Mariposa County

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222
5100 Bullion Street
http://www.mariposacounty.org/

ROSEMARIE SMALLCOMBE, CHAIR — **DISTRICT I**
DANETTE TOSO, VICE-CHAIR — **DISTRICT III**
SHANNON POE — **DISTRICT II**
JENNI KISER — **DISTRICT IV**
MILES MENETREY — **DISTRICT V**

BOARD OF SUPERVISORS
ACTION SUMMARY MINUTES
FEBRUARY 4, 2025

A. 9:00 AM Called to Order and Roll Call

Chair Smallcombe called the meeting to order.

Attendee Name	Title	Status	Arrived
Rosemarie Smallcombe	District I Supervisor	Present	9:00 AM
Shannon Poe	District II Supervisor	Present	9:00 AM
Danette Toso	District III Supervisor	Present	9:00 AM
Jenni Kiser	District IV Supervisor	Present	9:00 AM
Miles Menetrey	District V Supervisor	Present	9:00 AM

B. Pledge of Allegiance

Chair Smallcombe led the pledge.

C. Introductions

None.

D. Approval of Consent Agenda (Items designated by "CA")

Chair Smallcombe read the consent agenda announcement and noted that CA. 12 had been withdrawn.

Public comment was received by Melinda Barrett/Mariposa County Resource Conservation District (MCRCD) who comment on CA. 6. She thanked the Board for their support on the home hardening program. She noted that over 200 homes had been hardened in our community. She further noted that they are crossing their fingers that they will get the grant but are uncertain as it has been affected by the freeze of federal grants.

Mike Brusa/Resident compared a show he watched as a teen and his not having attended the Board meetings in some time, noting no matter how long you missed watching a show, you could pick it up right where you left off. He noted that is how he felt about CA. 1 as his item is still on the agenda and has been

since 2018. He then compared the homelessness issue, and the amount of money spent toward it to bounties to control cobras in India, which then turned to individuals breeding them for the bounty. He felt the amount of the issue was what continued to cause it.

Mikaela Corey/Ag Standards Inspector commented on CA. 2. She noted the significance of what these Future Farmers of America (FFA) students accomplished. She discussed what the competition entailed and how each student is judged. She noted as a student she participated in this competition, and it taught her about livestock management, business, budgeting, and animal care. She stated she truly believed these students were the next generation of our nation's leaders.

Monica Nielsen/Ag Commissioner also commented on CA. 2. She noted what these children had accomplished was no easy feat. She then wished them luck tomorrow at their award ceremony.

Supervisor Toso commented on CA. 2 and thanked the Ag Commissioner and her staff for bringing awareness to this item and all their office does to assist these students. She noted that these children sacrifice fun time with friends to bring their projects to the forefront.

Supervisor Menetrey commented on CA. 2, noting he has seen some of their projects, and it was absolutely amazing to see what they put together and how smart they are. He noted he is thrilled to see it on the agenda and further noted how many of former Supervisor Forsythe's grandchildren are on the list.

Chair Smallcombe asked a question on CA. 10. She asked staff if there was a way to create or change the policy for department heads. She noted that it cost more in staff time for this item to come before the Board than the $100 it is proposing. She noted that wasting staff time is not acceptable.

Joe Lynch/County Administrative Officer, noted he could bring an item back to address those concerns. He said many departments still need cash to do business.

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

CA1. **Health and Human Services Agency**

Resolution Continuing a Shelter Crisis Local Emergency in Mariposa County

CA2. **Clerk of the Board**

Approve Certificates of Recognition to the Mariposa County Students who Competed in the 2024-2025 Merced/Mariposa Section Future Farmers of America (FFA) Project Competition

CA3. **Health and Human Services Agency**

Approve a Three-Year Agreement with Cornerstone Family Counseling Services in the Amount of $600,000 for Mental Health Services; and Authorize the Board of Supervisors Chair to Sign the Agreement

CA4. **Health and Human Services Agency**

Re-appoint Lydia Arre to the Area 12 Agency on Aging PSA-12 Advisory Council as a Member Representing the Service Provider with a Term Expiring February 26th, 2029

CA5. **Health and Human Services Agency**

Approve an Agreement with DPS Media for Advertising Services; and Authorize the Board of Supervisors Chair to Sign the Agreement

CA6. **Fire**

Approve a Letter of Support for the Community Wildfire Defense Grant Application from Mariposa County Resource Conservation District; and Authorize the Board of Supervisors Chair to Sign the Letter

CA7. **Public Works**

Approve Fifth Amendment to Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Old Toll Road over Bear Creek Bridge (40C0057); and Authorize the Board of Supervisors Chair to Sign the Amendment

CA8. **Public Works**

Approve Third Amendment to the Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Usona Road over Middle Fork Chowchilla River Bridge (40C0066); and Authorize the Board of Supervisors Chair to Sign the Amendment

CA9. **Public Works**

Approve Third Amendment to the Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Tip Top Road over Middle Fork Chowchilla River Bridge (40C0047); and Authorize the Board Supervisors Chair to Sign the Amendment

CA10. **Public Works**

Request for Petty Cash to Fund the Public Works Department - Airport Division's Petty Cash Drawer in the Amount of $100

CA11. **Sheriff's Office**

Approve an Agreement with the United States Drug Enforcement Administration (DEA) in the Amount of $65,000 for Marijuana Eradication and Suppression Operations; and Authorize the Sheriff to Sign the Agreement and Any Supporting Documents Related to the Agreement (Subject to Approval as to Legal Form by County Counsel)

E. Items removed from Consent Agenda

None. CA. 12 was removed prior to the meeting.

CA12. **Treasurer/Tax Collector/County Clerk**

Approve Third Amendment to the Agreement with the State of California for "Voting System Replacement Contract 2019", Extending the Date to August 31, 2026, for the Purchase of New Voting Equipment; and Authorize the County Clerk to Sign the Amendment

RESULT: WITHDRAWN

F. Departmental Presentation

Steve Engfer/Planning Director, noted they had moved back downstairs. He expressed his thanks for Public Works for keeping the construction on track. He thanked the Health and Human Services Agency staff for being very accommodating in helping to locate space. He further noted there were hiccups, but he expressed his thanks. He then commented on Tyler, noting to the public that there are ways to set up meetings for assistance, either in person or virtual. He further noted they do accept hard-copy plans. Director Engfer stated that on February 21st, the Planning Commission would be meeting on the development code update. He noted its preliminary action that they are taking up incrementally before it comes to the Board.

Jonathan Farrington/Yosemite Mariposa Tourism Bureau gave a monthly update. He noted Ellen was able to get her in January. He thanked Tony McDaniel for the 6 years he dedicated to the County. He noted his career growth and that he went to work for Madden Media. Mr. Farrington then discussed all the trade shows and promotion campaigns he had coming up. He then introduced Kim Lawson/Director of Media, who noted she looked forward to working in her hometown and for a place she loved dearly.

Danielle Bondshu/Clerk of the Board, announced the 175th Birthday celebration, which will take place on February 18th, 2025.

Kari Kisela/Chamber of Commerce noted several businesses would be announcing the commemoration of the 175th. She noted the awards dinner would take place on March 22nd at the Tenaya lodge. She noted the link for best in business for 2024 had been released and urged all the go vote as well as purchase tickets for dinner.

G. Public Comment on Non-Agenda Items

Jeanne-Ann Pine/Resident thanked Will Fassett for bringing the AmeriCorps crews back to Mariposa. She noted they saved heritage roses that have now been transplanted to the Mariposa Museum. She noted there are 10 young people on the crew. She further noted they had visited the Coulterville area to deliver produce, meet with Supervisor Poe, and learn about the area. She noted that on the upcoming Thursday at 8:15 am, two of the downtown business groups would be getting together to have a meeting. She ended by noting that the Ag commissioner gave an interview on the radio on Tuesdays and Saturdays.

Mike Brusa stated he decided to come in today as the agenda seemed to reflect a narrative of he has been trying to tell them. He noted the government offers poor service, there is no way around it. He noted private monopolies don't exist. He then discussed issues with government monopolies and monopolies created by the government for their friends like PG&E.

Daniel Wilson/Resident noted it is February. He stated he knew things would change in January. He stated he does not sit there lightly as he has done his due diligence and is still faced with the same problems. He noted since the County took over operations of the County Airport, he has eight football stadium lights shining in his home all night. He stated that the ironic thing is that the lights would reach him, and if his neighbor had

not bulldozed a hill, that would have blocked it. He noted he is still having the same issues with his neighbors and the planning department that he did when he came to the Board in December. He noted the County didn't have his back and no one on the dais would accept the type of behavior and activities if it was happening to them.

H. Regular Agenda Items

1. **Public Works**

CONTINUED PUBLIC HEARING: From December 10th, 2024 to February 4th, 2025, at 9:00 AM or Soon Thereafter

Approve the Closure of the Coulterville and Hornitos Transfer Stations, Effective July 1, 2025; Authorize Adjustment of the Don Pedro Transfer Station Operating Hours, Effective July 1, 2025; Authorize the Alignment of Solid Waste Fee Schedules, Effective July 1, 2025; and Authorize a Change in Solid Waste and Recycling Facility Hours of Operation, Effective July 1, 2025

Chair Smallcombe read the item, noting she wanted the Board to consider eliminating it to change the policy on how the county administers and delivers Solid Waste services.

Joe Lynch clarified some of the comments the Board received. He made it clear that the County can afford to keep them. He noted that he felt taking up these issues one by one could create bigger problems. He also recommended that Public Works come back with a comprehensive plan to address the solid waste issues as a whole.

A lot of board discussion ensued, with discussions between Sam Cerveny/Deputy Director of Public Works, and Director Hansen. Board members expressed their concern about kicking this can down the road. Supervisor Poe noted he did not want to leave the room without the issue being resolved.

Public comment was received by Dan Dunkel/Coulterville Resident, who noted that their community members had a town hall on this subject and opposed the closing of the Coulterville transfer station. He noted that code compliance would be a more significant issue if this closed due to illegal dumping. He felt the loss of $17,000 could be countered with a raise in the prices. He also noted that he knows other counties place a tax per parcel for dump disposal and felt that could assist with these issues. He notes the transfer station is only open 4 hours a week, and people hustle to get there in time to use the facility. He noted he liked the idea of broadening the picture.

Mike Brusa noted he thought this would be interesting. He noted that the only thing the government should offer is the protection of rights. He noted that if you look at history, one of the services offered by the government is military services, and within it, you can see the "bumbling" of the government. He noted he felt services by the government shouldn't be offered at all. He then discussed the consequences of government intervention and coercive government monopolies. He then noted he didn't feel like their service should be subsidized by the rest of the county as if he wanted to be charitable, but it should be of his own accord.

Mike Gunther/Phone Caller/Don Pedro Resident noted he is disappointed in the board's unpreparedness and thought they would be better prepared. He noted he would continue to watch the progress.

After further discussion by the Board, Deputy Director Cerveny finally gave the staff report and brief oral presentation.

Public comment was re-opened, and a second comment was received by Mr. Dunkle who noted if they were going to put a fence up, it should go out to bid.

Board discussion was had at length.

Chair Smallcombe discussed the policy she hopes to have staff do to look at services holistically.

ACTION: Board took action to not close the transfer stations and keep the hours of operation for Coulterville, Hornitos, and Lake Don Pedro; Board Authorizes the Alignment of Solid Waste Fee Schedule, Effective July 1, 2025; The Board Authorizes the Change in Solid Waste and Recycling Facility Hours of the Mariposa Facility, effective July 1,2025.

DIRECTION: The Board gave direction to the County Administrative Officer to bring back a policy discussion on services.

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

11:04 AM Chair Smallcombe recessed for a brief break and reconvened at 11:09 AM.

2. **Sheriff's Office**

Receive a Presentation by Architectural Engineering, Consulting, Operations and Maintenance (AECOM), Providing an Update on Mariposa County's Local Hazard Mitigation Plan Update 2025

Raquel Sandoval/OES introduced Anna Davis/AECOM, who gave a PowerPoint presentation.

Jermey Briese/Sheriff received public comment, who thanked Ms. Sandoval and Tim Rumfelt for this item. He noted that reacting to disasters and hazards is often a necessity. This helps identify the team's needs during disasters, and he noted that this would help make the process smoother.

Steve Engfer/Planning noted there is a relationship in the General Plan. He thanked OES.

Supervisor Menetrey noted that this is a great document. He encouraged all who had not viewed it to do so and thanked them for their update.

Chair Smallcombe stated, “We know disasters are coming, we will be better off.”

RESULT: PRESENTATION HELD

3. **Administration**

Discussion and Possible Direction Regarding the Compensation Study of Mariposa County from Human Resources

Chris Ferbrache/Human Resources gave the staff report and PowerPoint presentation.

Public comment was received by Monica Nielsen who thanked Supervisor Smallcombe for an earlier comment on licensed professionals. She noted her staff gets weekly emails from other counties with open positions that pay more. She appreciated them for looking at those positions. She also noted one of the positions listed for her office, there isn't a comparable.

Kristina Keheley/Director of Health and Human Services gave a point of clarification. She noted the nurses are correctional nurses, which is unique. She noted finding comparable is hard as most counties don't hire nurses specifically to work in the Jail.

Pete Judy/Resident noted as the former Chief Probation Officer; he had been through several surveys. He noted it was a difficult job, and his counterparts every couple month polled their salary and benefits. He noted he appreciated the fact that the County took on this duty internally. He noted the disheartening fact that usually, the new incoming Department Heads make the same as the person who left with all the knowledge. He liked the idea of having a range for Department Head salaries. He noted it does hurt on the recruitment side.

Mike Brusa quoted Frederic Bastiat, who said, "The state is the great fiction." He noted that what the Board was currently considering was common; he did the same with schools. He reminded the Board that they don't have a market for comparison. He then discussed his growing up on a farm, and hundreds of people produced the same product, which was a true market. He then discussed nurses, the planning department, and the issues the County has with being a monopoly. He noted the system is going to fail, and it is failing in many ways now.

Steve Engfer/Planning Director, applauded Human Resources for this item. He appreciated their approach and deep dive into these positions. He noted he is supportive and would work with the administration however he can.

Board discussion ensued.

DIRECTION: Staff is to bring back an item for salaries within the 10% range and give administration the leeway to go to the department heads to work on their critical positions. Staff will come back with recommendations on each suggestion.

RESULT: DIRECTION GIVEN

4. **Administration**

Adopt a Resolution Aligning the Flexible Benefit Allowance for Appointed and Elected Department Heads with the Mariposa County Managerial/Confidential Organization (MCMCO)

Joe Lynch gave the staff report, noting a few alternatives.

Public comment was received by Ryan Oliphant/Chief Probation Officer who noted he felt he should be tied to the Sheriff's Management Association (SMA) as nearly all but two of his employees are in the SMA and Deputy Sheriff's Association (DSA). He felt it would make more sense for him to be tied to the same union as his managers underneath him.

Mike Brusa commented that there was an injustice and that righting the injustice was the best thing to do.

Jeremy Briese/Sheriff thanked the County Administrative Officer for addressing these issues. He discussed how, through the years, he was with DSA and then SMA before he was appointed as the Sheriff and then elected as Sheriff. He noted all the benefits he had, such as longevity, overtime, etc. were taken away. He

then noted the benefit of being POST-certified was also removed. He noted he also felt he should be with SMA.

Pete Judy noted he doesn't remember being tied to MCMCO and looked to the Clerk of the Board to confirm that was the case; she nodded in the affirmative. He then noted he felt he should have paid more attention and not have left without addressing the disparities. He then noted he agreed that they should be in the SMA union.

Mr. Lynch noted the difference between MCMCO and SMA is $115 dollars. He noted he is trying to get this wrong, right, noting that in the past, everyone, including the Board was tied to MCMCO. He noted he felt today was progress and noted this is not the end to looking at the benefit issues.

ACTION: The Board chose Alternative 3, which was to tie all Department Heads to MCMCO benefits for the terms of the MOUs.

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District III Supervisor Danette Toso
SECONDER:	District IV Supervisor Jenni Kiser
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

5. **Administration**

Authorize the District Attorney to Approve an Alternate (9/80) Work Schedule for the Specified Classifications Within the District Attorney's Office, Effective Immediately

Joe Lynch gave the staff report, noting he is requesting the item include all elected and appointed officials to make that decision for their staff. No public comment was received.

AMENDED: All elected and appointed department heads can approve a 9/80 work schedule.

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District II Supervisor Shannon Poe
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

6. **Administration**

Approve the Creation of the Development Services Director Classification with an Annual Salary of $161,785; Approve the Allocation of One (1) Development Services Director Position in the Administration Department, Effective Immediately; and Approve Budget Action for the Remaining Fiscal Year ($18,875)

Joe Lynch introduced the item and gave the staff a report. He also noted that this would add a position to lead building and planning.

Public comment was received by Steve Engfer who noted there had been a lot of work done on the organizational structure. He noted he felt this was an important move and thought it was what was best for the community.

Mike Brusa noted he was skeptical. He felt this was a service the government was choosing to provide, and he could not escape it. He noted he could not choose to go somewhere else; if he wanted to do anything, he had to pay. He noted this is what causes government services to be problematic. He then discussed his role as the superintendent of schools. He then discussed the issues with Fire insurance and the $6 Billion in claims from the fires that had occurred down south at the beginning of 2025. He noted there are nonsense people in government, and they screw everything up.

Board discussion ensued.

AMENDMENT: The Board wanted any mention of Environmental Health under the Development Services Director removed from the job description.

RESULT:	**Adopted as Amended (UNANIMOUS)**
MOVER:	District III Supervisor Danette Toso
SECONDER:	District II Supervisor Shannon Poe
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

I. Board Information

Information received.

J. Adjournment

1:16 PM Chair Smallcombe adjourned the meeting in memory of Frances Trindade, JC McNally, Victoria Miller, Nancy Habermann, Alicia Dixon, Bettina Louise, and Raylene Hammonds.

Respectfully submitted,

Danielle Bondshu
Clerk of the Board

Rosemarie Smallcombe
Chair, Board of Supervisors

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-37

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Kristina Keheley, Health and Human Services Agency Director

RE: Resolution Continuing a Shelter Crisis Local Emergency in Mariposa County

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RECOMMENDATION AND JUSTIFICATION

Resolution Continuing a Shelter Crisis Local Emergency in Mariposa County.

California Government Code 8698, 8698.1 and 8698.2 allows for the governing body of a city or county to declare a shelter crisis. A shelter crisis declaration relaxes standards for building occupancy, limits liability and provides a legal basis for the use of certain facilities designated by the County as a shelter for the duration of the crisis.

In order to declare the shelter crisis, the County made findings at a public meeting and adopted Resolution 18-518 that (1) a significant number of persons within the county's jurisdiction are without the ability to obtain shelter; and (2) the situation has resulted in a threat to the health and safety of those persons.

BACKGROUND AND HISTORY OF BOARD ACTIONS

On November 5, 2018, the Board of Supervisors adopted Resolution 18-518 declaring the existence of a Shelter Crisis Local Emergency in Mariposa County to allow Mariposa County to proceed with temporary homeless shelter solutions to meet the needs of our homeless community members.

Recognizing the prevalence of homelessness in California and the health and safety risks facing homeless persons, California law authorizes counties to declare a "shelter crisis" and avail themselves to attendant protections and powers. Specifically, upon declaring a "shelter crisis":

- A county may allow persons unable to obtain housing to occupy designated public facilities during the duration of the emergency (public facilities include parks, schools, and vacant or underutilized facilities which are owned, operated, leased, or maintained by the county);
- A county is immune from liability for ordinary negligence in the provision of emergency housing for all conditions, acts, or omissions directly related to, and which would not occur but for, the provision of emergency housing; and
- The provisions of any state or local law or regulation prescribing standards of housing, health, and safety are suspended to the extent that strict compliance would prevent, hinder, or delay the mitigation of the effects of the crisis.

If the County desires to construct and operate an emergency homeless shelter, it is recommended that

the County Board of Supervisors first declare a “shelter crisis” in order to avail itself of the associated powers and liability protections.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Do not continue the local emergency and the County may not be eligible for possible State or Federal assistance, or proceed with temporary homeless shelter solutions.

FINANCIAL IMPACT

Not Applicable

ATTACHMENTS

None

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-38

MEETING:	February 4, 2025
TO:	The Board of Supervisors
FROM:	Danielle Bondshu, Clerk of the Board
RE:	Approve Certificates of Recognition to the Mariposa County Students who Competed in the 2024-2025 Merced/Mariposa Section Future Farmers of America (FFA) Project Competition

RECOMMENDATION AND JUSTIFICATION

Approve Certificates of Recognition to the Mariposa County Students who Competed in the 2024-2025 Merced/Mariposa Section Future Farmers of America (FFA) Project Competition.

Participation in this competition helps develop leadership and vocational skills necessary to be successful in today's agriculture industry. The participating students are invited to be recognized by the Board of Supervisors.

The Mariposa County students who were awarded prizes are:

Chloe King - Gold
Reid Allison - Gold
Paisley Allison - Gold
Emmett Wise - Silver
Mylee Allen- Gold
Heely Patterson - Gold

BACKGROUND AND HISTORY OF BOARD ACTIONS

The Board has approved Certificates of Recognition to other Mariposa County students who have won awards in past Merced/Mariposa Section FFA Project Competitions.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Do not approve and lose the chance to recognize Mariposa students.

FINANCIAL IMPACT

None

ATTACHMENTS

1. Cert- FFA PC 2025

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

Certificate of Recognition

to

Chloe King

For receiving a Gold Award in the
2024-2025 Merced/ Mariposa Sectional
FFA Project Competition

Dated: February 4, 2025

Mariposa County Board of Supervisors

ROSEMARIE SMALLCOMBE, District I Supervisor

SHANNON POE, District II Supervisor

DANETTE TOSO, District III Supervisor

JENNI KISER, District IV Supervisor

MILES MENETREY, District V Supervisor

Certificate of Recognition

to

Reid Allison

For receiving a Gold Award in the
2024-2025 Merced/ Mariposa Sectional
FFA Project Competition

Dated: February 4, 2025

Mariposa County Board of Supervisors

ROSEMARIE SMALLCOMBE, District I Supervisor

SHANNON POE, District II Supervisor

DANETTE TOSO, District III Supervisor

JENNI KISER, District IV Supervisor

MILES MENETREY, District V Supervisor

Certificate of Recognition

to

Paisley Allison

For receiving a Gold Award in the
2024-2025 Merced/ Mariposa Sectional
FFA Project Competition

Dated: February 4, 2025

Mariposa County Board of Supervisors

ROSEMARIE SMALLCOMBE, District I Supervisor

SHANNON POE, District II Supervisor

DANETTE TOSO, District III Supervisor

JENNI KISER, District IV Supervisor

MILES MENETREY, District V Supervisor

Certificate of Recognition

to

Emmett Wise

For receiving a Silver Award in the
2024-2025 Merced/ Mariposa Sectional
FFA Project Competition

Dated: February 4, 2025

Mariposa County Board of Supervisors

ROSEMARIE SMALLCOMBE, District I Supervisor

SHANNON POE, District II Supervisor

DANETTE TOSO, District III Supervisor

JENNI KISER, District IV Supervisor

MILES MENETREY, District V Supervisor

Certificate of Recognition

to

Mylee Allen

For receiving a Gold Award in the
2024-2025 Merced/ Mariposa Sectional
FFA Project Competition

Dated: February 4, 2025

Mariposa County Board of Supervisors

ROSEMARIE SMALLCOMBE, District I Supervisor

SHANNON POE, District II Supervisor

DANETTE TOSO, District III Supervisor

JENNI KISER, District IV Supervisor

MILES MENETREY, District V Supervisor

Certificate of Recognition

to

Heely Patterson

For receiving a Gold Award in the
2024-2025 Merced/ Mariposa Sectional
FFA Project Competition

Dated: February 4, 2025

Mariposa County Board of Supervisors

ROSEMARIE SMALLCOMBE, District I Supervisor

SHANNON POE, District II Supervisor

DANETTE TOSO, District III Supervisor

JENNI KISER, District IV Supervisor

MILES MENETREY, District V Supervisor

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-39

MEETING:	February 4, 2025
TO:	The Board of Supervisors
FROM:	Kristina Keheley, Health and Human Services Agency Director
RE:	Approve a Three-Year Agreement with Cornerstone Family Counseling Services in the Amount of $600,000 for Mental Health Services; and Authorize the Board of Supervisors Chair to Sign the Agreement

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RECOMMENDATION AND JUSTIFICATION

Approve a Three-Year Agreement with Cornerstone Family Counseling Services in the Amount of $600,000 for Mental Health Services; and Authorize the Board of Supervisors Chair to Sign the Agreement.

Cornerstone Family Counseling Services will provide “covered” services to Medi-Cal clients that are listed under the Specialty Mental Health Services of the Mental Health Plan. Authorized services include Initial and annual updated assessments, Individual therapy; group therapy; family therapy; plan development; case management; crisis intervention; Rehabilitation; intensive care coordination; and intensive home-based services. All clients must meet target population criteria as outlined in the Bronzan-McCorquodale Act. Target population are those who meet Medical Necessity Criteria for Specialty Mental Health Services.

BACKGROUND AND HISTORY OF BOARD ACTIONS

The Board of Supervisors does not have a prior history with Cornerstone Family Counseling Services.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Non-approval of the agreement incurs the risk of the County of Mariposa being out of compliance with a state requirement for specialty mental health services.

FINANCIAL IMPACT

This agreement has no impact on the General Fund.

ATTACHMENTS

1. **Exhibit A&B SMHS Contract**
2. **Exhbit C SMHS Budget**
3. **Cornerstone Family Agreement 2025 thru 2027**

VOTE RESULT

RESULT: **Adopted (UNANIMOUS)**

MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

Exhibit A
SCOPE OF WORK

I. Contact Person & Information:

Christine Doss
5078 Bullion St Suite 3
Mariposa, CA 95338
(559) 641-6321

II. Program Description:

A. Contractors may provide "covered" services to Medi-Cal clients that are listed under the Specialty Mental Health Services of the Mental Health Plan. Authorized services include:
   1. Initial and annual updated assessments;
   2. Individual Therapy;
   3. Group Therapy;
   4. Family Therapy;
   5. Plan Development;
   6. Case Management;
   7. Crisis Intervention;
   8. Rehabilitation;
   9. Intensive Care Coordination
   10. Intensive Home Based Services;

B. All clients must meet target population criteria as outlined in the Bronzan-McCorquodale Act. Target population are those who meet Medical Necessity Criteria for Specialty Mental Health Services.
   1. Seriously emotionally disturbed children or adolescents – minors under the age of 18 years who have a mental disorder as identified in the most recent edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM), other than a primary substance use disorder or developmental disorder, which results in behavior inappropriate to the child's age according to expected developmental norms. Members of this target population shall meet one or more of the following criteria:
      a.) As a result of the mental disorder, the child has substantial impairments in at least two of the following areas: self-care, school functioning, family relationships, or ability to function in the community and either of the following:
         (i) The child is at risk or removal from home or has already been removed from the home.
         (ii) The mental disorder and impairments have been present for more than six months or are likely to continue for more than one year without treatment.
      b.) The child displays one of the following: psychotic features, risk of suicide or risk of violence due to a mental disorder.
      c.) The child has been assessed and determined to have an emotional disturbance.

2. Seriously mentally ill adults – a mental disorder that is severe in degree and persistent in duration, which may cause behavioral functioning which interferes substantially with the primary activities of daily living, and which may result in an inability to maintain stable adjustment and independent functioning without treatment, support, and rehabilitation for a long or indefinite period. Serious mental disorders include, but are not limited to, schizophrenia, bipolar disorder, post-traumatic-stress disorder, as well as major affective disorders or other severely disabling mental illnesses. Members of this target population shall meet all of the following requirements:
    a.) The person has a mental disorder as identified in the most recent DSM, other than a substance use disorder or developmental disorder or acquired traumatic brain injury, unless that person also has a serious mental illness.
    b.) As a result of the mental disorder, the person has substantial functional impairments or symptoms, or psychiatric history demonstrating that without treatment there is an imminent risk of decompensation to having a substantial impairment or symptoms.
    c.) As a result of a mental functional impairment and circumstances, the person is likely to become so disables as to require public assistance, services or entitlements.

C. All services are to be provided within Mariposa County, unless otherwise preauthorized by Mariposa County Behavioral Health and Recovery Services (MCBHRS).
D. Contractors must adhere to all Current Procedural Terminology (CPT) coding requirements as outlined in the MCBHRS Documentation Manual.
    1. CPT codes are used by healthcare professionals for coding medical services and procedures.

III. <u>Hours of Operation:</u>

A. Contractor agrees to offer equal availability and accessibility of services to both commercial enrollees and Medi-Cal enrollees. Contractor shall offer hours of operation for Medi-Cal enrollees that are no less than hours of operation offered to commercial enrollees.
B. Clients who are in need of crisis evaluations are to be referred to daytime or night-time MCBHRS crisis workers, unless the crisis can be handled by the contractor. 5150 holds on clients cannot be completed by contractor. For all crisis evaluations MCBHRS crisis worker and/or Sheriff Department must be notified. The crisis line numbers for MCBHRS are (209) 966-7000 or (800) 549-6741.
C. All clients are to be seen in a location that is appropriate for therapy and convenient for the client. Services are primarily to be provided in office, home or via telehealth. If a client has a circumstance that is most appropriate to be seen out of Mariposa County, approval must be obtained prior to service delivery.
D. The contractor agrees to notify MCBHRS by calling the Quality Assurance Supervisor and notifying him/her of the temporary inability to accept new Medi-Cal clients. This suspension of referrals will exist until contractor notifies MCBHRS that new referrals can be accepted. If a contractor does not accept new referrals for a

period of six-months the contract will be reviewed and, at the discretion of MCBHRS, the contract may be terminated, unless it can be shown that extenuating circumstances exist requiring the contractor to stop taking referrals.

IV. Service Description:

A. Recovery Model/Evidence Based Practices:
   1. Contractor shall provide Recovery Model, client centered and culturally competent services that support achieving their identified goals, which focuses primarily on symptom reduction.

B. Referral Protocol:
   1. MCBHRS will use the Mariposa County Bi-Directional Referral process.
   2. Within five (5) calendar days of the initial contact from MCHBRS, the Contractor must have made three (3) attempts at contacting the client and documenting the attempts, with communication notes, in the electronic health record system.
      a.) If contact between the client and the contractor cannot be made within the 5 calendar days the contractor is required to send the client back to the county, notifying the Quality Assurance team and the Medical Records team that contractor was unable to contact the client.
      b.) If contact between the client is made with the contractor, the contractor is required to contact the county within one (1) business day stating the date and time of the appointment and to assign the client to the provider.
   3. MCBHRS will monitor the percentage of Bi-Directionals that are sent back to County. If the Contractor hits 25% of the Bi-Directionals sent back to the County, MCBHRS will re-evaluate the contract provider effectiveness.

C. Service Delivery:
   1. CONTRACTOR agrees to provide services to clients in accordance with legal and ethical standards as prescribed by all professional, federal, state, and/or local regulatory and statutory requirements.
   2. Services will be provided by telehealth or in person weekly, however, no less frequent than 1x per month, or services may be provided more often if clinically indicated.
   3. Duration of encounters are to include only face to-face direct client service time. Travel time and documentation time are no longer billable and must not be included in the encounter duration but should be documented within the note.
   4. Duplicate services, which are the provision of the same service to a client on the same day, and by the same provider, must be pre-approved by Quality Assurance.
   5. If the contractor is unable to get a hold of a client, at least three attempts must be made and documented in the EHR as a communication note. If contractor is unable to contact and schedule the client within 30 days of the last provided service, a “Request to send NOABD 5” to-do must be sent to Medical Records to begin the discharge process.
   6. All services provided must be in accordance with the documentation and service delivery outlined in the MCBHRS Documentation Manual.

7. Any chart found to be out of compliance with the MCBHRS Documentation Manual is subject to a corrective action plan. Any documentation that is considered fraud, waste or abuse is subject to recoupment.
8. Contractor shall ensure all services shall be delivered in a manner that respects the client's gender, language, ethnicity, spiritual beliefs, sexual orientation, and physical abilities. Contractor shall assure all clinical staff abides by the National Standards for Culture and Linguistic Appropriate Services.
9. Contractor shall assure Limited English Proficient (LEP) individuals have free language assistance services, and be informed how to access such services.

D. Services found to be ineligible will be recouped.

V. Provision of Services:

A. Mental Health Assessments:

1. Contractor may complete initial assessments.
    a.) If the client does not meet medical necessity, then the contractor will refer the client to their managed care plan through the completion of the Transition of Care Tool as well as the "Request to send NOABD 3" to-do template and submit to Medical Records. Medical Records staff will provide the client with a Notice of Adverse Benefit Determination (NOABD), and close the client 10 days later.
2. Assessment documentation must meet all Medi-Cal required elements in coordination with the MCBHRS Documentation Manual.
3. Assessments must be completed and finalized within 30 days.
4. Assessments must be signed and dated when completed by the provider, and signed by a co-signer if applicable.
5. Diagnosis from the most current DSM must be documented in the mental health assessment.
6. All youth clients need to have a Child Adolescent Needs and Strengths (CANS) and a Pediatric Symptom Checklist (PSC-35) evaluation completed during the mental health assessment, quarterly, and upon discharge.
7. All clients are required to have a Level of Care assigned to their chart by completing either the Child and Adolescent Level of Care Utilization System Assessment (CALOCUS) or the Level of Care Utilization System (LOCUS) assessment. This assessment needs to be completed at the initial plan development, annually, and at times when there has been a significant life event or change of circumstance.
    a.) For clients aged 0-17 years old, contractors are required to perform the CALOCUS and for clients 18 and over they are required to perform the LOCUS assessment.
    b.) These assessments are used to determine the appropriate level of care for individuals and to ensure that care is consistent throughout all mental health plans.
        (i) Contractors are required to send notification of the level of care for each client to the Medical Records team, identifying when the Level of Care is to start and what level of care needs to be assigned to the client.

(ii) If the level of care needs to be adjusted during the client's treatment, the contractor is required to notify the medical records team of the different level of care start date.

8. Additional assessment tools should be completed when applicable and include the Patient Health Questionnaire (PHQ-9) to assess depression and the (GAD-7) to assess anxiety.
9. All clients must be re-assessed in accordance with the MCBHRS Documentation Manual.
    a.) when clinically appropriate and/or
    b.) at any point in treatment if the client needs or functioning level changes.

B. Problem List

1. Contractor will maintain the problem list, in accordance with the MCBHRS Documentation Manual.
2. Contractor will review the problem list at every encounter and update as needed throughout treatment.

C. Treatment Plans:

1. Contractors must complete an "Initial Plan Development" encounter within 60 days of the initial assessment appointment for every new client.
2. Problem lists have replaced the requirement for treatment plans in most scenarios except the following:
    a.) Short-Term Residential Therapeutic Programs (STRTP's),
    b.) Case Management,
    c.) Intensive Care Coordination (ICC),
    d.) Intensive Home-Based Services (IHBS),
    e.) Therapeutic Behavioral Services (TBS),
    f.) Therapeutic Foster Care (TFC).
    g.) Full-Service Partnership (FSP)
3. When the clinician of record identifies the need for one of the services listed above, a treatment plan will need to be created prior to services being provided.
4. A treatment plan is not considered complete unless signed by the provider and the client or authorized representative.
    a.) There must be documentation of the client's participation in and agreement with the plan. The client's signature and documentation that the client was offered a copy of the plan are required elements in treatment plan documentation.
5. All clients receiving STPTP, case management, ICC, IHBS, TBS, TFC, and FSP must have a treatment plan prior to services being provided.
6. All of the above mentioned services provided must be indicated on the treatment plan to be a billable service.
7. Contractor will be responsible for ensuring all services on the treatment plan are occurring at the frequency indicated on the treatment plan.
8. Treatment plans must be documented in accordance with the MCBHRS Documentation Manual.

D. **Ongoing Documentation Requirements**:

1. Notes shall be documented within 72 hours of the provided service.
    a.) Entries made after 72 hours of provided service must be labeled as a "Late Entry".
    b.) "Late Entry" notes **must** contain a brief description of why the note is late and must be co-signed by a supervisor.
2. If at any point, a client no longer meets medical necessity, contractor will proceed with discharging the client as outlined below and in accordance with the MCBHRS Documentation Manual.
3. All encounter notes must contain the required documentation as outlined in the MCBHRS Documentation Manual and each note must describe how and why the service was medically necessary.
4. Contractor is required to use scheduler in the EHR to document all past, current, and future appointments.

E. Discharges/NOABD's:

1. Contractor must coordinate care for all clients being discharged to a lower level of care. All transitions to a lower level of care require a completion of the transition of care tool to refer client back to their managed care plan.

2. Contractor will complete a "Request to send NOABD 5" to-do template to Medical Records staff in accordance with the MCBHRS Documentation Manual.

3. NOABD's will be utilized in accordance with the Notice of Adverse Benefit Determination P&P.
4. Discharges are not claimable to Medi-Cal.

F. All records for clients must be kept in the Electronic Health Record (EHR) system. The client's chart must reflect documentation in accordance with the most recent version of the MCBHRS Documentation Manual. This will be monitored by the QA Unit.

G. Any chart found to be out of compliance with the provision of services listed above is subject to a corrective action plan.

VI. Staff Qualifications & Clinical Supervisions:

A. Staff Qualifications are dictated by the following standards and scope of practice as defined by California Code of Regulations, Title 9 and by MCBHRS. Information provided in this Exhibit is provided as a reference only and is not intended to set forth all of the definitions and requirements in California Code of Regulations, Title 9. Contractor shall adhere to applicable laws, regulations, and policies and procedures governing the delivery of services under this Agreement.

B. **LPHA**[1]**:** A "Licensed Practitioner of the Healing Arts" possesses a valid California clinical licensure in one of the following professional categories:
    1. Licensed Professional Clinical Counselor[2]
    2. Licensed Clinical Social Worker[3]

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[1] CCR, Title 9, Chapter 11, Section 1830.215 and Section J (4e) Non-Hospital Chart Review-EPSDT Reviews FY 06-07

[2] Welfare & Institution Code 5600(a), Business and Professional Code 2902 , CCR, Title 9, Chapter 11, Section 624 and CCR, Title 9, Chapter 3.5 Section 782.4

[3] Welfare & Institution Code 5600(a), Business and Professional Code 4996, CCR, Title 9, Chapter 11, Section 625 and CCR, Title 9, Chapter 3.5 Section 782.48

3. Licensed Marriage and Family Therapist[4]

C. **LPHA** Approved Activities:
   1. Can function as a "Head of Service" on agency application
   2. Can authorize services as directed by MCBHRS
   3. Can conduct comprehensive assessments and provide a diagnosis without co-signature (except for RN staff, as providing a mental health diagnosis is out of their scope of practice unless extended through a standardized procedure).
   4. Can co-sign the work of other staff members within their scope of practice
   5. Can claim for all services categories within their scope of practice (example, a psychiatrist and registered nurse can claim for Medication Support Services, however, psychologist, LCSWs and MFTs cannot)

D. Registered Psychologist or Psychological Assistants, Registered Associate Marriage Family Therapist, Interns and Associate Social Workers may perform the following activities under the supervision of a licensed professional within their scope of practice:
   1. Cannot function as the Head of Service unless they meet qualifications dictated by the California Code of Regulations.[5]
   2. Can authorize services as directed by MCBHRS.
   3. All assessments and diagnosis must have a co-signature by a LPHA.
   4. Can claim for all Mental Health Services and Targeted Case Management within their scope of practice.
   5. Cannot hold themselves out as independent practitioners and claim as an Enrolled Network Provider.[6]

E. Contractor shall utilize staff that are licensed or registered with the BBS.
   1. Contractor shall provide MCBHRS with the NPI numbers and license numbers for all providers.
   2. Contractor shall provide a copy of all applicable CEU's within 30 days of acquisition.
   3. Student interns employed by contract can only provide services consistent with the "other qualified provider" as outlined in the MCBHRS Documentation Manual.
   4. All services provided by a Student Intern must have a Licensed Practitioner of the Healing Arts (LPHA) co-signature. Any services that are not cosigned are eligible for recoupment in an audit.
      a.) Student interns employed by contract can only provide services consistent with the "other qualified provider" as outlined in the MCBHRS Documentation Manual.

F. Contractor is authorized to utilize Rehabilitation Specialists who meet the qualifications outlined in Title 9, Section 630.

G. The contractor is responsible for clinical supervision of providers.

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[4] Welfare & Institution Code 5600(a), Business and Professional Code 4980, CCR, Title 9, Chapter 11, Section 626 and CCR, Title 9, Chapter 3.5 Section 782.32

[5] CCR, Title 9, Chapter 3, Section 620(f) and Section 622

[6] Business and Professions Code Section 4996.14 and 4996.18(d)

H. All contractor employees providing services or supervising services will have and maintain all necessary licenses, permits and certificates to provide services under this Agreement, as required by applicable state and federal laws, rules and regulations.
    1. All owners/supervisors/managers must submit a Medi-Cal disclosure statement of direct or indirect ownership, interest, control, and relationship information for persons who have an ownership or a controlling interest of the Contractor.
        a.) These must be submitted to the County annually and updated within 35 days after any changes in ownership occurs.

I. No "sanctioned employees" (individual or entity that is listed on either the Suspended and Ineligible Contractor List published by the California Department of Health Care Services, or any list published by the Federal Office of Inspector General regarding the sanctioning, suspension or exclusion of individuals or entities from the federal Medicare and Medicaid programs) shall be employed in any capacity.

J. All staff shall provide proof of appropriate license and/or board certification as required for type of provider, evidence of graduation, proof of medical residency(if applicable), and evidence of continuing education as required by provider type.

K. Contractor is required to check the following databases for current licensure and exclusions of staff monthly or provide Quality Assurance with applicable provider information for county to check. If any provider is found to be excluded, contractor will notify Quality Assurance Supervisor.
    1. Contract doing provider checks, must check the following databases:
        a.) https://exclusions.oig.hhs.gov
        b.) b. https://oig.hhs.gov/exclusions/waivers.asp
        c.) c. https://files.medi-cal.ca.gov
        d.) d. https://bbs.ca.gov
        e.) e. https://ccapp.us (SUD staff only)
        f.) f. https://nppes.cms.hhs.gov/nppesregistry/npiregistryhome.do
        g.) g. https://dmf.ntis.gov/
    2. County doing provider checks, contractor must submit the following information for each provider:
        a.) Full Name
        b.) National Provider Index (NPI) Number
        c.) License Number (as applicable)
        d.) Social Security Number
        e.) Date of Birth

VII. Provision of Informing Material:

A. The following information must be posted in the lobby of all contract providers:
    1. Client Problem Resolution Process
    2. Grievance/Appeal forms with self-address envelopes
    3. MCBHRS Brochure
    4. Advance Directive Brochure
    5. Notice of Privacy Practices (NPP)
    6. Beneficiary Handbook
    7. Client's Rights Poster
    8. Equal Opportunity

9. Notice to clients that there is assistance to complete forms (as needed)
10. Language assistance is free of charge.
11. Non-discrimination notice in English
12. Early Periodic Screening Diagnosis and Treatment/Therapeutic Behavioral Services (EPSDT/TBS)
13. Change of Provider Form
14. Second Opinion Request

B. The following information must be documented as being offered to the Medi-Cal beneficiary upon entering services and upon request:
    1. Demographic Information
    2. Client's Rights and Privileges of Confidentiality
    3. Client Problem Resolution Process
    4. MCBHRS Mental Health Provider Directory for Specialty Mental Health Services
    5. Advanced Directive Notices Information (Adults Only)
    6. Notice to Medi-Cal Beneficiaries
    7. Acknowledgement of Receipt of the NPP.
    8. Payment Policy
    9. Beneficiary Handbook (in English and Large Print) (The website allows computers with screen reader or text-to-speech software to read the materials to sight-impaired people).
C. The following information must be documented as being offered to the Medi-Cal beneficiary at least annually:
    1. Notice of Privacy Practices (NPP)
    2. Beneficiary Handbook
D. The above information also must be available in easily accessible locations at all provider sites, so that the beneficiary does not have to ask anyone to get them.

VIII. Mandatory Meetings and Training:

A. Contractor will attend monthly meetings with MCBHRS and any additional trainings and meetings deemed necessary by MCBHRS.
B. Contractor agrees to complete annual HIPAA and Federal Tax Intercept training and comply with the mandates set forth.
C. Contractor will receive annual compliance and MCBHRS Documentation Manual training.
D. Contractor shall ensure staff be required to attend a minimum of one MCBHRS cultural competency training each year or provide documentation of attendance to a cultural competence training of like nature each year.
E. Contractor shall not be compensated for training hours and will not be charged for attendance to county hosted mandatory trainings.
F. CANS-50: If contractor is accepting clients under the age of 20, a current CANS-50 certificate must be on file for each provider.
    1. CANS training is reimbursable for training time and certification costs. Contractor will invoice this training separate of service invoices.

IX. Quality Assurance:

A. All Medi-Cal Contractors are to conduct internal Medi-Cal Quality Assurance and compliance reviews.
B. CONTRACTOR will adhere to the following requirements around internal quality assurance and compliance reviews:
    1. Maintain triennial site certification through MCBHRS.
    2. Abide by all federal, state and local laws and regulations. Contractor agrees to provide services to clients in accordance with legal and ethical standards as prescribed by all relevant professional, federal, state and/or local regulatory and statutory requirements.
    3. Audit for compliance with requirements outlined in Exhibits A, B, C,
    4. Use MCBHRS chart audit tool within the EHR.
    5. Conduct Chart audits on a monthly basis
C. MCBHRS Quality Assurance staff will review the Contractor Medi-Cal compliance review process, tools and results when conducting MCBHRS Medi-Cal compliance or other reviews.
D. The MCBHRS Compliance Committee has the responsibility of assuring that high quality services are provided to the beneficiaries in a safe, clean, cost effective and efficient manner (See MCBHRS Compliance Plan).
    1. Contractor agrees to ensure:
    2. Facility and services are accessible;
    3. Facility is clean, sanitary, and in good repair;
    4. Fire clearance updated on annually;
    5. Services are meaningful and beneficial to the client;
    6. Services are culturally and linguistically competent;
    7. Contractor uses Interpreter Line when a client does not speak English and has need for another language;
    8. Services produce highly desirable results through the efficient use of resources;
    9. Services meet requirements for medical necessity;
    10. All PHI is properly stored and secured.
E. Contractor shall abide by the complete MCBHRS Compliance Plan that is designed to support and maintain a culture that promotes high standards of prevention, and the detection and resolution of conduct or procedures that do not adhere to local, state and federal laws and regulations or to MCBHRS standards and policies. The Compliance Program is comprised of the documents in the Compliance Plan and MCBHRS Compliance Policies.
    1. If MCBHRS Deputy Director of Behavioral Health or Quality Assurance makes a finding that a Contractor may be deficient in rendering or managing care, or if other problem areas are discovered, procedures will be followed as outlined in the compliance plan. If these deficiencies or problem areas are verified, a plan of correction may be applied.
    2. County will suspend payments to Contractor if there are any credible allegations of fraud. 42 C.F.R. § 438.608(a)(8).
F. Contractor shall abide by the MCBHRS Policy and Procedure for Grievances and Appeals
    1. All grievances and appeals are to be called in to the QA Unit and forwarded immediately to MCBHRS. This is to be made clear to all clients through posting

the Grievance and Appeal process in lobbies, providing access to forms and explanations in lobbies, having information in the Consumer Handbook, the beneficiary handbook and a handout in the client packet (See Grievances and Appeals P&P).

G. The Compliance Officer will monitor beneficiaries' satisfaction with services they are receiving from Contractor. MCBHRS quality assurance staff will evaluate contract performance based on agreed upon measurable objectives as determined by client and clinician in the annual treatment plan.

H. Contractor shall abide by the complete Federal False Claims Act (31 U.S.C. sections 3729-3733) (**See Exhibit B**.)

I. Contractor shall abide by the complete MCBHRS Documentation Manual. The manual serves to ensure providers within MCBHRS meet regulatory and compliance standards of competency, accuracy, and integrity in the provision and documentation of their services.

J. All services will be documented using Medi-Cal and Medicare documentation rules, regardless of the funding source being billed and in accordance with the MCBHRS Documentation Manual.

K. Contractor not in compliance with MCBHRS Documentation Manual will have to provide a corrective action plan (CAP) and documentation found to be fraud, waste or abuse will be subject to payment recoupment, payment denial and/or termination of contract.

L. The Contractor agrees to notify MCBHRS at least four weeks prior to terminating services and to provide a minimum of fifteen days written notice to affected clients.

M. In the event that the contractor requires additional documentation training the Quality Assurance unit may provide this service at a rate of $80.00 per hour. This service would include, but not be limited, to documentation support and training, chart auditing, specific coaching, and service corrections.

N. **Health Insurance Portability and Accountability Act of 1996 (HIPAA):**

1. Contractor agrees to the extent required by 42 U.S.C. 1171 et seq., Health Insurance Portability and Accountability Act of 1996 (HIPAA), to comply with applicable requirements of law and subsequent amendments relating to protected health information, as well as any task or activity CONTRACTOR performs on behalf of HHSA, to the extent HHSA would be required to comply with such requirements.
2. Contractor shall ensure that all PHI (verbal, written or electronic) will be secured and protected.
3. Contractor shall assure that Contractor, administrators, licensed employees and case management staff take HIPAA training from HHSA prior to seeing clients.
4. Contractor agrees to implement appropriate safeguards and maintain individually identifiable patient health information ("Protected Health Information or "PHI," including electronic PHI) as required by HIPAA. Additionally, Contractor agrees to notify HHSA of disclosures of protected health information in violation of HIPAA and this Agreement and take steps to mitigate, to the extent practicable, deleterious effects of improper use of protected health information

5. Contractor shall abide by all HHSA Policies and Procedures and the Compliance Plan.
6. Contractor agrees to implement appropriate safeguards and maintain individually identifiable patient health information ("Protected Health Information or "PHI," including electronic PHI) as required by HIPAA.
7. Contractor agrees to notify HHSA immediately of disclosures of protected health information in violation of HIPAA and this Agreement and take steps to mitigate, to the extent practicable, deleterious effects of improper use of protected health information.
8. All email communications containing client identification or other health protected information must use encryption to secure transmitted electronic health information.

O. **HHSA Code of Conduct:**
   1. Contractor agrees to review, sign and comply with MCBHRS Code of Conduct.

P. **HHSA Confidentiality Employee Statement:**
   1. Contractor agrees to review, sign and comply with the MCBHRS Confidentiality Employee Statement.

Q. **Electronic Signature Policy:**
   1. Contractor agrees to review and comply with the Electronic Signature Policy.

R. **Client Surveys:**
   1. Contractor agrees to administer client satisfaction Performance Outcomes Quality Improvement surveys (CPS), CONTRACTOR will be advised of survey period in advance.

X. Security Requirements:

A. Information Technology Infrastructure:
   1. Contractor will be proficient in MCBHRS electronic health record (EHR) system. Contractor is responsible for staff training in the use of EHR. Contractor shall maintain technology infrastructure to support effective use of the EHR. Contractor shall maintain a secure network for access.

B. The following is a general outline of the Security and Information Technology Requirements.
   1. Contractor shall submit all paper records to MCBHRS.
   2. Contractor shall assure that Contractor, administrators, licensed employees and case management staff take HIPAA training from HHSA prior to seeing clients.
   3. Contractor agrees to implement appropriate safeguards and maintain individually identifiable patient health information ("Protected Health Information or "PHI," including electronic PHI) as required by HIPAA. Additionally, Contractor agrees to notify HHSA immediately of disclosures of protected health information in violation of HIPAA and this Agreement and take steps to mitigate, to the extent practicable, deleterious effects of improper use of protected health information.
   4. All email communications containing client identification or other health protected information must use encryption to secure transmitted electronic health information.

Exhibit B
DEFICIT REDUCTION ACT – OBLIGATIONS OF COUNTY

In accordance with Section 1902(a) of the Social Security Act, the County provides the following detailed information about the Federal False Claims Act and the California False Claims Act.

THE FEDERAL FALSE CLAIMS ACT

The Federal False Claims Act ("FCA") helps the federal government combat fraud and recover losses resulting from fraud in federal programs, purchases, or contracts. 31 U.S.C. §§ 3729-3733.

I. Actions that violate the FCA include:

A. Knowingly submitting (or causing to be submitted) a false claim to the Government or the Armed Forces of the United States (the "Armed Forces") for payment or approval;
B. Knowingly making or using (or causing to be made or used) a false record or statement to get a false claim paid or approved by the Government;
C. Conspiring to get a false claim allowed or paid by the Government;
D. Delivering (or causing to be delivered) less property than the amount of the receipt, where the person with possession or control of the Government money or property intends to deceive the agency or conceal the property;
E. Making or delivering a receipt without completely knowing that the receipt is true, where the person authorized to make or deliver the receipt intends to defraud the Government;
F. Knowingly buying or receiving public property from an officer or employee of the Government or a member of the Armed Forces who has no legal right to sell or pledge the property; or
G. Knowingly making or using a false record to conceal, avoid, or decrease an obligation to pay money or transmit property to the Government.
H. <u>"Knowing" and "Knowingly" means a person:</u>
    1. Has actual knowledge of the information;
    2. Acts in deliberate ignorance of the truth or falsity of the information; or
    3. Acts in reckless disregard of the truth or falsity of the information. No proof of specific intent to defraud is required.
I. "<u>Claim</u>" includes any request or demand for money or property (including those made under contract) to the Government or to a contractor, grantee, or other recipient, if any portion of the requested money or property is funded by or will be reimbursed by the Government.

II. A person or organization may be liable for:

A. A civil penalty $5,500 to $11,000 for each false claim;
B. Three times the amount of damages sustained by the Government due to the violations; and
C. The costs of a civil suit for recovery penalties or damages.

III. The court may reduce the treble damages if:

A. The person committing the violation voluntarily disclosed all information known to him or her to the U.S. officials responsible for investigating false claims violations within thirty days of obtaining the information;
B. The person fully cooperated with any Government investigation; and

C. No criminal prosecution, or civil or administrative action had been commenced at the time of the person's disclosure, and the person had no actual knowledge of an investigation into such violation.

IV. Actions by Private Persons or *Qui Tam Plaintiffs*

A. An individual also has the right to file a civil suit for him or herself and for the Government. The suit must be filed in the name of the Government. The suit is filed and served on the Government. The suit and all information are filed under seal, and most remain under seal for at least sixty days. The suit may be dismissed only if the court and the Attorney General consent to the dismissal in writing.

B. If a *qui tam* plaintiff alleges a false claims violation, the complaint and a written disclosure of the evidence and information that the person possesses must be served on the Government. Once the action is filed, no person other than the Government is allowed to intervene or file a lawsuit based on the same facts.

V. Rights of the Parties to *Qui tam* Actions

A. If the Government decides to file a civil suit, it assumes responsibility for prosecuting the action and is not bound by the acts of the *qui tam* plaintiff. However, the *qui tam* plaintiff has the right to continue as a party to the action, subject to certain limitations. If the Government decides not to file a civil suit, the *qui tam* plaintiff still has the right to proceed with a lawsuit. The Government can intervene later upon a showing of good cause.

VI. Award to *Qui tam* Plaintiff

A. If the Government prosecutes a case initiated by a *qui tam* plaintiff and obtains an award or settlement, the *qui tam* plaintiff will receive between 15 and 25 percent of the recovery, depending on his or her contribution to the case. If the case is based primarily on information other than the disclosures of the *qui tam* plaintiff, the award cannot be more than 10 percent of the recovery.

B. If the Government decides not to intervene and the *qui tam* plaintiff successfully litigates the action, he or she will receive between 25 and 30 percent of the award or settlement. In either case, the court will award the *qui tam* plaintiff reasonable expenses and attorney's fees and costs.

C. If the court finds that the *qui tam* plaintiff planned and initiated the violation upon which the civil suit was based, it may reduce the share of the recovery that the person would otherwise receive. If the *qui tam* plaintiff is convicted of criminal conduct, he or she will be dismissed from the lawsuit and will not receive any monetary award.

D. If the court finds the defendant not guilty and the claim frivolous in a suit conducted by a *qui tam* plaintiff, the court may award the defendant reasonable costs and attorney fees.

VII. Certain Actions Barred

A. An individual cannot bring a *qui tam* action against a member of Congress, a member of the judiciary, or a senior executive branch official based on evidence already known to the Government.

B. An individual cannot bring a *qui tam* suit based on allegations in a civil suit or an administrative proceeding in which the Government is already a party.

C. An individual cannot bring a *qui tam* action based on the public disclosure of allegations unless he or she is the original source (e.g., an individual with direct

and independent knowledge of the information on which the allegations are based who has voluntarily provided the information to the Government before filing a civil action). Public disclosure includes disclosure in a criminal, civil, or administrative hearing; in a congressional, administrative, or GAO report, hearing, audit, or investigation; or from the news media.

VIII. Whistleblower Protection

A. An employee who has been discharged, demoted, suspended, threatened, harassed, or in any way discriminated against by his or her employer because of involvement in a false claims disclosure is entitled to all relief necessary to make the employee whole, including:
B. Reinstatement with the same seniority status that the employee would have had but for the discrimination;
C. Two times the amount of back pay plus interest; and
D. Compensation for any special damage sustained because of the discrimination (including litigation costs and reasonable attorney's fees).
E. The protected false claims activities include investigation for, initiation of, testimony for, or assistance in a false claims action that has been or will be filed. An employee is entitled to bring an action in the district court for such relief.

THE CALIFORNIA FALSE CLAIMS ACT

The California False Claims Act ("CFCA") applies to fraud involving state, city, county or other local government funds. The CFCA encourages voluntary disclosure of fraudulent activities by rewarding individuals who report fraud and allowing courts to waive penalties for organizations that voluntarily disclose false claims. Cal. Gov't Code §§ 12650-12655.

IX. Actions that violate the CFCA include:

A. Knowingly submitting (or causing to be submitted) a false claim for payment or approval;
B. Knowingly making or using (or causing to be made or used) a false record or statement to get a false claim paid or approved;
C. Conspiring to get a false claim allowed or paid by the state or by any political subdivision;
D. Benefiting from an inadvertent submission of a false claim, subsequently discovering the falsity of the claim, and failing to disclose to the state or political subdivision within a reasonable time after discovery;
E. Delivering less property than the amount of the receipt, where the person has possession or control of public property;
F. Knowingly making or delivering a false receipt, where the person is authorized to deliver a document;
G. Knowingly buying or receiving (as a pledge of an obligation or debt) public property from any person who has no legal right to sell or pledge the property; or
H. Knowingly making or using a record to conceal, avoid, or decrease an obligation to pay money or transmit property to the state or local government.
I. <u>"Knowingly" means the person or organization:</u>
    1. Has actual knowledge of the information;
    2. Acts in deliberate ignorance of the truth or falsity of the information; or
    3. Acts in reckless disregard of the truth or falsity of the information. Proof of specific intent to defraud is not required.

J. "Claim" includes any request for money, property, or services made to the state or any political subdivision (or to any contractor, grantee, or other recipient), where any portion of the money, property, or services requested was funded by the state or any political subdivision.
    1. The maximum civil penalty is $10,000, per claim. Persons who violate the CFCA may be liable to the state for three times the amount of damages that the state sustains because of the violation. The court can waive penalties and reduce damages for CFCA violations if the false claims are voluntarily disclosed.
    2. The CFCA does not apply to false claims of less than $500. Lawsuits must be filed within three years after the violation was discovered by the state or local official who is responsible for investigating the false claim (but no more than ten years after the violation was committed.)

X. Private or *Qui Tam* Actions/Whistleblower Provisions

A. Individuals (or qui tam plaintiffs) can sue for violations of the CFCA. Individuals who bring an action under the CFCA receive between 15 and 33 percent of the amount recovered (plus reasonable costs and attorney's fees) if the state prosecutes the case, and between 25 and 50 percent (plus reasonable costs and attorney's fees) if the qui tam plaintiff litigates the case on his or her own.
B. An individual cannot file a lawsuit based on public information, unless he or she is the original source of the information.
C. The CFCA bars employers from interfering with an employee's disclosure of false claims. Employees who report fraud and consequently suffer discrimination may be awarded (1) two times their back pay plus interest, (2) reinstatement at the seniority level they would have had except for the discrimination, (3) compensation for any costs or damages they have incurred, and (4) punitive damages, if appropriate.

XI. Liability to the State or Political Subdivision

A. A person or organization will be liable to the state or political subdivision for:
B. Three times the amount of damages that the state or local government sustains because of the false claims violations;
C. The costs of a civil suit for recovery of damages; and
D. A civil penalty of up to $10,000 for each false claim.

XII. Certain Actions Barred

A. An individual cannot bring a *qui tam* suit based on allegations in a civil suit or an administrative proceeding in which the state or political subdivision is already a party. An individual cannot file a lawsuit based on the public disclosure of allegations unless he or she is the original source (e.g., an individual with direct and independent knowledge of the information on which the allegations are based). Public disclosure includes disclosure in a criminal, civil, or administrative hearing; in an investigation, report, hearing, or audit conducted by or at the request of the Senate, Assembly, auditor, or governing body of a political subdivision; or by the news media.

XIII. Awards

A. If the state or political subdivision prosecutes a case initiated by a *qui tam* plaintiff and obtains an award or settlement, the *qui tam* plaintiff receives between

15 and 33 percent of the recovery (plus reasonable costs and attorney's fees), depending on his or her contribution to the case. If the state or political subdivision decides not to file a lawsuit and the *qui tam* plaintiff successfully litigates the action, the *qui tam* plaintiff receives between 25 and 50 percent of the award or settlement. Employees who participated in fraudulent activities are not guaranteed any recovery. If the court finds the defendant not guilty and the claim frivolous in a suit conducted by a *qui tam* plaintiff, the court may award the defendant reasonable costs and attorney fees.

XIV. Whistleblower Protection

A. Employers are prohibited from:
B. Making or enforcing any type of rule or policy that prevents an employee from disclosing information to a government or law enforcement agency, or from investigating, initiating, testifying, or otherwise assisting in a false claims action; or
C. Discharging, demoting, suspending, threatening, harassing, denying promotion to, or in any other manner discriminating against an employee because of his or her involvement in a false claims action.

XV. Liability of Employer

A. An employer who interferes with an employee's disclosure of false claims will be liable to the employee for all relief necessary to make the employee whole, including:
B. Reinstatement with the same seniority status that the employee would have had except for the discrimination;
C. Two times the amount of back pay plus interest;
D. Compensation for any special damage sustained as a result of the discrimination; and punitive damages where appropriate.

XVI. Limitations on Eligibility of Employees for Damages

A. If an employee's conduct has resulted in a false claim being submitted to the state or a political subdivision, and the employee has been discriminated against by his or her employer, he or she is entitled to remedies only if he or she voluntarily disclosed information to a government or law enforcement agency or assisted in a false claims action; and was coerced (either though harassment, threats of termination demotion, or other coercive actions) by the employer or its management into committing the fraudulent activity in the first place.

Exhibit C
PAYMENT TERMS AND CONDITIONS

I. Approved Services and Authorization Process:

A. Clients served under this Agreement must have prior authorization by Deputy Director of Behavioral Health before services are delivered. The Deputy Director, Quality Assurance Supervisor, or designee will authorize type of service and the duration of service being delivered.

II. Monthly Invoicing and Payment:

A. The rate and terms of payment shall be as set forth below. Any modification of the rate changes shall not be binding, unless a written amendment to the Agreement is executed by the parties.

B. Contractor shall submit invoices in a form approved by HHSA no later than thirty (30) days after the last day of the month in which those services were provided. Invoices submitted prior to the end of the billing period will be returned to Contractor for resubmission.

C. The County shall not be obligated to pay Contractor for services which are the subject of any bill submitted more than sixty (60) days after the last day of the month in which those services were provided or more than thirty (30) days after the Agreement terminates, whichever is earlier.

D. Notwithstanding the above, Contractor will submit invoices within ten (10) days of the end of The County fiscal year, June 30th of the current year.

E. All payment invoices shall be submitted to the following address:
    a.) Mariposa Behavioral Health and Recovery Services
    b.) PO Box 99
    c.) Mariposa, CA 95338

F. Final approved services must be submitted on an itemized invoice.

G. Services that are not in finalized format will not qualify for reimbursement.

H. Contractor may appeal a denied or modified request for payment authorization or a dispute concerning the processing or payment of a provider's itemized invoice.

I. HHSA Contractors may utilize the Provider Problem Resolution and Appeal Processes, includes.
    a.) A written appeal shall be submitted to HHSA within 90 calendar days of the date of receipt of the non-approval of payment or within 90 calendar days of HHSA's failure to act on the request in accordance with the time frames required by Sections 1820.220 or 1830.250, or established by HHSA pursuant to Section 1830.215.
    b.) HHSA shall have 60 calendar days from its receipt of the appeal to inform the provider in writing of the decision, including a statement of the reasons for the decision that addresses each issue raised by the provider, and any action required by the provider to implement the decision.
        (i) If the appeal concerns the denial or modification of the HHSA payment authorization request, HHSA shall utilize personnel not involved in the initial denial or modification decision to determine the appeal decision.

c.) If the appeal is not granted in full, the provider shall be notified of any right to submit an appeal to the Department of Health Services (DHCS) pursuant to Section 1850.320.

d.) If applicable, the provider shall submit a revised request for HHSA payment authorization within 30 calendar days from receipt of the HHSA's decision to approve the HHSA payment authorization request.

e.) If applicable, HHSA shall have 14 calendar days from the date of receipt of the provider's revised request for HHSA payment authorization to submit the documentation to the Medi-Cal fiscal intermediary that is required to process the HHSA payment authorization.

2. If HHSA does not respond within 60 calendar days to the appeal, the appeal shall be considered denied in full by HHSA.

III. Medi-Cal Requirements and Payment Limitations:

A. Contractor agrees to participate fully in the Medi-Cal Specialty Mental Health program and will provide County with all documentation needed to enable the County to submit claims for services provided by Contractor to Medi-Cal beneficiaries.

B. Contractor's Approved Procedure Codes and Provisional Rates For Specialty Mental Health Services:

1. When billing the County for authorized services provided to County clients, Contractor will use the appropriate CPT coding as outlined in Exhibit A, item #2. Program Description.

a.) Contractors billing more than one service in a day to the same client must adhere to the requirements outlined in the MCBHRS Documentation Manual around which CPT codes are allowed to be billed together.

C. Contractors will be reimbursed at the rates listed below by practitioner type (as outlined in the MCBHRS Documentation Manual) and based on documentation in the Electronic Health Records System:

Provider Type	Individual Therapy & Case Management & ICC & Crisis	Family Therapy & Group Therapy	Rehab Groups	TBS
LPHA (MFT LCSW LPCC)/ Intern or Waivered LPHA (MFT LCSW LPCC)	$175.00	$185.00	$185.00	$180.00
Mental Health Rehab Specialist	$95.00	$105.00	$105.00	$180.00
Other Qualified Providers - Other Designated MH staff that bill medical (Interns)	$95.00	$105.00	$105.00	

D. As a result of state and federal audits, any recoupment of funds by DHCS for contractor services are subject to recoupment from the contractor.
E. Recoupment will be based on Fraud, Waste, and Abuse as outlined in the MCBHRS Documentation Manual.

AGREEMENT FOR MENTAL HEALTH SERVICES

THIS AGREEMENT ("Agreement") is made and entered into this _____ day of _____, 2025, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as "County," and Cornerstone Family Counseling Services, hereinafter referred to as "Contractor," pursuant to the following terms and conditions.

W I T N E S S E T H:

1. TERM

The term of this Agreement shall commence on January 1, 2025 and terminate on June 30, 2027 unless extended as provided by this Agreement.

2. SERVICES

Contractor shall perform mental health services as described in Exhibit A, "Scope of Work," Exhibit B, "Deficit Reduction Act – Obligations of County," which is attached hereto and incorporated herein by reference. Contractor shall provide all staffing and materials necessary to perform the Scope of Work.

3. COMPENSATION

The maximum compensation payable to Contractor under this Agreement is $600,000 for the entire term, $200,00 for the initial 1-year period, $200,000 for the second-year period, and $200,000 for the remaining period as set forth in Exhibit C, "Payment Terms and Conditions," which is attached hereto and incorporated herein by reference. County shall pay Contractor within thirty (30) days of receipt of an approved invoice.

4. INSURANCE

Contractor shall procure and maintain for the duration of this Agreement insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder by Contractor, its agents, representatives, or employees.

A. MINIMUM SCOPE AND LIMIT OF INSURANCE

Coverage shall be at least as broad as:

(1) Commercial General Liability (CGL): Insurance Services Office (ISO) Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal and advertising injury with limits no less than $1,000,000 per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 or 25 04) or the general aggregate limit shall be three times the required occurrence limit.

(2) Automobile Liability: ISO Form Number CA 00 01 covering any auto (Code 1), or if Contractor has no owned autos, hired (Code 8) and non-owned autos (Code 9), with limits no less than $1,000,000 per accident for bodily injury and property damage.

(3) Workers' Compensation insurance as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with a limit of no less than $1,000,000 per accident for bodily injury or disease.

(4) Professional Liability (Errors and Omissions): Insurance appropriate to Contractor's profession, with a limit of no less than $1,000,000 per occurrence or claim, $2,000,000 aggregate.

If Contractor maintains broader coverage and/or higher limits than the minimums shown above, County requires and shall be entitled to the broader coverage and/or higher limits maintained by Contractor. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to County.

B. OTHER INSURANCE PROVISIONS

The insurance policies are to contain, or be endorsed to contain, the following provisions:

(1) Additional Insured Status: County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of Contractor including materials, parts, or equipment furnished in connection with such work or operations. General liability coverage can be provided in the form of an endorsement to Contractor's insurance (at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10 and CG 20 37 forms if a later edition is used).

(2) Primary Coverage: For any claims related to this Agreement, Contractor's insurance coverage shall be primary insurance with respect to Contractor's negligent performance of the services as respects County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by County, its officers, officials, employees, or volunteers shall be excess of Contractor's insurance and shall not contribute with it.

(3) Notice of Cancellation: Each insurance policy required above shall state that coverage shall not be canceled, except with at least thirty (30) calendar days' notice to County.

(4) Waiver of Subrogation: Contractor hereby grants to County a waiver of any right to subrogation which any insurer of said Contractor may acquire against County by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not County has received a waiver of subrogation endorsement from the insurer.

(5) Deductibles and Self-Insured Retentions: Any deductibles or self-insured retentions must be declared to and approved by County. County may require Contractor to

purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

(6) Acceptability of Insurers: Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A: VII, unless otherwise acceptable to County.

(7) Verification of Coverage: Contractor shall furnish County with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by County before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive Contractor's obligation to provide them. County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

(8) Subcontractors: Contractor shall require and verify that all subcontractors maintain insurance meeting all the requirements stated herein, and Contractor shall ensure that County is an additional insured on insurance required from subcontractors.

(9) Special Risks or Circumstances: County reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

5. HOLD HARMLESS/INDEMNIFICATION

To the fullest extent permitted by law, Contractor shall release, hold harmless, defend at its own expense, and indemnify County, its officers, employees, agents, and volunteers, from and against any and all claims, losses, damages, lawsuits, liabilities and expenses, including but not limited to reasonable attorneys' fees, including but not limited to those attributable to bodily injury, sickness, disease, death or injury to or destruction of property, including the loss therefrom, which arises out of or is in any way connected with the performance of this Agreement (collectively "Liabilities") to the extent caused by Contractor or its officers, agents or employees, except where such Liabilities are caused by the sole negligence or willful misconduct of County.

6. INDEPENDENT CONTRACTOR

It is the expressed intention of the parties that Contractor is an independent contractor and not an employee, agent, joint venturer or partner of County. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between County and Contractor or any employee or agent of Contractor. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement.

7. PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS)

In the event that Contractor or any employee, agent, or subcontractor of Contractor providing services under this Agreement is determined by a court of competent jurisdiction or the Public

Employees Retirement System (CalPERS) to be eligible for enrollment in CalPERS as an employee of County, Contractor shall indemnify, defend, and hold harmless County for the payment of any employee and/or employer contributions for CalPERS benefits on behalf of Contractor or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of County.

8. STATE AND FEDERAL TAXES

As Contractor is not County's employee, Contractor is responsible for paying all required state and federal taxes. In particular:

a. County will not withhold FICA (Social Security) from Contractor's payments;
b. County will not make state or federal unemployment insurance contributions on behalf of Contractor;
c. County will not withhold state or federal income tax from payment to Contractor;
d. County will not make disability insurance contributions on behalf of Contractor;
e. County will not obtain workers' compensation insurance on behalf of Contractor.

9. AUDITS AND INSPECTIONS

Contractor shall at any time during business hours, and as often as County may deem necessary, make available to County for examination all of its records and data with respect to the matters covered by this Agreement. Contractor shall, upon the request of County, permit County to audit and inspect all of such records and data necessary to ensure Contractor's compliance with the terms of this Agreement. If compensation to be paid by County under this Agreement exceeds Ten Thousand Dollars ($10,000), Contractor shall be subject to the examination and audit of the California State Auditor, as provided in Government Code section 8546.7, for a period of three (3) years after final payment under this Agreement. This section survives the termination of this Agreement.

10. ASSIGNMENT

It is understood and agreed that this Agreement contemplates personal performance by Contractor and is based upon a determination of its unique personal competence and experience and upon its specialized personal knowledge. Assignments of any or all rights, duties or obligations of Contractor under this Agreement will be permitted only with the express written consent of County.

11. NOTICE

Any and all notices, reports or other communications to be given to County or Contractor shall be given to the persons representing the respective parties at the following addresses:

CONTRACTOR:
Cornerstone Family Counseling Services
5078 Bullion St. Suite 3
Mariposa, CA 95338

COUNTY:
County of Mariposa
P.O. Box 99
5362 Lemee Lane

Mariposa, CA 95338

12. COMPLIANCE

Contractor shall comply with all federal, state and local laws, codes, ordinances and regulations applicable to Contractor's performance under this Agreement, including, but not limited to, laws related to prevailing wages. Specifically, Contractor shall not engage in unlawful employment discrimination, including, but not limited to, discrimination based upon a person's race, religion, color, national origin, ancestry, physical handicap, medical condition, marital status, gender, citizenship or sexual orientation, as prohibited by state or federal law.

13. PUBLIC RECORDS ACT

Contractor is aware that this Agreement and any documents provided to County may be subject to the California Public Records Act and may be disclosed to members of the public upon request. It is the responsibility of Contractor to clearly identify information in those documents that it considers to be confidential under the California Public Records Act. To the extent that County agrees with that designation, such information will be held in confidence whenever possible. All other information will be considered public.

14. ENTIRE AGREEMENT AND MODIFICATION

This Agreement contains the entire agreement of the parties relating to the subject matter of this Agreement and supersedes all prior agreements and representations with respect to the subject matter hereof. This Agreement may only be modified by a written amendment hereto, executed by both parties. If there are exhibits attached hereto, and a conflict exists between the terms of this Agreement and any exhibit, the terms of this Agreement shall control.

15. ENFORCEABILITY AND SEVERABILITY

The invalidity or enforceability of any term or provisions of this Agreement shall not, unless otherwise specified, affect the validity or enforceability of any other term or provision, which shall remain in full force and effect.

16. TERMINATION AND RIGHTS UPON TERMINATION

A. This Agreement may be terminated upon mutual written consent of the parties, or as a remedy available at law or in equity. In the event of the termination of this Agreement, Contractor shall be entitled to compensation for services performed acceptably up to the effective date of termination as set forth in Exhibit C.

B. Either party may terminate this Agreement for convenience upon 30 calendar days' written notice to the other party. Upon termination for convenience, Contractor shall be entitled to compensation for services performed acceptably up to the effective date of termination, as set forth in Exhibit C.

C. Should Contractor default in the performance of this Agreement or materially breach any of its provisions, County, at its option, may terminate this Agreement by giving

written notification to Contractor. The termination date shall be the effective date of the notice. For the purposes of this subsection, default or material breach of this Agreement shall include, but not be limited to, any of the following: failure to perform required services in a timely manner, willful destruction of County property, dishonesty, or theft.

17. NO WAIVER

The failure to exercise any right to enforce any remedy contained in this Agreement shall not operate as to be construed to be a waiver or relinquishment of the exercise of such right or remedy, or of any other right or remedy herein contained.

18. DISPUTES

Should it become necessary for a party to this Agreement to bring an action in connection with this Agreement, the prevailing party in any such action shall be entitled to reimbursement for all expenses so incurred, including reasonable attorney's fees.

It is agreed by the parties hereto that unless otherwise expressly waived by them, any action brought to enforce any of the provisions hereof or for declaratory relief hereunder shall be filed and remain in a court of competent jurisdiction in the County of Mariposa, State of California.

19. CAPTIONS

The captions of this Agreement are for convenience and reference only and the words contained therein shall in no way be held to explain, modify, amplify or aid in the interpretation, construction or meaning of the provisions of this Agreement.

20. NUMBER AND GENDER

In this Agreement, the neutral gender includes the feminine and masculine, the singular includes the plural, and the word "person" includes corporations, partnerships, firms or associations, wherever the context so requires.

21. MANDATORY AND PERMISSIVE

"Shall" is mandatory. "May" is permissive.

22. SUCCESSORS AND ASSIGNS

All representations, covenants and warranties specifically set forth in this Agreement, by or on behalf of, or for the benefit of any or all of the parties hereto, shall be binding upon and inure to the benefit of such party, its successors and assigns.

23. COUNTERPARTS/ELECTRONIC, FACSIMILE, AND PDF SIGNATURES

This agreement may be executed in any number of counterparts, each of which will be an original, but all of which together will constitute one instrument. Each Party of this agreement agrees to the use of electronic signatures, such as digital signatures that meet the requirements of

the California Uniform Electronic Transactions Act ("CUETA"), Cal. Civ. Code §§ 1633.1 to 1633.17), for executing this Agreement. The parties further agree that the electronic signatures of the parties included in this Agreement are intended to authenticate this writing and to have the same force and effect as manual signatures. Electronic signature means an electronic sound, symbol, or process attached to or logically associated with an electronic record and executed or adopted by a person with the intent to sign the electronic record pursuant to the CUETA, as amended from time to time. The CUETA authorizes use of an electronic signature for transactions and contracts among parties in California, including a government agency. Digital signature means an electronic identifier, created by computer, intended by the party using it to have the same force and effect as the use of a manual signature, and shall be reasonably relied upon by the parties. For purposes of this section, a digital signature is a type of "electronic signature" as defined in subdivision (i) of Section 1633.2 of the Civil Code. Facsimile signatures or signatures transmitted via pdf document shall be treated as originals for all purposes.

24. OTHER DOCUMENTS

The parties agree that they shall cooperate in good faith to accomplish the object of this Agreement and, to that end, agree to execute and deliver such other and further instruments and documents as may be necessary and convenient to the fulfillment of these purposes.

25. CONTROLLING LAW

The validity, interpretation and performance of this Agreement shall be controlled by and construed under the laws of the State of California.

26. AUTHORITY

Each party and each party's signatory warrant and represent that each has full authority and capacity to enter into this Agreement in accordance with all requirements of law. The parties also warrant that any signed amendment or modification to this Agreement shall comply with all requirements of law, including capacity and authority to amend or modify this Agreement.

27. NEGOTIATED AGREEMENT

This Agreement has been arrived at through negotiation between the parties. Neither party is to be deemed the party which prepared this Agreement within the meaning of California Civil Code section 1654. Each party represents and warrants that in executing this Agreement it does so with full knowledge of the rights and duties it may have with respect to the other party. Each party also warrants and represents that it has received independent legal advice from its attorney with respect to the matters set forth in this Agreement and the rights and duties arising out of this Agreement, or that such party willingly foregoes any such consultation.

28. NO RELIANCE ON REPRESENTATIONS

Each party warrants and represents that it is not relying and has not relied upon any representation or statement made by the other party with respect to the facts involved or its rights or duties. Each party understands and agrees that the facts relevant, or believed to be relevant to

this Agreement, have been independently verified. Each party further understands that it is responsible for verifying the representations of law or fact provided by the other party.

29. WARRANTY

County has relied upon the professional ability and training of Contractor as a material inducement to enter into this Agreement. Contractor hereby warrants that all work shall be performed in accordance with generally accepted professional practices and standards as well as the requirements of applicable federal, state and local laws, it being understood that acceptance of Contractor's work by County shall not operate as a waiver or release.

30. FUNDING AVAILABILITY

It is mutually agreed that if the County budget of the current fiscal year and/or any subsequent fiscal year covered under this Agreement does not appropriate sufficient funds for this Agreement, this Agreement shall terminate and be of no further force and effect upon the day notice is provided by County to Contractor of such event. Upon termination of this Agreement, County shall have no liability to pay any funds whatsoever to Contractor or to furnish any other considerations under this Agreement except for services rendered prior to such termination and Contractor shall not be obligated to perform any provisions of this Agreement. Contractor's assumption of risk of possible non-appropriation is part of the consideration for this Agreement. County budget decisions are subject to the discretion of the Board of Supervisors.

If funding for any fiscal year is reduced or deleted by the County budget for purposes of this Agreement, the County shall have the option to either cancel this Agreement with no liability occurring to the County, except County must reimburse Contractor for services rendered prior to such reduction or modification of the County budget, or offer an amendment to this Agreement to Contractor to reflect the reduced amount.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the day and year first written above.

COUNTY OF MARIPOSA	CONTRACTOR
_____	_____
Rosemarie Smallcombe,Chair Board of Supervisors	Christine Doss – Clinical Director Cornerstone Family Counseling Services
COUNTERSIGNED: *(Government Code §25103)*	APPROVED AS TO FORM:
_____	_____
Danielle Bondshu Clerk of the Board	Walter Wall County Counsel

MARIPOSA COUNTY

Board of Supervisors

Agenda Item – No Resolution Requested

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Kristina Keheley, Health and Human Services Agency Director

RE: Re-appoint Lydia Arre to the Area 12 Agency on Aging PSA-12 Advisory Council as a Member Representing the Service Provider with a Term Expiring February 26th, 2029

RECOMMENDATION AND JUSTIFICATION

Re-appoint Lydia Arre to the Area 12 Agency on Aging PSA-12 Advisory Council as a Member Representing the Service Provider with a Term Expiring February 26th, 2029.

The current term for Lydia Arre expires on February 26th, 2025. In order to avoid a lapse in term, we are requesting her reappointment effective February 26th, 2025, with a 4-year term making the new expiring date February 26th, 2029.

BACKGROUND AND HISTORY OF BOARD ACTIONS

The Board appoints all members to the Area 12 Agency on Aging PSA-12 Advisory Council.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Do not approve and Area 12 Agency on Aging PSA-12 Advisory Council will not have a member representing the service provider.

FINANCIAL IMPACT

Not Applicable

ATTACHMENTS

None

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-40

MEETING:	February 4, 2025
TO:	The Board of Supervisors
FROM:	Kristina Keheley, Health and Human Services Agency Director
RE:	Approve an Agreement with DPS Media for Advertising Services; and Authorize the Board of Supervisors Chair to Sign the Agreement

---

RECOMMENDATION AND JUSTIFICATION

Approve an Agreement with DPS Media for Advertising Services; and Authorize the Board of Supervisors Chair to Sign the Agreement.

The County seeks an agreement with DPS Media to provide advertising services for Health and Human Services Agency (HHSA), specifically in the areas of environmental and public health. The term of this agreement is January 1, 2025 through December 31, 2025 and automatically renews every 12 months thereafter until cancelled.

BACKGROUND AND HISTORY OF BOARD ACTIONS

Board of Supervisors approved the most recent agreement with DPS Media on December 6, 2022 through Resolution No. 2022-675.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Failure to approve the Agreement will result in the County's inability to inform the public of vital services.

FINANCIAL IMPACT

There is no impact to the General Fund.

ATTACHMENTS

1. DPS Media Contract 10.17.2024 unsigned

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

ADVERTISING CONTRACT

2630 Hwy 109 • Wildwood, MO 63040
Phone: 866-221-4300 • Fax: 636-821-3590

0 0 3 3 5 0 - 2 4 1 0 1 7 A

Account:	003350	**Reference No.:**	003350-241017A
Advertiser:	County of Mariposa dba Mariposa County Health & Human Services Agency PO Box 5 Mariposa, CA 95338	**Sales Rep:**	Jennifer Ahola (JAHOLA)
		Rep Email:	jennifer.ahola@dpsmedia.com
		Delivery Method:	Email
		Proposal Date:	October 17, 2024
Contact Name:	Lisa Bello		
Contact Phone:	209-966-3689		
Billing Phone:	209-966-3689		
Email:	kballard@mariposacounty.org		

Oakhurst-Mariposa [SIERRA] 25 Publish Date: Jan 2025 1 payment of $492.00, beginning at publication

[No Listing]

Heading	Item	Monthly Rate
AAA Office Information	Source: Local Billed by DPS	$0.00

Listing 1

Mariposa County Health and Human Services Agency
Community Health
5300 Hwy 49 N Mariposa 209-966-3689
Toll Free Dial 1 & Then 800-459-4466

Heading	Item	Monthly Rate
Clinics-Medical	Bold List	$8.00
Clinics-Medical	Extra Line	$5.00
Clinics-Medical	Alternate List	$5.00

Listing 2

Mariposa County Health and Human Services Agency
5100 Bullion St Mrpsa 209-966-2220

Heading	Item	Monthly Rate
Declined	Service Regular List	$0.00

Oakhurst-Mariposa [SIERRA] 25 Continued Next Page...

Listing 3

Mariposa County Health and Human Services Agency
Environmental Health
5100 Bullion St Mrpsa 209-966-2220
Toll Free Dial 1 & Then 888-777-0377
Fax 209-966-8248

Heading	Item	Monthly Rate
Environmental, Conservation & Ecological Organizations	Bold List	$8.00
Environmental, Conservation & Ecological Organizations	Extra Line	$5.00
Environmental, Conservation & Ecological Organizations	Alternate List	$5.00
Environmental, Conservation & Ecological Organizations	Alternate List	$5.00

Listing 4

Mariposa County Health and Human Services Agency
5300 Hwy 49 N Mariposa 209-966-3689

Heading	Item	Monthly Rate
Health Education Services	Service Regular List	$0.00

ADVERTISER OR PERSON ACTING ON BEHALF OF THE ADVERTISER ACKNOWLEDGES AND AGREES TO ADVERTISING AND PAYMENT THEREIN AND TO BE BOUND BY THE TERMS AND CONDITIONS INCLUDED WITH A COPY OF THIS SIGNED AGREEMENT.

Sales Total:	$492.00
Tax:	$0.00
Total Due:	$492.00
Balance:	$492.00

Authorized Signature **Date**

Printed Authorizer's Name **Title**

PAYMENT METHODS

Installments:	Statement

Customer elects to opt-out of electronic billing.

Included with this notice is a copy of the Advertising Contract detailing the items of directory advertising (white & yellow pages) you have agreed to purchase in a directory published by DPS Media, Inc. (DPS). DPS is the official publisher of the Telephone Company directory listed on the Advertising Confirmation.

Please verify the accuracy of your listing information (name, address and telephone number) which appears on the Advertising Confirmation. If you find that any of the listing information is incorrect, please contact our Customer Service Department, toll free at (866) 221-4300 to correct the information.

Please Note: If you purchased a new display ad or had an existing one with changes, you will receive a separate Proof of Advertising form at a later date.

Terms & Conditions

1. **Acceptance; Automatic Renewal; Cancellation .** This Agreement is contingent upon and subject to Telephone Company and DPS Media ("DPS") publication of the requested advertising. Customer may not withdraw its request for advertising or change any copy or listings furnished to Telephone Company or DPS except by notice sent by certified mail and received by Telephone Company or DPS not more than 10 (ten) days from the date of the Agreement. Customer shall reimburse Telephone Company and DPS for any expenses incurred in connection with the advertising request before its withdrawal. DPS shall make reasonable efforts to contact Customer by means of the contact information that Customer has provided in this Agreement in order to discuss with Customer any modifications to Customer's advertising or listing(s) in advance of the next publication. By executing this Agreement, Customer acknowledges and agrees that its advertising and/or listing(s) shall be automatically renewed in subsequent annual publications of the directory and Customer shall be obligated to DPS to pay for same, unless Customer sends DPS a written notice of Customer's cancellation of such advertising or listing(s) by certified mail and such notice is received no later than 45 days prior to the Publish Date appearing on page 1.

2. **Authority .** Customer warrants (a) that it is duly authorized to engage in the business or profession described by the classification designated in the Agreement and is duly licensed by the state, county and/or local municipality as required by law, and (b) that its use of any trademark, trade name or service mark and the publication of the material furnished as copy is authorized, is in full compliance with all laws and does not infringe upon the rights of any third person. Customer shall indemnify and hold harmless Telephone Company and DPS from and against any and all claims, demands, suits, damages and liabilities (including cost of investigation and defense) incurred in the defense of any claims alleging or resulting from a breach of these warranties.

3. **Copy .** No specific advertisement or listing position in the directory is guaranteed. Telephone Company and DPS may change the advertising copy and listings in order to conform the copy and listings to information carried on the records of Telephone Company, the classified headings used in the directory or other listing practices of Telephone Company. DPS may replace marks or logos used by Customer with different versions provided by the owner of such marks or logos. The Telephone Company and DPS reserve the right to reject any or all advertising copy which Telephone Company or DPS in their sole discretion, deem unacceptable.

4. **Payments .** Unless payment in advance is required, Customer agrees to pay for its advertising (the listing or other advertising ordered on the Advertising Confirmation(s) and any associated printing orders) at the monthly rate on the Advertising Order Summary, plus any applicable taxes, in accordance with the billing terms of the Telephone Company or by DPS Media Rates for foreign directory advertising (advertising in a directory other than the primary directory) are subject to change and will be those in effect at the time of publication of the foreign directory. Payment obligations commence upon publication. Publication of Internet advertising may occur prior to the publication of a printed directory. At our option, we may disclose information concerning you or your account to third parties, such as credit reporting agencies, and may request and act upon information received from them.

If the life of the directory cycle is either shortened or extended, the advertiser agrees to pay the adjusted amount due for advertising charges based on the shortened or extended period. Any adjusted amount will be billed or credited to the advertiser, by either the Telephone Company or DPS Media as soon as reasonably possible.

Any check returned by Advertiser's bank for whatever reason may be subject to a twenty-five dollar ($25) service fee.

5. **Taxes .** If any occupation, utility, excise or other type tax imposed upon Telephone Company or DPS in connection with publishing directory, Customer shall pay its pro- rata share of such tax in addition to any other amount due under this Agreement. Customer's share of such tax will be determined by multiplying the total amount due under this Agreement by the rate of the tax imposed. Customer shall provide appropriate documentation when claiming tax-exempt status.

6. **Default .** A service charge of 1.5 % per month (18 percent per year) will be applied on the amount of any unpaid balance carried forward on Customer's bill for the subsequent month, to the extent that such service charge is permitted by applicable law. Alternatively, a charge of 10%, but not to exceed the highest lawful charge, may be added to the Advertiser's unpaid balance which is not paid within 20 days after the Advertiser's unpaid balance is due. If Customer fails to make any payment when due, or if a customer sells or discontinues its business, the whole amount remaining unpaid for Customer's advertising covered by this Agreement or any other Agreement may become immediately due and payable at the option of Telephone Company or DPS without notice and Telephone Company or DPS shall have the right to terminate all Agreements covering publication of Customer's advertising in any directory published by Telephone Company or DPS.

7. **Entire Agreement.** This Agreement reflects the entire Agreement of the parties with respect to its subject matter and supersedes all prior communication whether oral or written. No agent or employee of Telephone Company or DPS has the authority to vary any of the terms of this Agreement.

8. **Billing Terms.** Customer shall pay the amounts due under this Agreement in accordance with the billing terms designated at the time of sale, unless stipulated otherwise. Customer agrees to pay any applicable sales tax.

9. **Collections .** If it becomes necessary to employ legal or other services to obtain payment of any account when past due, Customer shall pay all expenses and costs which may include but are not limited to: collection costs, court costs, and reasonable attorney fees in addition to the amount of the account and interest at 1 ½ percent a month (to the extent permitted by applicable law) from the time the account becomes delinquent.

10. **Errors and Omissions & Limitation of Liability .** DPS agrees to exercise reasonable care that the copy and listings are correctly printed, however,

notwithstanding any representations by DPS's representatives, DPS does not warrant or guarantee the correctness, presence, completeness, specific color or the quality of photographic reproductions of print or electronic advertising, including but not limited to actual or implied warranties of merchantability or fitness for a particular purpose. In the event of an error in, or omission of, the requested advertising due to negligence of Telephone Company or DPS, the liability of Telephone Company and DPS shall be limited to the purchase price of the advertising actually paid by the Customer, or the sum of the purchase price allocated to that portion of the advertising which is in error or omitted from the directory. Such amounts shall be either refunded to Customer or applied as a credit toward future advertising in any directory published by Telephone Company or DPS. Telephone Company or DPS shall not be liable for consequential or specific damages, including but not limited to economic loss or lost profits, resulting from such error or omission.

11. **Indemnification.** Customer hereby indemnifies and holds Telephone Company and DPS harmless from any and all claims for damages sustained by Customer or any third party based on a failure, omission, act or misfeasance, violation of law or breach in connection with or arising from this Agreement or the advertising, services or equipment provided hereunder.

12. **Property.** All original copy, cuts, illustrations, writings, drawings, marks and other advertising art work prepared by DPS, and all trademarks, service marks, logos, and other marks or trade dress of DPS are the exclusive property of DPS, may be used by DPS as it sees fit, including but not limited to, the use in other directories for other DPS customers, and may not be used by the Customer, or any other person, without the prior written consent of DPS.

13. **Credit Report.** Applicant agrees that DPS may request a business and/or consumer credit report on Applicant.

14. Governing Law; Venue; Waiver of Jury Trial.

When advertising is billed by Publisher: This Agreement will be governed by and construed in accordance with the laws of Missouri without regard to conflicts of law principles or rules. Any legal suit, action or proceeding arising out of or relating to this Agreement or the transactions contemplated hereby shall be instituted in the federal courts of the United States of America in the City of St. Louis, or the courts of the State of Missouri in the City of Clayton, County of St. Louis, and each party irrevocably submits to the exclusive jurisdiction of such courts in any such suit, action or proceeding.

When advertising is billed by Telephone Company: This Agreement will be governed by and construed in accordance with the laws of the state where Telephone Company's headquarters are located without regard to conflicts of law principles or rules. Any legal suit, action or proceeding arising out of or relating to this Agreement or the transactions contemplated hereby shall be instituted in the federal courts of the United States of America in the state, county and city where Telephone Company's headquarters exist, and each party irrevocably submits to the exclusive jurisdiction of such courts in any such suit, action or proceeding.

Each party acknowledges and agrees that any controversy that may arise under this Agreement is likely to involve complicated and difficult issues and, therefore, each such party irrevocably and unconditionally waives any right it may have to a trial by jury in respect of any legal action arising out of or relating to this Agreement, or the transactions contemplated hereby.

15. **Adjustments.** The Customer, Telephone Company and DPS recognize that Customer is paying for advertising based on the length of time a directory is outstanding and has not been superseded. The charges for advertising reflected in this Agreement are for advertising in a directory with an expected issue life of twelve months. Telephone Company and DPS reserve the right to reduce or extend issue life of a directory. If the issue life is reduced the Customer shall pay a pro-rated charge for the period of the issue. If the issue life is extended, the Customer will pay additional charges equal to the average monthly charge multiplied by the number of months the issue life exceeds the expected issue life. If an interim directory is published prior to the expiration of an issue, Customer's advertisement will be inserted and payment will continue for the length of the interim issue. Customer remains liable for any amount due under this agreement even if customer changes its telephone number or address or sells or discontinues its business after the directory close date or has any change in telephone service providers including land line or mobile (cell) telephone.

16. **Electronic Services.** Applicant consents to DPS's use of Applicant's advertising in or on any electronic interactive services/networks or other medium, and acknowledges that the terms and conditions herein apply to any such use. Applicant herby consents to the use of its name by DPS in DPS's advertising of the directory or its contents, whether DPS's advertising precedes or follows publication of the directory.

