

EXHIBIT A

**Mono County
Salary Matrix
5% between ranges; 5% between steps**

Class Title	Range #	Period	Step A	Step B	Step C	Step D	Step E
HR Specialist	1	Hourly	\$ 25.89	\$ 27.18	\$ 28.54	\$ 29.97	\$ 31.47
		Bi-weekly	\$ 2,071	\$ 2,175	\$ 2,283	\$ 2,398	\$ 2,517
		Monthly	\$ 4,487	\$ 4,712	\$ 4,947	\$ 5,195	\$ 5,455
		Annual	\$ 53,849	\$ 56,542	\$ 59,369	\$ 62,337	\$ 65,454
HR Specialist	2	Hourly	\$ 27.18	\$ 28.54	\$ 29.97	\$ 31.47	\$ 33.04
		Bi-weekly	\$ 2,175	\$ 2,283	\$ 2,398	\$ 2,517	\$ 2,643
		Monthly	\$ 4,712	\$ 4,947	\$ 5,195	\$ 5,455	\$ 5,727
		Annual	\$ 56,542	\$ 59,369	\$ 62,337	\$ 65,454	\$ 68,727
HR Specialist	3	Hourly	\$ 28.54	\$ 29.97	\$ 31.47	\$ 33.04	\$ 34.69
		Bi-weekly	\$ 2,283	\$ 2,398	\$ 2,517	\$ 2,643	\$ 2,775
		Monthly	\$ 4,947	\$ 5,195	\$ 5,455	\$ 5,727	\$ 6,014
		Annual	\$ 59,369	\$ 62,337	\$ 65,454	\$ 68,727	\$ 72,163
HR Specialist	4	Hourly	\$ 29.97	\$ 31.47	\$ 33.04	\$ 34.69	\$ 36.43
		Bi-weekly	\$ 2,398	\$ 2,517	\$ 2,643	\$ 2,775	\$ 2,914
		Monthly	\$ 5,195	\$ 5,455	\$ 5,727	\$ 6,014	\$ 6,314
		Annual	\$ 62,337	\$ 65,454	\$ 68,727	\$ 72,163	\$ 75,772
HR Generalist	5	Hourly	\$ 31.47	\$ 33.04	\$ 34.69	\$ 36.43	\$ 38.25
		Bi-weekly	\$ 2,517	\$ 2,643	\$ 2,775	\$ 2,914	\$ 3,060
		Monthly	\$ 5,455	\$ 5,727	\$ 6,014	\$ 6,314	\$ 6,630
		Annual	\$ 65,454	\$ 68,727	\$ 72,163	\$ 75,772	\$ 79,560
Director of Animal Services	6	Hourly	\$ 33.04	\$ 34.69	\$ 36.43	\$ 38.25	\$ 40.16
		Bi-weekly	\$ 2,643	\$ 2,775	\$ 2,914	\$ 3,060	\$ 3,213
		Monthly	\$ 5,727	\$ 6,014	\$ 6,314	\$ 6,630	\$ 6,962
		Annual	\$ 68,727	\$ 72,163	\$ 75,772	\$ 79,560	\$ 83,538
DA Operations and Program Supervisor	7	Hourly	\$ 34.69	\$ 36.43	\$ 38.25	\$ 40.16	\$ 42.17
		Bi-weekly	\$ 2,775	\$ 2,914	\$ 3,060	\$ 3,213	\$ 3,374
		Monthly	\$ 6,014	\$ 6,314	\$ 6,630	\$ 6,962	\$ 7,310
		Annual	\$ 72,163	\$ 75,772	\$ 79,560	\$ 83,538	\$ 87,715
DA Operations and Program Supervisor	8	Hourly	\$ 36.43	\$ 38.25	\$ 40.16	\$ 42.17	\$ 44.28
		Bi-weekly	\$ 2,914	\$ 3,060	\$ 3,213	\$ 3,374	\$ 3,542
		Monthly	\$ 6,314	\$ 6,630	\$ 6,962	\$ 7,310	\$ 7,675
		Annual	\$ 75,772	\$ 79,560	\$ 83,538	\$ 87,715	\$ 92,101
