3,831	\$ 4,023
		Monthly	\$ 7,170	\$ 7,529	\$ 7,905	\$ 8,301	\$ 8,716
		Annual	\$ 86,044	\$ 90,346	\$ 94,864	\$ 99,607	\$ 104,587
Deputy County Counsel I	11	Hourly	\$ 43.44	\$ 45.61	\$ 47.89	\$ 50.28	\$ 52.80
District Attorney Investigator II		Bi-weekly	\$ 3,475	\$ 3,649	\$ 3,831	\$ 4,023	\$ 4,224
Parks and Facilities Superintendent		Monthly	\$ 7,529	\$ 7,905	\$ 8,301	\$ 8,716	\$ 9,151
Public Health Equity Officer		Annual	\$ 90,346	\$ 94,864	\$ 99,607	\$ 104,587	\$ 109,817
Roads Operations Superintendant	12	Hourly	\$ 45.61	\$ 47.89	\$ 50.28	\$ 52.80	\$ 55.44
Solid Waste and Fleet Superintendent		Bi-weekly	\$ 3,649	\$ 3,831	\$ 4,023	\$ 4,224	\$ 4,435
Economic Development Manager		Monthly	\$ 7,905	\$ 8,301	\$ 8,716	\$ 9,151	\$ 9,609
Risk Manager		Annual	\$ 94,864	\$ 99,607	\$ 104,587	\$ 109,817	\$ 115,308
Assistant Assessor	13	Hourly	\$ 47.89	\$ 50.28	\$ 52.80	\$ 55.44	\$ 58.21
Deputy County Counsel II		Bi-weekly	\$ 3,831	\$ 4,023	\$ 4,224	\$ 4,435	\$ 4,657
Environmental Health Manager		Monthly	\$ 8,301	\$ 8,716	\$ 9,151	\$ 9,609	\$ 10,089
		Annual	\$ 99,606	\$ 104,587	\$ 109,816	\$ 115,307	\$ 121,072
Adult Services Manager	14	Hourly	\$ 50.28	\$ 52.80	\$ 55.44	\$ 58.21	\$ 61.12
Assistant Director of Finance		Bi-weekly	\$ 4,023	\$ 4,224	\$ 4,435	\$ 4,657	\$ 4,889
Children's Services Manager		Monthly	\$ 8,716	\$ 9,151	\$ 9,609	\$ 10,089	\$ 10,594
County Clerk / Recorder		Annual	\$ 104,587	\$ 109,817	\$ 115,307	\$ 121,073	\$ 127,126
Director of Clinical Services							