17. **Internet Services.** Contracts containing Internet services, including but not limited to websites, local search packages, search engine optimization, ZuZu Mobile services, reputation management, and profile videos, will remain in effect and be billed for a minimum period of twelve (12) billing months after the first month in which each specific Internet service is billed. Services will remain in effect and billable monthly thereafter in perpetuity until written notification to cancel is received by Applicant. This provision does not apply to online directory products, including priority placement packages (INT1/INT2), Email links (EMAIL), website links (ELINK), banner advertisements (EBANH), or keyword search packages (KEY1/KEY5).

Hold Harmless.

When advertising, per the Advertiser's request, contains pricing and/or discount percentage information, the Advertiser agrees to make good on all pricing and /or discount percentages quoted in its advertisements during the entire issue life of the Directory or until a published expiration date, whichever occurs first. For purposes of this Agreement, the issue life of a directory runs from the date of its initial distribution to the date of the succeeding directory's initial distribution. Advertiser agrees to indemnify, defend, and hold harmless DPS Media, Inc., its employees, agents, contractors, and affiliates and related companies, from and against any and all claims, losses, liabilities, damages, and expenses (including, without

limitation, to attorneys' fees, court costs, expenses, and other costs of investigation and preparation, including without limitation in connection with any appeal and in connection with enforcing DPS Media rights under the Agreement) arising out of or in connection with the publication of such advertising.

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-41

MEETING:	February 4, 2025
TO:	The Board of Supervisors
FROM:	Chris Bernard, Interim Division Chief
RE:	Approve a Letter of Support for the Community Wildfire Defense Grant Application from Mariposa County Resource Conservation District; and Authorize the Board of Supervisors Chair to Sign the Letter

---

RECOMMENDATION AND JUSTIFICATION

Approve a Letter of Support for the Community Wildfire Defense Grant Application from Mariposa County Resource Conservation District; and Authorize the Board of Supervisors Chair to Sign the Letter.

The Mariposa County Fire Advisory Committee (MCFAC) recommends that the Board of Supervisors approve this letter of support.

This letter supports Mariposa County Resource Conservation District's application for the Community Wildfire Defense Grant (CWDG) Wildfire Resilience Home Assessment Program project. This project would enable MRCD to continue free-of-charge Home-Hardening assessments and implementation actions for Mariposa County residents. MRCD relies on outside funding sources to provide this service, and this grant would fund the continuation of this project for up to 5 years.

The home-hardening activities funded by this grant directly address actions for wildfire risk mitigation in the Mariposa County Community Wildfire Protection Plan (CWPP), Table 9, Action 11.

BACKGROUND AND HISTORY OF BOARD ACTIONS

Mariposa County Board of Supervisors has signed letters of support for funding opportunities for wildfire risk mitigation activities, including Resolutions 2024-038 and 2024-463, at the recommendation of MCFAC.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

A letter of support from the Board of Supervisors will not be included in MRCD's application for the Community Wildfire Defense Grant

FINANCIAL IMPACT

None

ATTACHMENTS

1. 2025 RCD CWDG LOS

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

RE: 2025 Community Wildfire Defense Grant
Mariposa Resource Conservation District Wildfire Resilience Home Assessment Application

Dear Grant Manager:

The County of Mariposa is pleased to support the Mariposa Resource Conservation District (RCD) application for its Wildfire Resilience Home Assessment program. This project was created and implemented by the Mariposa RCD as part of a larger collaborative effort to implement measures recommended in our Community Wildfire Protection Plan (CWPP). The Mariposa RCD is an active member of the Mariposa County Fire Advisory Committee (MCFAC), a multi-stakeholder group engaging in a holistic approach to considering and making recommendations on important topics such as pre-fire coordination, fire prevention education, fire risk reduction, and resource resiliency to both the County Fire Chief and Board of Supervisors. Its membership includes multiple public and private land owners and managers to reduce wildfire hazards and improve public safety in Mariposa County.

MCFAC has provided information to this Board that indicates support from all members for this Wildfire Resilience Home Assessment program application. Our lands have been impacted by multi-year extreme drought conditions, massive tree mortality, an increase in the number and severity of wildland fires, and destructive flooding and erosion attributable to changing weather patterns and a changing landscape. These challenges far exceed the local resources available to address them. The County of Mariposa has provided financial support to this program as a stopgap measure to ensure that it can continue to be implemented in the face of State budget uncertainties that reduce available grant funding.

This project not only meets the objectives of the County's CWPP, it protects our residents in the wildland urban interface and meets the goal of creating Fire Adapted Communities that are as prepared as possible to receive, respond to and recover from wildland fire as outlined in the National Cohesive Wildland Fire Management Strategy.

This project is an excellent example of protecting communities in the wildland urban interface, assisting rural and underserved populations, and building resilient, fire-adapted landscapes. We encourage you to award funding for this application.

Sincerely,

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-42

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Shannon Hansen, Director of Public Works and Transportation

RE: Approve Fifth Amendment to Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Old Toll Road over Bear Creek Bridge (40C0057); and Authorize the Board of Supervisors Chair to Sign the Amendment

---

RECOMMENDATION AND JUSTIFICATION

Approve Fifth Amendment to Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Old Toll Road over Bear Creek Bridge (40C0057); and Authorize the Board of Supervisors Chair to Sign the Amendment.

The extension is necessary due to delays in the environmental phase of the project. Public Works will work closely with Willdan Engineering to ensure the environmental work is completed in a timely manner.

BACKGROUND AND HISTORY OF BOARD ACTIONS

On January 8, 2019, Resolution 2019-17, approved the Fourth Amendment to extend the term of the Agreement to December 31, 2024.

On May 23, 2017, Resolution 2017-326, approved the Third Amendment to extend the term of the Agreement to December 31, 2018, expand scope of services, and increase compensation by Two Hundred Twelve Thousand Five Hundred Dollars ($212,500) for a total not to exceed the amount of Four Hundred Thirty-Seven Thousand Two Hundred Sixty Dollars ($437,260).

On March 8, 2016, Resolution 2016-118 approved the Second Amendment to extend the term of the Agreement to December 31, 2017.

On January 6, 2015, Resolution 2015-15 approved the First Amendment to extend the term of the Agreement to December 31, 2015.

On October 15, 2013, Resolution 2013-460 authorized Public Works to enter into an Agreement with Willdan Engineering for bridge design work on Old Toll Road over Bear Creek Bridge.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Do not approve, the County risks losing its HBP Funding.

FINANCIAL IMPACT

None

ATTACHMENTS

1. **Fifth Amendment _Old Toll Road Bridge (40C0057)**
2. **Resolution 2019-17**
3. **Resolution 2017-326**
4. **Resolution 2016-118**
5. **Resolution 2015-015 (2)**
6. **Resolution 2013-460**

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

FIFTH AMENDMENT TO AGREEMENT FOR ENGINEERING AND DESIGN SERVICES FOR OLD TOLL ROAD OVER BEAR CREEK BRIDGE 40C0057

THIS FIFTH AMENDMENT TO AGREEMENT FOR ENGINEERING AND DESIGN SERVICES FOR OLD TOLL ROAD OVER BEAR CREEK BRIDGE (40C0057), is made and entered into this _____ day of February 2025, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as "County," and Willdan Engineering, hereinafter referred to as "Contractor."

WHEREAS, County and Contractor have heretofore entered into an Agreement dated October 15, 2013, wherein Contractor agreed to provide engineering and design services; and

WHEREAS, County and Contractor entered into a First Amendment on January 6, 2015, to extend the term of the Agreement to December 31, 2015, and

WHEREAS, County and Contractor entered into the Second Amendment on March 8, 2016, to extend the term of the agreement to December 31, 2017, and

WHEREAS, County and Contractor entered into the Third Amendment on May 23, 2017, to extend the term of the agreement to December 31, 2018, expand the scope of services, and increase compensation by Two Hundred Twelve Thousand Dollars ($212,500) for a total not to exceed amount of Four Hundred Thirty-Seven Thousand Two Hundred Sixty Dollars ($437,260), and

WHEREAS, County and Contractor entered into the Fourth Amendment on January 8, 2019, to extend the term of the agreement to December 31, 2024, and

WHEREAS, County and Contractor desire to amend said Agreement to extend the term of the agreement to December 31, 2027;

NOW THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1, "TERM," is hereby amended to extend the term of the Agreement to December 31, 2027.

Except as herein amended, the agreement dated October 15, 2013, together with the First Amendment dated January 6, 2015, the Second Amendment dated March 8, 2016, the Third Amendment dated May 23, 2017, the Fourth Amendment dated January 8, 2019 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA	CONTRACTOR
_____	_____
Rosemarie Smallcombe, Chair Board of Supervisors	Willdan Engineering
COUNTERSIGNED: *(Government Code §25103)*	APPROVED AS TO FORM:
_____	_____
Danielle Bondshu Clerk of the Board	Walter W. Wall County Counsel

CERTIFICATE OF LIABILITY INSURANCE

11/9/2025

DATE (MM/DD/YYYY) 11/27/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Lockton Companies, LLC (dba Lockton Insurance Brokers, LLC) 777 S. Figueroa Street, 52nd Fl CA License #0B99399 Los Angeles CA 90017 (213) 689-0065	CONTACT NAME: PHONE (A/C, No, Ext): FAX (A/C, No): E-MAIL ADDRESS:
INSURED 1506118 Willdan Engineering 13191 Crossroads Parkway North, Suite 405 City of Industry, CA 91746	INSURER(S) AFFORDING COVERAGE / NAIC # INSURER A : Travelers Property Casualty Company of America 25674 INSURER B : Allied World Surplus Lines Insurance Company 24319 INSURER C : INSURER D : INSURER E : INSURER F :

COVERAGES **CERTIFICATE NUMBER:** 21185928 **REVISION NUMBER:** XXXXXXX

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE [X] OCCUR X Emp. Benefits Liab. X Contr. Liab. Incl. GEN'L AGGREGATE LIMIT APPLIES PER: POLICY [X] PRO-JECT [X] LOC OTHER:	Y	N	P-630-A1178471-TIL-24	11/9/2024	11/9/2025	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG 	$ 1,000,000 $ 1,000,000 $ 15,000 $ 1,000,000 $ 2,000,000 $ 2,000,000 $
A	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY HIRED AUTOS ONLY SCHEDULED AUTOS NON-OWNED AUTOS ONLY	Y	N	810-A1161741-24-43-G	11/9/2024	11/9/2025	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) 	$ 1,000,000 $ XXXXXXX $ XXXXXXX $ XXXXXXX $ XXXXXXX
	UMBRELLA LIAB OCCUR EXCESS LIAB CLAIMS-MADE DED RETENTION $			NOT APPLICABLE			EACH OCCURRENCE AGGREGATE 	$ XXXXXXX $ XXXXXXX $ XXXXXXX
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory In NH) Y/N [N] If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	N	UB-8Y032268-24-43-G	11/9/2024	11/9/2025	X PER STATUTE OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
B	Arch&Eng Prof	N	N	0313-5950	11/9/2024	11/9/2025	Per Claim:$1,000,000 Aggregate:$2,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

RE: 2024 (DW) - Old Toll Road. County of Mariposa, its officers, employees, volunteers and agents are included as Additional Insured(s) in accordance with the provisions of the General Liability and Automobile Liability policies. The General Liability, Automobile Liability and Umbrella Liability policies evidenced herein are Primary and Non-Contributory to other insurance available to an Additional Insured, but only in accordance with the provisions of the policies. Please see next page.

CERTIFICATE HOLDER

21185928
County of Mariposa
Attention: Claudia Gonzales Administrative Analyst
4639 Ben Hur Road
Mariposa, CA 95338

CANCELLATION See Attachments

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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MARIPOSA COUNTY

Public Works · 209 966 5356

RESOLUTION - ACTION REQUESTED 2019-17

MEETING: January 8, 2019

TO: The Board of Supervisors

FROM: Mike Healy, Public Works Director

RE: Approve a Fourth Amendment with Willdan Engineering for Old Toll Rd Over Bear Creek Bridge #57

RECOMMENDATION AND JUSTIFICATION:
Approve a Fourth Amendment with Willdan Engineering to Extend the Term of the Agreement to December 31, 2024 for Old Toll Road Over Bear Creek Bridge (40C0057); and Authorize the Board of Supervisors Chair to Sign the Amendment.

The extension is required due to difficulty in securing the right of way permissions. Additionally, the March 2018 declared disaster caused significant damage to the approaches. The result is further studies and environmental scope.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program in the State of California.

Under current regulations 100% of the cost of these contracts, and the staff time necessary for Public Works to manage them, are reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
On May 23, 2017 Resolution 2017-326 the Board approved a Third Amendment to extend the term of the Agreement, expand the scope of services, and increase compensation.
On March 8, 2016 Resolution 2016-118 the Board approved a Second Amendment to extend the term of the Agreement to December 31, 2017.

On January 6, 2015 Resolution #2015-15 authorized to extend the date of completion of the Agreement to December 31, 2015.

On October 15, 2013 Resolution #2013-460 authorized Public Works to enter into an Agreements with Willdan Engineering for bridge design work on Old Toll Road over Bear Creek.

On May 28, 2013 the Board approved a Program Supplement with Caltrans for these three bridges.

Resolution - Action Requested 2019-17

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve, Phase II of the design will not be completed.

FINANCIAL IMPACT:
This project is funded through the Federal Bridge Replacement Program and as such this action has no financial impact to the County.

ATTACHMENTS:

Willdan Eng 4th amd #57	**(DOC)**
Willdan Eng 3rd amd #57	**(PDF)**
2nd amdmt Willdan 40C0057	**(PDF)**
1st Amdmt Willdan 40C0057	**(PDF)**
Contract Willdan 40C0057	**(PDF)**

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Kevin Cann, District IV Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey

RES. NO. 19-17

FOURTH AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR THE OLD TOLL BRIDGE OVER BEAR CREEK #40C0057

THIS FOURTH AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR THE OLD TOLL BRIDGE OVER BEAR CREEK is made and entered into this 8th day of January, 2019, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as "**County,**" and Willdan Engineering, hereinafter referred to as "**Contractor.**"

WHEREAS, **County** and **Contractor** have heretofore entered into an Agreement dated October 15, 2013, wherein **Contractor** agreed to provide bridge design services; and

WHEREAS, **County** and **Contractor** entered into the First Amendment dated January 6, 2015 to extend the term of the Agreement to December 15, 2015.

WHEREAS, **County** and **Contractor** entered into the Second Amendment dated March 8, 2016 to extend the term of the Agreement to December 31, 2017.

WHEREAS, **County** and **Contractor** entered into the Third Amendment dated May 23, 2017 to extend the term of the Agreement, expand the scope of services, and increase the compensation by Two Hundred Twelve Thousand Five Hundred Dollars ($212,500) for a total not the exceed amount of Four Hundred Thirty Seven Thousand Two Hundred Sixty Dollars ($437,260).

WHEREAS, **County** and **Contractor** desire to amend said Agreement to extend the term of the Agreement to December 31, 2024 to be provided to **Contractor**;

NOW, THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1.01, "TERM", is hereby amended to extend the term of the Agreement to December 31, 2024.

2. Except as herein amended, the agreement dated October 15, 2013 together with the First Amendment dated January 6, 2015, the Second Amendment dated March 8, 2016, and the Third Amendment dated May 23, 2017 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA:

Chair Miles Menethrey
Mariposa County Board of Supervisors

CONTRACTOR:

Wildan Engineering
GARY M. GORDON

ATTEST:

RENE LAROCHE
Clerk of the Board

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

MARIPOSA COUNTY

Public Works · 209 966 5356

RESOLUTION - ACTION REQUESTED 2017-326

MEETING: May 23, 2017

TO: The Board of Supervisors

FROM: Mike Healy, Public Works Director

RE: Approve a Third Amendment with Willdan Engineering for Old Toll Rd Bridge #57

RECOMMENDATION AND JUSTIFICATION:
Approve a Third Amendment with Willdan Engineering Increasing Compensation by $212,500 for a Total Not to Exceed Amount of $437,260 and Extend the Term of the Agreement to December 31, 2018 for Bridge Design and Replacement of Old Toll Road Bridge (40C0057); and authorize the Chair of the Board to sign the Agreement.

The Phase II portion of this contract comprises of all of the remaining Preliminary Engineering tasks that address any comments or direction provided by Caltrans during the field review meeting and support the completion of the Environmental Phase and the Final Design of the project. The Final Design and Right of Way appraisal and acquisition tasks will begin upon approval of the NEPA Environmental document.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program in the State of California.

Under current regulations 100% of the cost of these contracts, and the staff time necessary for Public Works to manage them, are reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
On January 6, 2015 Resolution #2015-15 authorized to extend the date of completion of the Agreement to December 31, 2015.

On October 15, 2013 Resolution #2013-460 authorized Public Works to enter into an Agreements with Willdan Engineering for bridge design work on Old Toll Road over Bear Creek.

On May 28, 2013 the Board approved a Program Supplement with Caltrans for these three bridges.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve, Phase II of the design will not be completed.

FINANCIAL IMPACT:
This project is funded through the Federal Bridge Replacement Program and as such this action has no financial impact to the County.

ATTACHMENTS:
Willdan 3rd amd & addm Toll House Rd #57(PDF)
2nd amdmt Willdan 40C0057 (PDF)
1st Amdmt Willdan 40C0057 (PDF)
Contract Willdan 40C0057 (PDF)

CAO RECOMMENDATION
Requested Action Recommended

Dallin Kimble
Dallin Kimble, Interim CAO 5/16/2017

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Miles Menetrey
EXCUSED: Kevin Cann

RES. NO. 17-326

THIRD AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN AND REPLACEMENT SERVICES FOR OLD TOLL ROAD BRIDGE (40C0057)

THIS THIRD AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN AND REPLACEMENT SERVICES FOR OLD TOLL ROAD BRIDGE (40C0057) is made and entered into this 23rd day of May, 2017, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as "**County**", and Willdan Engineering, hereinafter referred to as "**Contractor**".

WHEREAS, the **County** and **Contractor** have heretofore entered into a Contract dated October 15, 2013, wherein **Contractor** agreed to provide Bridge Design and Replacement services; and

WHEREAS, County and **Contractor** entered into the First Amendment dated January 6, 2015 to extend the term of Agreement to December 15, 2015.

WHEREAS, County and **Contractor** entered into the Second Amendment dated March 8, 2016 the extend the term of Agreement to December 31, 2017.

WHEREAS, County and **Contractor** desire to amend said Agreement to extend the term of the Agreement, to expand the scope of services, to increase compensation, and to include an Addendum to Agreement for Federally Funded Projects.

NOW, THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1.01, "TERM", of Agreement is hereby extended from December 31, 2017 to December 31, 2018.

2. Paragraph 3.01, "SERVICES", is hereby amended to expand the scope of services to be performed by Contractor as set forth in Exhibit "A-1" attached hereto.

3. Paragraph 4.01, "COMPENSATION", is hereby amended to provide that an additional Two Hundred Twelve Thousand Five Hundred Dollars ($212,500) will be added to the original contract price of Two Hundred Twenty Four Thousand Seven Hundred Sixty Dollars ($224,760), making the total

compensation paid to **Contractor** the not to exceed amount of Four Hundred Thirty Seven Thousand Two Hundred Sixty Dollars ($437,260).

4. Paragraph 8.05, "CONFORMANCE TO APPLICABLE LAW", is hereby amended to include the Addendum to Agreement for Federally Funded Projects attached hereto as Exhibit "B".

5. Except as herein amended, the agreement dated October 15, 2013 together with the First Amendment dated January 6, 2015 and the Second Amend dated March 8, 2016 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA:

Marshall Long, Chairman
Mariposa County Board of Supervisors

CONTRACTOR:

Willdan Engineering Sr. Vice Presidt

ATTEST:

RENE LAROCHE
Clerk of the Board

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

MARIPOSA COUNTY

Public Works · (209) 966-5356

RESOLUTION - ACTION REQUESTED 2016-118

MEETING: March 8, 2016

TO: The Board of Supervisors

FROM: Tony Stobbe, Public Works Director

RE: Approve the Second Amendment with Willdan Engineering for Bridge No. 40C0057. Time Extension

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RECOMMENDATION AND JUSTIFICATION:

Approve a Second Amendment With Willdan Engineering Extending the Term of the Agreement to December 31, 2017, for Bridge Design of the bridge on Old Toll Road Over Bear Creek (Bridge No. 40C0057, Contract No. 14-016). Due to unforeseen delays, it is necessary to extend the terms of the Agreements in order to allow sufficient time for the contracted work to be completed.

Willdan Inc. is providing project management, topographic survey and right-of-way mapping, geotechnical engineering, hydraulics, preliminary engineering and environmental surveys and constraints mapping for the bridges.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program in the State of California.

Under current regulations 100% of the cost of these contracts, and the staff time necessary for Public Works to manage them, are reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

On January 6, 2015 Resolution #2015-15 authorized to extend the date of completion of the Agreement to December 31, 2015.

On October 15, 2013 Resolution #2013-460 authorized Public Works to enter into an Agreements with Willdan Engineering for bridge design work on Old Toll Road over Bear Creek.

On May 28, 2013 the Board approved a Program Supplement with Caltrans for these three bridges.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve this Second Amendments; the contractor would not be able to continue with the project.

FINANCIAL IMPACT:
No Finacial Impact

ATTACHMENTS:
2nd amdmt Willdan 40C0057 (PDF)
1st Amdmt Willdan 40C0057 (PDF)
Contract Willdan 40C0057 (PDF)

CAO RECOMMENDATION
Requested Action Recommended

Mary Hodson
Mary Hodson, CAO 3/2/2016

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Smallcombe, Jones, Long, Cann, Carrier

RES. NO. 16-118

SECOND AMENDMENT TO PROFESSIONAL SERVICE AGREEMENT

THIS SECOND AMENDMENT TO PROFESSIONAL SERVICE AGREEMENT is made and entered into this 2nd day of February, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as **"County"** and Willdan Engineering, hereinafter referred to as **"Consultant"**.

WHEREAS, the **County** and **Consultant** have heretofore entered into an Agreement dated October 15, 2013, wherein **Consultant** agreed to provide bridge design services for Old Toll Road over the Bear Creek Bridge (40C0057) ; and

WHEREAS, **County** and **Consultant** entered into the First Amendment dated January 6, 2015 to extend the completion date of this agreement.

WHEREAS, **County** and **Consultant** desire to amend said Agreement to December 31, 2017.

NOW THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1.01 "Agreement Term" is hereby amended to extend the date of completion to December 31, 2017.

2. Except as herein amended, the Agreement dated October 15, 2013, together with the First Amendment dated January 6, 2015, extending the date of completion to December 31, 2015 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA:

3-9-16

JOHN CARRIER, Chair (Date)
Mariposa County Board of Supervisors

CONSULTANT:
Willdan Engineering

1/15/2016

(Signature) (Date)
NEWTON ARMSTRONG

APPROVED AS TO FORM:

3-9-16

STEVEN W. DAHLEM (Date)

ATTEST:

3-9-16

Rene LaRoche (Date)

MARIPOSA COUNTY

Public Works · (209) 966-5356

RESOLUTION - ACTION REQUESTED 2015-15

MEETING: January 6, 2015

TO: The Board of Supervisors

3 Amendments

FROM: Doug Wilson, Interim Public Works Director

RE: Approve the First Amendment with Willdan Engineering

RECOMMENDATION AND JUSTIFICATION:

Approve Three First Amendments With Willdan Engineering Extending the Terms of Three Agreements to December 15, 2015, for Bridge Design for Bridges on White Rock Road Over Deadman Creek (Bridge No. 40C0062, Contract No. 14-014)), Indian Gulch Road Over Bear Creek (Bridge No. 40C0059, Contract No. 14-015), and Old Toll Road Over Bear Creek (Bridge No. 40C0057, Contract No. 14-016). Due to unforeseen delays, it is necessary to extend the terms of the Agreements in order to allow sufficient time for the contracted work to be completed. The original term of the Agreements expired on December 31, 2014.

Willdan Inc. is providing project management, topographic survey and right-of-way mapping, geotechnical engineering, hydraulics, preliminary engineering and environmental surveys and constraints mapping for the bridges.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program in the State of California.

Under current regulations 100% of the cost of these contracts, and the staff time necessary for Public Works to manage them, are reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

On October 15, 2013 Resolution #2013-460 authorized Public Works to enter into three Agreements with Willdan Engineering for bridge design work on White Rock Road over Deadman Creek, Indian Gulch Road over Bear Creek, and Old Toll Road over Bear Creek.

On May 28, 2013 the Board approved a Program Supplement with Caltrans for these three bridges.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve the three First Amendment; the contractor would not be able to

continue with the projects.

FINANCIAL IMPACT:
No financial impact-date extension only

ATTACHMENTS:
Willdan Engr-First Amendment and Contract (Indian Gulch Rd) (PDF)
Willdan Engr-First Amendment and Contract (Old Toll Rd) (PDF)
Willdan Engr-First Amendment and Contract (White Rock Rd) (PDF)

CAO RECOMMENDATION

Mary Hodson
Mary Hodson, Interim CAO 12/30/2014

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Marshall Long, District III Supervisor-Elect
SECONDER: John Carrier, District V Supervisor
AYES: Smallcombe, Long, Jones, Cann, Carrier

RES. NO. 15-15

FIRST AMENDMENT TO PROFESSIONAL SERVICE AGREEMENT

THIS FIRST AMENDMENT TO PROFESSIONAL SERVICE AGREEMENT is made and entered into this 6th day of January, 2015, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as **"County"** and Willdan Engineering, hereinafter referred to as **"Consultant"**.

WHEREAS, the **County** and **Consultant** have heretofore entered into an Agreement dated October 15, 2013, wherein **Consultant** agreed to provide bridge design services for Old Toll Road over the Bear Creek Bridge (Bridge No. 40C0057); and,

WHEREAS, **County** and **Consultant** desire to amend said Agreement extending the date of completion to December 31, 2015; and,

NOW THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1.01 "AGREEMENT TERM" is hereby amended to extend the date of completion to December 31, 2015.
2. Except as herein amended, the Agreement dated October 15, 2013, shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA:
Department of Public Works

MERLIN JONES, Chair
Mariposa County Board of Supervisors

1-6-15
(Date)

CONTACTOR:
Willdan Engineering

(Signature)

12-15-14
(Date)

APPROVED AS TO FORM

STEVEN W. DAHLEM
County Counsel

1-6-15
(Date)

ATTEST:

Rene LaRoche
Clerk of the Board of Supervisors

1-6-15
(Date)

MARIPOSA COUNTY

Public Works · (209) 966-5356

RESOLUTION - ACTION REQUESTED 2013-460

MEETING: October 15, 2013

3 Agreements
agreement 3

TO: The Board of Supervisors

FROM: Peter Rei, Public Works Director

RE: Approve Three Professional Agreements with Willdan Engineering for Bridge Design Services

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RECOMMENDATION AND JUSTIFICATION:
Approve Three Professional Agreements with Willdan Engineering for Bridge Design for Bridges on White Rock Road over Deadman Creek (Bridge No. 40C0062, Contract No. 14-014), Indian Gulch Road over Bear Creek (Bridge No. 40C0059, Contract No. 14-015) and Old Toll Road over Bear Creek (Bridge No. 40C0057, Contract No. 14-016) In The Not-to-Exceed Amount of $152,816 for Contract No. 14-014, $225,600 for Contact No. 14-015 and $224,760 for Contract No. 14-016, and Authorize the Board of Supervisors Chair to Sign the Agreements.

Willdan Inc. will provide project management, topographic survey and right-of-way mapping, geotechnical engineering, hydraulics, preliminary engineering and environmental surveys and constraints mapping for both bridges.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program in the State of California.

Under current regulations 100% of the cost of these contracts, and the staff time necessary for Public Works to manage them, are reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
On May 28, 2013 the Board approved a Program Supplement with Caltrans for these three bridges.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
The Board could choose not to approve these contracts which would mean that the bridges would not be replaced.

FINANCIAL IMPACT:

new folder 2

Funding is allocated in fund 512. White Rock Bridge, 512-1312-182-0656; Indian Gulch Bridge, 512-+1312-782-0652; and Old Toll Bridge, 512-1312-782-0651.

ATTACHMENTS:
White Rock Bridge E-76 Allocation (PDF)
Indian Gulch Bridge E-76 Allocation (PDF)
Old Toll Rd Bridge E-76 Allocation (PDF)
Willdan Engineering-Deadman Creek Bridge (14-014) (PDF)
Willdan Engineering-Bear Creek Bridge (14-015) (PDF)
Willdan Engineering-Bear Creek Bridge (14-016) (PDF)

CAO RECOMMENDATION
Requested Action Recommended

Rick Benson, County Administrative Officer 10/2013

RESULT: **ADOPTED [UNANIMOUS]**
MOVER: John Carrier, District V Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Lee Stetson, Merlin Jones, Kevin Cann, John Carrier
EXCUSED: Janet Bibby

RES. NO. 2013-460

14-016

PROFESSIONAL SERVICE AGREEMENT

THIS AGREEMENT is made this 15th day of October, 2013 between:

COUNTY: Mariposa County Department of Public Works
4639 Ben Hur Road
Mariposa, CA 95338

and

CONTRACTOR: Willdan Engineering
2014 Tulare Street, Suite 515
Fresno, CA 93721

ARTICLE 1. TERM OF AGREEMENT

1.01 Agreement Term: This Agreement shall become effective on October 15, 2013, and shall terminate on December 31, 2014, unless terminated in accordance with the provisions of Article 7 of this Agreement.

ARTICLE 2. INDEPENDENT CONTRACTOR STATUS

2.01 Independent Contractor: It is the express intention of the parties that Contractor is an independent Contractor and not an employee, agent, joint venturer or partner of County. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between County and Contractor or any employee or agent of Contractor. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement.

2.02 Contractor Qualifications: Contractor represents that it has the necessary competence, experience and qualifications for the services to be performed.

2.03 Agreement Management: Contractor shall report to the Public Works Director who will review the activities and performance of the Contractor and administer this Agreement.

ARTICLE 3. SERVICES TO BE PERFORMED BY CONTRACTOR

3.01 Scope of Services: . Contractor agrees to provide services to the Department of Public Works per the scope of work attached hereto. Willdan Engineering will provide Project Management as desctibe on Exhibit "A" attached for Old Toll Road over the Bear Creek Bridge.

3.02 Method of Performing Services: Contractor will determine the method, details, and means of performing the above-described services. County shall not have the right to, and shall not, control the manner or determine the method of accomplishing Contractor's services.

3.03 Employment of Assistants: Contractor may, at the Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of Contractor by this Agreement. County may not control, direct, or supervise Contractor's responsibility for assistants or employees in the performance of those services. Contractor assumes full performance of those services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of such assistants and for all state and federal income tax, unemployment insurance, Social Security, disability insurance and other applicable withholdings.

ARTICLE 4. COMPENSATION

4.01 Compensation: In consideration for the services to be performed by Consultant, County agrees to pay Consultant in proportion to the services satisfactorily performed with a not to exceed amount of **$224,760**. Items designated as "time and materials", the consultant shall be paid, and reimbursed for costs, a total sum not to exceed the amount shown in Exhibit "A" attached hereto. In the event payments equal the "not to exceed" amount, Consultant shall complete all services required under this agreement without further compensation or cost reimbursement.

[ ] Total sum to be paid upon completion of services,
or
[x] Incremental payments based on the following schedule:
Submittal of monthly invoices

4.02 Invoices: Contractor shall submit detailed invoices for all services being rendered from the Contractor to the County. All invoices shall reference contract number.

4.03 Date for Payment of Compensation: County will endeavor to make payment within 45 days of invoices being submitted from the Contractor to the County, and approval and acceptance of the work by the County.

4.04 Expenses: Contractor shall be responsible for all costs and expenses incident to the performance of services for County, including but not limited to, all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. County shall not be responsible for any expense incurred by Contractor in performing services for County.

ARTICLE 5. OBLIGATIONS OF CONTRACTOR

5.01 Tools and Instrumentalities: Contractor will supply all tools and instrumentalities, required to perform the services under this Agreement. Contractor is not required to purchase or rent any tools, equipment or services from County. County shall not provide working space, supplies, materials or other such support to Contractor in the performance of the services and tasks as described herein.

5.02 Indemnification: Contractor shall indemnify and hold County harmless against any and all liability imposed or claimed, including attorney's fees and other legal expenses, to the extent caused by the negligent performance of services by Contractor or Contractor's assistants, employees or agents, including all claims relating to the injury or death of any

person or damage to any property. Contractor agrees to maintain a policy of liability insurance in the minimum amount of One Million Dollars ($1,000,000) or an amount as otherwise determined appropriate by the County Risk Manager to cover such claims. Contractor shall furnish a certificate of insurance evidencing such insurance and naming the County as an additional insured for the above-cited liability coverage prior to commencing work. Acceptance by County of insurance certificates and endorsements required under this Agreement does not relieve Contractor from liability under this indemnification and hold harmless clause. By execution of this Agreement, Contractor acknowledges and agrees to the provisions of this Section and that it is a material element of consideration.

5.03 General Liability and Automobile Insurance: During the term of this Agreement Contractor shall obtain and keep in full force and effect a commercial, general liability and automobile policy or policies of at least $1,000,000 combined limit for bodily injury and property damage; provided that the County, its officers, employees, volunteers and agents are to be named additional insureds under the policies, and that the policies shall stipulate that this insurance will operate as primary insurance for work performed by Contractor and its sub-contractors, and that no other insurance effected by County or the named insureds will be called on to cover a loss covered hereunder. The General Liability insurance shall be provided by an ISO Commercial General Liability policy, with edition dates of 1985, 1988, or 1990. The County will be named as an additional insured using ISO form CG 2010 1185 or the same form with an edition date no later than 1990, or in other form satisfactory to County.

5.04 Professional Liability Coverage: Contractor shall provide proof of professional liability coverage satisfactory to County prior to commencing work under the Agreement.

5.05 Certificate of Insurance: Contractor shall complete and file with the County prior to engaging in any operation or activity set forth in this Agreement, certificates of insurance evidencing coverage as set forth in paragraphs 5.02, 5.03 and 5.04 above and which shall provide that no cancellation or expiration by the insurance company will be made during the term of this Agreement, without thirty (30) days written notice to County prior to the effective date of such cancellation.

5.06 Workers' Compensation: During the term of this Agreement Contractor agrees to provide workers' compensation insurance for Contractor's employees and agents and agrees to hold harmless and indemnify County for any and all claims arising out of any injury, disability, or death of any of Contractor's employees or agents.

5.07 Public Employees Retirement System (CalPERS): In the event that Contractor or any employee, agent, or subcontractor of Contractor providing services under this Agreement is determined by a court of competent jurisdiction or the Public Employees Retirement System (CalPERS) to be eligible for enrollment in CalPERS as an employee of the County, Contractor shall indemnify, defend, and hold harmless County for the payment of any employee and/or employer contributions for CalPERS benefits on behalf of Contractor or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of County.

5.08 State and Federal Taxes: As Contractor is not County's employee; Contractor is responsible for paying all required state and federal taxes. In particular:

a) County will not withhold FICA (Social Security) from Contractor's payments;

b) County will not make state or federal unemployment insurance contributions on behalf of Contractor;
c) County will not withhold state or federal income tax from payment to Contractor;
d) County will not make disability insurance contributions on behalf of Contractor;
e) County will not obtain workers' compensation insurance on behalf of Contractor.

5.09 Records: It is understood and agreed that all plans, studies, specifications, and data magnetically or otherwise recorded on computer or computer diskettes, records, files, reports, etc., in possession of the Contractor relating to the matters covered by this Agreement shall be the property of the County, and Contractor hereby agrees to deliver the same to the County upon request. It is understood and agreed that the documents and other materials including but not limited to those set forth hereinabove, prepared pursuant to this Agreement are prepared specifically for the County and are not necessarily suitable for any future or other use. Contractor shall maintain such records for a minimum of three (3) years or as otherwise required by law.

5.10 Contractor's Books and Records: Contractor shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services or expenditures and disbursements charged to the County for a minimum of three (3) years, or for any longer period required by law, from the date of final payment to the Contractor. Any records or documents required to be maintained shall be made available for inspection, audit and/or copying at any time during regular business hours, upon oral or written request of the County.

5.11 Assignability of Agreement: It is understood and agreed that this Agreement contemplates personal performance by the Contractor and is based upon a determination of its unique personal competence and experience and upon its specialized personal knowledge. Assignments of any or all rights, duties or obligations of the Contractor under this Agreement will be permitted only with the express written consent of the County.

ARTICLE 6. OBLIGATIONS OF COUNTY

6.01 Cooperation of County: County agrees to comply with all reasonable requests of Contractor and provide access as allowed by law to all documents reasonably necessary to the performance of Contractor's duties under this Agreement.

6.02 Assignment: Neither this Agreement nor any duties or obligations under this Agreement may be assigned by County without the prior written consent of Contractor.

ARTICLE 7. TERMINATION OF AGREEMENT

7.01 Termination Occurrence of Stated Events: This Agreement shall terminate automatically on the occurrence of any of the following events:
1. Bankruptcy or insolvency of Contractor;
2. Death of Contractor.

7.02 Termination by County for Default of Contractor: Should Contractor default in the performance of this Agreement or materially breach any of its provisions, County, at County's option, may terminate this Agreement by giving written notification to Contractor.

7.03 Termination for Convenience of County: County may terminate this Agreement at any time by mailing a notice in writing to Contractor that the Agreement is terminated. Said Agreement shall then be deemed terminated and no further work shall be performed by Contractor. If the Agreement is so terminated, the Contractor shall be paid for that percentage of the phase of work actually completed, based on a pro rata portion of the compensation for said phase satisfactorily completed at the time the notice of termination is received.

7.04 Termination of Funding: The parties acknowledge that the nature of government finance is unpredictable, and that the rights and obligations set forth in this Agreement are necessarily contingent upon the receipt and/or appropriation of the necessary funds. In the event that funding is terminated, in whole or in part, for any reason, at any time, this Agreement and all obligations of County arising from this Agreement shall be immediately discharged. County agrees to inform Contractor no later than thirty (30) calendar days after County determines, in its sole judgment, that funding will be terminated and the final date for which funding will be available.

ARTICLE 8. GENERAL PROVISIONS

8.01 Notices: Any notices to be given hereunder by either party to the other may be effected either by personal delivery in writing or by mail, registered or certified, postage prepaid and return receipt requested. Mailed notices shall be addressed to the parties at the addresses appearing in the introductory paragraph of this Agreement, but each party may change the address by written notice in accordance with this paragraph. Notices delivered personally will be deemed communicated as of actual receipt; mailed notices will be deemed communicated as of two (2) days after mailing.

8.02 Entire Agreement of the Parties: This Agreement supersedes any and all agreements, either oral or written, between the parties hereto with respect to the rendering of services by Contractor for County and contains all the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any party, which is not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement shall be valid or binding. Any modification of this Agreement will be effective only if it is in writing signed by the party to be charged and approved by the County as provided herein or as otherwise required by law.

8.03 Partial Invalidity: If any provision in this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions will nevertheless continue in full force without being impaired or invalidated in any way.

8.04 Attorney's Fees: If any action at law or in equity, including an action for declaratory relief, is brought to enforce or interpret the provisions of this Agreement, the prevailing party will be entitled to reasonable attorneys' fees, which may be set by the court in the same action or in a separate action brought for that purpose, in addition to any other relief to which that party may be entitled.

8.05 Conformance to Applicable Laws: Contractor shall comply with the standard of care regarding all applicable federal, state and county laws, rules and ordinances. No discrimination shall be made by Contractor in the employment of persons who work under this Agreement because of race, color, national origin, ancestry, disability, sex or religion of such person.

8.06 Waiver: In the event that either County or Contractor shall at any time or times waive any breach of this Agreement by the other, such waiver shall not constitute a waiver of any other or succeeding breach of this Agreement, whether of the same or any other covenant, condition or obligation.

8.07 Governing Law: This Agreement and all matters relating to it shall be governed by the laws of the State of California and County of Mariposa and any action brought relating to this Agreement shall be held exclusively in a state court in the County of Mariposa.

Executed at Mariposa, California, on the date and year first above written.

COUNTY:
Departmemt of Public Works

LEE STETSON, Chairman
Mariposa County Board of Supervisors

10-15-13
Date:

CONTRACTOR:
Willdan Engineering

(Signature)

9/27/2013
Date:

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

10/15/13
Date:

APPROVED BY:

PETER M. REI, PE
Public Works Director

10/7/13
Date:

WORK PLAN

September 2013

Following is a complete work breakdown for phase 1 of the project.

The following conventions are noted. Where the subject is implied, it shall be assumed to refer to the Willdan. Use of the word, "County", shall refer to the County Contract Manager. Unless otherwise noted, it shall be assumed that Willdan shall provide separate deliverables for each bridge site. Where a task is labeled "CONTINGENT", Willdan shall not commence work until a separate notice to proceed has been issued by the County.

TASK 1 PROJECT MANAGEMENT

1.1 COMMUNICATIONS AND COORDINATION

Willdan shall maintain frequent contact with the County, stakeholders, and task leaders to keep the lines of communication open and to facilitate and ensure successful project delivery. Willdan shall:

- Establish and implement a project document/correspondence management and distribution system to assure that information flows between all parties of the Project as intended.
- Maintain a project contact list with names and contact information for all interested parties.
- Develop and maintain a project document retention system, which shall be transferred to the County upon Project completion or contract termination. Said system shall catalog and retain all significant project correspondence and work products in their native format.

1.2 MEETINGS

Willdan shall organize, schedule, and chair meetings as necessary to provide progress updates, coordinate between technical disciplines, and facilitate overall project communication. For each meeting, Willdan shall prepare meeting agendas and minutes for all meetings. The agendas are to be submitted to the County for review five (5) working days prior to the meeting. The minutes shall be distributed to all attendees and everyone who was invited within five (5) working days after the meeting. The minutes shall include, but not be limited to, a list of attendees with phone numbers and email, a synopsis of discussion items, any pertinent information, action items, and follow-up to action items. The following meetings are anticipated for this project.

PDT Meetings: The project development team (PDT) meetings will serve as the primary forum for reviewing the status of the project and identifying and resolving project issues. Attendees will include the Willdan's Project Manager, and task leads as needed, County and Caltrans staff and other

stakeholders as necessary. Throughout the anticipated duration of the project design phase, Willdan shall attend and facilitate up to three (3) PDT meetings.

Technical Coordination Meetings: Willdan shall coordinate technical and/or environmental specific issues with the County, Caltrans and others through meetings and correspondence. Willdan shall prepare for and facilitate up to two (2) technical meetings, as needed. Willdan shall also be available to attend and present information, as needed, at the County's Board of Supervisors meeting. Prepare special exhibits to illustrate the design concept and project limits at the appropriate design stages.

Public Hearings: Willdan shall facilitate the County's public hearings specifically required for NEPA and CEQA compliance.

Deliverable(s):

Meeting notices, agendas, special exhibits and minutes

1.3 PROJECT SCHEDULE

To identify and manage the Project critical path, Willdan shall prepare a detailed project baseline schedule based on a work breakdown structure that will include tasks of parties involved in the Project and will take into account agency staff review time. The schedule shall include the following information:

- Task dependencies as predecessors and successors;
- Anticipated task durations with beginning and end dates; and
- Critical path with milestones.

Willdan shall routinely update the schedule to manage/monitor work progress as the Project progresses. Updates shall be provided to the County on a monthly basis.

Deliverable(s):

Project Schedule (baseline and monthly thereafter in digital format only)

1.4 PROJECT ADMINISTRATION

Willdan shall monitor and control the effort and progress of the work as follows:

- ***Monitor subconsultant progress and review/approve invoices:*** Willdan shall track the work progress of the proposed subconsultants and review their invoices for format and content compliance.
- ***Prepare monthly progress reports and client invoices:*** During the term of the agreement, Willdan shall be responsible for reporting progress to the County on a regular basis and as

necessary to keep the Project schedule up to date and the Project team "on the same page." Willdan shall submit a monthly Progress Report to accompany invoices. The reports will generally include a narrative on work accomplished during the reporting period; work planned for the next reporting period; information/decisions required to maintain the Project schedule and complete deliverables; problems encountered that may affect the schedule, budget, and anticipated work items; and recommendations to resolve issues. This report can be customized and formatted to best suit the needs of the County.

Deliverable(s):

Monthly progress reports (digital format only)

1.5 QUALITY CONTROL

Willdan shall establish and implement a process to ensure that all deliverables (including draft) are complete and accurate, including but not limited to, ensuring that design calculations are independently checked and that exhibits and plans are checked, corrected and back-checked. Willdan shall review subconsultant submittals to ensure that appropriate background information, study methodology, interpretation of data, format and content are completed in accordance with the scope of work and applicable standards. Transmittals for all deliverables shall include the name(s) and contact information of the person(s) involved in ensuring quality deliverables.

Deliverable(s):

Document transmittals with QC reviewer contact information

1.6 FEDERAL AID (LOCAL PROGRAMS) ASSISTANCE

Willdan will closely coordinate with the County and Caltrans District 10 Local Programs staff throughout the design phase of the project. Willdan will provide assistance with preparing and processing the required Federal forms for authorizing and allocating HBP funds for the project. Willdan will prepare the forms for the County's signature, and after the County has signed each form, Willdan will forward the forms to the appropriate Caltrans staff member and follow up with phone calls or meetings as required to verify the forms have been accepted, processed, and approved.

Deliverable(s):

Federal Aid (Local Assistance Programs) Forms:

Exhibit No.	Form Name	Needed Prior to Advertising
LAPM 3-B	Request for Authorization to Proceed with R/W	Yes
LAPM 3-E	Request for Authorization to Proceed Data Sheets (x2)	Yes
LAPM 3-O	Completed Finance Letter (x3)	Yes

LAPM 12-A	Preliminary Estimate of Cost	Yes
LAPM 12-C	PS&E Certification	Yes
LAPM 12-D	PS&E Checklist	Yes
LAPM 14-D	Utility Notification	Yes
LAPG 6-A	HBP Application/Scope Definition (Revised)	N/A
LAPG 6-D	HBP Scope/Cost/Schedule Change Request	N/A

TASK 2 ENGINEERING STUDIES

2.1 UTILITY COORDINATION

Reserved

2.2 SURVEY, RESEARCH AND MAPPING

Review Background Information and Research

Willdan will obtain and review the available existing as-built plans, photos, reports, assessor maps, topography, and any other pertinent data from available sources for the project area from the County and other sources. We will perform a field review of the project area and document our findings in writing and with digital photographs.

2.2.1 UTILITY RESEARCH AND MAPPING

Reserved

2.2.2 SURVEYS AND BASE MAPPING

Willdan will utilize our subconsultant, Golden State Surveying Engineering, to perform survey services for this project. To obtain the information necessary for the hydrologic and hydraulic modeling efforts, aerial mapping supplemented with detailed topographic surveys at the bridge sites will be utilized. The survey effort will consist of:

2.2.3. PROJECT CONTROL-NET

- Establish aerial photo control.
- Horizontal control (section corners, property corners, etc.) CCS83 coordinate system.
- Vertical control (benchmarks, temporary benchmarks, etc.) NAVD88 vertical datum.

2.2.4. AERIAL PHOTOGRAMMETRY

- Determine flight and photography.
- Digital mapping (1-ft contour intervals, spot elevations, planimetrics, DTM, etc.)
- Map compilation to produce a complete topographic base map (1"=40').
- Rectified digital orthophotos (1"=40').

2.2.5. LAND-NET RECOVERY (SUFFICIENT TO ESTABLISH RIGHT OF WAY)

- Land survey retracement (lateral section corners, block corners, etc.).
- Record data search (County record maps, Caltrans maps, deeds, etc.).
- Map compilation to produce a complete land-net base map
- Perform monument reestablishment and perpetuation.

2.2.6. SUPPLEMENTAL SURVEYS

- Obtain details at conform areas, intersections and existing bridges.
- Obtain drainage details that are not visible in aerial photogrammetry.
- Map compilation to produce a complete topographic base map (1"=40').
- Trees greater than 4-inch diameter and the species shall be noted.
- 10 Channel Cross Sections upstream and 5 downstream.

Deliverable(s):
Research (Parcel Map, Record of Survey, as-built plans, deeds, APN maps, etc.)
Prepare Topographic and right of way base map at 1" = 40' scale
Provide hard copies & Electronic File (AutoCAD 2010)

2.2.7 RIGHT OF WAY ENGINEERING (CONTINGENT)

The existing legal right of way will be extended to the new project limits. Individual Tax Lot / Property lines will be graphically depicted on the base map and the affected parcels will be researched to ascertain ownership and dedications, identify owners APNs and addresses, and prepare a map showing the ownership lines in relationship to the topographic mapping.

Deliverable(s):
Prepare Plats and Legal Descriptions per County standards for 4 property owners that show permanent takes, existing encumbrances, and temporary easements.

Set temporary stakes to mark the limits of the permanent easement areas and ROW lines for inspection by the owner and right-of-way agent.

2.3 HYDROLOGY AND HYDRAULICS

WRECO will attend one (1) combined kickoff field meeting for both bridges. WRECO will also participate in two (2) conference calls with the County and Project Team staff.

2.3.1 DATA REVIEW

WRECO will review available data, including previous studies, provided by the County and the Project Team. Key information to review will be the available hydrologic and hydraulic data for Bear Creek.

2.3.2 FIELD RECONNAISSANCE

WRECO will perform one (1) field reconnaissance for both bridges to assess the existing conditions in the vicinity of the project sites.

2.3.3 HYDROLOGIC ANALYSIS

WRECO's preliminary research of the Federal Emergency Management Agency's (FEMA) Flood Insurance Study (FIS) indicated that there is no detailed study available at the bridge site. WRECO will perform hydrologic analyses using the two following methods to estimate the design flows: 1) USGS Regional Regression Method and 2) a statistical analysis using the USGS stream gage data of Station 11260200 (Bear Creek near Catheys Valley). WRECO will identify the appropriate design floods (usually the 50-year flood), base flood (100-year flood), flood of record (if possible), and the overtopping flood.

2.3.4 HYDRAULIC ANALYSIS

WRECO will perform a hydraulic analysis to determine the design flow characteristics for the existing condition through the study area including the limits and water surface profile through the study area for the base flood. The hydraulic model of choice will be the U.S. Army Corps of Engineers' HEC-RAS Model. WRECO will coordinate with the Project Team to obtain the surveyed channel cross-sections for setting up the hydraulic model.

2.3.5 BRIDGE LOCATION HYDRAULIC STUDY

WRECO will perform a Location Hydraulic Study and conduct a floodplain risk assessment for the proposed Project. WRECO will prepare a Bridge Location Hydraulic Study Memo, which will include the standard Summary of Floodplain Encroachment Form and technical discussions.

Deliverable(s):
Bridge Location Hydraulics Study Memo (Draft [3 hard copies] and Final [5 hard copies])

2.3.6 SCOUR ANALYSIS

WRECO will perform scour analysis to determine the stability of the creek and the scour potential for the proposed Projects per the methodology specified in the Federal Highway Administration's HEC-18, HEC-20, and HEC-23 manuals. WRECO will make recommendations on the need for scour countermeasures.

2.3.7 BRIDGE DESIGN HYDRAULIC STUDY

WRECO will prepare a Bridge Design Hydraulic Study Report, which will summarize the results from the hydraulic and bridge scour analyses and recommendations for bridge scour countermeasures. The report will also include all of the detailed hydraulic model outputs.

Deliverable(s):
Bridge Design Hydraulic Study Report (Draft [3 hard copies] and Final [5 hard copies])

2.4 GEOTECHNICAL SERVICES FOR BRIDGE REPLACEMENT

Blackburn Consulting (BCI) will complete Foundation Reports for preliminary and final design of the proposed bridge replacement at Old Toll Road over Bear Creek. The Foundation Report will also include geotechnical design recommendations for new pavement sections associated with the approach roadway. BCI's scope of geotechnical services assumes a two-span bridge replacement on similar location/alignment to the existing bridge. BCI's scope and fee does not include recommendations for retaining walls other than for standard wingwalls.

2.4.1 PRELIMINARY RESEARCH, COORDINATION AND MARKING AND CLEARING OF BORING LOCATIONS

BCI will coordinate with Willdan to discuss the project issues and schedule; review published geologic mapping; review preliminary project data; and perform a field site review. BCI will review the site for drill rig access, mark exploratory boring locations and notify Underground Service Alert (USA).
BCI will obtain the necessary Mariposa County boring permit and encroachment permit. BCI assumes that Willdan will provide rights-of-entry if needed and the County will waive the encroachment permit fees and bond requirements.

2.4.2 FIELD INVESTIGATION

For a new single-span structure, BCI will drill, log and sample two (2) exploratory borings to depths of 30 to 40 feet below existing grade to obtain subsurface information and soil/rock samples for testing. We expect that rock coring will be necessary for drilling into shallow bedrock at this site. BCI will complete a boring at each abutment.

The borings will be drilled with a track-mounted drill rig using auger and/or mud-rotary drilling methods through soil, and then diamond-bit core drilling where hard rock is encountered. BCI will collect samples at approximate 5-foot intervals with Standard Penetration Test (SPT) or California Modified samplers to obtain blow count information for geotechnical design. Where hard rock is encountered, BCI will obtain continuous rock core samples during coring and record recovery and rock quality.

A BCI Engineer or Geologist will log the borings and direct the sampling operations consistent with current Caltrans procedures/requirements. Surface and ground water elevations will be noted, where encountered. BCI will spread drill cuttings at the site and backfill the borings with cement grout.
BCI will drill the borings in the vicinity of the proposed abutments within the existing shoulder and a portion of the traveled-way, maintaining a single 10-foot traffic lane as required by the County. We will provide warning signs and traffic cones (without flaggers) consistent with traffic control for low volume roadways.

2.4.3 LABORATORY TESTING

BCI will perform the following laboratory tests on relatively undisturbed samples obtained from the exploratory borings: Moisture Content and Unit Weight for bearing capacity and lateral capacity; Triaxial Compression or Direct Shear for bearing capacity and lateral capacity; Sieve Analysis for scour analysis data; Resistance Value for pavement design; and, Resistivity, pH, Sulfate Content and Chloride Content for soil corrosivity analysis.

2.4.4 PRELIMINARY FOUNDATION REPORT

After completion of the subsurface exploration, BCI will prepare and submit a Preliminary Foundation Report (PFR) for the bridge, consistent with Caltrans procedures and format, for use in the Bridge Type Selection Phase of the project. The Preliminary Foundation Report will include: Project Location and Vicinity Map; Summary of Site Geology and Subsurface Conditions; Seismic Data and Evaluation (using current Caltrans seismic design criteria, including preliminary ARS curve); Liquefaction Considerations; Approach Roadway (subgrade preparation and new pavement sections); Preliminary Foundation Alternatives (e.g., spread footings, driven piling, and cast-in-drilled-hole piling); Preliminary Foundation Recommendations (spread footing recommendations, pile types, pile tip elevation ranges); and Preliminary Construction Considerations.

3. ENVIRONMENTAL REVIEW

Willdan Engineering and Sycamore Environmental will coordinate with Caltrans, United States Fish and Wildlife Service, Army Corps of Engineers, Federal Highway Administration, State Historic Preservation Office, California Department of Fish and Wildlife, California Regional Water Quality Control Board, the County, and any other regulatory agency involved in preparing the technical studies required for the project under the National Environmental Policy Act (NEPA) and the California Environmental Quality Act (CEQA).

The Preliminary Environmental Studies (PES) will be prepared as part of the Caltrans District 10 Local Assistance environmental oversight process. As the PES preparation is pending, the scope and extent of technical studies that may be needed to support the environmental review are as yet undetermined. Sycamore Environmental is familiar with the technical studies and memoranda that District 10 is likely to require and which may be contingent. Nevertheless, the scope of work will be determined by the outcome of the field review and approved PES form. Accordingly, the scope of work outlined in the following sections is indefinite and is intended to be more comprehensive than what may be necessary. Where such efforts are as yet indefinite, they are considered "contingent" tasks and are subject to a separate notice to proceed to be issued by the County.

3.1 PRELIMINARY ENVIRONMENTAL STUDY (PES) FORM

Sycamore Environmental shall prepare a draft PES Form for the project and shall coordinate with Willdan Engineering, the County, and Caltrans to setup a field review prior to approval of the PES Form. It is assumed the field review meeting will be conducted the same day as another PES review field meeting at a nearby County companion project. During the field review meeting at the project site, the County, Caltrans, Willdan Engineering, and Sycamore Environmental representatives will review and finalize the PES form. Participants will discuss each element of the PES checklist form, refine the environmental study limits and potential modifications to the preliminary bridge replacement structure, and identify issues of concern and required technical studies. The PES form will outline the recommended federal environmental documentation, technical studies, surveys, approvals, agency coordination, and permits required for the bridge replacement project. The Caltrans District 10 air quality specialist contacted by Sycamore Environmental indicated that the proposed project meets the definition of an exempt project in 40 CFR 93.126 (safer, non-federal aid system roads). It is not subject to regional and project level conformity determinations. The two page Caltrans Transportation Air Quality Conformity Findings Checklist will be completed during preparation of the PES. No additional air quality technical studies will be required by Caltrans.

Once the draft PES Form is completed, it will be reviewed by Willdan Engineering, the County, and Caltrans. Sycamore Environmental will submit the County approved PES to Caltrans for signature prior to initiating technical studies.

Deliverable(s):
Preliminary Environmental Study Form
Field review meeting with Caltrans
Five (5) copies of a Draft PES Form and Final PES Form, Meeting Agenda, Meeting Notes

3.2 AREA OF POTENTIAL EFFECTS MAP

Sycamore Environmental and Francis Heritage, the cultural consultant, will prepare the APE map that delineates the archaeological and historical (horizontal and vertical) APE. District 10 may want the County engineer to sign the APE map in addition to Caltrans staff and the District Local Assistance Engineer.

Deliverable(s):
Draft and Final APE to be signed by County and Caltrans

3.3 TECHNICAL STUDIES

3.3.1 HAZARDOUS WASTE INITIAL SITE ASSESSMENTS (ISA) (CONTINGENT-WILLDAN TO PREPARE)

Based on direction from Caltrans, District 10, Willdan will prepare a Hazardous Waste ISA (Initial Site Assessment) to identify all documented hazardous waste sites located within the project study areas, as well as facilities located within the project study areas that store, transfer, or utilize hazardous materials. Willdan will also conduct an agency records search to identify all hazardous waste sites located within the project study areas and classified as a hazardous waste site under state law. One (1) ISA report will be prepared for the bridge replacement projects along County Road 35.

In addition to the foregoing, Willdan will conduct a visual survey of the project areas to identify any obvious area of hazardous waste contamination, including pesticides used on adjacent crop areas. If hazardous waste sites are identified within the project study area (via governmental records and/or the visual survey), Willdan will determine the potential impact to the project and identify subsequent procedures to determine the extent of contamination and remediation requirements. Potential hazardous materials for these bridges may include lead based paint and pesticides from adjacent farmland.

Deliverable(s):
Hazardous Waste Initial Site Assessment

3.3.2 HISTORIC PROPERTY SURVEY REPORTS/ARCHAEOLOGICAL SURVEY REPORTS (HPSR/ASR)

Sycamore Environmental subconsultant Francis Heritage, LLC will prepare an Archaeological Survey Report (ASR) and Historic Property Survey Report (HPSR) pursuant to Caltrans standards. The reports will detail survey and research methods, background history, and findings and conclusions regarding the field survey. If any historic resources (structures) are identified, they will be evaluated to determine if they meet any qualified criteria for eligibility on the National Register of Historic Places. Estimated fee for this project are based upon the recordation of an estimated two (2) archaeological resources.

Area of Potential Effects (APE) Map – Francis will assist with the preparation of the APE map pursuant to Attachment 3 of the *Programmatic Agreement among the Federal Highway Administration, the Advisory Council on Historic Preservation, the California State Historic Preservation Officer, and Caltrans regarding Compliance with Section 106 of the National Historic Preservation Act* (Programmatic Agreement).

Native American Consultation – Francis will assist Caltrans on Native American consultation, request a Sacred Lands File search for the bridge to be sent to the Native American Heritage Commission (NAHC) via certified mail, with County approval, and those groups and individuals whose contact information is provided by the NAHC. Francis will follow up via telephone with those groups that have not responded to the initial letter. All Native American consultation efforts will be documented.

Prefield Studies – Francis will conduct an investigation into previously published materials relating to the history of the project area. Francis will do a formal records search at the Central California Information Center, California Historical Resources Information System, and conduct an investigation into previously published materials relating to the prehistory of the project area.

Field Surveys – Francis will perform field surveys of the APE. Cultural resources will be recorded on DPR 523 forms, as appropriate, measured and photographed. Cultural resource issues of highest concern are prehistoric archaeological sites. The study area is located in an area that may have been attractive to prehistoric inhabitants based on its proximity to the waterway. Bedrock in the stream channel may have been utilized for milling foods. If an archaeological deposit is encountered in the APE, a preliminary assessment of site deposit would be made through surface inspection. Any archaeological material recovered will be recorded and re-deposited and a map prepared depicting site boundaries in relation to the APE. The site will be recorded on a standard archaeological site record (DPR 523 form).

Deliverable(s):
Historical Property Survey Reports
Archaeological Survey Reports
APS Coordination with Tribes

3.3.3 CULTURAL RESOURCES TASKS (CONTINGENT)

I

f there is an archaeological resource within the APE, additional documents may be required. These optional tasks consist of the following:

Historic Resource Evaluation Report (HRER) - If evaluation of historic-era resources is deemed necessary, this option would include historic archival work, recordation and evaluation of the historic bridge, archaeological site evaluation as well as preparation of the report pursuant to Caltrans standards. The HRER would include a subtask for archaeological excavation if necessary to evaluate a historic-era archaeological resource. This document may be combined with the ASR.

Extended Phase I – If a resource is within the APE, Caltrans procedures for an Extended Phase I (XPI) would be followed including 1) writing a research design, 2) conducting a test excavation to gather data used to make an eligibility determination, and 3) preparing a report containing the research questions, field methods appropriate to gather data pertinent to answering the research questions, and an assessment of the research potential of the site to answer appropriate important questions. Native American consultation and participation is part of the evaluation.

Finding of Effect (FOE) - When historic resources (eligible properties) are within the APE, Caltrans proposes to SHPO a Finding of Effect and submits to SHPO documentation supporting the proposed finding. Therefore, additional documentation could include a FOE and an Environmentally Sensitive Area Action Plan (ESA) if appropriate. We would prepare the FOE in accordance with Caltrans standards.

Memorandum of Agreement (MOA) - If impacts to historic properties are anticipated, the project would be considered to have an adverse effect on historic properties. We will work with Caltrans on the resolution of adverse effects pursuant to Stipulation XI of the Programmatic Agreement. Therefore, additional documentation would include a MOA.

Section 4(f) - Section 4(f) is triggered if the project requires "use" of a National Register of Historic Places-eligible or listed resource. A "constructive use," by definition, involves impacts such that the protected activities, features and attributes would be substantially impaired. When the HPSR draft is complete, we will aid the County in contacting Caltrans for a determination on the necessity for and type of 4(f) evaluation. The report for Section 4(f) Properties is the Section 4(f) Evaluation.

Deliverable(s):
Historic Resource Evaluation Report
Phase I
FOE
MOA
Section 4(f)

3.3.4 WETLANDS STUDY

Sycamore Environmental will conduct a Wetlands Study of the project study area. The Wetlands Study will include a formal jurisdictional delineation of wetlands and waters of the U.S. conducted in accordance with the 1987 Corps Wetland Delineation Manual and other current regional guidance. The Jurisdictional Delineation Report will be prepared in accordance with the Sacramento District minimum standards. This is a stand-alone technical report which is included as an appendix to the NES. The Wetlands Study supports Section 404 CWA permitting.

Draft Wetland Study will be submitted to the County for review and comment. Following County review/approval, the draft wetland study will be submitted to Caltrans for review/approval. Following Caltrans review, the wetland study will be finalized and delivered.

The Wetlands Study will be submitted to the Corps requesting a preliminary jurisdictional determination (PJD). Sycamore Environmental will attend the field verification with Corps and revise delineation map if necessary.

Deliverable(s):
Wetland Study Report

3.3.5 NATURAL ENVIRONMENT STUDY

Sycamore Environmental will prepare the NES. The NES incorporates the results of biological studies and coordination with the resource agencies. A NES report describes the existing biological environment and how the project affects that environment and provides the technical documents concerning plants, animals and natural communities occurring in the project study area. The NES report will be prepared in the current Caltrans NES format.

Literature Research/ Coordination: Sycamore Environmental will identify and scope project issues and coordinate with the Client to develop the final study limits. Sycamore Environmental will coordinate as necessary with CDFW, USFWS, NOAA Fisheries/NMFS, and the Corps. The literature research will include a query of the California Natural Diversity Database (CNDDB) for a list of special-status species and habitats that occur in the vicinity of the project site and obtaining a list from the U.S. Fish and Wildlife Service (USFWS) of federal-listed species that could be affected by the project.

Field Survey: Sycamore Environmental will conduct fieldwork to determine the potential for occurrence of special-status species and sensitive habitats. During the field survey, Sycamore Environmental will map plant communities and sensitive resource features. Plant and wildlife species will be recorded. Based on preliminary research, 1) no federal-status plants have potential to occur on the site and 2) approximately 14 other special-status plants considered under CEQA have potential to occur at the site. This task includes one survey during May and one survey during July to cover all special-status plant species with potential to occur. These surveys will satisfy the requirements of both NEPA and CEQA.

Reports: The NES report will evaluate potential project impacts and incorporate resource agency comments. The NES will reach a conclusion regarding the project effects on federal listed species. Sycamore Environmental will prepare avoidance, minimization, and mitigation measures as needed. An AutoCAD map of biological resources using project engineer's basemap will be prepared.

Draft NES reports will be submitted to the County for review and comment. Following County review/approval, draft NES reports will be submitted to Caltrans for review/approval. Following Caltrans review, the NES reports will be finalized and delivered.

Deliverable(s):
Natural Environmental Study (NES) Report

3.3.6 CALIFORNIA RED-LEGGED FROG ASSESSMENT

Sycamore Environmental will facilitate resource agency permit related coordination with the U.S. Fish and Wildlife Service (USFWS) to document Federal Endangered Species Act compliance. The project is located in the range of the California red-legged frog (CRLF), a federally-listed threatened species. There are no CRLF occurrences in CNDDB for the Bear Valley Quad or 8 surrounding quads. CRLF is on the USFWS species list for the Bear Valley Quad. Due to the limited habitat and distance to the nearest known record, the USFWS may be able to make a not likely to adversely affect determination using the results of a protocol site assessment and proposed avoidance and minimization measures. Sycamore Environmental will conduct a site assessment for CRLF in accordance with the USFWS August 2005 guidelines (*Revised Guidance on Site Assessment and Field Surveys for California red-legged frog*). The results of the site assessment will be submitted to the USFWS to determine if field surveys are necessary (included as a contingent task).

Deliverable(s):
CRLF Site Assessment Report

3.3.7 CALIFORNIA RED-LEGGED FIELD SURVEYS (CONTINGENT)

The USFWS may require CRLF protocol field surveys before concurring that the project will not likely adversely affect the species. Breeding season surveys for CRLF should commence between March/April, when CRLF are most likely to be breeding at the elevation of the project site. The non-breeding season surveys should be conducted from July 1st to September 30th. Sycamore Environmental will conduct CRLF field survey in accordance with the USFWS August 2005 guidelines (*Revised Guidance on Site Assessment and Field Surveys for California red-legged frog*).

Deliverables:
CRLF Field Survey Report

3.3.8 BIOLOGICAL ASSESSMENT & SECTION 7 CONSULTATION

Biological Assessments are the reports Caltrans uses for formal and informal Section 7 Consultations. Preparation of a BA does not mean that formal consultation is required. Sycamore Environmental will prepare the Biological Assessment (BA). Caltrans District 10 requires the preparation of two Biological Assessments, one for consultation with USFWS and one for consultation with NMFS. The BA is prepared to support Endangered Species Act consultation with U.S. Fish and Wildlife Service (USFWS) and National Marine Fisheries Service (NMFS). The BAs will focus on California red-legged frog, federal listed salmonids, and other federal species and critical habitat. Chapter 14 of the Environmental Handbook Volume 1 and Chapter 4, Volume 3 provides the methods, procedures, and standards for BA. The BAs will be prepared using the current Caltrans format. A formal Endangered Species Act consultation with either USFWS or NOAA Fisheries could take four to twelve months. Informal consultation could conclude in one or two months.

Deliverables:
Biological Assessment for Consultation with USFWS
Biological Assessment for Consultation with NMFS

3.3.9 WATER QUALITY ASSESSMENT MEMO

Sycamore Environmental will prepare a Water Quality Assessment Memo to address the potential for project impacts on water quality based on current Caltrans guidelines (Environmental Handbook Volume 1, Chapter 9, Water Quality). The report will discuss the water features in the project area, receiving waters conditions, objectives, and beneficial uses as well as Caltrans standard best management practices (BMPs) and project design features required in accordance with the current Caltrans Statewide Storm Water Management Plan.

Deliverable(s):
Water Quality Assessment Memo

3.3.10 VISUAL IMPACT ASSESSMENT CHECKLIST (CONTINGENT)

Sycamore Environmental will prepare a Visual Impact Assessment (VIA) Checklist memo to evaluate the Project's potential to result in adverse impacts to existing visual resources and visual character in the Project area. The memo will be prepared consistent with FHWA, Caltrans and Caltrans Local Assistance Guidelines. It is not anticipated that the memo would identify that an Abbreviated VIA, which is prepared by a Landscape Architect, is required. An abbreviated VIA is a contingent task and is not included in this scope of work.

Deliverable(s):
Visual Impact Assessment Memorandum

3.3.11 NOISE STUDY MEMORANDUM (CONTINGENT)

Sycamore Environmental will prepare a Noise Study Memo to address construction related noise for the project and the Mariposa County noise standards. This deliverable is not a Caltrans standard Noise Study Report. Sycamore Environmental prepared similar memos using the District 10 memo format for CMAQ funded signalizations in the City of Patterson. The Memo will identify the noise level standards contained within the County of Mariposa General Plan Noise Element, as well as any other germane state or federal noise standards. Traffic and construction noise will be quantified and mitigation measure will be provided.

Deliverable:
Noise Study Memorandum

3.4 NEPA/CEQA DOCUMENTATION

Sycamore Environmental shall incorporate the purpose and need, project description, and the technical studies into the draft environmental document, in coordination with the County for CEQA and Caltrans Local Assistance for NEPA. The required tasks to complete the environmental documents are provided below.

We anticipate that CEQA approval will be in the form of a Mitigated Negative Declaration (MND), with mitigation based on the results of the Initial Study (IS) and subsequent associated technical studies. We anticipate that NEPA approval will ultimately be in the form of a CE supported by these technical studies. Sycamore Environmental, working in close coordination with Willdan Engineering and the County, will prepare a preliminary draft IS.

3.4.2 NEPA DOCUMENTATION

Caltrans prepares its NEPA document, which is expected to be a NEPA Categorical Exclusion. Sycamore Environmental will coordinate with Caltrans for NEPA Categorical Exclusion documentation, including the Environmental Commitments Record, Caltrans District 10 Work Plan, wetlands only practicable findings, flood plains only practicable findings, and other findings, as applicable. The work plan lists the project tasks, milestones, and responsible parties for completing various project task components. The Environmental Commitments Record includes the avoidance, minimization measures, permit conditions, and mitigation requirements.

Deliverable:
NEPA Categorical Exclusion
Environmental Commitments Record
Caltrans District 10 Work Plan

3.4.3 CEQA Documentation

The technical studies and agency coordination that satisfy NEPA also support CEQA. A Mitigated Negative Declaration (MND) is assumed under this work plan to be the likely CEQA documentation. Sycamore Environmental will prepare the ISMND using the County's format. This task is complete when the Board of Supervisors adopts the CEQA document. The County will prepare the Staff Report and agendize the ISMND.

Draft Environmental Document: Sycamore Environmental will prepare an administrative CEQA draft ISMND using the County's format. The document will summarize the results of environmental technical studies, document the project Purpose and Need, the alternatives development and screening process, and summarize the public outreach process conducted as part of environmental compliance.

Circulate Draft Environmental Document: The County will print, circulate and mail the CEQA documentation for public comment. Sycamore Environmental will prepare and publish the "Notice of Intent to Adopt". Sycamore Environmental will prepare responses if any comments are received during the circulation.

Prepare and Approve Final Environmental Document: Sycamore Environmental will prepare the "Notice of Determination" and Mitigation Monitoring Plan. The County files the NOD with the County Clerk.

Deliverables:
Initial Study Checklist with associated impacts and mitigation measures (County Draft, Public Circulation Draft, Final with response to comments).
Notice of Intent to Adopt a Mitigated Negative Declaration.
Mitigation Monitoring Plan.
Responses and comments for Staff Report.

3.5 ENVIRONMENTAL PERMITTING

Sycamore Environmental will prepare applications for a section 404 permit from the U.S. Army Corps of Engineers, a section 401 water quality certification from the Regional Water Quality Control Board (RWQCB), and a 1602 Streambed Alteration Agreement from the California Department of Fish and Game (DFG). Conceptual mitigation included in the NES, BA, and CEQA Environmental Document will support the permit applications. The environmental permit applications are prepared after CEQA and NEPA are approved. Sycamore Environmental will coordinate as necessary with the agencies to obtain the permits on the County's behalf. The County will provide application fees.

Deliverables:
401, 404, and 1602 Permit Applications.

4. Bridge / Roadway Study

4.1 DRAFT PLANNING STUDY AND TYPE SELECTION REPORT

Willdan will investigate the existing Old Toll Road Bridge Number 40C0057 and develop a Draft Type Selection Report that outlines the existing site conditions and required engineering criteria and studies needed to successfully prepare and deliver this project.

As part of the Draft Type Selection Report three structure type alternatives will be review. A description of the structural parameters and a summation of the advantages and disadvantages for each alternative will be provided.

4.1.1 DRAFT PROJECT STUDY REPORT

Willdan will prepare a Draft Project Study Report for the County's review and comment. The Draft Project Study Report will outline the roadway geometrics, right-of-way, preliminary findings from the geotechnical and hydraulic studies, and any permitting issues. The Draft Project Study Report will be developed following Caltrans standards and guidelines outlined in the Local Assistance Procedure Manual.

As part of the Draft Project Study Report, Willdan will develop an alignment study that addresses the roadway's horizontal and vertical geometrics. The emphasis of this study will be to refine the limits of the horizontal and vertical alignments and determine roadway superelevations, transitions, fill slope impacts, and right-of-way requirements.

The Draft Project Study Report will include preparation of a 1"=40' scale base sheet of the project's limits. The roadway geometrics will be coordinated with the bridge type alternative and the traffic staging plans. The plan sheets will be developed to a 35% level and will show existing and proposed conditions along Old Toll Road.

Willdan will summarize findings from the review of existing data/information and field visit(s). The Draft Project Study Report will provide comments on constructability and a cost estimate for each alternative, as well as outlining construction procedures for the recommended option.

Assumptions:
Willdan shall develop one (1) preferred horizontal alignment for the replacement structure that will remain unchanged for all three bridge type alternatives. The vertical alignment will vary depending on the bridge typical section depth.

4.1.2 DRAFT TYPE SELECTION

Willdan shall analyze three (3) structure alternatives. The alternatives shall be developed to a thirty percent (30%) level following Caltrans guideline and standards for bridge design. For each alternative, Willdan will prepare a General Plan to a 30% level that the follows Caltrans drafting and detailing standards. Willdan will investigate vehicular traffic, traffic staging, constructability, construction means and methods, construction cost, and equipment staging requirements for each of the three alternatives.

The Draft Type Selection will be developed following Caltrans standards and guideline outline in the Local Assistance Procedures Manual and will be included in the Project Study Report for the County's review and comment. Willdan will recommend the preferred alternative after coordinating with the County and Caltrans.

4.1.3 PRELIMINARY TRAFFIC CONTROL PLANS

Willdan will prepare Preliminary Traffic Control Plans showing the conceptual construction sequence and staging for the preferred roadway alignment alternative. The Traffic Control Plans will identify the construction stages and temporary traffic routes through the project site, as well as indicating design parameters (design speed, lane widths, clear roadway widths lane shifts and tapers). Willdan will also provide concepts for detour or alternate route plans, as appropriate.

Assumptions:
Signing design is not required for the Preliminary Traffic Control Plans.

Deliverable (s)
Draft Project Study Report
Draft Advance Planning Study
Preliminary Traffic Control Plans

4.2 FINAL PROJECT STUDY AND TYPE SELECTION REPORT

After the Caltrans' Local Assistance group and County's team have reviewed and commented on the Draft Project Study Report, Type Selection Report, and Preliminary Traffic Control Plans Willdan will prepare a comment log form to track all comments through to their final resolution.

Willdan will finalize the Draft Project Study Report, Type Selection Report, and Traffic Control plan sheets to reflect the comments and recommendations received from the County and Caltrans, and Willdan will recommend the preferred alternative that will be advanced to design.

Deliverable(s)
Final Project Study Report
Comment Log

TASK DESCRIPTION	VILLDAN																							
1.1 Communications and Coordination																								
1.1.1 Project Work Plan	10			12								4												
1.1.2 Project Contact List	4											2												
1.1.3 Issue/Action Item/Decision Log		8																						
1.1.4 Project Coordination with County	20											6												
1.2 Project Team Meetings																								
1.2.1 PDT Meeting (2 Total)	12		4	4									$ 800											
1.2.2 Technical Coordination Mtgs (2 Total)	12												$ 440											
1.2.3 Public Hearings	8												$ 220											
1.3 Project Schedule																								
1.3.1 Project Schedule	8																							
1.3.2 Monthly Schedule Updates	12											18												
1.4 Project Administration																								
1.4.1 Monthly Progress Reports & Invoices	9											9												
1.4.2 Schedule and Budget Management	6											4.5												
1.5 Quality Control																								
1.5.1 Quality Assurance Program		8																						
1.5.2 Quality Review Documentation		10																						
1.6 Federal Aid (Local Programs) Assistance																								
1.6.1 Federal Aid Forms	8			8								8												
Subtotal Hours	109	26	4	24								51.5												
Subtotal Cost	$18,833	$4,646	$754	$3,695								$2,905	$ 1,460										$ -	
2.1 Utility Location Coordination																								
2.1.1 Reserved																								
2.2 Survey, Research and Mapping																								
2.2.1 Reserved																								
2.2.2 Surveys and Base Mapping																10	11	15			3	399.6		
2.2.3. Project Control Net																3	8							
2.3.2. Aerial Photogrammetry																1			40		3	5750		
2.3.3. Land Net Records (Surveys To Establish Right-of-Way)																4	16				2			
2.3.4. Supplemental Surveys																				8	2			
2.3 Hydrology / Hydraulic Studies																								
2.3.1 Data Review																								
2.3.2 Field Reconnaissance																								
2.3.3 Hydrologic Analysis																								
2.3.4 Hydraulic Analysis																								
2.3.5.1 Location Hydraulic Study (Draft Memo)																								
2.3.5.2 Location Hydraulic Study (Final Memo)																								
2.3.6 Scour Analysis																								
2.3.7.1 Design Hydraulic Study (Draft Report)																								
2.3.7.2 Design Hydraulic Study (Final Report)																								
2.2 Geotechnical Investigation																								
2.4.1 - 2.4.5 Foundation Reports																								
Subtotal Hours	-	-	-	-								-				18	35	15	40	8	10			
Subtotal Cost													$ -			$3,259	$3,850	$1,560	$11,233	$3,321	$494	$ 6,150		$1,
3.1 PES																								
3.2 RPE Map and Cultural Resources Report																								
3.3 HPSR/ASR (Francis Subconsultant)																								
3.4 Wetland Study																								
3.5 Natural Environmental Studies (NES)																								
3.6 CA Red-Legged Frog Assessment																								
3.7 Biological Assessment/Section 7																								
3.8 Water Quality Assessment Memo																								
3.9 NEPA & CEQA Env.Documentation																								
3.10 Environmental Permitting																								
Subtotal Hours	-	-	-	-								-				-	-	-	-	-	-			
Subtotal Cost													$ -		$ -							$ -		
4.1. Draft Project Study and Type																								
4.1.1 Draft Planing Study Report			12								24													
4.1.2 Draft Type Selection				48		16					40													
4.1.3 Preliminary Traffic Control Plans										8														
4.2 Final Project Study and Type Selection																								
4.2 Final Project Study & Type			4	8		4					8													
Subtotal Hours	-	-	16	56		20				8	72													
Subtotal Cost			$3,015	$8,385		$2,970				$1,028	$9,103		$ -											
Grand Total Hours / Staff	109	26	20	80		20				8	72	51.5				18	35	15	40	8	10			
Grand Total Cost	$18,833	$4,646	$3,769	$11,583		$2,970				$1,028	$9,103	$2,905	$1,460			$3,259	$3,850	$1,560	$11,233	$3,321	$494	$6,150		$1,

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-43

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Shannon Hansen, Director of Public Works and Transportation

RE: Approve Third Amendment to the Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Usona Road over Middle Fork Chowchilla River Bridge (40C0066); and Authorize the Board of Supervisors Chair to Sign the Amendment

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RECOMMENDATION AND JUSTIFICATION

Approve Third Amendment to the Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Usona Road over Middle Fork Chowchilla River Bridge (40C0066); and Authorize the Board of Supervisors Chair to Sign the Amendment.

This extension will allow for more time to address any comments or directions provided by Caltrans during the completion of the environmental phase and the final design of the bridge. The final design and right-of-way appraisal and acquisition tasks will be upon approval of the NEPA environmental document. This is a long-detailed process.

BACKGROUND AND HISTORY OF BOARD ACTIONS

On January 19, 2019, Resolution 2019-18, approved the Second Amendment to extend the term of the Agreement to December 31, 2024.

On May 9, 2017, Resolution 2017-278, approved the First Amendment to extend the term of the Agreement to December 31, 2018, expand scope of services, and increase the compensation by Three Hundred Six Thousand Two Hundred Dollars ($306,200) for a total not to exceed the amount of Four Hundred Forty-Two Thousand Eighty Dollars 56/100 ($442,080.56).

On August 19, 2014, Resolution 2014-399, authorized the Board to enter into an Agreement with Willdan Engineering for Bridge Design for the Usona Road over Middle Fork of the Chowchilla River Bridge (40C0066).

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Do not approve, the County risks losing its HBP Funding.

FINANCIAL IMPACT

None

ATTACHMENTS

1. **Third Amendment Usona Road Bridge 40C0066**
2. **Resolution 2019-018**
3. **Resolution 2017-278**
4. **Resolution 2014-399**

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

THIRD AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR USONA ROAD BRIDGE OVER MIDDLE FORK OF THE CHOWCHILLA RIVER 40C0066

THIS THIRD AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR USONA ROAD BRIDGE OVER THE MIDDLE FORK OF THE CHOWCHILLA RIVER (40C0066), is made and entered into this _____ day of February 2025, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as "County," and Willdan Engineering, hereinafter referred to as "Contractor."

WHEREAS, County and Contractor have heretofore entered into an Agreement dated August 19, 2014, wherein Contractor agreed to provide bridge design services; and

WHEREAS, County and Contractor entered into a First Amendment on May 9, 2017, to extend the term of the Agreement to December 31, 2018, expand the scope of services and increase the compensation by Three Hundred Six Thousand Two Hundred Dollars ($306,200) for a total not to exceed amount of Four Hundred Forty-Two Thousand Eighty Dollars 56/100 ($442,080.56), and

WHEREAS, County and Contractor entered into the Second Amendment on January 8, 2019, to extend the term of the agreement to December 31, 2024, and

WHEREAS, County and Contractor desire to amend said Agreement to extend the term of the agreement to December 31, 2027;

NOW THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1, "TERM," is hereby amended to extend the term of the Agreement to December 31, 2027.

Except as herein amended, the agreement dated August 19, 2014, together with the First Amendment dated May 9, 2017, the Second Amendment dated January 8, 2019 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA	CONTRACTOR
_____	_____
Rosemarie Smallcombe, Chair Board of Supervisors	Willdan Engineering
COUNTERSIGNED: *(Government Code §25103)*	APPROVED AS TO FORM:
_____	_____
Danielle Bondshu Clerk of the Board	Walter W. Wall County Counsel

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 11/9/2025 | 10/21/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Lockton Insurance Brokers,LLC CA License #0B99399 777 S. Figueroa Street, 52nd fl. Los Angeles CA 90017 213-689-0065	CONTACT NAME: PHONE (A/C, No, Ext): FAX (A/C, No): E-MAIL ADDRESS:
INSURED 1506118 Willdan Engineering 2401 East Katella Avenue, Suite 300 Anaheim, CA 92806	INSURER(S) AFFORDING COVERAGE — NAIC # INSURER A : Travelers Property Casualty Company of America — 25674 INSURER B : Allied World Surplus Lines Insurance Company — 24319 INSURER C : INSURER D : INSURER E : INSURER F :

COVERAGES **CERTIFICATE NUMBER:** 18919958 **REVISION NUMBER:** XXXXXXX

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY [ ] CLAIMS-MADE [X] OCCUR X Emp. Benefits Liab. X Contr. Liab. Incl. GEN'L AGGREGATE LIMIT APPLIES PER: [ ] POLICY [X] PRO-JECT [X] LOC [ ] OTHER:	Y	N	P-630-A1178471-TIL-24	11/9/2024	11/9/2025	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG $	$ 1,000,000 $ 1,000,000 $ 15,000 $ 1,000,000 $ 2,000,000 $ 2,000,000 $
A	AUTOMOBILE LIABILITY X ANY AUTO [ ] OWNED AUTOS ONLY [ ] SCHEDULED AUTOS [ ] HIRED AUTOS ONLY [ ] NON-OWNED AUTOS ONLY	Y	N	810-A1161741-24-43-G	11/9/2024	11/9/2025	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) $	$ 1,000,000 $ XXXXXXX $ XXXXXXX $ XXXXXXX $ XXXXXXX
	[ ] UMBRELLA LIAB [ ] OCCUR [ ] EXCESS LIAB [ ] CLAIMS-MADE [ ] DED [ ] RETENTION $			NOT APPLICABLE			EACH OCCURRENCE AGGREGATE $	$ XXXXXXX $ XXXXXXX $ XXXXXXX
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N: N If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	N	UB-8Y032268-24-43-G	11/9/2024	11/9/2025	X PER STATUTE [ ] OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
B	Arch&Eng Prof	N	N	0313-5950	11/9/2024	11/9/2025	Per Claim:$1,000,000 Aggregate:$2,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Re: Project management for Usona Road over the Middle Fork Chowchilla River Bridge. County of Mariposa, its officers, employees, volunteers, and agents is included as Additional Insured in accordance with the policy provisions of the General Liability and Automobile Liability policy. CERTIFICATE

CERTIFICATE HOLDER

18919958
Mariposa County
Attn: Dept. of Public Works
4639 Ben Hur Road
Mariposa CA 95338

CANCELLATION See Attachments

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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MARIPOSA COUNTY

Public Works · 209 966 5356

RESOLUTION - ACTION REQUESTED 2019-18

MEETING: January 8, 2019

TO: The Board of Supervisors

FROM: Mike Healy, Public Works Director

RE: Approve Second Amendment with Willdan Eng for Design of Usona Rd Over Chowchilla River Bridge #66

RECOMMENDATION AND JUSTIFICATION:
Approve a Second Amendment with Willdan Engineering for Bridge Design for the Usona Road Bridge Over the Middle Fork of the Chowchilla River (40C0066) to extend the term of the Agreement to December 31, 2024; and Authorize the Board of Supervisors Chair to Sign the Amendment.

The delay is due to difficulty in securing the necessary right of entry permits, in addition to further environmental studies likely to be required.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program for the State of California.

Under current regulations 100% of the cost is reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
On May 9, 2017 Resolution 2017-278 the Board approved a First Amendment to extend the term of the Agreement, expand the scope of services, and increase compensation by $306,200.

On August 19, 2014, Resolution 2014-434 the Board approved an Agreement with Willdan Engineering for Bridge Design on Usona Road Bridge over the Middle Fork of the Chowchilla River.

On August 5, 2014, Resolution 2014-399 the Board approved a Program Agreement for the Usona Road Bridge over the Middle Fork Chowchilla River Project No. BRLO 2940(115).

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve and Phase II of this bridge replacement will not move forward and the project will be esecentially halted.

Resolution - Action Requested 2019-18

FINANCIAL IMPACT:
There is no Financial Impact to the County with approval of this Amendment.

ATTACHMENTS:
Willdan Eng 2nd amd #66 (DOC)
Willdan Eng 1st amd #66(PDF)
Willdan agmt 15-008 Usona Rd Brdg #66 (PDF)
Willdan Eng 2nd amd #66 (DOC)

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Kevin Cann, District IV Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey

RES. NO. 19-18

SECOND AMENDMENT TO AGREEMENT BRIDGE DESIGN SERVICES FOR USONA ROAD OVER THE MIDDLE FORK OF THE CHOWCHILLA RIVER #40C0066

THIS SECOND AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR THE USONA ROAD BRIDGE OVER THE MIDDLE FORK OF THE CHOWCHILLA RIVER is made and entered into this 8th day of January, 2019, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as "**County,**" and Willdan Engineering, hereinafter referred to as "**Contractor.**"

WHEREAS, **County** and **Contractor** have heretofore entered into an Agreement dated August 19, 2014, wherein **Contractor** agreed to provide Bridge Design services; and

WHEREAS, **County** and **Contractor** entered into the First Amendment on May 9, 2017 extend the term of the Agreement to December 31, 2018, expand the scope of services, and increase the compensation by Three Hundred Six Thousand Two Hundred Dollars ($306,200) for a total not to exceed amount of Four Hundred Forty Two Thousand Eighty Dollars 56/100 ($442,080.56)

WHEREAS, **County** and **Contractor** desire to amend said Agreement to extend the term of the Agreement to December 31, 2024 to be provided to **Contractor**;

NOW, THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1.01, "TERM", is hereby amended extend the term of the Agreement to December 31, 2024.

2. Except as herein amended, the agreement dated August 19, 2014 together with the First Amendment dated May 9, 2017 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA:

Chair Miles Menetrey
Mariposa County Board of Supervisors

CONTRACTOR:

Willdan Engineering
Casey M. Gordon

ATTEST:

RENE LAROCHE
Clerk of the Board

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

MARIPOSA COUNTY

Public Works · 209 966 5356

RESOLUTION - ACTION REQUESTED 2017-278

MEETING: May 9, 2017

TO: The Board of Supervisors

FROM: Mike Healy, Public Works Director

RE: Approve First Amendment with Willdan Eng for Design of Usona Road Bridge #66

RECOMMENDATION AND JUSTIFICATION:
Approve a First Amendment with Willdan Engineering for Bridge Design for the Usona Road Bridge Over the Middle Fork of Chowchilla River in the amount of $306,200 for a total Not-to-Exceed Amount of $442,080; and Authorize the Board of Supervisors Chair to Sign the Amendment.

Through this Amendment Willdan Engineering will provide Phase II professional services which will comprise of all the remaining Preliminary Engineering tasks that address any comments or direction provided by Caltrans during the field review meeting and support the completion of the Environmental Phase and the Final Design of the bridge. The final design and Right-of-Way appraisal and acquisition tasks will begin upon approval of the NEPA Environmental document.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program for the State of California.

Under current regulations 100% of the cost is reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
On August 19, 2014, Resolution 2014-434 the Board approved an Agreement with Willdan Engineering for Bridge Design on Usona Road Bridge over the Middle Fork of the Chowchilla River.

On August 5, 2014, Resolution 2014-399 the Board approved a Program Agreement for the Usona Road Bridge over the Middle Fork Chowchilla River Project No. BRLO 2940(115).

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve and Phase II of this bridge replacement will not move forward and the project will be esecentially halted.

FINANCIAL IMPACT:
There is no Financial Impact to the County with approval of this Amendment.

ATTACHMENTS:
Willdan amd & addm Usona #66 (PDF)
Willdan agmt 15-008 Usona Rd Brdg #66 (PDF)

CAO RECOMMENDATION
Requested Action Recommended

Dallin Kimble
Dallin Kimble, Interim CAO 5/4/2017

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Merlin Jones, District II Supervisor
SECONDER: Kevin Cann, District IV Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey

RES: NO 17-278

FIRST AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR USONA ROAD BRIDGE (40C0066)

THIS FIRST AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR USONA ROAD BRIDGE (40C0066) is made and entered into this 9th day of May, 2017 by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as **"County"**, and Willdan Engineering, hereinafter referred to as **"Contractor"**.

WHEREAS, the **County** and **Contractor** have heretofore entered into an Contract dated August 19, 2014 wherein **Contractor** agreed to provide Engineering and Bridge Design services for Usona Road Bridge (40C0066); and

WHEREAS, County and **Contractor** desire to amend said Agreement to extend the term of Agreement, to expand the scope of services, to increase compensation, and to include an Addendum to Agreement for Federally Funded Projects.

NOW, THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1.01, "TERM" is hereby amended to extend the term of Agreement from December 31, 2016 to December 31, 2018.

2. Paragraph 3.01, "SERVICES", is hereby amended to expand the scope of services to be performed by Contractor as set forth in Exhibit "A-1" attached hereto.

3. Paragraph 4.01, "COMPENSATION", is hereby amended to provide that an additional Three Hundred Six Thousand Two Hundred Dollars ($306,200) will be added to the original contract price of One Hundred Thirty Five Thousand Eight Hundred Eighty Dollars

56/100 ($135,880.56), making the total compensation paid to **Contractor** the not to exceed amount of Four Hundred Forty Two Thousand Eighty Dollars 56/100 ($442,080.56).

4. Paragraph 8.05, "CONFORMANCE TO APPLICABLE LAW" is hereby amended to include the Addendum to Agreement for Federally Funded Projects attached hereto as Exhibit "B".

5. Except as herein amended, the agreement dated August 19, 2014 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this First Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA:

Marshall Long, Chairman
Mariposa County Board of Supervisors

CONTRACTOR:

Willdan Engineering Sr Vice Pres

ATTEST:

RENE LAROCHE
Clerk of the Board

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

Usona Road Bridge Replacement over Middle Fork Chowchilla River - Phase 2

Mariposa County Department of Public Works has retained Willdan Engineering, (Willdan) to provide construction documents for replacement of the existing Usona Road Bridge over Middle Fork Chowchilla River (Br. No. 40C0066), HBP Project Number BRLO-5940(115). The existing bridge is located approximately 2.2 miles South of Highway 49, in Mariposa County.

The project will be funded by the Federal Highway Bridge Program. Since Usona Road is an "off-system" structure, the toll credit program will be utilized to provide the local match.

Usona Road bridge, built in 1970, is a two span reinforced concrete structure approximately 40-ft long. The bridge is located approximately 2.2 miles south of State Highway 49. The existing bridge is classified as functionally obsolete and structurally deficient with a sufficiency rating of 46.6.

The Phase 2 portion of this contract comprises of all the remaining Preliminary Engineering tasks that address any comments or direction provided by Caltrans during the field review meeting and support the completion of the Environmental Phase and the Final Design of the project. The Final Design and Right of Way appraisal and acquisition tasks will begin upon approval of the NEPA Environmental document

Following is a complete work breakdown for Phase 2 of the project.

