



1 said term of service and an overall rating of “Satisfactory” or above on the associated  
2 performance evaluation, as determined by the employee’s department head, the employee shall  
3 receive a 5% increase upon movement to the next step in the system (Steps 2-5). Unless  
4 advanced step hiring has been approved, every employee entering into the Unit covered by this  
5 Agreement shall begin their service at the first step (Step 1). Eligibility for progression through  
6 the five (5) steps of the salary schedule shall be as follows:

7 2.2.1 Deputy County Counsels I and II – Each employee shall have completed at least six (6)  
8 months satisfactory service at the preceding step to be eligible for advancement to  
9 Step 2 or Step 3, and at least twelve (12) months satisfactory service at the preceding  
10 step to be eligible for advancement to Step 4 or Step 5.

11 2.2.2 Deputy County Counsels III/IV/Senior – Each employee shall have completed at least  
12 twelve (12) months satisfactory service at the preceding step to be eligible for  
13 advancement to the next highest step (Steps 1-5).

14 2.2.3 Salary step advancement as referenced above shall not be automatic, but shall be  
15 conditioned upon satisfactory evaluation by the department head and procedural  
16 approval of the Human Resources Director.

17 2.2.4 The effective date of approved step increases shall be the actual salary anniversary  
18 date, regardless of the timeliness of completion of the employee’s satisfactory  
19 performance evaluation.

20 2.2.5 In cases where an employee’s performance evaluation is less than satisfactory, and,  
21 therefore, progression to the next step is denied, the department head shall reevaluate  
22 that employee following ninety (90) days additional service, and, if such employee’s  
23 performance is determined by the department head to have improved to satisfactory or  
24 better at the conclusion of such ninety (90) day period, the employee may be eligible to  
25 progress to the next step, subject to the full discretion of the department head. If  
26 progression is still denied the salary anniversary date will be set to one (1) year from  
27 the prior salary anniversary date.

28 **2.3 Longevity Pay**

29 2.3.1 Eligibility – The fifth year after an employee reaches the fifth step, the employee shall  
30 receive a 2.5% increase for longevity. Each fifth year thereafter, the employee shall

1 receive an additional 2.5% for longevity. If the employee moves to a new position, they  
2 will retain any longevity increases earned previously.

3  
4 2.3.2 Longevity upon Voluntary Demotion – Employees who voluntarily demote shall be  
5 placed at the salary step (1-5) representing the least loss of pay. In no case, shall the  
6 salary be increased above that received in the classification from which the employee  
7 was demoted. Employees shall retain any longevity increases earned.

8 2.3.3 Longevity upon Promotion – Employees who are promoted will retain any longevity  
9 increases earned previously. Employees who are promoted to a position that places  
10 them at the fifth step (Step 5) of the new position with no longevity increases, shall  
11 receive a 2.5% longevity increase after serving five (5) years in the new position. Each  
12 fifth (5<sup>th</sup>) year thereafter, the employee shall receive an additional 2.5% increase for  
13 longevity. Employees who promote to a new position with retained longevity increases  
14 will be eligible for the next longevity increase after five (5) years of services in the new  
15 position. Each fifth (5<sup>th</sup>) year thereafter, the employee shall receive an additional 2.5%  
16 increase for longevity.

17  
18 2.4 Probation

19 All new employees shall serve a twelve (12) month probationary period, and employees shall  
20 serve a six (6) month probationary period upon promotion.