MONO COUNTY

At-Will Positions

Salary Matrix-effective 1/7/2024, 3% COLA

Health and Human Services Chief Fiscal Officer Health Program Manager-Clinical Services Health Program Manager-Community Health Housing Opportunities Manager Program Manager-Eligibility								
Assistant Director of Economic Development	15	Hourly	\$ 52.80	\$ 55.44	\$ 58.21	\$ 61.12	\$ 64.17	
County Engineer		Bi-weekly	\$ 4,224	\$ 4,435	\$ 4,657	\$ 4,889	\$ 5,134	
Deputy County Counsel III		Monthly	\$ 9,151	\$ 9,609	\$ 10,089	\$ 10,594	\$ 11,124	
Deputy District Attorney III		Annual	\$ 109,816	\$ 115,307	\$ 121,072	\$ 127,126	\$ 133,482	
Director of Economic Development	16	Hourly	\$ 55.44	\$ 58.21	\$ 61.12	\$ 64.17	\$ 67.38	
		Bi-weekly	\$ 4,435	\$ 4,657	\$ 4,889	\$ 5,134	\$ 5,391	
		Monthly	\$ 9,609	\$ 10,089	\$ 10,594	\$ 11,124	\$ 11,680	
		Annual	\$ 115,308	\$ 121,073	\$ 127,127	\$ 133,483	\$ 140,157	
County Assessor	16A	Hourly	\$ 54.35	\$ 57.07	\$ 59.92	\$ 62.92	\$ 66.06	
		Bi-weekly	\$ 4,348	\$ 4,565	\$ 4,794	\$ 5,033	\$ 5,285	
		Monthly	\$ 9,421	\$ 9,892	\$ 10,386	\$ 10,905	\$ 11,451	
		Annual	\$ 113,047	\$ 118,699	\$ 124,634	\$ 130,866	\$ 137,409	
Budget Officer	17	Hourly	\$ 58.21	\$ 61.12	\$ 64.17	\$ 67.38	\$ 70.75	
Chief of Emergency Medical Services		Bi-weekly	\$ 4,657	\$ 4,889	\$ 5,134	\$ 5,391	\$ 5,660	
Management Analyst		Monthly	\$ 10,089	\$ 10,594	\$ 11,124	\$ 11,680	\$ 12,264	
		Annual	\$ 121,073	\$ 127,127	\$ 133,483	\$ 140,157	\$ 147,165	
Assistant County Counsel	18	Hourly	\$ 61.12	\$ 64.17	\$ 67.38	\$ 70.75	\$ 74.29	
Assistant District Attorney		Bi-weekly	\$ 4,889	\$ 5,134	\$ 5,391	\$ 5,660	\$ 5,943	
Director of Behavioral Health		Monthly	\$ 10,594	\$ 11,124	\$ 11,680	\$ 12,264	\$ 12,877	
Director of Community Development		Annual	\$ 127,127	\$ 133,483	\$ 140,157	\$ 147,165	\$ 154,523	
Health and Human Services Deputy Director Human Resources Director								
Chief Probation Officer	19	Hourly	\$ 64.17	\$ 67.38	\$ 70.75	\$ 74.29	\$ 78.00	
		Bi-weekly	\$ 5,134	\$ 5,391	\$ 5,660	\$ 5,943	\$ 6,240	
		Monthly	\$ 11,124	\$ 11,680	\$ 12,264	\$ 12,877	\$ 13,521	
		Annual	\$ 133,483	\$ 140,157	\$ 147,165	\$ 154,523	\$ 162,249	
Director of Public Works / Road Operations	20	Hourly	\$ 67.38	\$ 70.75	\$ 74.29	\$ 78.00	\$ 81.90	
Undersheriff		Bi-weekly	\$ 5,391	\$ 5,660	\$ 5,943	\$ 6,240	\$ 6,552	
Director of Emergency Management		Monthly	\$ 11,680	\$ 12,264	\$ 12,877	\$ 13,521	\$ 14,197	
		Annual	\$ 140,156	\$ 147,164	\$ 154,522	\$ 162,248	\$ 170,361	
Assistant County Administrative Officer	21	Hourly	\$ 70.75	\$ 74.29	\$ 78.00	\$ 81.90	\$ 86.00	
Chief People Officer		Bi-weekly	\$ 5,660	\$ 5,943	\$ 6,240	\$ 6,552	\$ 6,880	
Director of Finance		Monthly	\$ 12,264	\$ 12,877	\$ 13,521	\$ 14,197	\$ 14,907	
Director of Information Technology		Annual	\$ 147,165	\$ 154,523	\$ 162,249	\$ 170,362	\$ 178,880	
District Attorney	21A	Hourly	\$ 69.37	\$ 72.83	\$ 76.47	\$ 80.30	\$ 84.31	
Sheriff-Coroner		Bi-Weekly	\$ 5,549	\$ 5,827	\$ 6,118	\$ 6,424	\$ 6,745	
		Monthly	\$ 12,023	\$ 12,624	\$ 13,256	\$ 13,918	\$ 14,614	
		Annual	\$ 144,279	\$ 151,493	\$ 159,068	\$ 167,021	\$ 175,372	
	22	Hourly	\$ 74.29	\$ 78.00	\$ 81.90	\$ 86.00	\$ 90.30	
		Bi-weekly	\$ 5,943	\$ 6,240	\$ 6,552	\$ 6,880	\$ 7,224	
		Monthly	\$ 12,877	\$ 13,521	\$ 14,197	\$ 14,907	\$ 15,652	
		Annual	\$ 154,523	\$ 162,249	\$ 170,362	\$ 178,880	\$ 187,824	
	23	Hourly	\$ 78.00	\$ 81.90	\$ 86.00	\$ 90.30	\$ 94.81	
		Bi-weekly	\$ 6,240	\$ 6,552	\$ 6,880	\$ 7,224	\$ 7,585	
		Monthly	\$ 13,521	\$ 14,197	\$ 14,907	\$ 15,652	\$ 16,435	
		Annual	\$ 162,249	\$ 170,362	\$ 178,880	\$ 187,824	\$ 197,215	
Health and Human Services Director	24	Hourly	\$ 81.90	\$ 86.00	\$ 90.30	\$ 94.81	\$ 99.56	
		Bi-weekly	\$ 6,552	\$ 6,880	\$ 7,224	\$ 7,585	\$ 7,964	
		Monthly	\$ 14,197	\$ 14,907	\$ 15,652	\$ 16,435	\$ 17,256	
		Annual	\$ 170,361	\$ 178,879	\$ 187,823	\$ 197,214	\$ 207,075	
County Administrative Officer	25	Hourly	\$ 86.00	\$ 90.30	\$ 94.81	\$ 99.56	\$ 104.53	
County Counsel		Bi-weekly	\$ 6,880	\$ 7,224	\$ 7,585	\$ 7,964	\$ 8,363	
		Monthly	\$ 14,907	\$ 15,652	\$ 16,435	\$ 17,256	\$ 18,119	
		Annual	\$ 178,879	\$ 187,823	\$ 197,214	\$ 207,075	\$ 217,429	
	26	Hourly	\$ 90.30	\$ 94.81	\$ 99.56	\$ 104.53	\$ 109.76	
		Bi-weekly	\$ 7,224	\$ 7,585	\$ 7,964	\$ 8,363	\$ 8,781	