	WILLDAN	APEX	WRECO	EXCAMORE ENTA	TENOR RESENTAL	PEGRAND TOTALS COSTS
TASK 1 PROJECT MANAGEMENT	$10,317.04		$1,636.59	$4,230.59		$16,184.52
1.1 – Communication and Coordination	$3,333.20					$3,333.20
1.2 – Meetings	$1,484.06		$1,636.59	$4,230.59		$7,351.54
1.3 – Project Schedule	$333.32					$333.32
1.4 – Project Administration	$2,499.90					$2,499.90
1.6 – Federal Aid (Local Assistance)	$2,666.56					$2,666.56
TASK 2 RESEARCH AND SURVEYS	$2,844.32		$6,329.52			$9,173.84
2.1 – Utility Coordination	$2,844.32					$2,844.32
2.3 – Hydrology and Hydraulics			$6,329.52			$6,329.52
2.3.6 – Scour Analysis			$1,810.47			$1,810.47
2.3.7 – Bridge Design Hydraulic Study			$4,519.05			$4,519.05
TASK 3 ENVIRONMENTAL REVIEW			$13,187.53	$91,997.38		$105,184.91
3.2 – Area of Potential Effects Map				$1,614.65		$1,614.65
3.3 – Technical Studies			$13,187.53	$64,405.84		$77,593.37
3.3.1 – Hazardous Waste Initial Site Assessments (ISA)						
3.3.1.1 – Initial Site Assessment (Phase 1)			$13,187.53			$13,187.53
3.3.2 – Historic Property Survey Reports/Archaeological Survey Reports (HPSR/ASR)				$11,065.13		$11,065.13
3.3.4 – Wetlands Study				$7,738.37		$7,738.37
3.3.5 – Natural Environment Study				$17,212.98		$17,212.98
3.3.6 – California Red-Legged Frog Assessment				$5,798.87		$5,798.87
3.3.8 – Biological Assessment & Section 7 Consultation				$13,552.78		$13,552.78
3.3.9 – Water Quality Assessment Memo				$4,139.47		$4,139.47
3.3.10 – Visual Impact Assessment Checklist				$2,411.73		$2,411.73
3.3.11 – Noise Study Memorandum				$2,486.61		$2,486.61
3.4 – NEPA/CEQA Documentation				$13,417.76		$13,417.76
3.4.1 – NEPA Documentation				$6,708.88		$6,708.88
3.4.2 – CEQA Documentation				$6,708.88		$6,708.88
3.5 – Environmental Permitting				$12,559.14		$12,559.14
TASK 5 PRELIMINARY ENGINEERING	$16,678.25					$16,678.25
5.1 – Basis of Design	$7,173.22					$7,173.22
5.2 – Roadway Geometric Approval Drawings and Bridge Advance Planning Studies	$5,688.12					$5,688.12
5.3 – Preliminary Roadway Design (30% Plans)	$3,816.91					$3,816.91
5.4 – Quality Control						
TASK 6 ENGINEERING	$116,809.82	$30,187.60				$146,997.42
6.1 – Draft 65% PS&E Submittal	$76,153.50	$30,187.60				$106,341.10
6.1.1 – 65% Roadway Plans	$25,460.80					$25,460.80
6.1.2 – 65% Bridge Plans	$39,203.22					$39,203.22
6.1.3 – 65% Construction Schedule, Quantities, Cost Estimate, and Specifications	$11,489.48					$11,489.48
6.1.4 – Bridge Independent Check		$30,187.60				$30,187.60
6.2 – 95% PS&E Submittal	$19,011.26					$19,011.26
6.2.1 – 95% Roadway Plans	$6,318.14					$6,318.14
6.2.2 – 95% Bridge Plans	$9,350.31					$9,350.31
6.2.3 – 95% Construction Schedule, Cost Estimate, and Specifications	$3,342.81					$3,342.81
6.3 – Final PS&E Submittal	$11,456.10					$11,456.10
6.4 – Residential Engineer's (RE) Pending File	$3,999.08					$3,999.08
6.5 – Quality Control	$6,189.88					$6,189.88
TASK 7 RIGHT OF WAY APPRAISAL AND ACQUISITION					$37,100.00	$2,600.00
7.1 – Prepare Right of Way Data Sheet/Estimate					$2,600.00	$2,600.00
TASK 8 BID PERIOD ASSISTANCE	$9,472.12					$9,472.12
8.1 Bid Period Assistance	$9,472.12					$9,472.12
Grand Total Cost	$166,121.55	$30,187.60	$21,153.94	$96,227.97	$37,100.00	$306,191.06

Figure 1 Usona Road Bridge Replacement Phase 2 Cost Breakdown

(Not to Exceed . . . $306,200.00)

EXHIBIT "B"

Addendum for Federally Funded Projects
(below $1,000,000)

CONTRACTOR: Willdan Engineering
Project: Usona Road Bridge 40C0066
****

In addition to, and notwithstanding, the requirements set forth in the Professional Services Agreement, CONTRACTOR agrees to the following:

1. CONFIDENTIALITY OF DATA

A. All financial, statistical, personal, technical, or other data and information relative to the COUNTY's operations, which are designated confidential by the COUNTY and made available to the CONTRACTOR in order to carry out this agreement, shall be protected by the CONTRACTOR from unauthorized use and disclosure.

B. Permission to disclose information on one occasion, or public hearing held by the COUNTY relating to this agreement, shall not authorize the CONTRACTOR to further disclose such information, or disseminate the same on any other occasion.

C. The CONTRACTOR shall not comment publicly to the press or any other media regarding this agreement or the COUNTY's actions on the same, except to the COUNTY's staff, CONTRACTOR's own personnel involved in the performance of this agreement, at public hearings or in response to questions from a Legislative committee.

D. The CONTRACTOR shall not issue any news release or public relations item of any nature, whatsoever, regarding work performed or to be performed under this agreement without prior review of the contents thereof by the COUNTY, and receipt of the COUNTY's written permission.

E. Any subcontract entered into as a result of this agreement shall contain all of the provisions of this Article.

2. PERFORMANCE PERIOD

A. This agreement shall go into effect contingent upon approval by the COUNTY, and the CONTRACTOR shall commence work after notification to proceed by the COUNTY. The agreement shall end on December 31, 2018 unless extended by agreement amendment.

B. The CONTRACTOR is advised that any recommendation for agreement award is not binding on the COUNTY until the agreement is fully executed and approved by the COUNTY.

3. CONFLICT OF INTEREST

A. The CONTRACTOR shall disclose any financial, business, or other relationship with COUNTY that may have an impact upon the outcome of this agreement, or any ensuing COUNTY construction project. The CONTRACTOR shall also list current clients who may have a financial interest in the outcome of this agreement, or any ensuing COUNTY construction project, which will follow.

B. The CONTRACTOR hereby certifies that it does not now have, nor shall it acquire any financial or business interest that would conflict with the performance of services under this agreement.

C. Any subcontract in excess of $25,000 entered into as a result of this agreement, shall contain all of the provisions of this Article.

D. The CONTRACTOR hereby certifies that neither CONTRACTOR, nor any firm affiliated with the CONTRACTOR will bid on any construction agreement, or on any agreement to provide construction inspection for any construction project resulting from this agreement. An affiliated firm is one which is subject to the control of the same persons through joint-ownership, or otherwise.

E. Except for sub-CONTRACTORs whose services are limited to providing surveying or materials testing information, no sub-CONTRACTOR who has provided design services in connection with this agreement shall be eligible to bid on any construction agreement, or on any agreement to provide construction inspection for any construction project resulting from this agreement.

4. COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

A. The CONTRACTOR agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition Regulations System, Chapter I, Part 31.000 et seq., shall be used to determine the allowable cost of individual items.

B. The CONTRACTOR also agrees to comply with federal procedures in accordance with 49 CFR, Part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments.

C. Any costs for which payment has been made to CONTRACTOR that are determined by subsequent audit to be unallowable under 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., are subject to repayment by CONTRACTOR to the COUNTY.

D. All subcontracts in excess of $25,000 shall contain the above provisions.

5. ALLOWABLE COSTS AND PAYMENTS

A. The method of payment for the following items shall be at the rate specified for each item, as described in this Article. The specified rate shall include full compensation to CONTRACTOR for the item as described, including but not limited to, any repairs, maintenance, or insurance, and no further compensation will be allowed therefore.

B. The specified rate to be paid for vehicle expense for CONTRACTOR's field personnel shall be as per the approved Cost Proposal.

C. The method of payment for this agreement, except those items to be paid for on a specified rate basis, will be based on cost per unit of work. The COUNTY will reimburse CONTRACTOR for actual costs (including labor costs, employee benefits, travel, equipment-rental costs, overhead and other direct costs) incurred by CONTRACTOR in performance of the work. CONTRACTOR will not be reimbursed for actual costs that exceed the estimated wage rates, employee benefits, travel, equipment rental, overhead and other estimated costs set forth in the approved Cost Proposal, unless additional reimbursement is provided for, by agreement amendment. In no event will CONTRACTOR be reimbursed for overhead costs at a rate that exceeds the COUNTY approved overhead rate set forth in the approved Cost Proposal. In the event the COUNTY determines that changed work from that specified in the approved Cost Proposal and agreement is required, the actual costs reimbursable by the COUNTY may be adjusted by agreement amendment to accommodate the changed work.

D. All subcontracts in excess of $25,000 shall contain the above provisions.

E. Use attached LAPM Exhibit 10-H for Cost Proposal Format. (Exhibit "C')

6. DEBARMENT AND SUSPENSION CERTIFICATION

A. The CONTRACTOR's signature affixed herein shall constitute a certification under penalty of perjury under the laws of the State of California that the CONTRACTOR has complied with Title 49, Code of Federal Regulations, Part 29, Debarment and Suspension Certificate, which certifies that he/she/it or any person associated therewith in the capacity of owner, partner, director, officer, or manager, is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency; has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years; does not have a proposed debarment pending; and has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years. Any exceptions to this certification must be disclosed to the COUNTY.

B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining CONTRACTOR responsibility. Disclosures must indicate to whom exceptions apply, initiating agency, and dates of action.

7. EQUIPMENT PURCHASE

A. Prior authorization, in writing, by the COUNTY shall be required before the CONTRACTOR enters into any unbudgeted purchase order, or subcontract exceeding $5,000 for supplies, equipment, or CONTRACTOR services. The CONTRACTOR shall provide an evaluation of the necessity or desirability of incurring such costs.

B. For purchase of any item, service or consulting work not covered in the CONTRACTOR'S Cost Proposal and exceeding $5,000 prior authorization by the COUNTY three (3) competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.

C. Any equipment purchased as a result of this agreement is subject to the following: "The CONTRACTOR shall maintain an inventory of all non-expendable property. Nonexpendable property is defined as having a useful life of at least two years and an acquisition cost of $5,000 or more. If the purchased equipment needs replacement and is sold or traded in, the COUNTY shall receive a proper refund or credit at the conclusion of the agreement. If the agreement is terminated, the CONTRACTOR may either keep the equipment and credit the COUNTY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale in accordance with established COUNTY procedures and credit the COUNTY in an amount equal to the sales price. If the CONTRACTOR elects to keep the equipment, fair market value shall be determined at the CONTRACTOR'S expense on the basis of a competent independent appraisal of such equipment.
Appraisals shall be obtained from an appraiser mutually agreeable to by the COUNTY and the CONTRACTOR, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by the COUNTY.

D. All subcontracts in excess $25,000 shall contain the above provisions.

8. FUNDING REQUIREMENTS

A. It is mutually understood between the parties that this agreement may have been written before ascertaining the availability of funds or appropriation of funds, for the mutual benefit of both parties, in order to avoid program and fiscal delays that would occur if the agreement were executed after that determination was made.

B. This agreement is valid and enforceable only if sufficient funds are made available to the COUNTY for the purpose of this agreement. In addition, this agreement is subject to any additional restrictions, limitations, conditions, or any statute enacted by the Congress, State Legislature or COUNTY governing board that may affect the provisions, terms, or funding of this agreement in any manner.

C. It is mutually agreed that if sufficient funds are not appropriated, this agreement may be amended to reflect any reduction in funds.

D. The COUNTY has the option to void this agreement under the 30-day cancellation clause, or by mutual agreement to amend this agreement to reflect any reduction of funds.

9. NON DISCRIMINATION

A. During the performance of this agreement, the CONTRACTOR, for itself, its assignees and successors in interest agrees as follows:

B. Compliance with Regulations: The CONTRACTOR shall comply with the Regulation relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this agreement.

C. Nondiscrimination: The CONTRACTOR, with regard to the work performed by it during this agreement shall not discriminate on the grounds of race, color or national origin, sex, age, and disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The CONTRACTOR shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, Section 21.5 of the Regulations, including employment practices when this agreement covers a program set forth in Appendix B of the Regulations.

D. Solicitations for Sub-CONTRACTORs, Including Procurements of Materials and Equipment: In all solicitations either by competitive bidding or negotiation made by this agreement for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential sub-CONTRACTOR or supplier shall be notified by the CONTRACTOR of the CONTRACTOR's obligations under this agreement and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin, sex, age, and disability/handicap and low income.

E. Information and Reports: The CONTRACTOR shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the COUNTY or the FHWA to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of the CONTRACTOR is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to the COUNTY, or the FHWA as appropriate, and shall set forth what efforts it has made to obtain the information.

F. Sanctions for Noncompliance: In the event of the CONTRACTOR's noncompliance with the nondiscrimination provisions of this agreement, the COUNTY shall impose such sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:

1. Withholding of payments to the CONTRACTOR under this agreement until the CONTRACTOR complies, and/or

2. Cancellation, termination or suspension of this agreement, in whole or in part.

G. Incorporation of Provisions: The CONTRACTOR shall include the provisions of paragraphs 1 through 6 in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. The CONTRACTOR shall take such action with respect to any subcontract or procurement as the COUNTY or the FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event a CONTRACTOR becomes involved in, or is threatened with, litigation with a sub-CONTRACTOR or supplier as a result of such direction, the CONTRACTOR may request the COUNTY to enter into such litigation to protect the interests of the COUNTY and, in addition, the CONTRACTOR may request the United States to enter into such litigation to protect the interests of the United States.

10. INSPECTION OF WORK

The CONTRACTOR and any sub-CONTRACTOR shall permit the COUNTY, the state, and the FHWA if federal participating funds are used in this agreement to review and inspect the project activities and files at all reasonable times during the performance period of this contract including review and inspection on a daily basis.

11. PROHIBITION OF EXPENDING LOCAL AGENCY, STATE OR FEDERAL FUNDS FOR LOBBYING

A. The CONTRACTOR certifies to the best of his/her/its knowledge and belief that:

1. No state, federal or local agency appropriated funds have been paid, or will be paid, by-or-on behalf of the CONTRACTOR to any person for influencing or attempting to influence an officer or employee of any state or federal agency; a member of the State Legislature or United States Congress; an officer or employee of the Legislature or Congress; or any employee of a member of the Legislature or Congress, in connection with the awarding of any state or federal contract; the making of any state or federal grant; the making of any state or federal loan; the entering into of any cooperative agreement; and the extension, continuation, renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.

2. If any funds other than federal appropriated funds have been paid, or will be paid, to any person for influencing or attempting to influence an officer or employee of any federal agency; a member of Congress; an officer or employee of Congress, or an employee of a member of Congress; in connection with this federal contract, grant, loan, or cooperative agreement; the CONTRACTOR shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, US. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

C. The CONTRACTOR also agrees by signing this document that he/she/it shall require that the language of this certification be included in all lower-tier subcontracts which exceed $100,000, and that all such sub recipients shall certify and disclose accordingly

12. REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

A. The CONTRACTOR warrants that this agreement was not obtained or secured through rebates, kickbacks or other unlawful consideration, either promised or paid to any COUNTY employee. For breach or violation of this warranty, COUNTY shall have the right in its discretion to terminate the agreement without liability; to pay only for the value of the work actually performed, or to deduct from the agreement price or otherwise recover the full amount of such rebate, kickback or other unlawful consideration.

13. REIMBURSEMENT OF TRAVEL & SUBSISTENCE

COUNTY agrees to pay pre-approved travel and subsistence expenses per the COUNTY's Travel Policy.

14. RETENTION OF RECORDS/AUDIT

A. For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code of Regulations, Chapter 21, Section 2500 et seq., when applicable and other matters connected with the performance of this agreement pursuant to Government Code 8546.7; the CONTRACTOR, subcontractors, and the COUNTY shall maintain all books, documents, papers, accounting records, and other evidence pertaining to the performance of this agreement, including but not limited to, the costs of administering this agreement. All parties shall make such materials available at their respective offices at all reasonable times during the agreement period and for three years from the date of final payment under this agreement. The state, the State Auditor, COUNTY, FHWA, or any duly authorized representative of the federal government shall have access to any books, records, and documents of the CONTRACTOR that are pertinent to this agreement for audit, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested.

B. Subcontracts in excess of $25,000 shall contain this provision.

15. STATE PREVAILING WAGE RATES

A. The CONTRACTOR shall comply with the State of California's General Prevailing Wage Rate requirements in accordance with California Labor Code, Section 177, and all federal, state, and local laws and ordinances applicable to the work.

B. Any subcontract entered into as a result of this agreement if for more than $25,000 for public works construction or more than $15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of the provisions of this Article.

16. AUDIT REVIEW PROCEDURES

A. Any dispute concerning a question of fact arising under an interim or post audit of this agreement that is not disposed of by agreement, shall be reviewed by the COUNTY's project manager.

B. Not later than 30 days after issuance of the final audit report, CONTRACTOR may request a review by the COUNTY of unresolved audit issues. The request for review shall be submitted in writing.

C. Neither the pendency of a dispute nor its consideration by the COUNTY will excuse CONTRACTOR from full and timely performance in accordance with the terms of this contract.

D. CONTRACTOR and sub-CONTRACTOR agreements, including cost proposals and Indirect Cost Rates (hereinafter "ICR"), are subject to audits or reviews such as, but not limited to, a contract audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper review. If selected for audit or review, the agreement, cost proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR, Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONTRACTOR's responsibility to ensure federal, state, or local government officials are allowed full access to the CPA's work papers including making copies as necessary. The agreement, cost proposal, and ICR shall be adjusted by CONTRACTOR and approved by the COUNTY project manager to conform to the audit or review recommendations. CONTRACTOR agrees that individual terms of costs identified in the audit report shall be incorporated into the agreement by this reference if directed by the COUNTY at its sole discretion. Refusal by CONTRACTOR to incorporate audit or review recommendations, or to ensure that the federal, state or local governments have access to CPA work papers, will be considered a breach of agreement terms and cause for termination of the agreement and disallowance of prior reimbursed costs.

17. STATEMENT OF COMPLIANCE

A. The CONTRACTOR's signature affixed herein, and dated, shall constitute a certification under penalty of perjury under the laws of the State of California that the CONTRACTOR has, unless exempt, complied with the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Administrative Code, Section 8103.

B. During the performance of this agreement, the CONTRACTOR and its sub-CONTRACTORs shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. The CONTRACTOR and sub-CONTRACTORs shall insure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment. The CONTRACTOR and sub-CONTRACTORs shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated under the (California Code of Regulations, Title 2, Section 7285 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations, are incorporated into this agreement by reference and made a part hereof as if set forth in full. The CONTRACTOR and its sub-CONTRACTORs shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other agreement.

C. The CONTRACTOR shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the state of California shall, on the basis of race, color, national origin, religion, sex, age, disability, be excluded from participation in, denied the benefits of or subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.

D. The CONTRACTOR, with regard to the work performed by it during this agreement, shall act in accordance with Title VI. Specifically, the CONTRACTOR shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of sub-CONTRACTORs, including procurement of materials and leases of equipment. The CONTRACTOR shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. DOT's Regulations, including employment practices, when this agreement covers a program whose goal is employment.

18. SUBCONTRACTING

A. The CONTRACTOR shall perform the services with resources available within its own organization; and no portion of the work pertinent to this agreement shall be subcontracted without written authorization by the COUNTY, except that which is expressly identified in the approved Cost Proposal.

B. Any subcontract in excess of $25,000 entered into as a result of this agreement, shall contain all the provisions stipulated in this agreement to be applicable to subcontractors.

C. Any substitution of sub-CONTRACTORs must be approved in writing by the COUNTY.

B. During the performance of this agreement, the CONTRACTOR and its sub-CONTRACTORs shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. The CONTRACTOR and sub-CONTRACTORs shall insure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment. The CONTRACTOR and sub-CONTRACTORs shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated under the (California Code of Regulations, Title 2, Section 7285 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations, are incorporated into this agreement by reference and made a part hereof as if set forth in full. The CONTRACTOR and its sub-CONTRACTORs shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other agreement.

C. The CONTRACTOR shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the state of California shall, on the basis of race, color, national origin, religion, sex, age, disability, be excluded from participation in, denied the benefits of or subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.

D. The CONTRACTOR, with regard to the work performed by it during this agreement, shall act in accordance with Title VI. Specifically, the CONTRACTOR shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of sub-CONTRACTORs, including procurement of materials and leases of equipment. The CONTRACTOR shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. DOT's Regulations, including employment practices, when this agreement covers a program whose goal is employment.

18. SUBCONTRACTING

A. The CONTRACTOR shall perform the services with resources available within its own organization; and no portion of the work pertinent to this agreement shall be subcontracted without written authorization by the COUNTY, except that which is expressly identified in the approved Cost Proposal.

B. Any subcontract in excess of $25,000 entered into as a result of this agreement, shall contain all the provisions stipulated in this agreement to be applicable to subcontractors.

C. Any substitution of sub-CONTRACTORs must be approved in writing by the COUNTY.

19. SAFETY

A. The CONTRACTOR shall comply with OSHA regulations applicable to the CONTRACTOR regarding necessary safety equipment or procedures. The CONTRACTOR personnel shall wear hard hats and safety vests at all times while working on the construction project site.

B. Pursuant to the authority contained in Section 591 of the Vehicle Code, COUNTY has determined that such areas are within the limits of the project and are open to public traffic. The CONTRACTOR shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. The CONTRACTOR shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.

C. Any subcontract entered into as a result of this agreement, shall contain all of the provisions of this Article.

IN WITNESS WHEREOF, the parties hereto have caused this Addendum to be executed by and through their respective authorized officers:

(END OF ADDENDUM)

COST PROPOSAL

Date 20-Apr-17

Project Usona Road over Middle Fork Chowchilla River (40C-0066)

Consultant Willdan Engineering

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Project Manager	Gary Gordon	$43 - $63	79	@	$53.16	$4,199.86
Principal In Charge	Newton Armstrong	$53 - $73	4	@	$63.42	$253.69
Sr. Bridge Engineer II	TBD	$35 - $45	158	@	$40.05	$6,327.76
Associate Bridge Engineer	TBD	$20 - $30	281	@	$23.26	$6,537.16
Sr. Civil Engineer III	TBD	$32 - $42	231	@	$37.16	$8,584.49
Senior Designer I	TBD	$25 - $35	24	@	$31.59	$758.15
Senior Designer I	TBD	$25 - $35	152	@	$29.85	$4,537.35
Sr Design Manager	TBD	$35 - $45	52	@	$39.45	$2,051.20
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
					Subtotal Direct Labor Costs	$33,249.66
					Anticipated Salary Increases	$1,662.48
					Total Direct Labor Cost	$34,912.14

	Rate	Total		
FRINGE BENEFITS	27.18%	$9,489.12	**Total Fringe Benefits**	$9,489.12
INDIRECT COSTS				
Overhead / General and Administrative	144.24%	$50,357.27		
			Total Indirect Costs	$50,357.27
FEE (PROFIT)	10%		**Total Fee (Profit)**	$9,475.85
OTHER COSTS				
Travel		$800		
Equipment and Supplies (Itemize)				
Other Direct Costs				
			Total Other Costs	$800.00
WILLDAN SUBTOTAL				$156,121.58
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	$150,069.49
			TOTAL COST	**$306,191.06**

COST PROPOSAL

Date 20-Apr-17

Project Usona Road over Middle Fork Chowchilla River (40C-0066)

Consultant Willdan Engineering (PARS)

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
QA/QC	Terry Abbott	$105 to $145	30	@	$125.75	$3,772.45
Designer II	TBD	$85 to $105	340	@	$93.98	$31,952.86
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
					Subtotal Direct Labor Costs	$35,725.31
					Anticipated Salary Increases	$0.00
					Total Direct Labor Cost	$35,725.31

	Rate	Total		
FRINGE BENEFITS		$0.00	**Total Fringe Benefits**	$0.00
INDIRECT COSTS				
Overhead / General and Administrative	30.00%	$10,717.59		
			Total Indirect Costs	$10,717.59
FEE (PROFIT)	10%		**Total Fee (Profit)**	$4,644.29
OTHER COSTS				
Travel				
Equipment and Supplies (Itemize)				
Other Direct Costs				
			Total Other Costs	$0.00
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	
			TOTAL COST	$51,087.19

COST PROPOSAL

Date 20-Apr-17

Project Usona Road over Middle Fork Chowchilla River (40C-0066)

Consultant Sycamore Environmental

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Supervising Planner	Jeff Little	$151.00-$160.20	100	@	$47.98	$4,774.01
Principal Ecologist/Scientist	Jessie Quinn	$135.00-$143.22	77	@	$42.90	$3,303.30
Senior Biologist	Various	$130.00-137.92	240	@	$41.31	$9,893.75
Associate Biologist III	Various	$105.00-$111.39	376	@	$33.37	$12,530.44
Associate Biologist II	Various	$95.00-$100.79	7	@	$30.19	$203.78
Associate Biologist I	Various	$85.00-$90.18	9	@	$27.01	$236.34
Associate Planner III	Various	$105.00-$111.39	0	@	$33.37	$0.00
Associate Planner II	Various	$95.00-$100.79	0	@	$31.13	$0.00
Associate Planner I	Various	$85.00-$90.18	0	@	$27.01	$0.00
CAD/GIS Operator II	Various	$100.00-$106.09	92	@	$33.78	$3,107.76
CAD/GIS Operator I	Various	$100.00-$106.09	5	@	$31.78	$158.90
Principal QA/QC	Various	$107.00-$113.52	11	@	$34.00	$374.00
Administrative II	Various	$74.00-$78.51	54	@	$23.52	$1,270.08
					Subtotal Direct Labor Co	$35,852.35
					Anticipated Salary Increc	$313.34
					Total Direct Labor Cost	$36,165.69

	Rate	Total		
FRINGE BENEFITS	84.12%	$30,422.58	**Total Fringe Benefits**	$30,422.58
INDIRECT COSTS				
Overhead / General and Administrative	104.92%	$37,945.04		
			Total Indirect Costs	$37,945.04
FEE (PROFIT)	10%		**Total Fee (Profit)**	$10,453.33
OTHER COSTS				
Travel/Mileage		$1,401		
Travel/Lodging		$110		
Travel/Meals		$120		
Equipment Rental and supplies				
Permit Fees, Plan sheets, test holes, etc				
			Total Other Costs	$1,631.30
SUBCONTRACTOR COSTS				
Francis Heritage, LLC			**Total Subcontractor Costs**	$43,069.16
			TOTAL COST	$159,687.10
			PHASE 2 CONTINGENCT ITEMS	$63,459.13
			PHASE 2 TOTAL COST **	$96,227.97

**Phase 2 Contingent Items are not funded as part of Phase 2

COST PROPOSAL

Date 20-Apr-17

Project Usona Road over Middle Fork Chowchilla River (40C-0066)

Consultant APEX

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Principal	Patricia Preston		140	@	$68.95	$9,653.00
Senior Engineer	Mark Carey		40	@	$61.00	$2,440.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
					Subtotal Direct Labor Costs	$12,093.00
					Anticipated Salary Increase	$0.00
					Total Direct Labor Cost	$12,093.00

	Rate	Total		
FRINGE BENEFITS		$0.00	**Total Fringe Benefits**	$0.00
INDIRECT COSTS				
Overhead / General and Administrative	125.43%	$15,168.46		
			Total Indirect Costs	$15,168.46
FEE (PROFIT)	10%		**Total Fee (Profit)**	$2,726.15
OTHER COSTS				
Travel				
Equipment and Supplies (Itemize)				
Other Direct Costs		$200		
			Total Other Costs	$200.00
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	$0.00
			TOTAL COST	**$30,187.60**

COST PROPOSAL

Date 20-Apr-17

Project Usona Road over Middle Fork Chowchilla River (40C-0066)

Consultant WRECO

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Principal Engineer			5	@	$86.82	$434.11
Senior Geotechnical Engineer			2	@	$69.07	$138.14
Senior Geologist			10	@	$62.16	$621.61
Associate Engineer			40	@	$45.80	$1,832.16
Staff Geologist			60	@	$33.79	$2,027.66
Clerical/Tech Editor			3	@	$24.90	$74.69
Senior Hydraulic Engineer			16	@	$48.88	$782.01
Associate Hydraulic Engineer			18	@	$41.55	$747.84
Staff Hydaulic Engineer			32	@	$35.32	$1,130.31
Senior Technician				@	$37.39	$0.00
Clerical/Tech Editor			2	@	$29.10	$58.20
				@		$0.00
					Subtotal Direct Labor Costs	$7,846.72
					Anticipated Salary Increase	$0.00
					Total Direct Labor Cost	$7,846.72

	Rate	Total		
FRINGE BENEFITS	70.89%	$5,562.54	**Total Fringe Benefits**	$5,562.54
INDIRECT COSTS				
Overhead / General and Administrative	58.84%	$4,617.01		
			Total Indirect Costs	$4,617.01
FEE (PROFIT)	10%		**Total Fee (Profit)**	$1,802.63
OTHER COSTS				
Travel and Per Diem		$250		
Office Misc. & Reproductions		$225		
EDR Database Search		$850		
			Total Other Costs	$1,325.00
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	$0.00
			TOTAL COST	**$21,153.91**

COST PROPOSAL

Date 20-Apr-17

Project Usona Road over Middle Fork Chowchilla River (40C-0066)

Consultant Bender Rosenthal Inc.

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Sr Project Manager	Brenda Schimpf	$67 - $87	0	@	$77	$0.00
Sr ROW Specialist	Mike Lahodny	$55 - $75	16	@	$65	$1,041.60
Admin Support	TBD	$19 - $29	3	@	$24	$72.10
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
					Subtotal Direct Labor Costs	$1,113.70
					Anticipated Salary Increase	$0.00
					Total Direct Labor Cost	$1,113.70

	Rate	Total		
FRINGE BENEFITS	64.80%	$721.68	**Total Fringe Benefits**	$721.68
INDIRECT COSTS				
Overhead / General and Administrative	39.27%	$437.35		
			Total Indirect Costs	$437.35
FEE (PROFIT)	10%		**Total Fee (Profit)**	$227.27
OTHER COSTS				
Travel				
Equipment and Supplies (Itemize)				
Other Direct Costs (Aerial Imagery)				
			Total Other Costs	$0.00
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	$0.00
			TOTAL COST	**$2,500.00**

MARIPOSA COUNTY

Public Works • (209) 966-5356

RESOLUTION - ACTION REQUESTED 201

512-1312-782-0660

MEETING: August 19, 2014

TO: The Board of Supervisors

FROM: Peter Rei, Public Works Director

RE: Approve an Agreement with Willdan Engineering Services

14-15

Usona Rd over the Middle Fork of Chowchilla River Bridge

RECOMMENDATION AND JUSTIFICATION:
Approve an Agreement with Willdan Engineering for Bridge Design for the Usona Road Over the Middle Fork of the Chowchilla River Bridge in the Not to Exceed Amount of 135,880.56, and Authorize the Board of Supervisors Chair to Sign the Agreement.

Willdan Engineering will provide project management, topographic survey and right-of-way mapping, geotechnial engineering, hydraulics, preliminary engineering and environmental surveys and constraints mapping.

Staff has prepared the necessary federal documents for the authorization of $150,000 in Federal Bridge funds for Project Number BRLO 5940(115) - Usona Road Over MF Chowchilla River Bridge. Mariposa County has received authorization for the project from Caltrans.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program in the State of California.

Under current regulations 100% of the cost are reimbursable from the Highway Bridge Program.

Your Board should note that this contract is with Willdan Engineering. The County's Interim Public Works Director is a Willdan employee working under contract. Mr. Wilson played no role in the selection of Willdan for this contract and direct supervision of the work will be provided by another engineer within the Department. Given the level of expertise Willdan Engineering can provide to the County it is recommended that your Board award this contract at this time.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
The Board could choose not to approve the Agreement which would mean that the

bridge would not be replaced.

FINANCIAL IMPACT:
Funds will be allocated into the Bridge Replacement/Repair fund #512 during Final Budget Adjustments in September 2014.

ATTACHMENTS:
Professional Agreement with Willdan Eng-Usona Road Bridge (PDF)
E-76 Allocation (Usona Road Bridge) (PDF)

CAO RECOMMENDATION
Requested Action Recommended

Rick Benson, County Administrative Officer

RESULT: **ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Merlin Jones, District II Supervisor
SECONDER: Janet Bibby, District III Supervisor
AYES: Stetson, Jones, Bibby, Cann, Carrier

COUNTY of MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

KEVIN CANN, CHAIR	DISTRICT IV
MERLIN JONES, VICE-CHAIR	DISTRICT II
LEE STETSON	DISTRICT I
JANET BIBBY	DISTRICT III
JOHN CARRIER	DISTRICT V

MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: DOUG WILSON, Interim Public Works Director

FROM: RENE' LaROCHE, Clerk of the Board

SUBJECT: Approval of Consent Agenda

RES. 14-434, 14-435 and 14-437

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on August 19, 2014

ACTION AND VOTE:

Chair Cann also noted that the contracts with Willdan in CA15, CA16, and CA18 were all negotiated a couple of months ago before the Interim Public Works Director, who is from the same company, was hired; but that Paragraph 2.03 will be edited to noted that all direct supervision will be provided by the Assistant Public Works Director of Operations; that it is not anticipated that either CA15 or CA16 will have any significant work performed while we are in an interim situation, but that CA18 does have some deadlines. Steven W. Dahlem/County Counsel added that the contracts that are attached to the agenda do not have that modification but that the modification will be made if the Board so directs. Chair Cann noted that a motion to adopt the consent agenda will require that additional language.

CA15. **Public Works RES-2014-434**

Approve an Agreement with Willdan Engineering for Bridge Design for the Usona Road Over the Middle Fork of the Chowchilla River Bridge in the Not to Exceed Amount of 135,880.56, and Authorize the Board of Supervisors Chair to Sign the Agreement

CA16. **Public Works RES-2014-435**

Approve an Agreement with Willdan Engineering for Bridge Design for Tip Top Road Over the Middle Fork of the Chowchilla River Bridge in the Not to Exceed Amount of $113,540.30, and Authorize the Board of Supervisors Chair to Sign the Agreement

CA18. **Public Works RES-2014-437**

Approve an Agreement with Willdan Engineering for Preparation of the Bridge Preventative Maintenance Program (BPMP) in the Not to Exceed Amount of $50,982, and Authorize the Board of Supervisors Chair to Sign the Agreement

RES. NO. 14-434

15-008

PROFESSIONAL SERVICE AGREEMENT

THIS AGREEMENT is made this 19th day of August, 2014 between:

COUNTY: Mariposa County Department of Public Works
4639 Ben Hur Road
Mariposa, CA 95338

and

CONTRACTOR: Willdan Engineering
2240 Douglass Blvd., Suite 270
Roseville, CA 95661

ARTICLE 1. TERM OF AGREEMENT

1.01 Agreement Term: This Agreement shall become effective on July 1, 2014, and shall terminate on December 31, 2016, unless terminated in accordance with the provisions of Article 7 of this Agreement.

ARTICLE 2. INDEPENDENT CONTRACTOR STATUS

2.01 Independent Contractor: It is the express intention of the parties that Contractor is an independent Contractor and not an employee, agent, joint venturer or partner of County. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between County and Contractor or any employee or agent of Contractor. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement.

2.04 Contractor Qualifications: Contractor represents that it has the necessary competence, experience and qualifications for the services to be performed.

2.03 Agreement Management: Contractor shall report to the Assistant Public Works Director of Operations who will review the activities and performance of the Contractor and administer this Agreement.

ARTICLE 3. SERVICES TO BE PERFORMED BY CONTRACTOR

3.01 Scope of Services: . Contractor agrees to provide services to the Department of Public Works per the scope of work attached hereto. Willdan Engineering will provide Project Management as desctibe on Exhibit "A" attached for Usona Road over the Middle Fork of the Chowchilla River Bridge.

3.02 Method of Performing Services: Contractor will determine the method, details, and means of performing the above-described services. County shall not have the right to, and shall not, control the manner or determine the method of accomplishing Contractor's services.

3.03 Employment of Assistants: Contractor may, at the Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of

Contractor by this Agreement. County may not control, direct, or supervise Contractor's responsibility for assistants or employees in the performance of those services. Contractor assumes full performance of those services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of such assistants and for all state and federal income tax, unemployment insurance, Social Security, disability insurance and other applicable withholdings.

ARTICLE 4. COMPENSATION

4.01 Compensation: In consideration for the services to be performed by Consultant, County agrees to pay Consultant in proportion to the services satisfactorily performed with a not to exceed amount of **$135,880.56**. Items designated as "time and materials", the consultant shall be paid, and reimbursed for costs, a total sum not to exceed the amount shown in Exhibit "A" attached hereto. In the event payments equal the "not to exceed" amount, Consultant shall complete all services required under this agreement without further compensation or cost reimbursement.

[ ] Total sum to be paid upon completion of services,
or
[x] Incremental payments based on the following schedule:
Submittal of monthly invoices

4.02 Invoices: Contractor shall submit detailed invoices for all services being rendered from the Contractor to the County. All invoices shall reference contract number.

4.03 Date for Payment of Compensation: County will endeavor to make payment within 45 days of invoices being submitted from the Contractor to the County, and approval and acceptance of the work by the County.

4.04 Expenses: Contractor shall be responsible for all costs and expenses incident to the performance of services for County, including but not limited to, all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. County shall not be responsible for any expense incurred by Contractor in performing services for County.

ARTICLE 5. OBLIGATIONS OF CONTRACTOR

5.01 Tools and Instrumentalities: Contractor will supply all tools and instrumentalities, required to perform the services under this Agreement. Contractor is not required to purchase or rent any tools, equipment or services from County. County shall not provide working space, supplies, materials or other such support to Contractor in the performance of the services and tasks as described herein.

5.02 Indemnification: Contractor shall indemnify and hold County harmless against any and all liability imposed or claimed, including attorney's fees and other legal expenses, to the extent caused by the negligent performance of services by Contractor or Contractor's assistants, employees or agents, including all claims relating to the injury or death of any person or damage to any property. Contractor agrees to maintain a policy of liability insurance in the minimum amount of One Million Dollars ($1,000,000) or an amount as

otherwise determined appropriate by the County Risk Manager to cover such claims. Contractor shall furnish a certificate of insurance evidencing such insurance and naming the County as an additional insured for the above-cited liability coverage prior to commencing work. Acceptance by County of insurance certificates and endorsements required under this Agreement does not relieve Contractor from liability under this indemnification and hold harmless clause. By execution of this Agreement, Contractor acknowledges and agrees to the provisions of this Section and that it is a material element of consideration.

5.03 General Liability and Automobile Insurance: During the term of this Agreement Contractor shall obtain and keep in full force and effect a commercial, general liability and automobile policy or policies of at least $1,000,000 combined limit for bodily injury and property damage; provided that the County, its officers, employees, volunteers and agents are to be named additional insureds under the policies, and that the policies shall stipulate that this insurance will operate as primary insurance for work performed by Contractor and its sub-contractors, and that no other insurance effected by County or the named insureds will be called on to cover a loss covered hereunder. The General Liability insurance shall be provided by an ISO Commercial General Liability policy, with edition dates of 1985, 1988, or 1990. The County will be named as an additional insured using ISO form CG 2010 1185 or the same form with an edition date no later than 1990, or in other form satisfactory to County.

5.04 Professional Liability Coverage: Contractor shall provide proof of professional liability coverage satisfactory to County prior to commencing work under the Agreement.

5.05 Certificate of Insurance: Contractor shall complete and file with the County prior to engaging in any operation or activity set forth in this Agreement, certificates of insurance evidencing coverage as set forth in paragraphs 5.02, 5.03 and 5.04 above and which shall provide that no cancellation or expiration by the insurance company will be made during the term of this Agreement, without thirty (30) days written notice to County prior to the effective date of such cancellation.

5.06 Workers' Compensation: During the term of this Agreement Contractor agrees to provide workers' compensation insurance for Contractor's employees and agents and agrees to hold harmless and indemnify County for any and all claims arising out of any injury, disability, or death of any of Contractor's employees or agents.

5.07 Public Employees Retirement System (CalPERS): In the event that Contractor or any employee, agent, or subcontractor of Contractor providing services under this Agreement is determined by a court of competent jurisdiction or the Public Employees Retirement System (CalPERS) to be eligible for enrollment in CalPERS as an employee of the County, Contractor shall indemnify, defend, and hold harmless County for the payment of any employee and/or employer contributions for CalPERS benefits on behalf of Contractor or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of County.

5.08 State and Federal Taxes: As Contractor is not County's employee; Contractor is responsible for paying all required state and federal taxes. In particular:

a) County will not withhold FICA (Social Security) from Contractor's payments;
b) County will not make state or federal unemployment insurance contributions on behalf of Contractor;
c) County will not withhold state or federal income tax from payment to Contractor;

d) County will not make disability insurance contributions on behalf of Contractor;
e) County will not obtain workers' compensation insurance on behalf of Contractor.

5.09 Records: It is understood and agreed that all plans, studies, specifications, and data magnetically or otherwise recorded on computer or computer diskettes, records, files, reports, etc., in possession of the Contractor relating to the matters covered by this Agreement shall be the property of the County, and Contractor hereby agrees to deliver the same to the County upon request. It is understood and agreed that the documents and other materials including but not limited to those set forth hereinabove, prepared pursuant to this Agreement are prepared specifically for the County and are not necessarily suitable for any future or other use. Contractor shall maintain such records for a minimum of three (3) years or as otherwise required by law.

5.10 Contractor's Books and Records: Contractor shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services or expenditures and disbursements charged to the County for a minimum of three (3) years, or for any longer period required by law, from the date of final payment to the Contractor. Any records or documents required to be maintained shall be made available for inspection, audit and/or copying at any time during regular business hours, upon oral or written request of the County.

5.11 Assignability of Agreement: It is understood and agreed that this Agreement contemplates personal performance by the Contractor and is based upon a determination of its unique personal competence and experience and upon its specialized personal knowledge. Assignments of any or all rights, duties or obligations of the Contractor under this Agreement will be permitted only with the express written consent of the County.

ARTICLE 6. OBLIGATIONS OF COUNTY

6.01 Cooperation of County: County agrees to comply with all reasonable requests of Contractor and provide access as allowed by law to all documents reasonably necessary to the performance of Contractor's duties under this Agreement.

6.02 Assignment: Neither this Agreement nor any duties or obligations under this Agreement may be assigned by County without the prior written consent of Contractor.

ARTICLE 7. TERMINATION OF AGREEMENT

7.01 Termination Occurrence of Stated Events: This Agreement shall terminate automatically on the occurrence of any of the following events:
1. Bankruptcy or insolvency of Contractor;
2. Death of Contractor.

7.02 Termination by County for Default of Contractor: Should Contractor default in the performance of this Agreement or materially breach any of its provisions, County, at County's option, may terminate this Agreement by giving written notification to Contractor.

7.03 Termination for Convenience of County: County may terminate this Agreement at any time by mailing a notice in writing to Contractor that the Agreement is terminated. Said Agreement shall then be deemed terminated and no further work shall be performed by Contractor. If the Agreement is so terminated, the Contractor shall be paid for that

percentage of the phase of work actually completed, based on a pro rata portion of the compensation for said phase satisfactorily completed at the time the notice of termination is received.

7.04 Termination of Funding: The parties acknowledge that the nature of government finance is unpredictable, and that the rights and obligations set forth in this Agreement are necessarily contingent upon the receipt and/or appropriation of the necessary funds. In the event that funding is terminated, in whole or in part, for any reason, at any time, this Agreement and all obligations of County arising from this Agreement shall be immediately discharged. County agrees to inform Contractor no later than thirty (30) calendar days after County determines, in its sole judgment, that funding will be terminated and the final date for which funding will be available.

ARTICLE 8. GENERAL PROVISIONS

8.01 Notices: Any notices to be given hereunder by either party to the other may be effected either by personal delivery in writing or by mail, registered or certified, postage prepaid and return receipt requested. Mailed notices shall be addressed to the parties at the addresses appearing in the introductory paragraph of this Agreement, but each party may change the address by written notice in accordance with this paragraph. Notices delivered personally will be deemed communicated as of actual receipt; mailed notices will be deemed communicated as of two (2) days after mailing.

8.02 Entire Agreement of the Parties: This Agreement supersedes any and all agreements, either oral or written, between the parties hereto with respect to the rendering of services by Contractor for County and contains all the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any party, which is not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement shall be valid or binding. Any modification of this Agreement will be effective only if it is in writing signed by the party to be charged and approved by the County as provided herein or as otherwise required by law.

8.03 Partial Invalidity: If any provision in this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions will nevertheless continue in full force without being impaired or invalidated in any way.

8.04 Attorney's Fees: If any action at law or in equity, including an action for declaratory relief, is brought to enforce or interpret the provisions of this Agreement, the prevailing party will be entitled to reasonable attorneys' fees, which may be set by the court in the same action or in a separate action brought for that purpose, in addition to any other relief to which that party may be entitled.

8.05 Conformance to Applicable Laws: Contractor shall comply with the standard of care regarding all applicable federal, state and county laws, rules and ordinances. No discrimination shall be made by Contractor in the employment of persons who work under this Agreement because of race, color, national origin, ancestry, disability, sex or religion of such person.

8.06 Waiver: In the event that either County or Contractor shall at any time or times waive any breach of this Agreement by the other, such waiver shall not constitute a waiver of any other or succeeding breach of this Agreement, whether of the same or any other covenant, condition or obligation.

8.07 Governing Law: This Agreement and all matters relating to it shall be governed by the laws of the State of California and County of Mariposa and any action brought relating to this Agreement shall be held exclusively in a state court in the County of Mariposa.

Executed at Mariposa, California, on the date and year first above written.

COUNTY:

KEVIN CANN, Chairman
Mariposa County Board of Supervisors

9-4-14
Date:

CONTRACTOR:

Ken Taylor, PE
Director of Engineering

8-1-14
Date:

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

9-3-14
Date:

APPROVED BY:

PETER M. REI, PE
Public Works Director

8/5/14
Date:

APPROVED BY:

GARY TAYLOR,
Assistant Public Works Director of Operations

DATE:

July 2014

APPLICABLE STANDARDS

All work process and products subject to this Agreement shall be completed in strict accordance with the most recent version of Caltrans Local Assistance Procedures Manual (LAPM) as necessary to secure project authorization from Caltrans/FHWA for bridge replacement / Widening and Rehabilitation. In addition, the project shall conform to the following design and environmental standards:

- Mariposa County Public Works improvement standards & specifications
- Caltrans 2010 Standard Plans & Specifications
- Local Assistance Procedures Manual
- Caltrans Highway Design Manual
- Caltrans Memos to Designers
- Caltrans Seismic Design Criteria
- Caltrans Bridge Design Aids
- Caltrans Bridge Design Details
- Caltrans Seismic Design Criteria
- AASHTO LRFD Standard Specifications for Highway Bridges, 6th Edition, with California amendments 2014
- AASHTO A Policy on Geometric Design of Highways and Streets, 2011 Edition
- Caltrans Standard Environmental Reference

DELIVERABLES

All work products are subject to review and approval by the County. Willdan shall provide the County with sufficient time and opportunity to review and comment on all deliverables prior to final publishing and/or submittal to Caltrans/FHWA. As such, all deliverables shall be provided to the County in draft and final versions. The County's comments on draft submittals shall be addressed by Willdan and incorporated into the final submittal, where appropriate.

Unless otherwise noted herein, Willdan shall provide: draft submittals to the County in an acceptable digital format; and all final documents in both paper (four copies, including one photo-ready) and digital formats (both PDF and native). For final record documents, Willdan will provide the following in addition to the above:

- Specifications and other text documents — Provide one unbound wet stamped original of the final version.
- Plans and drawings — Provide two wet stamped originals of the final version.
- Electronic files – Provide one CD containing plans, specifications, and estimate in AutoCAD, MS Word, and MS Excel formats.

WORK PLAN

September 2013

Following is a complete work breakdown for phase 1 of the project.

The following conventions are noted. Where the subject is implied, it shall be assumed to refer to the Willdan. Use of the word, "County", shall refer to the County Contract Manager. Unless otherwise noted, it shall be assumed that Willdan shall provide separate deliverables for each bridge site. Where a task is labeled "CONTINGENT", Willdan shall not commence work until a separate notice to proceed has been issued by the County.

TASK 1 PROJECT MANAGEMENT

1.1 COMMUNICATIONS AND COORDINATION

Willdan shall maintain frequent contact with the County, stakeholders, and task leaders to keep the lines of communication open and to facilitate and ensure successful project delivery. Willdan shall:

- Establish and implement a project document/correspondence management and distribution system to assure that information flows between all parties of the Project as intended.
- Maintain a project contact list with names and contact information for all interested parties.
- Develop and maintain a project document retention system, which shall be transferred to the County upon Project completion or contract termination. Said system shall catalog and retain all significant project correspondence and work products in their native format.

1.2 MEETINGS

Willdan shall organize, schedule, and chair meetings as necessary to provide progress updates, coordinate between technical disciplines, and facilitate overall project communication. For each meeting, Willdan shall prepare meeting agendas and minutes for all meetings. The agendas are to be submitted to the County for review five (5) working days prior to the meeting. The minutes shall be distributed to all attendees and everyone who was invited within five (5) working days after the meeting. The minutes shall include, but not be limited to, a list of attendees with phone numbers and email, a synopsis of discussion items, any pertinent information, action items, and follow-up to action items. The following meetings are anticipated for this project.

PDT Meetings: The project development team (PDT) meetings will serve as the primary forum for reviewing the status of the project and identifying and resolving project issues. Attendees will include Willdan's Project Manager, and task leads as needed, and County and Caltrans staff and other

stakeholders as necessary. Throughout the anticipated duration of the project design phase, Willdan shall attend and facilitate up to one (1) PDT meetings and one (1) Kickoff meeting.

Deliverable(s):

Meeting notices, agendas, special exhibits and minutes

1.3 PROJECT SCHEDULE

To identify and manage the Project critical path, Willdan shall prepare a detailed project baseline schedule based on a work breakdown structure that will include tasks of parties involved in the Project and will take into account agency staff review time. The schedule shall include the following information:

- Task dependencies as predecessors and successors;
- Anticipated task durations with beginning and end dates; and
- Critical path with milestones.

Willdan shall routinely update the schedule to manage/monitor work progress as the Project progresses. Updates shall be provided to the County on a monthly basis.

Deliverable(s):

Project Schedule (baseline and monthly thereafter in digital format only)

1.4 PROJECT ADMINISTRATION

Willdan shall monitor and control the effort and progress of the work as follows:

- ***Monitor subconsultant progress and review/approve invoices:*** Willdan shall track the work progress of the proposed subconsultants and review their invoices for format and content compliance.
- ***Prepare monthly progress reports and client invoices:*** During the term of the agreement, Willdan shall be responsible for reporting progress to the County on a regular basis and as necessary to keep the Project schedule up to date and the Project team "on the same page." Willdan shall submit a monthly Progress Report to accompany invoices. The reports will generally include a narrative on work accomplished during the reporting period; work planned for the next reporting period; information/decisions required to maintain the Project schedule and complete deliverables; problems encountered that may affect the schedule, budget, and anticipated work items; and recommendations to resolve issues. This report can be customized and formatted to best suit the needs of the County.

Deliverable(s):

Monthly progress reports (digital format only)

1.5 QUALITY CONTROL

Willdan shall establish and implement a process to ensure that all deliverables (including draft) are complete and accurate, including but not limited to, ensuring that design calculations are independently checked and that exhibits and plans are checked, corrected and back-checked. Willdan shall review subconsultant submittals to ensure that appropriate background information, study methodology, interpretation of data, format and content are completed in accordance with the scope of work and applicable standards. Transmittals for all deliverables shall include the name(s) and contact information of the person(s) involved in ensuring quality deliverables.

Deliverable(s):

Document transmittals with QC reviewer contact information

1.6 FEDERAL AID (LOCAL PROGRAMS) ASSISTANCE

Willdan will closely coordinate with the County and Caltrans District 10 Local Programs staff throughout the design phase of the project. Willdan will provide assistance with preparing and processing the required Federal forms for authorizing and allocating HBP funds for the project. Willdan will prepare the forms for the County's signature. After the County has signed each form, Willdan will forward the forms to the appropriate Caltrans staff member and follow up with phone calls and meetings as required to verify the forms have been accepted, processed, and approved.

Deliverable(s):

Federal Aid (Local Assistance Programs) Forms:

Exhibit No.	Form Name	Needed For HBP Authorization
LAPM 3-E	Request for Authorization to Proceed Data Sheets	Yes
LAPM 3-O	Completed Finance Letter	Yes
LAPM 6-A	Preliminary Environmental Study (PES)	Yes
LAPM 7-B	Field Review Form (Previously Prepared)	Yes
LAPM 7-C	Roadway Data Sheet (Previously Prepared)	Yes
LAPM 7-D	Major Structure Data (Previously Prepared)	Yes
LAPM 12-A	Preliminary Estimate of Cost	Yes
LAPM 14-D	Utility Notification	Yes
LAPG 6-A	HBP Application/Scope Definition (Revised)	Yes
LAPG 6-D	HBP Scope/Cost/Schedule Change Request	Yes

TASK 2 ENGINEERING STUDIES

2.2 SURVEY, RESEARCH AND MAPPING

Review Background Information and Research

Willdan will obtain and review existing as-built plans, photos, reports, assessor maps, topography, and any other pertinent data for the project area from the County and other sources. Willdan will also perform a field review of the project area and document its findings in writing and with digital photographs.

2.2.1 UTILITY RESEARCH AND MAPPING

Based on a preliminary site visit for the preparation of this proposal, there are overhead and underground utilities in the area. Willdan will obtain utility atlases, as-built drawings, and/or preliminary design plans for any proposed and/or existing utility improvements. Willdan will delineate the existing and proposed utilities within the project limits, which will be used as a base mapping for the design plans. Willdan will verify that the project's final design is compatible with the utilities within the project area by clearly indicating on the plans the adjustment or relocation of the utility facilities and providing time for any necessary adjustments or relocations in the construction schedule. Willdan will indicate the disposition of all utilities requiring relocation on the plans. The County will issue Notice-to-Relocate to the utility companies requiring such relocation. The design and preparation of relocation detail plans is not included in this scope of services.

2.2.2 SURVEYS AND BASE MAPPING

Willdan will utilize our subconsultant, Golden State Surveying Engineering, to perform survey services for this project. To obtain the information necessary for the hydrologic and hydraulic modeling efforts, aerial mapping supplemented with detailed topographic surveys at the bridge sites will be utilized. The survey effort will consist of:

2.2.3. PROJECT CONTROL-NET

- Establish aerial photo control.
- Horizontal control (section corners, property corners, etc.) CCS83 coordinate system.
- Vertical control (benchmarks, temporary benchmarks, etc.) NAVD88 vertical datum.

2.2.4. AERIAL PHOTOGRAMMETRY

- Determine flight and photography.
- Digital mapping (1-ft contour intervals, spot elevations, planimetrics, DTM, etc.)
- Map compilation to produce a complete topographic base map (1"=40').
- Rectified digital orthophotos (1"=40').

2.2.5. LAND-NET RECOVERY (SUFFICIENT TO ESTABLISH RIGHT OF WAY)

- Land survey retracement (lateral section corners, block corners, etc.).
- Record data search (County record maps, Caltrans maps, deeds, etc.).
- Map compilation to produce a complete land-net base map
- Perform monument reestablishment and perpetuation.

2.2.6. SUPPLEMENTAL SURVEYS

- Obtain details at conform areas, intersections and existing bridges.
- Obtain drainage details that are not visible in aerial photogrammetry.
- Map compilation to produce a complete topographic base map (1"=40').
- Trees greater than 4-inch diameter shall be noted, including species names.
- 10 Channel Cross Sections upstream and 5 downstream.

Deliverable(s):
Research (Parcel Map, Record of Survey, as-built plans, deeds, APN maps, etc.)
Prepare Topographic and right of way base map at 1" = 40' scale
Provide hard copies & Electronic File (AutoCAD 2010)

2.2.7 RIGHT OF WAY ENGINEERING

The existing legal right of way will be extended to the new project limits. Individual Tax Lot / Property lines will be graphically depicted on the base map and the affected parcels will be researched to ascertain ownership and dedications, identify owners APNs and addresses, and prepare a map showing the ownership lines in relationship to the topographic mapping.

Deliverable(s):
Prepare Plats and Legal Descriptions per County standards for 4 property owners that show permanent takes, existing encumbrances, and temporary easements.

Set temporary stakes to mark the limits of the permanent easement areas and ROW lines for inspection by the owner and right-of-way agent.

2.3 HYDROLOGY AND HYDRAULICS

WRECO will attend one (1) combined kickoff field meeting for Usona Road bridges. WRECO will also participate in two (2) conference calls with the County and Project Team staff.

2.3.1 DATA REVIEW

WRECO will review available data, including previous studies, provided by the County and the Project Team. Key information to review will be the available hydrologic and hydraulic data for Middle Fork Chowchilla River.

2.3.2 FIELD RECONNAISSANCE

WRECO will perform one (1) field reconnaissance for both bridges to assess the existing conditions in the vicinity of the project sites.

2.3.3 HYDROLOGIC ANALYSIS

WRECO's preliminary research of the Federal Emergency Management Agency's (FEMA) Flood Insurance Study (FIS) indicated that there are no detailed studies available at the bridge site. WRECO will perform hydrologic analyses using the following two methods to estimate the design flows: 1) USGS Regional Regression Method and 2) Unit Hydrograph Analysis. WRECO will identify the appropriate design floods (usually the 50-year flood), base flood (100-year flood), flood of record (if possible), and the overtopping flood.

2.3.4 HYDRAULIC ANALYSIS

WRECO will perform a hydraulic analysis to determine the design flow characteristics for the existing condition through the study area including the limits and water surface profile through the study area for the base flood. The hydraulic model of choice will be the U.S. Army Corps of Engineers' HEC-RAS Model. WRECO will coordinate with the Project Team to obtain the surveyed channel cross-sections for setting up the hydraulic model.

2.3.5 BRIDGE LOCATION HYDRAULIC STUDY

WRECO will perform a Location Hydraulic Study and conduct a floodplain risk assessment for the proposed Project. WRECO will prepare a Bridge Location Hydraulic Study Memo, which will include the standard Summary of Floodplain Encroachment Form and technical discussions.

Deliverable(s):
Bridge Location Hydraulics Study Memo (Draft [3 hard copies] and Final [5 hard copies])

2.4 GEOTECHNICAL SERVICES FOR BRIDGE REPLACEMENT

Willdan Geotechnical (WG) will complete Foundation Reports for preliminary and final design of the proposed bridge replacement at Usona Road over Middle Fork Chowchilla River. The Foundation Report will also include geotechnical design recommendations for new pavement sections associated with the approach roadway. WG's scope of geotechnical services assumes a two-span bridge replacement on similar location/alignment to the existing bridge. WG's scope and fee does not include recommendations for retaining walls other than for standard wingwalls.

2.4.1 PRELIMINARY RESEARCH, COORDINATION AND MARKING AND CLEARING OF BORING LOCATIONS

WG will coordinate with Willdan to discuss the project issues and schedule; review published geologic mapping; review preliminary project data; and perform a field site review. WG will review the site for drill rig access, mark exploratory boring locations and notify Underground Service Alert (USA).
WG will obtain the necessary Mariposa County boring permit and encroachment permit. WG assumes that Willdan will provide rights-of-entry if needed and the County will waive the encroachment permit fees and bond requirements.

2.4.2 FIELD INVESTIGATION

For a new single-span structure, WG will drill, log and sample two (2) exploratory borings to depths of 30 to 40 feet below existing grade to obtain subsurface information and soil/rock samples for testing. We expect that rock coring will be necessary for drilling into shallow bedrock at this site. WG will complete a boring at each abutment.

The borings will be drilled with a track-mounted drill rig using auger and/or mud-rotary drilling methods through soil, and then diamond-bit core drilling where hard rock is encountered. WG will collect samples at approximate 5-foot intervals with Standard Penetration Test (SPT) or California Modified samplers to obtain blow count information for geotechnical design. Where hard rock is encountered, WG will obtain continuous rock core samples during coring and record recovery and rock quality.

A WG Engineer or Geologist will log the borings and direct the sampling operations consistent with current Caltrans procedures/requirements. Surface and ground water elevations will be noted, where encountered. WG will spread drill cuttings at the site and backfill the borings with cement grout.
WG will drill the borings in the vicinity of the proposed abutments within the existing shoulder and a portion of the traveled-way, maintaining a single 10-foot traffic lane as required by the County. We will provide warning signs and traffic cones (without flaggers) consistent with traffic control for low volume roadways.

2.4.3 LABORATORY TESTING

WG will perform the following laboratory tests on relatively undisturbed samples obtained from the exploratory borings: Moisture Content and Unit Weight for bearing capacity and lateral capacity; Triaxial Compression or Direct Shear for bearing capacity and lateral capacity; Sieve Analysis for scour analysis data; Resistance Value for pavement design; and, Resistivity, pH, Sulfate Content and Chloride Content for soil corrosivity analysis.

2.4.4 PRELIMINARY FOUNDATION REPORT

After completion of the subsurface exploration, WG will prepare and submit a Preliminary Foundation Report (PFR) for the bridge, consistent with Caltrans procedures and format, for use in the Bridge Type Selection Phase of the project. The Preliminary Foundation Report will include: Project Location and Vicinity Map; Summary of Site Geology and Subsurface Conditions; Seismic Data and Evaluation (using current Caltrans seismic design criteria, including preliminary ARS curve); Liquefaction Considerations; Approach Roadway (subgrade preparation and new pavement sections); Preliminary Foundation Alternatives (e.g., spread footings, driven piling, and cast-in-drilled-hole piling); Preliminary Foundation Recommendations (spread footing recommendations, pile types, pile tip elevation ranges); and Preliminary Construction Considerations.

Deliverable(s)
Preliminary Foundation Report
Log of Test Borings

3. ENVIRONMENTAL REVIEW

Willdan Engineering and Sycamore Environmental will coordinate with Caltrans, United States Fish and Wildlife Service, Army Corps of Engineers, Federal Highway Administration, State Historic Preservation Office, California Department of Fish and Wildlife, California Regional Water Quality Control Board, the County, and any other regulatory agency involved in preparing the technical studies required for the project under the National Environmental Policy Act (NEPA) and the California Environmental Quality Act (CEQA).

The Preliminary Environmental Studies (PES) will be prepared as part of the Caltrans District 10 Local Assistance environmental oversight process. As the PES preparation is pending, the scope and extent of technical studies that may be needed to support the environmental review are as yet undetermined. Sycamore Environmental is familiar with the technical studies and memoranda that District 10 is likely to require and which may be contingent. Nevertheless, the scope of work will be determined by the outcome of the field review and approved PES form. Accordingly, the scope of work outlined in the following sections is indefinite and is intended to be more comprehensive than what may be necessary. Where such efforts are as yet indefinite, they are considered "contingent" tasks and are subject to a separate notice to proceed to be issued by the County.

3.1 PRELIMINARY ENVIRONMENTAL STUDY (PES) FORM

Sycamore Environmental shall prepare a draft PES Form for the project and shall coordinate with Willdan Engineering, the County, and Caltrans to setup a field review prior to approval of the PES Form. It is assumed the field review meeting will be conducted the same day as another PES review field meeting at a nearby County companion project. During the field review meeting at the project site, the County, Caltrans, Willdan Engineering, and Sycamore Environmental representatives will review and finalize the PES form. Participants will discuss each element of the PES checklist form, refine the environmental study limits and potential modifications to the preliminary bridge replacement structure, and identify issues of concern and required technical studies. The PES form will outline the recommended federal environmental documentation, technical studies, surveys, approvals, agency coordination, and permits required for the bridge replacement project. Based on e-mail conversations with the Caltrans District 10 air quality specialist for other Mariposa County bridges, we anticipate the proposed project meets the definition of an exempt project in 40 CFR 93.126 (safer, non-federal aid system roads). The project is not subject to regional and project level conformity determinations. The two page Caltrans Transportation Air Quality Conformity Findings Checklist will be completed during preparation of the PES. No additional air quality technical studies will be required by Caltrans.

Once the draft PES Form is completed, it will be reviewed by Willdan Engineering, the County, and Caltrans. Sycamore Environmental will submit the County approved PES to Caltrans for signature prior to initiating technical studies. This task assumes Field Review meetings with Caltrans concurrently with the sister project.

Deliverable(s):
Preliminary Environmental Study Form
Field review meeting with Caltrans (concurrently with sister project)
Five (5) copies of a Draft PES Form and Final PES Form, Meeting Agenda, Meeting Notes

3.2 AREA OF POTENTIAL EFFECTS MAP

Sycamore Environmental and Francis Heritage, the cultural consultant, will prepare the APE map that delineates the archaeological APE. The APE map will be prepared pursuant to Attachment 3 of the 2014 *First Amended Programmatic Agreement among the Federal Highway Administration, the Advisory Council on Historic Preservation, the California State Historic Preservation Officer, and Caltrans regarding Compliance with Section 106 of the National Historic Preservation Act* (Programmatic Agreement). If an architectural (historic) APE needs to be prepared, it will be included under the HRER task. District 10 may want the County engineer to sign the APE map in addition to Caltrans staff and the District Local Assistance Engineer.

4. Bridge / Roadway Study

4.1 DRAFT FEASIBILITY STUDY REPORT

Willdan will investigate the existing Usona Road Bridge Number 40C0066 and develop a Draft Feasibility Study Report that outlines the existing site conditions and required engineering criteria and studies needed to successfully prepare and deliver this project.

Willdan will investigate the rehabilitation and widening options and conduct a detailed Feasibility Study that addresses the repair and widening alternatives, their estimated cost, constructability, and seismic capacity of various repair option and also evaluates the cost and impact of a replacement structure. As part of the Feasibility Study, we will also include costs for a potential replacement (including staging, roadway, and environmental work) so that the appropriate strategy can be determined. Willdan will address traffic and environmental impacts, and associated funding needs. We will address the existing hydraulic impacts that are associated with various substructure repairs/ rehabilitation. A detailed hydraulic study will be developed to analyze the Middle Fork Chowchilla River and the control and influence of seasonal runoff. Willdan will evaluate the 100 year water surface elevation for overtopping, and if the approach roadway are overtop within the 100 year event we will pursue a design exception for the hydraulic clearance. All design alternatives will place public safety first. The roadway approaches and bridge access will meet the AASTO standards for low volume roads, stopping sight distance requirements and lane width requirements.

4.1.1 DRAFT PRELIMINARY REPORT

Willdan will prepare a Draft Preliminary Report for the County's review and comment. The Draft Preliminary Report will outline the roadway geometrics, right-of-way, preliminary findings from the geotechnical and hydraulic studies, and any permitting issues. The Draft Preliminary Report will be developed following Caltrans standards and guidelines outlined in the Local Assistance Procedure Manual.

As part of the Draft Preliminary Report, Willdan will develop an alignment study for the replacement alternatives that addresses the roadway's horizontal and vertical geometrics. The emphasis of this study will be to refine the limits of the horizontal and vertical alignments and determine roadway superelevations, transitions, fill slope impacts, and right-of-way requirements.

It is assumed that the approach roads will be approximately 200 to 400-ft long per the HBRRP application and LAPG Section 6.4.2. The Draft Preliminary Report will include preparation of a 1"=40' scale base sheet of the project's limits. The roadway geometrics will be coordinated with the bridge type alternative and the traffic staging plans. The plan sheets will be developed to a 35% level and will show existing and proposed conditions along Usona Road.

Willdan will summarize findings from the review of existing data/information and field visit(s). The Draft Project Study Report will provide comments on constructability and a cost estimate for each alternative, as well as outlining construction procedures for the recommended option.

Assumptions:
Willdan shall develop one (1) preferred horizontal alignment for the replacement structure that will remain unchanged for all bridge replacement alternatives. The vertical alignment will vary depending on the bridge typical section depth.

4.1.2 PRELIMINARY STAGED CONSTRUCTION PLANS

Willdan will prepare Preliminary Staged Construction Plans showing the conceptual construction sequence and staging for the preferred roadway alignment alternative. The Traffic Control Plans will identify the construction stages and temporary traffic routes through the project site, as well as indicating design parameters (design speed, lane widths, clear roadway widths lane shifts and tapers). Willdan will also provide concepts for detour or alternate route plans, as appropriate.

Assumptions:
Signing design is not required for the Preliminary Traffic Control Plans.

Deliverable (s)
Draft Project Study Report
Draft Advance Planning Study
Preliminary Traffic Control Plans

4.2 FINAL PROJECT STUDY AND REPORTs

After the Caltrans' Local Assistance group and County's team have reviewed and commented on the Draft Preliminary Report, Feasibility Study Report, and Preliminary Staged Construction Plans Willdan will prepare a comment log form to track all comments through to their final resolution.

Willdan will finalize the Draft Project Study Report, Type Selection Report, and Traffic Control plan sheets to reflect the comments and recommendations received from the County and Caltrans, and Willdan will recommend the preferred alternative that will be advanced to design.

Deliverable(s)
Final Project Study Report
Comment Log

5. Phase 2 Technical Studies

5.1 FINAL PROJECT STUDY TECHNICAL STUDIES

Reserved

6. Phase 2 Environmental Studies and Reports

6.1 NEPA and CEQA Technical Studies and Reports

Reserved

7. Phase 2 Bridge and Roadway PS&E

7.1 Bridge and Roadway PS&E

Reserved

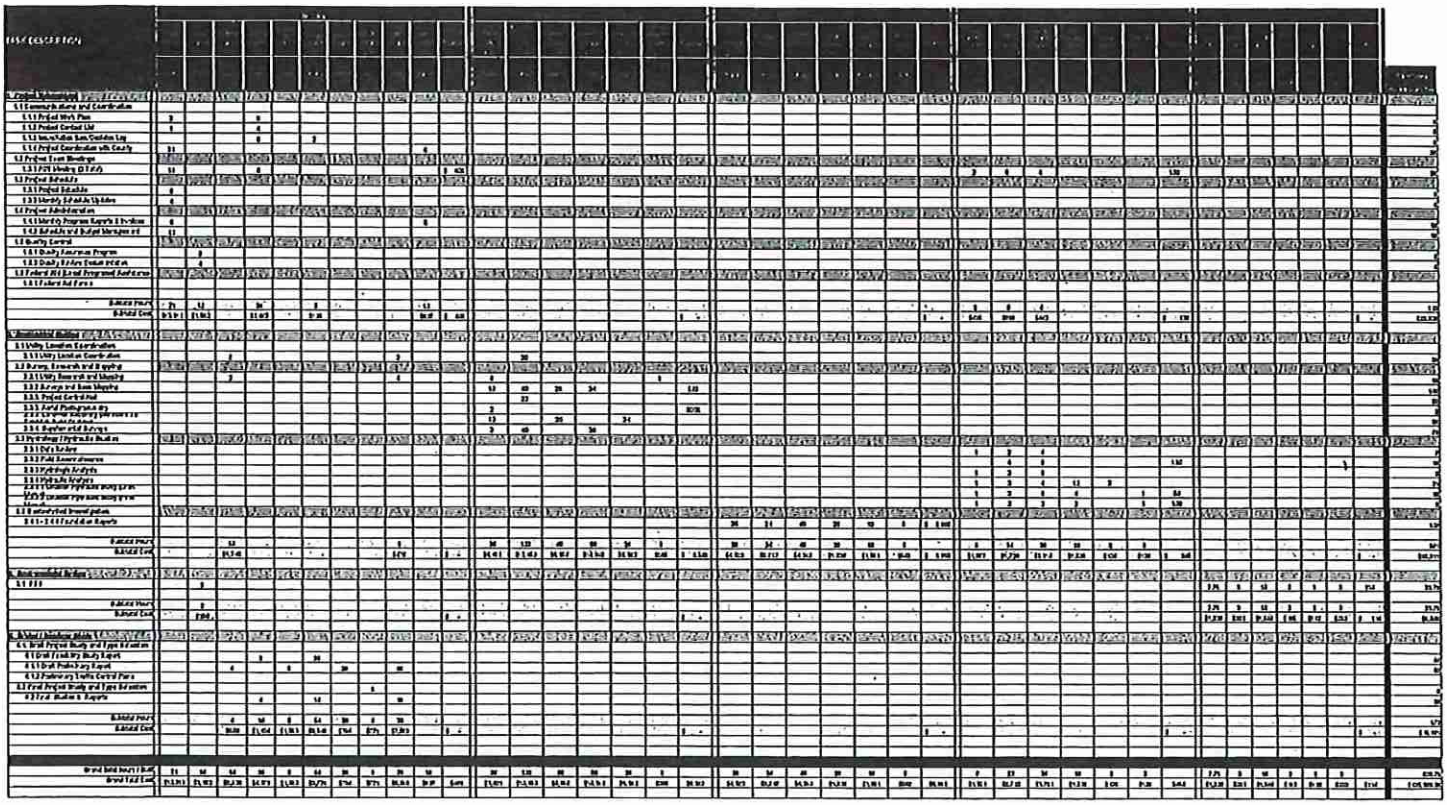
7. Phase 2 Right-of-Way

7.1 Bridge and Roadway PS&E

Reserved

Cost Estimate

Mariposa County
Usona Road at Middle Fork Chowchilla River
Br. No. 40C0044



MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-44

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Shannon Hansen, Director of Public Works and Transportation

RE: Approve Third Amendment to the Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Tip Top Road over Middle Fork Chowchilla River Bridge (40C0047); and Authorize the Board Supervisors Chair to Sign the Amendment

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RECOMMENDATION AND JUSTIFICATION

Approve Third Amendment to the Agreement with Willdan Engineering to Extend the Term of the Agreement to December 31, 2027, for Tip Top Road over Middle Fork Chowchilla River Bridge (40C0047); and Authorize the Board Supervisors Chair to Sign the Amendment.

The extension is due to delays in addressing environmental issues requiring a Phase II study. To complete the environmental research, all outstanding tasks must be finished, and any feedback or instructions from Caltrans during the field review meeting must be addressed. The final design, right-of-way appraisal, and acquisition will proceed upon approval of the NEPA environmental document.

BACKGROUND AND HISTORY OF BOARD ACTIONS

On January 8, 2019, Resolution 2019-19, approved the Second Amendment to extend the Agreement to December 31, 2024.

On May 9, 2017, Resolution 2017-279, approved the First Amendment to extend the term of the Agreement to December 31, 2018, expand scope of services, and increase the compensation by Three Hundred Six Thousand Two Hundred Dollars ($306,200) for a total not to exceed the amount of Four Hundred Nineteen Thousand Seven Hundred Forty Dollars 30/100 ($419,740.30).

On August 19, 2014, Resolution 2014-435, authorized the Board to enter into an Agreement with Willdan Engineering for Bridge Design for the Tip Top Road over Middle Fork of the Chowchilla River Bridge (40C0047).

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Do not approve, the County risks losing its HBP Funding.

FINANCIAL IMPACT

None

ATTACHMENTS

1. **Third Amendment_Tip Top Road Bridge (40C0047)**
2. **Resolution 2019-19**
3. **Resolution 2017-279**
4. **Resolution 2014-435**

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

THIRD AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR TIP TOP ROAD BRIDGE OVER MIDDLE FORK OF THE CHOWCHILLA RIVER 40C0047

THIS THIRD AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR TIP TOP ROAD OVER MIDDLE FORK CHOWCHILLA RIVER (40C0047), is made and entered into this _____ day of February 2025, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as "County," and Willdan Engineering, hereinafter referred to as "Contractor."

WHEREAS, County and Contractor have heretofore entered into an Agreement dated August 19, 2014, wherein Contractor agreed to provide engineering and design services; and

WHEREAS, County and Contractor entered into a First Amendment on May 9, 2017, to extend the term of the Agreement to December 31, 2018, expand the scope of services, and increase the compensation by Three Hundred Six Thousand Two Hundred Dollars ($306,200) for a total not to exceed amount of Four Hundred Nineteen Thousand Seven Hundred Forty Dollars 30/100 ($419,740.30), and

WHEREAS, County and Contractor entered into the Second Amendment on January 8, 2019, to extend the term of the agreement to December 31, 2024, and

WHEREAS, County and Contractor desire to amend said Agreement to extend the term of the agreement to December 31, 2027;

NOW THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1, "TERM," is hereby amended to extend the term of the Agreement to December 31, 2027.

Except as herein amended, the agreement dated August 19, 2014, together with the First Amendment dated May 17, 2017, the Second Amendment dated January 8, 2019, shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA	CONTRACTOR
_____	_____
Rosemarie Smallcombe, Chair Board of Supervisors	Willdan Engineering
COUNTERSIGNED: *(Government Code §25103)*	APPROVED AS TO FORM:
_____	_____
Danielle Bondshu Clerk of the Board	Walter W. Wall County Counsel

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 11/9/2025 | 10/21/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Lockton Insurance Brokers,LLC CA License #0B99399 777 S. Figueroa Street, 52nd fl. Los Angeles CA 90017 213-689-0065	CONTACT NAME: PHONE (A/C, No, Ext): FAX (A/C, No): E-MAIL ADDRESS:
INSURED 1506118 Willdan Engineering - Anaheim 2401 East Katella Avenue Suite 300 Anaheim, CA 92806	INSURER(S) AFFORDING COVERAGE / NAIC # INSURER A : Travelers Property Casualty Company of America — 25674 INSURER B : Allied World Surplus Lines Insurance Company — 24319 INSURER C : INSURER D : INSURER E : INSURER F :

COVERAGES **CERTIFICATE NUMBER:** 18920636 **REVISION NUMBER:** XXXXXXX

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE / X OCCUR X Emp. Benefits Liab. X Contr. Liab. Incl. GEN'L AGGREGATE LIMIT APPLIES PER: POLICY / X PRO-JECT / X LOC OTHER:	Y	Y	P-630-A1178471-TIL-24	11/9/2024	11/9/2025	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG 	$ 1,000,000 $ 1,000,000 $ 15,000 $ 1,000,000 $ 2,000,000 $ 2,000,000 $
A	AUTOMOBILE LIABILITY X ANY AUTO OWNED AUTOS ONLY / SCHEDULED AUTOS HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY	Y	Y	810-A1161741-24-43-G	11/9/2024	11/9/2025	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) 	$ 1,000,000 $ XXXXXXX $ XXXXXXX $ XXXXXXX $ XXXXXXX
	UMBRELLA LIAB / OCCUR EXCESS LIAB / CLAIMS-MADE DED / RETENTION $			NOT APPLICABLE			EACH OCCURRENCE AGGREGATE 	$ XXXXXXX $ XXXXXXX $ XXXXXXX
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N: N If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	Y	UB-8Y032268-24-43-G	11/9/2024	11/9/2025	X PER STATUTE / OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 1,000,000 $ 1,000,000 $ 1,000,000
B	Arch&Eng Prof	N	N	0313-5950	11/9/2024	11/9/2025	Per Claim:$1,000,000 Aggregate:$2,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

RE: Tip Top Road Bridge Replacement County of Mariposa, its officers, employees, volunteers and agents are included as Additional Insured in accordance with the policy provisions of the General Liability and Automobile Liability policies. General Liability and Automobile Liability policies evidenced herein are Primary and Non-Contributory to other insurance available to an Additional Insured, but only in accordance with the policy's provisions. A Waiver of Subrogation is granted in favor of Certificate Holder in accordance with the policy provisions of the General Liability, Automobile Liability and Workers' Compensation policies.

CERTIFICATE HOLDER

18920636
Mariposa County
Attn: Dept. of Public Works
4639 Ben Hur Road
Mariposa CA 95338

CANCELLATION See Attachments

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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MARIPOSA COUNTY

Public Works · 209 966 5356

RESOLUTION - ACTION REQUESTED 2019-19

MEETING: January 8, 2019

TO: The Board of Supervisors

FROM: Mike Healy, Public Works Director

RE: Approve Second Amendment with Willdan Eng for Tip Top Rd Over Chowchilla River Bridge #47

RECOMMENDATION AND JUSTIFICATION:
Approve Second Amendment with Willdan Engineering for Bridge Design for Tip Top Road Bridge Over the Middle Fork of the Chowchilla River to extend the term of the Agreement to December 31, 2024; and Authorize the Board of Supervisors Chair to Sign the Agreement.

The delay is due largely to special environmental issues that require a Phase 2 environmental study.

Staff has prepared the necessary documents for the Federal Bridge funds for Project Number BRLO 5940(112) - Tip Top Road Over Middle Fork Chowchilla River Bridge. Mariposa County has received authorization for the project from Caltrans.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program for the State of California.

Under current regulations 100% of the cost are reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
On May 9, 2017 Resolution 2017-279 the Board approved a First Amendment to extend the term of the Agreement, expand the scope of services, and increase the contract amount.
On August 19, 2014 Resolution 2014-435 the Board authorized an Agreement with Willdan Engineering for Phase I of the bridge design.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
The Board could choose not to approve the Amendment which would mean Phase II of the bridge replacement would not move forward.

FINANCIAL IMPACT:

Resolution - Action Requested 2019-19

There is no financial impact to the County as this project is 100% reimbursable.

ATTACHMENTS:
Willdan Eng 2nd amd #47 (DOC)
Willdan Eng 1st amd #47(PDF)
Willdan Eng 15-010 # 47 (PDF)

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Kevin Cann, District IV Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey

RES. NO. 19-19

SECOND AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR TIP TOP ROAD BRIDGE OVER THE MIDDLE FORK OF THE CHOWCHILLA RIVER #40C0047

THIS SECOND AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR THE TIP TOP ROAD BRIDGE OVER THE MIDDLE FORK OF THE CHOWCHILLA RIVER is made and entered into this 8th day of January, 2019, by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as "**County,**" and Willdan Engineering, hereinafter referred to as "**Contractor.**"

WHEREAS, County and **Contractor** have heretofore entered into an Agreement dated August 19, 2014, wherein **Contractor** agreed to provide bridge design services; and

WHEREAS, County and **Contractor** entered into a First Amendment dated May 9, 2017 to extend the term of the Agreement to December 31, 2018, expand the scope of services, and increase the compensation by Three Hundred Six Thousand Two Hundred Dollars ($306,200) for a total not to exceed amount of Four Hundred Nineteen Thousand Seven Hundred Forty Dollars 30/100 ($419,740.30).

WHEREAS, County and **Contractor** desire to extend the term of the Agreement to December 31, 2024 to be provided to **Contractor;**

NOW, THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1.01, "TERM", is hereby amended to extend the term of the Agreement to December 31, 2024.

2. Except as herein amended, the agreement dated August 19, 2014 together with the First Amendment dated May 9, 2017 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA:

Chair Miles Menetrey
Mariposa County Board of Supervisors

CONTRACTOR:

Willdan Engineering

ATTEST:

RENE LAROCHE
Clerk of the Board

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

LAST UPDATED 7/11/18

MARIPOSA COUNTY

Public Works · 209 966 5356

RESOLUTION - ACTION REQUESTED 2017-279

MEETING: May 9, 2017

TO: The Board of Supervisors

FROM: Mike Healy, Public Works Director

RE: Approve First Amendment with Willdan Eng for Tip Top Rd Bridge #47

RECOMMENDATION AND JUSTIFICATION:
Approve First Amendment with Willdan Engineering for Bridge Design for Tip Top Road Bridge Over the Middle Fork of the Chowchilla River in the Amount of $306,200 for the Not-to-Exceed Amount of $419,740; and Authorize the Board of Supervisors Chair to Sign the Agreement.

Willdan Engineering will provide Phase II professional services to the project comprising of all remaining Preliminary Engineering tasks that address any comments or direction provided by Cal Trans during the field review meeting and support the completion of the Environmental Phase and the Final Design of the project. The Final design and Right of Way appraisal and acquisition tasks will begin upon approval of the NEPA Environmental Document.

Staff has prepared the necessary documents for the Federal Bridge funds for Project Number BRLO 5940(112) - Tip Top Road Over Middle Fork Chowchilla River Bridge. Mariposa County has received authorization for the project from Caltrans.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program for the State of California.

Under current regulations 100% of the cost are reimbursable from the Highway Bridge Program.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
On August 19, 2014 Resolution 2014-435 the Board authorized an Agreement with Willdan Engineering for Phase I of the bridge design.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
The Board could choose not to approve the Amendment which would mean Phase II of the bridge replacement would not move forward.

FINANCIAL IMPACT:
There is no financial impact to the County as this project is 100% reimbursable.

ATTACHMENTS:
Professional Agreement with Willdan Eng-Tip Top Road Bridge (PDF)
Willdan 1st amd & addm Tip Top #47 (PDF)

CAO RECOMMENDATION
Requested Action Recommended

Dallin Kimble
Dallin Kimble, Interim CAO 5/4/2017

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Merlin Jones, District II Supervisor
SECONDER: Kevin Cann, District IV Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey

RES. NO. 17-279

FIRST AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR TIP TOP ROAD BRIDGE (40C0047)

THIS FIRST AMENDMENT TO AGREEMENT FOR BRIDGE DESIGN SERVICES FOR TIP TOP ROAD BRIDGE (40C0047) is made and entered into this 9th day of May, 2017 by and between the County of Mariposa, a political subdivision of the State of California, hereinafter referred to as **"County"**, and Willdan Engineering, hereinafter referred to as **"Contractor"**.

WHEREAS, the **County** and **Contractor** have heretofore entered into an Agreement dated August 19, 2014 wherein **Contractor** agreed to provide bridge design services for Tip Top Road Bridge (40C0047); and

WHEREAS, **County** and **Contractor** desire to amend said Agreement to extend the term of the Agreement, to expand the scope of services, to increase compensation, and to include an Addendum to Agreement for Federally Funded Projects.

NOW, THEREFORE, the parties hereto in consideration of the mutual covenants herein recited, hereby agree as follows:

1. Paragraph 1.01, "TERM" of Agreement is hereby extended from December 31, 2016 to December 31, 2018.

2. Paragraph 3.01, "SERVICES", is hereby amended to expand the scope of services to be performed by Contractor as set forth in Exhibit "A-1" attached hereto.

3. Paragraph 4.01, "COMPENSATION", is hereby amended to provide that an additional Three Hundred Six Thousand Two Hundred Dollars (306,200) will be added to the amended contract price of One Hundred Thirteen Thousand Five Hundred Forty Dollars 30/100

($113,540.30), making the total compensation paid to **Contractor** the not to exceed amount of Four Hundred Nineteen Thousand Seven Hundred Forty Dollars 30/100 ($419,740.30).

4. Paragraph 8.05, "CONFORMANCE TO APPLICABLE LAW" is hereby amended to include the Addendum to Agreement for Federally Funded Projects attached hereto as Exhibit "B".

5. Except as herein amended, the agreement dated August 19, 2014 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this First Amendment to be executed on the date first above written.

COUNTY OF MARIPOSA:

Marshall Long, Chairman
Mariposa County Board of Supervisors

CONTRACTOR:

Willdan Engineering Sr. Vice Pres.

ATTEST:

RENE LAROCHE
Clerk of the Board

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

Tip Top Road Bridge Replacement over Middle Fork Chowchilla River - Phase 2

Mariposa County Department of Public Works has retained Willdan Engineering, (Willdan) to provide construction documents for replacement of the existing Tip Top Road Bridge over Middle Fork Chowchilla River (Br. No. 40C0047), HBP Project Number BRLO-5940(115).

The project will be funded by the Federal Highway Bridge Program. Since Tip Top Road is an "off-system" structure, the toll credit program will be utilized to provide the local matching funds.

Tip Top Road bridge, built in 1945, is a single span reinforced concrete structure approximately 20-ft long. The bridge is located approximately 0.4 miles West of Triangle Road. The existing bridge is classified as functionally obsolete and structurally deficient with a sufficiency rating of 48.8.

The Phase 2 portion of this contract comprises of all the remaining Preliminary Engineering tasks that address any comments or direction provided by Caltrans during the field review meeting and support the completion of the Environmental Phase and the Final Design of the project. The Final Design and Right of Way appraisal and acquisition tasks will begin upon approval of the NEPA Environmental document.

Following is a complete work breakdown for Phase 2 of the project.

EXHIBIT "A-1" (2/2)

	WILLDAN	APEX	WRECO	SYCAMORE ENV, INC	BENDER ROSENTHAL	PE GRAND TOTAL COSTS
TASK 1 PROJECT MANAGEMENT	$10,317.04		$1,636.89	$4,230.59		$16,184.52
1.1 – Communication and Coordination	$3,333.20					$3,333.20
1.2 – Meetings	$1,484.06		$1,636.89	$4,230.59		$7,351.54
1.3 – Project Schedule	$333.32					$333.32
1.4 – Project Administration	$2,499.90					$2,499.90
1.6 – Federal Aid (Local Assistance)	$2,666.56					$2,666.56
TASK 2 RESEARCH AND SURVEYS	$2,844.32		$6,329.52			$9,173.84
2.1 – Utility Coordination	$2,844.32					$2,844.32
2.3 – Hydrology and Hydraulics			$6,329.52			$6,329.52
2.3.6 – Scour Analysis			$1,810.47			$1,810.47
2.3.7 – Bridge Design Hydraulic Study			$4,519.05			$4,519.05
TASK 3 ENVIRONMENTAL REVIEW			$13,187.53	$91,997.37		$105,184.90
3.2 – Area of Potential Effects Map				$1,614.65		$1,614.65
3.3 – Technical Studies			$13,187.53	$64,405.84		$77,593.37
3.3.1 – Hazardous Waste Initial Site Assessments (ISA)						
3.3.1.1 – Initial Site Assessment (Phase 1)			$13,187.53			$13,187.53
3.3.2 – Historic Property Survey Reports/Archaeological Survey Reports (HPSR/ASR)				$11,065.13		$11,065.13
3.3.4 – Wetlands Study				$7,738.37		$7,738.37
3.3.5 – Natural Environment Study				$17,212.98		$17,212.98
3.3.6 – California Red-Legged Frog Assessment				$5,798.87		$5,798.87
3.3.8 – Biological Assessment & Section 7 Consultation				$13,552.78		$13,552.78
3.3.9 – Water Quality Assessment Memo				$4,139.47		$4,139.47
3.3.10 – Visual Impact Assessment Checklist				$2,411.73		$2,411.73
3.3.11 – Noise Study Memorandum				$2,486.51		$2,486.51
3.4 – NEPA/CEQA Documentation				$13,417.74		$13,417.74
3.4.1 – NEPA Documentation				$6,708.87		$6,708.87
3.4.2 – CEQA Documentation				$6,708.87		$6,708.87
3.6 – Environmental Permitting				$12,559.14		$12,559.14
TASK 5 PRELIMINARY ENGINEERING	$16,678.25					$16,678.25
5.1 – Basis of Design	$7,173.22					$7,173.22
5.2 – Roadway Geometric Approval Drawings and Bridge Advance Planning Studies	$5,688.12					$5,688.12
5.3 – Preliminary Roadway Design (30% Plans)	$3,816.91					$3,816.91
5.4 – Quality Control						
TASK 6 ENGINEERING	$116,809.82	$30,187.60				$146,997.42
6.1 – Draft 65% PS&E Submittal	$76,153.50	$30,187.60				$106,341.10
6.1.1 – 65% Roadway Plans	$25,460.80					$25,460.80
6.1.2 – 65% Bridge Plans	$39,203.22					$39,203.22
6.1.3 – 65% Construction Schedule, Quantities, Cost Estimate, and Specifications	$11,489.48					$11,489.48
6.1.4 – Bridge Independent Check		$30,187.60				$30,187.60
6.2 – 95% PS&E Submittal	$19,011.26					$19,011.26
6.2.1 – 95% Roadway Plans	$6,318.14					$6,318.14
6.2.2 – 95% Bridge Plans	$9,350.31					$9,350.31
6.2.3 – 95% Construction Schedule, Cost Estimate, and Specifications	$3,342.81					$3,342.81
6.3 – Final PS&E Submittal	$11,456.10					$11,456.10
6.4 – Residential Engineer's (RE) Pending File	$3,999.08					$3,999.08
6.5 – Quality Control	$6,189.88					$6,189.88
TASK 7 RIGHT OF WAY APPRAISAL AND ACQUISITION					$37,100.00	$2,500.00
7.1 – Prepare Right of Way Data Sheet/Estimate					$2,500.00	$2,500.00
TASK 8 BID PERIOD ASSISTANCE	$9,472.12					$9,472.12
8.1 Bid Period Assistance	$9,472.12					$9,472.12
Grand Total Cost	$156,121.55	$30,187.60	$21,153.94	$96,227.96	$37,100.00	$306,191.05

Figure 1 Tip Top Road Bridge Replacement Phase 2 Cost Breakdown

EXHIBIT "B"
Addendum for Federally Funded Projects
(below $1,000,000)

CONTRACTOR: Willdan Engineering
Project: Tip Top Road Bridge 40C0047
****

In addition to, and notwithstanding, the requirements set forth in the Professional Services Agreement, CONTRACTOR agrees to the following:

1. CONFIDENTIALITY OF DATA

A. All financial, statistical, personal, technical, or other data and information relative to the COUNTY's operations, which are designated confidential by the COUNTY and made available to the CONTRACTOR in order to carry out this agreement, shall be protected by the CONTRACTOR from unauthorized use and disclosure.

B. Permission to disclose information on one occasion, or public hearing held by the COUNTY relating to this agreement, shall not authorize the CONTRACTOR to further disclose such information, or disseminate the same on any other occasion.

C. The CONTRACTOR shall not comment publicly to the press or any other media regarding this agreement or the COUNTY's actions on the same, except to the COUNTY's staff, CONTRACTOR's own personnel involved in the performance of this agreement, at public hearings or in response to questions from a Legislative committee.

D. The CONTRACTOR shall not issue any news release or public relations item of any nature, whatsoever, regarding work performed or to be performed under this agreement without prior review of the contents thereof by the COUNTY, and receipt of the COUNTY's written permission.

E. Any subcontract entered into as a result of this agreement shall contain all of the provisions of this Article.

2. PERFORMANCE PERIOD

A. This agreement shall go into effect contingent upon approval by the COUNTY, and the CONTRACTOR shall commence work after notification to proceed by the COUNTY. The agreement shall end on December 31, 2018 unless extended by agreement amendment.

B. The CONTRACTOR is advised that any recommendation for agreement award is not binding on the COUNTY until the agreement is fully executed and approved by the COUNTY.

3. CONFLICT OF INTEREST

A. The CONTRACTOR shall disclose any financial, business, or other relationship with COUNTY that may have an impact upon the outcome of this agreement, or any ensuing COUNTY construction project. The CONTRACTOR shall also list current clients who may have a financial interest in the outcome of this agreement, or any ensuing COUNTY construction project, which will follow.

B. The CONTRACTOR hereby certifies that it does not now have, nor shall it acquire any financial or business interest that would conflict with the performance of services under this agreement.

C. Any subcontract in excess of $25,000 entered into as a result of this agreement, shall contain all of the provisions of this Article.

D. The CONTRACTOR hereby certifies that neither CONTRACTOR, nor any firm affiliated with the CONTRACTOR will bid on any construction agreement, or on any agreement to provide construction inspection for any construction project resulting from this agreement. An affiliated firm is one which is subject to the control of the same persons through joint-ownership, or otherwise.

E. Except for sub-CONTRACTORs whose services are limited to providing surveying or materials testing information, no sub-CONTRACTOR who has provided design services in connection with this agreement shall be eligible to bid on any construction agreement, or on any agreement to provide construction inspection for any construction project resulting from this agreement.

4. COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

A. The CONTRACTOR agrees that the Contract Cost Principles and Procedures, 48 CFR, Federal Acquisition Regulations System, Chapter I, Part 31.000 et seq., shall be used to determine the allowable cost of individual items.

B. The CONTRACTOR also agrees to comply with federal procedures in accordance with 49 CFR, Part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments.

C. Any costs for which payment has been made to CONTRACTOR that are determined by subsequent audit to be unallowable under 48 CFR, Federal Acquisition Regulations System, Chapter 1, Part 31.000 et seq., are subject to repayment by CONTRACTOR to the COUNTY.

D. All subcontracts in excess of $25,000 shall contain the above provisions.

5. ALLOWABLE COSTS AND PAYMENTS

A. The method of payment for the following items shall be at the rate specified for each item, as described in this Article. The specified rate shall include full compensation to CONTRACTOR for the item as described, including but not limited to, any repairs, maintenance, or insurance, and no further compensation will be allowed therefore.

B. The specified rate to be paid for vehicle expense for CONTRACTOR's field personnel shall be as per the approved Cost Proposal.