21  
22 2.5 Promotions and Reclassifications

23 2.5.1 Promotion or Reclassification to Non-Supervisory Classification: An employee who is  
24 promoted to a non-supervisory classification, or whose position has been reclassified to  
25 a higher level, but remains non-supervisory, shall receive a salary at the first step of the  
26 higher class or at the step which provides for at least a five percent (5%) increase over  
27 their base salary prior to such promotion. If an increase equal to five percent (5%)  
28 should exceed the last step of the new range (Step 5), the employee shall be promoted  
29 to the last step of the new range (Step 5).  
30

1           2.5.2   Promotion or Reclassification to Supervisory Classification: An employee who is  
2                   promoted to a supervisory classification, or whose position has been reclassified to a  
3                   supervisory level, shall receive a salary at the first step of the higher class or at the step  
4                   which provides for at least a ten percent (10%) increase over their base salary prior to  
5                   such promotion. If an increase equal to ten percent (10%) should exceed the last step  
6                   of the new range (Step 5), the employee shall be promoted to the last step of the new  
7                   range (Step 5).

8           2.5.3   Promotion or Reclassification from One Supervisory Classification to another  
9                   Supervisory Classification: An employee who is promoted or whose position is  
10                  reclassified from one supervisory classification to another supervisory classification  
11                  shall receive a salary at the first step of the higher class or at the step which provides  
12                  for at least a five percent (5%) increase over their base salary prior to such promotion.  
13                  If an increase equal to five percent (5%) should exceed the last step of the new range  
14                  (Step 5), the employee shall be promoted to the last step of the new range (Step 5).

15          2.5.4   Salary on Promotion – Advanced Step: Upon promotion of a full-time or part-time  
16                  employee to a new class the employee has not held before, the appointing authority  
17                  may recommend, based on the employee’s extraordinary qualifications, that the  
18                  employee receive a salary step which is higher than that set forth in 2.5.1., 2.5.2., or  
19                  2.5.3. Under such circumstances, the Human Resources Director may authorize an  
20                  advanced salary step up to Step 3. The County Administrative Officer may authorize an  
21                  advanced salary step at Step 4 or Step 5. Advanced step upon promotion does not  
22                  apply to flex promotions.

23  
24          2.6 Working Above Class

25                  Employees who are duly authorized, directed or assigned to work above their normal  
26                  classifications shall be compensated at the base salary rate of the position to which assigned,  
27                  or 5% above their normal salary rate, whichever is higher. Pay for assignment above class  
28                  shall commence on the 16<sup>th</sup> consecutive workday of such assignment, or the 16<sup>th</sup> accumulated  
29                  day in any period of sixty (60) calendar days.  
30

1 **3. HEALTH AND LIFE INSURANCE**

2 3.1 Maximum Monthly County Contribution for Insurance Coverage

3 The County shall pay a maximum contribution of one thousand dollars (\$1000.00) per month  
4 toward the County-sponsored group medical, dental and vision insurance plan for each  
5 employee who enrolls in such a County-sponsored group plan. In no event shall the County's  
6 financial obligation exceed the actual monthly premium for an employee's medical, dental and  
7 vision insurance choices under the County's flexible benefits plan.

8 Employees who select coverage with total monthly premiums less than one thousand dollars  
9 (\$1000.00) per month will not be entitled to receive in cash, other compensation, benefits or in  
10 any form the difference between the amount of the cost of such coverage and the one thousand  
11 dollar (\$1000.00) per month County contribution.

12 3.2 Insurance Opt-Out

13 Employees may waive health care coverage in its entirety, i.e. medical, dental and vision  
14 insurance. Eligibility for the opt-out, cash-in-lieu benefit shall be conditioned upon meeting the  
15 current Affordable Care Act (ACA) definition of an "eligible opt out arrangement." Employees  
16 wishing to receive the cash-in-lieu benefit described below are required to provide the County  
17 proof of similar employer-sponsored coverage in such form as the County may require, in  
18 addition to any documentation/certification/attestation/etc. required to demonstrate compliance  
19 with the current ACA definition of "eligible opt-out arrangement." Employees waiving health  
20 care coverage who are eligible for the opt-out stipend shall receive a cash-in-lieu benefit of two  
21 hundred dollars (\$200.00) per month. The County will not pay cash-in-lieu to any employee, at  
22 any time during the plan year, if the current provisions of the ACA eligible opt-out arrangement  
23 dictate that the County must not pay that employee.