Assistant to the CAO Public Works Project Manager Solid Waste Superintendent Outdoor Recreation Manager	9	Hourly	\$ 38.25	\$ 40.16	\$ 42.17	\$ 44.28	\$ 46.49
		Bi-weekly	\$ 3,060	\$ 3,213	\$ 3,374	\$ 3,542	\$ 3,719
		Monthly	\$ 6,630	\$ 6,962	\$ 7,310	\$ 7,675	\$ 8,059
		Annual	\$ 79,560	\$ 83,538	\$ 87,715	\$ 92,101	\$ 96,705
Assistant Clerk / Recorder	10	Hourly	\$ 40.16	\$ 42.17	\$ 44.28	\$ 46.49	\$ 48.82
		Bi-weekly	\$ 3,213	\$ 3,374	\$ 3,542	\$ 3,719	\$ 3,905
		Monthly	\$ 6,962	\$ 7,310	\$ 7,675	\$ 8,059	\$ 8,462
		Annual	\$ 83,538	\$ 87,715	\$ 92,101	\$ 96,705	\$ 101,541
Deputy County Counsel I District Attorney Investigator II Parks and Facilities Superintendent	11	Hourly	\$ 42.17	\$ 44.28	\$ 46.49	\$ 48.82	\$ 51.26
		Bi-weekly	\$ 3,374	\$ 3,542	\$ 3,719	\$ 3,905	\$ 4,101
		Monthly	\$ 7,310	\$ 7,675	\$ 8,059	\$ 8,462	\$ 8,885
		Annual	\$ 87,715	\$ 92,101	\$ 96,705	\$ 101,541	\$ 106,618
Risk Manager Economic Development Manager	12	Hourly	\$ 44.28	\$ 46.49	\$ 48.82	\$ 51.26	\$ 53.82
		Bi-weekly	\$ 3,542	\$ 3,719	\$ 3,905	\$ 4,101	\$ 4,306
		Monthly	\$ 7,675	\$ 8,059	\$ 8,462	\$ 8,885	\$ 9,329
		Annual	\$ 92,101	\$ 96,705	\$ 101,541	\$ 106,618	\$ 111,949
Assistant Assessor Deputy County Counsel II Environmental Health Manager	13	Hourly	\$ 46.49	\$ 48.82	\$ 51.26	\$ 53.82	\$ 56.51
		Bi-weekly	\$ 3,719	\$ 3,905	\$ 4,101	\$ 4,306	\$ 4,521
		Monthly	\$ 8,059	\$ 8,462	\$ 8,885	\$ 9,329	\$ 9,796
		Annual	\$ 96,705	\$ 101,541	\$ 106,618	\$ 111,949	\$ 117,547
County Clerk / Recorder Assistant Director of Finance Housing Coordinator Roads Operations and Fleer Superintendent Child and Adult Services Manager	14	Hourly	\$ 48.82	\$ 51.26	\$ 53.82	\$ 56.51	\$ 59.34
		Bi-weekly	\$ 3,905	\$ 4,101	\$ 4,306	\$ 4,521	\$ 4,747
		Monthly	\$ 8,462	\$ 8,885	\$ 9,329	\$ 9,796	\$ 10,285
		Annual	\$ 101,541	\$ 106,618	\$ 111,949	\$ 117,547	\$ 123,424
Deputy County Counsel III Deputy District Attorney III District Attorney Chief Investigator County Engineer	15	Hourly	\$ 51.26	\$ 53.82	\$ 56.51	\$ 59.34	\$ 62.31
		Bi-weekly	\$ 4,101	\$ 4,306	\$ 4,521	\$ 4,747	\$ 4,984
		Monthly	\$ 8,885	\$ 9,329	\$ 9,796	\$ 10,285	\$ 10,800
		Annual	\$ 106,618	\$ 111,949	\$ 117,547	\$ 123,424	\$ 129,595