C. The method of payment for this agreement, except those items to be paid for on a specified rate basis, will be based on cost per unit of work. The COUNTY will reimburse CONTRACTOR for actual costs (including labor costs, employee benefits, travel, equipment-rental costs, overhead and other direct costs) incurred by CONTRACTOR in performance of the work. CONTRACTOR will not be reimbursed for actual costs that exceed the estimated wage rates, employee benefits, travel, equipment rental, overhead and other estimated costs set forth in the approved Cost Proposal, unless additional reimbursement is provided for, by agreement amendment. In no event will CONTRACTOR be reimbursed for overhead costs at a rate that exceeds the COUNTY approved overhead rate set forth in the approved Cost Proposal. In the event the COUNTY determines that changed work from that specified in the approved Cost Proposal and agreement is required, the actual costs reimbursable by the COUNTY may be adjusted by agreement amendment to accommodate the changed work.

D. All subcontracts in excess of $25,000 shall contain the above provisions.

E. Use attached LAPM Exhibit 10-H for Cost Proposal Format. (Exhibit "C')

6. DEBARMENT AND SUSPENSION CERTIFICATION

A. The CONTRACTOR's signature affixed herein shall constitute a certification under penalty of perjury under the laws of the State of California that the CONTRACTOR has complied with Title 49, Code of Federal Regulations, Part 29, Debarment and Suspension Certificate, which certifies that he/she/it or any person associated therewith in the capacity of owner, partner, director, officer, or manager, is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any federal agency; has not been suspended, debarred, voluntarily excluded, or determined ineligible by any federal agency within the past three (3) years; does not have a proposed debarment pending; and has not been indicted, convicted, or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years. Any exceptions to this certification must be disclosed to the COUNTY.

B. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining CONTRACTOR responsibility. Disclosures must indicate to whom exceptions apply, initiating agency, and dates of action.

7. EQUIPMENT PURCHASE

A. Prior authorization, in writing, by the COUNTY shall be required before the CONTRACTOR enters into any unbudgeted purchase order, or subcontract exceeding $5,000 for supplies, equipment, or CONTRACTOR services. The CONTRACTOR shall provide an evaluation of the necessity or desirability of incurring such costs.

B. For purchase of any item, service or consulting work not covered in the CONTRACTOR'S Cost Proposal and exceeding $5,000 prior authorization by the COUNTY three (3) competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.

C. Any equipment purchased as a result of this agreement is subject to the following: "The CONTRACTOR shall maintain an inventory of all non-expendable property. Nonexpendable property is defined as having a useful life of at least two years and an acquisition cost of $5,000 or more. If the purchased equipment needs replacement and is sold or traded in, the COUNTY shall receive a proper refund or credit at the conclusion of the agreement. If the agreement is terminated, the CONTRACTOR may either keep the equipment and credit the COUNTY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale in accordance with established COUNTY procedures and credit the COUNTY in an amount equal to the sales price. If the CONTRACTOR elects to keep the equipment, fair market value shall be determined at the CONTRACTOR'S expense on the basis of a competent independent appraisal of such equipment.

Appraisals shall be obtained from an appraiser mutually agreeable to by the COUNTY and the CONTRACTOR, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by the COUNTY.

D. All subcontracts in excess $25,000 shall contain the above provisions.

8. FUNDING REQUIREMENTS

A. It is mutually understood between the parties that this agreement may have been written before ascertaining the availability of funds or appropriation of funds, for the mutual benefit of both parties, in order to avoid program and fiscal delays that would occur if the agreement were executed after that determination was made.

B. This agreement is valid and enforceable only if sufficient funds are made available to the COUNTY for the purpose of this agreement. In addition, this agreement is subject to any additional restrictions, limitations, conditions, or any statute enacted by the Congress, State Legislature or COUNTY governing board that may affect the provisions, terms, or funding of this agreement in any manner.

C. It is mutually agreed that if sufficient funds are not appropriated, this agreement may be amended to reflect any reduction in funds.

D. The COUNTY has the option to void this agreement under the 30-day cancellation clause, or by mutual agreement to amend this agreement to reflect any reduction of funds.

9. **NON DISCRIMINATION**

A. During the performance of this agreement, the CONTRACTOR, for itself, its assignees and successors in interest agrees as follows:

B. Compliance with Regulations: The CONTRACTOR shall comply with the Regulation relative to nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, "DOT") Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter "FHWA") Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this agreement.

C. Nondiscrimination: The CONTRACTOR, with regard to the work performed by it during this agreement shall not discriminate on the grounds of race, color or national origin, sex, age, and disability/handicap and low income in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The CONTRACTOR shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, Section 21.5 of the Regulations, including employment practices when this agreement covers a program set forth in Appendix B of the Regulations.

D. Solicitations for Sub-CONTRACTORs, Including Procurements of Materials and Equipment: In all solicitations either by competitive bidding or negotiation made by this agreement for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential sub-CONTRACTOR or supplier shall be notified by the CONTRACTOR of the CONTRACTOR's obligations under this agreement and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin, sex, age, and disability/handicap and low income.

E. Information and Reports: The CONTRACTOR shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information and its facilities as may be determined by the COUNTY or the FHWA to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of the CONTRACTOR is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to the COUNTY, or the FHWA as appropriate, and shall set forth what efforts it has made to obtain the information.

F. Sanctions for Noncompliance: In the event of the CONTRACTOR's noncompliance with the nondiscrimination provisions of this agreement, the COUNTY shall impose such sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:

1. Withholding of payments to the CONTRACTOR under this agreement until the CONTRACTOR complies, and/or

2. Cancellation, termination or suspension of this agreement, in whole or in part.

G. Incorporation of Provisions: The CONTRACTOR shall include the provisions of paragraphs 1 through 6 in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. The CONTRACTOR shall take such action with respect to any subcontract or procurement as the COUNTY or the FHWA may direct as a means of enforcing such provisions including sanctions for noncompliance; provided, however, that in the event a CONTRACTOR becomes involved in, or is threatened with, litigation with a sub-CONTRACTOR or supplier as a result of such direction, the CONTRACTOR may request the COUNTY to enter into such litigation to protect the interests of the COUNTY and, in addition, the CONTRACTOR may request the United States to enter into such litigation to protect the interests of the United States.

10. INSPECTION OF WORK

The CONTRACTOR and any sub-CONTRACTOR shall permit the COUNTY, the state, and the FHWA if federal participating funds are used in this agreement to review and inspect the project activities and files at all reasonable times during the performance period of this contract including review and inspection on a daily basis.

11. PROHIBITION OF EXPENDING LOCAL AGENCY, STATE OR FEDERAL FUNDS FOR LOBBYING

A. The CONTRACTOR certifies to the best of his/her/its knowledge and belief that:

1. No state, federal or local agency appropriated funds have been paid, or will be paid, by-or-on behalf of the CONTRACTOR to any person for influencing or attempting to influence an officer or employee of any state or federal agency; a member of the State Legislature or United States Congress; an officer or employee of the Legislature or Congress; or any employee of a member of the Legislature or Congress, in connection with the awarding of any state or federal contract; the making of any state or federal grant; the making of any state or federal loan; the entering into of any cooperative agreement; and the extension, continuation, renewal, amendment, or modification of any state or federal contract, grant, loan, or cooperative agreement.

2. If any funds other than federal appropriated funds have been paid, or will be paid, to any person for influencing or attempting to influence an officer or employee of any federal agency; a member of Congress; an officer or employee of Congress, or an employee of a member of Congress; in connection with this federal contract, grant, loan, or cooperative agreement; the CONTRACTOR shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

B. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, US. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

C. The CONTRACTOR also agrees by signing this document that he/she/it shall require that the language of this certification be included in all lower-tier subcontracts which exceed $100,000, and that all such sub recipients shall certify and disclose accordingly

12. REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

A. The CONTRACTOR warrants that this agreement was not obtained or secured through rebates, kickbacks or other unlawful consideration, either promised or paid to any COUNTY employee. For breach or violation of this warranty, COUNTY shall have the right in its discretion to terminate the agreement without liability; to pay only for the value of the work actually performed, or to deduct from the agreement price or otherwise recover the full amount of such rebate, kickback or other unlawful consideration.

13. REIMBURSEMENT OF TRAVEL & SUBSISTENCE

COUNTY agrees to pay pre-approved travel and subsistence expenses per the COUNTY's Travel Policy.

14. RETENTION OF RECORDS/AUDIT

A. For the purpose of determining compliance with Public Contract Code 10115, et seq. and Title 21, California Code of Regulations, Chapter 21, Section 2500 et seq., when applicable and other matters connected with the performance of this agreement pursuant to Government Code 8546.7; the CONTRACTOR, subcontractors, and the COUNTY shall maintain all books, documents, papers, accounting records, and other evidence pertaining to the performance of this agreement, including but not limited to, the costs of administering this agreement. All parties shall make such materials available at their respective offices at all reasonable times during the agreement period and for three years from the date of final payment under this agreement. The state, the State Auditor, COUNTY, FHWA, or any duly authorized representative of the federal government shall have access to any books, records, and documents of the CONTRACTOR that are pertinent to this agreement for audit, examinations, excerpts, and transactions, and copies thereof shall be furnished if requested.

B. Subcontracts in excess of $25,000 shall contain this provision.

15. STATE PREVAILING WAGE RATES

A. The CONTRACTOR shall comply with the State of California's General Prevailing Wage Rate requirements in accordance with California Labor Code, Section 177, and all federal, state, and local laws and ordinances applicable to the work.

B. Any subcontract entered into as a result of this agreement if for more than $25,000 for public works construction or more than $15,000 for the alteration, demolition, repair, or maintenance of public works, shall contain all of the provisions of this Article.

16. AUDIT REVIEW PROCEDURES

A. Any dispute concerning a question of fact arising under an interim or post audit of this agreement that is not disposed of by agreement, shall be reviewed by the COUNTY's project manager.

B. Not later than 30 days after issuance of the final audit report, CONTRACTOR may request a review by the COUNTY of unresolved audit issues. The request for review shall be submitted in writing.

C. Neither the pendency of a dispute nor its consideration by the COUNTY will excuse CONTRACTOR from full and timely performance in accordance with the terms of this contract.

D. CONTRACTOR and sub-CONTRACTOR agreements, including cost proposals and Indirect Cost Rates (hereinafter "ICR"), are subject to audits or reviews such as, but not limited to, a contract audit, an incurred cost audit, an ICR Audit, or a CPA ICR audit work paper review. If selected for audit or review, the agreement, cost proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR, Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review it is CONTRACTOR's responsibility to ensure federal, state, or local government officials are allowed full access to the CPA's work papers including making copies as necessary. The agreement, cost proposal, and ICR shall be adjusted by CONTRACTOR and approved by the COUNTY project manager to conform to the audit or review recommendations. CONTRACTOR agrees that individual terms of costs identified in the audit report shall be incorporated into the agreement by this reference if directed by the COUNTY at its sole discretion. Refusal by CONTRACTOR to incorporate audit or review recommendations, or to ensure that the federal, state or local governments have access to CPA work papers, will be considered a breach of agreement terms and cause for termination of the agreement and disallowance of prior reimbursed costs.

17. STATEMENT OF COMPLIANCE

A. The CONTRACTOR's signature affixed herein, and dated, shall constitute a certification under penalty of perjury under the laws of the State of California that the CONTRACTOR has, unless exempt, complied with the nondiscrimination program requirements of Government Code Section 12990 and Title 2, California Administrative Code, Section 8103.

B. During the performance of this agreement, the CONTRACTOR and its sub-CONTRACTORs shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (e.g., cancer), age (over 40), marital status, and denial of family care leave. The CONTRACTOR and sub-CONTRACTORs shall insure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment. The CONTRACTOR and sub-CONTRACTORs shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12990 (a-f) et seq.) and the applicable regulations promulgated under the (California Code of Regulations, Title 2, Section 7285 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations, are incorporated into this agreement by reference and made a part hereof as if set forth in full. The CONTRACTOR and its sub-CONTRACTORs shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other agreement.

C. The CONTRACTOR shall comply with regulations relative to Title VI (nondiscrimination in federally-assisted programs of the Department of Transportation – Title 49 Code of Federal Regulations, Part 21 - Effectuation of Title VI of the 1964 Civil Rights Act). Title VI provides that the recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the state of California shall, on the basis of race, color, national origin, religion, sex, age, disability, be excluded from participation in, denied the benefits of or subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.

D. The CONTRACTOR, with regard to the work performed by it during this agreement, shall act in accordance with Title VI. Specifically, the CONTRACTOR shall not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in the selection and retention of sub-CONTRACTORs, including procurement of materials and leases of equipment. The CONTRACTOR shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the U.S. DOT's Regulations, including employment practices, when this agreement covers a program whose goal is employment.

18. SUBCONTRACTING

A. The CONTRACTOR shall perform the services with resources available within its own organization; and no portion of the work pertinent to this agreement shall be subcontracted without written authorization by the COUNTY, except that which is expressly identified in the approved Cost Proposal.

B. Any subcontract in excess of $25,000 entered into as a result of this agreement, shall contain all the provisions stipulated in this agreement to be applicable to subcontractors.

C. Any substitution of sub-CONTRACTORs must be approved in writing by the COUNTY.

19. SAFETY

A. The CONTRACTOR shall comply with OSHA regulations applicable to the CONTRACTOR regarding necessary safety equipment or procedures. The CONTRACTOR personnel shall wear hard hats and safety vests at all times while working on the construction project site.

B. Pursuant to the authority contained in Section 591 of the Vehicle Code, COUNTY has determined that such areas are within the limits of the project and are open to public traffic. The CONTRACTOR shall comply with all of the requirements set forth in Divisions 11, 12, 13, 14, and 15 of the Vehicle Code. The CONTRACTOR shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.

C. Any subcontract entered into as a result of this agreement, shall contain all of the provisions of this Article.

IN WITNESS WHEREOF, the parties hereto have caused this Addendum to be executed by and through their respective authorized officers:

(END OF ADDENDUM)

COST PROPOSAL

Date 20-Apr-17

Project Tip Top Road over Middle Fork Chowchilla River (40C-0047)

Consultant Willdan Engineering

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Project Manager	Gary Gordon	$43 - $63	79	@	$53.16	$4,199.86
Principal in Charge	Newton Armstrong	$53 - $73	4	@	$63.42	$253.69
Sr. Bridge Engineer II	TBD	$35 - $45	158	@	$40.05	$6,327.76
Associate Bridge Engineer	TBD	$20 - $30	281	@	$23.26	$6,537.16
Sr. Civil Engineer III	TBD	$32 - $42	231	@	$37.16	$8,584.49
Senior Designer I	TBD	$25 - $35	24	@	$31.59	$758.15
Senior Designer I	TBD	$25 - $35	152	@	$29.85	$4,537.35
Sr Design Manager	TBD	$35 - $45	52	@	$39.45	$2,051.20
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
					Subtotal Direct Labor Costs	$33,249.66
					Anticipated Salary Increases	$1,662.48
					Total Direct Labor Cost	$34,912.14

	Rate	Total		
FRINGE BENEFITS	27.18%	$9,489.12	**Total Fringe Benefits**	$9,489.12
INDIRECT COSTS				
Overhead / General and Administrative	144.24%	$50,357.27		
			Total Indirect Costs	$50,357.27
FEE (PROFIT)	10%		**Total Fee (Profit)**	$9,475.85
OTHER COSTS				
Travel		$800		
Equipment and Supplies (Itemize)				
Other Direct Costs				
			Total Other Costs	$800.00
WILLDAN SUBTOTAL				$156,121.58
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	$150,069.49
			TOTAL COST	$306,191.06

COST PROPOSAL

Date 20-Apr-17

Project Tip Top Road over Middle Fork Chowchilla River (40C-0047)

Consultant Willdan Engineering (PARS)

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
QA/QC	Terry Abbott	$105 to $145	30	@	$125.75	$3,772.45
Designer II	TBD	$85 to $105	340	@	$93.98	$31,952.86
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
					Subtotal Direct Labor Costs	$35,725.31
					Anticipated Salary Increases	$0.00
					Total Direct Labor Cost	$35,725.31

	Rate	Total		
FRINGE BENEFITS		$0.00	**Total Fringe Benefits**	$0.00
INDIRECT COSTS				
Overhead / General and Administrative	30.00%	$10,717.59		
			Total Indirect Costs	$10,717.59
FEE (PROFIT)	10%		**Total Fee (Profit)**	$4,644.29
OTHER COSTS				
Travel				
Equipment and Supplies (Itemize)				
Other Direct Costs				
			Total Other Costs	$0.00
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	
			TOTAL COST	**$51,087.19**

COST PROPOSAL

Date 20-Apr-17

Project Tip Top Road over Middle Fork Chowchilla River (40C-0047)

Consultant Sycamore Environmental

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Supervising Planner	Jeff Little	$151.00-$160.20	100	@	$47.98	$4,774.01
Principal Ecologist/Scientist	Jessie Quinn	$135.00-$143.22	77	@	$42.90	$3,303.30
Senior Biologist	Various	$130.00-137.92	240	@	$41.31	$9,893.75
Associate Biologist III	Various	$105.00-$111.39	376	@	$33.37	$12,530.44
Associate Biologist II	Various	$95.00-$100.79	7	@	$30.19	$203.78
Associate Biologist I	Various	$85.00-$90.18	9	@	$27.01	$236.34
Associate Planner III	Various	$105.00-$111.39	0	@	$33.37	$0.00
Associate Planner II	Various	$95.00-$100.79	0	@	$31.13	$0.00
Associate Planner I	Various	$85.00-$90.18	0	@	$27.01	$0.00
CAD/GIS Operator II	Various	$100.00-$106.09	92	@	$33.78	$3,107.76
CAD/GIS Operator I	Various	$100.00-$106.09	5	@	$31.78	$158.90
Principal QA/QC	Various	$107.00-$113.52	11	@	$34.00	$374.00
Administrative II	Various	$74.00-$78.51	54	@	$23.52	$1,270.08
					Subtotal Direct Labor Co	$35,852.35
					Anticipated Salary Increa	$313.34
					Total Direct Labor Cost	$36,165.69

	Rate	Total		
FRINGE BENEFITS	84.12%	$30,422.58	**Total Fringe Benefits**	$30,422.58
INDIRECT COSTS				
Overhead / General and Administrative	104.92%	$37,945.04		
			Total Indirect Costs	$37,945.04
FEE (PROFIT)	10%		**Total Fee (Profit)**	$10,453.33
OTHER COSTS				
Travel/Mileage		$1,401		
Travel/Lodging		$110		
Travel/Meals		$120		
Equipment Rental and supplies				
Permit Fees, Plan sheets, test holes, etc				
			Total Other Costs	$1,631.30
SUBCONTRACTOR COSTS				
Francis Heritage, LLC			**Total Subcontractor Costs**	$48,569.16
			TOTAL COST	$165,187.10
			PHASE 2 CONTINGENCT ITEMS	$68,959.13
			PHASE 2 TOTAL COST **	$96,227.97

**Phase 2 Contingent Items are not funded as part of Phase 2

COST PROPOSAL

Date 20-Apr-17

Project Tip Top Road over Middle Fork Chowchilla River (40C-0047)

Consultant APEX

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Principal	Patricia Preston		140	@	$68.96	$9,653.00
Senior Engineer	Mark Carey		40	@	$61.00	$2,440.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
					Subtotal Direct Labor Costs	$12,093.00
					Anticipated Salary Increase	$0.00
					Total Direct Labor Cost	$12,093.00

	Rate	Total		
FRINGE BENEFITS		$0.00	**Total Fringe Benefits**	$0.00
INDIRECT COSTS				
Overhead / General and Administrative	125.43%	$15,168.46		
			Total Indirect Costs	$15,168.46
FEE (PROFIT)	10%		**Total Fee (Profit)**	$2,726.15
OTHER COSTS				
Travel				
Equipment and Supplies (Itemize)				
Other Direct Costs		$200		
			Total Other Costs	$200.00
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	$0.00
			TOTAL COST	**$30,187.60**

COST PROPOSAL

Date 20-Apr-17

Project Tip Top Road over Middle Fork Chowchilla River (40C-0047)

Consultant WRECO

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Principal Engineer			5	@	$86.82	$434.11
Senior Geotechnical Engineer			2	@	$69.07	$138.14
Senior Geologist			10	@	$62.16	$621.61
Associate Engineer			40	@	$45.80	$1,832.16
Staff Geologist			60	@	$33.79	$2,027.66
Clerical/Tech Editor			3	@	$24.90	$74.69
Senior Hydraulic Engineer			16	@	$48.88	$782.01
Associate Hydraulic Engineer			18	@	$41.55	$747.84
Staff Hydaulic Engineer			32	@	$35.32	$1,130.31
Senior Technician				@	$37.39	$0.00
Clerical/Tech Editor			2	@	$29.10	$58.20
				@		$0.00
					Subtotal Direct Labor Costs	$7,846.72
					Anticipated Salary Increase	$0.00
					Total Direct Labor Cost	$7,846.72

	Rate	Total		
FRINGE BENEFITS	70.89%	$5,562.54	**Total Fringe Benefits**	$5,562.54
INDIRECT COSTS				
Overhead / General and Administrative	58.84%	$4,617.01		
			Total Indirect Costs	$4,617.01
FEE (PROFIT)	10%		**Total Fee (Profit)**	$1,802.63
OTHER COSTS				
Travel and Per Diem		$250		
Office Misc. & Reproductions		$225		
EDR Database Search		$850		
			Total Other Costs	$1,325.00
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	$0.00
			TOTAL COST	$21,153.91

COST PROPOSAL

Date 20-Apr-17

Project Tip Top Road over Middle Fork Chowchilla River (40C-0047)

Consultant Bender Rosenthal Inc.

DIRECT LABOR

Classification	Name	Billing Range	Hours	@	Initial Hourly Rate	Total
Sr Project Manager	Brenda Schimpf	$67 - $87	0	@	$77	$0.00
Sr ROW Specialist	Mike Lahodny	$55 - $75	16	@	$65	$1,041.60
Admin Support	TBD	$19 - $29	3	@	$24	$72.10
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				@		$0.00
				Subtotal Direct Labor Costs		$1,113.70
				Anticipated Salary Increase		$0.00
				Total Direct Labor Cost		$1,113.70

	Rate	Total		
FRINGE BENEFITS	64.80%	$721.68	**Total Fringe Benefits**	$721.68
INDIRECT COSTS				
Overhead / General and Administrative	39.27%	$437.35		
			Total Indirect Costs	$437.35
FEE (PROFIT)	10%		**Total Fee (Profit)**	$227.27
OTHER COSTS				
Travel				
Equipment and Supplies (Itemize)				
Other Direct Costs (Aerial Imagery)				
			Total Other Costs	$0.00
SUBCONTRACTOR COSTS				
(Attach detailed cost estimate for each subcontractor)			**Total Subcontractor Costs**	$0.00
			TOTAL COST	**$2,500.00**

MARIPOSA COUNTY

Public Works • (209) 966-5356

RESOLUTION - ACTION REQUESTED 2014-435

MEETING: August 19, 2014

TO: The Board of Supervisors

FROM: Peter Rei, Public Works Director

MINUTE ORDER ATTACHED

RE: Approve an Agreement with Willdan Engineering for Bridge Design Services

Tip Top Rd over the Middle Fork of Chowchilla Rd Brids

RECOMMENDATION AND JUSTIFICATION:

Approve an Agreement with Willdan Engineering for Bridge Design for Tip Top Road Over the Middle Fork of the Chowchilla River Bridge in the Not to Exceed Amount of $113,540.30, And Authorize the Board of Supervisors Chair to Sign the Agreement.

Willdan Engineering will provide project management, topographic survey and right-of-way mapping, geotechnial engineering, hydraulics, preliminary engineering and environmental surveys and constraints mapping.

Staff has prepared the necessary federal documents for the authorization of $140,000 in Federal Bridge funds for Project Number BRLO 5940(112) - Tip Top Road Over MF Chowchilla River Bridge. Mariposa County has received authorization for the project from Caltrans.

The Federal Highway Administration administers the Federal Highway Bridge Program as part of the current Federal Transportation Bill, MAP-21. Caltrans manages the program in the State of California.

Under current regulations 100% of the cost are reimbursable from the Highway Bridge Program.

Your Board should note that this contract is with Willdan Engineering. The County's Interim Public Works Director is a Willdan employee working under contract. Mr. Wilson played no role in the selection of Willdan for this contract and direct supervision of the work will be provided by another engineer within the Department. Given the level of expertise Willdan Engineering can provide to the County it is recommended that your Board award this contract at this time.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

The Board could choose not to approve the Agreement which would mean that the

bridge would not be replaced.

FINANCIAL IMPACT:
Funds will be allocated into the Bridge Replacement/Repair fund #512 during Final Budget Adjustments in September 2014.

ATTACHMENTS:
Professional Agreement with Willdan Eng-Tip Top Road Bridge (PDF)
E-76 Allocation (Tip Top Road Bridge) (PDF)

CAO RECOMMENDATION
Requested Action Recommended

Rick Benson, County Administrative Officer

RESULT: **ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Merlin Jones, District II Supervisor
SECONDER: Janet Bibby, District III Supervisor
AYES: Stetson, Jones, Bibby, Cann, Carrier

COUNTY of MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

KEVIN CANN, CHAIR	**DISTRICT IV**
MERLIN JONES, VICE-CHAIR	**DISTRICT II**
LEE STETSON	**DISTRICT I**
JANET BIBBY	**DISTRICT III**
JOHN CARRIER	**DISTRICT V**

MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: DOUG WILSON, Interim Public Works Director

FROM: RENE' LaROCHE, Clerk of the Board

SUBJECT: Approval of Consent Agenda

RES. 14-434, 14-435 and 14-437

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS Order on August 19, 2014

ACTION AND VOTE:

Chair Cann also noted that the contracts with Willdan in CA15, CA16, and CA18 were all negotiated a couple of months ago before the Interim Public Works Director, who is from the same company, was hired; but that Paragraph 2.03 will be edited to noted that all direct supervision will be provided by the Assistant Public Works Director of Operations; that it is not anticipated that either CA15 or CA16 will have any significant work performed while we are in an interim situation, but that CA18 does have some deadlines. Steven W. Dahlem/County Counsel added that the contracts that are attached to the agenda do not have that modification but that the modification will be made if the Board so directs. Chair Cann noted that a motion to adopt the consent agenda will require that additional language.

CA15. **Public Works RES-2014-434**

Approve an Agreement with Willdan Engineering for Bridge Design for the Usona Road Over the Middle Fork of the Chowchilla River Bridge in the Not to Exceed Amount of 135,880.56, and Authorize the Board of Supervisors Chair to Sign the Agreement

CA16. **Public Works RES-2014-435**

Approve an Agreement with Willdan Engineering for Bridge Design for Tip Top Road Over the Middle Fork of the Chowchilla River Bridge in the Not to Exceed Amount of $113,540.30, and Authorize the Board of Supervisors Chair to Sign the Agreement

CA18. **Public Works RES-2014-437**

Approve an Agreement with Willdan Engineering for Preparation of the Bridge Preventative Maintenance Program (BPMP) in the Not to Exceed Amount of $50,982, and Authorize the Board of Supervisors Chair to Sign the Agreement

RES. NO. 14-435

15-010

PROFESSIONAL SERVICE AGREEMENT

THIS AGREEMENT is made this 19th day of August, 2014 between:

COUNTY: Mariposa County Department of Public Works
4639 Ben Hur Road
Mariposa, CA 95338

and

CONTRACTOR: Willdan Engineering
2240 Douglass Blvd., Suite 270
Roseville, CA 95661

ARTICLE 1. TERM OF AGREEMENT

1.01 Agreement Term: This Agreement shall become effective on July 1, 2014, and shall terminate on December 31, 2016, unless terminated in accordance with the provisions of Article 7 of this Agreement.

ARTICLE 2. INDEPENDENT CONTRACTOR STATUS

2.01 Independent Contractor: It is the express intention of the parties that Contractor is an independent Contractor and not an employee, agent, joint venturer or partner of County. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between County and Contractor or any employee or agent of Contractor. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Agreement.

2.03 Contractor Qualifications: Contractor represents that it has the necessary competence, experience and qualifications for the services to be performed.

2.03 Agreement Management: Contractor shall report to the Assistant Public Works Director of Operations who will review the activities and performance of the Contractor and administer this Agreement.

ARTICLE 3. SERVICES TO BE PERFORMED BY CONTRACTOR

3.01 Scope of Services: . Contractor agrees to provide services to the Department of Public Works per the scope of work attached hereto. Willdan Engineering will provide Project Management as desctibe on Exhibit "A" attached for Tip Top Road over the Middle Fork of the Chowchilla River Bridge.

3.02 Method of Performing Services: Contractor will determine the method, details, and means of performing the above-described services. County shall not have the right to, and shall not, control the manner or determine the method of accomplishing Contractor's services.

3.03 Employment of Assistants: Contractor may, at the Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of

3.02 Method of Performing Services: Contractor will determine the method, details, and means of performing the above-described services. County shall not have the right to, and shall not, control the manner or determine the method of accomplishing Contractor's services.

3.03 Employment of Assistants: Contractor may, at the Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of Contractor by this Agreement. County may not control, direct, or supervise Contractor's responsibility for assistants or employees in the performance of those services. Contractor assumes full performance of those services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of such assistants and for all state and federal income tax, unemployment insurance, Social Security, disability insurance and other applicable withholdings.

ARTICLE 4. COMPENSATION

4.01 Compensation: In consideration for the services to be performed by Contractor, County agrees to pay Contractor in proportion to the services satisfactorily performed in the not to exceed amount of $ 113,540.30. Items designated as "time and materials", the consultant shall be paid, and reimbursed for costs, a total sum not to exceed the amount shown in Exhibit "A" attached hereto. In the event payments equal the "not to exceed" amount, Consultant shall complete all services required under this agreement without further compensation or cost reimbursement.

[ ] Total sum to be paid upon completion of services,
or
[X] Incremental payments based on the following schedule:
Submittal of monthly invoices

4.02 Invoices: Contractor shall submit detailed invoices for all services being rendered from the Contractor to the County. All invoices shall reference contract number.

4.03 Date for Payment of Compensation: County will endeavor to make payment within 45 days of invoices being submitted from the Contractor to the County, and approval and acceptance of the work by the County.

4.04 Expenses: Contractor shall be responsible for all costs and expenses incident to the performance of services for County, including but not limited to, all costs of equipment provided by Contractor, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. County shall not be responsible for any expense incurred by Contractor in performing services for County.

ARTICLE 5. OBLIGATIONS OF CONTRACTOR

5.01 Tools and Instrumentalities: Contractor will supply all tools and instrumentalities, required to perform the services under this Agreement. Contractor is not required to purchase or rent any tools, equipment or services from County. County shall not provide working space, supplies, materials or other such support to Contractor in the performance of the services and tasks as described herein.

5.02 Indemnification: Contractor shall indemnify and hold County harmless against any and all liability imposed or claimed, including attorney's fees and other legal expenses, to the extent caused by the negligent performance of services by Contractor or Contractor's assistants, employees or agents, including all claims relating to the injury or death of any person or damage to any property. Contractor agrees to maintain a policy of liability insurance in the minimum amount of One Million Dollars ($1,000,000) or an amount as otherwise determined appropriate by the County Risk Manager to cover such claims. Contractor shall furnish a certificate of insurance evidencing such insurance and naming the County as an additional insured for the above-cited liability coverage prior to commencing work. Acceptance by County of insurance certificates and endorsements required under this Agreement does not relieve Contractor from liability under this indemnification and hold harmless clause. By execution of this Agreement, Contractor acknowledges and agrees to the provisions of this Section and that it is a material element of consideration.

5.03 General Liability and Automobile Insurance: During the term of this Agreement Contractor shall obtain and keep in full force and effect a commercial, general liability and automobile policy or policies of at least $1,000,000 combined limit for bodily injury and property damage; provided that the County, its officers, employees, volunteers and agents are to be named additional insureds under the policies, and that the policies shall stipulate that this insurance will operate as primary insurance for work performed by Contractor and its sub-contractors, and that no other insurance effected by County or the named insureds will be called on to cover a loss covered hereunder. The General Liability insurance shall be provided by an ISO Commercial General Liability policy, with edition dates of 1985, 1988, or 1990. The County will be named as an additional insured using ISO form CG 2010 1185 or the same form with an edition date no later than 1990, or in other form satisfactory to County.

5.04 Professional Liability Coverage: Contractor shall provide proof of professional liability coverage satisfactory to County prior to commencing work under the Agreement.

5.05 Certificate of Insurance: Contractor shall complete and file with the County prior to engaging in any operation or activity set forth in this Agreement, certificates of insurance evidencing coverage as set forth in paragraphs 5.02, 5.03 and 5.04 above and which shall provide that no cancellation by the insurance company will be made during the term of this Agreement, without thirty (30) days written notice to County prior to the effective date of such cancellation, ten (10) day notice if cancellation is for nonpayment of premium.

5.06 Workers' Compensation: During the term of this Agreement Contractor agrees to provide workers' compensation insurance for Contractor's employees and agents and agrees to hold harmless and indemnify County for any and all claims arising out of any injury, disability, or death of any of Contractor's employees or agents.

5.07 Public Employees Retirement System (CalPERS): In the event that Contractor or any employee, agent, or subcontractor of Contractor providing services under this Agreement is determined by a court of competent jurisdiction or the Public Employees Retirement System (CalPERS) to be eligible for enrollment in CalPERS as an employee of the County, Contractor shall indemnify, defend, and hold harmless County for the payment of any employee and/or employer contributions for CalPERS benefits on behalf of Contractor or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of County.

5.08 State and Federal Taxes: As Contractor is not County's employee; Contractor is responsible for paying all required state and federal taxes. In particular:

a) County will not withhold FICA (Social Security) from Contractor's payments;
b) County will not make state or federal unemployment insurance contributions on behalf of Contractor;
c) County will not withhold state or federal income tax from payment to Contractor;
d) County will not make disability insurance contributions on behalf of Contractor;
e) County will not obtain workers' compensation insurance on behalf of Contractor.

5.09 Records: It is understood and agreed that all plans, studies, specifications, and data magnetically or otherwise recorded on computer or computer diskettes, records, files, reports, etc., in possession of the Contractor relating to the matters covered by this Agreement shall be the property of the County, and Contractor hereby agrees to deliver the same to the County upon request. It is understood and agreed that the documents and other materials including but not limited to those set forth hereinabove, prepared pursuant to this Agreement are prepared specifically for the County and are not necessarily suitable for any future or other use. Contractor shall maintain such records for a minimum of three (3) years or as otherwise required by law.

5.10 Contractor's Books and Records: Contractor shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services or expenditures and disbursements charged to the County for a minimum of three (3) years, or for any longer period required by law, from the date of final payment to the Contractor. Any records or documents required to be maintained shall be made available for inspection, audit and/or copying at any time during regular business hours, upon oral or written request of the County.

5.11 Assignability of Agreement: It is understood and agreed that this Agreement contemplates personal performance by the Contractor and is based upon a determination of its unique personal competence and experience and upon its specialized personal knowledge. Assignments of any or all rights, duties or obligations of the Contractor under this Agreement will be permitted only with the express written consent of the County.

ARTICLE 6. OBLIGATIONS OF COUNTY

6.01 Cooperation of County: County agrees to comply with all reasonable requests of Contractor and provide access as allowed by law to all documents reasonably necessary to the performance of Contractor's duties under this Agreement.

6.02 Assignment: Neither this Agreement nor any duties or obligations under this Agreement may be assigned by County without the prior written consent of Contractor.

ARTICLE 7. TERMINATION OF AGREEMENT

7.01 Termination Occurrence of Stated Events: This Agreement shall terminate automatically on the occurrence of any of the following events:

1. Bankruptcy or insolvency of Contractor;
2. Death of Contractor.

7.02 Termination by County for Default of Contractor: Should Contractor default in the performance of this Agreement or materially breach any of its provisions, County, at County's option, may terminate this Agreement by giving written notification to Contractor.

7.03 Termination for Convenience of County: County may terminate this Agreement at any time by mailing a notice in writing to Contractor that the Agreement is terminated. Said Agreement shall then be deemed terminated and no further work shall be performed by Contractor. If the Agreement is so terminated, the Contractor shall be paid for that percentage of the phase of work actually completed, based on a pro rata portion of the compensation for said phase satisfactorily completed at the time the notice of termination is received.

7.04 Termination of Funding: The parties acknowledge that the nature of government finance is unpredictable, and that the rights and obligations set forth in this Agreement are necessarily contingent upon the receipt and/or appropriation of the necessary funds. In the event that funding is terminated, in whole or in part, for any reason, at any time, this Agreement and all obligations of County arising from this Agreement shall be immediately discharged. County agrees to inform Contractor no later than thirty (30) calendar days after County determines, in its sole judgment, that funding will be terminated and the final date for which funding will be available.

ARTICLE 8. GENERAL PROVISIONS

8.01 Notices: Any notices to be given hereunder by either party to the other may be effected either by personal delivery in writing or by mail, registered or certified, postage prepaid and return receipt requested. Mailed notices shall be addressed to the parties at the addresses appearing in the introductory paragraph of this Agreement, but each party may change the address by written notice in accordance with this paragraph. Notices delivered personally will be deemed communicated as of actual receipt; mailed notices will be deemed communicated as of two (2) days after mailing.

8.02 Entire Agreement of the Parties: This Agreement supersedes any and all agreements, either oral or written, between the parties hereto with respect to the rendering of services by Contractor for County and contains all the covenants and agreements between the parties with respect to the rendering of such services in any manner whatsoever. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any party, which is not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement shall be valid or binding. Any modification of this Agreement will be effective only if it is in writing signed by the party to be charged and approved by the County as provided herein or as otherwise required by law.

8.03 Partial Invalidity: If any provision in this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions will nevertheless continue in full force without being impaired or invalidated in any way.

8.04 Attorney's Fees: If any action at law or in equity, including an action for declaratory relief, is brought to enforce or interpret the provisions of this Agreement, the prevailing party will be entitled to reasonable attorneys' fees, which may be set by the court in the same action or in a separate action brought for that purpose, in addition to any other relief to which that party may be entitled.

8.05 Conformance to Applicable Laws: Contractor shall comply with the standard of care regarding all applicable federal, state and county laws, rules and ordinances. No discrimination shall be made by Contractor in the employment of persons who work under this Agreement because of race, color, national origin, ancestry, disability, sex or religion of such person.

8.06 Waiver: In the event that either County or Contractor shall at any time or times waive any breach of this Agreement by the other, such waiver shall not constitute a waiver of any other or succeeding breach of this Agreement, whether of the same or any other covenant, condition or obligation.

8.07 Governing Law: This Agreement and all matters relating to it shall be governed by the laws of the State of California and County of Mariposa and any action brought relating to this Agreement shall be held exclusively in a state court in the County of Mariposa.

Executed at Mariposa, California, on the date and year first above written.

COUNTY:

KEVIN CANN, Chairman
Mariposa County Board of Supervisors

9-4-14
Date:

CONTRACTOR:

Ken Taylor, PE
Director of Engineering

8-1-14
Date:

APPROVED AS TO FORM:

STEVEN W. DAHLEM
County Counsel

9-3-14
Date:

APPROVED BY:

PETER M. REI, PE
Public Works Director

8/5/14
Date:

APPROVED BY:

GARY TAYLOR
Assistant Public Works Director of Operations

DATE:

Revised 5/06/13

July 2014

APPLICABLE STANDARDS

All work process and products subject to this Agreement shall be completed in strict accordance with the most recent version of Caltrans Local Assistance Procedures Manual (LAPM) as necessary to secure project authorization from Caltrans/FHWA for bridge replacement / Widening and Rehabilitation. In addition, the project shall conform to the following design and environmental standards:

- Mariposa County Public Works improvement standards & specifications
- Caltrans 2010 Standard Plans & Specifications
- Local Assistance Procedures Manual
- Caltrans Highway Design Manual
- Caltrans Memos to Designers
- Caltrans Seismic Design Criteria
- Caltrans Bridge Design Aids
- Caltrans Bridge Design Details
- Caltrans Seismic Design Criteria
- AASHTO LRFD Standard Specifications for Highway Bridges, 6th Edition, with California amendments 2014
- AASHTO A Policy on Geometric Design of Highways and Streets, 2011 Edition
- Caltrans Standard Environmental Reference

DELIVERABLES

All work products are subject to review and approval by the County. Willdan shall provide the County with sufficient time and opportunity to review and comment on all deliverables prior to final publishing and/or submittal to Caltrans/FHWA. As such, all deliverables shall be provided to the County in draft and final versions. The County's comments on draft submittals shall be addressed by Willdan and incorporated into the final submittal, where appropriate.

Unless otherwise noted herein, Willdan shall provide: draft submittals to the County in an acceptable digital format; and all final documents in both paper (four copies, including one photo-ready) and digital formats (both PDF and native). For final record documents, Willdan will provide the following in addition to the above:

- Specifications and other text documents — Provide one unbound wet stamped original of the final version.
- Plans and drawings — Provide two wet stamped originals of the final version.
- Electronic files – Provide one CD containing plans, specifications, and estimate in AutoCAD, MS Word, and MS Excel formats.

WORK PLAN

September 2013

Following is a complete work breakdown for phase 1 of the project.

The following conventions are noted. Where the subject is implied, it shall be assumed to refer to the Willdan. Use of the word, "County", shall refer to the County Contract Manager. Unless otherwise noted, it shall be assumed that Willdan shall provide separate deliverables for each bridge site. Where a task is labeled "CONTINGENT", Willdan shall not commence work until a separate notice to proceed has been issued by the County.

TASK 1 PROJECT MANAGEMENT

1.1 COMMUNICATIONS AND COORDINATION

Willdan shall maintain frequent contact with the County, stakeholders, and task leaders to keep the lines of communication open and to facilitate and ensure successful project delivery. Willdan shall:

- Establish and implement a project document/correspondence management and distribution system to assure that information flows between all parties of the Project as intended.
- Maintain a project contact list with names and contact information for all interested parties.
- Develop and maintain a project document retention system, which shall be transferred to the County upon Project completion or contract termination. Said system shall catalog and retain all significant project correspondence and work products in their native format.

1.2 MEETINGS

Willdan shall organize, schedule, and chair meetings as necessary to provide progress updates, coordinate between technical disciplines, and facilitate overall project communication. For each meeting, Willdan shall prepare meeting agendas and minutes for all meetings. The agendas are to be submitted to the County for review five (5) working days prior to the meeting. The minutes shall be distributed to all attendees and everyone who was invited within five (5) working days after the meeting. The minutes shall include, but not be limited to, a list of attendees with phone numbers and email, a synopsis of discussion items, any pertinent information, action items, and follow-up to action items. The following meetings are anticipated for this project.

PDT Meetings: The project development team (PDT) meetings will serve as the primary forum for reviewing the status of the project and identifying and resolving project issues. Attendees will include Willdan's Project Manager, and task leads as needed, and County and Caltrans staff and other

stakeholders as necessary. Throughout the anticipated duration of the project design phase, Willdan shall attend and facilitate up to one (1) PDT meetings and one (1) Kickoff meeting.

Deliverable(s):

Meeting notices, agendas, special exhibits and minutes

1.3 PROJECT SCHEDULE

To identify and manage the Project critical path, Willdan shall prepare a detailed project baseline schedule based on a work breakdown structure that will include tasks of parties involved in the Project and will take into account agency staff review time. The schedule shall include the following information:

- Task dependencies as predecessors and successors;
- Anticipated task durations with beginning and end dates; and
- Critical path with milestones.

Willdan shall routinely update the schedule to manage/monitor work progress as the Project progresses. Updates shall be provided to the County on a monthly basis.

Deliverable(s):

Project Schedule (baseline and monthly thereafter in digital format only)

1.4 PROJECT ADMINISTRATION

Willdan shall monitor and control the effort and progress of the work as follows:

- ***Monitor subconsultant progress and review/approve invoices:*** Willdan shall track the work progress of the proposed subconsultants and review their invoices for format and content compliance.
- ***Prepare monthly progress reports and client invoices:*** During the term of the agreement, Willdan shall be responsible for reporting progress to the County on a regular basis and as necessary to keep the Project schedule up to date and the Project team "on the same page." Willdan shall submit a monthly Progress Report to accompany invoices. The reports will generally include a narrative on work accomplished during the reporting period; work planned for the next reporting period; information/decisions required to maintain the Project schedule and complete deliverables; problems encountered that may affect the schedule, budget, and anticipated work items; and recommendations to resolve issues. This report can be customized and formatted to best suit the needs of the County.

Deliverable(s):

Monthly progress reports (digital format only)

1.5 QUALITY CONTROL

Willdan shall establish and implement a process to ensure that all deliverables (including draft) are complete and accurate, including but not limited to, ensuring that design calculations are independently checked and that exhibits and plans are checked, corrected and back-checked. Willdan shall review subconsultant submittals to ensure that appropriate background information, study methodology, interpretation of data, format and content are completed in accordance with the scope of work and applicable standards. Transmittals for all deliverables shall include the name(s) and contact information of the person(s) involved in ensuring quality deliverables.

Deliverable(s):

Document transmittals with QC reviewer contact information

1.6 FEDERAL AID (LOCAL PROGRAMS) ASSISTANCE

Willdan will closely coordinate with the County and Caltrans District 10 Local Programs staff throughout the design phase of the project. Willdan will provide assistance with preparing and processing the required Federal forms for authorizing and allocating HBP funds for the project. Willdan will prepare the forms for the County's signature. After the County has signed each form, Willdan will forward the forms to the appropriate Caltrans staff member and follow up with phone calls and meetings as required to verify the forms have been accepted, processed, and approved.

Deliverable(s):

Federal Aid (Local Assistance Programs) Forms:

Exhibit No.	Form Name	Needed For HBP Authorization
LAPM 3-E	Request for Authorization to Proceed Data Sheets	Yes
LAPM 3-O	Completed Finance Letter	Yes
LAPM 6-A	Preliminary Environmental Study (PES)	Yes
LAPM 7-B	Field Review Form (Previously Prepared)	Yes
LAPM 7-C	Roadway Data Sheet (Previously Prepared)	Yes
LAPM 7-D	Major Structure Data (Previously Prepared)	Yes
LAPM 12-A	Preliminary Estimate of Cost	Yes
LAPM 14-D	Utility Notification	Yes
LAPG 6-A	HBP Application/Scope Definition (Revised)	Yes
LAPG 6-D	HBP Scope/Cost/Schedule Change Request	Yes

TASK 2 ENGINEERING STUDIES

2.2 SURVEY, RESEARCH AND MAPPING

Review Background Information and Research

Willdan will obtain and review existing as-built plans, photos, reports, assessor maps, topography, and any other pertinent data for the project area from the County and other sources. Willdan will also perform a field review of the project area and document its findings in writing and with digital photographs.

2.2.1 UTILITY RESEARCH AND MAPPING

Based on a preliminary site visit for the preparation of this proposal, there are overhead and underground utilities in the area. Willdan will obtain utility atlases, as-built drawings, and/or preliminary design plans for any proposed and/or existing utility improvements. Willdan will delineate the existing and proposed utilities within the project limits, which will be used as a base mapping for the design plans. Willdan will verify that the project's final design is compatible with the utilities within the project area by clearly indicating on the plans the adjustment or relocation of the utility facilities and providing time for any necessary adjustments or relocations in the construction schedule. Willdan will indicate the disposition of all utilities requiring relocation on the plans. The County will issue Notice-to-Relocate to the utility companies requiring such relocation. The design and preparation of relocation detail plans is not included in this scope of services.

2.2.2 SURVEYS AND BASE MAPPING

Willdan will utilize our subconsultant, Golden State Surveying Engineering, to perform survey services for this project. To obtain the information necessary for the hydrologic and hydraulic modeling efforts, aerial mapping supplemented with detailed topographic surveys at the bridge sites will be utilized. The survey effort will consist of:

2.2.3. PROJECT CONTROL-NET

- Establish aerial photo control.
- Horizontal control (section corners, property corners, etc.) CCS83 coordinate system.
- Vertical control (benchmarks, temporary benchmarks, etc.) NAVD88 vertical datum.

2.2.4. AERIAL PHOTOGRAMMETRY

- Determine flight and photography.
- Digital mapping (1-ft contour intervals, spot elevations, planimetrics, DTM, etc.)
- Map compilation to produce a complete topographic base map (1"=40').
- Rectified digital orthophotos (1"=40').

2.2.5. LAND-NET RECOVERY (SUFFICIENT TO ESTABLISH RIGHT OF WAY)

- Land survey retracement (lateral section corners, block corners, etc.).
- Record data search (County record maps, Caltrans maps, deeds, etc.).
- Map compilation to produce a complete land-net base map
- Perform monument reestablishment and perpetuation.

2.2.6. SUPPLEMENTAL SURVEYS

- Obtain details at conform areas, intersections and existing bridges.
- Obtain drainage details that are not visible in aerial photogrammetry.
- Map compilation to produce a complete topographic base map (1"=40').
- Trees greater than 4-inch diameter shall be noted, including species names.
- 10 Channel Cross Sections upstream and 5 downstream.

Deliverable(s):

Research (Parcel Map, Record of Survey, as-built plans, deeds, APN maps, etc.)
Prepare Topographic and right of way base map at 1" = 40' scale
Provide hard copies & Electronic File (AutoCAD 2010)

2.2.7 RIGHT OF WAY ENGINEERING

Reserved

2.3 HYDROLOGY AND HYDRAULICS

WRECO will attend one (1) combined kickoff field meeting for Tip Top Road bridges. WRECO will also participate in two (2) conference calls with the County and Project Team staff.

2.3.1 DATA REVIEW

WRECO will review available data, including previous studies, provided by the County and the Project Team. Key information to review will be the available hydrologic and hydraulic data for Middle Fork Chowchilla River.

2.3.2 FIELD RECONNAISSANCE

WRECO will perform one (1) field reconnaissance for both bridges to assess the existing conditions in the vicinity of the project sites.

2.3.3 HYDROLOGIC ANALYSIS

WRECO's preliminary research of the Federal Emergency Management Agency's (FEMA) Flood Insurance Study (FIS) indicated that there are no detailed studies available at the bridge site. WRECO will perform hydrologic analyses using the following two methods to estimate the design flows: 1) USGS Regional Regression Method and 2) Unit Hydrograph Analysis. WRECO will identify the appropriate design floods (usually the 50-year flood), base flood (100-year flood), flood of record (if possible), and the overtopping flood.

2.3.4 HYDRAULIC ANALYSIS

WRECO will perform a hydraulic analysis to determine the design flow characteristics for the existing condition through the study area including the limits and water surface profile through the study area for the base flood. The hydraulic model of choice will be the U.S. Army Corps of Engineers' HEC-RAS Model. WRECO will coordinate with the Project Team to obtain the surveyed channel cross-sections for setting up the hydraulic model.

2.3.5 BRIDGE LOCATION HYDRAULIC STUDY

WRECO will perform a Location Hydraulic Study and conduct a floodplain risk assessment for the proposed Project. WRECO will prepare a Bridge Location Hydraulic Study Memo, which will include the standard Summary of Floodplain Encroachment Form and technical discussions.

Deliverable(s):
Bridge Location Hydraulics Study Memo (Draft [3 hard copies] and Final [5 hard copies])

2.4 GEOTECHNICAL SERVICES FOR BRIDGE REPLACEMENT

Willdan Geotechnical (WG) will complete Foundation Reports for preliminary and final design of the proposed bridge replacement at Tip Top Road over Middle Fork Chowchilla River. The Foundation Report will also include geotechnical design recommendations for new pavement sections associated with the approach roadway. WG's scope of geotechnical services assumes a two-span bridge replacement on similar location/alignment to the existing bridge. WG's scope and fee does not include recommendations for retaining walls other than for standard wingwalls.

2.4.1 PRELIMINARY RESEARCH, COORDINATION AND MARKING AND CLEARING OF BORING LOCATIONS

WG will coordinate with Willdan to discuss the project issues and schedule; review published geologic mapping; review preliminary project data; and perform a field site review. WG will review the site for drill rig access, mark exploratory boring locations and notify Underground Service Alert (USA).
WG will obtain the necessary Mariposa County boring permit and encroachment permit. WG assumes that Willdan will provide rights-of-entry if needed and the County will waive the encroachment permit fees and bond requirements.

2.4.2 FIELD INVESTIGATION

For a new single-span structure, WG will drill, log and sample two (2) exploratory borings to depths of 30 to 40 feet below existing grade to obtain subsurface information and soil/rock samples for testing. We expect that rock coring will be necessary for drilling into shallow bedrock at this site. WG will complete a boring at each abutment.

The borings will be drilled with a track-mounted drill rig using auger and/or mud-rotary drilling methods through soil, and then diamond-bit core drilling where hard rock is encountered. WG will collect samples at approximate 5-foot intervals with Standard Penetration Test (SPT) or California Modified samplers to obtain blow count information for geotechnical design. Where hard rock is encountered, WG will obtain continuous rock core samples during coring and record recovery and rock quality.

A WG Engineer or Geologist will log the borings and direct the sampling operations consistent with current Caltrans procedures/requirements. Surface and ground water elevations will be noted, where encountered. WG will spread drill cuttings at the site and backfill the borings with cement grout.
WG will drill the borings in the vicinity of the proposed abutments within the existing shoulder and a portion of the traveled-way, maintaining a single 10-foot traffic lane as required by the County. We will provide warning signs and traffic cones (without flaggers) consistent with traffic control for low volume roadways.

2.4.3 LABORATORY TESTING

WG will perform the following laboratory tests on relatively undisturbed samples obtained from the exploratory borings: Moisture Content and Unit Weight for bearing capacity and lateral capacity; Triaxial Compression or Direct Shear for bearing capacity and lateral capacity; Sieve Analysis for scour analysis data; Resistance Value for pavement design; and, Resistivity, pH, Sulfate Content and Chloride Content for soil corrosivity analysis.

2.4.4 PRELIMINARY FOUNDATION REPORT

After completion of the subsurface exploration, WG will prepare and submit a Preliminary Foundation Report (PFR) for the bridge, consistent with Caltrans procedures and format, for use in the Bridge Type Selection Phase of the project. The Preliminary Foundation Report will include: Project Location and Vicinity Map; Summary of Site Geology and Subsurface Conditions; Seismic Data and Evaluation (using current Caltrans seismic design criteria, including preliminary ARS curve); Liquefaction Considerations; Approach Roadway (subgrade preparation and new pavement sections); Preliminary Foundation Alternatives (e.g., spread footings, driven piling, and cast-in-drilled-hole piling); Preliminary Foundation Recommendations (spread footing recommendations, pile types, pile tip elevation ranges); and Preliminary Construction Considerations.

Deliverable(s)
Preliminary Foundation Report
Log of Test Borings

3. ENVIRONMENTAL REVIEW

Willdan Engineering and Sycamore Environmental will coordinate with Caltrans, United States Fish and Wildlife Service, Army Corps of Engineers, Federal Highway Administration, State Historic Preservation Office, California Department of Fish and Wildlife, California Regional Water Quality Control Board, the County, and any other regulatory agency involved in preparing the technical studies required for the project under the National Environmental Policy Act (NEPA) and the California Environmental Quality Act (CEQA).

The Preliminary Environmental Studies (PES) will be prepared as part of the Caltrans District 10 Local Assistance environmental oversight process. As the PES preparation is pending, the scope and extent of technical studies that may be needed to support the environmental review are as yet undetermined. Sycamore Environmental is familiar with the technical studies and memoranda that District 10 is likely to require and which may be contingent. Nevertheless, the scope of work will be determined by the outcome of the field review and approved PES form. Accordingly, the scope of work outlined in the following sections is indefinite and is intended to be more comprehensive than what may be necessary. Where such efforts are as yet indefinite, they are considered "contingent" tasks and are subject to a separate notice to proceed to be issued by the County.

3.1 PRELIMINARY ENVIRONMENTAL STUDY (PES) FORM

Sycamore Environmental shall prepare a draft PES Form for the project and shall coordinate with Willdan Engineering, the County, and Caltrans to setup a field review prior to approval of the PES Form. It is assumed the field review meeting will be conducted the same day as another PES review field meeting at a nearby County companion project. During the field review meeting at the project site, the County, Caltrans, Willdan Engineering, and Sycamore Environmental representatives will review and finalize the PES form. Participants will discuss each element of the PES checklist form, refine the environmental study limits and potential modifications to the preliminary bridge replacement structure, and identify issues of concern and required technical studies. The PES form will outline the recommended federal environmental documentation, technical studies, surveys, approvals, agency coordination, and permits required for the bridge replacement project. Based on e-mail conversations with the Caltrans District 10 air quality specialist for other Mariposa County bridges, we anticipate the proposed project meets the definition of an exempt project in 40 CFR 93.126 (safer, non-federal aid system roads). The project is not subject to regional and project level conformity determinations. The two page Caltrans Transportation Air Quality Conformity Findings Checklist will be completed during preparation of the PES. No additional air quality technical studies will be required by Caltrans.

Once the draft PES Form is completed, it will be reviewed by Willdan Engineering, the County, and Caltrans. Sycamore Environmental will submit the County approved PES to Caltrans for signature prior to initiating technical studies. This task assumes Field Review meetings with Caltrans concurrently with the sister project.

Deliverable(s):
Preliminary Environmental Study Form
Field review meeting with Caltrans (concurrently with sister project)
Five (5) copies of a Draft PES Form and Final PES Form, Meeting Agenda, Meeting Notes

3.2 AREA OF POTENTIAL EFFECTS MAP

Sycamore Environmental and Francis Heritage, the cultural consultant, will prepare the APE map that delineates the archaeological APE. The APE map will be prepared pursuant to Attachment 3 of the 2014 *First Amended Programmatic Agreement among the Federal Highway Administration, the Advisory Council on Historic Preservation, the California State Historic Preservation Officer, and Caltrans regarding Compliance with Section 106 of the National Historic Preservation Act* (Programmatic Agreement). If an architectural (historic) APE needs to be prepared, it will be included under the HRER task. District 10 may want the County engineer to sign the APE map in addition to Caltrans staff and the District Local Assistance Engineer.

4. Bridge / Roadway Study

4.1 DRAFT FEASIBILITY STUDY REPORT

Willdan will investigate the existing Tip Top Road Bridge Number 40C0066 and develop a Draft Feasibility Study Report that outlines the existing site conditions and required engineering criteria and studies needed to successfully prepare and deliver this project.

Willdan will investigate the rehabilitation and widening options and conduct a detailed Feasibility Study that addresses the repair and widening alternatives, their estimated cost, constructability, and seismic capacity of various repair option and also evaluates the cost and impact of a replacement structure. As part of the Feasibility Study, we will also include costs for a potential replacement (including staging, roadway, and environmental work) so that the appropriate strategy can be determined. Willdan will address traffic and environmental impacts, and associated funding needs. We will address the existing hydraulic impacts that are associated with various substructure repairs/ rehabilitation. A detailed hydraulic study will be developed to analyze the Middle Fork Chowchilla River and the control and influence of seasonal runoff. Willdan will evaluate the 100 year water surface elevation for overtopping, and if the approach roadway are overtop within the 100 year event we will pursue a design exception for the hydraulic clearance. All design alternatives will place public safety first. The roadway approaches and bridge access will meet the AASTO standards for low volume roads, stopping sight distance requirements and lane width requirements.

4.1.1 DRAFT PRELIMINARY REPORT

Willdan will prepare a Draft Preliminary Report for the County's review and comment. The Draft Preliminary Report will outline the roadway geometrics, right-of-way, preliminary findings from the geotechnical and hydraulic studies, and any permitting issues. The Draft Preliminary Report will be developed following Caltrans standards and guidelines outlined in the Local Assistance Procedure Manual.

As part of the Draft Preliminary Report, Willdan will develop an alignment study for the replacement alternatives that addresses the roadway's horizontal and vertical geometrics. The emphasis of this study will be to refine the limits of the horizontal and vertical alignments and determine roadway superelevations, transitions, fill slope impacts, and right-of-way requirements.

It is assumed that the approach roads will be approximately 200 to 400-ft long per the HBRRP application and LAPG Section 6.4.2. The Draft Preliminary Report will include preparation of a 1"=40' scale base sheet of the project's limits. The roadway geometrics will be coordinated with the bridge type alternative and the traffic staging plans. The plan sheets will be developed to a 35% level and will show existing and proposed conditions along Tip Top Road.

Willdan will summarize findings from the review of existing data/information and field visit(s). The Draft Project Study Report will provide comments on constructability and a cost estimate for each alternative, as well as outlining construction procedures for the recommended option.

Assumptions:
Willdan shall develop one (1) preferred horizontal alignment for the replacement structure that will remain unchanged for all bridge replacement alternatives. The vertical alignment will vary depending on the bridge typical section depth.

4.1.2 PRELIMINARY STAGED CONSTRUCTION PLANS

Willdan will prepare Preliminary Staged Construction Plans showing the conceptual construction sequence and staging for the preferred roadway alignment alternative. The Traffic Control Plans will identify the construction stages and temporary traffic routes through the project site, as well as indicating design parameters (design speed, lane widths, clear roadway widths lane shifts and tapers). Willdan will also provide concepts for detour or alternate route plans, as appropriate.

Assumptions:
Signing design is not required for the Preliminary Traffic Control Plans.

Deliverable (s)
Draft Project Study Report
Draft Advance Planning Study
Preliminary Traffic Control Plans

4.2 FINAL PROJECT STUDY AND REPORTs

After the Caltrans' Local Assistance group and County's team have reviewed and commented on the Draft Preliminary Report, Feasibility Study Report, and Preliminary Staged Construction Plans Willdan will prepare a comment log form to track all comments through to their final resolution.

Willdan will finalize the Draft Project Study Report, Type Selection Report, and Traffic Control plan sheets to reflect the comments and recommendations received from the County and Caltrans, and Willdan will recommend the preferred alternative that will be advanced to design.

Deliverable(s)
Final Project Study Report
Comment Log

5. Phase 2 Technical Studies

5.1 FINAL PROJECT STUDY TECHNICAL STUDIES

Reserved

6. Phase 2 Environmental Studies and Reports

6.1 NEPA and CEQA Technical Studies and Reports

Reserved

7. Phase 2 Bridge and Roadway PS&E

7.1 Bridge and Roadway PS&E

Reserved

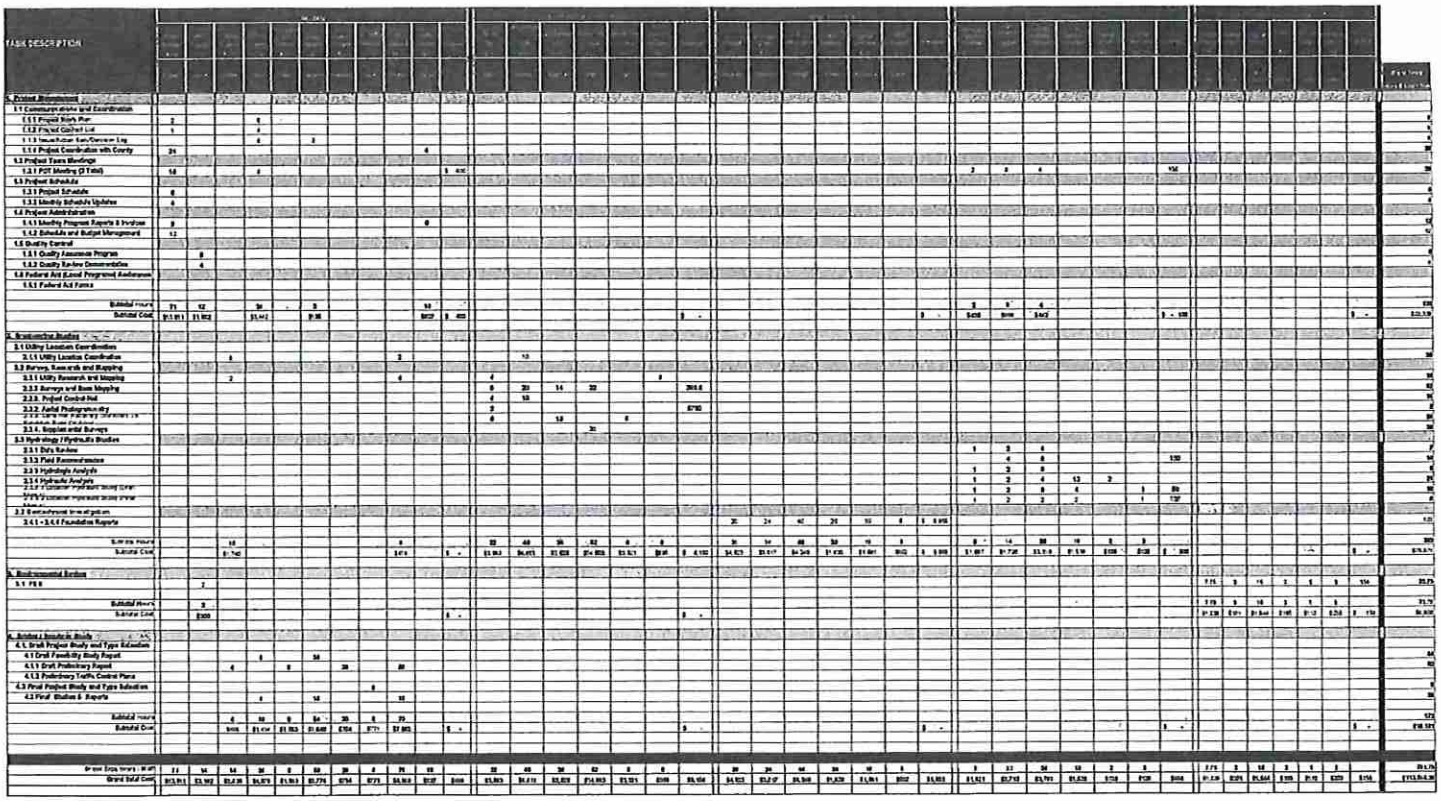
7. Phase 2 Right-of-Way

7.1 Bridge and Roadway PS&E

Reserved

Cost Estimate

Mariposa County
Tip Top Road at Middle Fork Chowchilla River
Br. No. 40C0047



MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-45

MEETING:	February 4, 2025
TO:	The Board of Supervisors
FROM:	Shannon Hansen, Director of Public Works and Transportation
RE:	Request for Petty Cash to Fund the Public Works Department - Airport Division's Petty Cash Drawer in the Amount of $100

RECOMMENDATION AND JUSTIFICATION

Request for Petty Cash to Fund the Public Works Department - Airport Division's Petty Cash Drawer in the Amount of $100.

The Public Works Mariposa-Yosemite Airport routinely sells fuel, and a small amount of petty cash is needed in order to make change. Having a small amount of petty cash is needed to ensure prompt service at the front counter.

BACKGROUND AND HISTORY OF BOARD ACTIONS

On November 10, 2020, Resolution 2020-662 authorized the Planning Department's request for petty cash.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Not approving the $100 petty cash drawer would mean staff members will not be able to make change for members of the public.

FINANCIAL IMPACT

To fund this request, $100 will be taken from the County Treasury and kept in a cash drawer at the Mariposa—Yosemite Airport. To account for this action, the Public Works Department - Airport Division general ledger line will be increased by $100.

ATTACHMENTS

1. Resolution_2020-662

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

MARIPOSA COUNTY

Planning · 209-966-5151

RESOLUTION - ACTION REQUESTED 2020-662

MEETING: November 10, 2020

TO: The Board of Supervisors

FROM: Sarah Williams, Planning Director

RE: Request Petty Cash

RECOMMENDATION AND JUSTIFICATION:
Request for Petty Cash for Planning Department Office Technician's Petty Cash Drawer in the amount of $50.00.

The Planning Department routinely takes in applications for processing and a small amount of petty cash is needed in order to make change or to reimburse staff for small expenses.

This request is made so that the Office Technician can have a separate locking cash drawer that will be their responsibility to maintain.

Currently a Planning Technician and the Executive Assistant have their own locking cash drawers, each with $50.00. If this request is granted, the Planning Department will have three staff members with locking cash drawers with $50.00 per drawer ($150.00 total for the department).

Cash drawers are reconciled on a regular basis and reimbursement requests are typically submitted on a quarterly or semi annual basis as needed.

Having a third staff member with access to a small amount of petty cash is helpful to ensure prompt service at the front counter, especially if the other two staff members are not available.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
Staff was unable to find a prior Board of Supervisors' action to refer to on this matter, however the Auditor's office instructed staff to seek Board approval for this request.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Not approving the $50.00 for the Office Technician petty cash drawer will mean that staff member would not be able to make change or provide small expense reimbursements for staff.

Resolution - Action Requested 2020-662

FINANCIAL IMPACT:
$50 will be taken out of the County Treasury to fund this request and be kept in a drawer at the Planning Department. The Planning Department Petty Cash General Ledger line will be increased by $50 to account for this action.

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Marshall Long, District III Supervisor
SECONDER: Rosemarie Smallcombe, District I Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-46

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Jeremy Briese, Sheriff

RE: Approve an Agreement with the United States Drug Enforcement Administration (DEA) in the Amount of $65,000 for Marijuana Eradication and Suppression Operations; and Authorize the Sheriff to Sign the Agreement and Any Supporting Documents Related to the Agreement (Subject to Approval as to Legal Form by County Counsel)

RECOMMENDATION AND JUSTIFICATION

Approve an Agreement with the United States Drug Enforcement Administration (DEA) in the Amount of $65,000 for Marijuana Eradication and Suppression Operations; and Authorize the Sheriff to Sign the Agreement and Any Supporting Documents Related to the Agreement (Subject to Approval as to Legal Form by County Counsel).

The DEA is seeking an agreement with the Mariposa County Sheriff to reimburse the Sheriff's Office for Marijuana and Drug related investigations. The proposed agreement identifies the continued need to investigate marijuana cultivation in general, and in particular illegal wilderness marijuana gardens being cultivated by Drug Trafficking Organizations in Mariposa County. The Sheriff's identified reimbursement targeted areas in this agreement are: helicopter services, related investigative equipment, and personnel over-time costs.

BACKGROUND AND HISTORY OF BOARD ACTIONS

The Board of Supervisors has approved similar agreements with the Drug Enforcement Administration in the past.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

If the agreement is not supported, Mariposa County will not be able to seek reimbursement from the DEA for drug related investigations and forfeit the allocated funding.

FINANCIAL IMPACT

The revenue and appropriations have been requested in the Fiscal Year 2025.

ATTACHMENTS

1. 2025-24 Mariposa County SO Full LOA

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

U.S. Department of Justice
Drug Enforcement Administration

www.dea.gov

Springfield, Virginia 22152

Agreement Number 2025-24

THE UNITED STATES DEPARTMENT OF JUSTICE (DOJ), DRUG ENFORCEMENT ADMINISTRATION (DEA), provides funding and/or operational support to state and local law enforcement agencies in conducting marijuana eradication and suppression efforts. This program, known as DEA's Domestic Cannabis Eradication/Suppression Program (DCE/SP), provides funding under either or both of the below, Option 1 and/or Option 2.

Under Option 1, DEA provides DCE/SP funding and operational support to state and local law enforcement agencies who demonstrate that such support will be used for marijuana eradication and suppression operations including but not limited to the investigation of drug trafficking organizations involved in marijuana trafficking operations meeting one of the following criteria:

1. Marijuana is being cultivated by a drug trafficking organization or a transnational organized crime syndicate; or
2. Marijuana is being cultivated on federal land, including federally-recognized Tribal lands; or
3. Marijuana cultivation is causing environmental hazards, depleting or contaminating water, or otherwise harming public lands; or
4. Marijuana cultivation is suspected to involve other federal crimes, including money laundering and crimes impacting public health and safety.

Under Option 2, where the above criteria are not met by state and local law enforcement agencies, DEA will provide DCE/SP funding only to state and local law enforcement agencies who demonstrate that such funding will be used to eradicate large-scale illicit marijuana grows and for the purpose of suppression efforts including but not limited to the investigation of drug trafficking organizations involved in marijuana trafficking.

This Letter of Agreement (LOA) is entered into between the **MARIPOSA COUNTY SHERIFFS OFFICE**, hereinafter referred to as (***THE AGENCY),*** and the DEA, because DEA has determined that ***(THE AGENCY)*** has satisfied the criteria under either and/or both **Option 1 or Option 2.** In that regard:

There is evidence that trafficking in marijuana (illicit cannabis) has a substantial and detrimental effect on the health and general welfare of the people of the ***State of California***. The parties hereto agree that it is to their mutual benefit to cooperate in the investigation of drug trafficking organizations involved in marijuana trafficking, the location and eradication of illicit cannabis plants, and the prosecution of those cases before the courts of the United States (U.S.) and/or the courts of the ***State of California***. DEA, pursuant to the authority of 21 U.S.C. § 873, proposes to provide certain necessary funds and ***THE AGENCY*** is desirous of securing funds.

As used in this Letter of Agreement, the terms "marijuana" and "illicit cannabis" only refer to cannabis or cannabis-derived materials that contain more than 0.3% delta-9-THC on a dry weight basis, in accordance with the Controlled Substances Act (CSA) (21 U.S.C. § 802(16)).

NOW, therefore, in consideration of the mutual covenants hereinafter contained, the parties agree as follows:

1. ***THE AGENCY*** will, with its own law enforcement personnel and employees, as herein after specified, perform the activities and duties described below:

   a. Gather and report intelligence data relating to the illicit cultivation, possession, and distribution of illicit cannabis and related money laundering activity to include the complete name and nationality of any individuals associated with eradication and suppression operations. NOTE: If only the registered property owner(s) associated with indoor/outdoor grows is known, that information should be provided.

   b. Investigate and report instances involving the trafficking in controlled substances.

   c. Provide law enforcement personnel for the eradication of illicit cannabis located within the ***State of California***.

   d. Make arrests and refer to the appropriate prosecutorial authority cases for prosecution under controlled substances laws and other criminal laws.

   e. Send required samples of eradicated illicit cannabis to the National Institute on Drug Abuse (NIDA) Potency Monitoring Project.

   f. Capture, maintain, and share data and statistics with DEA on its marijuana eradication efforts.

   g. Follow all applicable state laws and guidelines.

   h. **FOR AGENCIES FUNDED UNDER OPTION 2**. Certify, by signing this agreement, that funding provided under this agreement will only be used for operations to eradicate large-scale illicit marijuana grows and for the purpose of suppression efforts including, but not limited to investigations targeting drug trafficking organizations involved in marijuana trafficking; and THE AGENCY will follow all applicable state law and guidelines.

   i. **MANDATORY requirement for *THE AGENCY* to utilize *the interim replacement for the Web-based DEA internet Capability Endeavor (DICE) until the permanent replacement is operational or if applicable the Firebird based DEA Analysis/Response Tracking System (DARTS) to report all statistics and seizures per incident, to include the submission of significant items for de-confliction and information sharing purposes.***

   j. Submit electronically a DEA Monthly Accounting Report, with a copy of ***THE AGENCY's*** general ledger that clearly identifies all expenses claimed on the Monthly Accounting Report. If applicable, include invoices for all expenses of $2,500.00 or more for aircraft expenses, clothing and protective gear, equipment, supplies and materials, training, travel, and rental and/or leasing of vehicles or aircrafts. When overtime is claimed, the Overtime Tracker Spreadsheet is also required listing the officer's name, hours worked, and pay as reported on the Monthly Accounting Form.

2. It is understood and agreed by the parties to this Agreement that the activities described in paragraph one and its subparagraphs shall be accomplished with existing personnel, and that the scope of ***THE AGENCY's*** program with respect to those activities by such personnel shall be consistent with California law and solely at ***THE AGENCY's*** discretion, subject to appropriate limitations contained in the budget adopted by ***THE AGENCY***, except that ***THE AGENCY*** understands and agrees that DEA funds and the result of expended funds (e.g. equipment, supplies and other resources) must be directly related to and must only be used for marijuana eradication and suppression program activities in a manner consistent with the CSA, 21 U.S.C. § 801 et seq.

3. Subject to the availability of funds, DEA will provide to ***THE AGENCY*** Federal funds in the amount of **SIXTY FIVE THOUSAND DOLLARS ($65,000.00)** for the period of October 1, 2024 to September 30, 2025, to defray costs relating to the eradication and suppression of illicit cannabis. These Federal funds shall only be used for the eradication and suppression of illicit cannabis as provided in this agreement. ***THE AGENCY*** understands and agrees that Federal funds provided to ***THE AGENCY*** under this Agreement will not be used to defray costs relating to herbicidal eradication of illicit cannabis without the advance written consent of DEA. DCE/SP funding is provided for the storage, protection, and destruction of illicit cultivated marijuana. Funding is not provided nor expenditures allowed for the development of technology to assist with the identification of indoor and/or outdoor growing sites. However, funding may be provided for applications and tools used to map marijuana grow sites, but not to reimburse costs of standard police equipment. Additionally, funding and expenditures are not permitted for the eradication of "ditch weed."

   THE AGENCY understands and agrees that Federal funds will not be used to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA; or (vi) the purchase of evidence and the purchase of information. The result of expended funds (e.g. equipment, supplies and other resources) must be directly related to and must only be used for marijuana eradication/suppression activities. While using the Federal funds provided to ***THE AGENCY*** under this Agreement for activities on Federal land, ***THE AGENCY*** agrees to notify the appropriate local office of the U.S. Department of Agriculture, (Forest Service) and the U.S. Department of the Interior (Bureau of Land Management, National Park Service, Fish and Wildlife Service, Bureau of Indian Affairs, and/or Bureau of Reclamation) of ***THE AGENCY*'s** presence on Federal land.

4. The Federal funds provided to ***THE AGENCY*** are primarily intended for payment of deputies'/officers' overtime while those deputies and officers are directly engaged in the illicit cannabis eradication and suppression process, **(FY 2025 maximum reimbursable overtime reimbursement rate for the DCE/SP will be at $21,740.50 which is 25 percent of a GS-12, Step 1 taken from the 2024 General Pay Scale, Rest of United States (RUS). The funds shall only be used to pay the normal overtime rate, i.e. time and a half. The overtime reimbursement rate "shall not include any cost for benefits, such as retirement, FICA, or other expenses", which is specifically prohibited)** and for per diem and other direct costs related to the actual conduct of illicit cannabis eradication. Examples of such costs includes rental of aircraft, fuel for aircraft, and minor repairs and maintenance necessitated by use to support illicit cannabis eradication. These Federal funds are not intended as a primary source of funding for the purchase of equipment, supplies, or other resources. When DCE/SP funds are used to purchase supplies, equipment, or other resources, those items must be directly related to and must only be used for marijuana eradication activities and may not be used to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA.

   All purchases of equipment, supplies, and other resources must be requested in writing and specify whether these items will be purchased under criteria Option 1 and/or Option 2 as indicated on Page 1 of this agreement through the respective DEA Division, ***to the Investigative Support Section (ODS)***. Requests must include manufacturer specifications, pricing of the item (including tax, if applicable) to be purchased, and justification for the purchase. The DEA Division personnel will notify the state/local agency whether or not the purchase has been approved. Expenditures for equipment, supplies, and other resources should not exceed 10% of the total Federal funds awarded. Although equipment, supplies, and other resources may be specifically itemized in the Operation Plan, they **are not automatically approved for purchase**. All requests for purchases must be received by HQ/ODS by July 30th. Exemptions to any of these requirements must have prior HQ/ODS approval.

   Per DOJ, none of the funds allocated to ***THE AGENCY*** may be used to purchase promotional items, gifts, trinkets, mementos, tokens of appreciation, or other similar items. Prohibited purchases include items justified as training aids or uniforms/protective gear if they are embossed, engraved or printed with ***THE AGENCY*** or program logos. Additionally, the use of DCE/SP funds for Demand Reduction expenses is no longer authorized.

5. In compliance with Section 623 of Public Law 102-141 and the Federal Acquisition Regulation, ***THE AGENCY*** agrees that no amount of these funds shall be used to finance the acquisition of goods or services unless ***THE AGENCY:***

   (a) Specifies in any announcement of the awarding of the contract for the procurement of the goods and services involved the amount of Federal funds that will be used to finance the acquisition; and

   (b) Expresses the amount announced pursuant to paragraph (a) as a percentage of the total cost of the planned acquisition.

   The above requirements only apply to procurements for goods or services that have an aggregate value of $500,000 or more. Any goods or services acquired under this provision of the agreement must be directly related to and must only be used for marijuana eradication activities and may not be used to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA.

6. If DEA approves the purchase of supplies (all tangible personal property other than "equipment" as defined by 2 C.F.R. § 200.1), and there is a residual inventory of unused supplies exceeding $5,000 in total aggregate fair market value upon termination or completion of this Agreement, and if the supplies are not needed for any other federally sponsored programs or projects, ***THE AGENCY*** shall compensate DEA for DEA's share and in any case the supplies will not be used directly or indirectly to support any state, county or local entity that authorizes cultivating marijuana or has direct oversight or regulatory responsibilities for a state authorized marijuana program, in accordance with 2 C.F.R. § 200.314. ***THE AGENCY*** agrees that any unused supplies not exceeding $5,000 in total aggregate fair market value upon termination or completion of this Agreement will either be used for the marijuana eradication activities, returned to DEA, or destroyed, but in any case will not be used to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA.

7. If DEA approves the purchase of equipment (tangible, non-expendable personal property having a useful life of more than one year and an acquisition cost of $5,000 or more per unit) for the use of ***THE AGENCY***'s personnel engaged in illicit cannabis eradication under this Agreement, ***THE AGENCY*** will use, manage, and dispose of the equipment in accordance with 2 C.F.R. § 200.313, except that in no case, regardless of useful life and acquisition cost, will the equipment be used directly or indirectly to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture,distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA.

8. Payment by DEA to ***THE AGENCY*** will be in accordance with a schedule determined by DEA. However, no funds will be paid by DEA to ***THE AGENCY*** under this Agreement until DEA has received to its satisfaction an accounting of the expenditures of all funds paid to ***THE AGENCY*** during the previous year Agreement. The final/closeout expenditure report will be documented on the September (FINAL) Accounting Form.

9. It is understood and agreed by ***THE AGENCY*** that, in return for DEA's payment to ***THE AGENCY*** for Federal funds, ***THE AGENCY*** will comply with all applicable Federal statutes, regulations, guidance, and orders, including previous OMB guidance under OMB **Circular A-102** (Grants and Cooperative Agreements with State and Local Governments), **OMB Circular A-87** (Cost Principles for State, Local and Indian Tribal Governments), and **OMB Circular A-133** (Audits of States, Local Governments and Non-Profit Organizations), which have been combined in 2 C.F.R. Part 200, effective December 26, 2014. In addition, 2 C.F.R. Part 2867 (Non-Procurement Debarment and Suspension), 28 C.F.R. Part 83 (Drug-Free Workplace Act common rule), and 28 C.F.R. Part 69 (Byrd Anti-Lobbying Amendment common rule) apply. (Note: The LOA is a reimbursable agreement, not a grant; therefore, for purposes of the DCE/SP, DEA requires an audit completed regardless of the threshold amount listed in 2 C.F.R. Part 200. The DCE/SP does not have an assigned Catalog of Federal Domestic Assistance (CFDA) number. Audits can be conducted without a CFDA number. The auditor must send an email to the Federal Audit Clearinghouse **erd.fac@census.gov** with their agency's name and EIN number and the information will be forwarded to them. In conjunction with the beginning date of the award, the audit report period of ***THE AGENCY*** under the single audit requirement is ***FY25*** (**10/01/2024** through **09/30/2025).**

10. ***THE AGENCY*** acknowledges that arrangements have been made for any required financial and compliance audits and will be made within the prescribed audit reporting cycle. ***THE AGENCY*** understands that failure to furnish an acceptable audit as determined by the cognizant Federal agency may be a basis for denial of future Federal funds and/or refunding of Federal funds and may be a basis for limiting ***THE AGENCY*** to payment by reimbursement on a cash basis. ***THE AGENCY*** further understands that its use of DEA funds or the result of expended DEA funds (e.g. equipment, supplies and other resources) for any use other than the marijuana eradication program activities, including but not limited to its use directly or indirectly to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale,or use marijuana in contravention of the CSA, will be a basis for denial of future Federal funds and/or refunding of Federal funds and may be a basis for limiting ***THE*** *AGENCY* to payment by reimbursement on a cash basis.

11. ***THE AGENCY*** shall maintain complete and accurate reports, records, and accounts of all obligations and expenditures of DEA funds under this Agreement in accordance with generally accepted government accounting principles and in accordance with state laws and procedures for expending and accounting for its own funds. ***THE AGENCY*** shall further maintain its records of all obligations and expenditures of DEA funds under this Agreement in accordance with all instructions provided by DEA to facilitate on-site inspection and auditing of such records and accounts.

12. ***THE AGENCY*** shall permit and have available for examination and auditing by DEA, the DOJ Office of Inspector General, the Government Accountability Office, and any of their duly authorized agents and representatives, any and all investigative reports, records, documents, accounts, invoices, receipts, and expenditures relating to this Agreement. In addition, ***THE AGENCY*** will maintain all such foregoing reports and records for **six** years after termination of this Agreement or until after all audits and examinations are completed and resolved, whichever is longer.

13. ***THE AGENCY*** agrees that an authorized officer or employee will execute and return to the DEA Regional Contractor, the LOA; Electronic Funds Transfer Memorandum; Certifications Regarding Lobbying; Debarment, Suspension, & Other Responsibility Matters; Drug Free Workplace Requirements (OJP Form 406 1/6); and the Assurances (OJP Form 4000/3). ***THE AGENCY*** acknowledges that this Agreement will not take effect and that no Federal funds will be awarded by DEA until DEA receives the completed LOA package.

14. Employees of ***THE AGENCY*** shall at no time be considered employees of the U.S. Government or DEA for any purpose, nor will this Agreement establish an agency relationship between ***THE AGENCY*** and DEA.

15. ***THE AGENCY*** shall be responsible for the acts or omissions of ***THE AGENCY's*** personnel. ***THE AGENCY*** and ***THE AGENCY's*** employees, contractors, or personnel shall not be considered as the agent of any other participating entity, including without limitation, the Drug Enforcement Administration, the Department of Justice or any other component of the United States (U.S.) government. Nothing herein is intended to waive or limit sovereign immunity arising from any legal authority. This Agreement creates no liability on the part of the DEA, its agents or employees, or the U.S. Government for any claims, demands, suits, liabilities, or causes of action of whatever kind and designation, and wherever located resulting from the DCE/SP funded by DEA.

16. ***THE AGENCY*** shall comply with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, as amended, and all requirements imposed by or pursuant to DOJ regulations implementing those laws, 28 C.F.R. Part 42, Subparts C, F, G, H, and I**.**

17. Upon termination of the Agreement, ***THE AGENCY*** will prepare a September (FINAL) Accounting Form and a general ledger itemizing the breakdown of final expenditures and completion of the overtime spreadsheet tracker. If applicable, attach invoices reflecting the expenditures for equipment in excess of $2,500, which was previously approved by DEA Headquarters, and the expenses associated with rental or leasing of aircraft. The report should be submitted electronically to the DEA Regional Contractor by October 31st.

18. The duration of this Agreement shall be as specified in Paragraph 3, except that this Agreement may be terminated by either party after thirty (30) day written notice to the other party. All obligations that are outstanding on the above prescribed termination date or on the date of any thirty (30) day notice of termination shall be liquidated by ***THE AGENCY*** within sixty (60) days thereof, in which event DEA will only be liable for obligations incurred by ***THE AGENCY*** before the notice of termination. In no event shall ***THE AGENCY*** incur any new obligations during the period of notice of termination. In the event that the agreement is terminated, any DEA funds that have been obligated or expended and the result of expended funds (e.g. equipment, supplies and other resources) will be used and disposed of in accordance with the provisions of this agreement.

19. ***THE AGENCY*** must be registered in the System for Award Management (SAM) to receive payment of Federal funds. ***THE AGENCY*** must have a unique entity identifier known as the Unique Entity ID (UEI). The UEI (formerly the Data Universal Numbering System (DUNS) Number) is a 12-character alphanumeric value assigned to all entities (public and private companies, individuals, institutions or organizations) who must register to do business with the federal government in SAMS. The UEI is required when there is a need for more than one.

    THE AGENCY may obtain the UEI via the internet (www.sam.gov) or for additional information, call by phone at 1-844-472-4111. Both the registration in SAM and the UEI are free of charge.

    Note: It is *THE AGENCY*'s responsibility to update their SAM registration annually or whenever a change occurs.

Failure to abide by the terms of the LOA, or provide the required reports, may result in the cancellation of the current LOA and jeopardize future funding.

***THE AGENCY*'s** current UEI is PNG4LUYEKK53.

***THE AGENCY*'s** opportunity to enter into this Agreement with DEA and to receive the Federal funds expires ninety (90) days from date of issuance. Agreement issued on _____.

(MARIPOSA COUNTY SHERIFFS OFFICE)

Printed Name & Signature:_____

Title: Sheriff Date:_____

***Agency**, please submit original signed LOA & associated paperwork to your DEA Regional Contractor*

DRUG ENFORCEMENT ADMINISTRATION

Printed Name & Signature:_____

Special Agent in Charge, San Francisco Field Division Date:_____

***SAC**, please submit original signed LOA & associated paperwork to your Fiscal Office.*

DEA DIVISIONAL FISCAL CLERK MUST INPUT INTO UFMS & COMPLETE THE BOTTOM OF THIS SECTION

ACCOUNTING CLASSIFICATION/OBLIGATION NUMBER:

2025/AFF-B-OP-OD/8210000/PERMID/JDCE/DEA-JLE/DCE/25205/OD009/xxxxxx

UFMS Input Date: _____ **DNC** No._____

DNO No. _____ **DDP** No._____

Printed Name: _____ Signature: _____

***Fiscal,** please submit original signed LOA & associated paperwork to your DEA Regional Contractor.*

U. S. Department of Justice
Drug Enforcement Administration
Investigative Support Section (ODS)
DEA Headquarters

www.dea.gov

October 1, 2024

All Domestic Cannabis
Eradication/Suppression Program (DCE/SP)
Participating Agencies

Funding for the Domestic Cannabis Eradication/Suppression Program (DCE/SP) is only available by electronic transfer. Funds will be transferred directly into the Letter of Agreement (LOA) agency's bank account. In order to process electronic transfers, the following information must be provided:

Agency Name on Bank Account:	County of Mariposa / ACH Misc
Account Number:	168479376
Name of Bank/Financial Institution:	West America Bank
Address of Bank/Financial Institution:	5121 Highway 140, Mariposa, CA 95338
Telephone Number of Bank/Financial Institution:	209-966-7561
Contact Person of Bank/Financial Institution:	Chelsea Henderson
Bank/Financial Institution ABA Number:	121140218
State-Local Agency Name / LOA Number:	Mariposa County Sheriff's Office/2025-24
E-mail Address for Agency's Financial/ Accounting Section for Transfer Notifications:	cmendoza@mariposacounty.org

Jeremy Briese-Sheriff
Authorized Agency Representative (Name & Title)

Signature of Authorized Agency Representative

Date

Investigative Support Section (ODS)
DEA Headquarters

U.S. Department of Justice
Office of Justice Programs
Office of the Comptroller

CERTIFICATIONS REGARDING LOBBYING; DEBARMENT, SUSPENSION AND OTHER RESPONSIBILITY MATTERS; AND DRUG-FREE WORKPLACE REQUIREMENTS

Applicants should refer to the regulations cited below to determine the certification to which they are required to attest. Applicants should also review the instructions for certification included in the regulations before completing this form. Signature of this form provides for compliance with certification requirements under 28 CFR Part 69, "New Restrictions on Lobbying" and 28 CFR Part 67, "Government-wide Debarment and Suspension (Nonpro-curement) and Government-wide Requirements for Drug- Free Workplace (Grants)." The certifications shall be treated as a material representation of fact upon which reliance will be placed when the Department of Justice determines to award the covered transaction, grant, or cooperative agreement.

1. LOBBYING

As required by Section 1352, Title 31 of the U.S. Code, and implemented at 28 CFR Part 69, for persons entering into a grant or cooperative agreement over $100,000, as defined at 28 CFR Part 69, the applicant certifies that:

(a) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the making of any Federal grant, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal grant or cooperative agreement;

(b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form - LLL, "Disclosure of Lobbying Activities," in accordance with its instructions;

(c) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subgrants, contracts under grants and cooperative agreements, and subcontracts) and that all subrecipients shall certify and disclose accordingly.

2. DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS (DIRECT RECIPIENT)

As required by Executive Order 12549, Debarment and Suspension, and implemented at 28 CFR Part 67, for prospective participants in primary covered transactions, as defined at 28 CFR Part 67, Section 67.510--

A. The applicant certifies that it and its principals:

(a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, sentenced to a denial of Federal benefits by a State or Federal court, or voluntarily excluded from covered transactions by any Federal department or agency;

(b) Have not within a three-year period preceding this application been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(c) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and

(d) Have not within a three-year period preceding this application had one or more public transactions (Federal, State, or local) terminated for cause or default; and

B. Where the applicant is unable to certify to any of the statements in this certification, he or she shall attach an explanation to this application.

3. DRUG-FREE WORKPLACE (GRANTEES OTHER THAN INDIVIDUALS)

As required by the Drug-Free Workplace Act of 1988, and implemented at 28 CFR Part 67, Subpart F, for grantees, as defined at 28 CFR Part 67 Sections 67.615 and 67.620--

A. The applicant certifies that it will or will continue to provide a drug-free workplace by:

(a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;

(b) Establishing an on-going drug-free awareness program to inform employees about--

(1) The dangers of drug abuse in the workplace;

(2) The grantee's policy of maintaining a drug-free workplace;

(3) Any available drug counseling, rehabilitation, and employee assistance programs; and

(4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;

(c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);

(d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant,

(1) Abide by the terms of the statement; and

(2) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;

(e) Notifying the agency, in writing, within 10 calendar days after receiving notice under subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to: Department of Justice, Office of Justice Programs, ATTN: Control Desk, 810 7 th Street, N.W., Washington, D.C. 20531. Notice shall include the identification number(s) of each affected grant;

(f) Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted--

(1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or

(2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;

(g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).

B. The grantee may insert in the space provided below the site(s) for the performance of work done in connection with the specific grant:

Place of Performance (Street address, city, county, state, zip code)

_____

_____

_____

Check ___if there are workplaces on file that are not identified here.

Section 67, 630 of the regulations provides that a grantee that is a State may elect to make one certification in each Federal fiscal year. A copy of which should be included with each application for Department of Justice funding. States and State agencies may elect to use OJP Form 4061/7.

Check ___if the State has elected to complete OJP Form 4061/7.

_____

DRUG-FREE WORKPLACE
(GRANTEES WHO ARE INDIVIDUALS)

As required by the Drug-Free Workplace Act of 1988, and implemented at 28 CFR Part 67, Subpart F, for grantees, as defined at 28 CFR Part 67; Sections 67.615 and 67.620--

A. As a condition of the grant, I certify that I will not engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity with the grant; and

B. If convicted of a criminal drug offense resulting from a violation occurring during the conduct of any grant activity, I will report the conviction, in writing, within 10 calendar days of the conviction, to: Department of Justice, Office of Justice

---

As the duly authorized representative of the applicant, I hereby certify that the applicant will comply with the above certifications.

1. Grantee Name and Address:

Mariposa County Sheriff's Office

---

2. Application Number and/or Project Name

2025-24

3. Grantee IRS/Vendor Number

94-6000880

---

4. Typed Name and Title of Authorized Representative

Jeremy Briese-Sheriff

---

5. Signature

6. Date

---

*U.S. Government Printing Office: 1996 - 405-037/40014

ASSURANCES

The Applicant hereby assures and certifies compliance with all Federal statutes, regulations, policies, guidelines and requirements, including OMB Circulars No. A-21, A-87, A-110, A-122, A-133; E.O. 12372 and Uniform Administrative Requirements for Grants and Cooperative Agreements - 28 CFR, Part 66, Common rule, that govern the application, acceptance and use of Federal funds for this federally-assisted project. Also the Applicant assures and certifies that:

1. It possesses legal authority to apply for the grant; that a resolution, motion or similar action has been duly adopted or passed as an official act of the applicant's governing body, authorizing the filing of the application, including all understandings and assurances containedtherein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and toprovide such additional information may be required.

2. It will comply with requirements of the provisions of the Uniform Relocation Assistance and Real Property Acquisitions Act of 1970 (P.L. 91-646) which provides for fair and equitable treatment of persons displaced as a result of Federal and federally - assisted programs.