24 3.3 Retiree Insurance

25 For County retirees, who retire from County service with fifteen (15) years of total County  
26 service as a permanent employee, of which five (5) years must be continuously served  
27 immediately prior to retiring, who participate in the County's retiree insurance program, the  
28 County shall pay a monthly stipend to the retiree which is equivalent to 50% of the group health  
29 insurance medical premium for active employees with employee-only coverage under the same  
30 health plan. Such stipend shall be discontinued once the employee reaches sixty-five (65)

1 years of age or is eligible for Medicare coverage. For those retirees who retire from County with  
2 twenty (20) years of total County service as a permanent employee, of which five (5) years must  
3 be continuously served immediately prior to retiring, who participate in the County's retiree  
4 insurance program, the County shall pay a monthly stipend to the retiree which is equivalent to  
5 75% of the group health insurance medical premium for active employees with employee-only  
6 coverage under the same health plan. Such stipend shall be discontinued once the employee  
7 reaches sixty-five (65) years of age or is eligible for Medicare coverage.

8 **3.3.1 Break in service due to layoff**

9 When the last break in service immediately prior to retirement is due to a layoff, the  
10 requirement to work at least five (5) continuous years shall be waived.

11 **3.3.2 Discontinue Allowance for Break in Service**

12 Notwithstanding the above, employees whose original hire date or rehire date is  
13 November 1, 2011 or later, shall not be eligible for the retiree health insurance monthly  
14 stipend unless they have either fifteen (15) or twenty (20) consecutive years of County  
15 service as a permanent employee immediately prior to retirement. However, if the last  
16 break in service immediately prior to retirement was due to a layoff and the employee  
17 was rehired under the Reemployment provision under Rule 906 of the Lake County  
18 Personnel Rules, the employee maintains eligibility and the requirement to work at least  
19 five (5) continuous years shall be waived.

20 **3.4 Group Life Insurance**

21 The County shall pay the cost for basic, group life insurance for eligible employees and their  
22 qualified dependents.

23 Commencing July 1, 2022, and on the first day of the month following date of hire thereafter, an  
24 employee, upon proper application and acceptance by the insurance carrier, shall be covered  
25 under a group life insurance plan for the amount of their base annual salary up to one hundred  
26 thousand dollars (\$100,000.00)

27 **3.5 Air Medical Membership Program**

28 Commencing January 1, 2022, and on the first day of the month following date of hire  
29 thereafter, an employee shall be covered under an air medical membership program, such as  
30 REACH Air Medical Services.

1 4 **RETIREMENT BENEFITS**

2 4.5 Employees who, pursuant to AB 340 and CalPERS regulations, are defined as Classic  
3 members of the California Public Employee Retirement System (PERS) shall pay the  
4 employee's contribution to PERS.

5 4.6 For employees who, pursuant to AB 340 and CalPERS regulations, are defined as New PERS  
6 members, the County is prohibited from paying any portion of the employee's share of PERS,  
7 and therefore will not pay any portion of the employee's contribution to PERS.

8 4.7 County shall provide, pursuant to its contract with CalPERS, a Section 21548 Pre-Retirement  
9 Optional Settlement 2 Death Benefit to the family of an active miscellaneous employee, eligible  
10 for CalPERS retirement, who dies prior to retirement from County service.

11 5 **LEAVE BENEFITS**

12 5.5 Vacation Leave

13 The following annual vacation allowance shall be credited to each employee based upon full-  
14 time, continuous, permanent employment with the County:

<u>Years of Service</u>	<u>Annual Allowance -</u> <u>Accrued Hours</u>
Beginning of 1 <sup>st</sup> year through end of 4 <sup>th</sup> year	80 hours
Beginning of 5 <sup>th</sup> year through end of 15 <sup>th</sup> year	120 hours
Beginning of 16 <sup>th</sup> year through end of 16 <sup>th</sup> year	128 hours
Beginning of 17 <sup>th</sup> year through end of 17 <sup>th</sup> year	136 hours
Beginning of 18 <sup>th</sup> year through end of 18 <sup>th</sup> year	144 hours
Beginning of 19 <sup>th</sup> year through end of 19 <sup>th</sup> year	152 hours
Beginning of 20 <sup>th</sup> year and thereafter	160 hours

24 In any position of a part-time, permanent nature, the allowed vacation leave shall be that part of  
25 the appropriate annual allowance equal to the proportion that actual service bears to full-time  
26 service.