EXHIBIT A

**Mono County
Salary Matrix
5% between ranges; 5% between steps**

Class Title	Range #	Period	Step A	Step B	Step C	Step D	Step E
Director of Economic Development	16	Hourly	\$ 53.82	\$ 56.51	\$ 59.34	\$ 62.31	\$ 65.42
		Bi-weekly	\$ 4,306	\$ 4,521	\$ 4,747	\$ 4,984	\$ 5,234
		Monthly	\$ 9,329	\$ 9,796	\$ 10,285	\$ 10,800	\$ 11,340
		Annual	\$ 111,949	\$ 117,547	\$ 123,424	\$ 129,595	\$ 136,074
County Assessor	16A	Hourly	\$ 52.77	\$ 55.40	\$ 58.18	\$ 61.08	\$ 64.14
		Bi-weekly	\$ 4,221	\$ 4,432	\$ 4,654	\$ 4,887	\$ 5,131
		Monthly	\$ 9,146	\$ 9,603	\$ 10,084	\$ 10,588	\$ 11,117
		Annual	\$ 109,754	\$ 115,242	\$ 121,004	\$ 127,054	\$ 133,406
Chief of Emergency Medical Services Budget Officer	17	Hourly	\$ 56.51	\$ 59.34	\$ 62.31	\$ 65.42	\$ 68.69
		Bi-weekly	\$ 4,521	\$ 4,747	\$ 4,984	\$ 5,234	\$ 5,495
		Monthly	\$ 9,796	\$ 10,285	\$ 10,800	\$ 11,340	\$ 11,907
		Annual	\$ 117,547	\$ 123,424	\$ 129,595	\$ 136,074	\$ 142,879
Assistant County Counsel Assistant District Attorney	18	Hourly	\$ 59.34	\$ 62.31	\$ 65.42	\$ 68.69	\$ 72.13
		Bi-weekly	\$ 4,747	\$ 4,984	\$ 5,234	\$ 5,495	\$ 5,770
		Monthly	\$ 10,285	\$ 10,800	\$ 11,340	\$ 11,907	\$ 12,502
		Annual	\$ 123,424	\$ 129,595	\$ 136,074	\$ 142,879	\$ 150,023
Director of Behavioral Health Director of Community Development Director of Public Health Director of Social Services	18	Hourly	\$ 59.34	\$ 62.31	\$ 65.42	\$ 68.69	\$ 72.13
		Bi-weekly	\$ 4,747	\$ 4,984	\$ 5,234	\$ 5,495	\$ 5,770
		Monthly	\$ 10,285	\$ 10,800	\$ 11,340	\$ 11,907	\$ 12,502
		Annual	\$ 123,424	\$ 129,595	\$ 136,074	\$ 142,879	\$ 150,023
Chief Probation Officer Undersheriff	19	Hourly	\$ 62.31	\$ 65.42	\$ 68.69	\$ 72.13	\$ 75.73
		Bi-weekly	\$ 4,984	\$ 5,234	\$ 5,495	\$ 5,770	\$ 6,059
		Monthly	\$ 10,800	\$ 11,340	\$ 11,907	\$ 12,502	\$ 13,127
		Annual	\$ 129,595	\$ 136,074	\$ 142,879	\$ 150,023	\$ 157,524
Director of Public Works / Road Operations	20	Hourly	\$ 65.42	\$ 68.69	\$ 72.13	\$ 75.73	\$ 79.52
		Bi-weekly	\$ 5,234	\$ 5,495	\$ 5,770	\$ 6,059	\$ 6,362
		Monthly	\$ 11,340	\$ 11,907	\$ 12,502	\$ 13,127	\$ 13,783
		Annual	\$ 136,074	\$ 142,879	\$ 150,023	\$ 157,524	\$ 165,399
Assistant County Administrative Officer Chief People Officer	21	Hourly	\$ 68.69	\$ 72.13	\$ 75.73	\$ 79.52	\$ 83.49
		Bi-weekly	\$ 5,495	\$ 5,770	\$ 6,059	\$ 6,362	\$ 6,680
		Monthly	\$ 11,907	\$ 12,502	\$ 13,127	\$ 13,783	\$ 14,472
		Annual	\$ 142,879	\$ 150,023	\$ 157,524	\$ 165,399	\$ 173,669
Director of Finance Director of Information Technology	21	Hourly	\$ 68.69	\$ 72.13	\$ 75.73	\$ 79.52	\$ 83.49
		Bi-weekly	\$ 5,495	\$ 5,770	\$ 6,059	\$ 6,362	\$ 6,680
		Monthly	\$ 11,907	\$ 12,502	\$ 13,127	\$ 13,783	\$ 14,472