3. It will comply with provisions of Federal law which limit certain political activities of employees of a State or local unit of government whose principal employment is in connection with an activity financed in whole or in part by Federal grants. (5 USC 1501, et seq.)

4. It will comply with the minimum wage and maximum hours provisions of the Federal Fair Labor Standards Act if applicable.

5. It will establish safeguards to prohibit employees from using their positions for a purpose that is or gives the appearance of being motivated by a desire for private gain for themselves or others, particularly those with whom they have family, business, or other ties.

6. It will give the sponsoring agency or the Comptroller General, through any authorized representative, access toand the right to examine all records, books, papers, or documents related to the grant.

7. It will comply with all requirements imposed by the Federal sponsoring agency concerning special requirements of law, program requirements, and other administrative requirements.

8. It will insure that the facilities under its ownership, lease or supervision which shall be utilized in the accomplishment of the project are not listed on the Environmental Protection Agency's (EPA)list of Violating Facilities and that it will notify the Federal grantor agency of the receipt of any communication from the Director of the EPA Office of Federal Activities indicating that a facility to be used in the project is under consideration for listing by the EPA.

9. It will comply with the flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973, Public Law 93-234, 87 Stat. 975, approved December 31, 1976, Section 102(a) requires, on and after March 2, 1975, the purchase of flood insurance in communities where such insurance is available as a condition for the receipt of any Federal financial assistance for construction or acquisition purposes for usein any area that has been identified by the Secretary of the Department of Housing and Urban Development as an area having special flood hazards. The phrase "Federal financial assistance" includes any form of loan, grant, guaranty, insurancepayment, rebate, subsidy, disaster assistance loan or grant, or any other form of direct or indirect Federal assistance.

10. It will assist the Federal grantor agency in its compliance with Section 106 of the National Historic Preservation Act of 1966 as amended (16 USC 470), Executive Order 11593, and the Archeological and Historical Preservation Act of 1966 (16 USC 569 a-1 et seq.) by (a) consulting with the State Historic Preservation Officer on the conduct of investigations, as necessary, to identify properties listed in or eligible for inclusion in the National Register of Historic Places that are subject to adverse effects (see 36 CFR Part 800.8) by the activity, and notifying the Federal grantor agency of the existence of any such properties, and by (b) complying with all requirements established by the Federal grantor agency to avoid or mitigate adverse effects upon such properties.

11. It will comply, and assure the compliance of all its subgrantees and contractors, with the applicable provisions of Title I of the Omnibus Crime Control and Safe Streets Act of 1968, as amended, the Juvenile Justice and Delinquency Prevention Act, or the Victims of Crime Act, as appropriate; the provisions of the current edition of the Office of Justice Programs Financial and Administrative Guide for Grants, M7100.1; and all other applicable Federal laws, orders, circulars, or regulations.

12. It will comply with the provisions of 28 CFR applicable to grants and cooperative agreements including Part 18, Administrative Review Procedure; Part 20, Criminal Justice Information Systems; Part 22, Confidentiality of Identifiable Research and Statistical Information; Part 23, Criminal Intelligence Systems Operating Policies; Part 30, Intergove-rnmental Review of Department of Justice Programs and Activities; Part 42, Nondiscrimination/Equal Employment Opportunity Policies and Procedures; Part 61, Procedures for Implementing the National Environmental Policy Act; Part 63, Floodplain Management and Wetland Protection Procedures; and Federal laws or regulations applicable to Federal Assistance Programs.

13. It will comply, and all its contractors will comply, with the nondiscri-mination requirements of the Omnibus Crime Control and Safe Streets Act of 1968, as amended, 42 USC 3789(d), or Victims of Crime Act (as appropriate); Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; Subtitle A, Title II of the Americans with Disabilities Act (ADA) (1990); Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Department of Justice Non-Discrimination Regulations, 28 CFR Part 42, Subparts C, D, E, and G; and Department of Justice regulations on disability discrimination, 28 CFR Part 35 and Part 39.

14. In the event a Federal or State court or Federal or State administrative agency makes a finding of discrimination after a due process hearing on the grounds of race, color, religion, national origin, sex, or disability against a recipient of funds, the recipient will forward a copy of the finding to the Office for Civil Rights, Office of Justice Programs.

15. It will provide an Equal Employment Opportunity Program if required to maintain one, where the application is for $500,000 or more.

16. It will comply with the provisions of the Coastal Barrier Resources Act (P.L. 97-348) dated October 19, 1982 (16 USC 3501 et seq.) which prohibits the expenditure of most new Federal funds within the units of the Coastal Barrier Resources System.

Signature

Date

Agency Name & LOA Number: Mariposa County Sheriff's Office /2025-24

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Courtney Morrow, Treasurer/Tax Collector/County Clerk

RE: Approve Third Amendment to the Agreement with the State of California for "Voting System Replacement Contract 2019", Extending the Date to August 31, 2026, for the Purchase of New Voting Equipment; and Authorize the County Clerk to Sign the Amendment

---

RECOMMENDATION AND JUSTIFICATION

Approve Third Amendment to the Agreement with the State of California for "Voting System Replacement Contract 2019", Extending the Date to August 31, 2026, for the Purchase of New Voting Equipment; and Authorize the County Clerk to Sign the Amendment

The State of California has requested the County Clerk sign the amendment.

On April 2, 2019, the Board of Supervisors approved an agreement with the State of California in the amount of $207,000 for voting system replacement (res. no. 2019-175, which is attached). The State subsequently made additional funding available, increasing Mariposa County's funding to $423,797, dropped the matching fund requirement for Counties with fewer than 50 precincts and extended the agreement date to 6/30/2022. This amendment was approved by the Board of Supervisors with res. no. 2019-698 (attached). The second amendment to the agreement extended the date again to 12/31/2024 and was approved by Supervisors with res. no. 2022-273 (attached) The current agreement funded the lease of our current voting system.

The County Clerk is requesting to sign this agreement per State requirements.

This third amendment extends the agreement date to 8/31/2026.

BACKGROUND AND HISTORY OF BOARD ACTIONS

The Board has previously approved grant funding for voting system upgrades.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Not approving the amendment would require the County to amend the current voting system contract in order to claim the remaining funds.

FINANCIAL IMPACT

None

ATTACHMENTS

1. **Current item 3rd Amendment**
2. **Board item 2022-273 2nd Amendment**
3. **Board item 2019-698 1st Amendment**
4. **Board item 2019-175 Original Agreement**

Docusign Envelope ID: 21A39601-D521-4ABF-ADF6-8C0518361740

SCO ID: 0890-18G30122-A3

STANDARD AGREEMENT - AMENDMENT

STD 213A (Rev. 4/2020)

☐ CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED PAGES

AGREEMENT NUMBER	AMENDMENT NUMBER	Purchasing Authority Number
18G30122	3	SOS-0890

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME
Secretary of State

CONTRACTOR NAME
Mariposa County

2. The term of this Agreement is:

START DATE
February 1, 2019, or upon approval by Dept. of General Services, if required, which is later

THROUGH END DATE
August 31, 2026

3. The maximum amount of this Agreement after this Amendment is:
$423,797.40; Four Hundred Twenty-three Thousand Seven Hundred Ninety-seven Dollars and Forty Cents

4. The parties mutually agree to this amendment as follows. All actions noted below are by this reference made a part of the Agreement and incorporated herein:

The Agreement by and between the Secretary of State and Mariposa County is hereby amended as follows:

1. The term of this agreement is hereby extended to August 31, 2026.

2. Exhibit A, B. Purpose of Agreement, Paragraph 1 is hereby replaced in its entirety, as stated below:
The purpose of this Agreement is to provide the counties within the state of California, as appropriated by Assembly Bill 1824, Chapter 38 (Stats.2018) and Assembly Bill 74, Chapter 23 (Stats.2019), (Voting System Replacement Contracts) pursuant to California Elections Code sections 19400 and 19402 administered by the Secretary of State, with state funds to reimburse counties for voting system replacement activities subject to the provisions of this Agreement and all requirements of state and federal law, regulations and procedures. This amendment extends the last date to submit any invoices against this Agreement to August 31, 2026. Counties who receive the reimbursement of funds under this agreement are subject to the following:

3. Exhibit A, Section C. Project Contacts, Item b. is hereby replaced in its entirety, as stated below:
b. For State: Rodney Rodriguez (916) 695-1680.

4. Exhibit B, Section 7. Retroactive Payments is hereby replaced in its entirety, as stated below:
7. Retroactive Payments
Counties may claim reimbursement for expenses and activities permissible under the terms of this Agreement that occur after April 25, 2015, and before August 31, 2026.

All other terms and conditions shall remain the same.

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)
Mariposa County

CONTRACTOR BUSINESS ADDRESS	CITY	STATE	ZIP
P.O. Box 247	Mariposa	CA	95338

PRINTED NAME OF PERSON SIGNING	TITLE

CONTRACTOR AUTHORIZED SIGNATURE	DATE SIGNED
Signed by:	

SCO ID: 0890-18G30122-A3

STANDARD AGREEMENT - AMENDMENT

STD 213A (Rev. 4/2020)

☐ CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED ____ PAGES

AGREEMENT NUMBER	AMENDMENT NUMBER	Purchasing Authority Number
18G30122	3	SOS-0890

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME			
Secretary of State			
CONTRACTING AGENCY ADDRESS	CITY	STATE	ZIP
1500 11th Street	Sacramento	CA	95814
PRINTED NAME OF PERSON SIGNING	TITLE		
CONTRACTING AGENCY AUTHORIZED SIGNATURE	DATE SIGNED		
CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL	EXEMPTION (If Applicable)		

MARIPOSA COUNTY

Treasurer-Tax Collector-County Clerk ·

RESOLUTION - ACTION REQUESTED 2022-273

MEETING: May 3, 2022

TO: The Board of Supervisors

FROM: Keith Williams, Treasurer/Tax Collector

RE: Voting System Replacement Funding

RECOMMENDATION AND JUSTIFICATION:
Approve the Second Amendment to an Agreement with the State of California for "Voting System Replacement Contract 2019" Extending the Date to December 31, 2024, for the Purchase of New Voting Equipment; and Authorize the County Clerk to Sign the Second Amendment per State Requirements.

On April 2, 2019 the Board of Supervisors approved an agreement with the State of California in the amount of $207,000 for voting system replacement (res. no. 2019-175). The State subsequently made additional funding available, dropped the matching fund requirement for counties with less than 50 precincts, increased the funding to $423,797 and extended the date to 6/30/2022. The Board of Supervisors approved the 1st amendment (res. no 2019-698). The current agreement funded the lease of our current voting system.

The County Clerk is requesting to sign this agreement per State requirement.

This second amendment extends the agreement date to 12/31/2024.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board has previously approved grant funding for voting system upgrades.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Not approving the amendment would require the county to amend the current voting system contract in order to claim the remaining funds by June 30th.

FINANCIAL IMPACT:
None

ATTACHMENTS:
18-22_a2_-_Mariposa_County_Std_213 (PDF)
Agreement_2019-698 (PDF)
Agreement_2019-175 (PDF)

REF ID# 12900

RESULT: **ADOPTED BY CONSENT VOTE [UNANIMOUS]**
MOVER: Marshall Long, District III Supervisor
SECONDER: Wayne Forsythe, District IV Supervisor
AYES: Smallcombe, Sweeney, Long, Forsythe, Menetrey

MARIPOSA COUNTY

Treasurer-Tax Collector-County Clerk

RESOLUTION - ACTION REQUESTED 2019-698

MEETING: December 10, 2019

TO: The Board of Supervisors

FROM: Keith Williams, Treasurer/Tax Collector

RE: Voting System Replacement Funding

RECOMMENDATION AND JUSTIFICATION:
Approve an Amendment to the Agreement with the State of California for "Voting System Replacement Contract 2018" Increasing the Amount by $216,797 to Purchase New Voting Equipment; and Authorize the Board of Supervisors Chair to Sign the Amended Agreement.

On April 2, 2019 the Board of Supervisors approved an agreement with the State of California in the amount of $207,000 for voting system replacement (res. no. 2019-175). The State has subsequently made additional funding available and dropped the matching fund requirement for counties with less than 50 precincts. Mariposa County qualifies for the new funding with no matching funds requirement.

Budget adjustments will be made at mid-year.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board has previously approved grant funding for voting system upgrades.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve the agreement and continue to match the state funds for the system upgrade.

FINANCIAL IMPACT:
FY 19/20 budget adjustments will be relflected at mid-year.

ATTACHMENTS:
SOS Amended Agreement (PDF)
SOS Original Agreement (PDF)

RESULT: **ADOPTED [UNANIMOUS]**
MOVER: Merlin Jones, District II Supervisor
SECONDER: Rosemarie Smallcombe, District I Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey

REF ID# 9823

STATE OF CALIFORNIA
STANDARD AGREEMENT AMENDMENT
STD. 213 A (Rev 06/03)

RES. NO. 19-698

[X] CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED 1 Pages

AGREEMENT NUMBER	AMENDMENT NUMBER
18G30122	01
REGISTRATION NUMBER:	

1. This Agreement is entered into between the State Agency and Contractor named below:
   STATE AGENCY'S NAME
   Secretary of State
   CONTRACTOR'S NAME
   Mariposa County
2. The term of this Agreement is: February 1, 2019, or upon approval by Dept. of General Services, if required, whichever is later through June 30, 2022
3. The maximum amount of this Agreement after this amendment is: **$ 423,797.40**
   Four hundred twenty-three thousand seven hundred ninety-seven dollars and forty cents
4. The parties mutually agree to this amendment as follows. All actions noted below are by this reference made a part of the Agreement and incorporated herein:
   1. The amount of the Agreement is hereby increased by $ 216,797.40 and shall not exceed $ 423,797.40, which includes $ 9,797.40 for election management system (EMS) specific funds.
   2. The term of the Agreement is hereby extended through June 30, 2022.
   3. Exhibit A – Scope of Work, Section E. Use of Funds. Item 9., is hereby added to the Agreement, as stated below:
      9. The replacement or enhancement of a county Election Management System (EMS), used by the county to track voter registration or voter preference, including for example, a voter's vote-by-mail status. This shall not include maintenance and operations (M&O) expenses.
   4. Exhibit B – Budget Detail and Payment Provisions, Item 7. Retroactive Payments, is hereby replaced in its entirety, as stated below:
      7. Retroactive Payments
      Counties may claim reimbursement for expenses and activities permissible under the terms of this Agreement that occur after April 29, 2015 and before June 30, 2022.
   5. Exhibit D – Special Terms and Conditions, Section A. Auditing, Item 1., is hereby by replaced in its entirety, as stated below:
      1. Receipt of Voting System Replacement funds by County indicates agreement, to be reimbursed by the Secretary of State, by first providing matching funds spent on voting system replacement activities described in Exhibit A – Scope of Work, Section E – Use of Funds as follows:
      a. Counties with 50 or fewer precincts will require no match of funds.
      b. Counties with 51 or more precincts will require 3:1 or 75%:25% match of funds.
   6. Exhibit B-1 – Funding Detail, is hereby added to the Agreement and attached hereto.

Except as stated herein, all other terms and conditions shall remain the same.

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR

CONTRACTOR'S NAME *(If other than an individual, state whether a corporation, partnership, etc.)*
Mariposa County

BY *(Authorized Signature)* ✍ [signature] — DATE SIGNED *(Do not type)* Dec 12 2019

PRINTED NAME AND TITLE OF PERSON SIGNING
Miles Menetrey, Board Chair

ADDRESS
P.O. Box 247
Mariposa , CA 95338

STATE OF CALIFORNIA

AGENCY NAME
Secretary of State

BY *(Authorized Signature)* ✍ Cindy Halverstadt — DATE SIGNED *(Do not type)* 1/2/20

PRINTED NAME AND TITLE OF PERSON SIGNING
Cindy Halverstadt, Chief, Management Services Division

ADDRESS
1500 11th Street, Sacramento, CA 95814

CALIFORNIA
Department of General Services
Use Only

APPROVED
JAN - 8 2020
OFFICE OF LEGAL SERVICES
DEPT. OF GENERAL SERVICES

☐ APPROVED AS TO FORM:
STEVEN W. DAHLEM
COUNTY COUNSEL

EXHIBIT B-1
(Standard Agreement)

FUNDING DETAIL

The allotted contract amount with both fiscal year (FY) allotments are not to exceed a total contract budget of **$ 423,797.40** as shown in the table below:

Total Budget	
FY 18/19 – Existing Contract Amount for replacement/upgrade to County voting systems	$ 207,000.00
FY 19/20 – Additional Funding for replacement/upgrade to County voting systems	$ 207,000.00
FY 19/20 – Additional funding specifically for election management system (EMS) replacement	$ 9,797.40
New Contract Amount	**$ 423,797.40**

MARIPOSA COUNTY

Treasurer-Tax Collector-County Clerk

RESOLUTION - ACTION REQUESTED 2019-175

MEETING: April 2, 2019

TO: The Board of Supervisors

FROM: Keith Williams, Treasurer/Tax Collector

RE: Voting System Replacement Funding

RECOMMENDATION AND JUSTIFICATION:
Approve an Agreement with the State of California for "Voting System Replacement Contract 2018" ($207,000) to Purchase New Voting Equipment, and Authorize the Board of Supervisors Chair to Sign the Agreement

Assembly Bill 1824 passed by the State of California in 2018 provided each County funds to replace out dated voting system. On August 28, 2018 the Board of Supervisors approved the purchase of a new voting system for County elections (Res. 2018-426). The budget action for that item included anticipated funding from the State. This agreement will start the process to claim the funds. Funding was included in the 2018-19 budget.

The Board anticipated this agreement with the passage of Resolution 2018-426.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board has previously approved grant finding for voting system upgrades.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve the agreement and pay for the system upgrade with County funds.

FINANCIAL IMPACT:
FY 18/19 activity associated with this agreement was budgeted by a budget action attached to Board Resolution 2018-426. Future activity associated with this agreement will need to be budgeted in future fiscal years.

ATTACHMENTS:
SOS Voting Systems Replacement Agreement (PDF)
4-2-19 Staff Report (DOCX)

Resolution - Action Requested 2019-175

RESULT: **ADOPTED [UNANIMOUS]**
MOVER: Rosemarie Smallcombe, District I Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Miles Menetrey
EXCUSED: Kevin Cann

STATE OF CALIFORNIA – DEPARTMENT OF GENERAL SERVICES

RES. NO. 19-175

STANDARD AGREEMENT

STD 213 (Rev. 10/2018)

AGREEMENT NUMBER	PURCHASING AUTHORITY NUMBER (if applicable)
18G30122	

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME
Secretary of State

CONTRACTOR NAME
Mariposa County

2. The term of this Agreement is:

START DATE
February 1, 2019 or upon approval by Dept. of General Services, if required, whichever is later

THROUGH END DATE
June 30, 2021

3. The maximum amount of this Agreement is:
$ 207,000.00
Two hundred seven thousand Dollars and Zero Cents

4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made part of the Agreement.

EXHIBITS	TITLE	PAGES
Exhibit A	Scope of Work	4 pages
Exhibit B	Budget Detail and Payment Provisions	3 pages
Exhibit C *	General Terms and Conditions	GTC 04/2017
Exhibit D	Special Terms and Conditions (Attached hereto as part of this Agreement)	2 pages
Exhibit E	Additional Provisions	2 pages
Exhibit F	County Resolution	2 pages
Exhibit G	Contractor Voting System Replacement Activity Report	1 pages

Items shown with an asterisk (*), are hereby incorporated by reference and made part of this agreement as if attached hereto. These documents can be viewed at www.dgs.ca.gov/ols/resources/standardcontractlanguage.aspx

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)
Mariposa County

CONTRACTOR BUSINESS ADDRESS	CITY	STATE	ZIP
P.O. Box 247	Mariposa	CA	95338

PRINTED NAME OF PERSON SIGNING	TITLE
Miles Menetrey, Board Chair	
CONTRACTOR AUTHORIZED SIGNATURE	**DATE SIGNED**
M S Menetrey	April 3 2019

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME
Secretary of State

CONTRACTING AGENCY ADDRESS	CITY	STATE	ZIP
1500 11th Street	Sacramento	CA	95814

PRINTED NAME OF PERSON SIGNING	TITLE
Cindy Halverstadt	Chief, Management Services Division
CONTRACTING AGENCY AUTHORIZED SIGNATURE	**DATE SIGNED**
Cindy Halverstadt	5/7/19
CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL	**EXEMPTION, IF APPLICABLE**

APPROVED
MAY 15 2019
OFFICE OF LEGAL SERVICES
DEPT. OF GENERAL SERVICES

APPROVED AS TO FORM:
Steven W. Dahlem
STEVEN W. DAHLEM
COUNTY COUNSEL

EXHIBIT A
(Standard Agreement)

SCOPE OF WORK

A. NAME OF PROGRAM

This program shall be known as "Voting System Replacement Contract 2018."

B. PURPOSE OF AGREEMENT

The purpose of this Agreement is to provide the counties within the state of California, as appropriated by Assembly Bill 1824, Chapter 38 (Stats.2018), (Voting System Replacement Contracts), pursuant to California Elections Code sections 19400 and 19402, administered by the Secretary of State, with state funds to reimburse counties for voting system replacement activities subject to the provisions of this Agreement and all requirements of state and federal law, regulations and procedures. Counties who receive the reimbursement of funds under this agreement are subject to the following:

1. Counties may seek reimbursement for payments made pursuant to a purchase agreement, lease agreement, or other contract made after April 29, 2015.

2. The funded activities must belong to one or more of the categories outlined below in Section E – USE OF FUNDS.

3. If a county uses funding provided to it for activities described below in Section E – USE OF FUNDS, #8, and those activities do not result in a voting system certified by the Secretary of State to comply with the California Voting Systems Standards by July 1, 2023, the county shall return the state funding provided for those activities to the State. If the county does not return the funding by June 30, 2024, the State Controller shall withhold any payment to the county in an equivalent amount, as directed by the California Department of Finance.

4. Any voting system purchased or leased by a county for which the county seeks reimbursement from the Secretary of State pursuant to this Agreement and that does not require a voter to directly mark a ballot, must produce a paper version or representation of the voted ballot or of all of the ballots cast on a unit of the voting system. The paper version shall not be provided to the voter but shall be retained by elections officials for use during the one percent manual tally described in Elections Code Section 15360, or any recount, audit, or contest.

C. PROJECT CONTACTS

The program representatives during the term of Agreement will be:

a. For County: **Keith Williams (209) 966-2007**
b. For State: **Kathyrn Chaney (916) 695-1657**

EXHIBIT A
(Standard Agreement)

D. MATCHING FUNDS

Counties may seek reimbursement where the county has spent matching county funds on voting systems replacement activities on a dollar-for-dollar basis, up to the maximum amount of funds allocated for the contract. Matching funds may also include federal funds such as Help America Vote Act (HAVA). **State funds**, such as Voting Modernization Bond Act of 2002 (VMB) **may not** be used as matching funds.

E. USE OF FUNDS

Any Voting Systems Replacement Contract 2018 funds received pursuant to this program shall be used by County only for one or more of the following purposes:

1. New voting systems that have been certified or conditionally approved pursuant to the California Voting Systems Standards (CVSS).

2. Electronic poll books certified by the Secretary of State.

3. Ballot on demand systems certified by the Secretary of State.

4. Vote by mail ballot drop boxes that comply with any applicable regulations adopted by the Secretary of State, including California Code of Regulations (CCR) Title 2, Division 7, Chapter 3, sections 20130-20138.

5. Remote accessible vote by mail systems certified or conditionally approved by the Secretary of State.

6. Telecommunication technologies to facilitate electronic connection, for the purpose of voter registration, between polling places, vote centers, and the office of the county elections official or the Secretary of State's office.

7. Vote by mail ballot sorting and processing equipment.

8. Research and development of a new voting system using only nonproprietary software and firmware with disclosed source code that have not been certified or conditionally approved by the Secretary of State, but that would result in a voting system certified by the Secretary of State to comply with the California Voting Systems Standards, in addition to the following:
    - Manufacturing of the minimum number of voting system units reasonably necessary for either of the following purposes:
        - Testing and seeking administrative approval for the voting system pursuant to Section 19210 to 19214, inclusive.
        - Testing and demonstrating the capabilities of the voting system in a pilot program pursuant to paragraph (2) of subdivision (b) and subdivision (c) of Section 19209.

EXHIBIT A
(Standard Agreement)

F. County shall not submit any claim for payment or reimbursement and shall not be entitled to receive payment or reimbursement from State of Voting System Replacement Contract 2018 funds for:

1. The cost of purchasing any motored vehicle;
2. The cost of leasing for more than thirty (30) days of any motored vehicle;
3. The cost of purchasing any real property;
4. The cost of leasing any real property;
5. The cost of promotional items and memorabilia;
6. General purpose equipment, including but not limited to, office equipment and furnishings; modular furniture; telephone networks and component parts that are not for the explicit use of facilitating electronic connections as defined above in Section E – USE OF FUNDS, #6 of this document; and reproduction and printing equipment that is not a component of a voting system, ballot on demand system, or electronic poll book system;
7. General office supplies;
8. Any indirect rate or overhead costs distributed to county administrative support services.

G. DISPOSAL OR SALE OF EQUIPMENT PURCHASED WITH VOTING SYSTEM REPLACEMENT CONTRACT FUNDING

If a county elections officials disposes of voting systems or voting equipment purchased with Voting System Replacement Contract funding:

1. No pre-approval or permission is required by the Secretary of State.
2. Sales should conform to county purchasing procedures. If those do not exist, counties should rely on the State Administrative Manual (SAM Chapter 8600).
3. A solid audit trail should be maintained and include the following:
   a. All information relevant to valuation.
   b. Documentation relevant to the source of funding used for the original purchase of the equipment being sold or disposed of.

EXHIBIT A
(Standard Agreement)

c. Information relevant to the actual sale or disposition, including the date, amount of the actual sale, which equipment was involved (description and inventory numbers) and receipts.

4. Prior to disposing or selling of any voting system or portion thereof, ensure the equipment is formatted so there is no software or firmware remaining on the equipment. All equipment should be taken back to a condition where it is solely a non-functioning piece of hardware.

EXHIBIT B
(Standard Agreement)

BUDGET DETAIL AND PAYMENT PROVISIONS

1. Invoicing and Payment

A. For services satisfactorily rendered, and upon receipt and approval of the invoices submitted with supporting documentation, the State agrees to compensate the Contractor for actual expenditures incurred in accordance with the rates specified herein, which is attached hereto and made a part of this Agreement.

B. Invoices shall include the Agreement Number and shall be submitted in triplicate not more frequently than monthly in arrears to:

Office of Secretary of State
Attention: Accounts Payable
P.O. Box 944260
Sacramento, CA 94244-2600

Invoices may be submitted via email to AccountsPayable@sos.ca.gov. Please contact Accounts Payable at (916) 653-9165 for any further questions regarding invoices.

2. Budget Contingency Clause

A. It is mutually agreed that if the Budget Act or a Voting System Replacement Contract Spending Plan amendment of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, the State shall have no liability to pay any funds whatsoever to Contractor or to furnish any other considerations under this Agreement and Contractor shall not be obligated to perform any provisions of this Agreement.

B. If funding for any fiscal year is reduced or deleted by the Budget Act or a Voting System Replacement Contract Spending Plan amendment for purposes of this program, the State shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an Agreement amendment to Contractor to reflect the reduced amount.

3. Prompt Payment Clause

Payment will be made in accordance with, and within the time specified in Government Code Chapter 4.5, commencing with Section 927.

4. Failure to Properly Claim Maximum Amount of Voting System Replacement Contract Funds

Notwithstanding any provision of Agreement, County shall be entitled to receive only those amounts for fully supported and appropriate claims, which are properly submitted, pursuant to the provisions of Agreement and all applicable state and federal laws, regulations, and procedures.

5. Basis of Claims

Subject to the provisions of Paragraph #9 below, all claims for Voting System Contract Replacement Funds under this program must be based on invoices submitted by the County. All invoices or Agreements that are the subject of any claims must relate directly to expenditures authorized pursuant to Exhibit A – SCOPE OF WORK, Section E – USE OF FUNDS.

EXHIBIT B
(Standard Agreement)

6. Processing of Claims

The Secretary of State shall establish the criteria and processes for submitting claims under this Program. Such criteria shall include requirements that all claims:

A. Contain a face sheet that summarizes each expenditure made by the categories set forth in Exhibit A – SCOPE OF WORK, Section E – USE OF FUNDS;

B. Include the total amount of the claim;

C. Identify whether additional claims are expected to be submitted;

D. Include the hourly charge of any contractor for which a claim is made for their time;

E. Include signed Contractor Activity Reports, please see sample, which is Exhibit G - CONTRACTOR VOTING SYSTEM REPLACEMENT ACTIVITY REPORT, for each employee and contractor's employee for whom reimbursement for time is being claimed. (Vendors who receive payment from Voting System Replacement Contract funds are required to submit timesheets for any work paid for as time and materials); and

F. Include a copy of the contract, if the contractor's invoice does not describe the activities undertaken in such a manner that the State can determine whether the activities comply with the provisions of this Agreement.

7. Retroactive Payments

Counties may claim reimbursement for expenses and activities permissible under the terms of this Agreement that occur after April 29, 2015, and before June 30, 2021.

8. Payments of Claims

The Secretary of State shall advise the County of the status of the claim processing within 30 (thirty) days of receipt of the claim. Payments made by the State with respect to any claim shall be sent directly by the State Controller's office to the County.

9. Deadline for Submitting Claims

The deadline for submitting any claim under this program is 30 (thirty) days after the expiration date of this Agreement.

10. Multiple Claims

County can submit multiple claims for Voting Systems Replacement funds authorized above, within the aggregate limit established for County.

11. Documentation to be Submitted

A. Each claim shall include a cover page that identifies the activity or service in Exhibit A – SCOPE OF WORK and a summary sheet that includes the dollar amount associated with each activity or service for which funds are being sought. Each claim shall also include originals or true copies of all documentation of the payment for which reimbursement is sought, and of the purchase agreement, lease agreement, or other contract pursuant to which the reimbursed payment was made.

EXHIBIT B
(Standard Agreement)

B. The county shall certify to the Secretary of State the source and amount of match funding, including supporting documentation of the source of funding such as a statement of account.

C. If applicable, approval by the County Board of Supervisors, along with the appropriate County Resolution will be required.

12. Order of Processing

Claims shall be processed by the Secretary of State in order of receipt.

EXHIBIT D
(Standard Agreement)

SPECIAL TERMS AND CONDITIONS

A. AUDITING

1. Receipt of Voting System Replacement funds by County indicates agreement, to be reimbursed by the Secretary of State, by first providing matching funds spent on voting system replacement activities described in Exhibit A – SCOPE OF WORK, Section E – USE OF FUNDS, on a dollar-for-dollar basis, up to a maximum amount of funds allocated for the contract, as allocated per county.

2. County shall maintain records in a manner that:

    a. Accurately reflects fiscal transactions with necessary controls and safeguards;

    b. Provides complete audit trails, based whenever possible on original documents (purchase orders, receipts, progress payments, invoices, timesheets, cancelled warrants, warrant numbers, etc.);

    c. Provides accounting data so the costs can readily be determined throughout Agreement period;

    d. Accurately records and tracks the disposition of all equipment and sensitive property in compliance with 41 CFR 105-71 and the California State Administrative Manual.

3. Records shall be maintained for three (3) years after termination of this Agreement and for at least one (1) year following any audit or final disposition of any disputed audit finding.

4. If the final disposition of any disputed audit finding is determined to be a disallowed cost that the Secretary of State has paid the County, the County shall return to the Secretary of State an amount equal to the disallowance.

5. County shall permit periodic site visits by the Secretary of State, or the Secretary of State's designee or designees, to determine if any Voting System Replacement Contract funds are being used or have been used in compliance with this Agreement and all applicable laws.

B. GENERAL PROVISIONS

1. Voting System Replacement Contract funds can only be used for the purposes for which the Voting System Replacement Contract funds are made.

2. No portion of any Voting System Replacement Contract funds shall be used for partisan political purposes. All contractors providing services are required to sign an agreement, please see Exhibit E – Additional Provisions, to abide by the Secretary of States' policy to refrain from engaging in political activities that call into question the impartiality of the Secretary of State's Office.

3. Proceeds received by the County for the sale of equipment or sensitive property originally purchased by funds shall be deposited in an interest-bearing account and used in accordance with procedures outlined in Exhibit A – SCOPE OF WORK, Section G - DISPOSAL OR SALE OF EQUIPMENT PURCHASED WITH VOTING SYSTEM REPLACEMENT CONTRACT FUNDING. Such sales shall be reported in writing to the Secretary of State within 30 days of completion. Interest earned on funds shall be reported to the Secretary of State within 90 days of the close of each fiscal year. Upon expenditure of these funds and interest earned, County will report such

EXHIBIT D
(Standard Agreement)

expenditure to the Secretary of State, along with documentation of such expenditure, including invoices, agreements or other documentation.

4. Funds not claimed by County within thirty (30) days of the end date of this contract, or any funds claimed by a county that are not approved for use by the Secretary of State within one hundred eighty (180) days of the end date of this contract, shall revert to the Secretary of State.

5. If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this Program, the State shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an Agreement amendment to County to reflect any reduced amount.

6. This Agreement is subject to any restrictions, limitations or conditions enacted or promulgated by the United States Government, or any agency thereof, that may affect the provisions, terms or funding of Agreement in any manner.

7. County warrants by execution of this Agreement, that no person or selling agency has been employed or retained to solicit or secure this contract upon agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by County for the purpose of securing business. For breach or violation of this warranty, the State shall, in addition to other remedies provided by law, have the right to annul this contract without liability, paying only for the value of the work actually performed, or otherwise recover the full amount of such commission, percentage, brokerage, or contingent fee.

8. Nothing contained in this Agreement or otherwise, shall create any contractual relation between the State and any subcontractor or vendor, and no subcontractor shall relieve County of its responsibilities and obligations hereunder. County agrees to be as fully responsible to State for the acts and omissions of its subcontractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by County. County's obligation to pay its subcontractors is an independent obligation from the State's obligation to make payments to County. As a result, State shall have no obligation to pay or to enforce the payment of any moneys to any subcontractor or vendor of County.

9. If a county uses funding provided to it for activities described in Exhibit A – SCOPE OF WORK, Section E – USE OF FUNDS, #8, and those activities do not result in a voting system certified by the Secretary of State to comply with the California Voting Systems Standards by July 1, 2023, the county shall return the state funding provided for those activities to the State. If the county does not return the funding by June 30, 2024, the State Controller shall withhold any payment to the county in an equivalent amount, as directed by the California Department of Finance.

EXHIBIT E
(Standard Agreement)

ADDITIONAL PROVISIONS

Secretary of State Policy Regarding Political Activity in the Workplace

SECRETARY OF STATE POLICY REGARDING POLITICAL ACTIVITY IN THE WORKPLACE

The Secretary of State is the state's chief elections officer. It is, therefore, imperative that staff in the Secretary of State's Office, and those who contract with the Secretary of State's Office, refrain from engaging in any political activity that might call into question the office's impartiality with respect to handling election issues. Accordingly, the policy of the Secretary of State's Office with respect to political activity in the workplace, a copy of which will be given to every employee in the Secretary of State's office and incorporated as an attachment to contracts with the Secretary of State's Office, is as follows:

1) No employee of or contractor with the Secretary of State's Office shall engage in political campaign-related activities on state-compensated or federal-compensated time, except as required by official duties, such as answering inquiries from the public. In those cases where the contractor with the Secretary of State's Office is a county, the term "contractor" shall apply only to county elections office employees, county employees redirected to work temporarily for the county elections office, or any person, firm, company or business that provides reimbursable election-related services to a county elections office in furtherance of a contract. This prohibition shall not apply while an employee is on approved vacation or approved annual leave. This prohibition shall not apply to activities engaged in during the personal time of an employee.

2) No employee of or contractor with the Secretary of State's Office shall use any state property in connection with political campaign activities. It is strictly prohibited to schedule political campaign-related meetings or to conduct political campaign-related meetings in state office space, even if after normal working hours.

3) No employee of or contractor with the Secretary of State's Office shall use his or her official status with the Secretary of State's Office to influence political campaign-related activities or to confer support for or indicate opposition to a candidate or measure at any level of government.

4) No employee of or contractor with the Secretary of State's Office may be involved with political campaign-related telephone calls, letters, meetings or other political campaign-related activities on state-compensated or federal-compensated time. Requests by employees to switch to alternative work schedules, such as 4-10-40 or 9-8-80 work weeks, or to take vacation in order to accommodate political campaign-related activities or to attend political campaign functions, will be judged in the same manner and on the same basis as any other requests of this nature (i.e., existing needs of the office and discretion of the division chiefs).

5) The receipt or delivery of political campaign contributions or photocopies thereof on state property is strictly prohibited, as is the use of office time or state resources (e.g., intra-office mail or fax machines) to solicit or transmit political campaign contributions.

6) No employee of or contractor with the Secretary of State's Office may authorize any person to use his or her affiliation with the Secretary of State's Office in an attempt to suggest that the employee's or contractor's support or opposition to a nomination or an election for office or a ballot measure is of an "official," as distinguished from private, character.

7) No employee of or contractor with the Secretary of State's Office may display political campaign-related buttons, posters, or similar materials in areas visible to individuals who are in public areas of the Secretary of State's Office; nor may an employee of or contractor with the Secretary of State's Office display political campaign-related posters or other materials on windows facing out of the state office building.

EXHIBIT E
(Standard Agreement)

8) No employee of or contractor with the Secretary of State's Office may use official authority or influence for the purpose of interfering with or attempting to affect the results of an election or a nomination for any public office.

9) No employee of or contractor with the Secretary of State's Office may directly or indirectly coerce or solicit contributions from subordinates in support of or in opposition to an election or nomination for office or a ballot measure.

10) An employee who is paid either partially or fully with federal funds, including the Help America Vote Act of 2002 (HAVA), is subject to the provisions of the federal Hatch Act, and is, therefore, prohibited from being a candidate for public office in a partisan election, as defined in the federal Hatch Act. However, any employee who is to be paid either partially or fully with funds pursuant to HAVA, shall first be consulted about the proposed funding and be informed about the prohibitions of the federal Hatch Act. The employee, whenever possible, shall be given the opportunity to engage in employment that does not involve HAVA funding.

11) Provisions limiting participation in political campaign-related activities as provided for in this policy statement shall be included in every contract with the Secretary of State's Office.

If you have questions concerning these restrictions, please refer them to the Secretary of State Office contact person listed in Exhibit A – SCOPE OF WORK.

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-47

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Shannon Hansen, Director of Public Works and Transportation

RE: ***CONTINUED PUBLIC HEARING: From December 10th, 2024 to February 4th, 2025, at 9:00 AM or Soon Thereafter***

Approve the Closure of the Coulterville and Hornitos Transfer Stations, Effective July 1, 2025; Authorize Adjustment of the Don Pedro Transfer Station Operating Hours, Effective July 1, 2025; Authorize the Alignment of Solid Waste Fee Schedules, Effective July 1, 2025; and Authorize a Change in Solid Waste and Recycling Facility Hours of Operation, Effective July 1, 2025

RECOMMENDATION AND JUSTIFICATION

CONTINUED PUBLIC HEARING: From December 10th, 2024 to February 4th, 2025, at 9:00 AM or Soon Thereafter

Approve the Closure of the Coulterville and Hornitos Transfer Stations, Effective July 1, 2025; Authorize Adjustment of the Don Pedro Transfer Station Operating Hours, Effective July 1, 2025; Authorize the Alignment of Solid Waste Fee Schedules, Effective July 1, 2025; and Authorize a Change in Solid Waste and Recycling Facility Hours of Operation, Effective July 1, 2025.

On March 5, 2024, the Board of Supervisors received a presentation on the findings and recommendations from the Solid Waste and Recycling System Study. The Final Core Report for Mariposa Landfill, presented by Blue Ridge Services, outlined proposed changes to transfer station operations and the operating hours of the Mariposa County Solid Waste and Recycling Facility.

For the transfer station operations, the Final Core Report recommended continuing the use of container sites at Don Pedro and Fish Camp. It also advised considering the closure of the Hornitos and Coulterville sites based on customer usage and tonnage data. Rather than conducting a formal study, the report suggested that this decision be informed by the observations and judgment of the facility manager. Unless there is a strong reason to keep the Hornitos and Coulterville sites operational, their closure was recommended.

All Mariposa County Transfer Stations operate at a loss and must be subsidized by the solid waste enterprise fund. Eliminating operational losses at the transfer stations is challenging due to fixed costs like transportation and landfill disposal, as well as the county's rural nature, which limits economies of scale. Nonetheless, the goal is not solely cost recovery but ensuring equity of service for all residents. Equity of service encompasses consistent access to waste management facilities, reasonable travel

distances, balanced resource allocation based on population density, service demand, and geographic challenges, along with uniform fees for services. These criteria promote fairness and sustainability while addressing the fiscal and logistical realities of waste management operations.

Mariposa County Public Works recommends the closure of the Coulterville and Hornitos Transfer Stations, adjusting the hours of operation for the Don Pedro Transfer Station to include an additional day to accommodate increased volume resulting from these closures. Additionally, it proposes aligning the fee schedules for the Mariposa County Solid Waste and Recycling Facility and the Transfer Stations to ensure residents pay consistent fees for comparable services.

The Coulterville and Hornitos Transfer Stations would be closed, effective July 1, 2025. The Don Pedro Transfer Station's hours of operation would change from Thursdays and Saturdays, 9:00 am to 2:00 pm, to Tuesdays and Thursdays, 8:00 am to 1:00 pm, and Saturdays, 8:00 am to 2:00 pm, effective July 1, 2025. The transfer station fees would be aligned with the solid waste fee schedules for the Solid Waste and Recycling Facility, effective July 1, 2025.

Public Works Staff recommends implementing all the proposed changes to the transfer stations as a comprehensive solution to address operational inefficiencies, ensure equity of service, align fee schedules, and concentrate capital improvements where they will provide the greatest benefit. Partial implementation of the recommendations could result in inconsistent service levels, financial imbalances, and operational challenges that undermine the intended goals. By adopting the proposed changes in full Mariposa County can focus resources on strategic capital improvements at facilities with higher demand, achieving a cohesive and sustainable approach to solid waste management that serves all residents fairly and efficiently

Regarding operating hours at the Mariposa County Solid Waste and Recycling Facility, the report noted that the current schedule of being open to customers from 8:00 a.m. to 4:00 p.m. results in a longer workday for landfill staff, with additional time needed for opening and closing tasks. The report suggested closing the facility's gates at 3:00 p.m. to alleviate the end-of-day workload for staff, ensuring they can complete their responsibilities and leave by 4:30 p.m.

Mariposa County Public Works recommends adjusting the operating hours for the Mariposa County Solid Waste and Recycling Facility. The new hours would change from 8:00 am to 4:00 pm (7:00 am to 4:00 pm for commercial customers) to 8:00 am to 3:00 pm (7:00 am to 3:00 pm for commercial customers), effective July 1, 2025. This adjustment is aimed at improving operational efficiency by optimizing staffing and resources, ensuring a more streamlined and sustainable operation. Additionally, the change in hours will allow for better allocation of resources, making it possible to plan for future service offerings and potential expansions based on the evolving needs of the community. By consolidating hours effectively, Mariposa County Public Works can enhance service delivery while maintaining environmental and fiscal responsibility.

BACKGROUND AND HISTORY OF BOARD ACTIONS

The Board of Supervisors approved changes to the Hours of Operation for the Landfill and Transfer Stations on December 9, 2014, RES 2014-637.

The Board of Supervisors approved changes to the Mariposa County Solid Waste and Recycling Facility on May 14, 2024, RES 2024-198.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Alternative 1: The Board of Supervisors could choose to maintain the current operating and fee schedules for the Mariposa County Transfer Stations and Solid Waste and Recycling Facility. Mariposa County Public Works request direction from the Board on identifying alternative sources of funding to maintain the viability of transfer station operations. Mariposa County Public Works would submit a request for the allocation of an additional Maintenance Worker I/II position in the Solid Waste Budget at a future Board meeting.

Alternative 2: Subsidize the Coulterville Transfer Station on an annual basis; approve the closure of the Hornitos Transfer Station, effective July 1, 2025; authorize the alignment of Solid Waste Fee Schedules, effective July 1, 2025; and authorize a change in Solid Waste and Recycling Facility hours of operation, effective July 1, 2025. Mariposa County Public Works would submit a request for the allocation of an additional Maintenance Worker I/II position in the Solid Waste Budget at a future Board meeting.

Alternative 3: Subsidize the Coulterville and Hornitos Transfer Stations on an annual basis; authorize the alignment of Solid Waste Fee Schedules, effective July 1, 2025; and authorize a change in Solid Waste and Recycling Facility hours of operation, effective July 1, 2025. Mariposa County Public Works would submit a request for the allocation of an additional Maintenance Worker I/II position in the Solid Waste Budget at a future Board meeting.

Alternative 4: Subsidize the Coulterville Transfer Station on an annual basis; approve the closure of the Hornitos Transfer Station, effective July 1, 2025; and authorize a change in Solid Waste and Recycling Facility hours of operation, effective July 1, 2025. Mariposa County Public Works staff will develop a separate fee schedule for the transfer stations, which will be presented to the Board for approval at a future meeting. Mariposa County Public Works would submit a request for the allocation of an additional Maintenance Worker I/II position in the Solid Waste Budget at a future Board meeting.

Alternative 5: Subsidize the Coulterville Transfer Station on an annual basis; approve the closure of the Hornitos Transfer Station, effective July 1, 2025; and authorize the alignment of Solid Waste Fee Schedules, effective July 1, 2025. Mariposa County Public Works would submit a request for the allocation of an additional Maintenance Worker I/II position in the Solid Waste Budget at a future Board meeting.

FINANCIAL IMPACT

If the Board of Supervisors chooses to subsidize the Coulterville Transfer Station and/or the Hornitos Transfer Station, the Solid Waste Budget would require an additional allocation from the General Fund.

ATTACHMENTS

1. **Solid Waste Operational Changes Presentation**
2. **Mariposa Landfill CORE Report - FINAL 18Feb2024**
3. **Resolution_2014-637**
4. **Public Comment - Fielding (1)**
5. **Public Comment - McAlister**
6. **Public Comment - Barlow**
7. **Public Comment - Mobley**
8. **Public Comment - Longmore**

9. **Public Comment - Silva**
10. **PC - Coolidge - H.2**
11. **PC - Silverman - H.2**
12. **PC - Day - H.2**
13. **Transfer Station - Anderson**
14. **Transfer Station - Craig**
15. **Transfer Station - Garcia**
16. **Transfer Station - Fiske**
17. **Transfer Station - Debouver**
18. **Public Comment - Karen Farrell**
19. **Public Comment - Sean Werle**
20. **Public Comment - Colleen Rhodes**
21. **Public Comment - Dennis Smith**
22. **Public Comment - Evin Whitney**
23. **Public Comment - Michael Day**
24. **Public Comment - Monica Barlow**
25. **Public Comment - Steve Morton**
26. **Public Comment - Piece 2-4-25**
27. **Public Comment - Freeman**
28. **Public Comment - Dale Silverman**
29. **Public Comment - Brubaker 2-4-25 H1**
30. **Public Comment Longmore 2-4-25 H1**
31. **Public Comment - Sharon Coolidge**
32. **Transfer Station - M. Day**

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District III Supervisor Danette Toso
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

Solid Waste Transfer Stations and Hours of Operation

Mariposa County
Department of Public Works

Solid Waste Study Findings and Recommendations: Transfer Stations

We suggest the county continue using the container sites at Don Pedro and Fish Camp. We also suggest they consider closing the Hornitos and Coulterville sites – but only after reviewing customer usage and tonnage data. We are not suggesting any type of formal study, instead this decision should be contingent on the observations and opinion of the facility manager. Unless there is a compelling reason not to close those two container sites, they should be closed.

We do not make this decision without recognizing that closing those facilities will affect the residents who currently use those facilities. We recognize that closing Hornitos and Coulterville may force some residents to drive further to dispose of waste. However, we believe it is impractical to continue providing remote service to those facilities, and that it is not unreasonable to suggest that residents who live in remote areas may have to drive further to dispose of waste and recyclables – the same way they must drive further for all other services.

- Final Core Report, Mariposa Landfill

Cost-of-Service

The Board has received multiple presentations regarding the fiscal health of the transfer stations, all of which operate at a loss. According to the Cost-of-Service Model prepared by R3 Consulting Group, Inc. as part of the Solid Waste Study, the FY24 shortfalls for transfer station operations are as follows:

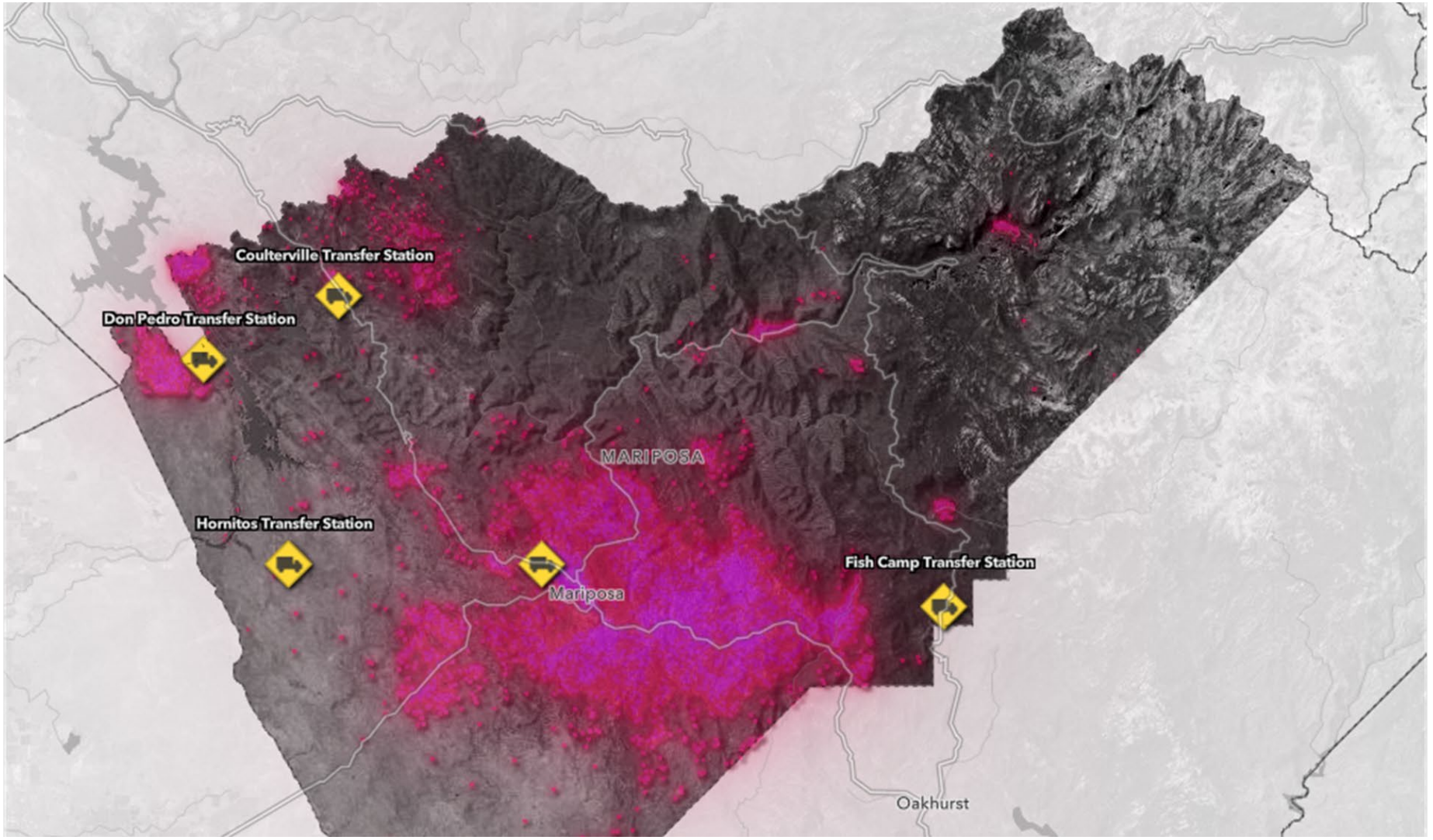
- Coulterville Transfer Station: $(17,266)
- Don Pedro Transfer Station: $(36,424)
- Fish Camp Transfer Station: $(4,636)
- Hornitos Transfer Station: $(12,588)

The largest expenses contributing to these deficits are transportation costs and the cost of disposal at the Mariposa County Landfill.

Equity of Service

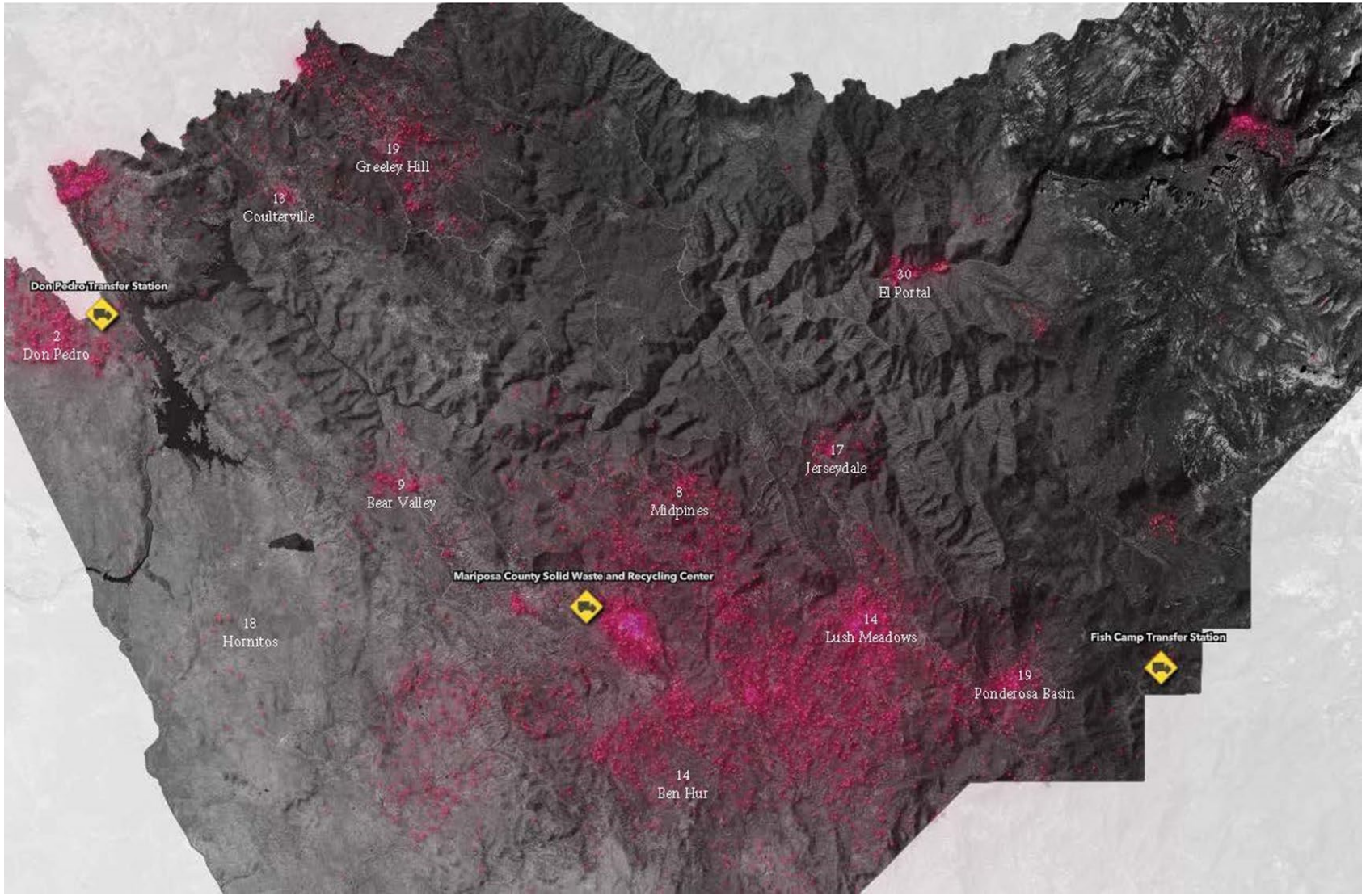
Eliminating operational losses at the transfer stations is challenging due to fixed costs like transportation and landfill disposal, as well as the county's rural nature, which limits economies of scale. Nonetheless, the goal is not solely cost recovery but ensuring equity of service for all residents. Equity of service encompasses consistent access to waste management facilities, reasonable travel distances, balanced resource allocation based on population density, service demand, and geographic challenges, along with uniform fees for services. These criteria promote fairness and sustainability while addressing the fiscal and logistical realities of waste management operations.

Population Served



Transfer Station Volume

Transfer Station	Total Days	Customers	Average/Day	Average/Hour
Coulterville	50	1749	35	9
Don Pedro	88	2704	31	6
Hornitos	21	132	6	2
Fish Camp	52	193	4	2



Travel Distance

Travel Distance (cont.)

	MC Landfill	Don Pedro Transfer Station	Fish Camp Transfer Station
North County			
Buck Meadows	42	31	62
Coulterville	24	13	67
Don Pedro	35	2	81
Greeley Hill	30	19	73
South County			
Bear Valley	9	28	52
Ben Hur	14	48	47
Bootjack	9	46	35
Briceburg	14	46	48
Jerseydale	17	55	37
Lush Meadows	14	52	33
Mariposa	3	35	40
Midpines	8	40	42
Mormon Bar	5	42	38
Ponderosa Basin	19	56	31
West County			
Cathey's Valley	10	29	51
Hornitos	22	18	64
East County			
Fish Camp	43	80	0
Wawona	50	88	7
Yosemite West	54	75	21
El Portal	30	63	39

Green shaded data indicates a travel distance less than 20 miles.

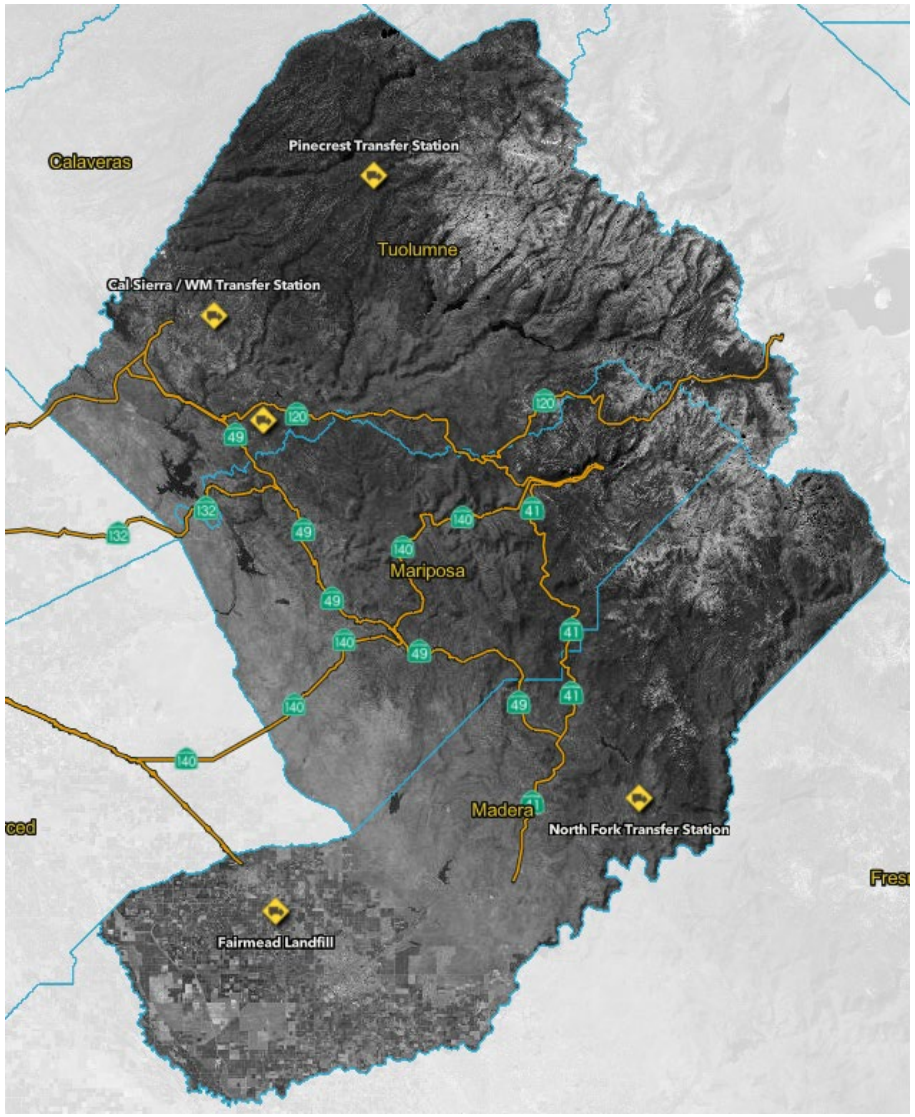
The average travel distance for all communities is 13 miles.

Neighboring Counties

Eastern Madera County – North Fork Transfer Station
- Bass Lake – 10 miles
- Oakhurst – 17 miles
- Coarsegold – 18 miles
- Yosemite Lakes – 24 miles

Eastern Madera County – Fairmead Landfill
- Raymond – 26 miles

Tuolumne County – Cal Sierra Transfer Station
- Mi-Wuk Village – 11 miles
- Cedar Ridge – 11 miles
- Long Barn – 16 miles



Transfer Station Operating Hours

Current

Coulterville Transfer Station (4 hours per week)
Saturdays 8:00 am to 12:00 pm

Don Pedro Transfer Station (10 hours per week)
Thursdays and Saturdays 9:00 am to 2:00 pm

Fish Camp Transfer Station (2 hours per week)
Saturdays 8:00 am to 10:00 am

Hornitos Transfer Station (6 hours per month)
1st and 3rd Saturday 9:00 am to 12:00 pm

Total Operating Hours per Week: 17.4

Proposed

Coulterville Transfer Station
Closed

Don Pedro Transfer Station (16 hours per week)
Tuesdays and Thursdays 8:00 am to 1:00 pm
Saturdays 8:00 am to 2:00 pm

Fish Camp Transfer Station (2 hours per week)
Saturdays 8:00 am to 10:00 am

Hornitos Transfer Station
Closed

Total Operating Hours per Week: 18

Fees

Mariposa County Public Works proposes aligning the transfer station fee schedule with the landfill fee schedule, effective July 1, 2025.

Mariposa County Transfer Station
Fee Schedule

General Refuse	
33 gal container	$5.00
55 gal container	$8.50
Cubic Yard	$30.00
Bulky Items (e.g., furniture, plastic tanks, playground equipment)	
Per Item	$16.50
Clean Brush/Green Waste (<20" dia. and <8' length)	
Cubic Yard	$17.75
Appliances	
Non-Refrigerated Appliances	$16.50
Freon Refrigerated Appliances	$35.75
Tires (>15 ply not accepted) (size W x Dia)	
Passenger Tires w/o Rims (<12" x 26")	$5.00
Truck Tires w/o Rims (12" x 26" to 17.5" x 34")	-
Large Tires (>17.5" x 34") (no rims)	-
Rim Charge	$4.25
Scrap Metal (must be separated from other materials)	No Charge
Universal Waste	
E-Waste	$11.75
CRT/LCD Televisions >36"	$21.50

Mariposa County Solid Waste and Recycling Facility
Fee Schedule* (Effective 7/1/2025)

General Refuse	
33 gal container	$5.00
55 gal container	$8.00
Cubic Yard	$29.00
Bulky Items (e.g., furniture, plastic tanks, playground equipment)	
Per Item Surcharge	$15.00
Clean Brush/Green Waste (<20" dia. and <8' length)	
Cubic Yard	$16.00
Appliances	
Non-Refrigerated Appliances	$15.00
Freon Refrigerated Appliances	$32.00
Tires (>15 ply not accepted) (size W x Dia)	
Passenger Tires w/o Rims (<12" x 26")	$5.00
Truck Tires w/o Rims (12" x 26" to 17.5" x 34")	$9.50
Large Tires (>17.5" x 34") (no rims)	Calculated Price
Rim Charge	$3.50
Scrap Metal (must be separated from other materials)	No Charge
Universal Waste	
E-Waste	No Charge
CRT/LCD Televisions >36"	No Charge

*Subject to CPI Adjustment



Why Don Pedro?

- Existing Infrastructure
- Facility Layout
- Centrally Located
- Population Served

Mariposa County Landfill Hours of Operation

Solid Waste Study Findings and Recommendations: Landfill Operating Hours

An 8-4 “open” schedule for customers equates to what is essentially a 10-hour day for the landfill workers (less an hour for lunch). The crew must arrive early (7:30 am) to open the site, perform pre-trip inspections on machines, and prepare the site to receive customers. But more significantly, the landfill crew would also typically require an hour or more beyond the closing time.

We believe the limited time at the end of the day to finish pushing, compacting, and covering the waste is a contributing factor to the poor condition of the landfill – and to many of the regulatory problems that have been noted by the inspector over the past 12 months. The current hours of operation simply do not allow time for the staff to properly close out the landfill’s workday.

We suggest the facility close the gate at 3:00 pm to reduce the end-of-the-day crunch for the landfill operators – and allow the crew to be properly finished by 4:30 pm.

- Final Core Report, Mariposa Landfill

Summary of Requested Actions

Action	Details
Closure of Coulterville and Hornitos Transfer Stations	Effective **July 1, 2025**.
Adjustment of Don Pedro Transfer Station Hours	New hours effective **July 1, 2025**: - **Tuesdays and Thursdays:** 8:00 am to 1:00 pm - **Saturdays:** 8:00 am to 2:00 pm
Alignment of Fee Schedules	Effective **July 1, 2025**, solid waste fees at all transfer stations and the Solid Waste and Recycling Facility will be standardized.
Change in Solid Waste and Recycling Facility Hours	Effective **February 1, 2025**, new hours: - **General Public:** 8:00 am to 3:00 pm - **Commercial Customers:** 7:00 am to 3:00 pm

Staff Recommendations

Public Works Staff recommends implementing all the proposed changes to the transfer stations as a comprehensive solution to address operational inefficiencies, ensure equity of service, align fee schedules, and concentrate capital improvements where they will provide the greatest benefit. Partial implementation of the recommendations could result in inconsistent service levels, financial imbalances, and operational challenges that undermine the intended goals. By adopting the proposed changes in full Mariposa County can focus resources on strategic capital improvements at facilities with higher demand, achieving a cohesive and sustainable approach to solid waste management that serves all residents fairly and efficiently.

If the Board chooses not to implement the recommended changes, the Solid Waste Enterprise Fund will continue to subsidize the transfer station operations at a cost of over $70,000 per year. Additionally, capital improvement funds will need to be allocated for ongoing infrastructure maintenance and necessary improvements. The operation of the transfer stations will continue to place a strain on the fiscal health and operational efficiency of solid waste services in Mariposa County, limiting the ability to allocate resources for future enhancements and service expansions.

Staff Recommendations (cont.)

Mariposa County Public Works recommends adjusting the operating hours for the Mariposa County Solid Waste and Recycling Facility. The new hours would change from 8:00 am to 4:00 pm (7:00 am to 4:00 pm for commercial customers) to 8:00 am to 3:00 pm (7:00 am to 3:00 pm for commercial customers), effective February 1, 2025. This adjustment is aimed at improving operational efficiency by optimizing staffing and resources, ensuring a more streamlined and sustainable operation. Additionally, the change in hours will allow for better allocation of resources, making it possible to plan for future service offerings and potential expansions based on the evolving needs of the community. By consolidating hours effectively, Mariposa County Public Works can enhance service delivery while maintaining environmental and fiscal responsibility.

FINAL
CORE™ Report

Mariposa Landfill

Prepared For:

Mariposa County
5100 Bullion St,
Mariposa, CA 95338

February 18, 2024

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February 18, 2024

Sam Cerveny
Public Works Deputy Director
Mariposa County

Dear Sam,

I am pleased to present this final report summarizing the results of the Comprehensive Operations Review (CORE) of the Mariposa Landfill and associated systems.

Please review and let me know if you have comments or changes. I'd be happy to set a meeting to discuss them with you.

Respectfully,



Neal Bolton, P.E.
President
Blue Ridge Services Montana, Inc.
neal@blueridgeservices.com

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EXECUTIVE SUMMARY

Our primary goals in conducting this Comprehensive Operations Review (CORE), were to identify areas where the solid waste operation could be improved in terms of worker and/or customer safety, regulatory compliance, environmental protection, and cost savings.

To accomplish this, we evaluated the various activities within the Solid Waste & Recycling Department. We worked with R3 Consulting Group, Inc. (R3) to identify scenarios that could reduce or remove expenses. These options were incorporated into the R3 rate model with the primary goal of establishing a fee structure that would be sufficient to fund ongoing operations, cover capital needs, and help reduce the $10.1M landfill closure fund deficit.

We evaluated several different scenarios for the overall solid waste system, including:

1. Closing the landfill immediately and transferring all material to one or more regional facilities.
2. Continuing to operate the landfill "as-is" with no additional liner construction – just operate until the remaining (unlined) airspace has been filled.
3. Continuing to operate the landfill as-is with plans to develop and line all future cells.
4. Privatizing the operation by hiring a 3rd party contractor or selling the landfill outright.
5. Operating under a hybrid option that includes landfill some waste and exporting the remainder to a regional landfill.

After careful consideration, we are recommending the Hybrid Option. This scenario is dependent on several interrelated activities …discussed later in this report. However, there are many benefits of the Hybrid Option, including:

1. Exports Putrescible Portion of Waste Stream
2. Landfills Primarily Inert Waste
3. Reduces Leachate Potential
4. Reduces Heavy Equipment Demands
5. Reduces Operating Costs
6. Conserves Landfill Airspace
7. Provides Emergency Disposal Capacity for Wildfire Debris
8. Allows Adequate Time to Build Closure Funds

We also conducted more detailed analysis of individual portions of the system, including the satellite container sites, the compost facility, the MRF, recycling in general, and many other specific operations. Through these various evaluations, we determined that the overall solid waste system is not performing well because the county is attempting to provide too many services.

Mariposa County's solid waste system includes the following components:

1. Anaerobic Digester (AD) Composting System
2. Material Recovery Facility (MRF)
3. Landfill
4. Transfer Station
5. High Level of Recycling Opportunities
6. Wood and Green Waste Processing

7. Maximum Customer Convenience with 4 Satellite Container Sites
8. Recycling of Concrete and Asphalt Rubble, and Ferguson Slide Material
9. Processing Facility for Biomass Feedstock

But Mariposa County is very rural, and it simply cannot provide the same level of service as would be available in a large, urban area. Mariposa County has 17,147 residents (as of 2021) with a declining population, yet it has an AD composting facility. There is also an AD composting system in San Jose, but the population of San Jose is nearly 983,489 in a county of 1.886 million (in 2021). The fact is, the Economy of Scale in Mariposa County simply cannot support most of the solid waste services it is attempting to offer.

That is one reason why the tipping fee at the Mariposa County Landfill (MCLF) is one of the highest in California, because the landfill is one of the smallest – in terms of inbound tonnage. Within the solid waste industry, landfills typically cross a threshold where the economy of scale yields high efficiency and strong profit when they receive tonnage between 1,000 and 2,000 tons per day. The MCLF receives an average of approximately 60 tons per day. Because the County is so far off in terms of economy of scale, there is simply not enough money to do everything well. As a result, few things are being done well. Beyond the financial challenges, we identified some serious safety and environmental issues.

The facility is not meeting industry standards in terms of worker safety and operational training. Over the past 12 months, the landfill has been given a poor report card from CalRecycle and the Local Enforcement Agency (LEA), receiving 14 Areas of Concern (AOCs) and 4 Notices of Violation (NOVs). Based on our site visit and subsequent assessment, we believe that most of those are warranted. What's more, the landfill's poor operating practices are resulting in a significant quantity of leachate seeps that are likely impacting surface water and may also be impacting groundwater.

A looming financial issue is the money needed to eventually close the landfill (i.e., place final cover) per CalRecycle requirements. Current financial figures indicate a $10 million shortfall. This would be required immediately if the landfill were to cease landfill operations. Fortunately, the landfill has significant capacity – enough to allow continued operation to save for closure – if the necessary operational and policy changes are made.

We believe some drastic measures are required to bring the solid waste system back in line with industry standards and regulatory requirements. These changes are also a critical part of helping the landfill achieve financial stability.

Based on our evaluation, we are suggesting dozens of changes, including the following major ones:

1. Cease County Operation of Compost Facility, and Solicit Interest to Lease Compost System to 3rd Party
2. Close Coulterville Container Site
3. Close Hornitos Container Site
4. Implement Hybrid Landfill Option: Landfill 30% and Export 70% of Waste
5. Sell the Landfill Compactor after Proving out Hybrid Option
6. Monitor Leachate Seeps and, if they Continue, Install Perimeter Collection System
7. Begin Re-grading top of Landfill ASAP to Improve Stormwater Controls and Prevent Seeps

8. Begin Contract Negotiations with Regional Landfills to Export a Portion of the Waste Stream
9. Solicit Bids from Transfer Truck Haulers
10. Begin Hiring Process for Working Foreman/Onsite Manager for Landfill
11. Take Steps to Modify Transfer Station Building to Provide Truck Loadout area
12. Implement Comprehensive Fill Sequence Plan
13. Implement Comprehensive Safety Training Program
14. Remove and Sell MRF Equipment
15. Change Landfill Operating Hours to 8am – 3pm
16. Provide Operational Training for Landfill Crew (See Appendix C)

In addition to these changes, we expect the landfill will still have to raise the tipping fee to over $200 per ton.

INTRODUCTION / APPROACH

Our team worked closely with R3 and County staff in conducting this CORE assessment and developing our recommendations. Here are some of the things we did to accomplish that work.

1. Work with Public Works staff to gain an understanding of Solid Waste and Recycling Services provided by the Department and current operating practices.
2. Perform an in-depth analysis of Landfill, Commingled Recycling (MRF), and Composting Facility Operations, and Container Sites.
3. Evaluate the landfill and provide estimated operating and construction costs for the following scenarios:
    a. Close the landfill immediately and transfer all material to one or more regional facilities.
    b. Continuing to operate the landfill "as-is" with no additional liner construction – just operate until the remaining (unlined) airspace has been filled.
    c. Continuing to operate the landfill as-is with plans to develop and line all future cells.
    d. Privatizing the operation by hiring a 3rd party contractor or selling the landfill outright.
    e. Operating under a hybrid option that includes landfill some waste and exporting the remainder to a regional landfill.
4. Provide recommendations for utilization of the Composting Facility.
5. Perform an analysis of outlying Transfer Station Operations and provide recommendations for improving efficiency, reducing costs, and hours and days of operation.
6. Perform an analysis of the impact of public self-haul on facility operations and provide recommendations to reduce impacts and improve the service experience.
7. Populate the R3 Rate Model for the following annual expenses projected out over the next 10 years:
    a. Closure / Post-closure
    b. Machine Replacement
    c. Capital Improvement

In the process, we evaluated the following systems.

1. Satellite Container Sites (a.k.a., transfer stations)
2. Mariposa County Landfill (MCLF)
3. Organics Composting Operations
4. Main Transfer Station
5. Material Recovery Facility (MRF)

FIRST IMPRESSION

We chose to begin this report by sharing our first impression of the landfill and main transfer station and each of the four container sites (i.e., satellite transfer stations). Our first impression of the facilities is not definitive in terms of our findings or recommendations. It is purely subjective. But we've included it to provide some insight into what customers (and workers) see as they enter the facility.



Figure 1 - Entrance to Coulterville Container Site.

Making a good first impression with residents goes a long way toward communicating the standards the county has for their facilities. A facility that is clean, has clear signs to direct residents, and a well-organized operation, sets a higher bar that encourages customers (and workers) to respect the facility and follow the rules. In other words, the first impression helps define customer attitude.

Our first impression of the container sites is mixed. They are typical of many rural waste facilities, in that all four facilities appear to be suffering from several years of deferred maintenance. Don Pedro also shows an unnecessary accumulation of debris. It's obvious that the solid waste system is struggling in terms of labor and financial resources, and it shows clearly at the container sites.



Figure 2 - Main entrance to landfill and transfer station.

Please take this in the context it is given. Rural container sites often face challenges regarding ongoing maintenance. But there are also plenty of examples of container sites that are clean and well maintained – and this should be the goal for Mariposa County.

Our first impression of the landfill entrance area is positive. The entry road up to the stop sign is clean and organized. The scale and scale house are in good condition and are appropriate for a rural facility of this size. The recyclable buyback area is also clean and organized. Most customers are frequent users and are familiar with the site layout and processes.

Our first impression of the area in and around the transfer station is not good. There is a lot of junk and large a collection of various recyclables, including appliances and tires. This sets an image of a site that may be trying to do more than it has resources to complete. We'd rather see the facility streamline its operation and do the basics well.

Similarly, most of the landfill presents a negative image. The basics of clean access, graded surfaces, and stormwater controls are not working effectively.



Figure 5 - Metal recycling area near transfer station.



Figure 4 - Dozer parked in ponded stormwater.

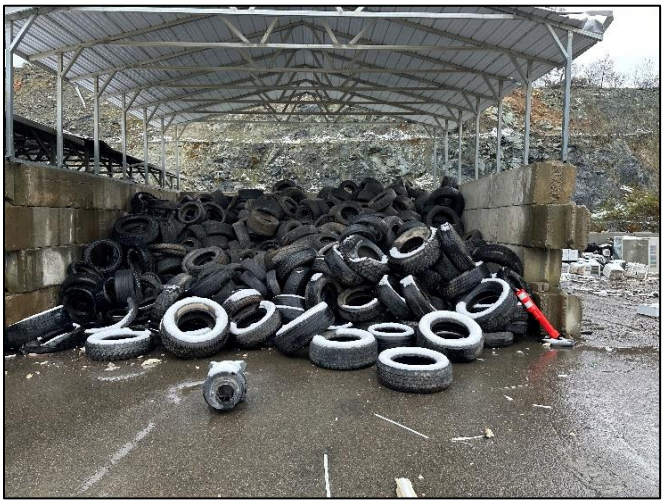


Figure 6 - Tire recycling area behind transfer station.



Figure 3 - Additional metal recycling area near transfer station.

HOURS/DAYS OF OPERATION

Landfill & Transfer Station

The landfill and main transfer station are currently open 8:00 am – 4:00 pm, Tuesday-Saturday. We believe the days of operation are appropriate, but the hours should be adjusted based on the work required at the end of the day – and the fact that the employee work schedule is 7:30 am – 4:30 pm (with an hour lunch).

An 8-4 "open" schedule for customers equates to what is essentially a 10-hour day for the landfill workers (less an hour for lunch). The crew must arrive early (7:30 am) to open the site, perform pre-trip inspections on machines, and prepare the site to receive customers. But more significantly, the landfill crew would also typically require an hour or more beyond the closing time.

Here is a scenario. *A large, slow unloader (i.e., pickup and trailer that must be hand-unloaded) enters the facility at 3:59 pm. They check in at the scale, are weighed, and then drive to the landfill's active face, arriving at 4:10 pm. It takes 30 minutes for them to unload and pull away. It's now 4:40 pm. They go back to the scale where they weigh and pay. They finally exit the landfill at 4:50 pm. But that's not all. The landfill crew began pushing the waste at 4:40 pm. Pushing, spreading, and compacting those last "end-of-the-day" loads could take 20 minutes, especially if the active face is on the outside slope. At 5:00 pm, the operators begin placing cover soil or a tarp. Federal and state rules require that all waste be covered at the end of every operating day. The covering process takes another 15 minutes, so at 5:15 pm the trash operation is done. Next, the operators must park the machines and idle a few minutes for cool down. By 5:30 pm, workers are back at the office to check out for the day.*

We believe the limited time at the end of the day to finishing pushing, compacting, and covering the waste is a contributing factor to the poor condition of the landfill – and to many of the regulatory problems that have been noted by the inspector over the past 12 months. The current hours of operation simply do not allow time for the staff to properly close out the landfill's workday.

The actual staff work schedule can be further complicated if large vehicles are allowed to dump in the transfer station at the end of the day. There is a general policy that vehicles arriving after 3:00 pm will be allowed to dump in the transfer station. We don't know the origin of that policy, but it creates additional work for the landfill crew. And this phenomenon is obvious as we see contractor's trucks and other large vehicles the gate just after 3:00 pm.

The problem is, that all waste that's dumped in the transfer station must – at some point – be loaded (with a wheel loader) into a roll-off truck, transported to the landfill's active face, and dumped. This adds staff and equipment time to the operation. We disagree with that policy and suggest it be replaced with another policy. In basic terms, the double-handling process wastes time and money.

Alternatively, we suggest that only small vehicles be allowed to dump in the transfer station. All trucks, pickups, and vehicles with trailers should be directed to the landfill. This should occur regardless of the weather conditions or time of day. Further, this policy should be firm, regardless of customer appeals to dump at the transfer station to avoid getting mud on their vehicle, avoid waiting in line, or whatever. If you have a pickup, truck, and/or trailer, you're going to the landfill …period.

We suggest the facility close the gate at 3:00 pm to reduce the end-of-the-day crunch for the landfill operators – and allow the crew to be properly finished by 4:30 p.m.

Satellite Container Sites

Days and hours vary, with Saturday morning being a common time for all the container sites.

1. *Coulterville Transfer Station*
   Hours of Operation: Saturdays 8:00 am to 12:00 pm

2. *Don Pedro Subdivision Transfer Station*
   Hours of Operation: Thursdays and Saturdays 9:00 am to 2:00 pm.

3. *Fish Camp Transfer Station*
   Hours of Operation: Open Saturdays 8:00 am to 10:00 am

4. *Hornitos Transfer Station*
   Hours of Operation: 1st & 3rd Saturday 9:00 am to 12:00 pm

The current days and hours appear to be very convenient for residents. However, for the facilities to be staffed during those hours will require 3 to 4 separate employees, depending on the Saturday. We understand that some facilities are staffed by residents who live nearby. But we still believe requiring 3-4 employees on certain days increases the potential for a staffing shortage if someone is sick or otherwise unable to work. To minimize that risk and make it possible for fewer employees to cover the facilities, we suggest some staggering of hours may be appropriate. For example, Coulterville Transfer Station could retain its schedule and be open from 8:00 am to 11:00 am, then that worker could drive to Hornitos and open that facility from 1:00 pm to 4:00 pm. Because of its remote location, Fish Camp could continue to be serviced by the County's contract garbage collection company – Recology. And, because Don Pedro is a somewhat busier facility, we suggest its hours be maintained as is, even though it will require an additional staff person (because it shares common hours with other container sites). Later in this report we discuss closing some of the container sites.

INBOUND TONNAGE

The MCLF has, over the 10-year period 2012-2021, received an average of 12,831 tons of waste per year.

Annual Tonnage			
Year	Disposed Waste Tons (Reported to CalRecycle)	Estimaged Diverted Organic Tons at 11.8%	Estimated Inbound Tons for Disposal (includes organics)
2012	14,324	1,916	16,240
2013	11,398	1,525	12,923
2014	11,992	1,604	13,596
2015	11,303	1,512	12,815
2016	14,017	1,875	15,892
2017	12,466	1,668	14,134
2018	11,993	1,605	13,598
2019	15,410	2,062	17,472
2020	11,763	1,574	13,337
2021	13,646	1,826	15,472
Average:	12,831	tons over past 10 years	

Figure 8 - Table of tonnage over 10-year period.

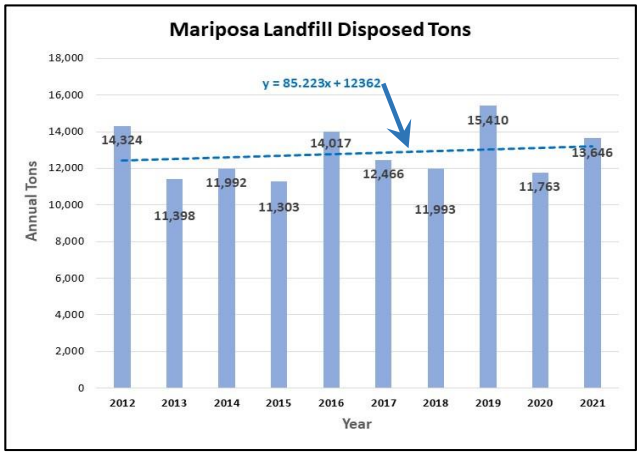


Figure 7 - Chart of tonnage over 10-year period.

Economy of Scale – Disposal and Recycling

Like other rural counties, Mariposa County's waste management system faces serious challenges related to economy of scale. Regardless of where people live, they generally expect to receive a minimum level of waste management services. These services include waste disposal and recycling. Two simple terms that really mean much more.

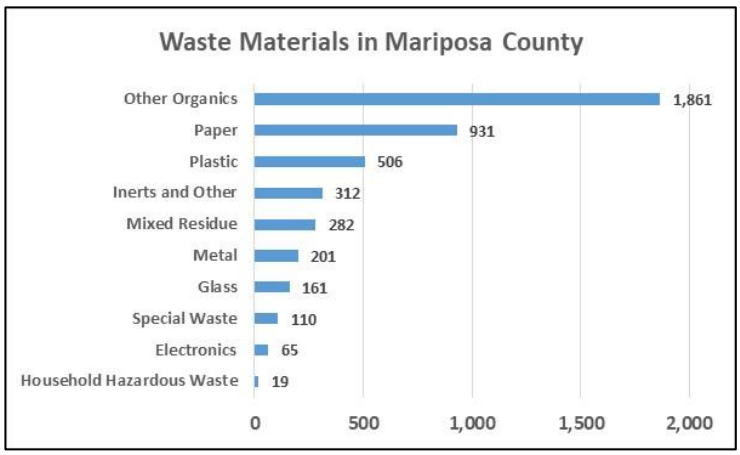


Figure 9 - Waste characterization extrapolated from CalRecycle statewide study.

Waste disposal of course refers to the disposal of non-hazardous municipal solid waste (MSW). But is also means disposal of unusual waste materials such as quantities of brush, logs, vehicles, RVs, trailers, construction and demolition (C&D) waste, dead animals, and natural disaster (i.e., wildfire) debris.

Disposal also includes a wide range of household hazardous wastes (HHW). HHW refers to normal (household) quantities of the materials typically found under the sink, in the shop or garage. Things like paint, cleaning supplies, herbicides, pesticides, or other items that may be potentially toxic, poisonous, reactive, or flammable. But in the world of solid waste management, they are not regulated as hazardous waste because of the typical small quantity generated by individual residents. This is different from the regulated quantities of hazardous waste generated by commercial and/or industrial operations.

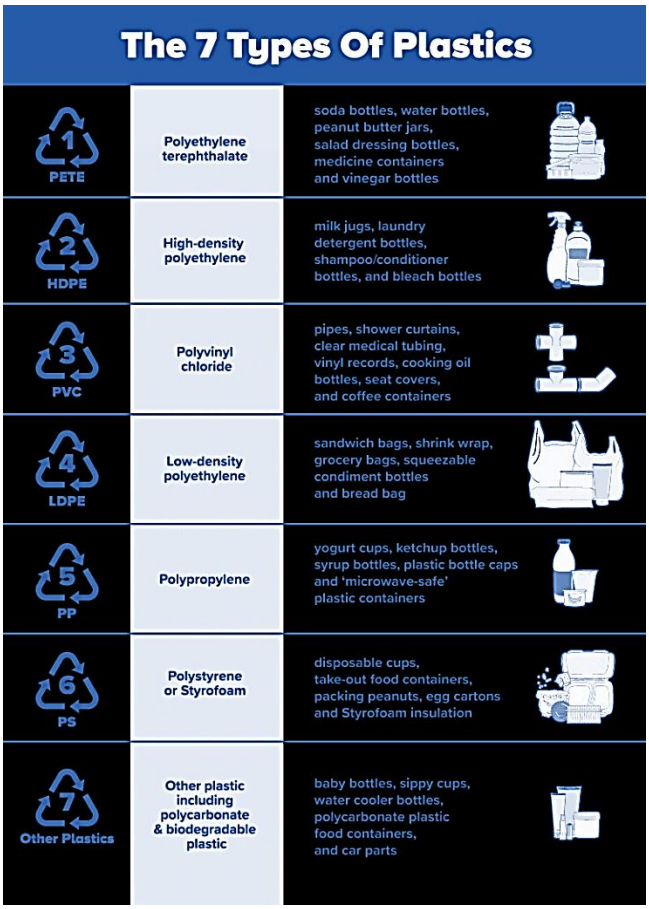


Figure 10 - List of various types of plastics recovered at some facilities.

Typical recycling services include diversion options for various materials including plastics, metals, glass, organic materials, and construction and demolition (C&D) debris. In some communities, there is a wide range of recycling available to residents.

Generally, the larger the population and the closer to local ports or industry, the more options there are for recycling. For example, in Sacramento and/or the Bay Area, residents may viably recycle many types of plastics, paper, metal, glass, and other commodities.

Maintaining lots of options for diversion can only be done economically in communities that generate many thousands of tons of these materials per month. And only where access to viable markets are close enough to

justify the cost of transportation. Recycling is also easier and more economical when collections routes can service dense neighborhoods where residents set out 3 cans: one for trash, one for recyclables, and another for organic waste.

Mariposa County does not meet any of these criteria. Consequently, the cost of maintaining a robust recycling infrastructure and transporting recyclables to market is impractical and very expensive. In that regard, we strongly suggest that Mariposa County reduce their hands-on diversion effort to those commodities that can be collected economically and that generate sustainable revenue.
This will likely include the following:

- Wood and green waste, as long customers are willing to pay for disposal and/or processing. Further, that material should be minimally processed by coarse grinding, and then used by public works for erosion control, or better yet, placed on landfill slopes as erosion-control mulch. Some may go to biomass if financially viable. The idea is to get paid for it, then spend less than what is received, to process it. If it can't be done profitably, we suggest that material not be received at the landfill. We do not recommend continued operation of the composting facility.
- CRV containers for which the county can be reimbursed by the state CRV program. This is in essence a state-mandated recycling incentive program that charges consumers – in advance – every time they purchase a beverage and pay the CRV deposit. These programs survive financially not simply by the recycling of plastic, but by the CRV revenue recovered from the state. They are subsidized by fees charged to consumers who purchase beverages in approved containers. This program can be run economically, as long as expenses are controlled to stay within the revenue being generated. Limiting the hours when CRV containers will be received is one way to reduce costs, and ensure that the revenue exceeds the cost. It is our understanding that the only buy-back commodities for which customers receive cash is CRV containers. We agree with this approach.
- Metal that can be stockpiled, minimally handled, and then sold to a recycler who will pick it up and pay a sustainable price. The prices paid in the metals market varies widely over time.
- Cardboard if it can be minimally processed and sold to for a profit. To maintain maximum value, cardboard must be kept dry. Having the baler outside is problematic. We suggest it be relocated to the north end of the building where it can be in a covered area.
- Other materials that may be under mandatory recycling by CalRecycle should be received, processed, and transported in the simplest, most economical way.
- Electronics (a.k.a., e-waste) must be recycled and should also be done in the simplest, most economical way. Diverted e-waste should continue to be shipped to a regional recycler.

For some of these commodities, it may be necessary to charge customers a processing fee. Please note that while some consumers complain about having to pay to dispose of recyclables, the solid waste indusrty has generally come to the realization that recycling costs money. Mariposa County cannot afford to subsidize its recycling programs.

Increasingly, municipalities and private companies have initiated programs that require customers to pay when disposing of recyclable materials. The concept of charging for recycling services is being applied in large cities where recycling might appear to be easier because of the economy of scale – but often it isn't. What's more,

the small volume of recyclable material produced in Mariposa County makes diversion that much more difficult and costly.

In summary, we suggest the County focus on recycling materials that generate good diversion and generate positive cash flow. That may require actually charging customers to dispose of recyclable materials. We are generally in agreement with the concept of mixed recyclables being shipped out of Mariposa to a large, regional recycling facility.

EQUIPMENT

Various machines are used at this facility. Here's a quick rundown.

List of Equipment

- Case 580D
- GMC Dump Truck
- Caterpillar 926M Loader
- Caterpillar D6 Dozer
- Caterpillar 816 Compactor
- Tarp-O-Matic ADC Machine
- Toyota Forklift
- Kenworth Roll-off Truck
- McCloskey 416 Trommel
- International F-2575 Water Truck



Figure 11 - Forklift in poor condition.

Onsite Machines

We were pleased to see that the landfill's front-line machines are relatively new CAT units, including the D6 dozer, the 816 Landfill Compactor, and the 926M wheel loader. We understand the compactor is currently down, pending a $400,000 rebuild.

Aside from the loader, the dozer, and the landfill compactor, the equipment at the landfill is older and came from the county road department or fire department. While it is good to repurpose equipment, there are also some drawbacks. One of the main ones is dependability (i.e., up time). Old machines that are nearly worn out by the time they reach the landfill, cost more to operate, and don't provide reliable service. We understand that when budgets are tight, the landfill may be fortunate to get whatever equipment it can get. But in some cases, it may be more efficient and economical to schedule some projects around rental equipment – rather than trying to maintain an old machine.



Figure 12 - D6 dozer.

For example, we often see landfills retain an old backhoe for incidental use that amounts to a few hours here and there – mostly for cleaning ditches before and after the wet season. However, when we look at the cost of maintenance an old machine requires, it may be more economical to simply rent a backhoe 2-3 times per year …and schedule its work accordingly. We are not suggesting the MCLF specifically sell their old backhoe. We are recommending they evaluate all old equipment to ensure it is all being used efficiently and economically.

We also suggest that when it comes to mission critical equipment, reliable equipment is vital. The landfill appears to be meeting this industry standard.

Under the current scenario, we suggest the current front-line equipment is more than adequate. In fact, the front-line equipment (i.e., dozer and compactor) could, on average, handle up to five times more waste than is currently received at the MCLF.

This is one of the economy-of-scale challenges that the MCLF faces. Even though it is, from a tonnage perspective, a very small landfill, it must still have a minimum of equipment to operate effectively.

We suggest that at some point, some equipment could be sold to help generate cash for other landfill expenses. This is discussed further in the section on "The Hybrid Option."



Figure 13 - Landfill Compactor

CONTAINER SITES

Mariposa County operates 4 rural container sites. Three of those sites utilize roll-off containers in conjunction with a retaining wall. The fourth site (Fish Camp) simply uses front-loader containers that allow customers to dump from ground level. Our assessment of those container sites is presented in the following pages.



Figure 14 - Access at Don Pedro

Don Pedro Container Site

The Don Pedro Container Site is typical of most rural container sites. Signage could be improved by mounting the "Scrap Metal" sign that is currently on the ground. Access roads are potholed and should be regraded. There is some evidence of scavenging occurring at this site, with a welder, drafting table lamp, and rolls of wire sitting on the top of the retaining wall. We suggest some general housekeeping is in order, including picking up random junk, damaged traffic cones, and anything else not required for the operation and that makes the facility look junky.



Figure 16 - Don Pedro - Apparent Scavenging

The roll-off bins are in good shape, with little visible damage or rust. There is no evidence of container fires. The retaining walls are basic but functional, except that the scrap metal wall has no rail or other fall protection.



Figure 15 - Don Pedro Lower Level - needs gravel.

We suggest this be mitigated by

1. Installing a rail at the metal bin,
2. Requiring customers to unload directly on the ground instead of into a container.
3. Closing this site to scrap metal and requiring residents to drive to the MCLF to dispose of metal.
4. Installing a lower bin (i.e., 10-yard roll-off bin) and having customers unload from ground level into that bin – to eliminate any fall hazard.

We understand that options 2 and 4 will require additional work or more frequent hauling. Option 3 would eliminate the fall hazard altogether.

We recognize that some metal items are quite heavy and could not be lifted over a rail or up into even a 10-cubic yard bin. Nonetheless, there is a fall hazard, and it should be mitigated.



Figure 17 - Mount sign on post.

The perimeter fence and gate appear to be in good condition.

The Don Pedro Container Site has the best infrastructure of all the sites and could easily absorb additional customers (and waste) if the Coulterville and/or Hornitos sites were to close.