27 Accumulated vacation time shall be available for use during the pay period following its accrual,  
28 subject to approval of the department head. Upon separation (termination/retirement) from  
29 County employment, employees shall receive payment in full for the balance of unused vacation  
30 hours earned.

1 For employees whose first day of work with the County of Lake is on or after November 1, 2007,  
2 years of full-time, continuous, permanent employment for another county or city government for  
3 which the employee worked within thirty (30) days immediately prior to being hired by the  
4 County shall be added to the years of service with the County for purposes of earning vacation  
5 leave.

6 For employees hired after April 1, 2009 who have previously worked for the County and were  
7 terminated due to layoff after March 1, 2009, the years of County service prior to that layoff shall  
8 be added to the current years of service for purposes of earning vacation leave.

9 **5.6 Sick Leave**

10 5.6.1 Sick leave provisions not contained herein shall be provided for in County Personnel  
11 Rule 1503 et seq.

12 5.6.2 Employees who have accrued more than five hundred (500) hours of unused sick leave  
13 may request and receive cash in lieu of sick leave hours which are in excess of five  
14 hundred (500) hours. However, no employee shall receive more than forty (40) hours  
15 of cash in lieu of sick leave hours in any one (1) fiscal year.

16 5.6.3 The CalPERS plan shall continue to include the "credit for unused sick leave" option. At  
17 the time of retirement, eligible employees shall have the option to elect either the  
18 payment per the schedule in Personnel Rule 1503.3, or the CalPERS option, but may  
19 not participate in both.

20 **5.7 Bereavement Leave**

21 An employee shall receive bereavement leave of twenty-four (24) hours for an incident that  
22 requires one way travel of less than five hundred (500) miles, or forty (40) hours for an incident  
23 that requires one way travel of five hundred (500) miles or more, due to the death of their  
24 parent, step-parent, mother-in-law, father-in-law, aunt, uncle, spouse, registered domestic  
25 partner, child, stepchild, adopted child, niece, nephew, grandchild, grandparent, sister, brother,  
26 step-sister, step-brother, sister-in-law, brother-in-law, grandfather-in-law, grandmother-in-law,  
27 son-in-law, daughter-in-law or the death of any person residing in the immediate household of  
28 the employee at the time of death.



1 Travel distances shall be computed using the “Maps & Directions” function available at  
2 [www.randmcnally.com](http://www.randmcnally.com), using the employee’s residence as the starting point and the site of the  
3 memorial or funeral as the endpoint.

4 Bereavement leave is not subject to accrual and the leave allowed pursuant to this provision  
5 generally must be used for any single incident of bereavement within seven (7) days of the time  
6 the employee first takes bereavement leave for said incident. Upon advance request to do so,  
7 the County Administrative Officer may approve an extension of the seven (7) day period.

8 Said bereavement leave is separate and shall not be credited against other forms of leave.

9 Bereavement leave shall be used by the employee before they make use of accrued sick leave  
10 for the purposes of the bereavement leave provision of Section 1504 of the Lake County  
11 Personnel Rules.