		Annual	\$ 142,879	\$ 150,023	\$ 157,524	\$ 165,399	\$ 173,669
District Attorney Sheriff-Coroner	21A	Hourly	\$ 67.34	\$ 70.71	\$ 74.25	\$ 77.96	\$ 81.86
		Bi-Weekly	\$ 5,388	\$ 5,657	\$ 5,940	\$ 6,237	\$ 6,549
		Monthly	\$ 11,673	\$ 12,257	\$ 12,870	\$ 13,513	\$ 14,189
		Annual	\$ 140,077	\$ 147,081	\$ 154,435	\$ 162,156	\$ 170,264
	22	Hourly	\$ 72.13	\$ 75.73	\$ 79.52	\$ 83.49	\$ 87.67
		Bi-weekly	\$ 5,770	\$ 6,059	\$ 6,362	\$ 6,680	\$ 7,014
		Monthly	\$ 12,502	\$ 13,127	\$ 13,783	\$ 14,472	\$ 15,196
		Annual	\$ 150,023	\$ 157,524	\$ 165,399	\$ 173,669	\$ 182,353
	23	Hourly	\$ 75.73	\$ 79.52	\$ 83.49	\$ 87.67	\$ 92.05
		Bi-weekly	\$ 6,059	\$ 6,362	\$ 6,680	\$ 7,014	\$ 7,364
		Monthly	\$ 13,127	\$ 13,783	\$ 14,472	\$ 15,196	\$ 15,956
		Annual	\$ 157,524	\$ 165,399	\$ 173,669	\$ 182,353	\$ 191,470
	24	Hourly	\$ 79.52	\$ 83.49	\$ 87.67	\$ 92.05	\$ 96.66
		Bi-weekly	\$ 6,362	\$ 6,680	\$ 7,014	\$ 7,364	\$ 7,732
		Monthly	\$ 13,783	\$ 14,472	\$ 15,196	\$ 15,956	\$ 16,754
		Annual	\$ 165,399	\$ 173,669	\$ 182,353	\$ 191,470	\$ 201,044
County Administrative Officer County Counsel	25	Hourly	\$ 83.49	\$ 87.67	\$ 92.05	\$ 96.66	\$ 101.49
		Bi-weekly	\$ 6,680	\$ 7,014	\$ 7,364	\$ 7,732	\$ 8,119
		Monthly	\$ 14,472	\$ 15,196	\$ 15,956	\$ 16,754	\$ 17,591
		Annual	\$ 173,669	\$ 182,353	\$ 191,470	\$ 201,044	\$ 211,096
	26	Hourly	\$ 87.67	\$ 92.05	\$ 96.66	\$ 101.49	\$ 106.56
		Bi-weekly	\$ 7,014	\$ 7,364	\$ 7,732	\$ 8,119	\$ 8,525
		Monthly	\$ 15,196	\$ 15,956	\$ 16,754	\$ 17,591	\$ 18,471
		Annual	\$ 182,353	\$ 191,470	\$ 201,044	\$ 211,096	\$ 221,651
Public Health Officer	27	Hourly	\$ 92.05	\$ 96.66	\$ 101.49	\$ 106.56	\$ 111.89
		Bi-weekly	\$ 7,364	\$ 7,732	\$ 8,119	\$ 8,525	\$ 8,951
		Monthly	\$ 15,956	\$ 16,754	\$ 17,591	\$ 18,471	\$ 19,394
		Annual	\$ 191,470	\$ 201,044	\$ 211,096	\$ 221,651	\$ 232,733
	28	Hourly	\$ 96.66	\$ 101.49	\$ 106.56	\$ 111.89	\$ 117.49
		Bi-weekly	\$ 7,732	\$ 8,119	\$ 8,525	\$ 8,951	\$ 9,399
		Monthly	\$ 16,754	\$ 17,591	\$ 18,471	\$ 19,394	\$ 20,364
		Annual	\$ 201,044	\$ 211,096	\$ 221,651	\$ 232,733	\$ 244,371

EXHIBIT A

Mono County

Salary Matrix

5% between ranges; 5% between steps

Class Title	Range #	Period	Step A	Step B	Step C	Step D	Step E
	29	Hourly	\$ 101.49	\$ 106.56	\$ 111.89	\$ 117.49	\$ 123.36
		Bi-weekly	\$ 8,119	\$ 8,525	\$ 8,951	\$ 9,399	\$ 9,869
		Monthly	\$ 17,591	\$ 18,471	\$ 19,394	\$ 20,364	\$ 21,382
		Annual	\$ 211,096	\$ 221,651	\$ 232,733	\$ 244,371	\$ 256,589
	30	Hourly	\$ 106.56	\$ 111.89	\$ 117.49	\$ 123.36	\$ 129.53
		Bi-weekly	\$ 8,525	\$ 8,951	\$ 9,399	\$ 9,869	\$ 10,362
		Monthly	\$ 18,471	\$ 19,394	\$ 20,364	\$ 21,382	\$ 22,452
		Annual	\$ 221,651	\$ 232,733	\$ 244,371	\$ 256,589	\$ 269,419