Figure 18 - Example of modern, well-kept container site in Hilo, HI.

Hornitos Container Site

The Hornitos Container Site reflects a minimalist approach, having only the basics required to receive and transfer waste from rural customers.

We agree that the sign requiring customers to back up to cones and unload from the ground only is good, however, no cones were observed during our onsite evaluation. Perhaps they are stored in the building? It is very important that specific instructions be backed up with action.



Figure 19 - Hornitos Container Site - Signs

A similar sign should be erected at all facilities where customers must dump over an edge. However, such a sign must be backed up with diligent oversight by the attendant.

Also, we suggest that this sign – and all signs – be straightened. Important messaging can be lost if the signs are dirty, bent, or leaning. This is a simple part of our general maintenance recommendations.

Replacement of the culvert or regrading would improve the access road leading to this site.



Figure 20 - Hornitos Container Site - Rail

We suggest the County continue monitoring customer usage of this facility. It is a very simple operation that appears to require little in terms of maintenance. However, the servicing of this facility, even during its limited schedule of being open two short days per month, does require county resources. So, we suggest the county consider closing this site, and re-direct residents to use an alternate disposal location at Don Pedro or the MCLF.

Coulterville Container Site

The gate and fencing appear to be in decent condition, as are the containers and the retaining wall.

However, like the other container sites, the Coulterville facility shows some deferred maintenance. The entrance road is in poor condition. The asphalt road shows lots of alligator cracks, and a few potholes. Despite the poor condition of the road, we don't suggest any additional road maintenance work be done at this time for the simple fact that this facility is only open ½ day per week,

The signs at this facility have good messaging, but many of them had fallen off the post and were laying face-down on the ground at the time of our site visit. Fallen signs send a very negative message to customers, regardless of what the written message might be. We suggest all signs be re-mounted and straightened. Or, if the message is no longer relevant, the fallen signs should be removed.



Figure 21 - Hornitos Container Site - Regrade Access Road



Figure 22 - Coulterville Container Site - Entrance Road



Figure 24 - Coulterville Retaining Wall and Roll-off Bin.



Figure 23 - Coulterville Container Site - Signs on the Ground

Fish Camp Container Site

The Fish Camp Container Site is a very simple site. Unlike the other container sites that use roll-off containers, this site utilizes front-loader bins. There was approximately 4 feet of snow on the ground at the time of our site visit. It had recently been plowed to make the bins accessible for customers. This facility is being serviced by Recology, the County's contract waste hauling company. Due to the snow, we were unable to see the site fencing or other improvements. The paved access road showed some alligator cracks and potholes but is acceptable for the little use it receives.



Figure 25 - Fish Camp Container Site - Front-Loader Containers

All Container Sites

The access roads at the satellite facilities include a combination of gravel and asphalt. Most of the asphalt sections are cracked, potholed and failing. However, because of the low rate of customer usage, we do not recommend repairing the asphalt. Instead, if anything, it should be scarified, pulverized with a grinder, or simply overlain with additional gravel.

Similarly, the gravel portions should be re-graded and receive additional gravel as needed. Work on the access roads should be limited only to what is required to provide safe, passable access during the wet season. No additional roadwork is recommended.

We suggest the county continue using the container sites at Don Pedro and Fish Camp. We also suggest they consider closing the Hornitos and Coulterville sites – but only after reviewing customer usage and tonnage data. We are not suggesting any type of formal study, instead this decision should be contingent on the observations and opinion of the facility manager. Unless there is a compelling reason not to close those two container sites, they should be closed.

We do not make this decision without recognizing that closing those facilities will affect the residents who currently use those facilities. We recognize that closing Hornitos and Coulterville may force some residents to drive further to dispose of waste. However, we believe it is impractical to continue providing remote service to those facilities, and that it is not unreasonable to suggest that residents who live in remote areas may have to drive further to dispose of waste and recyclables – the same way they must drive further for all other services. That is simply a consequence of living in a rural area. As a case in point, for several years I lived in Mariposa Pines and it took me nearly 40 minutes to drive to the landfill. Again, that is a consequence of living in a rural area.

It is also likely that discussions about closing one or more container sites will quickly come around to the topic of illegal dumping. Certainly, this is a possibility, especially when residents have come to depend on a convenient, local disposal site. But, in our experience, while illegal dumping may spike initially after a site

closes, it generally is not as bad as one might imagine. Yes, there are local variations in culture and attitude that can impact illegal dumping, but we've found that people who choose to dump illegally will do so even if there is a viable disposal option available. Overall, most people will choose to do the right thing.



Figure 26 - Front-loader Container Site with Multiple Bins – Lemhi County, ID

We further suggest the County consider following the example of Fish Camp where possible, utilizing front-loader containers instead of roll-off containers with a retaining wall. Retaining walls can cause serious falls – even fatalities – while ground-level front-loader bins pose no fall risk. The container sites with retaining walls all have some inherent risk. The change from roll-off bins to front-loader containers would allow the County's contract waste hauler (Recology) to service those bins at a time that's convenient to them. They do not have to be emptied immediately as they are filled. Instead, they could be serviced over the next few days. Please keep in mind that many commercial garbage bins are serviced on a weekly basis – which means waste may be in those bins for up to 7 days before being dumped.



Figure 27 - Solar Panels - Madison County, MT

Also, if bears are an issue, the front-loader containers could utilize gravity locks. This would allow the bins to be locked when the site is closed, yet still allow the truck to dump the bins. We prefer this option versus trying to maintain an electric fence.

Here is an example of a container site with several bins. Under this scenario, the County could still provide localized service, but would not have the responsibility of providing a roll-off truck and driver to empty the bins.

We also suggest that in this scenario, residents with large, recyclable metal, be directed to the Mariposa Landfill.

As another alternative, here is a different example of a system we observed in Madison County, Montana. This site was having litter problems from open top roll-off bins. Their solution used a combination of solar panels, batteries, and hydraulics to raise and lower the screened lid. This station was not staffed with county personnel, and the lid system was operated by customers who opened the bins to dump, then closed them before leaving.

The system used in Madison County would require significant retrofitting to the Mariposa containers sites. And it still creates a fall risk – though that could be mitigated with proper guardrail design and wheel stops that kept customers from backing up the edge. We do not necessarily recommend this option but wanted to include it for your information. Obviously, this type of lid closure system would also solve any bear problems.



Figure 28 - Hydraulic Lids on Roll-off Containers - Madison County, MT

LANDFILL AND MAIN TRANSFER STATION

The landfill and main transfer station are typical rural waste facilities.

Like many other small, rural landfills, the Mariposa County Landfill (MCLF) has a lot going on in a relatively small area – we believe it has too much going on. We commend the landfill management and staff for not having the extensive boneyard of old trucks and tractors that many landfills seem to acquire, but there is still too much junk and stored recyclable material onsite.

After leaving the scale, the access road to the active landfill is short and not too steep, it's wide enough for safe passage, and the first few hundred feet are well graded. But once the road reaches the top deck of the landfill, conditions become very rough. The unloading areas and much of the top deck are poorly graded. At the time of our site visit, there was extensive ponding.



Figure 29 - Access Road to Active Landfill Tipping Pad.

This makes the area muddy and messy for customers, but more importantly, because stormwater is not being effectively controlled there is lots of ponding. This is a serious issue because it is leading to increased leachate production that is evident in the form of leachate seeps on the slopes of the landfill.

We are also concerned that the visible leachate seeps represent only a small portion of leachate being generated by the landfill.

We acknowledge that installing some form of grade control (i.e., machine-mounted GPS) might help operators maintain grades, but we have also seen hundreds of examples where operators effectively check – and maintain – grade using traditional methods. Hand levels, Abney levels, and blade-mounted levels can accomplish the same thing at much less cost. But this does require that operators have appropriate training to develop basic skills.



Figure 30 - Poor grading on top of landfill.

Because of the importance of proper grading for all landfill surfaces, we suggest the County consider installing GPS grade control on the dozer.

Overall, the areas on and adjacent to the active landfill should be re-graded and cleaned up. We also recommend the landfill develop a practical fill sequence plan that identifies – ahead of time – specific areas that will be used for wet-weather access. That would allow those areas to be developed during the dry season – allowing much better access in the winter.



Figure 31 - Poor grading on landfill surface.

Layout

The layout of all facilities sets the initial tone regarding how efficiently and safely the overall systems work.

Landfill and Main Transfer Station

The current layout of the landfill and main transfer station has been in place for many years, to the point that customers and workers have normalized it. But there are some issues.



Figure 32 - Poor grading on top of landfill.

Crowding at Entrance, Scale, and Recycling Area

For vehicles entering the landfill, the scale is the first potential bottleneck, though not a serious one currently. Even on busy days, the line of vehicles seldom extends out to Highway 49. Some congestion does occur however, at the entrance to the SPCA facility. The limited parking and vehicle maneuvering space at the SPCA can cause vehicles to back onto the landfill's main access road. When this happens, it can impact landfill traffic.

There can also be some crowding as customers wait in line to enter or exit the recycling (buyback) area. This is caused by one of two issues.



Figure 33 - Area of Traffic Congestion at Landfill Entrance.

The first is that inbound recycling customers may be trapped behind inbound landfill customers who are waiting in line to turn left onto the scale before dumping trash. There is a right-turn lane for recycling customers that can reduce the wait time into the recycling area, but we suggest it be extended further to the northeast (i.e., toward Highway 49) to allow recycling customers an earlier opportunity to turn right into the recycling

area. Depending on the available space and the existing slope, we suggest there may be room to extend the right-turn enough to accommodate several more vehicles that are bound for the recycling area.

The second area of congestion occurs as recycling customers attempt to leave the recycling (buyback) area to access the scale. Some recycling customers also have waste to dispose, so they must cross the scale prior to accessing the transfer station or landfill. We understand that customer payments are now made at the buyback center and we agree with this practice.

Signage

In a previous section, we provided an overview of signage at the container sites. In this section, we'll cover signage at the landfill and transfer station.



Figure 34 - Improve sign placement and staging.

The signs are the first opportunity to communicate with customers, even before they reach the scale house. Having clear, easy to understand signs that explain instructions, rules, hours of operation, and directions are all crucial for a well-functioning facility. Messaging is important and signs should be clear and concise.

Signs that are dirty, faded, leaning, or poorly staged, put forth a message of detached uncaring. For example, this leaning sign with old and new cones is staged in a mudhole. Yes, the written message is clear, but the non-verbal message is even more powerful and takes away from the core message. This unspoken messaging has a significant negative impact on the attitude and overall culture of the facility – and may also lead to more issues with customers not following other important rules.

Some of the signs are required by regulation to list the facility owner, contact information, and other facility information. In general, signage at the entrance is good, but there is room for improvement with interior signage. Especially in terms of directional and warning signs.



Figure 35 - Regulatory and informational signs.

Additional instruction at the landfill tipping pads would be useful. Specifically, this should include instructions to "Back All the Way Before Dumping," "No Scavenging," "Dogs and Children

Stay in Vehicle," and other pertinent information. We also suggest signage that helps keep self-haul vehicles separated from commercial (garbage) trucks, including the roll-off truck from the transfer station. This recommendation will complement our suggestion to widen the tipping pad as described later in this report.

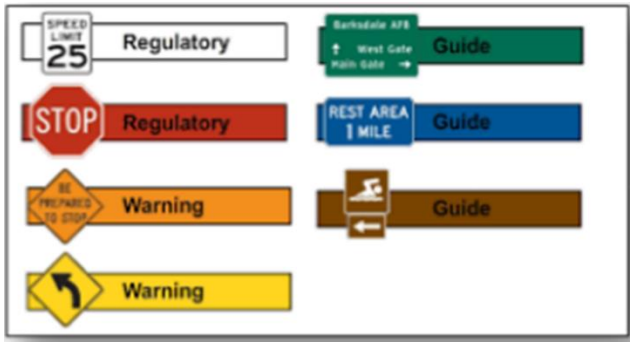


Figure 36 - Common formatting for various sign types.

Currently, the facility's signage includes several different styles, colors, and fonts. As previously mentioned, customers need clear and consistent directional signage at the entrance and throughout the facility, including at the unloading areas in the transfer station and at the landfill.

We recommend the County inventory all on-site signs and postings, looking for ways to consolidate or potentially eliminate redundant messages. This focus should be on determining the messages people need to be aware of, deciding where they need to see that message, and then communicating it clearly, concisely, and consistently (pictograms should be used when possible.)

In addition to reviewing the written messages on the existing signs. We also suggest that many of the signs be updated or replaced, based on standardized criteria of color, font, and style.

The signs one encounters when entering the site are not standardized. Typical of other sites where we've worked there are many different styles. Having universal standards would be very helpful to help prevent customer confusion.

On the following page, we show a sample of current signage at the landfill and main transfer station. Please note the variability of the signs, and the general confusion they may create – especially with customers who come to the facility infrequently.



Figure 37- Sign with pictograms - Dane County, Wisconsin

























Photos of Signs from Around the Facility

Facility Maintenance

As noted in the section on "First Impressions," there have been several years of deferred maintenance at the main facility and the container sites. In this section, we provide some specific findings and recommendations regarding facility maintenance for the landfill and main transfer station.

Transfer Statin Maintenance

There are several maintenance issues that should be addressed at the main transfer station. This begins with general cleanup. The site overall looks messy. We suggest a comprehensive round of spring cleaning to remove trash, nonfunctioning equipment and all items that are not part of the day-to-day operation. We also suggest working with specific vendors to have them remove tires, appliances, and other items more frequently – to avoid the stockpiling that appears to dominate portions of the facility.

Paint and general aesthetic upkeep is not an immediate priority but should be included in the list of regular upkeep tasks.



Figure 38 - minor building damage - repair as needed.

We noted several places around the transfer station building where vehicles had apparently run into the structure. Those areas should be repaired as time and budget allow. Perhaps more importantly, we suggest large (i.e., 12-inch in diameter) bollards be installed at all building corners and at all vehicle entrance points to the transfer station building. Bollards will help prevent future damage.

We also suggest the county remove and sell all recycling equipment inside the transfer station building. We see no scenario where the county should undertake floor-sorting or hand (i.e., pick-line) sorting of recyclables. As noted in the section on "Recycling," loads of mixed recyclables should be transported to a regional material recovery facility (MRF). This follows the same concept discussed earlier where the economy of scale for a very small facility (like this one) makes it virtually impossible to perform diversion efficiently and economically. It's better to send it to a large, regional recycling facility.



Figure 39 - Bollards would protect building corners.

Cleaning up the transfer station and removing the recycling MRF equipment is a necessary step toward what we'll be proposing under the Hybrid Option. That is to begin transferring a portion of the waste to a regional landfill. Along that line, we'll be re-configuring

the transfer station to accept more of the waste stream and setting up a load-out area where transfer trucks can be loaded with trash.

Landfill Maintenance

The landfill is typical of many small, rural landfills, in that there is a lot going on in a relatively small area. There is a clear attempt by landfill staff to process each day's trash by pushing and compacting it. However, the waste is not being adequately covered at the end of every operating day as required by state and federal regulations – and by industry standard practice. We also commend the landfill management and staff for the many tasks they've been willing to take on – things like composting, extensive recycling, managing material from the Ferguson Slide, and processing debris from the tree mortality project with 3rd party grinding and the Air Curtain Burners.

However, in the process of trying to do all those extra things, some important and foundational landfill maintenance work is being overlooked.

Yes, along with some basic things being properly maintained at the landfill, there are some areas that should be improved. Because of the risk of creating leachate, stormwater management tops our list of maintenance issues.

Grading and Stormwater Controls

As noted under "First Impressions", some areas on the landfill are not being adequately maintained in terms of basic grading and stormwater controls. Basic grading is necessary to provide a smooth area for vehicle unloading and to promote stormwater runoff.



Figure 40 - Ponding at landfill tipping pad.

This is a clear regulatory requirement for the landfill that is not being done properly – as evidenced by our site visit and recent inspection reports. It is also considered industry standard practice. We strongly suggest the landfill operators be trained to perform proper grading of all landfill surfaces, particularly on the top deck where significant ponding is currently occurring.



Figure 41 - Ponding on top of landfill.

To provide adequate stormwater drainage, we suggest the landfill construct the top deck of the landfill at 3% - 5% slope. Slopes flatter than 3% will likely allow ponding, due to the tendency for differential settlement of the underlying waste – even over a relatively short time.



Figure 42 - Ponding on landfill at C&D and wood area.

As previously noted, and explained further in the section on leachate, proper grading is a vital part of good landfill practice – and will help prevent future environmental issues – mostly related to leachate.

The MCLF receives Construction and Demolition (C&D) waste. This material is stockpiled and processed on top of the landfill. Sometimes wood waste and green waste are also placed on top of the landfill. In both cases, these areas are poorly graded, and we observed extensive ponding.

Access Roads

The paved access roads at the transfer station appear to be in reasonable condition. We suggest regular maintenance be conducted as needed on asphalt areas that become cracked or potholed.



Figure 43 - Muddy, Rutted Access Road.

Similarly, we suggest that the landfill access roads and tipping pad be graded and surfaced to provide clean, reliable all-weather access. Same thing for C&D, wood, and other material stockpile areas on top of the landfill.

We suggest that the Ferguson slide material could provide a suitable base if is screened or crushed. However, placing that material on the landfill without first processing it is inefficient and could waste airspace – if large chunks of rock are not subsequently removed and processed.



Figure 44 - Oversize slide debris on landfill. Not recommended.

We did observe a large stockpile of old asphalt. This is prime material for road base especially if it processed during hot weather. Processing for use as a landfill road typically includes spreading it on access roads or tipping pads, and then track-walking (with the dozer) or rolling (with the compactor).

For landfill access roads – and especially for tipping pads – the ideal road surfacing material is 6-12 inch (minus). This coarse material will settle down to form a strong, solid base. But more importantly, coarse material will be more durable on the tipping pad, under the constant backing and pushing of the dozer. Finer material that may work great for normal gravel roads, will not hold up in a landfill environment where trucks and heavy equipment are operating.

With a good fill sequence plan, the landfill staff could pre-place rubble in areas where the next tipping pad will be. This can reduce the cost of double-handling because it puts the right material in the right place, at the right time. It would also enable roads to be utilized for the longest practical time.

Asphalt, concrete, brick, or other rubble works well – without processing. So would the Ferguson slide material if it were screened or run across a 6' grizzly. When placed to a depth of 12"-18" and then track-walked in, this material would form a reasonably smooth base that would also be quite durable.

Further, we recommend all other access roads, including bench roads, perimeter access roads, and roads leading to monitoring wells, etc., be graded to provide effective stormwater drainage. They should also be surfaced to provide all-weather accessibility. If they cannot be surfaced, those auxiliary roads should not be traveled during wet conditions, to prevent rutting, ponding, …and leachate.

Traffic Management for Current Operation

One of the challenges for the landfill is managing the flow of traffic into the site, including the decision of where various types of vehicles should dump. Each of these decisions impacts cost because every time we touch material, it costs money. Of course, it also is a critical safety factor because different vehicles have different requirements regarding where to dump.



Figure 45 - Stockpile of asphalt debris. Great for road base.



Figure 46 - Proper staging of rubble for wet-weather tipping pad. Paso Robles Landfill.



Figure 47 - All access roads should be surfaced for all-weather use.

For example, some customers arrive in small vehicles with a few bags of trash. Those vehicles should be directed to dump in the transfer station. This keeps them away from risks associated with large trucks and heavy equipment at the landfill face. It is also more convenient for the customers. Overall, the small quantity of waste that landfill staff must haul from the transfer station to the landfill would be worth the reduction in risk.

Alternatively, it makes sense for larger loads to go up the hill and dump at the landfill, because every ton of waste dumped in the transfer station, must at some point, be loaded, hauled to the landfill, and dumped by landfill staff.

All of this generally makes sense, but because there is no specific procedure in place for when certain vehicles should dump in the transfer station, the practice is inconsistent and inefficient. Some small vehicles may occasionally be directed to the landfill. This is, as previously noted, unsafe. It also creates more work for the dozer because it must spend valuable time clearing a few small bags of trash from the tipping area to make room for more vehicles.

Conversely, some large loads of waste are allowed to unload in the transfer station, if it is near the end of the day (i.e., after 3pm), if there is a waiting line at the landfill, or if customers complain about getting their vehicle muddy. This creates unnecessary work for the landfill staff who must then push, load, transport, and dump that trash at the landfill tipping pad – when all that could have simply been done in the first place, by the customer.

We suggest a formal policy be developed *and* implemented for all staff to follow. One option might be to allow only those customers at or below the minimum fee of $18 (i.e., six 33-gallon containers) to dump at the transfer station.

Another option might be to set up several front-loader bins like those used at Fish Camp. These bins could be dumped by the contract hauler whenever that truck comes into the landfill. Overall, the cost of having the contract hauler occasionally dump those bins may be less than the cost of county staff having to load and transport that material to the landfill with the roll-off truck.

Wood and Green Waste Area

The wood and green waste area is located east of the existing waste footprint. We suggest the landfill continue receiving this material, and that they closely monitor the cost of processing that material. As part of our overall recommendation for streamlining the operation, we suggest it makes sense to receive this material, *only* if it can be processed at a good profit.

From our experience at other landfills, we suggest that the current price of $55 per ton is probably insufficient to cover all the costs associated with processing this material. We have not calculated that cost for the MCLF, but at a minimum we believe it must cover the cost of:

1. *Receiving those loads at the scale.*
2. *Maintaining the access road and tipping area.*
3. *Frequently pushing this material up into a stockpile.*

4. *Removing waste and other unsuitable debris.*
5. *Hiring a 3rd party contractor to process the material.*
6. *Occasionally paying for additional grinder repair costs for rocks, metal or other debris that could damage the grinder.*
7. *Maintaining the processed material in a stockpile.*
8. *Loading it into trucks for transport to biomass.*
9. *Having additional staff if processing this material takes the operation into another employee being required.*
10. *Disposing of any residual material into the landfill.*
11. *Managing the risk of fire.*

When dealing with wood waste, it is also important to consider the potential impact of moisture. For example, inbound material may be weighed (and charged) based on an existing moisture content. Wet wood weighs more and will increase tonnage. Once that material is processed, the moisture content can change significantly – especially if processed in the summer. After grinding, wet wood can lose 40% or more of its weight.



Figure 48 - Large accumulation of green/wood waste.

Charging per ton will work in the landfill's favor if the inbound material has a high moisture content. But transporting wet material to a biomass facility can be costly because the hauling cost is based on the current weight (including any moisture). Most biomass plants pay based on a "bone-dry" equivalent. For example, if the MCLF pays to ship 22 tons of material, it may only receive credit (and payment) for 15 bone-dry tons, depending on the current moisture content.

All these factors should be considered when determining an appropriate tipping fee (i.e., price per ton) to be charged for logs and/or green waste.

We also suggest this material be processed more frequently to prevent a dangerous accumulation of potential fuel for a landfill fire or wildfire.

Finally, we understand that some of the wood debris is processed for donation to senior citizens in Mariposa County. In that case, we expect the County will set policy based on community need.

Vegetation Management and Wildfire Prevention

An aerial photo (i.e., Google Earth) from November 2022, shows a large and contiguous pile of green waste and logs. This represents a significant mass of fuel in the event of a wildfire.

To assist in the control of a fire in this area, we suggest this material be split into multiple sections, each separated by open lanes (i.e., space) of approximately 15 feet. This could provide some means of access for

fire control if a fire were to start in this area. We recognize this will reduce the overall storage capacity for this material – and may thus require more frequent processing.

We also suggest the landfill develop standard operating procedures (SOPs) for processing this material. Due to the higher risk of starting a fire when processing (i.e., grinding) this type of material, we recommend that in addition to SOPs, the county also limit wood processing to certain times of the year and/or conditions when the wildfire risk is low.

We also recommend that all vegetation around the perimeter of the landfill footprint be mowed or masticated to reduce the risk of a trash fire reaching adjacent wildlands, or vice versa. This is particularly important in areas where flammable waste materials (i.e., the green waste pile) are in proximity to heavy loading of offsite vegetation. The landfill and all the satellite facilities require some level of vegetation management, but the landfill, and the container sites at Coulterville and Fish Camp are particularly at risk. In part, this is due to the setting and heavy fuel loading of the adjacent properties, but there is also a level of deferred maintenance that has not kept up with normal fire prevention standards.

For the landfill, we suggest all surfaces be mowed annually to reduce the fuel load from grass and weeds. The mowed grass should be left in place as mulch to help control erosion and stimulate additional growth next year. Reducing the height of the grass (by mowing) will significantly reduce the potential flame length should a wildfire cross the landfill. We also suggest that an area around the perimeter of the landfill, especially east and south of the landfill are particularly at risk. For areas outside the permitted landfill footprint, we suggest a 200-foot-wide mosaic fuel break be established, to further protect the landfill from an advancing wildfire – or to prevent a landfill fire from becoming an offsite wildfire.

For the satellite container sites, we also suggest a "defensible space" buffer of at least 100 feet be established around the work areas. This should include removal of all vegetation within that defensible buffer, per CalFire recommendations. Please note that under severe conditions (temperature, wind, humidity) the CalFire minimum 100-foot defensible buffer will be inadequate.

This work should be completed in the spring after vegetation has stopped growing – and before it dries out and poses a fuel source for wildfire.

Site Security

It appears that all facilities have adequate fencing to prevent unauthorized access when the sites are closed. This is a requirement of state and federal regulation. Good Job.



Figure 49 - Good example of site security.

TRANSFER STATION OPERATIONS

Under the current configuration, we have recommended the transfer station only accept waste from small vehicles, while pickups, trucks, and all vehicles with trailers be directed to the landfill. This will reduce double-handling by county staff and help decrease overall costs.

However, if/when the county begins operating under the hybrid option (See Section on Hybrid Operation), only C&D and other bulky wastes will be directed to the landfill during dry weather, and everything else will go to the transfer station to be loaded into transfer trailers and hauled to a regional landfill. During the wet season, the landfill will not operate and all waste will be exported to an out-of-county landfill.

LANDFILL OPERATIONS

We reviewed lots of information about the operation of the Mariposa County Landfill and conducted a site visit. Because of our years living and working in Mariposa County, we also have a good historical knowledge of the landfill. We offer the following findings and recommendations.

Waste Handling – Current Operations

The MCLF is currently being operated as a traditional landfill, using a dozer and landfill compactor to perform a basic Push/Pack/Cover operation. Under the current scenario, there are two conflicting factors affecting dozer and compactor productivity.

Productivity Factor 1

First, from a purely tonnage standpoint, these machines are utilized far below their potential. This comes back to the same economy of scale challenge that affects the recycling and compost operations. In a traditional landfill scenario, these two machines could, when working together, efficiently handle up to 300 tons of trash per day. At the MCLF, these 2 machines are working at about 20% of their maximum capacity – compared to a typical landfill operation. However, at the MCLF, those machines process approximately 60 tons per day (on average). Here's some background on machine production rates.

An 816 Landfill Compactor's optimum production rate is approximately 30-40 tons of trash *per hour* when the compactor is receiving waste from the dozer and can focus specifically on trimming and compacting waste. In this context, the term optimum refers to the most efficient compromise between compacting enough to preserve valuable landfill airspace (by packing more trash into the available space) and not over-compacting to the point that fuel and other machine-related costs are wasted. From this perspective, the compactor could process the MCLF's inbound tonnage in approximately 2 hours per day. Peak summer tonnage may require up to 3 hours per day.

Similarly, from a purely production standpoint, a D6 dozer can typically handle 200-300 tons of trash *per hour* when strictly pushing full production loads from the tipping pad to the active face. This production rate will drop when pushing over an edge and down a slope or, as in this case, when the dozer must come back and forth to the tipping pad to clean up just a few small loads.

Under a traditional scenario, the dozer should be able to process the inbound waste in less than 2 hours per day *when working with the landfill compactor*, or approximately 4-5 hours per day (max), including placing cover soil or Alternative Daily Cover (i.e., ADC) if working alone (i.e., no compactor). Currently, the cost of these two machines cannot be efficiently amortized over the tonnage, because MCLF is a small landfill. This comes back to the challenges related to economy of scale, and it directly contributes to a higher cost per ton.

The productivity challenge at the MCLF is not due to the capacity of the machines, rather it is impacted by the layout of the tipping area and the way inbound vehicles are managed.

Productivity Factor 2

Under the current operating scenario, the machines are expending too much effort compared to the small quantity of tonnage being handled. Yes, it's true that under ideal operating conditions, these machines could handle a lot more tonnage than the MCLF receives each day. But the problem is they are not working efficiently, even with the relatively low tonnage they receive.

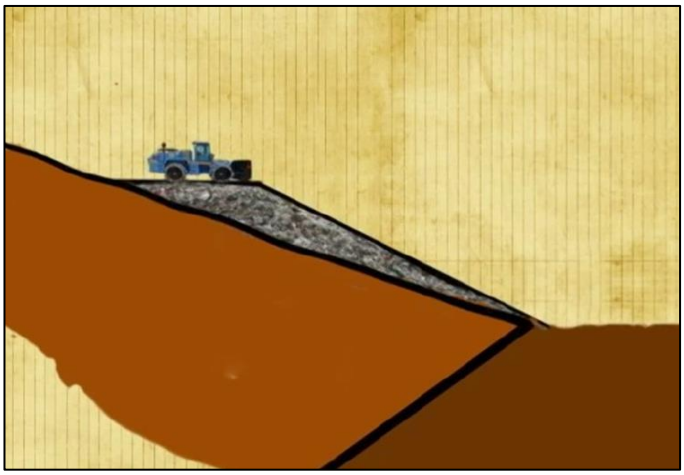


Figure 50 - Steepening of landfill slopes to increase landfill capacity. Waste is pushed down from the top of the landfill to the active filling area.

For example, the current filling operation is progressing around the landfill perimeter. Section by section, the landfill staff is steepening the outside slopes that have settled over time. By steepening the slopes, the landfill is gaining capacity (airspace), building a broader top on which to operate, and extending landfill life. This is a good practice and provides many operational and financial benefits. But it also adds some inefficient busy-work for the waste-handling dozer.

Vehicles unload on top of the landfill at a (too) small tipping pad, and as the tipping pad fills up with dumped trash, the dozer must push the waste to make room for the next vehicle(s). That trash is pushed over the edge and down to where the slope-widening process is occurring. As previously noted, just a few loads of trash can effectively fill the small tipping pad, even though those loads might represent only a small quantity of trash.

Once the tipping pad has been cleared, the dozer goes back to the slope-widening operation. But during the time the dozer is "over the edge" the operator does not have visual contact with the unloading area. So, the dozer must frequently travel back up to the tipping pad, make 3-4 pushes to clear the pad …and then head back down the slope. This is done repeatedly throughout the day, and it wastes a significant amount of dozer time. Under the current operation, this recurring interruption results in the dozer being very inefficient.

Dozer Practices

We've referred to the dozer in this discussion because it is currently the primary waste-handling machine. We understand that the compactor is currently down, pending a $400,000 rebuild. Because of the relatively low tonnage received at this landfill, we suggest that the compactor be sold, and all waste handling operations be performed by the dozer. Along that line, we also want to see the dozer working more efficiently. Here are several potential solutions to increase dozer inefficiency.

1. The tipping pad should be enlarged to provide more room for customers to unload. Under the current scenario, because of the small unloading area, the dozer must clear the tipping pad after every 3-4 vehicles. This is like sweeping the floor every time 3-4 people walk across it.

Alternatively, it would be much more efficient to sweep the floor less frequently and only as needed. The same concept applies to the tipping pad. Widening the tipping pad would increase the tipping pad's (waste storage) capacity, allowing more vehicles to dump before the dozer must come back up and push. This results in fewer dozer push cycles overall. This is also good practice to help minimize crowding and improve safety at the tipping pad. We also suggest customers with smaller loads be instructed to dump in front of another small load. This is referred to as double-stacking. In some cases, even triple-stacking makes sense. The idea is to accumulate enough trash in every dumping slot, to allow the dozer to make a full production push every time. It's much more efficient for the dozer to push fewer full loads – that is a full blade of trash –than to make multiple low-capacity pushes. It's all about production.

2. Even though there are exceptions, it is generally standard practice within the industry for the dozer to do most of the pushing from the tipping pad to the active face, and for the compactor to do the final trimming and compacting. Again, there are legitimate reasons why these roles may shift, but under traditional landfill operations, the dozer pushes and the compactor compacts. However, because of the unique conditions at the MCLF (i.e., it is a very small landfill), we suggest the compactor be sold, and the dozer be used to push, spread, *and* compact waste.
3. A traffic director (i.e., spotter) could be stationed at the tipping pad to instruct customers to place loads more efficiently, to better utilize the available space at the tipping pad. Because of the relatively low volume – this is a very small landfill – we believe good signage could be used in lieu of a spotter in a safe and effective way.
4. Signs with clear instructions should be placed at the tipping pad to instruct customers where to dump, based on vehicle type and/or load size. This should be in conjunction with physical reference points (i.e., large tires, concrete barriers, etc.) that can help segregate various types of vehicles. These would direct self-haul vehicles to dump in one location, while directed larger commercial loads to dump in another. Generally, it is best to put the large loads closest to the active filling area to minimize the amount of work required. This is basic physics.
5. Changing the threshold for deciding which vehicles come to the landfill, and which ones dump in the transfer station could help reduce loading at the landfill's tipping pad. Generally, we suggest that all pickups, trucks, and vehicles with trailers be directed to dump at the landfill, while other smaller vehicles dump in the transfer station.
6. We suggest a cellular-based, solar-powered camera be installed at/near the tipping pad to allow the dozer operator to monitor customer activity in real time, when working over the edge or otherwise outside the visual line of sight. This unit could be moved as the active area moves, and could easily be monitored by the equipment operator – on a smart phone – to know when the tipping area was full and required pushing. This would minimize the dozer having to come back to the tipping pad at times when there are too few loads to justify the effort.



7. Later in this report, we discuss the landfill changing to a hybrid operation, where a percentage of the inbound waste is landfilled, and the remaining waste is exported to another landfill. Under that scenario, where the volume of trash being landfilled is further reduced, we suggest the landfill operate without a landfill

compactor. Because, while it's true that the waste can be compacted to a greater density with a compactor, the added waste density will not justify the additional cost of the compactor.

Compactor Practices

During a regular landfill inspection on November 16, 2023, we noted that the inspector issued an Area of Concern (AOC) because the landfill compactor was down. The inspector specifically referenced 27CCR, Section 21600, noting, *"Inoperable waste compactor. Provide adequate onsite equipment as required in the RDSI."*

Perhaps the compactor is listed specifically in the RDSI, so the inspector is looking for it to be functional. Or maybe the simple fact that it was onsite and inoperable was an issue. However, it is important to understand that while the use of landfill compactors is common in the landfill industry, it is by no means mandatory. California's landfill rules require that solid waste be spread and compacted (See Below).

> ***20640. CIWMB - Spreading and Compacting. (T14:Section 17677)***
>
> *Solid waste shall be spread and compacted in layers with repeated passages of the landfill equipment to minimize voids within the cell and maximize compaction. The loose layer shall not exceed a depth of approximately two feet before compaction. Spreading and compacting shall be accomplished as rapidly as practicable, unless otherwise approved by the enforcement agency.*

These rules require compaction, but they do not specifically require the use of a landfill compactor. The compaction process can be accomplished by any combination of a dozer, landfill compactor, track loader, and/or a wheel loader.

We recognize that under the current configuration, the landfill compactor would help the MCLF achieve slightly higher waste density. However, in light the existing financial constraints – we understand the compactor is currently down, pending a $400,000 rebuild. Also, even without the landfill compactor, the facility has many decades of remaining airspace, so we don't believe the compactor is necessary. In fact, we suggest that after a trial period with the Hybrid Operation, the compactor be sold.

Daily Cover Practices

At the time of our site visit, we observed that daily and intermediate soil had not been adequately applied to recently filled areas. The lack of cover did not appear to be due to a lack of cover material. To the contrary, there was a sizeable stockpile of soil onsite. A mechanized tarping machine (i.e., Tarp-O-Matic) was also onsite, along with two spools containing tarps. Another tarp was on the ground, but we could not determine its condition – whether it was damaged or usable. Additionally, there was a good quantity of C&D onsite. When processed through crushing and/or grinding, C&D can be used as ADC. Suffice to say, there were adequate resources to comply with state and federal rules for daily cover.

However, not all areas had been adequately covered. In all fairness, our site visit did follow a significant spring storm that brought snow and rain. But landfills must plan for inclement weather, including staging cover soil or ADC to cover waste every day.

Other recently filled areas had not been adequately covered with soil or ADC. Some of those areas also showed significant evidence of leachate seeps.

Overall, the lack of preparation shows poor planning. This could have been mitigated with proper fill sequence planning and better effort to be set up to operate from a solid, surfaced, and well-graded wet-weather tipping pad. There was certainly adequate rubble and slide debris available, had it simply been prepped and placed.

To provide a reference, it should be noted that inadequate placement of daily cover (soil or ADC) is one of the most commonly violated standards at California landfills. We share this not to provide an excuse for poor performance, but simply to say that it's a common issue and it's no secret that systems should be in place to make sure it gets done.

Throughout 2023 and continuing with the first inspection of 2024, there have been several Violations and/or Areas of Concern by the Local Enforcement Agency (LEA) and CalRecycle. Many of these are related to the inadequacy of daily and/or intermediate cover and/or poor grading practices. This is a serious issue, not only because it indicates the operation is not meeting basic regulatory standards and industry standard practice, but because lack of daily and intermediate cover can also lead to future environmental issues. Of those issues, leachate is the most serious, because of its potential impact to surface and/or groundwater.

As previously noted, we see this as one of the most urgent issues for the landfill to address.



Figure 51 - Area of uncovered waste and leachate seepage.



Figure 52 - Tarp-O-Matic with extra spool of tarps.



Figure 53 - Poor grading and ponding on top of landfill.

Fill Sequencing



We've noted the issue with poor grading and ponded stormwater. The solution to those issues is for the equipment operators to check grade as they place waste material. Like any construction project, good grading practices are important. However, some of the problems we observed could be mitigated by constructing properly surfaced access roads and tipping pads.

We suggest the MCLF re-establish their past practice of working from a detailed fill sequence plan. See Appendix E for more a description of how fill sequence plans can improve a landfill's operation and efficiency.



Figure 54 - Isometric view of proposed fill locations from 2020 Fill Sequence Plans.

WASTE HANDLING –HYBRID OPERATION

For various reasons, the current landfilling operation is not working very well. This is clearly evidenced by poor inspection reports over the past 12 months and by our onsite observations. Many of the reasons for this poor performance were discussed in the previous section of the report, but here is a summary of those reasons, along with some other factors we believe are contributing to substandard performance.

1. Access roads and tipping pads are not constructed to an adequate size and standard that can provide all-weather access.
2. The dozer is spending too much time clearing a tipping pad that is too small to accommodate inbound vehicles.
3. Onsite management is not effectively directing the operation. Clear operational procedures must be defined, communicated to the staff, and enforced.
4. Equipment operators are not properly checking grade as required to maintain stormwater control as required by regulation and industry standard practice.
5. The landfill does not appear to be working from a current fill sequence plan.
6. Underlying soil is not being properly removed prior to placement of "the next" lift of trash – especially on the perimeter slopes. This creates a quasi-liner that causes internal moisture (i.e., leachate) to flow sideways and emerge on the surface of the landfill as leachate seeps.
7. Poor grading and inadequate placement of daily and intermediate cover soil is allowing lots of infiltration into the landfill, further increasing the potential for leachate issues.
8. The economy of scale associated with operating a small landfill has resulted in a very high cost per ton.
9. That same economy of scale is also creating inefficiencies with equipment utilization. That's why we suggest the compactor be sold – after staff has worked only with the dozer for a period of time to affirm, they are able to handle the reduced tonnage being landfilled.
10. The landfill's current "open" hours are making it difficult for the landfill crew to properly cover the trash at the end of the day. We suggest the landfill hours be reduced to 8:00 am to 3:00 pm.
11. Loading, hauling, and placing cover soil and ADC are much more difficult during the winter.
12. Seasonal conditions and swings in tonnage make winter operations more difficult and much less efficient than dry weather operations.
13. Slope work should be done primarily during dry weather because placing and covering waste is difficult during the wet season.
14. Recent and historical practices have led to the prevalence of leachate seeps.
15. Landfilling wet trash (i.e., putrescible residential and commercial waste) increases internal moisture and can lead to higher generation of leachate.
16. Because the landfill is unlined there is greater potential for leachate to impact groundwater. We are concerned because the leachate seeps seen on the slope likely represent some of the leachate movement within the landfill. More leachate is likely moving downward beyond the bottom of the landfill.
17. At times, it is difficult for the landfill to obtain adequate cover soil and historical excavation practices have removed much of the available soil from onsite.

As an alternative, we are proposing the MCLF switch from a traditional landfill operation to a hybrid option. Under this proposed scenario, most of the inbound waste would be exported to a nearby regional landfill, and during the summer months, the MCLF would landfill a reduced portion of the waste stream – primarily dry, non-putrescible waste. This would allow the landfill to operate with a reduction in staff and equipment, while still providing the benefits of having a local landfill.

Under the hybrid option, the facility would continue to receive the same waste stream. The landfill would continue to operate during much of the dry season, receiving and landfilling inbound waste. It would focus on landfilling dry (non-putrescible) trash. Wet (putrescible) trash would be loaded into high payload transfer trailers and hauled down the hill to a regional landfill. During the wet season, no waste would be landfilled, and all trash would be exported.

The split between what would be landfilled vs what would be transferred would be based on several criteria. The first is a regulatory threshold. To continue operating, without triggering closure, the landfill must continue landfilling a minimum quantity of waste each year. Under CalRecycle rules, this is defined as at least 30% of the average annual tonnage received over the past 10 years. Here is the actual code (Cal. Code Regs. tit. 27 § 21110).

> *(2) If the average annual waste disposal rate to a solid waste landfill is reduced for two consecutive years to a rate equal to or less than thirty (30) percent of the average annual tonnage rate during the previous ten years (exclusive of the minimum and maximum tonnage years), the operator shall begin closure activities in accordance with the time frames specified in the closure plan unless granted an extension pursuant to ¶(b)(3).*

So, based on the past 10-year average, the landfill must continue landfilling approximately 3,900 tons of waste per year. Inbound tonnage data must be closely monitored to ensure compliance with this regulation. We believe this threshold can easily be met during the dry season. We believe this hybrid option will best meet the county's solid waste needs now and into the future, while protecting the environment and reducing overall system cost. These are some of the more significant benefits of the hybrid option.

1. Filling only during the dry season will minimize the potential for creating leachate.
2. Filling primarily with non-putrescible waste will further reduce the potential for creating leachate.
3. Reduces heavy equipment demands and operating costs.
4. Preserving landfill airspace will allow adequate time for the county to build the landfill closure fund.
5. Slowing the rate of landfilling will extend the active life of the landfill.
6. Conserving adequate emergency reserves of landfill capacity is important if/when catastrophic wildfires occur in Mariposa County.
7. The hybrid option provides the county with maximum flexibility because waste could be landfilled and/or exported to another regional landfill.

During the dry season, we estimate 30-40 tons of waste per day may be landfilled. This amount of waste can easily be processed with a single machine. We recommend that initially the dozer be used to push, spread, and compact the waste. The compactor will not be necessary and so, after a couple months or so to prove out the landfill staff's ability to manage solely with the dozer, the compactor can be sold.

Prior to selecting the Hybrid as the preferred option, we evaluated several other possible options, including:

6. Closing the landfill immediately and transfer all material to one or more regional facilities.
7. Continuing to operate the landfill "as-is" with no additional liner construction – just operate until the remaining (unlined) airspace has been filled.
8. Continuing to operate the landfill as-is with plans to develop and line all future cells.
9. Privatizing the operation by hiring a 3rd party contractor or Selling the landfill outright.
10. Operating under a hybrid op0tion that includes landfill some waste, and exporting the remainder to a regional landfill.

COMPOSTING OPERATION

Mariposa County's AD compost system was approved by the Board of Supervisors in 2003 (See Appendix F) and built shortly thereafter. At the time, it was anticipated that food waste from Yosemite National Park would be mixed with various organics from the County to provide the feedstock for the AD system.



Figure 55- An open bay at Mariposa County's AD composting system.

When it was constructed the concept of composting the organic portion of the county's waste stream sounded good. Even today, in-vessel composting using an anaerobic digester is considered state-of-the-art. In fact, one of the largest in-vessel AD systems in the world is in San Jose, California. But that facility processes an order of magnitude more organic material than the one in Mariposa. We are back to that same issue: Economy of Scale.



Figure 56 - Debris screened from finished compost material.

Anaerobic composting can be an effective and environmentally friendly means of converting various types of organic material into high quality compost. When done correctly, a properly designed Anaerobic Digester (AD) system can convert minimally processed organic material into quality compost. That process can be done in a controlled environment, while releasing relatively little odor. When it comes to composting, AD systems are perhaps the most controllable and reliable system available, though they are expensive to construct and operate.

AD technology has been around for many years and there are an increasing number of systems operating across the country. And, with California's recent passage of SB 1383, fewer organics will be allowed into landfills. That organic material must go somewhere. This has increased the demand for organic waste processing. Along that line, one might conclude that Mariposa County's Anaerobic Digester (AD) system should have been the right system, in the right place, at the right time. But it wasn't.
You see, to be a viable business, compost operations must have two things; proper feedstock and a reliable market for finished compost. The Mariposa AD system had neither.

Not long after the Mariposa County's compost facility began operating, problems surfaced, including issues with organic feedstock (food waste) from Yosemite National Park (YNP). Part of the issue stemmed from the idea that the eating utensils used at YNP would rapidly decompose in a composting system. This proved not to be the case.

After much trial and error, a decision was made to utilize finished compost product as alternative daily cover (ADC). Finished compost material was subsequently used – in lieu of daily cover soil – to cover trash at the landfill. Alternative Daily Cover (ADC) is available in many forms, ranging from processed organics, to tarps, to spray-on materials. There are literally dozens of types of ADC material, many of which have been pre-approved by CalRecycle, and all of which are intended to save landfill airspace by covering trash in lieu of soil. Most landfills use one or more forms of ADC. The Mariposa County Landfill used Compost.

This is, by all industry standards, a very expensive use of finished compost material. Further, because of the high cost of producing that material, it is one of the most expensive ADC options in the industry. By and large, within the traditional landfill, it just isn't done.



Figure 57 - Piping for the composting system needs to be repaired.

Interestingly, the 2014-2015 Grand Jury report noted that *"To a landfill manager, compost is cover material."* We respectfully disagree. The tremendous effort required to create compost is wasted when that material is used for ADC. There are many other forms of ADC, many of which have been pre-approved by CalRecycle. One of those is processed green material. But that refers to green waste that has been processed by chipping or grinding to meet a certain gradation spec. CalRecycle's intent is that large chunks of green waste are not used for ADC, but that instead, that material be downsized to something like mulch or wood chips. Certainly, there is no expectation that one would go to the effort and expense of creating finished compost – only to use it as ADC.

There were challenges. It was not only the supposedly biodegradable eating utensils used at YNP that did not fully break down in the short 28-day AD Composting cycle. Other non-organic waste also survived the process, also ending up as *contamination* in the finished compost product. Residents who might have looked forward to a source of compost were turned off by what appeared to be chunks of trash in their compost.



Figure 58 - Another view of piping needing repair.

The composting system is nearly 20 years old, and some maintenance issues are appearing. One entire bank of digester vaults has been unusable since last year because of damaged piping. Other parts of the composting system including the concrete floor and sub-floor piping are also requiring maintenance. This is common for in-vessel composting systems where leachate, gas emissions, heavy equipment usage, and normal wear and tear can cause corrosion and damage over time. This is a normal part of the maintenance required for these types of systems.

Based on the operational issues, the low quality of the finished compost, and the high cost of operating this facility, we suggest the county cease operation of the compost system with County staff.

Instead, food waste and other organics can be shipped down the hill to larger organics processing facility.

As an alternative, the county could solicit interest by a 3rd party operator who may want to operate the composting system. It would certainly be beneficial for the county to generate even a small amount of profit to help offset the loan payments that are still outstanding for the construction of the compost system.

Please note that around the same time this facility began operation, a very similar facility was constructed in West Yellowstone, Montana. It was intended to provide a similar service – for Yellowstone National Park. However, that facility experienced similar issues and ceased operation in 2021 …for the same reasons. Please see Appendix D for information on the closure of the West Yellowstone Compost Facility.

MRF OPERATIONS

The county currently provides residents with a wide range of recycling options, but in this area too, the county is operating at a serious disadvantage. The same economy of scale that impacts the landfill and compost operation, makes recycling costly and difficult.

It is common practice to construct and operate a Material Recovery Facility (MRF) to sort and extract recyclables from the waste stream. However, running a MRF is expensive and labor-intensive. The most efficient MRFs are large and can amortize their costs over a large quantity of recyclables. Some MRFs process thousands of tons of recyclables per week. Yet even those large, regional facilities often must charge a tipping fee to subsidize the cost of recycling. In many cases, recycling does not – on its own – generate positive cash flow (i.e., profit).

At one point, the county installed MRF equipment at the transfer station, with the goal of extracting recyclable materials. This system is not viable, nor is it currently being operated. We suggest the existing MRF equipment be sold. This would provide additional space within the transfer station building – space that will be needed if/when more waste is transferred to a regional landfill.

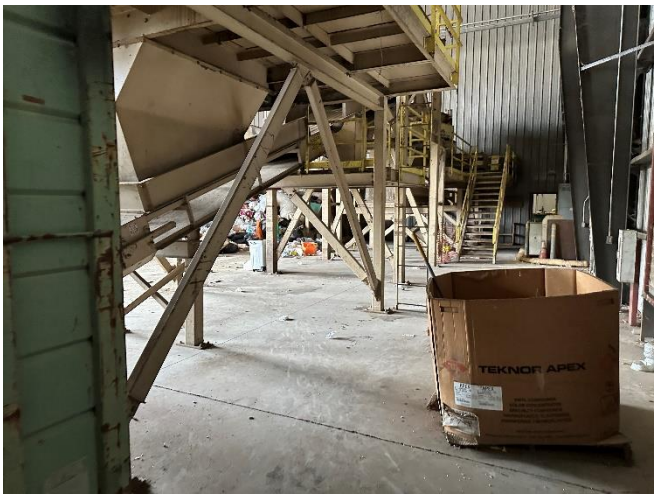


Figure 59 - MRF equipment - recommend selling.

We understand that mixed recyclables are currently being shipped down the hill to a large-scale MRF. This hands-off concept makes sense, and we suggest it continue. Or, as an alternative, the county could bundle recycling with their current hauler (Recology) and allow them to take over the process of loading and exporting recyclables.

ENVIRONMENTAL ISSUES

The operation of a landfill is all about safety, efficiency, and environmental stewardship. Here are our findings regarding some specific environmental issues. These findings and recommendations should be taken in the context that the landfill should not cause environmental problems with groundwater, surface water, or air. Our comments address those goals.

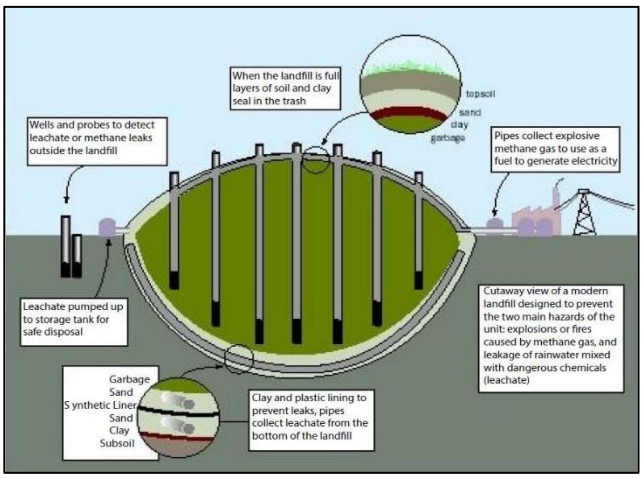


Figure 60 - Landfill liner schematic - EPA.

Leachate

Leachate refers to any liquid, including rainwater, snowmelt, or liquids within the waste itself, that has contacted waste materials and may subsequently be contaminated. Leachate can impact groundwater and/or surface water. For more than 30 years, the EPA (through Subtitle D) and CalRecycle (through Title 14 and 27) have required that all new landfills or new landfill expansions include a bottom liner and a leachate collection system. The intent is to prevent contaminants (i.e., leachate) from percolating through the waste and reaching groundwater.



Figure 61 - Leachate seep at mid-slope.

Old landfills that were in already in place prior to those rules, are typically not required to have a liner as long as they continue to place waste above the area that already had waste. This is referred to as the existing waste footprint.

Mariposa County is an unlined landfill that is currently filling on top of an existing waste footprint. There is no base liner to prevent leachate from percolating through the landfill and eventually contacting groundwater.

The fact that this is an unlined landfill has tempered many of our recommendations regarding how the landfill should be operated.



Figure 62 - Leachate near toe of slope.

In fact, there are number of places where we observed leachate seeps on the slopes, and leachate actively flowing to the toe of the landfill. leachate also appeared to be running into the sedimentation basins, from which it could potentially be flowing offsite. This should be corrected as soon as possible.



Figure 63 - Ponding causes leachate seeps.

Stormwater is accumulating on top of active landfill areas, contacting waste, and running down the slopes into a creek. Attempts to correct by building a French drain have not succeeded due to improper installation. The drain should be re-installed correctly to channel the water to prevent further leachate issues. Also, operating the waste transfer station seasonally will have a positive effect by allowing the landfill to be buttoned up for the winter, thereby reducing the impact of stormwater and leachate at the site.

On the positive side of the equation, Mariposa County has saved many million dollars by not having to construct a landfill liner. Landfill liners can cost several hundred thousand dollars per acre.



Figure 64 - Leachate seep at top of slope.

But, a drawback of not having a liner is the increased risk that leachate may seep out of the landfill and impact groundwater and/or surface water.

The MCLF currently has some serious leachate issues. Leachate is emerging along broad portions of the landfill's perimeter slopes. These are referred to as leachate seeps and they are the result of certain past operational practices. See Appendix B for an excerpt from the Manager of Landfill Operations (MOLO) manual produced by the Solid Waste Association of North America (SWANA). SWANA is the solid waste industry's leading trade organization, and this reflects standard industry practice.

We believe the leachate seeps are caused by underlying layers of soil that were placed at some point during the landfill's previous operation. Those layers can act as a sort of liner to direct leachate from within the landfill …toward the side slopes of the landfill.



Figure 65 - Leachate seeping at top of slope.

The same thing can occur when steepening landfill slopes if the underlying layer of soil is not removed as new waste is placed on the slope.

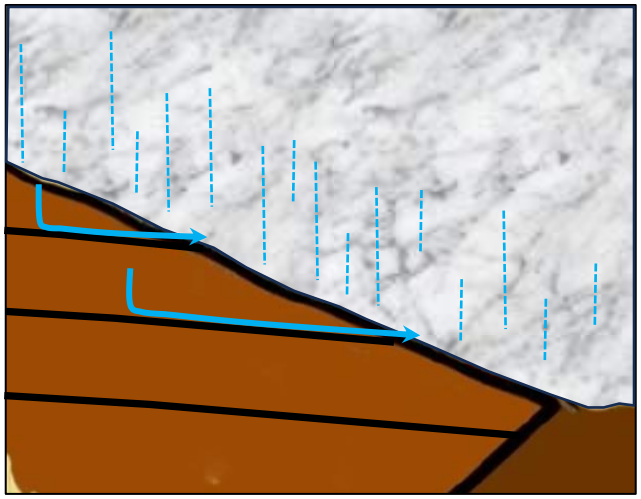


Figure 66 - Underlying layers of soil can cause leachate seeps.

Leachate seeps can usually be controlled by excavating at – or just above the seep – and then installing a French drain. This cuts off the lateral (i.e., sideways) flow of leachate, and directs the flow back into the landfill.

This would be recommended for a very small seep or when all other aspects of landfill operation are good, including grading, stormwater controls, and cover soil practices. However, when the leachate seeps are extensive – as they are at the MCLF – it is not good to direct the flow back into the landfill, because of its potential to impact groundwater. This is especially true when the overall operation of the landfill is not sound, and when the landfill is unlined.

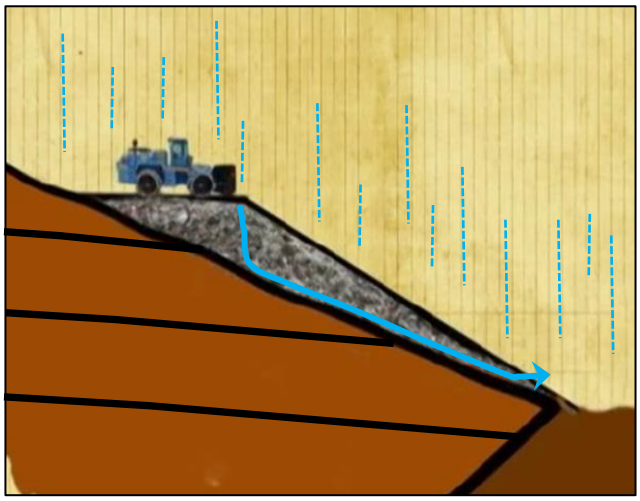


Figure 67 - Cover soil layer should be removed when steepening slopes.

Because of the extensive nature of the seeps, the poor grading, cover practices (that continue to allow infiltration), and the fact that the MCLF is unlined, we suggest the leachate seeps be piped to a collection point and transported to a wastewater treatment facility, put into a lined leachate evaporation pond, or some other approved disposal option. This should be further assessed by the County's Engineer. Based on the extensive degree of leachate seeps, at this point, we do not recommend simply installing French drains and redirecting leachate back into the landfill.

From our perspective, this is a very serious issue that could impact the long-term integrity and cost of the landfill – and may increase environmental liability for the county.



Figure 68 - Stormwater flows to sedimentation basins …and then offsite to a creek. Storm water could contain leachate.

Litter

We observed some litter during our site visit. Some was the result of waste not being properly covered, and some appeared to have simply blown from the active tipping and fill area – and had not been picked up. The landfill also received 2 Areas of Concern for litter, one in December 2023 and in January 2024. We suggest the landfill put more effort into applying daily cover soil or ADC and erect some basic litter control fences. The most basic and economical litter fences consist of metal T-posts and chicken wire. These are also some of the most effective fences for controlling litter if properly located and cleaned regularly. It is standard industry practice to have litter control fences in place, but we did not observe any such systems during our site visit.



Figure 70 - Exposed waste (not covered) at landfill. Also, some leachate seeps.

Odors

We did not notice odors during our site visit but will note that leachate seeps are a common source of landfill odors. The fact that there had been a recent snowstorm may have suppressed odors to some extent. We suggest that mitigating the leachate seeps and providing adequate cover soil will reduce risks associated with leachate, including the possibility of odors.

Noise

We did not notice excessive sound during our site visit.



Figure 69 - Windblown litter at landfill.

ADMINISTRATION

As part of our assessment, we looked at various administrative activities, including staffing and management.

Existing Staff Levels

At first glance, it appears the existing staff is appropriate for the way the landfill is currently being operated. However, we also suggest that some changes could be made if the operation is changed to a hybrid option. First, we suggest that the landfilling operation could be done with a single equipment operator, including pushing, spreading, compacting and covering waste. This landfill operator position is only for part of the year. A second operator would be required at the transfer station. This would be a year-around position.

Both operators would be working only a few hours per day to handle the inbound waste, allowing time to perform other operator activities such as managing stockpiles for inbound wood waste, green waste, rubble, and soil. There would also be time available for maintaining access roads, placing intermediate cover, and other common landfill tasks.

We suggest the waste-handling portion of the landfill operation could be done with 1 operator. We suggest the transfer operation could similarly be done with a single operator.

Here is our proposed staffing arrangement.

Proposed Staff Levels

Under the hybrid option we suggest the following staffing levels would be reasonable

Summer Operations

Landfill receiving portion, transfer station receiving portion.

- 1 landfill operator (working foreman)
- 1 transfer station operator* (load-out could be done by contract hauler)
- 1 scale attendant
- 1 laborer/fill-in person
- 2 workers in recycling area

Winter Operations

Transfer station receiving all waste.

- 1 transfer station operator (working foreman) (load-out could be done by contract hauler)
- 1 scale attendant
- 1 laborer/fill-in person
- 2 workers in recycling area

**Could be 1 operator if contract hauler loads his own truck*

Build in flexibility with public works to shift from summer to winter …and cover vacation/sick days.

Facility Management

It is clearly evident that the landfill is suffering from a lack of onsite management. We believe the staff generally has the skills to perform the work to regulatory and industry standards, but day-to-day leadership is simply not there.

The waste is not being properly covered, litter is not controlled, landfill access, grading, and stormwater controls are poor. Overall, this is a team that's struggling for lack of management.

We strongly believe that most of the issues we've identified – and which have been called out by the inspector, can be properly mitigated. But that won't happen without the addition of a strong, knowledgeable site manager/foreman.

In that regard, our recommendation is that the landfill have a working foreman. Someone who takes ownership of the operation can jump in and help with the day-to-day work if needed.

As a reference point, we point to a similarly sized landfill in Riverside County. The Blythe Landfill receives approximately 16,000 tons of trash per year, compared to 12,000-14,000 per year at the MCLF. The Blythe Landfill operates 8am-4pm, Monday through Friday, and the first Saturday of every month. When we conducted a similar assessment of the Blythe Landfill, it was operated with a staff of 3: a gate attendant, a laborer, and a working foreman. The Blythe Landfill did not do composting, extensive recycling, or operate a transfer station. It was a landfill operation …period.

Landfill Engineering

We understand that for many years, Curt Fujii provided engineering support for the landfill, but Curt has been working for another company for at least 2 years. We suggest the County hire a local solid waste engineer to assist with some of the more technical issues discussed in this report, including managing and collecting leachate (from seeps), modifying the JTD to address significant operational changes (i.e., the hybrid operation), update the final grades to show benches along portions of the landfill that currently have no benches, etc.

OPERATIONAL & SAFETY TRAINING

Employee Training

Employee training is a regulatory requirement in terms of safety training. Similarly, the overlap between operations and safety also means there should be some operational training as well, simply to ensure that staff are all working together. This is also standard industry practice. We observed a significant lack of management-led teamwork.

Discussions with staff indicate they are often told to, "…just figure it out." This type of training is not training at all. Training of staff is lacking. New hires currently have no formal training system and/or documentation which is not only unsafe but leaves the County (and supervision) open to liability. Safety training is also insufficient. Some materials appear to be available but there is no set-up for new employees, no training process, and no one seems to be in charge.

It's vital that critical tasks be coordinated so that everyone understands and follows the same procedure …every time. All training programs, whether for safety or operations, must translate policies and procedures to frontline practices. This should be done by developing and training to Standard Operating Procedures (SOPs). When it comes to getting the entire staff on the same page, SOPs are the point of the spear. Here is a link to a video we created that explains the importance of SOPs.
https://vimeo.com/463705709?share=copy

A successful training program must be standardized so that all workers, including new hires, hear the same consistent message and are then able to translate that into doing the same thing, the same way – as a team. Blue Ridge Services can provide safety and operational training. See Appendix C for a description of a good training program.

Regulatory Standards – CalRecycle

The landfill is subject to various regulatory requirements, starting with CalRecycle and the Local Enforcement Agency (LEA). As such, the LEA – working as CalRecycle's representative – conducts inspections approximately once per month. Every 18 months, CalRecycle representatives perform their own inspections to gain first-hand knowledge of the landfill, and to help calibrate the monthly LEA inspections. The most recent CalRecycle inspection was performed on April 28, 2023.

Over the past 12 months, there have been 13 regulatory inspections of the landfill, including 1 by CalRecycle staff. During 6 of those 13 inspections, the landfill received an Area of Concern (AOC) and/or a Notice of Violation (NOV). Overall, 18 issues were noted, including 14 AOCs and 4 NOVs.

Those are summarized here, with the more serious NOVs marked by a red star.

An Area of Concern (AOC) indicates a condition that – if not corrected – could lead to a clear violation of a regulatory standard.

A Notice of Violation (NOV) is issued when a clear violation of regulatory standard has occurred.

It should be noted that many of these regulatory issues follow the same findings we identified in this report – mostly related to grading, ponding, and inadequate cover soil. As previously set forth in this report, those things can lead to serious problems with leachate potentially impacting surface and groundwater.

Mitigating the operational issues that led to AOCs and NOVs will require a focused effort and continual, onsite supervision.

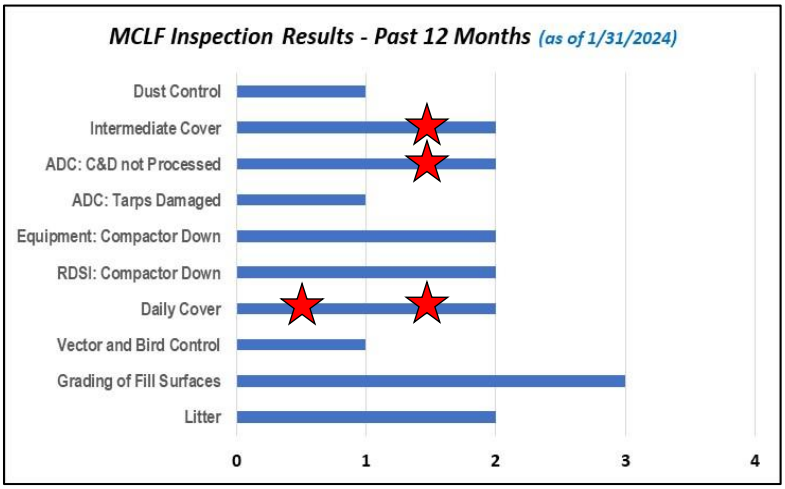


Figure 71 - MCLF Inspection results for past 12 months.

SAFETY

Safety is a vital part of the solid waste system. Having and following good safety procedures will keep workers and customers safe. It's a good idea. It's industry standard practice. It's also required by Cal/OSHA and other regulatory agencies.

As a point of reference, having good safety policies will also make the operations more efficient because workers will be doing the same thing, the same way, every time.



Figure 72 - Baler at the main transfer station.

We evaluated the operations from a perspective of safety, and we found some things being done correctly. But we also found some serious safety issues where required safe practices are not being followed. For example, during our site visit, we observed a worker standing on the conveyor belt that leads to the baler. The switch on the baler was turned off, but there was no effort to follow Lock-out/Tag-out procedures. Lock-out/Tag-out is a Cal/OSHA requirement and universal industry standard. When we suggested the worker should cut the main power supply and follow lock-out/tag-out, they responded, *"No, I'll just be here for a few minutes."* In this example, someone accidentally hitting the start switch, or an electrical short, was all it would have taken for a catastrophic injury.

Portions of the baler may also be considered a confined space and would be subject to confined space safety requirements. In Appendix A, we've provided information on how a good safety plan should be structured.

Existing Safety Plans

The existing safety plans for the landfill are not sufficient. They do not meet industry standards, nor are they resulting in safe practices as required by Cal/OSHA. We understand that periodic safety meetings are held for the staff and some basic safety training is taking place. That is good. But much of the training does not

adequately relate to the actual work being done – and does not address the risks workers are exposed to on a regular basis. For example, consider the broken emergency eyewash systems, the lack of lock-out/tag-out when servicing the baler, the lack of guardrails at the Don Pedro metal bin, the lack of signage and direction at the tipping face, and other obvious and inadequate safety policies.

Current Safety Status

There are some obvious signs that the culture within the solid waste systems does not put safety first. This shows a serious gap in the safety program, one that could even end up with a fatality – and at other landfills it has. We suspect this is due to several factors.

Lack of training

Discussions with staff indicate that training in general, and safety training in particular, is not being provided. Typically, we find that when training is not happening, it's due to not having the right material, not knowing how to conduct the training, not making time for training, or simply not recognizing how important it is.



Figure 73 – Cal/OSHA-required eye-wash station does not work.

Lack of accountability

We also believe that a poor safety culture can result from workers not being held accountable for basic safety practices. This is both a management and employee issue. As they say, *"workers respect what managers inspect."* Accountability is a vital part of every safety program.

Complacency

Complacency occurs when workers have followed the same procedure, sometimes for many years, without incident, leading them to believe it must be safe. Here's how it goes, *"I've been doing it this way for 20 years and nothing bad has ever happened."* Then one day it does. That same concept applies to wildfire preparations where nothing bad happens …until it does.

Safety Culture

The overall safety culture is poor. We believe that the lack of training, lack of accountability, and overall complacency have led to this poor safety culture within the waste management department. However, the fact that a strong safety culture is not currently in place doesn't mean one can't be developed. Certainly, we suggest that implementing a good safety program, and then consistently following that plan will improve the safety culture for the solid waste staff.

We strongly suggest the County develop a robust safety training program to ensure the safety of all workers and customers. See Appendix A for more information on how a safety program should be structured, and Appendix C for information on a training program should be structured. Both are applicable to the MCLF.

RECOMMENDATIONS & TIMELINE

This report contains dozens of recommendations. They have been summarized in this section. Recommendations have been prioritized into 3 levels. We have also indicated by Blue Italics, those tasks where BRS can assist the County.

Critical: Immediate Implementation Recommended

1. Begin Re-grading top of Landfill ASAP to Promote Stormwater Controls
2. Monitor Leachate Seeps and, if they Continue Install Perimeter Collection System (See Appendix B)
3. Have county's engineering consultant assess collection of leachate from perimeter leachate seeps
4. Begin Contract Negotiations with Regional Landfills
5. Solicit Bids from Transfer Truck Haulers (i.e., Red Tiger)
6. Consider contract (transfer truck) hauler loading their own trailers
7. Begin Hiring Process for Working Foreman for Landfill
8. Have county's engineering consultant integrate changes into JTD
9. Take Steps to Modify Transfer Station Building to Allow Truck Loadout
10. Implement Hybrid Option summer 2024
11. Sell Compactor after Proving out Hybrid Option
12. Set Vehicle Criteria for Dumping in Transfer Station - Pickups, Trucks and Trailers to Landfill, and Small Vehicles (i.e., minimum charge) to the Transfer Station
13. Pick up Windblown Litter at Landfill
14. Cover Exposed Waste at Landfill with compliant depth of daily/intermediate cover or ADC
15. *Implement Comprehensive Fill Sequence Plan (See Appendix E)*
16. *Implement Comprehensive Safety Training Program (See Appendix A)*
17. *Conduct Safety Training*
18. Repair Emergency Eyewash Stations
19. *Conduct Sign Inventory and Install Updated Signage at Landfill Tipping Pad*
20. Mitigate fall hazard at Don Pedro
21. Limit perimeter slope filling on landfill to dry weather only
22. Enforce No Scavenging Policy – including at Don Pedro.
23. *Develop and follow fill sequence plan*

Non-Critical: Implement Soon

24. *Conduct Sign Inventory and Install Signage Throughout All Facilities*
25. Enlarge tipping pad to accommodate more vehicles and reduce dozer's pushing frequency
26. Provide operators with basic grade-checking tools and necessary training
27. Install cellular-based video camera so dozer operator can manage tipping pad in real-time
28. Develop and utilize other forms of soil cover and ADC: tarps, process C&D, soil,
29. Cross-train Public Works staff at landfill to cover vacations and sick days
30. Install Bollards at Corners of Transfer Station Building
31. Perform building maintenance at main TS
32. Cease County Operation of Compost Facility
33. Cease all Floor Sorting and MRF Activities
34. Send loads of mixed recyclables down the hill to large, regional MRF
35. Solicit Interest to Lease Compost System to 3rd Party (i.e., Recology or Caglia)
36. Remove and Sell MRF Equipment

37. Change Landfill Operating Hours to 8am – 3pm
38. Mow surface of landfill to reduce fire danger
39. Provide minimum of 100-feet of defensible space at all facilities
40. Create 200-foot Mosaic Fuel Break Around Landfill
41. Revise Storage Layout for Green/Wood Waste to Reduce Fire Risk
42. *Provide Operational Training for Landfill Crew (See Appendix C)*
43. Clean up Recyclables and Other Debris Around Transfer Station
44. Regrade Main Access Roads at Landfill
45. Place All-weather Surface on Ancillary Landfill roads or avoid using them during wet weather
46. Re-evaluate $55 tipping fee for wood waste
47. Develop SOPs for wood grinding operation

Recommended: May Require Additional Analyses

48. Close Coulterville Container Site
49. Change Hours and Regrade Access Roads Until Coulterville can be Closed
50. Close Hornitos Container Site
51. Change Hours and Regrade Access Roads Until Hornitos can be Closed
52. Clean up Don Pedro Container Site
53. Consider Replacing Roll-off bins at Don Pedro with Front-loader Bins
54. Minimally process wood waste to reduce costs …use as mulch or ground cover
55. Process C&D before placing as ADC
56. Minimize effort given to e-waste Diversion
57. Regrade Access Roads at Container Sites – do not re-pave
58. Evaluate impacts of closing Hornitos and Coulterville container sites
59. Screen Ferguson slide material to 6" minus for roads and tipping pads
60. Keep rocks, metal, and other debris out of green waste stockpile to avoid grinder damage.
61. Limit green waste piles size and install lanes between piles for fire prevention/control
62. Process green waste/wood waste material more frequently to reduce fire danger
63. Reduce hands-on diversion effort
64. Limit recycling to commodities that are cost-effective …or charge a fee to recycle.
65. Relocate the baler so it is covered and dry – to keep recycled cardboard dry
66. Assess the cost of using old equipment vs renting as needed
67. Extend the right turn lane into the recycling area
68. Cease receiving metal at the container sites, instead, send all metal customers to the landfill.
69. Evaluate all old equipment to make sure it's being used efficiently and economically

APPENDIX A – OVERVIEW OF SAFETY PROGRAM

Comprehensive Safety Program

The Comprehensive Safety Program described in this section follows a structure that we've developed over the course of many years. We believe it is the most effective system for translating good, sound safety policies to front-line operations.

The waste industry consistently ranks as the 5th or 6th most dangerous industry in the U.S. Recent data appears to indicate some improvement, but there is still more work to be done. Historically, on average 1-2 people have been killed in this industry every week, including waste industry workers and non-workers. This happens even though many waste facilities are plastered with signs and banners reminding workers, "Work Safely," … "Safety is our Top Priority," or … "Safely to Work & Safely Home." Seriously, haven't we had enough? If safety was a slogan, this would be the safest industry in the country. But as it is, the solid waste business is one of the deadliest.

We've addressed this problem by creating our SHERPA™ program. SHERPA™ is an acronym for: Safety, Health, Equipment, Response, Productivity, and Administrative, and like the Himalayan sherpas, our SHERPA™ program carries the load of your facility's *systems* by establishing appropriate policies and procedures.

Based on what we learned during the Gap Assessment, we're proposing this SHERPA™ project to help improve your facility's safety program. This includes a detailed evaluation of your facility's safety program, and revision of critical parts of your program – namely the HASP and SOPs – to follow our SHERPA™ system more closely.

As part of this work, we are also proposing to develop a library of Standard Operating Procedures (SOPs). We recognize the importance of having clear policies and procedures, but when it comes to implementing those systems, SOPs are the point of the spear. Here is a link to a brief video that explains the importance of SOPs.

https://vimeo.com/463705709?share=copy

Further, this lack of safety implementation also translates to the operational side of the solid waste industry. We often hear operators say, *"We don't want to change. We've been doing it this way for 30 years."* Likely they have. But that doesn't mean they are working safely or efficiently.

Injury and Illness Prevention Program

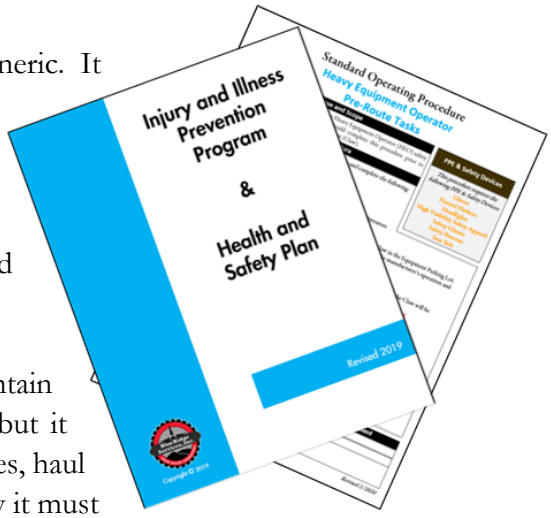
The Injury and Illness Prevention Program (IIPP) is the foundational piece of every organization's safety program. This is where it all starts. For example, a county organization might have a single IIPP that covers the Public Works Department, Parks and Recreation, Solid Waste, etc. The IIPP is a blanket document that defines how safety is implemented throughout the organization. Similarly, a private company may have 5 landfills, 8 transfer stations, a MRF, and several collections operations – all of them would be covered under the umbrella of a single IIPP.

The typical IIPP includes many elements, including:

1. Management & Leadership
2. Responsibilities for Management & Workers

3. Hazard Identification & Assessment
4. Hazard Prevention & Control
5. Communication
6. Incident Reporting
7. Education & Training
8. Compliance
9. Program Evaluation, Improvement, and Recordkeeping

More than 50% of U.S. states require organizations to have an IIPP. Further, OSHA strongly recommends that all organizations have an IIPP in place, regardless of whether they are under Federal OSHA, or a State-sanctioned program.



The key thing to remember about the IIPP, is that it's generic. It establishes broad guidelines but does not drill down to the details of how to safely perform specific tasks at individual facilities. That detail, which is required under OSHA's *"general duty clause,"* must be provided by each individual facility. We find this is most effectively done through a site-specific Health and Safety Plan (HASP).

The IIPP may talk about the organization's responsibility to maintain a safe working environment, in compliance with regulations, but it doesn't tell us how to push trash, pick up litter, extract recyclables, haul a load of dirt, collect trash, or grind wood waste. We only know it must be done safely. The HASP tells us how.

Health and Safety Plan

The Health and Safety Plan (HASP) is the operation-specific guide to employee safety. Whereas the IIPP establishes a broad view of how employee safety will be maintained throughout an organization, the HASP focuses on operation-specific plans and rules. The IIPP describes generally *what* to do, and the HASP describes specifically *how* to do it.

The HASP addresses the unique safety concerns associated with an individual facility and its operation. The HASP covers OSHA required topics such as lock-out/tag-out, blood-borne pathogens, hazard communication, and confined space. It also addresses industry specific concerns such as collecting, sorting, recycling, loading, dumping, pushing, compacting, and covering waste material. A partial list of subjects covered by a typical HASP includes, but is not limited to:

1. Personal Protective Equipment (PPE)
2. Hearing Conservation
3. Hazard Communication
4. Bloodborne Pathogens (BBP)
5. Both general BBP and solid waste specific BBP hazards in the waste stream
6. Hazardous Energy Control

7. machine/equipment Lockout Tagout
8. Confined Space
9. Heat/Cold Stress
10. Heavy Equipment Operational Safety
11. Equipment Proximity, Backing, etc.
12. Spotter Safety
13. Handling Household Hazardous Waste
14. Emergency Preparedness, Action, and Response



A typical HASP may address 40± individual safety topics. It's important to understand that simply including the specific OSHA topics will not address the many other safety risks that solid waste workers face every single day.

Yes, OSHA's general duty clause requires employers to provide ***"…employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees..."*** But that is almost like telling your crew to, "work safely," without giving them detailed instructions on how to accomplish it. Safe operations for solid waste workers must address; residential collections, diverting recyclables, maintenance practices, fueling, scavenging, equipment safety, tipping pad safety, pushing bulky loads, placing daily cover and/or ADC, managing HHW, working around commercial and/or self-haul customers, and many more topics that should be included in an effective HASP.

Once the IIPP and HASP have been developed, the next – and perhaps most critical – step is to translate that information to the frontline staff. This is done by developing an *Employee Safety Quick Reference Booklet* and *Standard Operating Procedures* (SOPs).

Employee Safety Quick Reference Booklet

The *Employee Safety Quick Reference Booklet* provides a summary of the general IIPP and facility-specific HASP. While all employees will still be expected to read and understand the IIPP and HASP, this booklet is intended to act as a quick reference guide. It can be thought of as the "Cliff's Notes" version of the IIPP and HASP.

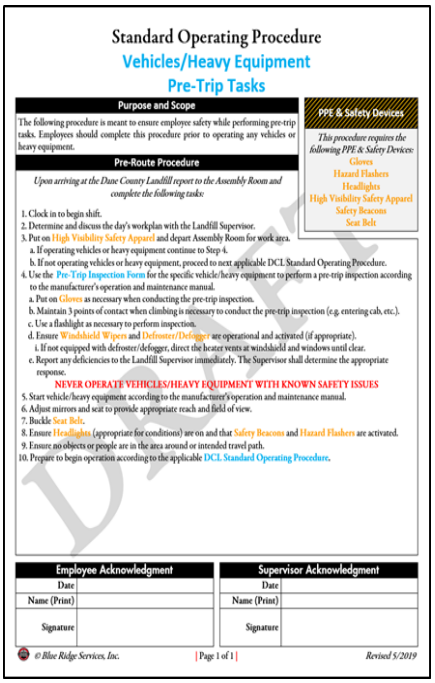
Sections often include pictures, icons, and graphics. Individual topics are concentrated down to 1-2 focused pages. Sample topics may include:

- *"My coworker just passed out from heat stress; what should I do?"*
- *"Is this area I'm about to work in a confined space; what should I do?"*
- *"I am pushing a load of bulky waste; how should I proceed?"*
- *"My co-worker is scavenging; what should I do?"*
- *"A lightning storm is approaching; how should I respond?"*
- *"I just observed an unlabeled drum as I was pushing a load; what should I do?"*
- *"I just got a jab from a hypodermic needle while cleaning the dozer's undercarriage; what should I do?"*

These are real scenarios that your crew may deal with on a regular basis, and they should be able to quickly respond. Further, the *Employee Safety Quick Reference Booklet* can be a great source of topics for your regular safety meetings and tailgate huddles.

Standard Operating Procedures (SOPs)

Once a specific set of guidelines has been defined (e.g., in the HASP), those should be translated into Standard Operating Procedures (SOPs). This provides workers with specific instructions on how to work safely and efficiently performing common tasks. SOPs also provide managers with a clear yardstick for measuring worker performance and safety compliance.



Standard Operating Procedure

Vehicles/Heavy Equipment

Pre-Trip Tasks

Purpose and Scope

The following procedure is meant to ensure employee safety while performing pre-trip tasks. Employees should complete this procedure prior to operating any vehicles or heavy equipment.

PPE & Safety Devices

This procedure requires the following PPE & Safety Devices:

Gloves
Hazard Flashers
Headlights
High Visibility Safety Apparel
Safety Beacons
Seat Belt

Pre-Route Procedure

Upon arriving at the Dane County Landfill report to the Assembly Room and complete the following tasks:

1. Clock in to begin shift.
2. Determine and discuss the day's workplan with the Landfill Supervisor.
3. Put on High Visibility Safety Apparel and depart Assembly Room for work area.
   a. If operating vehicles or heavy equipment continue to Step 4.
   b. If not operating vehicles or heavy equipment, proceed to next applicable DCL Standard Operating Procedure.
4. Use the Pre-Trip Inspection Form for the specific vehicle/heavy equipment to perform a pre-trip inspection according to the manufacturer's operation and maintenance manual.
   a. Put on Gloves as necessary when conducting the pre-trip inspection.
   b. Maintain 3 points of contact when climbing is necessary to conduct the pre-trip inspection (e.g. entering cab, etc.).
   c. Use a flashlight as necessary to perform inspection.
   d. Ensure Windshield Wipers and Defroster/Defogger are operational and activated (if appropriate).
      i. If not equipped with defroster/defogger, direct the heater vents at windshield and windows until clear.
   e. Report any deficiencies to the Landfill Supervisor immediately. The Supervisor shall determine the appropriate response.

NEVER OPERATE VEHICLES/HEAVY EQUIPMENT WITH KNOWN SAFETY ISSUES

5. Start vehicle/heavy equipment according to the manufacturer's operation and maintenance manual.
6. Adjust mirrors and seat to provide appropriate reach and field of view.
7. Buckle Seat Belt.
8. Ensure Headlights (appropriate for conditions) are on and that Safety Beacons and Hazard Flashers are activated.
9. Ensure no objects or people are in the area around or intended travel path.
10. Prepare to begin operation according to the applicable DCL Standard Operating Procedure.

DRAFT

Employee Acknowledgment		Supervisor Acknowledgment	
Date		Date	
Name (Print)		Name (Print)	
Signature		Signature	

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Managers shoulder much of the responsibility for implementing safe practices at the facility, and when it comes to getting those safety goals and policies translated to front-line practices, SOPs are the point of the spear.

The fundamental goal of SOPs is to instruct employees on how to consistently perform tasks safely. It is essential that SOPs be in harmony with the generalities of the IIPP and the specifics of the HASP.

SOPs should be clear, concise and to the point. As Albert Einstein said, ***"If you can't explain it to a 6-year-old, you don't understand it yourself."***

Once a library of SOPs has been developed for the facility, those SOPs must be translated uniformly to the crew – through an effective training program. Depending on many factors, the most effective program(s) may include a combination of online, classroom, field, or video training made specifically for each SOP. Of course, this type of training must be recurring to ensure ongoing awareness and compliance.

SOP Training

It is also vital that SOP details and instructions correspond with actual operations, and vice versa. It's that simple management process of, ***"Saying what you'll do …and then doing what you said."*** Borrowing SOPs from the road department for your landfill workers, or pulling them from the Utilities division for use on the collections route does not work. Training must be relevant to the work people do and be expressed in words they understand.

For a rundown on different ways to train to the SOPs, review the Operational Training information presented in Appendix B. There you will find explanations of Online, Classroom, Field, and On-Demand training options. However, of all methods available for SOP training, video training is the most effective.

We have become a culture that uses and expects video – even when it comes to safety training. That's why our clients often choose to have the written SOPs converted into video format.

To accomplish that work, we have an experienced video production team, including cinematographers, script writers, and video editors, who can turn any SOP into a video learning experience. The steps for creating video SOPs include:

1. Create a script that explains the individual SOP.
2. Create a shot-list of video clips, photos, text, and graphics.
3. A cinematographer goes onsite to get the necessary shots.
4. *…alternatively, we can used video from our library rather than specific facility video.*
5. A narrator records the voiceover (script)
6. The video editor lays down the audio track, and visual elements to build the video
7. The video is edited – internally by BRS staff, and then by the client
8. The video is compiled and posted online for unlimited access by client, or digital copies are provided to client (e.g., on a thumb drive)

In keeping with the idea that SOPs should be clear and concise, each SOP video is 2-3 minutes in length.

Our team has created more than 300 training videos, and we've learned a few things about what makes for a great video.



If filming is performed onsite, facility staff may be used in the video. This provides a high level of "buy-in" by the crew, because they are the stars of the videos. In other cases, BRS can provide a person to perform the action required for the video clips, or we may use video from our existing library. This all depends on your specific goals and budget.

Obviously, the most powerful and effective videos are those that are filmed on your site, featuring your staff. That really instills ownership into a safety training program.

APPENDIX B – EXCERPT: SWANA'S MOLO - LEACHATE SEEPS

Leachate Spills and Seeps

Landfills are designed so that leachate formed in the landfill can move downward toward the liner and then be intercepted by the leachate collection and recovery system. In an ideal world, once leachate is collected, it is disposed safely and that is the end of it. The simplest systems and the ones that usually pose the least risk are those that tie directly into an off-site WWTP. But for most landfills, leachate handling, treatment, and disposal may present several challenges to the MOLO.

Leachate Spills

With the various forms of storage and treatment, there is some potential risk of leachate spills. When leachate is loaded into a tanker to be transported to a WWTP, leaky fittings or cracked hoses can allow leachate to spill on the ground.

If not carefully maintained, water trucks, especially the air valves that are used for the front or rear fan spray, can leak. If overfilled, they can slosh out the top hatch when the water truck starts, stops, or makes sharp turns. Also, the flap valves on overhead tanks are notorious for leaking if not diligently maintained.

These kinds of problems, which can lead to leachate spills, are not so much landfill design issues as they are operational and maintenance issues. Further, they can be mitigated by simply being alert for problems and fixing them promptly. The best catalyst for correcting these problems is for the MOLO to establish a workplace culture in which leachate spills are unacceptable and delegate responsibility to the crew to work accordingly.

Active evaporation systems that utilize nozzles or sprayers can, if not carefully monitored, oversaturate soil and flow into the stormwater system in the same way a forgotten lawn sprinkler can flood the gutter.



Leachate seeps are a problem for some landfills.

Leachate Seeps

Leachate seeps are another problem for some landfills, one that is often rooted in poor operations. Seeps—sometimes referred as weeps, springs, or breakouts—result when leachate inside the landfill is intercepted by a layer of waste or soil and is directed laterally to the slope of the landfill, instead of downward toward the leachate collection system.

CAUSES OF LEACHATE SEEPS

Leachate seeps often appear as wet spots on a perimeter slope or simply as places where vegetation seems to stay green further into the dry season than other adjacent areas. Sometimes, without any prior indication, leachate seeps just appear as flowing springs of stained, odorous liquid emerging from the side slope.

Seeps may be caused by surface runoff ponding upslope on the intermediate or final cover (e.g., behind a diversion berm that no longer has the proper slope) and the infiltrated water from the ponding does not percolate vertically,

but instead comes out on the slope or surface that is down gradient. Seeps pose problems for the MOLO because they can affect stormwater and lead to off-site contamination. Seeps can be a source of odors and attract insects, and they can interfere with operations in those areas of the landfill in which they appear. These kinds of issues may lead to a regulatory violation.

Leachate seeps result for several different reasons. A low permeability cover soil, waste, or ash layer can produce a quasi-liner that interrupts downward leachate flow. This can be prevented by avoiding the use of low permeability cover soils or removing soil during waste placement to create a trash-on-trash interface between lifts.

Another possible cause of leachate seeps might be a highly permeable cover soil layer can also result in a flow path of leachate to the side slope of the landfill. Similar preventive techniques as used for low permeability soil layers can be used.

Leachate seeps, if not quickly and effectively mitigated, can lead to contamination of stormwater and off-site migration of leachate. Multiple seeps may occur at the same time on the same slope, often along a somewhat horizontal line. These lines may indicate the edge of a previously filled lift of waste where the cover soil was not properly removed before placing the next layer of waste. Or, it may be an old access road that was left intact inside the landfill and is now directing leachate flow toward the outside slope.

PREVENTING LEACHATE SEEPS

Inadequate slope, poor stormwater controls, and not stripping cover soil before each new lift of trash is placed can all contribute to leachate seeps. Most of these problems can be prevented if landfill operators take care to always create a "trash-on-trash" interface when placing each lift of trash.

The risk can be multiplied in wetter climates, but the ways to prevent and mitigate leachate seeps are almost always the same:

- Manage stormwater properly.
- Maintain an adequate slope on all landfill surfaces to prevent ponding.
- Limit the acceptance of wet wastes, such as sludge and solidified liquids.
- Remove layers of cover soil before placing more waste, especially along outside slopes.
- Remove access roads along any outside slope before covering with the next lift of waste.
- Fill the perimeter of the landfill with permeable waste material to reduce the risk of lateral flow or place a thick layer of low-permeability soil around the outside of the landfill to reduce the potential for lateral flow.
- Repair seeps promptly to reduce the risk of a leachate release outside the lined footprint.

REPAIRING A LEACHATE SEEP

When a leachate seep occurs, it should be repaired as quickly as possible, which may translate from "immediately" to "as soon as the weather conditions allow."

To repair a leachate seep, the lateral flow within the landfill must be stopped and vertical flow downward to the landfill liner must be established. The leachate seep itself can be repaired by capping, collecting, or redirecting the leachate.

Capping

Capping a leachate seep with clay or other low-permeability soil can provide a short-term, band-aid fix, and sometimes can buy time until a crew can be mobilized or the weather clears. But it is a bit like playing Whack-a-Mole because the leachate will usually pop out somewhere else within a few days. A long-term solution requires something more.

Collecting

Collecting the leachate by installing a sump and localized drainage system can be more effective than a simple soil cap, but it will also require piping to transport leachate that is collected at the seep to the primary leachate handling system. Sometimes this can be as simple as a gravity system with a pipe that flows into a leachate riser. A more sophisticated system may require a lift station with power, pumps, and float valves. These types of solutions may be preferred or even required if the landfill does not have a base liner and leachate collection system.

Redirecting

Redirecting the flow of leachate downward toward the landfill liner—if one exists—can be a simpler and less costly option. When the leachate seep is caused by a layer within the landfill, excavating just above the seep may expose the flow path of leachate. Most likely, a low or high permeability layer will be evident. Breaching downward from this point, using care to not damage the liner, and backfilling with drainage material, such as sand or gravel, can help redirect the leachate flow downward toward the liner. Essentially, this is a drainage pit that passively collects and redirects the leachate.

Sometimes, leachate seeps may extend along a slope for some distance. In those cases, a trench drain may be required, instead of a single pit drain.

In either case, the key is to perform exploratory excavation above the emerging seep, identify the flow path of the leachate, breach the layer that is causing the leachate to move laterally, and backfill it with sand or gravel. Once the drain has been constructed, it should then be capped with low-permeability soil and finished off with topsoil.

Before installing any type of leachate seep repair, the MOLO should consider the following:

- Digging into an active leachate seep could release a surge of leachate that may be pooled within the landfill (e.g., a perched aquifer of leachate). Berms, pumps, and other systems should be in place to prevent leachate from flowing into the landfill's stormwater system.
- Any leachate seep near the toe of a perimeter slope could be dangerously close to the liner. The excavation should
  proceed with great caution to avoid damaging the liner or the anchor trench. Some hand work may be necessary.
- Workers should wear appropriate personal protective equipment (PPE), which may include rubber boots, rubber or nitrile gloves, safety googles for splash protection, or other protective equipment based on the situation.
- Repairing a leachate seep on any slope that has previously received final cover may begin only after notification and approval of the state regulators and the final cover designer.

Leachate Monitoring Program

Leachate monitoring is a common practice and may be required in the following situations:

- Before leachate can be sent to a WWTP, some testing will likely be required to ensure the leachate meets acceptance parameters of the treatment system. The WWTP will typically provide guidance on required testing.
- Periodic testing will be required to ensure that leachate being sent to the WWTP has not changed composition.
- Before treated leachate can be released from the landfill's treatment system, it must be tested to confirm compliance with surface water release guidelines.
- Periodic leachate testing can provide guidance for the range of testing conducted in the groundwater monitoring program. There is a chance that whatever shows up in the leachate could find its way into the groundwater if portions of the landfill are unlined or if there is a liner breach.

Leachate Sampling/Monitoring

Many different chemical characteristics may be measured in leachate. Here are some of the more common ones:

- pH and electrical conductance, also known as specific conductance or conductivity, can be measured in the field. The pH indicated how acidic or basic the leachate is and the conductivity indicates the content of dissolved inorganic matter.
- Biological oxygen demand (BOD) and chemical oxygen demand (COD) indicate the "organic strength" of the leachate.
- Total dissolved solids (TDS) are a measurement that gives the overall sum of all dissolved solids in the leachate. Since landfill leachate often has large concentrations of ammonia and this impacts leachate treatability, ammonia nitrogen is a very important leachate characteristic to measure.

In terms of quality assurance and quality control (QA/QC), the process of leachate sampling is similar to that used for groundwater sampling: sample collection, preservation, shipment, and chain of custody.

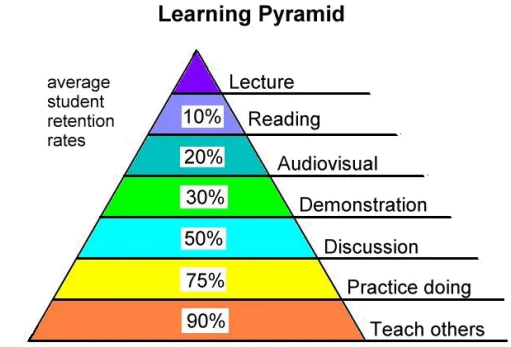
APPENDIX C – OVERVIEW OF A GOOD TRAINING PROGRAM

Operational Training

This section on operational training addresses those issues that your crew faces every day. Training materials developed for this task, including videos, documents, presentations, etc., will be made available to your for subsequent training of new employees, or follow-up training for existing ones. Please note that any material developed by BRS will be copyrighted, but permission is hereby granted for use at the facility(ies) or organization(s) for which this work was done. If requested, *Certificates of Participation* can be provided to workers who attend certain training sessions.