## 12 5.8 Holidays

13 5.4.1 The following holidays shall be observed:

- 14 1. July 4 (Independence Day)
- 15 2. First Monday in September (Labor Day)
- 16 3. Second Monday in October (Indigenous Peoples’ Day)
- 17 4. November 11 (Veteran’s Day)
- 18 5. Thanksgiving Day
- 19 6. Day after Thanksgiving Day
- 20 7. Winter Holiday (Monday – Friday of the week December 25<sup>th</sup> falls on, if December  
21 25<sup>th</sup> falls on a weekday. If December 25<sup>th</sup> falls on a Saturday or Sunday, the 23<sup>rd</sup>  
22 through the 29<sup>th</sup> of December.)
- 23 8. January 1 (New Year’s Day)
- 24 9. Third Monday in January (Martin Luther King, Jr. Day)
- 25 10. Third Monday in February (President’s Day)
- 26 11. Last Monday in May (Memorial Day)

### 27 5.4.2 Holiday Observance

28 Any holiday, except Winter Holiday, as stated above in subsection 5.4.1, which falls on  
29 a Sunday shall be observed the following Monday. Any holiday, except Winter Holiday,  
30

1 as stated above in subsection 5.4.1, which falls on a Saturday shall be observed the  
2 preceding Friday.

3 **5.4 Administrative Leave**

4 5.4.1 Employees in the Confidential Unit Section "B" shall accrue and shall be entitled to  
5 administrative leave at the rate of forty (40) hours annually, or the equivalent cash in  
6 lieu. Employees with less than one year of service shall be entitled to receive a pro rata  
7 share of the forty (40) hours. Except that employees appointed after April 1<sup>st</sup> of a fiscal  
8 year shall not be entitled to any administrative leave for that fiscal year, and shall not  
9 receive any allocation of administrative leave until July 1<sup>st</sup> of the following fiscal year.  
10 The annual allowance for administrative leave shall not accrue from one fiscal year to  
11 another fiscal year. Employees in positions allocated less than full-time shall receive a  
12 proportionate allocation of administrative leave hours.

13 5.4.2 Employees who terminate County service or who otherwise discontinue serving in a  
14 classification in Confidential Unit "B" before the end of the fiscal year, and who have  
15 used administrative leave hours greater than the pro rata share to which they are  
16 entitled shall have the cash equivalent of those hours deducted from their separation  
17 pay or deducted from their next payroll check if they are continuing in County service.  
18

19 **6 OTHER PROVISIONS**

20 **6.1 State Disability Insurance**

21 The members of the Unit shall continue to have coverage in State Disability Insurance (SDI). It  
22 is understood that each Unit employee shall pay the cost of their SDI premium and the  
23 necessary premium and the necessary premium contributions will be deducted by the County  
24 from the employee's salary per pay period.  
25

26 **7. All previous Board of Supervisors Resolutions in conflict herewith are rescinded to the**  
27 **extent of such conflict and no further.**  
28  
29  
30

1 **THIS RESOLUTION** was passed and adopted by the Board of Supervisors of the County of Lake at a  
2 regular meeting thereof on the 28<sup>th</sup> day of September, 2021 by the following vote:

3 **AYES:** Supervisors Simon, Crandell, Scott, Pyska, and Sabatier

4 **NOES:** None

5 **ABSENT OR NOT VOTING:** None

6 **ATTEST: CAROL J. HUCHINGSON**

**COUNTY OF LAKE**

7 Clerk to the Board of Supervisors

8  
9 By: *Johanna DeLong*  
Johanna DeLong (Sep 28, 2021 15:05 PDT)

*BJ*  
Brian Sabatier (Sep 29, 2021 08:50 PDT)

10 Chair, Board of Supervisors

11  
12 APPROVED AS TO FORM:

AUDITOR REVIEW:

13 **ANITA L. GRANT**

**CATHY SADERLUND**

14 County Counsel

Auditor-Controller

15 *Anita Grant*  
16 anita grant (Sep 20, 2021 13:34 PDT)

*Cathy Saderlund*  
Cathy Saderlund (Sep 21, 2021 10:45 PDT)



