

APPENDIX "D"

NOVEMBER 4, 2025 BOARD OF SUPERVISORS AGENDA

EFFECTIVE NOVEMBER 10, 2025**SECTION 500 - BASIS AND TIME OF PAY****532.13 Expense Remuneration**

Each Elected Official shall receive one hundred seventy-five dollars and no/100 (\$175.00) per month for professional memberships and accreditations not paid for by the County; conference, seminar or educational expenses not paid for by the County; miscellaneous out-of-pocket expenses in connection with County activities performed in representing the County and community in County business relations not otherwise reimbursed by the County; and non-reimbursed travel or transportation expenses.

Each Elected Official and Department Head has the option of using their privately owned automobile or an assigned County automobile with home garaging privileges in the discharge of necessary official duties for the County. An Elected Official or choosing to use their privately owned automobile shall be compensated for the use of their automobile within the County in the sum of five hundred thirteen dollars and no/100 (\$513.00) per month, or at the option of the individual, receive mileage reimbursement at the same rate as is then in effect for County employees (i.e., Internal Revenue Service mileage reimbursement rate). A Department Head choosing to use their privately owned automobile shall be compensated for the use of their automobile within the County in the sum of six hundred fifty dollars and no/100 (\$650.00) per month, or at the option of the individual, receive mileage reimbursement at the same rate as is then in effect for County employees (i.e., Internal Revenue Service mileage reimbursement rate). Interim Elected Officials and Department Heads shall also be eligible for the monthly automobile allowance which shall be included within the salary set for the Interim Elected Official or Department Head assignment.

EFFECTIVE JANUARY 4, 2027

(23% salary increase for Assessor-Recorder and County Clerk, 18% salary increase for the Auditor-Controller/Treasurer-Tax Collector; 38.5% salary increase for the District Attorney; 27.5% salary increase for Sheriff; and convert Public Defender to steps)

SECTION 100 - ALPHABETICAL POSITION LISTING

JCN	FLSA	CLASSIFICATION	TITLE	BIWEEKLY STEP 1	BIWEEKLY TOP STEP	# of STEPS	FOOT- NOTES	PROB PERD	UNIT	MED GRP
0015	*L	Assessor-Recorder		183,924	226,226	(Annually)		00	ELC	1
0010	*L	Aud-Controller/Treasurer-Tax Collector		198,640	234,390	(Annually)		00	ELC	1
0030	*L	County Clerk		164,424	202,254	(Annually)		00	ELC	1
0075	*L	District Attorney		248,508	344,004	(Annually)	a	00	ELC	1
8088	*E	Public Defender		244,894	8,543	/ 10,904	6 a	00	HDS	1
0105	*L	Sheriff - Coroner - Public Administrator		244,270	311,454	(Annually)	O.z	00	ELC	4

SECTION 100 - FOOTNOTES

O. Employees in the following management classifications shall be provided a uniform allowance of \$38.46 per pay period. This allowance will continue during periods of paid time off; however, the allowance will be discontinued when the entire pay period consists of dock time or other unpaid time off.

- Assistant Sheriff
- Sheriff's Captain
- Undersheriff

A uniform allowance equal to the amount provided to the Undersheriff shall be provided to the Sheriff - Coroner - Public Administrator.

z. Employees in the following management classifications who possess a valid Management POST Certificate shall be eligible to receive a ten percent (10%) incentive pay above their base salary. If at any time a Management POST Certificate is required as a condition of employment, the ten percent (10%) incentive pay shall cease immediately.

- Assistant Sheriff
- Sheriff's Captain
- Undersheriff

A Sheriff - Coroner - Public Administrator who possesses a valid Management or Executive POST Certificate shall be eligible to receive a ten percent (10%) incentive pay above their base salary. For those receiving the incentive based on a Management POST Certificate, eligibility will end within the pay period two and one-half (2 1/2) years after the beginning of the elected term unless a valid Executive POST Certificate has been obtained by that date.

EFFECTIVE JANUARY 3, 2028

(10% increase for County Clerk; 5% salary increase for District Attorney; and 4.5% increase for Sheriff)

SECTION 100 - ALPHABETICAL POSITION LISTING

JCN	FLSA	CLASSIFICATION	TITLE	BIWEEKLY STEP 1	BIWEEKLY TOP STEP	# of STEPS	FOOT- NOTES	PROB PERD	UNIT	MED GRP
0030	*L	County Clerk		202,254	222,482	(Annually)		00	ELC	1
0075	*L	District Attorney		285,792	361,400	(Annually)	a	00	ELC	1
0105	*L	Sheriff - Coroner - Public Administrator		311,454	325,468	(Annually)	O.z	00	ELC	4