Training

Training is the key to excellence. Whether it's the local fire department, a military unit, or a Broadway play, rehearsal and practice is a vital part of learning how to do something well.



Source: National Training Laboratories, Bethel, Maine

Research by the National Training Laboratories indicates that when it comes to retaining new information, *doing* is much more effective than *hearing* or *seeing*. Even better, when someone teaches others about a specific topic, that individual has the highest likelihood of retaining that information. That's one of the reasons we suggest some of the responsibility for presenting safety meetings be shared by workers. A simple rotation through your team can expose everyone to the challenge – and satisfaction – of leading a safety training session.

The Learning Pyramid clearly indicates that people learn – and retain – information best when there is a hands-on component to the training. No part of a facility's operation is more important than safety, and the best way to improve safe practices …is through practice. As they say, practice makes perfect, and repetition makes it stick.

Two of the most important sections within the operational training program are Tipping Pad Layout and Spotter Practices.



Example of Typewriter Tipping Pad Process

Tipping Pad Layout and Spotter Practices

We will provide training on how to manage traffic safely and effectively on the tipping pad. When we address tipping pad layout and spotter practice, we consider many factors regarding how to establish the best system for tipping pad sizing, operation, and overall traffic flow at the facility. This is often a next logical step following the development of Fill Sequence Plans, and training on Optimum Cell Geometry. One example

is to use a typewriter pattern, where trucks dump in a left-to-right or right-to-left pattern, followed by the dozer. This is a simple system that also helps maintain a safe buffer zone between the tractors and trucks. It is also repeatable and predictable – two things that can go a long way toward reducing risk.

Our training will help your crew understand and implement not only the safety policies and operational procedures, but also understand the underlying science upon which those things are based. Good operational practices will result in a safe, efficient, and sustainable system that can be replicated and passed down to new workers. This always requires the training program to explain what to do, along with

With that in mind, operational and safety programs always benefit when workers have more opportunities for training. And, while field training is best, we recognize that that for various reasons, it is not always feasible. Accordingly, BRS has developed several forms of training.

Online Safety Training

For nearly a decade, BRS has been providing online *"webinar"* training to clients. But following the remote work requirements imposed by the Covid pandemic, online training became a very normal means of communication. Using one of the common platforms such as Zoom or GoToMeeting, BRS trainers can present virtually any training topic – online.

Online training is not included in this proposal and is listed here only to help explain the various types of training that could be used to train workers.

However, as a follow-up to any of the tasks listed in this proposal, we could provide online training for your team. One of the biggest benefits of online training is that those sessions can be recorded and made available to new hires or as a periodic refresher for existing staff. This is very important because once any new safety plan components are implemented, it is vital that management show their support by acting quickly and assertively. This helps affirm, in the minds of facility workers, that there is a new program in place, and it is important.

In most cases, online webinar training events should be limited to an hour or less, to prevent webinar fatigue. However, we have often presented a series of related training webinars by breaking them up over multiple days …or even across several weeks. This type of training is very flexible.

Onsite Classroom Training

Onsite classroom training may be used alone, or in conjunction with onsite field training. Onsite classroom training still provides the vital connection of being one-on-one, while also allowing our trainers to cover a broader range of training topics than would be practical when field training.



Jason Todaro Training Landfill Workers in Papua New Guinea

BRS staff have conducted hundreds of classroom training events for groups ranging in size from a handful of staff at a remote facility, to 300+ people at national and international events for both private and public organizations. In every case, participants benefit from the broad range of experience and knowledge delivered by BRS trainers.


Neal Bolton Teaching MOLO in the U.S.

To make classroom training as engaging as possible, BRS trainers frequently utilize video, case studies, demonstrations, and group activities. Along the line of, "*people learn by doing*," BRS classroom training sessions are very interactive and hands-on, to the extent possible in a classroom setting.

Classroom training varies in duration from 1-4 hours, to several days. Often classroom training sessions are repeated multiple times to accommodate multiple worker shifts.

Onsite Field Training

Onsite field training is the most effective type of training for any employee. This provides an opportunity for learning that is closest to the real world where workers spend their time. Field training can take many forms, from large group events to one-on-one sessions where a BRS trainer focuses on an individual employee performing an individual task.



Jason Todaro Training Landfill Workers in the U.S.

The agenda for every onsite training event is carefully developed and presented, using industry standard practice, demonstrations, case studies, and a very direct focus on how specific training concepts are related to the things workers experience every day, on the job. Of course, the training is in line with the facility's SOPs and associated findings of the CORE™ and/or SHERPA™.

Field training events can vary in duration, from a few hours to multiple weeks where each week's training builds upon previous sessions.

BRS trainers are the best of the best when it comes to understanding solid waste operations and safety. Most of our trainers have 25-plus years of experience, and every trainer is backed by our team's cumulative solid waste experience. Over the past 35+ years, BRS has worked at hundreds of solid waste facilities and trained several thousand solid waste workers. We regularly share project status updates at our monthly manager meetings, which allows all of us to learn from the 20 or so projects that are typically active during any given month.

On-demand Safety Training

BRS has developed the world's most extensive library of safety videos for the solid waste industry. These are videos created for online viewing. They can be viewed on-demand at any time, 24/7. Each video contains an associated quiz. This program allows managers to monitor program participation and compliance of all employees.

This project comes with a free 1-year subscription to this on-demand safety training program. Our on-demand Safety Training Video Library is continually being updated for content and features. We are currently updating our Learning Management System (LMS) to allow employees to log in, watch videos, and be tested on the training content. This new LMS will also provide managers with reports on employee completion status. This program will provide safety certification for your staff. See Appendix E for a list of Safety training videos available for landfill workers.

APPENDIX D –COMPOST FACILITY IN W. YELLOWSTONE, MT

https://www.bozemandailychronicle.com/news/county/compost-facility-in-west-yellowstone-that-serves-yellowstone-national-park-to-shut-down/article_fda0db73-c6c2-59d0-b454-964354e4ae1e.html

Compost facility in West Yellowstone that serves Yellowstone National Park to shut down

By Helena Dore Chronicle Staff Writer
Nov 4, 2021

A composting plant that diverted thousands of tons of trash in Yellowstone National Park away from a landfill every year is shutting down.

The West Yellowstone and Hebgen Basin Solid Waste Board in October decided to close the plant because running it had become too inefficient and expensive, according to John Burns, manager of the town's compost facility and transfer station.

Operations at the West Yellowstone Compost Facility will cease Monday, but the town's transfer station won't be affected, according to a Gallatin County news release. The solid waste board intends to continue to provide the park with efficient solid waste disposal services, the release says.

In a letter addressed to Yellowstone's Chief of Facility Maintenance Duane Bubac, Solid Waste Board Chairman Doug Edgerton wrote that the compost facility was built with the best intentions.

"Great effort and expense has been invested in sustaining the program over the last 18 years and there were certainly some successes during that time," the letter says. "However, more recently, the negative aspects of the program have far outweighed the positives."

Burns said in an interview that the board is closing the plant because the composting program wasn't cost effective, and even with rate increases, expenses were outweighing revenue. The board would be open to considering new ideas, he said.

"Yellowstone National Park has been a major contributor to this program, and they have definitely been instrumental in its success," he said. "We want to continue to work with them with any other options in the future."

Yellowstone National Park staff did not return requests for an interview or comment before deadline.

Privacy · Terms

The idea of building a composting plant developed in the 1990s, when Yellowstone was sending its trash to Livingston to be incinerated, Burns said. Staff there wanted to find a better way to dispose of the park's trash.

National Park Service officials worked with West Yellowstone's solid waste board and others to develop a composting program, and the industrial-grade composting plant opened in the gateway town in 2003.

Workers there could take in waste from both the park and the Hebgen Basin area, but the board decided the plant should only accept mixed solid waste from the park. That was because of limitations in the machinery, according to Burns.

A key piece of equipment extricated organic material from all the mixed solid waste collected in Yellowstone. Garbage got tipped over onto a composting floor, non-compostable items were sorted out and the rest of the material was sent into the machine.

"That piece of equipment was the limiting factor for how much tonnage the compost facility could accept," Burns said. "It could only run, at maximum, three tons per hour."In 2015, the revolving drum became too unsafe to use, and a decision was made not to replace it, according to Burns. Without the machine, the district could only accept the park's food waste, and that came with its own set of problems.

Chief among them was producing a pure product. Yellowstone's concessionaires did their best to train employees to separate food waste from other waste, according to Burns, but with thousands working park-wide, it was difficult to prevent contamination.

Workers at the facility had to spend hours extracting contaminants from the food waste, and that still didn't result in a quality, marketable product, he said. There were still bits of glass and plastic in the compost, which made customers reluctant to buy it.

Before the revolving drum broke down, an average of 2,400 tons of waste per year were trucked in from Yellowstone to be processed into compost in West Yellowstone, according to Burns. Afterward, that number dropped to about 600 tons per year.

"We were still operating a large facility on nearly 75% less tonnage than we previously had, and that's where the cost issues started coming in," Burns said.

The composting plant needed about 630 tons of waste per year for costs and revenue to break even. For a while, the tonnage was keeping pace with costs, but that changed after the pandemic spurred shutdowns and restrictions park-wide, Burns said.

In 2020, only about 170 tons of food waste were delivered to the composting plant, and ratepayers started subsidizing some of the financial losses, according to Burns. The amount of food waste delivered to West Yellowstone dropped to about 80 tons in 2021, he said.

Despite skyrocketing visitation to the park, pandemic-related restrictions meant major concessionaires in Yellowstone continued to operate at limited capacity. That resulted in less waste for the plant.

Based on pre-pandemic numbers, Burns estimated that shutting down the composting facility will divert about 630 more tons of garbage to Gallatin County's landfill in Logan each year. That extra waste is a drop in the bucket for the landfill, which took in about 156,700 tons of garbage in fiscal year 2018, according to its most recent annual report.

Burns said that back in 2003, mixed solid waste composting was cutting-edge, and there were probably about 20 other facilities that did it in the United States.

"Now, there are so many other ways of doing it that are cost-effective and more efficient," he said. "A lot of those facilities that were doing mixed waste composting when we started have either closed down or gone on to other kinds of composting."

Helena Dore can be reached at hdore@dailychronicle.com or at 582-2628.

Helena Dore
Helena is the Environmental Reporter for the Bozeman Daily Chronicle.

APPENDIX E – OVERVIEW OF FILL SEQUENCE PLAN

A Fill Sequence Plan (FSP) is a series of carefully planned drawings that provides step-by-step guidance for filling a landfill in the most efficient way.

One of the most important reasons to have a FSP, is based on the concept of Value Planning. Value Planning is something that should take place very early in a project. In this case, it is the weighing of pros and cons for all critical issues related to fill sequence planning and operations as they apply to day-to-day landfill operations. This is very important because it's much better run the numbers first and integrate those optimized processes into the plan, than experiment in the real world and fix expensive mistakes *after* things are built. As an example, many landfill managers have experienced the frustration of stockpiling soil somewhere on the landfill, only to discover later that it's in the way and must be moved …again.

Duration of FSP

In most cases, a fill sequence plan covers a relatively short period of time, usually 12-18 months. Depending on the duration, inbound tonnage, and complexity, the FSP may include 3-8 sheets, each showing a chronological, phase-by-phase sequence of filling.

The duration of the FSP depends on two very important criteria, the rate of inbound tonnage and the rate at which the landfill consumes airspace. The landfill's airspace consumption rate is a factor of how well trash is compacted and how much (or how little) daily cover soil is used to cover that trash.

Overall airspace consumption is typically expressed as an Airspace Utilization Factor (AUF). Simply stated, the AUF is the inbound waste tonnage divided by the total volume of airspace consumed over a specific time. For example, if the *before and after* topographic maps for the landfill indicate a fill quantity of 225,000 yard^3 of airspace during which time the landfill also received 165,400 tons of waste, the AUF would be 0.735 tons per yard^3, or 1,470 pounds per yard^3.

$$\frac{165{,}400\ tons}{225{,}000\ yd^3} = \frac{0.725\ tons}{yd^3} \times \frac{2{,}000\ lbs}{1\ ton} = \frac{1{,}470\ lbs}{yd^3}$$

This is perhaps the most important metric for measuring landfill performance. We have seen AUFs range from less than 500 pounds per yard^3, to more than 2,000 pounds per yard^3. The implications regarding landfill life and operating cost are huge.

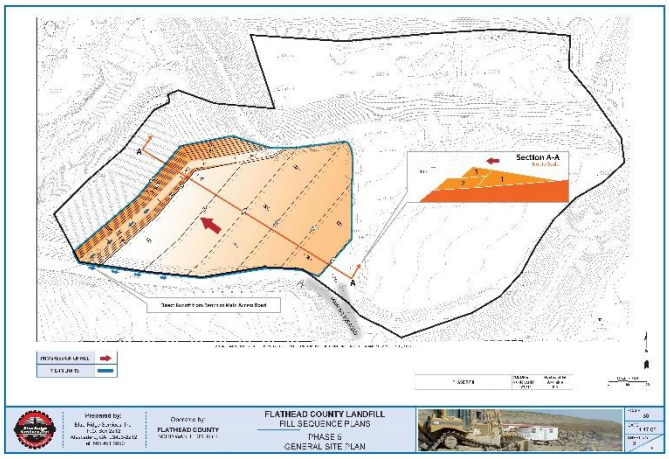
Considerations of FSP

Within the detailed drawings that make up the FSP, the following topics are usually considered:

1. Stormwater control systems, including sheet flow, ditches, culverts, downdrains, soil berms, and sediment fencing.
2. Erosion controls, including riprap, outlet protection, vegetation, slope protection, and straw bale & straw wattle placement.
3. Size, location, and slope of all-weather tipping pad (if required) to provide access during inclement weather. All-weather tipping pads should be located to provide adequate fill capacity within the limits of efficient dozer push distance.

4. Placement of vehicle access roads that are strategically located to provide good, efficient access to all fill areas.
5. Placement of soil haul roads that allow the shortest and most economical route for scrapers and haul trucks. Where possible, haul roads should be separated from vehicle access roads.
6. Strategic placement of temporary stockpiles for soil, gravel, rubble, and other materials.
7. Placement of portable, temporary, and permanent litter screens and fences.
8. Placement of berms and wind deflection fences to minimize the intensity of wind at the tipping area and active face.
9. The FSP should work toward the long-range topography and stormwater control systems established by the original (permit) design plans.
10. Establish a system to provide the safest and most efficient process for waste vehicles to stage, un-tarp, unload, clean out, and exit the tipping pad area. This may include a typewriter, alternating, or top/bottom unloading system.
11. Details that show optimum cell geometry, drainage, and waste placement.
12. Isometric perspectives of all filling phases to ensure clear translation of the plans to the field operations crew.
13. If desired, critical topographic data can be provided to allow a surveyor to do slope staking, or it can be presented in a format compatible with onboard GPS systems.

The FSP addresses these and other key factors within the landfill operation.



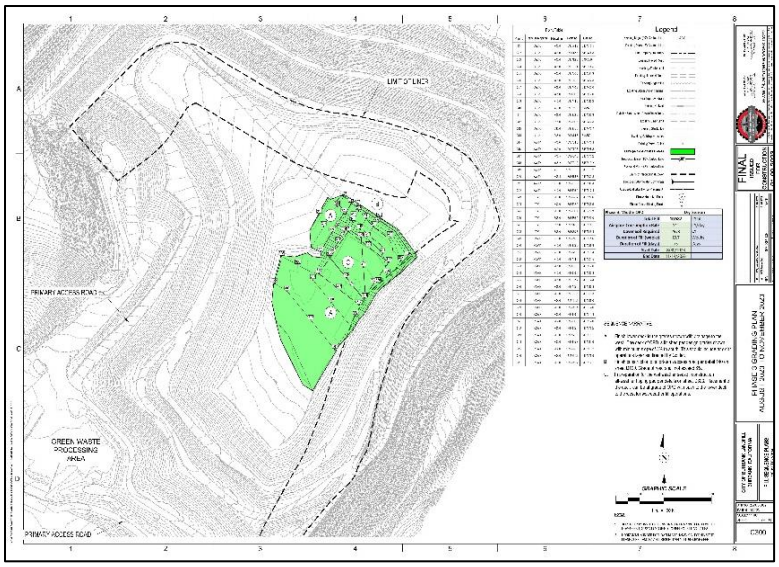
Optimization of FSP

A good FSP should provide much more than just an arbitrary sequence of filling – it should show an "optimized" operation. Optimizing a landfill's FSP ensures that the overall operation is as productive and cost-effective as possible.

An optimized FSP can also provide the basis for budgeting and scheduling of major landfill projects during the time covered by the plan.

Any FSP we create is the culmination of lots of optimization we do behind the scenes. Work that includes evaluating the landfill's airspace consumption and soil utilization rates. Our team is very focused on ensuring that the FSP is applying the most efficient operational processes available for the landfill. This concept of process improvement is something that we pioneered in the waste industry. Here's a link to several books we've published, including one on, "*Process Improvement for Waste Facilities*."
https://blueridgeservices.com/resources/#books

Dozer pushes from the tipping pad to the active face are costly and inefficient. But sometimes, especially during wet weather, a short period of longer pushes may be better (and less costly) than building another wet-weather tipping pad that will only be used for a few days. These are the kinds of analyses we consider when developing your FSP.



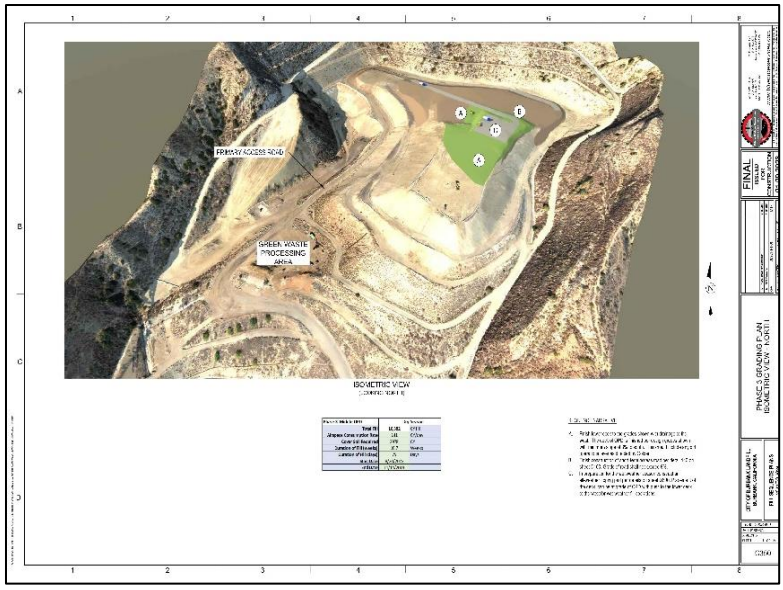
Sample FSP phase plan view

Understanding the FSP

Sometimes there are challenges with the frontline crew understanding fill sequence plans. Sure, there may be a good understanding among managers and engineers when it comes to all those contour lines and grade breaks, cross-sections, and detail sheets, but when viewed by the crew, it may be confusing.

So, to improve understanding, we take additional steps to ensure that the FSP is clear and simple.

Individual phases of the FSP (See FSP Phase Plan View) are typically shown on separate sheets. The way that each phase is built is as important as the overall site sequencing in order to maintain good access, drainage, etc..



Sample FSP phase isometric view sheet

Those individual plan view sheets are accompanied by an isometric view to ensure that each phase is easy to understand (See FSP Phase Isometric View).

Steps for Developing the FSP

Our approach for conducting a FSP is broken down into the following steps:

Step 1 – Data Collection

As a first step in developing any FSP, we submit a short, site-specific questionnaire. The questionnaire addresses annual tonnage, machine configuration, and a variety of other operational information.

We'll also request the most recent topographic mapping, along with the previous one to provide us with definite *before* and *after* Points. This will allow our team to determine fill volumes over a specific time.

The most recent topo map will also be used as the starting point for generating the FSP phases. All volumes and filling shown on the plan will be relative to that point in time.

In addition to the data from the questionnaire and the topographic maps, we will need electronic copies (DWG and PDF format) of the landfill's *Site Development Plan* showing proposed base grades and final grades. Additionally, and if available, we may need to review specific as-built plans showing liner, leachate collection and recovery system (LCRS), and landfill gas (LFG) system improvements that may lie within the limits of the proposed fill sequence plan.

Finally, we will also need confirmation – from landfill staff – of existing stockpiles and historic all-weather tipping pad locations.

Step 2 – Determine Airspace Consumption Rate

Using the data provided, we'll be able to determine the current and projected Airspace Consumption Rate (ACR) for the landfill. As previously explained, this is based on the landfill's current AUF, and may vary from year-to-year depending on changes in tonnage or the waste-handling operation.

Step 3 – Develop Fill Sequence Plan

Using the current ACR, our team will work (internally) to develop a conceptual plan. This is a rough estimate of where the landfill will be filling over the duration of the FSP and is used by our team to look for pros and cons with various approaches. Because we've developed hundreds of individual filling phases over the past 35 years, we can quickly come to the most efficient scenario.

After we have determined the most efficient fill sequencing scenario, our designer will optimize key operational tasks using our proprietary LANDOP model – looking specifically at things such as push distance, tipping pad sizing, traffic flow, optimum cell geometry, compactor utilization, drainage, litter control, and other factors.

Using those optimized results, we will prepare an annual FSP covering a period of approximately 12-18 months. We will confirm the availability of adequate filling capacity - especially for inclement weather conditions, when having adequate capacity is most critical. Similar considerations may be necessary during especially hot weather when uphill and/or long pushes can create overheating for machines.

To translate as much information as possible, we will work closely with the landfill team throughout this process. This not only ensures that we have a clear understanding of site conditions, but also helps provide understanding and perspective to other stakeholders.

To make sure the operations team understands the FSP, each phase drawing is accompanied by a 3D rendering of that phase (on a separate sheet). This allows the operators to look at the site from a more intuitive perspective to ensure they are on the right path and are constructing each phase correctly.

Step 4 – Draft Review

After we complete the draft FSP drawings and print them as a PDF, we ask for comments from the landfill management staff. At that same time, we may also schedule an online meeting with other stakeholders to address any questions or comments regarding the draft plan.

Step 5 –Final Submittal

After review and acceptance of the draft review FSP, all appropriate comments and changes are integrated into final version of the plan.

The Fill Sequence Plan is submitted as a hardcopy in D (A0) size sheets (22" x 34"), along with PDF files in both D (A0) size (22" x 34") and B (A3) size (11" x 17") sheets to allow the landfill staff to print additional copies. If the desired by the landfill staff, CSV files or other compatible file types are provided to allow for grade staking or uploading to a GPS system.

Step 6 – Post-Planning Operational Support

To the extent necessary for construction, we work with landfill staff or a local surveyor to provide grade staking points for each phase shown on the FSP. We typically do not provide slope staking, but can provide the survey data for someone else to do slope staking.

Step 7 – Annual Update to FSP

We recommend that the FSP be updated on an annual basis, to ensure that filling operations are progressing in the most efficient manner.

Each annual update builds upon the previous year's FSP, thereby ensuring that efficiencies built into the initial FSP are carried through year-to-year. In this way, the annual FSPs provide continuity for the landfill management and operations staff. While every landfill is different, the cost for developing annual FSPs is typically less for subsequent years due to the baseline being established in the initial FSP.

Step 8 – Annual Airspace Report

Because of the tremendous value of airspace, landfill managers often request that we prepare an annual airspace report. The primary purpose of this report is to calculate how much airspace was consumed over the past year, and how much is remaining. Understanding airspace is critically important to the operation of every landfill. So much so, that large waste disposal companies often list available airspace as the single largest asset on their annual financial reports. For every landfill, airspace is the primary commodity. Often it is the only commodity. Airspace is what landfills sell. That's why an annual airspace report is so very important.

The annual airspace report can be integrated with the annual FSP. Utilizing some of the same foundational information used to create the FSP, we can evaluate how the landfill is performing in terms of airspace consumption. Other engineering companies may provide that simple calculation, but we go much deeper.

In a typical Airspace Report, we will also analyze the many operational factors that go into that airspace calculation. Among other things, those factors include inbound tonnage, type of tonnage, compactor size and type, wheel & tooth condition, compacting technique, cell finishing system, cover soil usage, ADC usage, surcharging, settlement, and many other things. So, while we will report on the status of the landfill's AUF, we will also provide recommendations to help improve the landfill's operation.



Compaction and Cove - big factors for AUF

APPENDIX F – 2003 RESOLUTION TO BUILD COMPOST FACILITY

MARIPOSA COUNTY **AGENDA** **DATE:** ~~May 13~~ June 3, 2003
BOARD OF SUPERVISORS **ACTION FORM** AGENDA ITEM NO. 4

DEPARTMENT: Public Works/Solid Waste

BY: James J. Petropulos
PHONE: 966-5356

RECOMMENDED ACTION AND JUSTIFICATION:
Authorization to Terminate the Contract With Herhof and to Issue a Request For Proposal (RFP) to Design, Supply, Install and Test Composting Equipment, and Train Personnel for the Mariposa Compost Facility

The RFP will allow firms to provide proposals to the County for the above referenced products and services towards the development of an in-vessel composting facility.

Time is of the essence as the environmental and financing/grant aspects of the project are progressing rapidly.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board originally authorized a Request for Qualifications and subsequently Request for Proposals in 1996/1997 for a mixed waste composting facility. As part of the process, the in-vessel composting method was selected after carefully reviewing a wide range of waste processing techniques as the most suitable for the type of waste generated by the entire County including Yosemite National Park.

Herhof was awarded a contract to provide the composting process along with certain components, control systems and technical expertise. Selection was based on Herhof's proven qualifications to design and construct certain composting elements of a mixed solid waste composting facility. Unfortunately, due to reasons beyond the County's control, Herhof has been unable to provide the required bonding in a timely manner. Though Herhof is continuing to attempt to acquire the bonding, staff believes that the County should terminate the Herhof contract for failure to provide the required bond and approve a Request for Proposal for equipment and a composting system. The building and site work will be the subject of a separate RFP once the system requirements are fully known.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Negative action will possibly result in delay of the project and may jeopardize the funding already in place for the project.

Financial Impact? ( ) Yes (x) No Current FY Cost: $ Annual Recurring Cost: $
Budgeted In Current FY? (X) Yes ( ) No ( ) Partially Funded
Amount in Budget: $
Additional Funding Needed: $
Source:
Internal Transfer _____
Unanticipated Revenue _____ 4/5's vote
Transfer Between Funds _____ 4/5's vote
Contingency _____ 4/5's vote
( ) General ( ) Other

List Attachments, number pages consecutively
1. Project status report (2 pages)
2. Request for Proposal
3. Plasma gasification report with attachments (9 pages)

CLERK'S USE ONLY:
Res. No. 03-203 Ord. No. _____
Vote – Ayes: ___ Noes: _____
Absent: _____
( ) Approved
(✓) Minute Order Attached ( ) No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.
Date: _____
Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California
By: _____
Deputy

COUNTY ADMINISTRATIVE OFFICER:
✓ Requested Action Recommended
_____ No Opinion
Comments:

CAO: PH

Revised Dec. 2002

COUNTY of MARIPOSA

P.O. Box 784, Mariposa, CA 95338 (209) 966-3222

BOB PICKARD, CHAIR	**DISTRICT V**
GARRY R. PARKER, VICE-CHAIR	**DISTRICT IV**
LEE STETSON	**DISTRICT I**
DOUG BALMAIN	**DISTRICT II**
JANET BIBBY	**DISTRICT III**

MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO: JIM PETROPULOS, Public Works Director

FROM: MARGIE WILLIAMS, Clerk of the Board MW

SUBJECT: AUTHORIZATION TO TERMINATE HERHOF CONTRACT AND ISSUE A REQUEST FOR PROPOSAL TO DESIGN, SUPPLY, INSTALL AND TEST COMPOSTING EQUIPMENT, AND TRAIN PERSONNEL FOR THE MARIPOSA COMPOST FACILITY
Resolution No. 03-203

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA,

ADOPTED THIS Order on June 3, 2003

ACTION AND VOTE:

10:15 a.m. Jim Petropulos, Public Works Director;
Authorize Termination of the Contract with Herhof and Issue a Request For Proposal (RFP) to Design, Supply, Install and Test Composting Equipment and Train Personnel for the Mariposa Compost Facility
BOARD ACTION: Discussion was held with Jim Petropulos relative to the recommendation to terminate the contract with Herhof and issue a RFP. Jim advised that Herhof was unable to meet the bonding requirements of the contract.

Input from the public was provided by the following:

- Ruth Sellers asked several questions relative to the project, process and consideration of options, and presented her letter for the record. She stated she is not in favor of building a compost facility, and she suggested that the County apply for the permanent rural diversion program, concentrate on a recycling program, transport the waste, and watch for new technology.

Discussion was held.

- Mike Bird asked whether the Board will answer Ruth Seller's questions. Chairman Pickard stated he feels her concerns have been addressed, and he advised that he would be happy to meet with her to review any issues; and he advised that the staff report addresses the bio plasma issue.
- Knute Kirkeberg stated he feels the compost technology is outdated, and he referred to information he previously provided relative to the plasma gasification technology. He urged the Board to reconsider the direction it is proceeding in.

Following discussion, (M)Balmain, (S)Parker, Res. 03-203 was adopted approving the recommended action/Ayes: Stetson, Balmain, Parker, Pickard; Noes: Bibby.

cc: Ken Hawkins, Auditor
Jeff Green, County Counsel
Mary Hodson, Administrative Analyst
File

Memo

To: J. Petropulos, Director of Public Works

From: Fred S. Solomon

Date: April 2, 2003

Re: Compost Project Status Report

Status of contract with Herhof

The contract with Herhof required Herhof to provide the County with a performance bond in the amount of 100% of the contract amount within 60 days of execution of the contract. Herhof has not provided the required bond as of this date. it appears the Herhof is continuing to pursue securing the required bond. It should be noted that Herhof, at no cost to the County, has provided preliminary plans for their work.

Request For Proposals

it is in the County's best interest to solicit another firm to provide and install the elements related to the composting process In the event Herhof is unable to provide the County with a performance bond, The project team will meet on April 4, 2003 to prepare a Request For Proposal to be distributed to interested firms in the event the County terminates its contract with Herhof. It is the intention of the project team to maintain the same process for composting and to merely substitute vendors. It is hoped that the RFP will be ready for consideration by the Board of Supervisors at its meeting of April 15, 2003.

Compost facility building design

Pending resolution of the bond issue with Herhof, the building design work of Concept Design has been suspended. This is to assure that, in the event another vendor is substituted and equipment layout changes, work will not have to be changed at additional cost. While a delay in the design work will likely result in some additional costs, they will not be of the magnitude of costs associated with design changes.

EIR

Comments to the draft EIR, which were due by March 7, 2003, have been reviewed by URS and they are preparing responses for incorporation if the final EIR. The final EIR is scheduled for completion at the end of May.

(1)

USDA Grant/Loan

The application process has been on-going. I have provided USDA officials with additional information as required. At the present time we contemplate a grant of $1,800,000 and a loan of $3,200,000 for capital costs. The loan will be for a term of 40 years at the USDA's lowest interest rate of 4.5%. Officials of USDA have been very cooperative in providing technical assistance and the best terms available.

Gasification

I have provided an update report on the gasification issue. This appears to be technology which could resolve the waste disposal problem shared by communities throughout the Country. It is however, technology which is in limbo at the California state level and is expensive. It may be that larger jurisdictions with particular geographical constraints which inflate their landfill problems, may be able to consider gasification. In the coming years I can envision smaller jurisdictions outside of California, which has such restrictive environmental concerns, entering into Joint Powers agreements which may make employment of gasification technology for treatment of MSW economically feasible.

Memo

To: Jim Petropulos, Director of Public Works

From: Fred S. Solomon

Date: April 1, 2003

Re: Gasification

In response to your request for an update on information related to the gasification process, I am attaching a copy of my memorandum to you of January 8, 2003. The information contained in that memorandum has not changed and therefore my conclusions , which I will summarize herein, remain the same.

George Eowan has been in communication with an official of the California Integrated Waste Management Board (CIWMB) and has presented the County with written information, copy attached, regarding the State's position on gasification. In essence, the State refers to AB 2770 and the fact that regulations have not yet been established for the gasification process. The State also points out that AB 2770 requires that the technology (gasification) removes all recyclable materials and marketable green waste compostable materials from the solid waste stream to the maximum extent feasible prior to the conversion process and that these materials be recycled or composted.

Testimony was given at the Planning Commission hearing on the EIR that contact was made with a firm which could construct a gasification plant in Mariposa. The cost of such a plant was estimated to be $29,000,000. This figure lends credence to the analysis I presented in my report of January 8, 2003.

Summary

It is my opinion, supported by John Larson, URS and George Eowan, IRI, that gasification is not feasible for implementation in Mariposa for the following reasons:

1. State regulations are in a "study" mode and lends to the uncertainty of future requirements for these facilities.
2. AB 2770 requires recycling or composting to the maximum extent feasible, defeating our purpose in considering gasification.
3. Final State regulations and implementation of plans for gasification would take years and in the meantime the current landfill cell is diminishing in capacity. The cell is likely to be filled by the time we get a permit for a gasification process.

(1)

Opening a new cell pending operation of a gasification plant will add millions to the County's costs.

4. The cost to implement a gasification plant for Mariposa is cost prohibitive. Unlike larger plants, which generate sufficient electricity and by-product for sale as to offset debt service on capital cost, a plant designed for Mariposa's small waste stream would not generate electricity and by-product in sufficient quantities to offset debt service on capital cost.
5. The CIWMB will not allow the County to abandon its current plans for meeting its diversion requirements.
6. In discussions with John Larson he has advised that URS has just been given a contract related to the process of gasification. Mr. Larson advises that such plants are a pollution source, and are subject to the jurisdiction of the South Coast Air Quality Control District.
7. The County is qualified for a $1.8 million grant and a $3.2 million long term, low interest loan from the USDA. The County has received $250,000 in planning funds and a capital contribution of $1.712 million toward construction of a compost facility from the National Park Service. These fund sources could be seriously jeopardized by a change in direction at this time, a change in direction to a process which is likely to be found to be economically infeasible, cannot be implemented in a timely fashion, and may not meet CIWMB diversion requirements.
8. The County has, in its' well thought out pursuit of a composting facility, expended considerable effort and dollars. These efforts and dollars would be lost if we abandon plans for a compost facility.
9. While gasification plants are operating in some context, they are an unproven technology in the processing of mixed solid waste.
10. Lastly, little is known about the land requirements for a gasification plant and indications are that they are not esthetically pleasing structures. The maintenance and operation characteristics are unproven.

Attachments:

Solomon report of January 8, 2003
Eowan email period 3/6-7/03
Copy AB 2770

Memo

To: Jim Petropulos, Director of Public Works

From: Fred S. Solomon

Date: January 8, 2003

Re: Gasification

There has been some inquiry on the subject of gasification which is a process that uses heat, pressure, and steam to convert waste materials into a gas which can be used as a fuel to generate electricity or steam. The California Integrated Waste Management Board (CIWMB) previously classified gasification plants as transformation facilities and regulated them as large volume transfer/processing facilities.

The issuance of a permit for these plants has been subject to a number of conditions, the most critical to Mariposa being:

- The project's proponents were required to guarantee more than sufficient quantities of waste to maintain the project's economic feasibility. In my discussions with George Eowan, I am told that 150,000 to 200,000 tons of waste annually is the threshold for economic feasibility. Mariposa generates 12,000 to 13,000 tons of waste annually. Given the small waste stream and this requirement, the gasification system was deemed infeasible.

- The project was required to include front-end methods or programs to remove all recyclable material prior to transformation to the maximum extent feasible.

- State statutes also limited the amount of diversion credit for transformation. The 50 percent diversion requirement could include no more than 10 percent through transformation and only when several additional conditions were met. These additional conditions required front-end methods to remove all recyclable materials to the maximum extent feasible and that the jurisdiction continues to implement all feasible source reduction , recycling, and composting measures.

Recent legislation excluded gasification from the definition of transformation (AB 2770) and directed the CIWMB to prepare a report for submittal to the Legislature by March 1, 2003 on gasification. The legislative process which will result in regulation of gasification will be a long-term process and the requirements which will be placed on gasification are unknown. In brief discussions with CIWMB staff, there seems to be little sentiment for allowing substitution of gasification as the sole method of achieving the 50 percent diversion requirement.

Accordingly, I am led to conclude that Mariposa does not generate sufficient waste by a long shot to make inclusion of gasification economically feasible, a gasification system is too costly for the County of Mariposa, State requirements for permitting are an unknown risk factor, and finally the number of years to implement such a project would likely exceed the remaining life of the current landfill module raising additional cost and regulatory concerns. Putting aside issues of economic feasibility and regulatory risk factors, I would doubt the CIWMB would tolerate a change in direction for Mariposa.

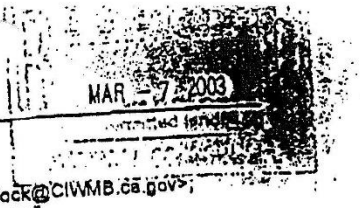
In an attempt to demonstrate economic feasibility, I obtained an economic analysis of constructing a gasification plant in a jurisdiction which generates 200,000 tons of waste annually. The plant would cost $140,000,000 resulting in an annual debt service of $10,628,000 and annual operation and maintenance costs (O&M) of $8,000,000. This equates to a $100 per ton cost and does not include costs for front-end separation requirements estimated at $20 - $40 . This project may prove economically feasible because it will allow for creation of sufficient electricity for sale to the grid and because a significant stream of recyclables will generate additional revenue. Revenues are projected to equal the debt service and O & M costs reducing the per ton cost to $20 - $40. The jurisdiction is further motivated by its strong community environmental issues involvement, its lack of landfill capacity and lack of availability of additional landfill space within its boundaries. The community is also financially strong. I am led to believe Mariposa, with its small waste stream, would experience much higher per ton costs, insufficient revenue generation to offset costs, and does not have the same geographical or economic conditions.

Gasification, on a technological level, is feasible. It does not appear feasible for Mariposa on economic or political (State regulatory uncertainty) levels.

I am attaching information prepared by Brightstar Environmental, a firm involved in gasification. They describe a plant in Australia which is initially funded by the Commonwealth's Australian Greenhouse Office, the NSW Government's Sustainable Energy Development Authority and the Wollongong City Council to get a 30,000 ton/year facility off the ground by fiscal year 2003. The plant will be expanded to accept 150,000 tons/year the following year.

A copy of a description of waste to energy paper prepared by a commercial firm and an issue paper developed by the CIWMB staff as well as a copy of AB 2770 is enclosed.

Sent: By: [illegible]



Main Identity

From: "George T. Eowan" <geowan@pacbell.net>
To: "SoRelle, Steve" <SSoRelle@CIWMB.ca.gov>; "Block, Elliot" <eblock@CIWMB.ca.gov>;
Cc: "Berton, Fernando" <FBerton@CIWMB.ca.gov>; "Turner, Georgianne" <gturner@CIWMB.ca.gov>; "Rosales, Virginia" <vrosales@CIWMB.ca.gov>; "Morgan, Cara" <cmorgan@CIWMB.ca.gov>; "Lee, Natalie" <nlee@CIWMB.ca.gov>; "Levenson, Howard" <hlevenso@CIWMB.ca.gov>; "Jim Petropulos" <jpetropulos@mariposacounty.org>; "fred solomon" <fredspred@hotmail.com>; "Jeffrey G. Green" <countycounsel@sierratel.com>; "Susan Avery" <Savery@mariposacounty.org>
"Mortensen, Caroll" <cmortens@CIWMB.ca.gov>;
Sent: Friday, March 07, 2003 2:51 PM
Subject: Re: Diversion Credit

Hi Steve,
Thanks for your reply to my request for clarification.

With specific reference to subdivision "g" below, it appears that Mariposa would have to "reduce, recycle or compost its solid waste to the maximum extent feasible" before there would even be a possibility of diversion from gasification depending on your Board's deliberations this year. Of course this assumes that such a gasification facility could meet all of the stringent technical requirements you have presented below.

For Mariposa this means it must continue with its diversion programs and plans as approved by the CIWMB through the SB 1066 process, and complete the proposed Mariposa Compost Facility in order to meet all the conditions of AB 2770 before it could consider additional diversion from gasification. I believe your response provides confirmation to the Board of Supervisors that this is the current reading of the law. I believe your response provides confirmation that this is the current reading of the law.

As you know this is important for the County as a few local residents are advocating for a gasification facility instead of the compost facility.

Let me know if I have this right.

Thanks again for your help.

Regards,
George Eowan

—— Original Message ——
From: SoRelle, Steve
To: 'geowan@pacbell.net'
Cc: Berton, Fernando ; Block, Elliot ; Mortensen, Caroll ; Turner, Georgianne ; Rosales, Virginia ; Morgan, Cara ; Lee, Natalie ; Levenson, Howard
Sent: Thursday, March 06, 2003 3:53 PM
Subject: FW: Diversion Cred't

This e-mail is in response to your e-mail requesting clarification on whether or not diversion credit is applicable to conversion technologies, specifically plasma gasification.

03/07/2003

(5)

Currently, the waste materials targeted for the process you are analyzing are presumably disposed in a California Integrated Waste Management Board (Board) permitted landfill. This is important to remember because when the diversion rate is calculated, disposal tonnage to landfill is compared to currently measured or estimated diversion to determine diversion rate. Disposal reduction obviously increases the diversion rate. If, however, you are conducting a generation study and want to count the waste material as diversion, the statute is silent on that issue at this time.

In addition to the question of diversion credit, the technology must also meet the criteria in AB 2770 to qualify as gasification [see below].

Assembly Bill (AB) 2770, chaptered on September 20, 2002 added Public Resources Code Section (PRC) 40117
that defines gasification as "a technology that uses a noncombustion thermal process to convert solid waste to a clean
burning fuel for the purpose of generating electricity, and that, at minimum, meets all of the following criteria:

(a) The technology does not use air or oxygen in the conversion process, except ambient air to maintain temperature control.

(b) The technology produces no discharges of air contaminants or emissions, including greenhouse gases, as defined in subdivision (g) of Section 42801.1 of the Health and Safety Code.

(c) The technology produces no discharges to surface or groundwaters of the state.

(d) The technology produces no hazardous waste.

(e) To the maximum extent feasible, the technology removes all recyclable materials and marketable green waste compostable materials from the solid waste stream prior to the conversion process and the owner or operator of the facility certifies that those materials will be recycled or composted.

(f) The facility where the technology is used is in compliance with all applicable laws, regulations, and ordinances.

(g) The facility certifies to the board that any local agency sending solid waste to the facility is in compliance with this division and has reduced, recycled, or composted solid waste to the maximum extent feasible, and the board makes a finding that the local agency has diverted at least 30 percent of all solid waste through source reduction, recycling, and composting.

This year, the (Board) will be examining the permitting requirements for facilities using gasification and other "conversion" technologies. However, the legislation did not provide specific guidance on whether materials sent to such facilities would qualify as diversion. Instead, AB 2770 directed the Board to study the lifecycle environmental and public health impacts associated with development of conversion technologies in California and the impacts on composting and recycling of such development. I would recommend that you follow and/or participate in the Board's work on this issue during 2003.

Please contact me at (916) 341-6254 or at ssorelle@ciwmb.ca.gov if you have any further questions.

-----Original Message-----
From: George T. Eowan [mailto:geowan@pacbell.net]
Sent: Thursday, February 27, 2003 10:49 AM
To: SoRelle, Steve
Cc: Lee, Natalie; Jeffrey G. Green; Jim Petropulos; fred solomon; Susan Avery; Jim Greco
Subject: Diversion Credit

03/07/2003

(6)

Assembly Bill No. 2770

CHAPTER 740

An act to amend Sections 40194 and 40201 of, and to add Sections 40117 and 40507.1 to, the Public Resources Code, relating to solid waste and making an appropriation therefor.

[Approved by Governor September 20, 2002. Filed with Secretary of State September 20, 2002.]

LEGISLATIVE COUNSEL'S DIGEST

AB 2770, Matthews. Solid waste: conversion technologies.

Existing law, the California Integrated Waste Management Act, requires the California Integrated Waste Management Board to administer state programs to recycle solid waste, plastic trash bags, plastic packaging containers, waste tires, newsprint, and other specified materials. Existing law provides for an external scientific peer review process to review the scientific basis of a regulation or policy proposed by the agencies, boards, and departments within the California Environmental Protection Agency.

This bill would define the term "gasification" for purposes of the act. The bill would revise the definition of the term "solid waste facility" to include a gasification facility, and would revise the definition of the term "transformation" to exclude gasification. The bill would require the board to include, as part of the annual report required to be submitted by the board to the Legislature on or before March 1, 2003, a report on new and emerging conversion technologies, including, but not limited to, noncombustion thermal technologies, including gasification and pyrolysis, chemical technologies such as acid hydrolysis or distillation, and specified biological technologies. The bill would require the report to be subject to a specified external scientific peer review process and to consult with the State Energy Resources Conservation and Development Commission and other state, federal, or international governmental agencies in preparing the report.

The bill would appropriate $1,500,000 from the Integrated Waste Management Account to the board to prepare the report.

Appropriation: yes.

The people of the State of California do enact as follows:

SECTION 1. Section 40117 is added to the Public Resources Code, to read:

40117. "Gasification" means a technology that uses a noncombustion thermal process to convert solid waste to a clean burning fuel for the purpose of generating electricity, and that, at minimum, meets all of the following criteria:

(a) The technology does not use air or oxygen in the conversion process, except ambient air to maintain temperature control.

(b) The technology produces no discharges of air contaminants or emissions, including greenhouse gases, as defined in subdivision (g) of Section 42801.1 of the Health and Safety Code.

(c) The technology produces no discharges to surface or groundwaters of the state.

(d) The technology produces no hazardous waste.

(e) To the maximum extent feasible, the technology removes all recyclable materials and marketable green waste compostable materials from the solid waste stream prior to the conversion process and the owner or operator of the facility certifies that those materials will be recycled or composted.

(f) The facility where the technology is used is in compliance with all applicable laws, regulations, and ordinances.

(g) The facility certifies to the board that any local agency sending solid waste to the facility is in compliance with this division and has reduced, recycled, or composted solid waste to the maximum extent feasible, and the board makes a finding that the local agency has diverted at least 30 percent of all solid waste through source reduction, recycling, and composting.

SEC. 2. Section 40194 of the Public Resources Code is amended to read:

40194. "Solid waste facility" includes a solid waste transfer or processing station, a composting facility, a gasification facility, a transformation facility, and a disposal facility.

SEC. 3. Section 40201 of the Public Resources Code is amended to read:

40201. "Transformation" means incineration, pyrolysis, distillation, or biological conversion other than composting. "Transformation" does not include composting, gasification, or biomass conversion.

SEC. 4. Section 40507.1 is added to the Public Resources Code, to read:

40507.1. (a) As part of the annual report required to be submitted by the board to the Legislature pursuant to Section 40507 on or before March 1, 2003, the board shall include a report on new and emerging conversion technologies, including, but not limited to, noncombustion thermal technologies, including gasification and pyrolysis, chemical

technologies such as acid hydrolysis or distillation, and biological technologies, other than composting, such as enzyme hydrolysis. The board shall only evaluate those conversion technologies that provide demonstrated environmental benefits over the transformation and disposal of solid waste.

(b) The report required by subdivision (a) shall contain all of the following:

(1) Specific and discrete definitions and descriptions of each conversion technology evaluated.

(2) A description and evaluation of the life-cycle environmental and public health impacts of each conversion technology in comparison to those environmental and public health impacts from the transformation and disposal of solid waste.

(3) A description and evaluation of the technical performance characteristics, feedstocks, emissions, and residues used by each conversion technology and identification of the cleanest, least polluting conversion technologies.

(4) A description and evaluation of the impacts on the recycling and composting markets as a result of each conversion technology.

(c) The board shall require that the report be subject to an external scientific peer review process conducted pursuant to Section 57004 of the Health and Safety Code.

(d) The board shall consult with the State Energy Resources Conservation and Development Commission and other state, federal, or international governmental agencies in preparing the report required by this section.

SEC. 5. The sum of one million five hundred thousand dollars ($1,500,000) is hereby appropriated from the Integrated Waste Management Account to the California Integrated Waste Management Board for purposes of preparing the report required by Section 40507.1 of the Health and Safety Code.

O

93

9

June 3, 2003

Ruth Sellers
5661 Lillian Lane
Mariposa, Ca. 95338

Robert Pickard, as Chair
Mariposa County Board of Supervisors
P.O. Box 784
Mariposa, Ca. 95338

Dear Supervisor Pickard,

I question the Boards decision to consider action to certify the Environmental Impact Report for the Composting Facility on June 10, 2003, since Pacificus was delayed 'til June 17, 2003 to accomodate the amendment of Section 2.04.010 of Chapter 2.04 of the county code adopted on May 13, 2003 to become effective in thirty days.

I would suggest this decision merits a delay until the legal issue is resolved rather than risk validity thru a technicality.

Sincerely,
Ruth Sellers

June 4, 2003

RECEIVED
JUN -4 2003
MARIPOSA COUNTY
BOARD OF SUPERVISORS

cc: Board
CAO
Counsel
DA

Ruth Sellers
5661 Lillian Lane
Mariposa, Ca. 95338

Robert Pickard, As Chair
Mariposa County Board of Supervisors
P.O. Box 784
Mariposa, Ca. 95338

Dear Supervisor Pickard,

In reference to the Board of Supervisors meeting on Tuesday, June 3, 2003, I wish to memorialize the statements I made regarding agenda item number 4, authorize termination of contract with Herbst.

My statements were primarily inquiries to information contained in the packet provided by the Board regarding the issue of request for Public Works to cancel Mariposa County's contract with Herbst for their design of their Composting facility.

A memo dated April 2, 2003 from Fred Solomon raises the questions.

Has Herbst provided a letter to Mariposa County releasing the County of liabilities for use of their preliminary plans?

Is there documentation giving Mariposa

Page 1 of 4

June 4, 2003

County the Herbst plans? Is Herbst cognizant of the County's intention?

In reference to this same memo I am perplexed by the contents of the memo. It contradicts the agenda item.

Same memo in reference to the Project Team meeting April 4, 2003. What does this request for proposal look like? My understanding is the E.I.R. for the Herbst facility would be presented to the Board on May 27, 2003. This memo dated April 2, 2003 suggests the County has already considered terminating the contract with Herbst. Why are we spending all this money on the E.I.R. when we have apparently pre-determined another design will be provided? Who is qualified to design this facility?

Where are the results of this Project Team? Who makes up this Project Team? Where is this "Request for Proposal"? Has the project team, including Mr. Fred Solomon provided a conflict of interest statement to the County of Mariposa? How may they benefit from this decision? What are the qualifications of this team?

I am not in favor of building a

Page 2 of 4

composting facility. I am however very concerned with the legal issues this team could entangle Mariposa county with.

My suggestion is for Mariposa County to apply for the permanent exemption from diversion requirements, which the county is eligible for, concentrate on a recycling program in conjunction with exporting solid waste to another facility and set your goals on new technology, which is on the horizon awaiting decisions of diversion credits at the California Integrated Waste Management Board.

This is the most expensive venture this county has undertaken. Let's not encumber Mariposa County with possible lawsuits over design infringements of an obsolete method when the entire perception of waste disposal will no doubt take a new direction in the next two years.

In conclusion I would like to add to and state in reference to the recent completion of the Mariposa county landfill E.I.R.

This E.I.R. represents very little

June 4, 2003

substance relating to another facility. It cites a proprietory situation based on the superior alternative of Herbst technology. Herbst technology is seemingly no longer being considered for use by Mariposa County.

I am requesting a prompt response to the questions I have posed since no answers were forthcoming by the Chair at the time of my inquiries.

Thank you for your considerations.

Sincerely,
Ruth Sellers

c.c.
Supervisor Lee Stetson, Dist. 1
Supervisor Doug Balmain, Dist. 2
Supervisor Janet Bibby, Dist. 3
Supervisor Garry Parker, Dist. 4

Page 4 of 4

MARIPOSA COUNTY

Public Works · (209) 966-5356

RESOLUTION - ACTION REQUESTED 2014-637

MEETING: December 9, 2014

TO: The Board of Supervisors

FROM: Doug Wilson, Interim Public Works Director

RE: Change the Days of Operation for the Landfill and Transfer Stations

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RECOMMENDATION AND JUSTIFICATION:
Change the Regular Days of Operation for the Mariposa County Landfill from Thursday through Monday to Tuesday through Saturday Effective February 1, 2015, Change the Transfer Station Days of Operation to be Closed on Sundays; and Rescind Resolution 12-587, Holiday Schedule for the Solid Waste Division Personnel.

This item was presented to the Board of Supervisors on September 9, 2014. At that time, the Board requested Public Works/Solid Waste Division to obtain public input. A survey was created and posted online as well as at the Landfill. There were 1,175 responses received to the survey. Results are attached.

Currently, the Landfill is open Thursday through Monday (closed Tuesday and Wednesday). Staff is proposing the Landfill be open Tuesday through Saturday (closed Sunday and Monday). The Fish Camp Transfer Station is currently open on Sunday; staff proposes to be open on Saturday (closed Sunday). The Don Pedro Transfer Station is currently open Thursday, Saturday and Sunday; staff is proposing to be open on Thursday, Friday and Saturday (closed Sunday).

These changes will allow employees to have one weekend day (Sunday) off to spend time with their families. According to the Solid Waste/Recycling Manager, most frequently in the industry when waste facilities that are closed to the public for two days a week, they do so on Sunday and Monday. If approved, this change will provide the public the same amount of service days and would allow everyone's waste and recycling needs to be met.

If the Board approves the requested changes to the days of operation of the Landfill, the current holiday schedule will need to be rescinded (Resolution No. 12-587). Currently, staff has the Monday off prior to any holiday that falls on a Tuesday or Wednesday as the Landfill is closed on these two days. With the proposed change of days of operation, staff would take Tuesday off following any holiday that falls on a Sunday or Monday.

There are four holidays during the year that are celebrated on a specific date that may fall on a Saturday (New Year's Day, Independence Day, Veteran's Day and Christmas Day). Staff recognizes that approximately once every seven years each of these holidays will fall on a Saturday leaving the Landfill closed for a full weekend. Because this happens so infrequently, it is proposed that the Saturday holiday be recognized and staff will be allowed to take that day off.

Public Works has notified the Service Employees International Union (SEIU) and obtained their support in this effort.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
Days of operation of the Landfill and Transfer Stations were established several years ago. To date, there has been no request to change the days of operation.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Do not approve; the days of operation at the Mariposa County Landfill will remain as they are.

FINANCIAL IMPACT:
No financial impact

ATTACHMENTS:
Landfill Survey (PDF)
Landfill Survey Results (PDF)

CAO RECOMMENDATION
Requested Action Recommended

Mary Hodson
Mary Hodson, Interim CAO 12/2/2014

RESULT: **ADOPTED [UNANIMOUS]**
MOVER: Merlin Jones, District II Supervisor
SECONDER: Lee Stetson, District I Supervisor
AYES: Stetson, Jones, Bibby, Cann, Carrier

Outlook

Public Comment Submission

From No Reply <noreply@civicplus.com>
Date Mon 12/9/2024 7:34 PM
To Board Clerk <board-clerk@mariposacounty.org>

Submitted by: Karin Fielding
Email Address: karinf00007@gmail.com

Commented on event: https://mariposacoca.portal.civicclerk.com/event/604/overview
If you are having trouble viewing the URL above, cut and paste the string into your browser window.

User comment: BOS MEETING DEC 10, 2024 REGULAR AGENDA ITEM 2. I have been researching the population of Lake Don Pedro and it appears there has been a substantial decline. -14% decline between 2020 and 2022. The 2024 population was stated as 1238 people. Although I could not find the population stats for the rest of the district, the 2020 combined total for Coulterville, Greeley Hill, and Buck Meadows is 1067. Not a great population difference between the two transfer stations. By closing the Coulterville transfer station over 46% of District 2 will be affected unfairly. We already pay the rate proposed for Don Pedro. The numbers given in the Blue Ridge report for revenues and losses at the transfer stations don't specify which county the residents live in. Given the number of Tuolumne County residents living in LDP I assert that if they were excluded from the stats the picture would be quite different than presented. Tuolumne County should subsidize our transfer station. Aditionally of great importance to note is that in the Blue Ridge report it is specifically stated that NO FORMAL STUDY of the Coulterville transfer station was performed. The recommendation to close the Coulterville transfer station was based on the facility managers opinion. I claim there was a lack of research and a bias in that opinion. Respectfully, Karin Fielding

Outlook

Public Comment Submission

From No Reply <noreply@civicplus.com>
Date Mon 12/9/2024 7:16 PM
To Board Clerk <board-clerk@mariposacounty.org>

Submitted by: Karin Fielding
Email Address: karinf00007@gmail.com

Commented on event: https://mariposacoca.portal.civicclerk.com/event/604/overview
If you are having trouble viewing the URL above, cut and paste the string into your browser window.

User comment: BOS MEETING Dec 10, 2024 CA6. I request that this item be removed from the consent agenda whereas it includes use of the Don Pedro transfer station and does not show equitable treatment for all District 2 residents. REGULAR AGENDA ITEM 2. Regarding the closure of the Coulterville transfer station, I believe it will cause negative impacts on our area by encouraging improper garbage disposal. Garbage is directly related to health. Garbage that is not properly disposed of can draw animals and insects that can carry diseases harmful to humans and livestock. Garbage not properly disposed affects the land, altering the ecology of the immediate area and beyond. It can pollute our waterways. It can pollute our air by increased illegal burning. Trash can be scattered by wind and animals, affecting the ecology of areas beyond the area initially polluted. BLIGHT. Our county government is struggling to find solutions to blight. So far the approach to cleaning up trashy properties does not work. Carrying a bigger stick (fines, courts) with no carrot (assistance) does not work. The closure of transfer stations has a high probability of making the blight worse. Not only might private property be affected but our roadways and public lands may succumb to blight due to illegal dumping. That affects ALL OF US and our tourism as well. Farming is an important activity in our county. Trash that drifts into our pastures and the water and air pollution mentioned above can seriously impact our livestock and the organic farmers feeding our local populations. These issues affect All of us. Solid waste should NOT BE AN ENTERPRISE FUND. The handling of solid waste affects the health and welfare of all of us living in this county. If necessary, it should be a subsidized fund. If necessary, those living out of County could pay higher rates. In the Don Pedro area a compact with Tuolumne County should provide a subsidy for their residents. Our supervisors should never forget that we are a disadvantaged community (as designated by both the federal and state governments.) Our citizens unable to afford to drive the extra miles or pay fees high enough to fund the entire enterprise will be carrying a burden much greater than average. The planned transfer station closures could potentially make things much worse for everyone. I see no upside to this proposal. Our government should be focused on making things better, not more punative. Respectfully, Karin Fielding Coulterville

Outlook

BOS 12/10/2024 Meeting Regarding Closure of Coulterville Transfer Station

From Darla Mc <jdakmc@gmail.com>
Date Tue 12/10/2024 8:35 AM
To Board Clerk <Board-clerk@mariposacounty.org>

Some people who received this message don't often get email from jdakmc@gmail.com. Learn why this is important

To: All Board of Supervisors:

I am writing today to voice my concerns about the closure of Coulterville transfer station.

We have lived in Coulterville for the past 6 1/2 years and we use the transfer station as our **only** means of trash disposal on a **regular basis**. Without this transfer station we would have to drive an additional thirty-four miles round trip per week to use the DP transfer station. All the north county residents who currently use the Coulterville transfer station will be in the same situation. We do not have the option to have trash pick-up at our home address as the cost is astronomical and quite possibly unavailable. The last I checked it was not even offered to our address. Without this service many many people will be burning their trash and/or dumping, causing a bigger issue. We will inevitably have more fires from people burning their trash and a filthy dirty north county. The county should feel the responsibility to provide the residents with a reasonable and convenient option for trash disposal. Removing our local disposal site will take that away. We are a low-income community, and most residents do not have the additional funds to travel the additional miles to dispose of their trash.

The BOS can continue to keep this and the funds are available, I ask that you please keep the North County a priority and vote to keep the Coulterville Transfer Station open.

Sincerely,
Joe and Darla McAlister
Coulterville Residents

Outlook

Fwd: Agenda Item: Closing of Coulterville Transfer Station

From Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>
Date Tue 12/10/2024 8:11 AM
To Danielle Bondshu <dbondshu@mariposacounty.org>; Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>

Begin forwarded message:

From: Monica Barlow <smbarlow6@yahoo.com>
Subject: re: Agenda Item: Closing of Coulterville Transfer Station
Date: December 10, 2024 at 7:44:38 AM PST
To: "spoe@mariposacounty.org" <spoe@mariposacounty.org>, "rsmallcombe@mariposacounty.org" <rsmallcombe@mariposacounty.org>, "dwtccr@aol.com" <dwtccr@aol.com>, "wforsythe@mariposacounty.org" <wforsythe@mariposacounty.org>, Miles Menetrey <mmenetrey@mariposacounty.org>, "dtoso@mariposacounty.org" <dtoso@mariposacounty.org>

You don't often get email from smbarlow6@yahoo.com. Learn why this is important

Dear Committee Members,

My husband and I have lived in the Greeley Hill area since 1986 (38 years). We have always have trash service, but recently Recology has raised their monthly prices from $164 to $250. They explained that the Mariposa County dump increased their prices, so they had to pass on this increase to us. We then decided to go with every other week service at $185 a month. Please realize that we have others that bring their trash to us, because of the outrageous cost.

We have been thinking to just take our own trash to the transfer station in Coulterville, but it is only open one day a week, during the hours we attend our local church. We help to run that important service, so we cannot miss the service very often.

So now I hear that your committee is deciding to close the transfer station in Coulterville. This seems outrageous with the fact that your committee is also cracking down on properties that have a build up of trashy items. How can you demand us to clean up our land, and not have a transfer station. Before, a concerned group help with removal of our large items, Love Greeley Hill, so how can you give less services when in fact we need more? Please note:

1.We need our transfer station in Coulterville, but we NEED it opened at least 2 days a week with longer
hours.

2.We need the price for Recology to be lowered by lowering the charges from the Mariposa County.

3.We need help through programs like Love Greeley Hill where we can bring our bigger items to have them removed at a free or lower cost.

4.We need fewer (to none) expensive studies initiated by our BOS committee which cost more than the problem
at hand.

Please consider our issues when voting on this important problem. If you want things cleaned up for safety and
aesthetics, please give us ways to get that accomplished. Don't take away our transfer station. Make it more usable
with better days and hours of service.

Sincerely,

Monica Barlow

Outlook

Coulterville Transfer Station Closure

From Sylvia Mobley <smobley377@gmail.com>
Date Mon 12/9/2024 4:01 PM
To Board Clerk <board-clerk@mariposacounty.org>

Some people who received this message don't often get email from smobley377@gmail.com. Learn why this is important

Dear Sir or Madam,

I've lived here for 36 years and have grown accustomed to Greeley Hill and Coulterville getting the short end of the stick. Yes, there are fewer people here than in other sections of the county. But Mariposa is a rural county so that should surprise no one.

Before you close our transfer station because it is "under-utilized" consider what our county would look like if that amount of refuse, or even half of it ended up in the woods or on the side of the road. Our county depends on tourism. Do you think tourists want to come to a place that looks like that? What about the health concerns and the ecological damage it would cause.

If you want to save money, take a day away from Don Pedro transfer station and give half of that day to Coutereville and the other half to Hornitos. The people in Don Pedro will have to change their schedule but they will still have a place for their garbage.

Sylvia Mobley
9669 Manzanita Way
Coulterville, CA 95311

Outlook

Fwd: Coulterville Transfer Station closure.

From Nancy Longmore <nancylongmore1@gmail.com>
Date Mon 12/9/2024 4:43 PM
To Board Clerk <Board-clerk@mariposacounty.org>; Rosemarie Smallcombe <RSmallcombe@mariposacounty.org>; Shannon Poe <SPoe@mariposacounty.org>; DToso@mariposacounty.orf <DToso@mariposacounty.orf>; Wayne Forsythe <WForsythe@mariposacounty.org>; Miles Menetrey <MMenetrey@mariposacounty.org>

4 attachments (2 MB)
20241209_105806.jpg; 20241209_105755.jpg; 20241209_105018.jpg; 20241209_105827.jpg;

Some people who received this message don't often get email from nancylongmore1@gmail.com. Learn why this is important

Dear Supervisors,

Closing the Coulterville transfer station is not acceptable, and the appalling consequences will be exorbitantly expensive to clean up. I've attached pictures of just a few of the dump sites in Greeley Hill that have been occurring even with the transfer station available. How much more of this illegal dumping will occur if it's closed?

For most of us, commercial trash pickup is prohibitively expensive. Residents who can't dispose of garbage on their own sometimes pay someone else to dump it. Oftentimes, that person pockets the money and dumps the garbage out in the woods.

The justification for closing the transfer station is that it's "underutilized." Compared to what? Don Pedro? Of course it is - there aren't as many of us.

Why does Don Pedro get three dump days a week, while Coulterville and Hornitos will get none? Why not share like we were all taught to do as small children?

From downtown Coulterville, it's a 26 mile roundtrip to the Don Pedro transfer station, compared to the 2 mile round trip to the Coulterville transfer station. That doesn't include the mileage from each home to Coulterville. Traveling clear to Don Pedro will add an additional one to two gallons of gas to each trip each of us makes to get rid of our garbage.

Considering how much more fossil fuel will be used, and how much more garbage will end up in the woods, how does closing the Hornitos and Coulterville transfer stations help Mariposa County reach its environmental and carbon reduction goals? Please do not approve this ridiculous proposal.

Thank you,

Nancy Longmore
Greeley Hill

Why should Coulterville and Greeley Hill residents have to make 30-mile round trips to the Don Pedro site instead of two-mile round trips to the Coulterville site? The extra couple gallons of gas per dump visit that'll cost each user will promote even more illegal dumping.

How will this help the county's environmental and carbon reduction goals?

Outlook

Public Comment Submission

From No Reply <noreply@civicplus.com>
Date Mon 12/9/2024 5:22 PM
To Board Clerk <board-clerk@mariposacounty.org>

Submitted by: lizzie silva
Email Address: lsilva@bofg.org

Commented on event: https://mariposacoca.portal.civicclerk.com/event/604/overview
If you are having trouble viewing the URL above, cut and paste the string into your browser window.

User comment: I am commenting on the proposed closure of the Coulterville Transfer Station. My family and I depend on this transfer station weekly, and look forward to seeing Jeff. We do not have, nor do we ask for, many amenities in the north county but this is one we desperately need to keep. As it is most of us travel for other basic needs to be met, and this year even to vote in person. Having the ability to safely and legally dispose of our trash is something we greatly need. I see trash dumped on the side of the road in our community regularly and I fear closing the station will only increase this issue. We pay our property taxes just like the rest of the county and we are asking for our tax dollars to be used to support us. As mentioned above, we utilize access weekly and it consistently busy, showing that there is a need. Please consider those of us who depend on this.

Outlook

Fwd: Coulterville-North County Dump

From Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>
Date Tue 12/10/2024 8:10 AM
To Danielle Bondshu <dbondshu@mariposacounty.org>; Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>

Begin forwarded message:

From: Sharon Coolidge <sharongae@gmail.com>
Subject: Coulterville-North County Dump
Date: December 10, 2024 at 7:17:57 AM PST
To: RSmallcombe@mariposacounty.org

You don't often get email from sharongae@gmail.com. Learn why this is important

Dear Ms. Smallcombe:

I have been a resident of our fine county for many years (since 1972) and have experienced before not having access to garbage disposal facilities and it resulted in MANY problems mainly some folks using our beautiful open spaces as their own personal dumping area!

There has to be alternatives. Many of our residents won't be able to afford the weekly garbage pickup company's price tag.

We pay our taxes like all other Mariposa County residents!

I personally could see a small price increase as acceptable rather than shutting down the entire facility.

Thank you for your attention to this matter,
Sharon Coolidge

Outlook

Fwd: Coulterville Transfer Station Closure Protest

From Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>
Date Sun 12/8/2024 2:52 PM
To Danielle Bondshu <dbondshu@mariposacounty.org>; Shannon Hansen <shansen@mariposacounty.org>; Samuel Cerveny <scerveny@mariposacounty.org>

Begin forwarded message:

From: Dale Silverman <dale91311@yahoo.com>
Subject: Coulterville Transfer Station Closure Protest
Date: December 8, 2024 at 1:19:24 PM PST
To: <spoe@mariposacounty.org>
Cc: "rsmallcombe@mariposacounty.org" <rsmallcombe@mariposacounty.org>, "dtoso@mariposacounty.org" <dtoso@mariposacounty.org>, "wforsythe@mariposacounty.org" <wforsythe@mariposacounty.org>, "mmenetrey@mariposacounty.org" <mmenetrey@mariposacounty.org>

You don't often get email from dale91311@yahoo.com. Learn why this is important

I am sure you have heard from others but am adding my strenuous protest...closing the Coulterville transfer station is shortsighted, and plain insane! It will add 26 miles to every person's round trip drive to dump their garbage who lives east or north of the 49/132 intersection! **At the IRS mileage rate (far below actual cost to operate a vehicle here in CA) this means each household will be adding $17.42 cost** each time they need to make a garbage run! ***This is totally unreasonable given the average income per household in District 2*** and will result in even more prolific dumping on private property and the sides of our highways and roads. The resulting damage to our fragile environment; the serious public health issues as people allow their garbage to accumulate before making a run, attracting all sorts of varmints likely to get into the growing trash piles, spreading it around and with much eventually blown or dragged into our waterways, and the growing debris dumped along our beautiful country roads is unacceptable!

As for it being "underutilized...I have yet to make a garbage run where I do not see half a dozen others...the parking and turn around areas are limited and there simply is insufficient room for more cars to be there at most times. What is limiting utilization is the fact that it is only open 4 hours and only on Saturdays. Many people actually have to work those hours or have other obligations!

Dale Silverman
Constituent

Outlook

Fw: Online Form Submission #20042 for Public Comment on Board Items

From michael day <mddayelectric@att.net>
Date Wed 12/11/2024 3:27 PM
To Danielle Bondshu <dbondshu@mariposacounty.org>

This is the original reply from Civics Plus.

Mike Day

----- Forwarded Message -----
From: "noreply@civicplus.com" <noreply@civicplus.com>
To: "mddayelectric@att.net" <mddayelectric@att.net>
Sent: Sunday, December 8, 2024 at 08:07:11 AM PST
Subject: Online Form Submission #20042 for Public Comment on Board Items

Public Comment on Board Items

Public comment on Board of Supervisors agenda items can be provided via this form or from the meeting website located at http://www.mariposacounty.org/bosagendas.

***Please indicate the item that this comment applies to, and keep your comments to under 2000 characters (approximately 400 words.)*
***Please note that all comments received will be distributed to the Board members and attached to the Minutes following our normal procedures.*
***The County bears no responsibility for delays caused by lapses in internet service, consequently, we suggest that you submit your comments early to allow for potential delivery lags.*

NAME (Not Required but helps with the Minutes)	Michael Day
Please Indicate the Item this comment pertains to:	12/10/2024 BOS Agenda item H.2
Your position on this item:	Oppose
Your comment for this item: (Please note: This form is limited to 4000 characters which equals approximately 500 words. Longer communications should be emailed to board-clerk@mariposacounty.org.)	12/10/2024, Agenda Item H.2 (Proposed Closures of Coulterville and Hornitos Transfer Stations) Board of Supervisors, Everyone in the county knows that something has to be done with the solid waste management in our county. The question is “Where do we cut and who do we hurt?” It is my belief that closing any of the existing transfer stations is

a huge mistake but, if we close any of them, close the biggest liability and biggest money loser: the Lake Don Pedro Transfer Station. There are several reasons for this.

#1. Coulterville is closest to being the geographical center of District #2. It will be just as convenient for the residents in the Don Pedro subdivision to travel up the road to Coulterville as it will be for residents of Greeley Hill or Buck Meadows to go down to LDP (probably easier for them).

#2. Don Pedro loses more money per year than Coulterville and Hornitos combined ($36,424 vs $29,854).

#3. Coulterville has 33% more customers (average) per hour. The Coulterville station could easily handle more customers if given the extra resources to open for the same duration as LDP.

#4. How many customers from neighboring counties are using LDP transfer station? (Tuolumne, Stanislaus & Merced?) I've seen many pick-ups filled with garbage cans traveling up and down Merced Falls Road and 132 headed for the transfer station. They're not all coming from Mariposa. Are we checking for out of county dumps? Are we getting extra fees for these dumps?

As I stated earlier, I don't think any closure is appropriate. The #1 responsibility of government is to provide basic services for their citizens. Trash hauling and disposal (sanitation) is a primary example of this. I think it supersedes a new sheriff's office, a new Workforce Housing unit (CA.8) ((design costs alone at $945,520)), salary raises for CAO, County Council, part time Board of Supervisors and many more.

This county is over-burdened with salaries and external surveys not services. Stop taking the services away.

Outlook

Board Comment

From prsports@silcon.com <prsports@silcon.com>
Date Sat 1/11/2025 7:59 AM
To Danielle Bondshu <dbondshu@mariposacounty.org>

You don't often get email from prsports@silcon.com. Learn why this is important

Dear Mariposa Board,
I've been following the news about the possible closure of the Coulterville Transfer Station with great interest. We live in the Don Pedro Subdivision (Mariposa County part), and although we will still have our transfer station here, I can see the added amount of people forced to drive here will add undue stress to our already crowded station. Many times on a Saturday the line of cars is out to the street and we have to wait our turn to pull up and drop trash. The bins are usually overflowing by midafternoon. I can't imagine having another several hundred people using this facility as well. Even if you expanded the hours and days, most people like to go on Saturday morning.
I'm also part of an Adopt-A-Highway crew, and we see a lot of litter on the roads to the Don Pedro Transfer Station (trash blows out). I can also imagine that, faced with a long drive, some people may simply resort to dumping along the roadsides.
Please, I urge the board to vote to keep the Coulterville Transfer Station open!
Thank you.
Renee Anderson
Lake Don Pedro
925-382-9460

Outlook

Coulterville transfer closure.

From Nancy Craig <ghjanc@gmail.com>
Date Mon 1/13/2025 11:40 AM
To Danielle Bondshu <dbondshu@mariposacounty.org>

[You don't often get email from ghjanc@gmail.com. Learn why this is important at https://aka.ms/LearnAboutSenderIdentification]

Hello
I'd like to write to say I think the county needs to keep the Coulterville transfer station open. We use it and if it were to close we would lose one more option for keeping Greeley Hill and the north county clean. We are still cleaning up an estate and single can trash pickups aren't going to get the job done.
Sincerely,
Nancy Craig.

Nancy's iPhone

Outlook

Coulterville Transfer Station

From David Garcia <davidpgarcia@hotmail.com>
Date Sat 1/11/2025 6:58 AM
To Danielle Bondshu <dbondshu@mariposacounty.org>

You don't often get email from davidpgarcia@hotmail.com. Learn why this is important

To the Clerk of the Board,

Expressing my views on the transfer station in Coulterville, please pass on to the board that we need this transfer station to stay open. I have lived in Greeley Hill for over 50 years and it would be a great hardship to the people living on the North Side if the transfer is close.

Thank you
David and Betty Garcia

Outlook

Coulterville Transfer Station

From Shirley Fiske <shirley.fiske@verizon.net>
Date Wed 1/15/2025 12:55 PM
To Danielle Bondshu <dbondshu@mariposacounty.org>

You don't often get email from shirley.fiske@verizon.net. Learn why this is important

Thank you for trying to keep the Coulterville Station open. It's essential for Coulterville-Greeley Hill area since we don't have county services up here (Greeley Hill). We are Mariposa County taxpayers and the transfer station has been invaluable in keeping our household and property kept up. Going to another site would cost a lot of gas money. Your argument makes sense -- $17,000 is a drop in the bucket of the overall Public Works Department expenditures.

Thank you for pressing this issue,

Shirley Fiske
Greeley Hill
Shirley.fiske@verizon.net

Avast logo This email has been checked for viruses by Avast antivirus software.
www.avast.com

Outlook

Coulterville Dump

From Verna DeBouver <vjdebouver@gmail.com>
Date Fri 1/31/2025 8:15 AM
To Danielle Bondshu <dbondshu@mariposacounty.org>

You don't often get email from vjdebouver@gmail.com. Learn why this is important

Please keep it open

Outlook

RECEIVED
FEB 03 2025
BOARD OF SUPERVISORS

BOS 2/4/25 agenda item H.1

From kfarrell@acsalaska.net <kfarrell@acsalaska.net>

Date Sun 2/2/2025 7:44 PM

To Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; Miles Menetrey <mmenetrey@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>; Board Clerk <board-clerk@mariposacounty.org>; Danielle Bondshu <dbondshu@mariposacounty.org>

[Some people who received this message don't often get email from kfarrell@acsalaska.net. Learn why this is important at https://aka.ms/LearnAboutSenderIdentification]

I object to the proposed closure of the Coulterville transfer site under consideration.The costs of maintaining it are minimal to the potential costs of cleaning up illegal dumping in the County which are certain to occur if residents are mandated to transport their household trash to sites further away. How does the County anticipate this would NOT happen???

I believe that County government has an obligation to serve the needs of its residents and trash collection and disposal is mandatory in my view. Perhaps modestly raising fees for disposal is necessary but to completely eliminate the site for trash transfer is short-sighted and absurd. I hope to see a resolution to fix this problem and not remove it from County oversight as that would lead to more problems than a budget shortfall. Please get a grip.

Karen A Farrell
5028 Broadway
Coulterville, CA 95311

Outlook

RECEIVED
FEB 03 2025
BOARD OF SUPERVISORS

BOS 2/4/25 agenda item H.1

From Sean Werle <axarus@comcast.net>

Date Sun 2/2/2025 8:13 PM

To Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; Miles Menetrey <mmenetrey@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>; Board Clerk <board-clerk@mariposacounty.org>

Some people who received this message don't often get email from axarus@comcast.net. Learn why this is important

Dear Select Board,

I'm writing to ask that you consider carefully the long-term implications of closing the established outlying transfer stations because they run at a small deficit. The inevitable result of closing them will be an increase in illegal dumping, which is already a big problem in the County. This is a poor County, and if you tell people that they have to drive over two hours round-trip to deal with their trash it's going to end up by the side of the road everywhere. In a County that is so dependent upon tourism do you really want to risk having it look like a dump in order to save $17k?
Over the long term this will cost more in cleanup and lost tourist revenue than it will likely save, and would be a penny wise, pound foolish decision in my opinion.

Please consider options to reduce the deficit, but do everything you can to keep the transfer stations, because once they're gone they're not coming back.

Respectfully,
Sean Werle
Catheys Valley

Outlook

RECEIVED
FEB 03 2025
BOARD OF SUPERVISORS

BOS 2/4/25 agenda item #H.1 -- cont'd public hearing re solid waste

From Colleen Rhodes <clr25@icloud.com>
Date Sun 2/2/2025 2:44 PM
To Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; Miles Menetrey <mmenetrey@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>; Board Clerk <board-clerk@mariposacounty.org>

[Some people who received this message don't often get email from clr25@icloud.com. Learn why this is important at https://aka.ms/LearnAboutSenderIdentification]

BOS 2/4/25 agenda item #H.1 -- cont'd public hearing re solid waste

Dear Supervisors,

Please keep the Coulterville Transfer Station open. If you wish to make it entirely self-supporting, that likely would happen if you would increase the hours to 8 per week instead of just 4. It already gets a lot of business even though access is so limited and inconvenient for many of us.

The minor subsidy of $1,416 per month is manageable.

Thank you,

Colleen Rhodes
Greeley Hill resident and taxpayer

Outlook

RECEIVED
FEB 03 2025
BOARD OF SUPERVISORS
H1

Fw: Coulterville Transfer Station

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Mon 2/3/2025 10:19 AM
To Miles Menetrey <mmenetrey@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>
Cc Malena Palmer <MPalmer@mariposacounty.org>; Deanna Stickles <dstickles@mariposacounty.org>; Joe Lynch <jlynch@mariposacounty.org>; Walter Wall <wwall@mariposacounty.org>

See below

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Dennis Smith <dsrealrider1@gmail.com>
Sent: Saturday, February 1, 2025 8:44 AM
To: Danielle Bondshu <dbondshu@mariposacounty.org>
Subject: Coulterville Transfer Station

You don't often get email from dsrealrider1@gmail.com. Learn why this is important

Keep this open is a investment to keeping area clean of unlawful dumping from littering. How much more would be spent on that. Why must you treat this part of the County like this. There are good tax paying people. You no voters that deserve better! stop walking over a dollar to pick up a dime.
Dennis Smith

Outlook

RECEIVED
FEB 03 2025 #1
BOARD OF SUPERVISORS

Fw: Please DO NOT close Coulterville Transfer Station

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Mon 2/3/2025 10:18 AM
To Miles Menetrey <mmenetrey@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>
Cc Malena Palmer <MPalmer@mariposacounty.org>; Deanna Stickles <dstickles@mariposacounty.org>; Walter Wall <wwall@mariposacounty.org>; Joe Lynch <jlynch@mariposacounty.org>

See below.

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Evan Whitney <evanrwhitney@yahoo.com>
Sent: Friday, January 31, 2025 4:11 PM
To: Danielle Bondshu <dbondshu@mariposacounty.org>
Subject: Please DO NOT close Coulterville Transfer Station

You don't often get email from evanrwhitney@yahoo.com. Learn why this is important

Hello,

I am a resident and property tax payer in Coulterville.
Please do not close the Coulterville Transfer Station. Despite being open only 4 hours a week, it is a service that I regularly use and am very thankful for.

Sincerely,
Evan Whitney

RECEIVED
FEB 03 2025 H 6
BOARD OF SUPERVISORS

Outlook

Fw: BOS Agenda Item H.6, Development Services Director

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Mon 2/3/2025 10:20 AM
To Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Miles Menetrey <mmenetrey@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>
Cc Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>; Joe Lynch <jlynch@mariposacounty.org>; Walter Wall <wwall@mariposacounty.org>

See below.

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: michael day <mddayelectric@att.net>
Sent: Sunday, February 2, 2025 1:59 PM
To: Danielle Bondshu <dbondshu@mariposacounty.org>
Subject: BOS Agenda Item H.6, Development Services Director

Board of Supervisors,

In light of the fact that the County has been debating, for months, whether or not to subsidize the transfer stations in Coulterville and Hornitos, I feel it is fiscally irresponsible to have the CAO request that the County create a new position of Development Services Director (at an annual salary of $161,785). This will also entail an additional requirement of supporting staff for the position as indicated in the staff report: “General fund contingency will be reduced to cover the additional salaries needed for the Planning Department.” How many more salaries are we adding to the Planning Department?
This new position has been recommended by “Guide House Study” (Guidehouse Inc., a Delaware corporation), which, as I recall, cost the County over $200,000 (another example of the County using funds in a less than frugal manner). The purpose, as explained to us by the

staff report is to streamline the process from the Planning, Building, and Environmental Health departments to the CAO. This seems like an unnecessary addition of staff. The CAO, instead of meeting with three people will now meet with one person who has three other people to meet with the three heads of the Planning, Building, and Environmental Health departments. (Who's on first?)

This County is top-heavy with salaries. We do not need more high paid staff for the residents who are constantly fighting to maintain the services we have. We do not need outside companies coming in and getting paid to tell us how to correct things. With a County per capita income of $39,798 per year and 17.3% of our residents living poverty, we do not need more County government employees. We need a prudent government making fiscally sound decisions and services that benefit all of the County.

Sincerely,

Michael Day
10170 Holtzel Road
Coulterville, CA 95311

RECEIVED
FEB 03 2025 H.1
BOARD OF SUPERVISORS

Outlook

Fw: Agenda Item: Closing of Coulterville Transfer Station

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Mon 2/3/2025 10:21 AM
To Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>

Please print and add, this went straight to the Board.

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Monica Barlow <smbarlow6@yahoo.com>
Sent: Sunday, February 2, 2025 5:19 PM
To: Shannon Poe <spoe@mariposacounty.org>; Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; dwtccr@aol.com <dwtccr@aol.com>; Wayne Forsythe <wforsythe@mariposacounty.org>; Miles Menetrey <mmenetrey@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>
Subject: Re: Agenda Item: Closing of Coulterville Transfer Station

You don't often get email from smbarlow6@yahoo.com. Learn why this is important

Please vote to keep the Coulterville transfer station on BOS 2/4/25 agenda H.1
We want our transfer station in Coulterville. Please help us keep it!!

Sent from my iPhone

> On Dec 10, 2024, at 7:44 AM, Monica Barlow <smbarlow6@yahoo.com> wrote:
>
> Dear Committee Members,

My husband and I have lived in the Greeley Hill area since 1986 (38 years). We have always have trash service, but recently Recology has raised their monthly prices from $164 to $250. They explained that the Mariposa County dump increased their prices, so they had to pass on this increase to us. We then decided to go with every other week service at $185 a month. Please realize that we have others that bring their trash to us, because of the outrageous cost.

We have been thinking to just take our own trash to the transfer station in Coulterville, but it is only open one day a week, during the hours we attend our local church. We help to run that important service, so we cannot miss the service very often.

So now I hear that your committee is deciding to close the transfer station in Coulterville. This seems outrageous with the fact that your committee is also cracking down on properties that have a build up of trashy items. How can you demand us to clean up our land, and not have a transfer station. Before, a concerned group help with removal of our large items, Love Greeley Hill, so how can you give less services when in fact we need more? Please note:

1.We need our transfer station in Coulterville, but we NEED it opened at least 2 days a week with longer
hours.

2.We need the price for Recology to be lowered by lowering the charges from the Mariposa County.

3.We need help through programs like Love Greeley Hill where we can bring our bigger items to have them removed at a free or lower cost.

4.We need fewer (to none) expensive studies initiated by our BOS committee which cost more than the problem
at hand.

Please consider our issues when voting on this important problem. If you want things cleaned up for safety and
aesthetics, please give us ways to get that accomplished. Don't take away our transfer station. Make it more usable
with better days and hours of service.

Sincerely,

Monica Barlow

Outlook

RECEIVED
FEB 03 2025
BOARD OF SUPERVISORS
H1

Fw: Coulterville Transfer Station

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Mon 2/3/2025 10:22 AM
To Miles Menetrey <mmenetrey@mariposacounty.org>; Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>
Cc Joe Lynch <jlynch@mariposacounty.org>; Walter Wall <wwall@mariposacounty.org>; Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>

See below

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Steve Morton <mortonsplace@gmail.com>
Sent: Sunday, February 2, 2025 11:15 PM
To: Danielle Bondshu <dbondshu@mariposacounty.org>
Subject: Coulterville Transfer Station

You don't often get email from mortonsplace@gmail.com. Learn why this is important

Hello Danielle -

The following email is for The Board of Supervisors prior to this next Tuesday's Board Meeting, regarding the Coulterville Transfer Station.

To the Mariposa County Board of Supervisors

Re: Coulterville Transfer Station

I am writing today to petition you to maintain the Coulterville Transfer Station. For many of us, this is our only option due to geography, or do to past issues with the only pickup service in our region, Recology.

We used Recology's service for about 6 months and they missed as many pickups as they were scheduled for. Their service was atrocious, billing us for services not rendered and never offering an adjustment for the missed pickups, even when we documented and brought the missed pickups to their attention.

When trying to make contact with their Customer Service, we were unsuccessful in reaching anyone with Customer Service and rarely getting a returned call. This is what led us to begin using the Transfer Station in the first place.

We found the Transfer Station to be both reliable and affordable. Even with an increase in charges, it would likely still be affordable and most certainly more reliable.

Additionally, without a transfer station, I fear we will find more garbage, old appliances, scrap metal, etc., strewn all over the region by those who no longer have the Transfer Station to turn to. This will end up costing the county likely much more to clean it up, not too mention the ecological impact and the blight it will put on our area.

I am asking that the Board of Supervisors please reconsider closing the Coulterville Transfer Station.

Thank you in advance for your consideration,

Steve Morton
Greeley Hill, CA

H1

Outlook

Public Comment Submission

From No Reply <noreply@civicplus.com>
Date Mon 2/3/2025 12:00 PM
To Board Clerk <board-clerk@mariposacounty.org>

Submitted by: Kayla Pierce
Email Address: kayla_klidies@yahoo.com

Commented on event: https://mariposacoca.portal.civicclerk.com/event/709/overview
If you are having trouble viewing the URL above, cut and paste the string into your browser window.

User comment: Coulterville residents, including my family, do not want to transfer Station closed. With the budget Mariposa county has, we should not be closing this resource for our locals. We went to the previous meeting held in Greeley and we will be calling in to this meeting due to the date and time being in the middle of the work week. We do not want the transfer station closed. Locals need this resource.

H1

Outlook

BOS 2/4/2025 Agenda Item H.1

From Lorraine Freeman <rainy.freeman@gmail.com>

Date Mon 2/3/2025 1:25 PM

To Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Board Clerk <board-clerk@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>; Miles Menetrey <mmenetrey@mariposacounty.org>

I am stating my opposition to the closure of the Coulterville Waste Transfer. You will vastly increase the amount of traffic(and air pollution) being produced on Saturday mornings. Northside residents will have to almost double the mileage they have to travel, costing them double the time(at least) and almost double the money. I am having trouble understanding why Northside residents are expected to subsidise a plethora of Southside programs while also being denied the most basic of services. -- "There is no reason why good cannot triumph as often as evil. The triumph of anything is a matter of organization. If there are such things as angels, I hope that they are organized along the lines of the Mafia." Kurt Vonnegut

RECEIVED
FEB 04 2025 H1
BOARD OF SUPERVISORS

Outlook

Fw: Consideration of Closure of the Coulterville Transfer Station (Continued Public Haring from Dec. 10 to Feb. 4

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Tue 2/4/2025 8:45 AM
To Malena Palmer <MPalmer@mariposacounty.org>; Deanna Stickles <dstickles@mariposacounty.org>

please process. she sent it to the board.

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Dale Silverman <dalemmr@yahoo.com>
Sent: Monday, February 3, 2025 5:49 PM
To: Danielle Bondshu <dbondshu@mariposacounty.org>
Cc: Rosemarie Smallcombe <rsmallcombe@mariposacounty.org>; Miles Menetrey <mmenetrey@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>
Subject: Consideration of Closure of the Coulterville Transfer Station (Continued Public Haring from Dec. 10 to Feb. 4

You don't often get email from dalemmr@yahoo.com. Learn why this is important

I wish to register a strong protest about the possibility of closing the Coulterville Transfer Station.

The northern portion of Mariposa County (basically D2) has a larger number of seniors, veterans and low income residents as a percentage of its total population than the southern regions of the county. *(I found these statistics a few years ago when I was applying for a state grant for our local museum and needed to provide the data.)* It is also a considerably difficult drive to the locus of public services, which are primarily located in or close to the Town of Mariposa.

The only staffed senior center is there; senior meals are provided 5 days a week at that center as well as a number of classes and social activities. D2 has for just a few years now a program that offers 3 meals a week but requires seniors to drive weekly to the county office in Coulterville in addition to one of the 2 cafes where the meals program is available. For many, this requires a 14-25 mile weekly drive as they must be picked up in person.

The local swimming pool has many fewer open hours, often opens later in the season and closes earlier in the season and offers far fewer services (such as swim lessons, senior exercise group, etc.). D2 has far fewer public translation services and when there are staffing shortages, the north side services are cut most often.

Re solid waste disposal options, the types of waste that the transfer stations accept is far more limited than what the main south side facility accepts, have severely limited hours of service and residents are charged more for the same size trash bag of waste.

Closing the Coulterville Transfer Station will put a very heavy burden on already seriously underserved north side residents. The next nearest transfer station is the one in the Lake Don Pedro region, 13 miles west of the intersection of Hwys 132 and 49. The vast majority of residents using the Coulterville location live to the east or north of that intersection, many of whom already drive 10++ miles. just to get to Coulterville. At the IRS mileage rate (far below actual cost to operate a vehicle here in CA) t**he 26 mile round trip will add $17.42 to each person's cost each time they need to make a garbage run!**

As for it being "underutilized"...I have yet to make a garbage run where I do not see half a dozen others...the parking and turn around areas are small and there simply is insufficient room for more cars to be there at most times than are generally there. What is limiting utilization is the fact that it is only open 4 hours and only on Saturdays. Many people actually have to work those hours or have other obligations!

I urge you to consider options that will allow the station to remain open and accessible. Waste disposal is a basic public service; yes, it might cost more to provide this service to those in more distant areas of the county than to the who reside near its central core, but that does not mean it should not be provided.

Dale Silverman, CAE, SPHR *(ret)*
Full Time Resident
Mariposa County Property owner since 1980
Former Member of the A12AAA (representing Mariposa County)
and the Mariposa County Commission on Aging

209-878-3750
209-743-7428 cell
dalemmr@yahoo.com

H1

Outlook

Fw: Dump closing in Coulterville

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Tue 2/4/2025 9:38 AM
To Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>

please process

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Diane Brubaker <grammabru@gmail.com>
Sent: Tuesday, February 4, 2025 9:34 AM
To: Danielle Bondshu <dbondshu@mariposacounty.org>
Subject: Dump closing in Coulterville

[You don't often get email from grammabru@gmail.com. Learn why this is important at https://aka.ms/LearnAboutSenderIdentification]

Please vote to keep our dump open. This would be the beginning of the end for our mountain community if this dump closes.

Sent from my iPhone

#1

Outlook

Fw: Coulterville dump closure

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Tue 2/4/2025 9:41 AM
To Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>

process please

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Nancy Longmore <nancylongmore1@gmail.com>
Sent: Tuesday, February 4, 2025 9:35 AM
To: Danielle Bondshu <dbondshu@mariposacounty.org>
Subject: Coulterville dump closure

You don't often get email from nancylongmore1@gmail.com. Learn why this is important

DO NOT CLOSE THE COULTERVILLE DUMP.

Don Pedro gets 2 or 3 dump days a week and we get none? When many Coulterville/Greeley Hill residents are very elderly?

There's already too much trash on all our back roads, this will just make it vastly worse. NO DUMP CLOSURE!!!
Nancy Longmore

Outlook

Fw: Coulterville transfer station

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Tue 2/4/2025 11:27 AM
To Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>

please process. Just attach it to the board item since the item has passed

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Sharon Coolidge <sharongae@gmail.com>
Sent: Tuesday, February 4, 2025 9:51 AM
To: Danielle Bondshu <dbondshu@mariposacounty.org>
Subject: Coulterville transfer station

You don't often get email from sharongae@gmail.com. Learn why this is important

I strongly object to closing the Coulterville transfer station.

Sharon Coolidge

Outlook

BOS meeting 02/04/2025, Agenda Item H.1 (Transfer station closures)

From michael day <mddayelectric@att.net>
Date Fri 1/31/2025 3:01 PM
To Danielle Bondshu <dbondshu@mariposacounty.org>

A Modest Proposal

One of the primary purposes of any government is to provide public goods and services: Governments provide essential services such as healthcare, education, transportation, and infrastructure. Taking care of our garbage is one these services.

The condition of our garbage handling in Mariposa County is now a problem due to mismanagement for many years. It has gotten to the point now that it is necessary for sacrifices to be made by all, to get it right. The county staff suggests that the solution to our problems is to close down two garbage transfer stations. One in Hornitos and one in Coulterville. These two transfer stations account for only 3.5% of the short fall (-29,854 dollars vs -836,739 dollars) in the operation, in order to make it solvent. This does not, however, address the real problem with the dump. It also does not address the real problem in this county.

We do not have an excess of services in this county. We have an excess of salaries.

The Solid Waste & Recycling Manager makes $118,175 a year.

The Solid Waste Superintendent makes $81,054 a year.

The Solid Waste Maintenance Worker III makes $61,417 a year.

We have 5 Solid Waste Maintenance Workers II, making a combined $279,322 a year ($55,864.40 each).

We also have Maintenance Worker I, three Extra Help and an Account Clerk I who combine to add $149,564 to the yearly salaries at the Landfill alone.