Salary Grade Table for Group 2 Confidential

Class #	Classification Title	Grade	Pay
02-0031	ACCOUNTANT I - CONFIDENTIAL	K24	H
02-0032	ACCOUNTANT II - CONFIDENTIAL	K28	H
02-2069	ADMIN ANALYST I	K29	H
02-2004	ADMIN ANALYST II	K33	H
02-2002	ADMINISTRATIVE ANALYST, SENIOR	K37	H
02-0453	ADMINISTRATIVE ASSISTANT	K15	H
02-0454	ADMINISTRATIVE ASSISTANT - SR	K21	H
02-2087	ASSISTANT CLERK TO THE BOS	K20	H
02-2000	DEPUTY COUNTY ADMIN OFFICER II	K52	H
02-0261	DEPUTY COUNTY COUNSEL I	K44	H
02-0262	DEPUTY COUNTY COUNSEL II	K50	H
02-0263	DEPUTY COUNTY COUNSEL III	K56	H
02-0264	DEPUTY COUNTY COUNSEL, SENIOR	K62	H
02-2008	HUMAN RESOURCES ANALYST I	K32	H
02-2009	HUMAN RESOURCES ANALYST II	K36	H
02-2013	HUMAN RESOURCES ANALYST, SR	K40	H
02-2011	HUMAN RESOURCES TECHNICIAN I	K20	H
02-2012	HUMAN RESOURCES TECHNICIAN II	K24	H
02-2015	LEGAL ADMIN ASSIST CONF	K18	H
02-2016	LEGAL ADMIN ASSIST SENIOR CONF	K23	H
02-0025	PAYROLL ANALYST I	K32	H
02-0026	PAYROLL ANALYST II	K36	H
02-0027	PAYROLL ANALYST SENIOR	K40	H
02-0021	PAYROLL SPECIALIST I	K22	H
02-0022	PAYROLL SPECIALIST II	K26	H
02-2005	RISK ANALYST I	K26	H

YEAR 1				
Step 1	Step 2	Step 3	Step 4	Step 5
23.63	24.81	26.05	27.36	28.72
26.09	27.39	28.76	30.20	31.71
26.74	28.07	29.48	30.95	32.50
29.51	30.99	32.54	34.17	35.87
32.58	34.21	35.92	37.71	39.60
18.92	19.87	20.86	21.91	23.00
21.94	23.04	24.19	25.40	26.67
21.41	22.48	23.60	24.78	26.02
47.18	49.54	52.02	54.62	57.35
38.72	40.66	42.69	44.83	47.07
44.91	47.15	49.51	51.99	54.59
52.08	54.68	57.42	60.29	63.30
60.40	63.42	66.59	69.92	73.41
28.79	30.23	31.74	33.33	35.00
31.78	33.37	35.04	36.79	38.63
35.08	36.84	38.68	40.61	42.64
21.41	22.48	23.60	24.78	26.02
23.63	24.81	26.05	27.36	28.72
20.38	21.40	22.47	23.59	24.77
23.06	24.21	25.42	26.69	28.02
28.79	30.23	31.74	33.33	35.00
31.78	33.37	35.04	36.79	38.63
35.08	36.84	38.68	40.61	42.64
22.49	23.62	24.80	26.04	27.34
24.83	26.07	27.37	28.74	30.18
24.83	26.07	27.37	28.74	30.18

YEAR 2				
Step 1	Step 2	Step 3	Step 4	Step 5
24.10	25.31	26.58	27.90	29.30
26.61	27.94	29.33	30.80	32.34
27.27	28.64	30.07	31.57	33.15
30.10	31.61	33.19	34.85	36.59
33.23	34.89	36.63	38.47	40.39
19.30	20.27	21.28	22.34	23.46
22.38	23.50	24.68	25.91	27.21
21.84	22.93	24.08	25.28	26.54
48.12	50.53	53.06	55.71	58.50
39.50	41.47	43.55	45.72	48.01
45.81	48.10	50.50	53.03	55.68
53.12	55.78	58.57	61.49	64.57
61.60	64.68	67.92	71.31	74.88
29.37	30.84	32.38	34.00	35.70
32.42	34.04	35.74	37.53	39.40
35.78	37.57	39.45	41.42	43.49
21.84	22.93	24.08	25.28	26.54
24.10	25.31	26.58	27.90	29.30
20.79	21.82	22.92	24.06	25.26
23.52	24.69	25.93	27.22	28.58
29.37	30.84	32.38	34.00	35.70
32.42	34.04	35.74	37.53	39.40
35.78	37.57	39.45	41.42	43.49
22.94	24.09	25.29	26.56	27.89
25.32	26.59	27.92	29.32	30.78
25.32	26.59	27.92	29.32	30.78