MONO COUNTY

At-Will Positions

Salary Matrix-effective 1/7/2024, 3% COLA

		Monthly	\$ 15,652	\$ 16,435	\$ 17,256	\$ 18,119	\$ 19,025
		Annual	\$ 187,823	\$ 197,214	\$ 207,075	\$ 217,429	\$ 228,300
Public Health Officer	27	Hourly	\$ 94.81	\$ 99.56	\$ 104.53	\$ 109.76	\$ 115.25
		Bi-weekly	\$ 7,585	\$ 7,964	\$ 8,363	\$ 8,781	\$ 9,220
		Monthly	\$ 16,435	\$ 17,256	\$ 18,119	\$ 19,025	\$ 19,976
		Annual	\$ 197,214	\$ 207,075	\$ 217,429	\$ 228,300	\$ 239,715
	28	Hourly	\$ 99.56	\$ 104.53	\$ 109.76	\$ 115.25	\$ 121.01
		Bi-weekly	\$ 7,964	\$ 8,363	\$ 8,781	\$ 9,220	\$ 9,681
		Monthly	\$ 17,256	\$ 18,119	\$ 19,025	\$ 19,976	\$ 20,975
		Annual	\$ 207,075	\$ 217,429	\$ 228,301	\$ 239,716	\$ 251,701
	29	Hourly	\$ 104.53	\$ 109.76	\$ 115.25	\$ 121.01	\$ 127.06
		Bi-weekly	\$ 8,363	\$ 8,781	\$ 9,220	\$ 9,681	\$ 10,165
		Monthly	\$ 18,119	\$ 19,025	\$ 19,976	\$ 20,975	\$ 22,024
		Annual	\$ 217,429	\$ 228,300	\$ 239,715	\$ 251,701	\$ 264,286
	30	Hourly	\$ 109.76	\$ 115.25	\$ 121.01	\$ 127.06	\$ 133.41
		Bi-weekly	\$ 8,781	\$ 9,220	\$ 9,681	\$ 10,165	\$ 10,673
		Monthly	\$ 19,025	\$ 19,976	\$ 20,975	\$ 22,024	\$ 23,125
		Annual	\$ 228,301	\$ 239,716	\$ 251,701	\$ 264,287	\$ 277,501