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02-0027	PAYROLL ANALYST SENIOR	K40	H
02-0021	PAYROLL SPECIALIST I	K22	H
02-0022	PAYROLL SPECIALIST II	K26	H
02-2005	RISK ANALYST I	K26	H

YEAR 3				
Step 1	Step 2	Step 3	Step 4	Step 5
24.59	25.82	27.11	28.46	29.89
27.14	28.50	29.92	31.42	32.99
27.82	29.21	30.67	32.20	33.81
30.71	32.24	33.85	35.55	37.32
33.89	35.59	37.37	39.24	41.20
19.69	20.67	21.71	22.79	23.93
22.83	23.97	25.17	26.43	27.75
22.27	23.39	24.56	25.79	27.07
49.09	51.54	54.12	56.82	59.67
40.29	42.30	44.42	46.64	48.97
46.72	49.06	51.51	54.09	56.79
54.18	56.89	59.74	62.72	65.86
62.84	65.98	69.28	72.74	76.38
29.96	31.45	33.03	34.68	36.41
33.07	34.72	36.46	38.28	40.19
36.50	38.32	40.24	42.25	44.36
22.27	23.39	24.56	25.79	27.07
24.59	25.82	27.11	28.46	29.89
21.20	22.26	23.37	24.54	25.77
23.99	25.19	26.45	27.77	29.16
29.96	31.45	33.03	34.68	36.41
33.07	34.72	36.46	38.28	40.19
36.50	38.32	40.24	42.25	44.36
23.40	24.57	25.80	27.09	28.45
25.83	27.12	28.48	29.90	31.40
25.83	27.12	28.48	29.90	31.40

YEAR 4				
Step 1	Step 2	Step 3	Step 4	Step 5
25.32	26.59	27.92	29.31	30.78
27.95	29.35	30.82	32.36	33.97
28.65	30.08	31.59	33.16	34.82
31.62	33.20	34.86	36.61	38.44
34.91	36.65	38.48	40.41	42.43
20.28	21.29	22.35	23.47	24.65
23.51	24.69	25.92	27.22	28.58
22.94	24.09	25.29	26.56	27.88
50.55	53.08	55.74	58.52	61.45
41.49	43.57	45.75	48.03	50.43
48.12	50.52	53.05	55.70	58.49
55.80	58.59	61.52	64.60	67.83
64.71	67.95	71.35	74.91	78.66
30.85	32.39	34.01	35.71	37.50
34.05	35.76	37.55	39.42	41.39
37.59	39.47	41.44	43.52	45.69
22.94	24.09	25.29	26.56	27.88
25.32	26.59	27.92	29.31	30.78
21.83	22.93	24.07	25.28	26.54
24.70	25.94	27.24	28.60	30.03
30.85	32.39	34.01	35.71	37.50
34.05	35.76	37.55	39.42	41.39
37.59	39.47	41.44	43.52	45.69
24.10	25.31	26.57	27.90	29.30
26.60	27.93	29.33	30.80	32.34
26.60	27.93	29.33	30.80	32.34

# Confidential B Resolution October 21 2021 to June 30 2025 - With Grade Tables

Final Audit Report

2021-09-21

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## "Confidential B Resolution October 21 2021 to June 30 2025 - With Grade Tables" History

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