This total amounts to $689,532 to the total shortfall of $836,739. With Revenues of only $1,825,886 the transfer stations and landfill would have to increase their rates by a factor of 54%. Cans would go to $7.70. Cubic yard rate would go to $46.20. This is all based on the data provided by the landfill study from last year.

However, what if we look at a different approach to this?

The average salary of the Executive branch of our county government is $155,021 per year. We pay a total of $3,028,858 for these 22 positions. My data is based on

last year's information, it does not include recent raises they all received. If we reduce their salary by 2% we can recover $60,577.

The average salary of the 259 Non-Executive county positions (excluding "Extra Help) is $83,699. We pay a total of $19,836,772. If we reduce their pay by 2% we can recover $457,312. If negotiating with the unions becomes a problem we can simply lay-off 6 employees and can recover $502,194.

This will return to county $517,889 (or $562,769 if lay-offs are required). This will still require an increase at the transfer stations and the landfill, but it would be only a 10% rise ($5.50 a can and $33. Per cubic yard).

This will make the up shortfall and enable us to retain all of the transfer stations and build a path to solvency for the Waste Management System in our county.

And now the CAO wants to create a new position that pays over $161,000 a year.

The most important thing to remember about this and all these numbers is this, the Median per capita income in district 2 is only $34,160. The county employees far outpace the residents that are ultimately paying the tab. We are willing to pay our fair share, but we will resist, earnestly, removal of our services. The Transfer Stations are essential to our lives.

Sincerely,
Michael Day
10170 Holtzel Road
Coulterville, CA 95311

MARIPOSA COUNTY

Board of Supervisors

Information Item

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Jeremy Briese, Sheriff

RE: Receive a Presentation by Architectural Engineering, Consulting, Operations and Maintenance (AECOM), Providing an Update on Mariposa County's Local Hazard Mitigation Plan Update 2025

RECOMMENDATION AND JUSTIFICATION

Receive a Presentation by Architectural Engineering, Consulting, Operations and Maintenance (AECOM), Providing an Update on Mariposa County's Local Hazard Mitigation Plan Update 2025.

Over the past few months, Mariposa County has been updating its Local Hazard Mitigation Plan (LHMP). An LHMP is a type of pre-disaster plan that helps communities identify hazards and disasters, understand vulnerabilities, and develop long-term risk-reduction strategies to become more disaster resilient. An LHMP is also required by the Federal Emergency Management Agency to receive certain types of federal funding, and it must be updated and approved every five years.

Our draft plan is ready for public review and comment. It has been written to meet all 34 local mitigation planning requirements outlined in the Code of Federal Regulations. It has also been written to more closely align with other County plans, including the Mariposa Creek Parkway Master Plan, Mariposa County Community Wildfire Protection Plan, and the Mariposa County Recreation & Resiliency Plan.

BACKGROUND AND HISTORY OF BOARD ACTIONS

Following any update to the County's Plans, the revised plan is posted on the County's website for public comment and is also presented during the Board of Supervisors meeting scheduled for that date. These actions ensure the Local Hazard Mitigation Plan Update 2025 is presented to the public, allowing for compliance with regulations, transparency, and potentially securing vital funding and community support for mitigation efforts.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

The consequences of failing to present the update as required to the public could include: the loss of eligibility for hazard mitigation project funding, non-compliancy with legal or regulatory requirements, and reduction of public confidence in the County's commitment to disaster preparedness and transparency.

FINANCIAL IMPACT

There is no financial impact to the County's general fund for presenting the update, as the cost has already been covered by the funding allocated for the plan update.

ATTACHMENTS

None

MARIPOSA COUNTY

Board of Supervisors

Agenda Item – No Resolution Requested

MEETING:	February 4, 2025
TO:	The Board of Supervisors
FROM:	Joe Lynch, County Administrative Officer
RE:	Discussion and Possible Direction Regarding the Compensation Study of Mariposa County from Human Resources

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RECOMMENDATION AND JUSTIFICATION

Discussion and Possible Direction Regarding the Compensation Study of Mariposa County from Human Resources.

Mariposa County Human Resources has conducted a compensation study to show where the County is ahead or behind in total compensation with relevant labor markets. Survey results will show labor market salary comparisons, employee benefits, and areas where opportunity exists to make positive changes for the County and employees. Any changes to the compensation of employees represented by a bargaining unit will require the County to meet and confer with the respective bargaining units.

BACKGROUND AND HISTORY OF BOARD ACTIONS

Compensation studies are typically performed on a cyclical schedule during labor negotiations.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

The Board of Supervisors may approve, reject, or alter the suggestions as necessary as this presentation does not request immediate action.

FINANCIAL IMPACT

The fiscal impact on the general fund is dependent upon the range of acceptance of the proposed recommendations.

ATTACHMENTS

1. **CompStudy_Presentation_01292025**
2. **NarrativeReport_Draft_01162025**
3. **SurveyResults_01292025**
4. **Public Comment - Barbara Cone**

Mariposa County

Compensation Survey Report

Prepared by:
Chris Ferbrache, Senior Administrative Analyst
Human Resources

1/25/2025

Introduction

- Salary surveys are typically conducted every four (3) to five (5) years and are typically related to union negotiations.

- Human Resources started the project to produce a total compensation survey during the summer of 2024.

Introduction

- All suggestions are separate from one another unless noted.
- The Board of Supervisors are encouraged to revise, reject, or recommend, as necessary.
- All suggestions the Board of Supervisors recommends pursuing will require meeting and conferring with the relevant labor union organizations.

Note: The salary data for this compensation survey is intended to be current as of November 1st, 2024. Due to the different expiration dates of employee labor units, this cutoff date was selected, which includes the most recent scheduled SEIU and MCMCO cost of living adjustment from the first of November.

Comparison Counties

- Salary and employee benefit data was collected by surveying eight (8) counties.
- Data and benefit information were collected by utilizing a survey sent to the selected counties after making initial contact on the phone.
- The counties provided varying degrees of support in gathering requested information.

- Amador
- Calaveras
- Colusa
- Glenn
- Madera
- Merced
- Plumas
- Tuolumne

Benchmark Classifications

- Benchmark classifications are considered “Journey level,” that is, classifications where the employee is fully trained and possesses sufficient skills and knowledge for the position or occupation.

- Flexible classifications are those with multiple levels of the same general classification. Flex one (1) classifications are typically not considered Journey level as they are a “learning” level; typically, flex two (2) levels are the Journey, and level three (3) are typically the advanced level.

- Classifications consisting of only one (1) level, i.e., the level is absent, are typically Journey level unless the particulars of the classification suggest otherwise.

Process and Data Collection

- From these similar counties, 163 designated benchmark matches were attempted.
- The benchmark classifications were compared using the minimum, midpoint, and maximum median of the cash salary (pre-benefits) and with benefits included.
- A match will be at least 70%, the same as the Mariposa County benchmark class.
- The final report is designed to be viewed online or printed on legal 11x14 paper in landscape orientation.

General Findings for Mariposa County

Of 163 benchmark classifications, Mariposa County is:

Cash Salary (Pre-benefits)

- 2.06% ahead of the market compared to the labor market median.

Total Compensation:

- 7.49% ahead on average compared to the labor market minimum.
- 5.04% ahead on average compared to the labor market median.
- 3.28% ahead on average compared to the labor market maximum.

Suggestion #1

The *Mariposa County Compensation Philosophy* does not specify the ideal difference between supervisory and non-supervisory classes. *(For example, 10% or greater between supervisor and subordinate and between 5% to 10% for typical inter-job family classification steps).*

Therefore, the overall structure of the inter-classification relationship with the same job family must be determined (range) before making revisions.

The following slide provides the below market benchmark results.

For the complete set of benchmark results, see the associated survey report.

Benchmark Results – Behind the Market

Classification	*Matches#*	*Total Compensation Median Difference %*	*Total Compensation Maximum Median Diff of Maximum %*
Agricultural Commissioner and Sealer of Weights	8	-4.34%	-4.81%
Assessor Recorder	8	-11.08%	-11.08%
Assistant Assessor/Recorder	8	-7.41%	-11.44%
Assistant Auditor	7	-4.56%	-10.02%
Assistant Chief Probation Officer	6	-3.08%	-7.91%
Assistant County Administrative Officer	6	-2.47%	-3.05%
Assistant District Attorney	8	-5.20%	-9.11%
Board of Supervisors	7	-23.86%	-23.86%
Chief Probation Officer	7	-0.52%	-5.56%
Clerk of the Board	5	-1.43%	-3.29%
County Administrative Officer	8	-7.17%	-8.50%
County Counsel	8	-1.31%	-1.90%
County Librarian	7	-2.89%	-3.58%
District Attorney	8	-10.30%	-10.30%
Environmental Health Manager	8	-6.69%	-14.69%
Equipment Mechanic - Heavy Equipment	7	-3.47%	-3.50%

Benchmark Results – Behind the Market

Classification	*Matches#*	*Total Compensation Median Difference %*	*Total Compensation Maximum Median Diff of Maximum %*
Equipment Mechanic Supervisor	4	-11.88%	-12.22%
Executive Assistant	5	-10.27%	-11.75%
Mental Health Clinician	7	-7.01%	-11.41%
Office Assistant II	8	-0.63%	-1.28%
Planner II	8	-5.05%	-5.35%
Program Manager	7	-9.66%	-9.74%
Registered Nurse	6	-3.25%	-9.02%
Sheriff Captain	6	-3.95%	-4.00%
Sheriff Dispatcher	7	-7.14%	-7.14%
Sheriff Evidence Technician	4	-10.22%	-7.55%
Sheriff Lieutenant Patrol	5	-3.18%	-3.24%
Sheriff Undersheriff	8	-1.82%	-7.33%
Sheriff/Coroner	8	-3.86%	-4.07%
Solid Waste/Recycling Manager	4	-10.36%	-10.13%
Staff Services Analyst II	7	-3.92%	-4.15%
System Support Analyst	4	-0.98%	-11.42%

Benchmark Results – Behind the Market with Less than Three Matches

Classification	*Matches#*	*Total Compensation Median Difference %*	*Total Compensation Maximum Median Diff of Maximum %*
Business Systems Analyst II	2	-11.64%	-12.52%
County Engineer	2	-13.78%	-26.86%
Deputy Director of Adult/Aging	1	-9.65%	-9.70%
Equipment Operator - Solid Waste	3	-30.34%	-30.37%
Jail Lieutenant	3	-6.55%	-12.28%
Kitchen Assistant	1	-0.26%	-0.26%
Plant Operator II	2	-11.24%	-27.87%
Program Assistant II	3	-1.78%	-1.76%
Public Works Superintendent	2	-6.25%	-6.04%
Senior Nutrition Cook/Supervisor	2	-47.52%	-47.60%
Senior Plant Operator	1	-4.98%	-14.21%
Staff Development Coordinator	2	-7.17%	-7.15%
Survey Technician	1	-13.01%	-13.00%

Suggestion #2

- Comparing similar classifications from similar counties is typically the best method of determining market rate salary determination, with a few exceptions.
- California is amid a nursing shortage expected to last until 2035. According to the California Health and *Human Services Agency (CalHHS),* the Mariposa/Midpines Registered Nurse Shortage Area is designated as “Medium” (out of *None*, *Low*, *Medium*, and *High*) due to the number of licensed nurses vs the population.
- Due to this nursing shortage, registered nurses enjoy increased demand, primarily from the private industry.
- The result is a salary comparison strictly within comparable counties yields results which are below the true market rate for Registered Nurses.

(See the following for related resources: https://data.chhs.ca.gov/dataset/registered-nurse-shortage-areas-in-california and https://data.chhs.ca.gov/dataset/a2f39ff5-b212-4d96-aa40-8a977d64b84b/resource/b0a05d3e-6d39-4168-9d47-15a3e29569ff/download/rnsa.pdf)

Suggestion #2 - Continued

Utilizing the standard county comparators results in salaries that fall between the 10th ($83,510) and 25th ($105,390) percentile for Registered Nursing (RN) salaries in California *(O*Net Online -29-1141.00 - Registered Nurses[1].*

Table 1, Registered Nurse results from total compensation Min, Mid, Max, (from left to right) in addition to the median of the comparable counties.

Mariposa County:	$85,094.01	$92,583.60	$92,977.79
Comparable Median (+/-)	$84,985.89	$95,589.68	$101,367.23
Median Difference (+/-)%	0.13%	-3.25%	-9.02%

*[1]O*Net Online -29-1141.00 - Registered Nurses, accessed: 11/7/2024, https://www.onetonline.org/link/localwages/29-1141.00?zip=95338*).

Suggestion #2 - Continued

The most effective method of capturing the needed information to gain a more accurate market rate salary is to use public and private data from the Bureau of Labor Statistics (BLS):

- *North Valley-Northern Mountains Region of California nonmetropolitan area (NVMR*) consisting of Colusa, Glenn, Lassen, Modoc, Nevada, Sierra, Siskiyou, Tehama, and Trinity counties and;
- *Eastern Sierra-Mother Lode Region of California nonmetropolitan area (ESML) consisting of* Alpine, Amador, Calaveras, Inyo, Mariposa, Mono, and Tuolumne *counties. (See the table below)*

		Minimum	Middle	Maximum
Bureau of Labor Statistics - Northern	Registered Nurse 29-1141.00	92,140.00	130,690.00	162,800.00
Bureau of Labor Statistics - Eastern	Registered Nurse 29-1141.00	86,860.00	128,390.00	161,890.00

*[1]O*Net Online -29-1141.00 - Registered Nurses, accessed: 11/7/2024, https://www.onetonline.org/link/localwages/29-1141.00?zip=95338*).

Suggestion #2 - Continued

When the BLS data is added to the regular comparison counties, the results show the registered nurse salary is below the median by up to -16.95 % (See table below)

Table 3, Summary results (with benefits) utilizing BLS Northern and Eastern data with regular comparison counties Min, Mid, Max (from left to right).

Mariposa County:	$85,094.01	$92,584.60	$92,977.90
Comparable Median (+/-)	$86,962.08	$101,465.97	$108,741.65
Median Difference (+/-)%	-2.20%	-9.59%	-16.95%

(The full table is available in the full report)

Suggestion #2 - Continued

Due to the relationship between the Registered Nurse and the Public Health Nurse classifications I-II, all three (3) must be moved and adjusted simultaneously to avoid compaction.

Therefore, the full recommendation is to link the following.

1. Increase the Registered Nurse Classification's base salary by 14% and update the remaining steps 2-5 to maintain a 5% increase between each step.
2. Increasing the Public Health Nurse I Classification base salary by 7.5% above the Newly increased Registered Nurse Classification Step-1 Salary.
3. Increase the Public Health Nurse II Classification base salary by 7.5% above the Newly Increased Public Health Nurse Step-1 Salary and update steps 2-5 to maintain a 5% increase between each step *(See the table on the following slide)*

Suggestion #2 - Continued

Current (annual)	Registered Nurse	Public Health Nurse I	Public Health Nurse II
Step1	$ 68,796.26	$ 76,015.93	$ 83,989.82
Step2	$ 72,236.08	$ 79,816.73	$ 88,189.31
Step3	$ 75,847.88	$ 83,807.56	$ 92,598.78
Step4	$ 79,640.27	$ 87,997.94	$ 97,228.72
Step5	$ 83,622.29	$ 92,397.84	$ 102,090.15
Proposed	**Registered Nurse**	**Public Health Nurse I**	**Public Health Nurse II**
Step1	$ 78,427.74	$ 84,309.82	$ 90,633.06
Step2	$ 82,349.13	$ 88,525.31	$ 95,164.71
Step3	$ 86,466.58	$ 92,951.58	$ 99,922.94
Step4	$ 90,789.91	$ 97,599.16	$ 104,919.09
Step5	$ 95,329.41	$ 102,479.11	$ 110,165.05

Suggestion #2 - Continued

To provide adequate spread between the nursing classifications and to aid in competitiveness in a problematic healthcare labor market, a 10% increase to the base salary of the Nurse Practitioner classification is recommended to prevent the classification from falling behind the private labor market. (*California Nurse Practitioners earn an average of $164,050 annually)*[1]

Current (Annual)	Registered Nurse Practitioner Annual (base) Salary
Step1	$ 117,584.48
Step2	$ 123,464.64
Step3	$ 129,638.08
Step4	$ 136,121.44
Step5	$ 142,929.28
Proposed	
Step1	$ 129,342.93
Step2	$ 135,810.07
Step3	$ 142,600.58
Step4	$ 149,730.61
Step5	$ 157,217.14

[1] *O*Net Online, https://www.onetonline.org/link/localwages/29-1171.00?zip=95338*

Suggestion #3

- Currently, in Mariposa County, some extra help hourly wage steps are different from their full-time equivalent. When the extra help rate is significantly greater than the full-time equivalent, this creates inequities.

- To resolve this issue, the extra help salaries should be set to the full-time rate. All incumbents receiving more than the current full-time rate would be Y-Rate'd (meaning the incumbent would receive the higher wage until a break in service occurs. All new employees would receive the reset (new) rate.

Suggestion #4

Transition to a range system with 5% between steps and 1% to 2.5% between ranges (for example). A range will streamline applying adjustments, minimize calculation errors, and strengthen internal equity between positions. *(The following table is an example)*

Range	Step 1	Step 2	Step 3	Step 4	Step 5
1	$19.00	$19.95	$20.95	$21.99	$23.09
	$39,520.00	$41,496.00	$43,570.80	$45,749.34	$8,036.81
2	$19.19	$20.15	$21.16	$22.21	$23.33
	$39,915.20	$41,910.96	$44,006.51	$46,206.83	$48,517.18

Next Steps

1. Seek guidance regarding suggestion #1, including the Board of Supervisors' overall wishes regarding the benchmark classifications below the market, including the effects on the other classifications within the same job family.
2. Seek guidance regarding suggestions #2 to #4.

THANK YOU!

Notes

Amador

- Approximately 50% of employee union units do not contribute to SSI.
- https://www.amadorgov.org/departments/human-resources/job-descriptions/-npage-2
- https://www.amadorgov.org/departments/human-resources/memorandum-of-understandings-mou-s
- https://www.amadorgov.org/departments/human-resources/classification-and-wage-plans

Calaveras

- Calaveras utilizes seven (7) steps, non-longevity steps. To adapt the salary scale to a five (5) step scale, the highest step, highest, and lowest step (1 & 7) became step (1 & 5). The middle two steps (3 & 4) became the midpoint value. Lastly, the average of the midpoint and greatest value becomes the value for step 4, and the average between the lowest value and the midpoint becomes step 2.
- Calaveras County does not contribute to SSI.
- https://www.governmentjobs.com/careers/calaverascounty/classspecs
- https://humanresources.calaverasgov.us/Employee-Resources/MOUs
- https://humanresources.calaverasgov.us/Portals/HumanResources/Documents/Salary%20Grade/Current%20Salary%20Grade%20Report%20post%2012.16.24.pdf?ver=FLSPGzHiJRheTUPqMOlTLQ%3d%3d

Notes

Colusa

- Colusa utilizes a fifteen (15) step salary scale, which does not include longevity. Like Calaveras County, the salary scale was adapted to five (5) steps without compromising the minimum, mid, and maximum salaries.
- Positions vary between 162.5 to 173.33 hours per month. Total compensation calculations remain valid since compensation comparisons are performed with annual salaries.
- The Director of Public Works/Airport Operations may serve as the County Surveyor.
- https://www.countyofcolusaca.gov/638/Job-Class-Table-and-Salary-Schedules
- https://www.countyofcolusaca.gov/127/Memorandums-of-Understanding

Notes

Glenn

- Glenn and Mariposa counties are the only counties with specific detective positions. Other counties reference investigative or detective-type functions in law enforcement officers' job descriptions.
- A private contractor performs some or all surveyor functions.
- Glenn County has two (2) versions of the Director of Public Works, one (1) with a license and one (1) without. (Either Land Surveyor or Engineer qualify)
- The Staff Development role is done by an Administrative Services Analyst III.
- https://www.countyofglenn.net/government/departments/personnel/job-opportunities/job-descriptions
- https://countyofglenn.net/node/26417
- https://www.countyofglenn.net/resources/personnel-resources-memoranda-understanding-mous/glenn-county-general-unit-mou

Notes

Mariposa

- Agricultural Program Specialist I, II, III – These job descriptions are USDA contracted in other counties.
- Maintenance Worker I, II, and III classifications for facility, road, and general maintenance worker roles. Comparison counties frequently use distinct classifications for road and general maintenance worker functions.
- Various types of hybrid classifications are used to perform the Sheriff Evidence Technician classification in different counties.
- Certain Deputy Director classifications in HHSA are difficult to match accurately due to the various organizational types of Health and/or human services in different counties.
- In other counties, the functions of the Senior Plan Operator and Plant Operator II classifications are not necessarily performed by the county.
- The Treasurer/Tax Collector/County Clerk classification of Mariposa is unique. Matches were made with two (2) of the three classification aspects.
- Other counties include the County Engineer's role in the Director of Public Works position.

Notes

Madera

- Madera County utilizes five (5) steps and an eight (8) step salary scale.
- https://www.maderacounty.com/government/human-resources/labor-relations
- https://www.maderacounty.com/government/human-resources/classification-and-compensation

Notes

Merced

- Assistant Auditor/Controller – Certified Public Accountant (CPA), Public Accountant, or Certified Internal Auditor required.
- The Merced County Employees' Retirement Association (MercedCERA) is a public employee retirement system established in 1950. MercedCERA operates under the authority of the California State Government Code, Section 31450 et. seq., the County Employees' Retirement Law of 1937 (CERL), and Section 7522 et.seq. (PEPRA).
- https://www.countyofmerced.com/2135/Existing-MOUs
- https://www.governmentjobs.com/careers/merced/classspecs
- https://www.countyofmerced.com/DocumentCenter/View/1210

Notes

Plumas

- Nine (9) steps, five (5) annual steps, and four (4) longevity steps.
- The Auditor-Controller, Board of Supervisors, County Clerk-Recorder, Deputy Sheriff II, Division Director of Environmental Health, Junior Engineer, Sheriff Sergeant, and Sheriff-Coroner classifications were matched by title only.
- The Health Education Coordinator II classification is a good match for the Public Health Coordinator classification, but the salary is not listed.
- https://www.plumascounty.us/2729/Pay-Schedules
- https://www.plumascounty.us/2730/JOB-CLASSIFICATION-PLAN-Job-Descriptions

Tuolumne

- The Emergency Medical Services Coordinator classification was matched only by the title.
- https://www.tuolumnecounty.ca.gov/DocumentCenter/View/11761/Classification-Listing
- https://www.tuolumnecounty.ca.gov/410/Labor-Relations

Benefits Comparison									
	Mariposa	**Madera**	**Merced**	**Colusa**	**Calaveras**	**Tuolumne**	**Amador**	**Plumas**	**Glenn**
Education Reimbursement / Differential	$200 per semester; MCMCO Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology; SEIU 0% selected certificates, $700 mnth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp; SMA $150 per semester ann max of $300; POST Intermediate +2.5%, POST Intermediate +2.5%, POST Supervisory +2.5%, POST Management +2.5%; For Custodial Sergeant, Jail Lieutenant, and Assistant Chief of Probation 2.5% for supervisor and/or management STC; DSA, $150 per semester with an annual max of $300; POST Intermediate certificate +2.5%, POST Advanced Supervisory certificate +2.5%	DSA and Officer Management Unit (2.5%) for Crisis Intervention, Hostage Negotiations, or completing a course of education in Basic Crisis Negotiations offered by the US Department of Justice, Federal Bureau of Investigations. Probation Administrator Unit Rangemaster will be compensated, during the period of assignment, with a two and one-half percent (2.5%) differential; Deputy Probation unit, Intermediate, Advanced and/or Supervisory P.O.S.T. Certificate. Said incentive pay shall be 5%, 2.5%, and/or 2.5%, respectively, for each certificate, (EMT) will be eligible to receive a two-and-one-half percent (2.5%)	Seargent Association 5% for the POST Supervisor certificate; employees with a valid POST District Attorney investigator transition certificate shall be paid $250 annually. POST Advanced & 10 years 7.5%, POST advanced 15 years, 10%; Corrections Association/DSA Post Advanced & 10 years 7.5%, Post advanced 15 years, 10%; Attorney's Association $1,500 per fiscal year	Safety Management Unit, POST Intermediate (2.5%), POST Advanced (2.5%), and Post Management (2.5%) Sheriff's Lieutenants and the Assistant Sheriff shall be eligible to receive Educational Incentive Pay of (2.5%) for an Associate's Degree or (5.0%) for a Bachelor's Degree (BA/BS); DSA including above FTO 7%.	Sheriff's Management Unit AA Degree 3%, Advanced POST Certificate 5%, AA Degree and Advanced POST Certificate 7.5%, BA or BS Degree 5.5%, BA or BS Degree and Advanced POST Certificate 10%, Master's Degree 10%, POST Supervisory Certificate 3.5%, POST Management Certificate 3.5%,	POST Intermediate (3%); POST Advanced (7%); and POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	Sheriff's Office Mid Management, Associate Degree or who has completed sixty (60) units by an accredited college or university will receive an hourly premium equal to 2.5%; Bachelor's Degree will receive an hourly premium equal to 5%; POST; DSA Associate Degree or who has completed sixty (60) units +2.5%, Bachelor's Degree +5%.	Sheriff's Mid Management and department 3% and 5% for Intermediate and Advanced POST, FTO 5%	DSA Intermediate POST and/or BA/BS +5%, Advanced POST and/or +college units after BA/BS +10%, Supervisory POST and/or MA or PHD +15%; SMA POST incentive from 5% to 15% respective to Intermediate, Advanced, and Supervisory certifications.
Medical Dental Vision	Medical $500, Dental $40.1, Vision $8.6	Medical $846.13, Dental $34.64 Vision $10.28	Medical $924 Dental $0 Vision $0	Medical $ 917.75 Dental $ 45 Vision $ 10.25	Medical $ 748.08 Dental $ 47.1 Vision $ 13.5	Medical $0 Dental $0 Vision $0	Medical $ 705.26 to 902 Dental $31 to 35.9 Vision $15.12 to 16.84	Medical $ 1254.7 Dental $ 34.6 Vision $ 11.74	Medical $ 1053.15 Dental $0 to 34.47 Vision $7.18

Benefits Comparison									
	Mariposa	**Madera**	**Merced**	**Colusa**	**Calaveras**	**Tuolumne**	**Amador**	**Plumas**	**Glenn**
Flex benefits	$454.39 to $1340.	$0	$0	$50	$0	$1100	$0	$0	$0
Longevity	MCMCO and SEIU cash bonuses at Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575); At 10 years +3%, 15 years +3%, 20 years +3%	at 10 years 5%, 15 years 7.5%, 20 years 10%	N/A	The regular salary scale is 15 steps. Elected and Department Heads A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	5% increase after years 7,10, 14, 18, and 21.	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%
Vacation Cashout	MCMCO 40 hrs, SEIU 80 hrs, DSA/SMA 80 hours.	0 to 80 hrs per year, depending on the unit.	20 to 60 hrs per year, depending on the unit.	N/A	N/A	120 to 300 per fiscal year, depending on the unit.	0 to 40, depending on the unit.	20 to 40 hrs per year, depending on the unit.	40 to 80 hrs per year, depending on the unit.
Retirement	2%@62, 2.7%@57 for safety	2%@62, 2.7%@57 for safety	(MercedCERA) retirement.	2%@62 and Safety 2.7% @ 57	2%@62 and Safety 2.7% @ 57	2% at 62, Safety 2.7% at 57	2% at 62, Safety 2.7% at 57	2% @ 62 and 2.7%@ 57 for Safety	2% @ 62 Multiple for Safety 2.7%@ 57, 2.5% @ 55 3% @50;
Supplemental Security Income (SSI)	Yes	Yes	Yes	Yes	No	Yes	Varies	Yes	Yes

Benefits Comparison									
	Mariposa	**Madera**	**Merced**	**Colusa**	**Calaveras**	**Tuolumne**	**Amador**	**Plumas**	**Glenn**
Miscellaneous	Canine Pay $243.36 per month, Life insurance $10,000 to $30,000 for employees,	Bilingual pay ($85) per month; Department heads/elected 6.67 to 14 hours of vacation.	Management 96 hours management time off per year,	457 $100 match, Bilingual Pay of $80 00 per month. Department heads Receive Vacation, Sick, 10 days of management leave,	Bilingual $75 per month, deferred comp match of $50 per month, Department heads 40 hours of management time off (MTO) per year,	Down Payment Assistance (DPA), up to 5.5%;	Down Payment Assistance up to 5.5%, $23.08, 457 match, SSI is paid by the employer unless law enforcement; $12,000 life insurance,	Life Insurance is $20,000; Bilingual pay is $35 per month, Department Heads Administrative leave is 40 hours per year,	$10,000 to $50,000 Life Insurance, Bilingual $.75, Department Heads 96 hours of paid sick time annually, 88 hours annual vacation.

Table 2, Benefits Comparison.

Mariposa County Compensation Survey Report

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1/26/2025

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Scope

At the request of the Mariposa County Administration, a total compensation survey was performed to obtain labor market salaries for similar Mariposa County positions while considering changes to increase competitiveness. Considerations and suggestions are separate from one another unless specified. The Board of Supervisors is encouraged to revise, reject, or recommend as necessary. All suggestions the board of supervisors recommends pursuing will require meeting and conferring with the relevant labor union organizations before full board approval. Suggestions are intended to help correct future problems with compaction, recruitment, and retention. Due to financial resources, many of the following suggestions may be performed in phases.

The salary data for this compensation survey is intended to be current as of November 1st, 2024. Due to the different expiration dates of employee labor units, this cutoff date was selected, which includes the most recent scheduled SEIU and MCMCO cost of living adjustment from the first of November.

Comparison Counties

Salary and employee benefit data was collected by surveying eight (8) counties. Data and benefit information were collected by utilizing a survey sent to the selected counties after making initial contact on the phone. The counties provided varying degrees of support in gathering requested information. These eight counties included in the survey are:

- Amador
- Calaveras
- Colusa
- Glenn
- Madera
- Merced
- Plumas
- Tuolumne

Benchmark Classifications

Benchmark classifications are considered “Journey level,” that is, classifications where the employee is fully trained, i.e., the employee possesses sufficient skills and knowledge for the position or occupation.

Flexible classifications are those with multiple levels of the same general classification. Flex I classifications are typically not considered Journey level as they are a “learning” level; typically, flex two (II) levels are the Journey, and level three (III) are typically the advanced level.

Classifications consisting of only one (1) level, i.e., the level is absent, are typically Journey level unless the particulars of the classification otherwise. This study has designated the following classifications as “benchmarks.”

Process and Data Collection

This study aimed to compare job positions/classifications from eight (8) selected California counties identified as similar to the 161 designated benchmark classifications. The benchmark classifications will be compared using minimum, middle (mid-point), and maximum cash value and again with benefits. A match will be at least 70%, the same as the Mariposa County benchmark class. The final report is designed to be viewed online or printed on legal 11x14 paper in landscape orientation.

Definitions

- *Salary Data:* Salary is expressed as minimum, middle, and maximum annual for the salary range (steps).
- *Median:* For an odd number of data, a comparison value is found by arranging the values from smallest to greatest and selecting the middle value. When an even number of counties (data) is represented, the two (2) middle values are averaged to arrive at the median. *(Note: outliers affect median calculations less, i.e., extremely high or low values compared to average calculations.)*
- *Cash Compensation:* annual gross salary of the classification without benefits.
- *Cash Median Difference %:* The Mariposa median salary minus compable counties median salary divided by Mariposa annual gross salary. *See below*

$$\frac{\text{Mariposa Cash Median} - \text{Comparable Cash Median}}{\text{Mariposa Cash Median}}$$

- *Total Compensation Median Difference %:* The Mariposa total compensation median salary minus comparable counties' total compensation median salary divided by the Mariposa total compensation salary. (This includes cash compensation and annual flexible medical, vision, and dental benefits for the employee only. Annual Supplemental Security Income (SSI) is included where applicable.) *See below.*

$$\frac{\text{Mariposa Total Compensation Median} - \text{Comparable Total Compensation Median}}{\text{Mariposa Total Compensation Median}}$$

- *Non-Caculatable Benefits:* Differential benefits vary amongst classifications and functions, such as on-call, education uniform reimbursement, etc.

Benchmark Results

Classification	*Cash Median Difference %*	*Matches #*	*Total Compensation Median Difference %*	*Total Compensation Maximum Median Difference %*
4-H Youth Coordinator	*11.30%*	2*	*6.50%*	*0.93%*
Account Clerk II	*-0.01%*	6	*0.88%*	*-2.94%*
Accountant II	*16.29%*	6	*13.91%*	*13.93%*
Accounting Technician II	*1.78%*	7	*6.40%*	*6.38%*
Administrative Analyst II	*1.98%*	3*	*10.88%*	*10.66%*
Administrative Technician	*11.36%*	3*	*17.97%*	*16.86%*
Agricultural Commissioner and Sealer of Weights	*-6.07%*	8	*-4.34%*	*-4.81%*
Agricultural Standards Program Technician II	*23.72%*	5	*25.13%*	*20.87%*
Agriculture Standards Inspector II	*19.62%*	7	*16.66%*	*16.62%*
Alcohol and Drug Specialist II	*-1.28%*	6	*2.50%*	*1.88%*
Animal Control Officer	*7.95%*	5	*6.16%*	*6.20%*
Appraiser II	*7.57%*	8	*6.72%*	*6.08%*
Assessment-Recording Clerk II	*1.38%*	6	*1.36%*	*1.35%*
Assessment-Recording Office Manager	*4.23%*	3*	*11.68%*	*11.64%*
Assessor Recorder	*-19.23%*	8	*-11.08%*	*-11.08%*
Assistant Assessor/Recorder	*-15.49%*	8	*-7.41%*	*-11.44%*
Assistant Auditor	*-16.99%*	7	*-4.56%*	*-10.02%*
Assistant Chief Probation Officer	*-15.75%*	6	*-3.08%*	*-7.91%*
Assistant County Administrative Officer	*-7.27%*	6	*-2.47%*	*-3.05%*
Assistant County Counsel	*5.51%*	7	*8.29%*	*8.27%*
Assistant District Attorney	*-14.37%*	8	*-5.20%*	*-9.11%*
Assistant Treasurer Tax Collector County Clerk	*-2.97%*	6	*2.38%*	*-1.61%*
Associate Engineer	*10.07%*	6	*9.86%*	*9.22%*
Auditor	*-3.85%*	8	*0.60%*	*0.60%*
Auditor-Appraiser	*12.71%*	6	*17.99%*	*17.41%*
Board of Supervisors	*-44.54%*	7	*-23.86%*	*-23.86%*
Building Department Director	*11.61%*	6	*12.87%*	*9.14%*
Building Inspector	*6.65%*	6	*5.38%*	*5.38%*
Business Systems Analyst II	*-19.62%*	2*	*-11.64%*	*-12.52%*
Cadastral Drafting Technician II	*12.36%*	4	*9.54%*	*9.57%*
Chief Deputy Treasurer/Tax Collector	*-4.54%*	5	*4.04%*	*4.01%*
Chief Probation Officer	*-3.25%*	7	*-0.52%*	*-5.56%*
Child Support Accounting Specialist	*27.32%*	2*	*23.02%*	*23.06%*
Child Support Specialist II	*21.04%*	4	*17.33%*	*17.34%*
Child Support Supervisor	*18.87%*	3*	*21.27%*	*21.25%*

Clerk of the Board	*-5.91%*	5	*-1.43%*	*-3.29%*
Code Compliance Technician	*5.80%*	8	*7.79%*	*5.66%*
Community Design Development Planner II	*1.56%*	3*	*0.23%*	*0.24%*
County Administrative Officer	*-9.55%*	8	*-7.17%*	*-8.50%*
County Counsel	*-6.97%*	8	*-1.31%*	*-1.90%*
County Engineer	*-20.83%*	2*	*-13.78%*	*-26.86%*
County Health Officer	*0.05%*	5	*0.66%*	*0.20%*
County Librarian	*-14.51%*	7	*-2.89%*	*-3.58%*
County Surveyor	*6.63%*	3*	*9.80%*	*9.80%*
Custodial Deputy	*1.03%*	4	*6.35%*	*6.30%*
Custodial Sergeant	*9.11%*	5	*8.03%*	*8.02%*
Custodian	*13.82%*	6	*10.10%*	*10.09%*
Deputy Agriculture Commissioner/Sealer	*6.17%*	8	*11.50%*	*11.67%*
Deputy Clerk of the Board II	*5.02%*	7	*11.20%*	*2.03%*
Deputy Director of Administrative Services	*11.07%*	1*	*15.45%*	*15.43%*
Deputy Director of Adult/Aging	*-17.29%*	1*	*-9.65%*	*-9.70%*
Deputy Director Of Behavioral Health	*1.74%*	5	*6.94%*	*5.64%*
Deputy Director of Public Assistance	*0.53%*	2*	*9.79%*	*9.87%*
Deputy Director of Public Health	*-10.91%*	3*	*2.70%*	*2.44%*
Deputy Director of Public Works	*3.43%*	5	*6.79%*	*6.75%*
Deputy District Attorney II	*9.44%*	7	*12.48%*	*12.47%*
Deputy Planning Director	*12.05%*	4	*14.66%*	*14.64%*
Deputy Probation Officer II	*6.77%*	7	*10.26%*	*10.26%*
Development Services Technician	*1.26%*	5	*1.91%*	*1.91%*
Director of Public Works and Transportation	*3.09%*	7	*3.73%*	*3.30%*
District Attorney	*-12.33%*	8	*-10.30%*	*-10.30%*
District Attorney Investigator II	*1.46%*	8	*5.55%*	*1.98%*
Division Director of Administrative Services	*13.12%*	1*	*16.36%*	*16.32%*
Division Director Of Health Services	*9.81%*	2*	*12.89%*	*12.88%*
Division Director of Human Services	*5.09%*	2*	*9.48%*	*9.66%*
Driver	*13.47%*	2*	*10.97%*	*10.98%*
Elections Clerk II	*13.54%*	5	*11.73%*	*11.80%*
Eligibility Specialist II	*18.33%*	7	*15.07%*	*15.08%*
Eligibility Supervisor	*0.21%*	6	*3.40%*	*2.64%*
Engineering Technician II	*-0.70%*	7	*1.65%*	*0.34%*
Environmental Health Manager	*-7.53%*	8	*-6.69%*	*-14.69%*
Environmental Health Specialist II	*4.71%*	9	*9.15%*	*3.45%*
Equipment Mechanic - Heavy Equipment	*-5.06%*	7	*-3.47%*	*-3.50%*

Equipment Mechanic Supervisor	*-9.03%*	4	*-11.88%*	*-12.22%*
Equipment Operator - Solid Waste	*-32.10%*	3*	*-30.34%*	*-30.37%*
Equipment Service Worker	*7.08%*	3*	*7.86%*	*6.71%*
Executive Assistant	*-4.53%*	5	*-10.27%*	*-11.75%*
Facilities Manager	*12.16%*	5	*13.01%*	*13.02%*
Fire Prevention Inspector II	*1.64%*	3*	*0.98%*	*-2.13%*
Fiscal Officer II	*19.99%*	7	*17.26%*	*11.95%*
Fleet Manager	*0.23%*	5	*7.38%*	*7.34%*
GIS Specialist II	*7.04%*	7	*8.38%*	*6.77%*
HHSA Director	*-0.68%*	5	*0.20%*	*-0.26%*
Information Systems Specialist II	*18.96%*	5	*17.54%*	*15.81%*
Jail Lieutenant	*-11.19%*	3*	*-6.55%*	*-12.28%*
Junior Engineer	*1.51%*	5	*4.75%*	*4.54%*
Kitchen Assistant	*0.46%*	1*	*-0.26%*	*-0.26%*
Legal Executive Assistant	*10.22%*	3*	*14.25%*	*14.25%*
Legal Secretary II	*-4.19%*	7	*1.50%*	*1.47%*
Library Assistant II	*7.27%*	7	*7.09%*	*6.87%*
Maintenance Supervisor	*13.70%*	4	*11.27%*	*11.28%*
Maintenance Worker II	*8.66%*	8	*10.16%*	*10.17%*
Maintenance/Construction Supervisor	*0.15%*	4	*0.33%*	*-9.86%*
Mental Health Assistant II	*4.89%*	5	*4.93%*	*4.87%*
Mental Health Clinician	*-7.94%*	7	*-7.01%*	*-11.41%*
Network Administrator II	*6.20%*	3*	*12.48%*	*12.29%*
Nurse Practitioner	*10.66%*	3*	*13.68%*	*13.70%*
Office Assistant II	*-2.00%*	8	*-0.63%*	*-1.28%*
Office Technician	*6.03%*	2*	*5.00%*	*4.99%*
Office Technician Supervisor	*19.16%*	4	*15.50%*	*7.32%*
Parks and Recreation Manager	*-4.16%*	1*	*3.69%*	*3.63%*
Payroll Specialist II	*16.08%*	5	*14.64%*	*14.64%*
PC Technician	*-4.71%*	5	*1.91%*	*1.68%*
Plan Checker/Inspector II	*21.40%*	4	*19.59%*	*18.98%*
Planner II	*-7.29%*	8	*-5.05%*	*-5.35%*
Planning Director	*10.76%*	4	*12.69%*	*8.50%*
Plant Operator II	*-13.90%*	2*	*-11.24%*	*-27.87%*
Probation Corrections Officer	*11.32%*	2*	*15.37%*	*8.51%*
Probation Technician	*6.50%*	3*	*6.71%*	*6.70%*
Program Administrator / ASOC / CSOC	*0.09%*	2*	*1.43%*	*-4.46%*
Program Assistant II	*0.06%*	3*	*-1.78%*	*-1.76%*
Program Manager	*-21.05%*	7	*-9.66%*	*-9.74%*
Program Specialist II	*0.77%*	3*	*5.57%*	*5.35%*

Psychiatric Mental Health Nurse Practitioner	*40.68%*	2*	*40.80%*	*40.39%*
Psychiatric Registered Nurse	*49.46%*	2*	*48.18%*	*48.18%*
Public Health Educator	*25.43%*	5	*24.03%*	*24.04%*
Public Health Emergency Response Coordinator	*17.70%*	4	*15.90%*	*12.45%*
Public Health Nurse II	*-8.72%*	7	*0.00%*	*-0.24%*
Public Health Nurse Manager	*9.81%*	7	*14.11%*	*14.10%*
Public Works Superintendent	*-16.02%*	2*	*-6.25%*	*-6.04%*
Recreation Supervisor	*21.60%*	1*	*17.60%*	*17.60%*
Registered Nurse	*-5.45%*	6	*-3.25%*	*-9.02%*
Roads and Bridges Manager	*11.50%*	6	*17.63%*	*14.98%*
Senior Account Clerk	*3.99%*	6	*3.95%*	*3.96%*
Senior Administrative Analyst	*9.23%*	4	*18.38%*	*14.89%*
Senior Agriculture Standards Inspector	*13.37%*	4	*12.72%*	*12.14%*
Senior Alcohol and Drug Specialist	*21.97%*	3*	*23.11%*	*23.12%*
Senior Civil Engineer	*6.14%*	8	*11.64%*	*1.00%*
Senior Community Design Development Planner	*21.24%*	1*	*13.93%*	*5.01%*
Senior Development Services Technician	*-0.16%*	4	*0.30%*	*-0.35%*
Senior Environmental Health Specialist	*16.08%*	5	*19.06%*	*15.99%*
Senior Geographic Information Systems Special	*21.52%*	4	*19.62%*	*19.06%*
Senior Library Assistant	*6.35%*	5	*10.80%*	*10.80%*
Senior Nutrition Cook/Supervisor	*-61.39%*	2*	*-47.52%*	*-47.60%*
Senior Office Assistant	*16.65%*	4	*12.61%*	*12.62%*
Senior Plan Check/Inspector	*16.47%*	7	*24.85%*	*24.67%*
Senior Planner	*20.30%*	5	*22.03%*	*22.01%*
Senior Plant Operator	*-7.18%*	1*	*-4.98%*	*-14.21%*
Sheriff Captain	*-12.68%*	6	*-3.95%*	*-4.00%*
Sheriff Deputy	*-5.77%*	8	*0.45%*	*-2.21%*
Sheriff Dispatcher	*-2.46%*	7	*-7.14%*	*-9.85%*
Sheriff Evidence Technician	*-13.40%*	4	*-10.22%*	*-7.55%*
Sheriff Lieutenant Patrol	*-13.68%*	5	*-3.18%*	*-3.24%*
Sheriff Sergeant	*-5.14%*	6	*4.81%*	*0.64%*
Sheriff Undersheriff	*-9.35%*	8	*-1.82%*	*-7.33%*
Sheriff/Coroner	*-6.36%*	8	*-3.86%*	*-4.07%*
Social Worker II	*6.15%*	8	*5.63%*	*5.00%*
Social Worker Supervisor II	*10.80%*	7	*13.92%*	*13.90%*
Solid Waste/Recycling Manager	*-18.91%*	4	*-10.36%*	*-10.13%*
Staff Development Coordinator	*-8.56%*	2*	*-7.17%*	*-7.15%*

Staff Services Analyst II	*-8.46%*	7	*-3.92%*	*-4.15%*
Supervising Custodian	*-10.00%*	3*	*0.33%*	*0.13%*
Supervising Probation Officer	*6.87%*	8	*14.40%*	*11.24%*
Survey Technician	*-13.53%*	1*	*-13.01%*	*-13.00%*
System Support Analyst	*-4.92%*	4	*-0.98%*	*-11.42%*
Technical Services Manager	*-5.69%*	6	*0.11%*	*0.07%*
Transit System Bus Driver	*7.65%*	2*	*5.59%*	*-3.53%*
Transportation Planner	*18.68%*	6	*16.70%*	*9.95%*
Treasurer/Tax Collector/County Clerk	*-25.66%*	7	*-17.55%*	*-17.55%*
Utilities Manager	*-8.73%*	1*	*0.22%*	*-1.20%*
Victim Witness Advocate	*-6.61%*	6	*-5.04%*	*-9.87%*
Victim Witness Coordinator	*-12.48%*	6	*-3.05%*	*-8.14%*

**Contains three (3) or less comparisons.*

Benchmark Results – Behind the Market with Less than Three Matches

Survey results with three or fewer matches are prone to excessive statistical error and are more likely to be affected by very large or very small salary values. Therefore, further analysis is recommended before making a salary conclusion based on the findings below.

Classification	*Cash Median Difference %*	*Matches#*	*Total Compensation Median Difference %*	*Total Compensation Maximum Median Diff of Maximum %*
Business Systems Analyst II	*-19.62%*	2	*-11.64%*	*-12.52%*
County Engineer	*-20.83%*	2	*-13.78%*	*-26.86%*
Deputy Director of Adult/Aging	*-17.29%*	1	*-9.65%*	*-9.70%*
Equipment Operator - Solid Waste	*-32.10%*	3	*-30.34%*	*-30.37%*
Jail Lieutenant	*-11.19%*	3	*-6.55%*	*-12.28%*
Kitchen Assistant	*0.46%*	1	*-0.26%*	*-0.26%*
Plant Operator II	*-13.90%*	2	*-11.24%*	*-27.87%*
Program Assistant II	*0.06%*	3	*-1.78%*	*-1.76%*
Public Works Superintendent	*-16.02%*	2	*-6.25%*	*-6.04%*
Senior Nutrition Cook/Supervisor	*-61.39%*	2	*-47.52%*	*-47.60%*
Senior Plant Operator	*-7.18%*	1	*-4.98%*	*-14.21%*
Staff Development Coordinator	*-8.56%*	2	*-7.17%*	*-7.15%*
Survey Technician	*-13.53%*	1	*-13.01%*	*-13.00%*

Table 1, Benchmark results - behind the labor market with three (3) or less matches.

General Findings

Of 163 Benchmark classifications, Mariposa County is:

- 2.06% ahead of the market compared to the labor market median base (pre-benefits) salary,
- 7.49% ahead of the market compared to the labor market minimum for total compensation,
- 5.04% ahead on average of the market compared to the labor market median for total compensation,
- 3.28% ahead on average of the market compared to the labor market maximum for total compensation.

Benefits Comparison

The table (table 3) on the following page (outlines employment benefits organized by county, which may be specific to a particular employee unit. The Mariposa County medical benefit values are from November 1st, 2024.

Benefits Comparison									
	Mariposa	**Madera**	**Merced**	**Colusa**	**Calaveras**	**Tuolumne**	**Amador**	**Plumas**	**Glenn**
Education Reimbursement / Differential	$200 per semester; MCMCO Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology; SEIU 0% selected certificates, $700 month MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp; SMA $150 per semester ann max of $300; POST Intermediate +2.5%, POST Intermediate +2.5%, POST Supervisory +2.5%, POST Management +2.5%; For Custodial Sergeant, Jail Lieutenant, and Assistant Chief of Probation 2.5% for supervisor and/or management STC; DSA, $150 per semester with an annual max of $300; POST Intermediate certificate +2.5%, POST Advanced Supervisory certificate +2.5%	DSA and Officer Management Unit (2.5%) for Crisis Intervention, Hostage Negotiations, or completing a course of education in Basic Crisis Negotiations offered by the US Department of Justice, Federal Bureau of Investigations. Probation Administrator Unit Rangemaster will be compensated, during the period of assignment, with a two and one-half percent (2.5%) differential; Deputy Probation unit, Intermediate, Advanced and/or Supervisory P.O.S.T. Certificate. Said incentive pay shall be 5%, 2.5%, and/or 2.5%, respectively, for each certificate, (EMT) will be eligible to receive a two-and-one-half percent (2.5%)	Seargent Association 5% for the POST Supervisor certificate; employees with a valid POST District Attorney investigator transition certificate shall be paid $250 annually. POST Advanced & 10 years 7.5%, POST advanced 15 years, 10%; Corrections Association/DSA Post Advanced & 10 years 7.5%, Post advanced 15 years, 10%; Attorney's Association $1,500 per fiscal year	Safety Management Unit, POST Intermediate (2.5%), POST Advanced (2.5%), and Post Management (2.5%) Sheriff's Lieutenants and the Assistant Sheriff shall be eligible to receive Educational Incentive Pay of (2.5%) for an Associate's Degree or (5.0%) for a Bachelor's Degree (BA/BS); DSA including above FTO 7%.	Sheriff's Management Unit AA Degree 3%, Advanced POST Certificate 5%, AA Degree and Advanced POST Certificate 7.5%, BA or BS Degree 5.5%, BA or BS Degree and Advanced POST Certificate 10%, Master's Degree 10%, POST Supervisory Certificate 3.5%, POST Management Certificate 3.5%,	POST Intermediate (3%); POST Advanced (7%); and POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	Sheriff's Office Mid Management, Associate Degree or who has completed sixty (60) units by an accredited college or university will receive an hourly premium equal to 2.5%; Bachelor's Degree will receive an hourly premium equal to 5%; POST; DSA Associate Degree or who has completed sixty (60) units +2.5%, Bachelor's Degree +5%.	Sheriff's Mid Management and department 3% and 5% for Intermediate and Advanced POST, FTO 5%	DSA Intermediate POST and/or BA/BS +5%, Advanced POST and/or +college units after BA/BS +10%, Supervisory POST and/or MA or PHD +15%; SMA POST incentive from 5% to 15% respective to Intermediate, Advanced, and Supervisory certifications.
Medical Dental Vision	Medical $500, Dential $40.1, Vision $8.6	Medical $846.13, Dental $34.64 Vision $10.28	Medical $924 Dental $0 Vision $0	Medical $ 917.75 Dental $ 45 Vision $ 10.25	Medical $ 748.08 Dental $ 47.1 Vision $ 13.5	Medical $0 Dental $0 Vision $0	Medical $ 705.26 to 902 Dental $31 to 35.9 Vision $15.12 to 16.84	Medical $ 1254.7 Dental $ 34.6 Vision $ 11.74	Medical $ 1053.15 Dental $0 to 34.47 Vision $7.18

Benefits Comparison									
	Mariposa	**Madera**	**Merced**	**Colusa**	**Calaveras**	**Tuolumne**	**Amador**	**Plumas**	**Glenn**
Flex benefits	$454.39 to $1340.	$0	$0	$50	$0	$1100	$0	$0	$0
Longevity	MCMCO and SEIU cash bonuses at Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575); At 10 years +3%, 15 years +3%, 20 years +3%	at 10 years 5%, 15 years 7.5%, 20 years 10%	N/A	The regular salary scale is 15 steps. Elected and Department Heads A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	5% increase after years 7,10, 14, 18, and 21.	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%
Vacation Cashout	MCMCO 40 hrs, SEIU 80 hrs, DSA/SMA 80 hours.	0 to 80 hrs per year, depending on the unit.	20 to 60 hrs per year, depending on the unit.	N/A	N/A	120 to 300 per fiscal year, depending on the unit.	0 to 40, depending on the unit.	20 to 40 hrs per year, depending on the unit.	40 to 60 hrs per year, depending on the unit.
Retirement	2%@62, 2.7%@57 for safety	2%@62, 2.7%@57 for safety	(MercedCERA) retirement.	2%@62 and Safety 2.7% @ 57	2%@62 and Safety 2.7% @ 57	2% at 62, Safety 2.7% at 57	2% at 62, Safety 2.7% at 57	2% @ 62 and 2.7%@ 57 for Safety	2% @ 62 Multiple for Safety 2.7%@ 57, 2.5% @ 55 3% @50;
Supplemental Security Income (SSI)	Yes	Yes	Yes	Yes	No	Yes	Varies	Yes	Yes

Benefits Comparison									
	Mariposa	**Madera**	**Merced**	**Colusa**	**Calaveras**	**Tuolumne**	**Amador**	**Plumas**	**Glenn**
Miscellaneous	Canine Pay $243.36 per month, Life insurance $10,000 to $30,000 for employees,	Bilingual pay ($65) per month; Department heads/elected 6.67 to 14 hours of vacation.	Management 96 hours management time off per year,	457 $100 match, Bilingual Pay of $80 00 per month. Department heads Receive Vacation, Sick, 10 days of management leave,	Bilingual $75 per month, deferred comp match of $50 per month, Department heads 40 hours of management time off (MTO) per year,	Down Payment Assistance (DPA), up to 5.5%;	Down Payment Assistance up to 5.5%, $23.08, 457 match, SSI is paid by the employer unless law enforcement; $12,000 life insurance,	Life Insurance is $20,000; Bilingual pay is $35 per month, Department Heads Administrative leave is 40 hours per year,	$10,000 to $50,000 Life Insurance, Bilingual $.75, Department Heads 96 hours of paid sick time annually, 88 hours annual vacation.

Table 2, Benefits Comparison.

Study Limitations

The medical, vision, dental, and flexible benefit allowances (premiums paid by the employer) listed are for the employee only. The survey does not include non-participation cash benefit allowances for the employee not enrolling in county medical benefits.

Moreover, this study utilized the midpoint median salary differences between Mariposa County and Comparable counties vs. the maximum median salary differences. Utilizing the maximum median salary differences results in a 3.28 % lead (ahead) on average of the market vs. 5.04 %, potentially skewing results due to counties with a greater number of salary steps, such as Colusa with fifteen (15) steps and Calaveras with seven (7).

Many classifications in Mariposa have a broad range of distinct duties and responsibilities; in larger counties, such duties and responsibilities are frequently distributed among multiple classifications. An example of this is the *Treasurer/Tax Collector/County Clerk* classification. Classifications such as the prior will not will not capture all three (3) distinct responsibilities. Whereas a decision to match only exact matches could be performed, such an action would surely result in too few results. As a result, such classifications require increased attention and consideration when considering an appropriate salary.

Suggestion #1

The *Mariposa County Compensation Philosophy* does not specify the ideal difference between supervisory and non-supervisory classes. *(For example, 10% or greater between supervisor and subordinate and between 5% to 10% for typical inter-job family classification steps).* Therefore, the overall structure of the interclassification relationship with the same job family must be determined (range) before making county-wide suggestions regarding which salaries should be revised and which should be revised to prevent compression. After this is done, the associated costs and the need to phase elements of this suggestion can be better determined.

The following are classifications identified as behind the market (negative (-)) when compared to the market. The *Mariposa County Compensation Philosophy* recommends the maximum median of the comparison counties (maximum difference). Due to significant variation with comparison counties that utilize greater than five (5) salary steps, the mid-point median results are also provided below (center-right column).

Classification	*Cash Median Difference %*	*Matches #*	*Total Compensation Median Difference %*	*Total Compensation Maximum Median Diff of Maximum %*
Agricultural Commissioner and Sealer of Weights	*-6.07%*	8	*-4.34%*	*-4.81%*
Assessor Recorder	*-19.23%*	8	*-11.08%*	*-11.08%*
Assistant Assessor/Recorder	*-15.49%*	8	*-7.41%*	*-11.44%*
Assistant Auditor	*-16.99%*	7	*-4.56%*	*-10.02%*
Assistant Chief Probation Officer	*-15.75%*	6	*-3.08%*	*-7.91%*

Assistant County Administrative Officer	*-7.27%*	6	*-2.47%*	*-3.05%*
Assistant District Attorney	*-14.37%*	8	*-5.20%*	*-9.11%*
Board of Supervisors	*-44.54%*	7	*-23.86%*	*-23.86%*
Chief Probation Officer	*-3.25%*	7	*-0.52%*	*-5.56%*
Clerk of the Board	*-5.91%*	5	*-1.43%*	*-3.29%*
County Administrative Officer	*-9.55%*	8	*-7.17%*	*-8.50%*
County Counsel	*-6.97%*	8	*-1.31%*	*-1.90%*
County Librarian	*-14.51%*	7	*-2.89%*	*-3.58%*
District Attorney	*-12.33%*	8	*-10.30%*	*-10.30%*
Environmental Health Manager	*-7.53%*	8	*-6.69%*	*-14.69%*
Equipment Mechanic - Heavy Equipment	*-5.06%*	7	*-3.47%*	*-3.50%*
Equipment Mechanic Supervisor	*-9.03%*	4	*-11.88%*	*-12.22%*
Executive Assistant	*-4.53%*	5	*-10.27%*	*-11.75%*
Mental Health Clinician	*-7.94%*	7	*-7.01%*	*-11.41%*
Office Assistant II	*-2.00%*	8	*-0.63%*	*-1.28%*
Planner II	*-7.29%*	8	*-5.05%*	*-5.35%*
Program Manager	*-21.05%*	7	*-9.66%*	*-9.74%*
Registered Nurse	*-5.45%*	6	*-3.25%*	*-9.02%*
Sheriff Captain	*-12.68%*	6	*-3.95%*	*-4.00%*
Sheriff Dispatcher	*-2.46%*	7	*-7.14%*	*-9.85%*
Sheriff Evidence Technician	*-13.40%*	4	*-10.22%*	*-7.55%*
Sheriff Lieutenant Patrol	*-13.68%*	5	*-3.18%*	*-3.24%*
Sheriff Undersheriff	*-9.35%*	8	*-1.82%*	*-7.33%*
Sheriff/Coroner	*-6.36%*	8	*-3.86%*	*-4.07%*
Solid Waste/Recycling Manager	*-18.91%*	4	*-10.36%*	*-10.13%*
Staff Services Analyst II	*-8.46%*	7	*-3.92%*	*-4.15%*
System Support Analyst	*-4.92%*	4	*-0.98%*	*-11.42%*
Treasurer/Tax Collector/County Clerk	*-25.66%*	7	*-17.55%*	*-17.55%*
Victim Witness Advocate	*-6.61%*	6	*-5.04%*	*-9.87%*
Victim Witness Coordinator	*-12.48%*	6	*-3.05%*	*-8.14%*

Table 3, Benchmark Results - Behind the labor market.

Note: Classifications with a "fixed" salary,i.e., no steps, tend to show a higher negative difference when comparing the maximums' median vs. the midpoint median.

Suggestion #2

Mariposa County historically utilizes eight (8) comparators (entities to compare classification compensation): Colusa, Glenn, Plumas, Amador, Calaveras, Tuolumne, Merced, and Madera counties. Within these counties, classifications are matched to the most similar positions. Summary statistics (the median) are then calculated to reach a value considered to represent the market salary for each classification. This method of reaching a salary for a classification is typically the best method of determining a reasonable salary for most but not all classifications.

California is experiencing a nursing shortage that is expected to last for the next ten years. According to the California Health and Human Services Agency (CalHHS), the Mariposa/Midpines Registered Nurse Shortage Area is designated as "Medium" (out of None, Low, Medium, and High) due to the number of licensed nurses compared to the population. *See the following for related resources:*

Department of Health Care Access and Information,
https://data.chhs.ca.gov/dataset/registered-nurse-shortage-areas-in-california

https://data.chhs.ca.gov/dataset/a2f39ff5-b212-4d96-aa40-8a977d64b84b/resource/b0a05d3e-6d39-4168-9d47-15a3e29569ff/download/rnsa.pdf

As a result of this nursing shortage, Registered Nurses enjoy increased workforce mobility due to the availability of high compensation in the private sector. Consequently, performing a narrow comparison of other similar counties' registered nursing positions yields an artificially low annual salary.

Utilizing only the previous eight (8) county comparators results in salaries that fall between the 10th ($83,510) and 25th ($105,390) percentile for Registered Nursing (RN) salaries in California *(O*Net Online -29-1141.00 - Registered Nurses, accessed: 11/7/2024, https://www.onetonline.org/link/localwages/29-1141.00?zip=95338*). Thus, comparing RN-related classifications strictly with public comparators produces results that undercompensate what an RN and RN-related classifications can earn in rural counties such as Mariposa. (See table below)

Table 4, Registered Nurse results from total compensation Min, Mid, Max, (from left to right) in addition to the median of the comparable counties.

Mariposa County:	$85,094.01	$92,583.60	$92,977.79
Comparable Median (+/-)	*$84,985.89*	*$95,589.68*	*$101,367.23*
Median Difference (+/-)%	*0.13%*	*-3.25%*	*-9.02%*

(For the complete dataset, see table 4)

To partially bridge this difference between public and private and provide a more realistic compensation determination of what RN-related classification compensation should sample both public and private employers because both sectors compete for the same employees. The most effective method of capturing the needed information is to use the Bureau of Labor Statistics (BLS), *North Valley-Northern Mountains Region of California nonmetropolitan area (NVMR*), and *Eastern Sierra-Mother Lode Region of California*

nonmetropolitan area (ESML) survey data. These regions are samples of the selected jobs within the group of counties. The ESML counties are Alpine, Amador, Calaveras, Inyo, Mariposa, Mono, and Tuolumne, with the NVMR counties being Colusa, Glenn, Lassen, Modoc, Nevada, Sierra, Siskiyou, Tehama, and Trinity. (See table below)

Table 5, Summary values for BLS Northern and Eastern regions.

		Minimum	**Middle**	**Maximum**
Bureau of Labor Statistics - Northern	Registered Nurse 29-1141.00	92,140.00	130,690.00	162,800.00
Bureau of Labor Statistics - Eastern	Registered Nurse 29-1141.00	86,860.00	128,390.00	161,890.00

The results below show the Registered Nurses for Mariposa County are behind by up to -16.95% when including the ESML and NVMR areas. (See table below)

Table 6, Summary results (with benefits) utilizing BLS Northern and Eastern data with regular comparison counties Min, Mid, Max (from left to right).

Mariposa County:	$85,094.01	$92,584.60	$92,977.90
Comparable Median (+/-)	*$86,962.08*	*$101,465.97*	*$108,741.65*
Median Difference (+/-)%	*-2.20%*	*-9.59%*	*-16.95%*

(For the complete dataset, see table 5)

When analyzing the Public Health Nurse Classifications (I/II), which require a registered nurse license, a similar problem results from the relationship between the Registered Nurse and Public Health Nurse classifications; all three (3) must be adjusted simultaneously to avoid compaction. Moreover, reaching an accurate salary for the Public Health Nurse classifications are difficult because the only comparators are public organizations.

1. Increase the Registered Nurse Classification's base salary by 14% and update the remaining steps 2-5 to maintain a 5% increase between each step.
2. Increasing the Public Health Nurse I Classification base salary by 7.5% above the newly increased Registered Nurse Classification Step-1 Salary.
3. Increase the Public Health Nurse II Classification base salary by 7.5% above the newly increased Public Health Nurse Step-1 Salary and update steps 2-5 to maintain a 5% increase between each step (See the table below).

Current	Registered Nurse	Public Health Nurse I	Public Health Nurse II
Step1	$ 68,796.26	$ 76,015.93	$ 83,989.82
Step2	$ 72,236.08	$ 79,816.73	$ 88,189.31
Step3	$ 75,847.88	$ 83,807.56	$ 92,598.78
Step4	$ 79,640.27	$ 87,997.94	$ 97,228.72
Step5	$ 83,622.29	$ 92,397.84	$ 102,090.15
Proposed	**Registered Nurse**	**Public Health Nurse I**	**Public Health Nurse II**
Step1	$ 78,427.74	$ 84,309.82	$ 90,633.06
Step2	$ 82,349.13	$ 88,525.31	$ 95,164.71
Step3	$ 86,466.58	$ 92,951.58	$ 99,922.94
Step4	$ 90,789.91	$ 97,599.16	$ 104,919.09
Step5	$ 95,329.41	$ 102,479.11	$ 110,165.05

Table 7, Registered Nurse Salaries

4. Lastly, to provide adequate spread between the nursing classifications and to aid in competitiveness in a problematic healthcare labor market, a 10% increase to the base salary of the Nurse Practitioner classification is recommended to prevent it from falling behind the private labor market. (*California Nurse Practitioners earn an average of $164,050 annually, O*Net Online, https://www.onetonline.org/link/localwages/29-1171.00?zip=95338). Additionally, the nurse practitioner's salary step-1 starts at approximately $210 below the public health nurse manager's salary.*

While it is not unheard of that an experienced nurse manager earns more than a new nurse practitioner, setting the nurse practitioner's starting salary (step 1) above the public health nurse manager's salary (step 1) is recommended. (See table 8)

Current	**Nurse Practitioner Annual (base) Salary**
Step-1	$ 117,584.48
Step-2	$ 123,464.64
Step-3	$ 129,638.08
Step-4	$ 136,121.44
Step-5	$ 142,929.28
Proposed	
Step-1	$ 129,342.93
Step-2	$ 135,810.07
Step-3	$ 142,600.58
Step-4	$ 149,730.61
Step-5	$ 157,217.14

Table 8, Nurse Practitioner Salary

Table 9, Registered Nurse survey data.

Registered Nurse (1)							Benefits							
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max
Mariposa County	Registered Nurse	SEIU	$68,791.84	$75,845.12	$83,622.24	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$85,094.01	$92,584.60	$92,977.79
Madera County	Registered Nurse II	PROFS	$84,073.60	$93,350.40	$103,396.80	22.98%	$846.13	$34.64	$10.28	$0.00	6.2%	$99,978.76	$109,830.72	$110,228.34
Glenn County	CLINICAL NURSE	G	$80,350.40	$88,587.20	$97,656.00	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$98,065.68	$106,813.17	$107,254.96
Plumas County	REGISTERED NURSE 2 - PH	OE3 GENERAL	$66,164.80	$72,966.40	$80,454.40	21.60%	$983.44	$34.60	$11.74	$0.00	6.2%	$82,624.38	$89,847.68	$90,201.11
Amador County	Registered Nurse (Health)	11	$73,486.40	$81,016.00	$89,315.20	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$87,064.16	$95,060.59	$95,480.29
Colusa County	REGISTERED NURSE	PF	$59,808.00	$78,948.00	$98,088.00	64.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$75,792.10	$96,118.78	$116,445.46
Tuolumne County	CLINIC REGISTERED NURSE	HCU	$66,768.00	$73,611.20	$81,161.60	21.56%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$82,907.62	$90,175.09	$90,572.71
		Standard Deviation:	$8,440.73	$7,443.32	$8,720.68						Standard Deviation:	$8,651.95	$7,719.05	$10,130.35
		Mariposa County:	$68,791.84	$75,845.12	$83,622.24						Mariposa County:	$85,094.01	$92,584.60	$92,977.79
		Comparison Median	*$70,127.00*	*$79,982.00*	*$85,207.00*						Comparison Median	*$84,985.89*	*$95,589.68*	*$101,367.63*
											Median Difference %	***0.13%***	***-3.25%***	***-9.02%***

Table 10, Registered Nurse survey data with BLS data.

Registered Nurse (1)							Benefits							
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max
Mariposa County	Registered Nurse	SEIU	$68,791.84	$75,845.12	$83,622.24	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$85,094.01	$92,584.60	$92,977.79
Madera County	Registered Nurse II	PROFS	$84,073.60	$93,350.40	$103,396.80	22.98%	$846.13	$34.64	$10.28	$0.00	6.2%	$99,978.76	$109,830.72	$110,228.34
Glenn County	CLINICAL NURSE	G	$80,350.40	$88,587.20	$97,656.00	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$98,065.68	$106,813.17	$107,254.96
Plumas County	REGISTERED NURSE 2 - PH	OE3 GENERAL	$66,164.80	$72,966.40	$80,454.40	21.60%	$983.44	$34.60	$11.74	$0.00	6.2%	$82,624.38	$89,847.68	$90,201.11
Amador County	Registered Nurse (Health)	11	$73,486.40	$81,016.00	$89,315.20	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$87,064.16	$95,060.59	$95,480.29
Colusa County	REGISTERED NURSE	PF	$59,808.00	$78,948.00	$98,088.00	64.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$75,792.10	$96,118.78	$116,445.46
Tuolumne County	CLINIC REGISTERED NURSE	HCU	$66,768.00	$73,611.20	$81,161.60	21.56%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$82,907.62	$90,175.09	$90,572.71
Bureau of Labor Statistics - Eastern	Registered Nurse 29-1141.00	BLS	$86,860.00	$128,390.00	$161,890.00	86.38%	n/a	n/a	n/a	n/a	n/a	86,860.00	128,390.00	161,890.00
Bureau of Labor Statistics - Northern	Registered Nurse 29-1141.00	BLS	$92,140.00	$130,690.00	$162,800.00	76.69%	n/a	n/a	n/a	n/a	n/a	92,140.00	130,690.00	162,800.00
		Standard Deviation:	$10,680.98	$21,821.28	$31,518.47					Standard Deviation:		$7,646.32	$15,226.35	$27,688.90
		Mariposa County:	$68,791.84	$75,845.12	$83,622.24					Mariposa County:		$85,094.01	$92,584.60	$92,977.79
		Comparison Median	*$70,127.00*	*$79,982.00*	*$85,207.00*					Comparison Median		*$86,962.08*	*$101,465.97*	*$108,741.65*
										Median Difference %		*-2.20%*	*-9.59%*	*-16.95%*

Suggestion #3

Y-Rate all extra help wages over the full-time salary schedule hourly rate and link all extra help hourly wages to the full-time step hourly rate. *(Incumbents will remain at the current wage until a break in service occurs, at which time the employee would receive the new "linked" hourly wage).*

Suggestion #4

Transition to a range system with 5% between steps and 1% to 2.5% between ranges. A range will streamline applying adjustments, minimize calculation errors, and strengthen internal equity between positions. *(The following data is an example and does not necessarily represent the most appropriate elements and design for Mariposa County's needs.)*

Range	Step 1	Step 2	Step 3	Step 4	Step 5
1	$19.00	$19.95	$20.95	$21.99	$23.09
	$39,520.00	$41,496.00	$43,570.80	$45,749.34	$8,036.81
2	$19.19	$20.15	$21.16	$22.21	$23.33
	$39,915.20	$41,910.96	$44,006.51	$46,206.83	$48,517.18

Next Steps

1. Seek guidance regarding suggestion #1, including the Board of Supervisors' overall wishes regarding the benchmark classifications below the market, including the effects on the other classifications within the same job family.
2. Seek guidance regarding suggestions #2 to #4.

Notes

Amador

- Not all employee union units contribute to SSI.
- https://www.amadorgov.org/departments/human-resources/job-descriptions/-npage-2
- https://www.amadorgov.org/departments/human-resources/memorandum-of-understandings-mou-s
- https://www.amadorgov.org/departments/human-resources/classification-and-wage-plans

Calaveras

- Calaveras utilizes seven (7) steps, non-longevity steps. To adapt the salary scale to a five (5) step scale, the highest step, highest, and lowest step (1 & 7) became step (1 & 5). The middle two steps (3 & 4) became the midpoint value. Lastly, the average of the midpoint and greatest value becomes the value for step 4, and the average between the lowest value and the midpoint becomes step 2.
- https://www.governmentjobs.com/careers/calaverascounty/classspecs
- https://humanresources.calaverasgov.us/Employee-Resources/MOUs
- https://humanresources.calaverasgov.us/Portals/HumanResources/Documents/Salary%20Grade/Current%20Salary%20Grade%20Report%20post%2012.16.24.pdf?ver=FLSPGzHiJRheTUPqMOlTLQ%3d%3d

Colusa

- Colusa utilizes a fifteen (15) step salary scale, which does not include longevity. Like Calaveras County, the salary scale was adapted to five (5) steps without compromising the minimum, mid, and maximum salaries.
- Positions vary between 162.5 to 173.33 hours per month. Total compensation calculations remain valid since compensation comparisons are performed with annual equalizing figures. Performing hourly comparisons based on annual figures may prove inaccurate without correctly applying the classification's correct total hours per month.
- https://www.countyofcolusaca.gov/638/Job-Class-Table-and-Salary-Schedules
- https://www.countyofcolusaca.gov/127/Memorandums-of-Understanding

Glenn

- Glenn and Mariposa counties are the only counties with specific detective positions. Other counties reference investigative or detective-type functions in law enforcement officers' job descriptions.

- Contracts out some or all County Surveyor functions by a private contractor.
- https://www.countyofglenn.net/government/departments/personnel/job-opportunities/job-descriptions
- https://countyofglenn.net/node/26417
- https://www.countyofglenn.net/resources/personnel-resources-memoranda-understanding-mous/glenn-county-general-unit-mou

Madera

- Madera County utilizes five (5) steps and an eight (8) step salary scale.
- https://www.maderacounty.com/government/human-resources/labor-relations
- https://www.maderacounty.com/government/human-resources/classification-and-compensation

Mariposa

- Agricultural Program Specialist I, II, III – These job descriptions are USDA contracted in other counties.
- Maintenance Worker I, II, and III classifications for facility, road, and general maintenance worker roles. Comparison counties use distinct classifications for road and general maintenance worker functions.
- Various types of hybrid classifications are used to perform the Sheriff Evidence Technician classification functions in different counties.
- Certain Deputy Director classifications in HHSA are challenging to match accurately due to the various organizational types of health and/or human services in different counties.
- In other counties, water districts often perform the functions of the Senior Plan Operator and Plant Operator II classifications.
- https://www.mariposacounty.org/887/Alphabetized-Job-Descriptions
- https://www.mariposacounty.org/733/Memoranda-of-Understanding
- https://www.mariposacounty.org/DocumentCenter/View/33796/Salary-Schedule

Merced

- Assistant Auditor/Controller – Certified Public Accountant (CPA), Public Accountant, or Certified Internal Auditor required.
- The Merced County Employees' Retirement Association (MercedCERA) is a public employee retirement system established in 1950. MercedCERA operates under the authority of the California State Government Code, Section 31450 et. seq., the County Employees' Retirement Law of 1937 (CERL), and Section 7522 et.seq. (PEPRA).
- https://www.countyofmerced.com/2135/Existing-MOUs
- https://www.governmentjobs.com/careers/merced/classspecs

- https://www.countyofmerced.com/DocumentCenter/View/1210

Plumas

- Nine (9) steps, five (5) annual steps, and four (4) longevity steps.
- The Auditor-Controller, Board of Supervisors, County Clerk-Recorder, Deputy Sheriff II, Division Director of Environmental Health, Junior Engineer, Sheriff Sergeant, and Sheriff-Coroner classifications were matched by title only.
- https://www.plumascounty.us/2729/Pay-Schedules
- https://www.plumascounty.us/2730/JOB-CLASSIFICATION-PLAN-Job-Descriptions

Tuolumne

- https://www.tuolumnecounty.ca.gov/DocumentCenter/View/11761/Classification-Listing
- https://www.tuolumnecounty.ca.gov/410/Labor-Relations

Classification

4-H Youth Coordinator *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	4-H Youth Coordinator	SEIU	$53,058.72	$58,500.00	$64,498.72	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$68,385.44	$74,164.08	$74,466.71	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Plumas County	4-H REPRESENTATIVE	OE3 GENERAL	$38,937.60	$42,910.40	$47,340.80	21.58%	$983.44	$34.60	$11.74	$0.00	6.2%	$53,709.09	$57,928.20	$58,149.10	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	4-H Program Coordinator	1	$55,209.96	$60,862.93	$67,109.80	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$67,654.58	$80,763.92	$89,402.57	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
		Standard Deviation:	$8,136.18	$8,976.27	$9,884.50				Standard Deviation:			$6,972.74	$11,417.86	$15,626.73						
		Mariposa County:	$53,058.72	$58,500.00	$64,498.72				Mariposa County:			$68,385.44	$74,164.08	$74,466.71						
		Comparison Median	*$47,073.00*	*$55,231.00*	*$59,401.50*				Comparison Median			*$60,681.83*	*$69,346.06*	*$73,775.83*						
									Median Difference %			***11.26%***	***6.50%***	***0.93%***						

Classification

Account Clerk II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Account Clerk II	SEIU	$39,220.48	$43,241.12	$47,675.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$53,689.23	$57,959.15	$58,184.46	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ACCOUNT CLERK II	3	$36,795.20	$40,580.80	$44,740.80	21.59%	$951.70	$0.00	$0.00	$0.00	6.2%	$50,496.90	$54,517.21	$54,738.11	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	ACCOUNT CLERK II	UNREP	$40,577.66	$44,950.04	$49,322.41	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$53,786.07	$58,429.54	$63,073.00	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Plumas County	AUDITOR ACCOUNTING CLERK 2	OE3 GENERAL	$37,689.60	$41,537.60	$45,822.40	21.58%	$983.44	$34.60	$11.74	$0.00	6.2%	$52,383.72	$56,470.29	$56,713.28	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Account Clerk II (IMS)	1	$44,695.87	$49,271.04	$54,330.12	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$56,488.62	$67,100.09	$74,109.08	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ACCOUNT CLERK II	MSC	$34,284.00	$45,324.00	$56,364.00	64.40%	$917.75	$45.00	$10.25	$50.00	6.2%	$48,685.61	$60,410.09	$72,134.57	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Tuolumne County	ACCOUNT CLERK II	OE3	$36,400.00	$40,123.20	$44,241.60	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$51,856.80	$55,810.84	$56,031.73	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$3,376.42	$3,225.08	$4,717.18	Standard Deviation:	$2,458.64	$4,169.84	$7,777.70
Mariposa County:	$39,220.48	$43,241.12	$47,675.68	Mariposa County:	$53,689.23	$57,959.15	$58,184.46
Comparison Median	*$37,242.00*	*$43,243.50*	*$45,544.00*	Comparison Median	*$52,120.26*	*$57,449.91*	*$59,893.14*
				Median Difference %	***2.92%***	***0.88%***	***-2.94%***

Classification

Accountant II (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Accountant II	SEIU	$69,777.76	$76,932.96	$84,820.32	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$86,141.06	$93,739.88	$94,137.50	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ACCOUNTANT II	5	$60,320.00	$66,539.20	$73,382.40	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$75,480.24	$82,085.03	$82,416.37	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Glenn County	ACCOUNTANT II	G	$49,524.80	$54,600.00	$60,216.00	21.59%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$65,328.90	$70,718.76	$71,005.92	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	ACCOUNTANT	OE3 GENERAL	$40,934.40	$45,177.60	$49,836.80	21.75%	$983.44	$34.60	$11.74	$0.00	6.2%	$55,829.69	$60,335.97	$60,601.05	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Accountant II	1	$69,551.35	$76,678.06	$84,530.63	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$82,885.14	$99,404.44	$110,271.44	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ACCOUNTANT II	PF	$52,848.00	$69,762.00	$86,676.00	64.01%	$917.75	$45.00	$10.25	$50.00	6.2%	$68,400.58	$86,363.24	$104,325.91	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Tuolumne County	ACCOUNTANT II	OE3	$56,451.20	$62,254.40	$68,619.20	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$73,151.17	$79,314.17	$79,623.43	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$8,893.61	$10,268.11	$12,929.84	Standard Deviation:	$8,475.18	$12,207.44	$17,504.04	
Mariposa County:	$69,777.76	$76,932.96	$84,820.32	Mariposa County:	$86,141.06	$93,739.88	$94,137.50	
Comparison Median	*$54,649.50*	*$64,396.50*	*$64,698.00*	Comparison Median	*$70,775.88*	*$80,699.60*	*$81,019.90*	
				Median Difference %	***17.84%***	***13.91%***	***13.93%***	

Classification

Accounting Technician II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Accounting Technician II	SEIU	$52,865.28	$55,508.96	$61,201.92	15.77%	$500.00	$40.10	$8.60	$454.39	6.2%	$68,180.01	$70,987.60	$71,276.97	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ACCOUNTING TECHNICIAN	3	$46,987.20	$51,812.80	$57,158.40	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$61,320.81	$66,445.59	$66,732.76	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	Accounting Technician II	CLRCL	$49,156.16	$54,519.98	$60,455.87	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$62,896.44	$68,592.82	$69,761.23	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	ACCOUNTING TECHNICIAN	G	$39,561.60	$43,617.60	$48,089.60	21.56%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$54,747.98	$59,055.45	$59,276.35	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	ACCOUNTING TECHNICIAN	OE3 GENERAL	$40,185.60	$44,324.80	$48,859.20	21.58%	$983.44	$34.60	$11.74	$0.00	6.2%	$55,034.47	$59,430.30	$59,629.10	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Accounting Technician (IMS)	1	$54,088.16	$59,631.16	$65,746.04	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$66,463.23	$79,310.80	$87,756.86	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ACCOUNTING TECHNICIAN II	MSC	$45,720.00	$60,426.00	$75,132.00	64.33%	$917.75	$45.00	$10.25	$50.00	6.2%	$60,830.64	$76,448.41	$92,066.18	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	ACCOUNTING TECHNICIAN II	SEIU	$50,564.80	$56,056.00	$62,150.40	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$60,268.96	$65,760.16	$66,155.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
		Standard Deviation:	$4,927.09	$6,272.52	$8,783.49						Standard Deviation:	$3,864.88	$7,175.44	$12,140.81						
		Mariposa County:	$52,865.28	$55,508.96	$61,201.92						Mariposa County:	$68,180.01	$70,987.60	$71,276.97						
		Comparison Median	*$46,987.00*	*$54,519.00*	*$55,619.00*						Comparison Median	*$60,830.64*	*$66,445.59*	*$66,732.76*						
											Median Difference %	***10.78%***	***6.40%***	***6.38%***						

Classification

Administrative Analyst II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Administrative Analyst II	MCMCO	$76,219.52	$84,034.08	$92,651.52	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$100,069.53	$108,368.59	$108,805.97	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Administrative Analyst II	Mid-Mgmt	$69,167.65	$76,715.08	$85,067.49	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$84,148.64	$92,164.01	$93,808.11	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Calaveras County	ADMINISTRATIVE ANALYST II	Confidential	$78,436.80	$86,964.80	$96,428.80	22.94%	$740.76	$47.10	$13.50	$0.00	0%	$88,053.12	$96,581.12	$97,205.12	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	ADMINISTRATIVE ANALYST II	EXE	$74,713.60	$82,368.00	$90,812.80	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$92,545.84	$100,674.82	$101,094.52	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
	Standard Deviation:		$3,808.43	$4,191.83	$4,638.34					Standard Deviation:		$3,430.94	$3,475.36	$2,976.93						
	Mariposa County:		$76,219.52	$84,034.08	$92,651.52					Mariposa County:		$100,069.53	$108,368.59	$108,805.97						
	Comparison Median		*$74,713.00*	*$82,368.00*	*$82,762.00*					Comparison Median		*$88,053.12*	*$96,581.12*	*$97,205.12*						
										Median Difference %		***12.01%***	***10.88%***	***10.66%***						

Classification

Administrative Technician *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Administrative Technician	MCMCO	$64,581.92	$71,204.64	$78,505.44	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$87,710.40	$94,743.73	$95,112.62	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Administrative Assistant II	CLRCL	$56,904.40	$63,113.69	$69,985.23	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$71,125.07	$77,719.34	$79,071.93	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Amador County	Administrative Technician	1	$57,167.60	$63,018.54	$69,485.36	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$69,733.60	$83,304.51	$92,237.01	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	ADMIN ASSISTANT II	Confidential	$58,531.20	$64,896.00	$71,947.20	22.92%	$740.76	$47.10	$13.50	$0.00	0%	$68,147.52	$74,512.32	$74,990.72	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
	Standard Deviation:		$712.99	$863.49	$1,062.48					Standard Deviation:		$1,216.45	$3,632.90	$7,359.12						
	Mariposa County:		$64,581.92	$71,204.64	$78,505.44					Mariposa County:		$87,710.40	$94,743.73	$95,112.62						
	Comparison Median		*$57,167.00*	*$64,896.00*	*$65,374.00*					Comparison Median		*$69,733.60*	*$77,719.34*	*$79,071.93*						
										Median Difference %		***20.50%***	***17.97%***	***16.86%***						

Classification

Agricultural Commissioner and Sealer of Weigh *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Agricultural Commissioner/Sealer of Weights	EDH	$126,076.83	$126,076.83	$126,076.83	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$148,767.71	$148,767.71	$148,767.71	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	CO AG COMM/SEALER WEIGHTS & ME	20	$139,339.20	$153,732.80	$169,644.80	21.75%	$951.70	$0.00	$0.00	$0.00	6.2%	$159,398.63	$174,684.63	$175,501.95	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Agricultural Commissioner/Sealer of Weights &	ADPTH	$143,794.58	$159,485.14	$176,849.19	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$163,402.44	$180,065.82	$183,483.75	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	AGRICULTURAL COMMISSIONER	N	$113,921.60	$125,611.20	$138,507.20	21.58%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$134,177.90	$146,592.25	$147,277.03	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	AG COMM/SEALER OF WTS & MEAS	DEPARTMENT HEADS	$99,840.00	$110,073.60	$121,347.20	21.54%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$121,715.76	$132,583.84	$133,136.08	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	Agricultural Commissioner	4	$117,832.00	$117,832.00	$117,832.00	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$135,189.98	$135,189.98	$135,189.98	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	AGRICULTURAL COMMISSIONER	DH	$119,904.00	$158,250.00	$196,596.00	63.96%	$917.75	$45.00	$10.25	$50.00	6.2%	$139,614.05	$180,337.50	$221,060.95	n/a	n/a	n/a	n/a	n/a	Receives Vacation, Sick, 10 days of management leave, 2%@62 and Safety 2.7% @ 57, 457 $100 match
Calaveras County	AG COMMISSIONER/DIR WTS & MSRS	Appointed	$112,070.40	$124,259.20	$137,758.40	22.92%	$740.76	$47.10	$13.50	$0.00	0%	$121,686.72	$133,875.52	$134,769.92	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	AGRICULTURAL COMMISSIONER	EXE	$128,668.80	$141,856.00	$156,395.20	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$149,846.27	$163,851.07	$164,580.03	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$13,678.28	$18,173.42	$26,049.77					Standard Deviation:		$14,767.52	$19,816.41	$28,828.65						
		Mariposa County:	$126,076.83	$126,076.83	$126,076.83					Mariposa County:		$148,767.71	$148,767.71	$148,767.71						
		Comparison Median	*$118,868.00*	*$133,733.50*	*$134,399.50*					Comparison Median		*$137,402.02*	*$155,221.66*	*$155,928.53*						
										Median Difference %		***7.64%***	***-4.34%***	***-4.81%***						

Classification

Agricultural Standards Program Technician II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Agricultural Standards Program Technician II	SEIU	$58,801.60	$64,831.52	$71,479.20	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$74,484.38	$80,888.15	$81,223.92	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Agricultural and Standards Technician	TCHNL	$44,586.08	$49,451.23	$54,835.26	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$58,043.02	$63,209.81	$64,269.60	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Plumas County	AG & STANDARDS TECHNICIAN 2	OE3 GENERAL	$38,896.00	$42,910.40	$47,320.00	21.66%	$983.44	$34.60	$11.74	$0.00	6.2%	$53,664.91	$57,928.20	$58,127.01	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Agriculture Technician	1	$38,317.03	$42,254.32	$46,565.53	21.53%	$705.26	$31.42	$15.12	$0.00	6.2%	$49,714.29	$58,826.74	$64,782.30	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	AGRICULTURAL TECHNICIAN	MSC	$38,820.00	$51,312.00	$63,804.00	64.36%	$917.75	$45.00	$10.25	$50.00	6.2%	$53,502.84	$66,769.34	$80,035.85	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	AG BIOLOGY/STANDARDS TECH	SEIU	$45,864.00	$50,856.00	$56,388.80	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$55,568.16	$60,560.16	$60,934.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
		Standard Deviation:	$3,239.01	$3,951.72	$6,358.93						Standard Deviation:	$2,738.00	$3,208.37	$7,595.26						
		Mariposa County:	$58,801.60	$64,831.52	$71,479.20						Mariposa County:	$74,484.38	$80,888.15	$81,223.92						
		Comparison Median	*$38,896.00*	*$49,451.00*	*$51,229.00*						Comparison Median	*$53,664.91*	*$60,560.16*	*$64,269.60*						
											Median Difference %	***27.95%***	***25.13%***	***20.87%***						

Classification

Agriculture Standards Inspector II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Agriculture Standards Inspector II	SEIU	$66,420.64	$73,230.56	$80,739.36	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$82,575.80	$89,807.93	$90,187.88	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Agricultural and Standards Inspector II	PROFS	$54,194.66	$60,108.27	$66,652.60	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$68,247.33	$74,527.58	$75,815.77	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	AG BIO/WTS MEAS INS II	G	$53,081.60	$58,510.40	$64,521.60	21.55%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$69,106.22	$74,871.60	$75,202.95	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	AG & STANDARDS INSPECTOR 2	OE3 GENERAL	$53,352.00	$58,843.20	$64,896.00	21.64%	$983.44	$34.60	$11.74	$0.00	6.2%	$69,017.18	$74,848.84	$75,202.27	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Agriculture & Standards Insp II	1	$59,807.12	$65,944.01	$72,696.78	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$72,536.77	$86,751.05	$96,081.89	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	AG BIO STND OFF II	PF	$54,960.00	$72,570.00	$90,180.00	64.08%	$917.75	$45.00	$10.25	$50.00	6.2%	$70,643.52	$89,345.34	$108,047.16	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	AG BIOLOGIST/STANDARDS INSP II	SEIU	$53,102.40	$58,864.00	$65,270.40	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$62,806.56	$68,568.16	$69,004.96	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	AGRICULTURAL BIOLOGIST II	OE3	$50,585.60	$55,785.60	$61,484.80	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$66,921.91	$72,444.31	$72,709.38	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$2,625.20	$5,342.92	$9,055.49						Standard Deviation:	$2,840.72	$7,109.53	$13,427.37						
		Mariposa County:	$66,420.64	$73,230.56	$80,739.36						Mariposa County:	$82,575.80	$89,807.93	$90,187.88						
		Comparison Median	*$53,352.00*	*$58,864.00*	*$59,300.00*						Comparison Median	*$69,017.18*	*$74,848.84*	*$75,202.95*						
											Median Difference %	***16.42%***	***16.66%***	***16.62%***						

Classification

Alcohol and Drug Specialist II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Alcohol and Drug Specialist II	SEIU	$52,923.52	$58,350.24	$64,332.32	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$68,241.86	$74,005.03	$74,307.66	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	SUBSTANCE USE DISORDERS CERTIFIED COUNSELOR	8	$50,315.20	$55,494.40	$61,235.20	21.70%	$951.70	$0.00	$0.00	$0.00	6.2%	$64,855.14	$70,355.45	$70,686.80	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Substance Use Disorder Counselor II	PROFS	$51,613.97	$57,245.97	$63,478.67	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$65,506.64	$71,487.82	$72,714.67	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	SUBSTANCE USE DISORDER COUNSELOR II	G	$51,292.80	$56,555.20	$62,358.40	21.57%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$67,206.51	$72,795.18	$73,104.44	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	ALCOHOL & DRUG THERAPIST 2	OE3 GENERAL	$55,265.60	$60,944.00	$67,225.60	21.64%	$983.44	$34.60	$11.74	$0.00	6.2%	$71,049.43	$77,079.89	$77,411.23	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Behavioral Health Care Counselor II	1	$61,610.80	$67,923.65	$74,896.38	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$74,452.27	$89,085.42	$98,710.41	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	SUBST USE DISORDER COUNSLR II	SEIU	$55,744.00	$61,817.60	$68,536.00	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$65,448.16	$71,521.76	$71,958.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,

Standard Deviation:	$3,842.78	$4,217.64	$4,635.04	Standard Deviation:	$3,515.07	$6,489.61	$9,740.03
Mariposa County:	$52,923.52	$58,350.24	$64,332.32	Mariposa County:	$68,241.86	$74,005.03	$74,307.66
Comparison Median	*$53,439.00*	*$59,094.50*	*$59,828.00*	Comparison Median	*$66,356.57*	*$72,158.47*	*$72,909.56*
				Median Difference %	***2.76%***	***2.50%***	***1.88%***

Classification

Animal Control Officer (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Animal Control Officer	SEIU	$50,602.24	$55,791.84	$61,513.92	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$65,776.66	$71,288.01	$71,577.39	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ANIMAL CONTROL OFFICER II	8	$45,843.20	$50,564.80	$55,764.80	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$60,105.88	$65,120.22	$65,385.29	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Glenn County	ASSISTANT ANIMAL CONTRL OFFICR	G	$63,564.80	$70,075.20	$77,251.20	21.53%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$80,239.38	$87,153.42	$87,528.95	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	ANIMAL CONTROL OFFICER 2	OE3 GENERAL	$46,592.00	$51,355.20	$56,617.60	21.52%	$983.44	$34.60	$11.74	$0.00	6.2%	$61,838.06	$66,896.58	$67,139.57	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Colusa County	ANIMAL CONTROL OFFICER	DSA	$40,596.00	$53,628.00	$66,660.00	64.20%	$917.75	$45.00	$10.25	$50.00	6.2%	$55,388.95	$69,228.94	$83,068.92	POST Intermediate (2.5%); POST Advanced (2.5%); and, POST Management (2.5%); Educational Incentive Pay of (2.5%) for Associate's Degree or (5.0%) for Bachelor's Degree (BA/BS). FTO 7%.	n/a	$2.5 per hour	$83.33 per month.	No Cashout.	Officer in Charge 10%, detective and drug enforcement 5%, SOAR Team compensation of 2.5%, 2.5% @ 57
Tuolumne County	ANIMAL CONTROL OFFICER II	OE3	$44,137.60	$48,672.00	$53,643.20	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$60,074.13	$64,889.66	$65,110.56	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$7,981.57	$7,772.31	$8,854.35	Standard Deviation:	$8,625.66	$8,393.21	$9,643.18
Mariposa County:	$50,602.24	$55,791.84	$61,513.92	Mariposa County:	$65,776.66	$71,288.01	$71,577.39
Comparison Median	*$45,843.00*	*$51,355.00*	*$51,583.00*	Comparison Median	*$60,105.88*	*$66,896.58*	*$67,139.57*
				Median Difference %	***8.62%***	***6.16%***	***6.20%***

Classification

Appraiser II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Appraiser II	SEIU	$62,558.08	$68,970.72	$76,040.64	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$78,473.76	$85,283.98	$85,641.84	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	APPRAISER II	5	$56,888.00	$62,732.80	$69,201.60	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$71,835.46	$78,042.63	$78,373.98	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Appraiser II	PROFS	$59,749.62	$66,269.37	$73,484.49	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$74,146.70	$81,070.67	$82,490.89	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	APPRAISER	G	$49,254.40	$54,308.80	$59,862.40	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$65,041.73	$70,409.51	$70,674.58	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	APPRAISER 2	OE3 GENERAL	$45,489.60	$50,211.20	$55,369.60	21.72%	$983.44	$34.60	$11.74	$0.00	6.2%	$60,667.32	$65,681.65	$65,946.73	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Appraiser II	1	$70,299.22	$77,513.90	$85,454.46	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$83,679.37	$100,388.76	$111,369.52	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	APPRAISER II	PF	$49,056.00	$64,764.00	$80,472.00	64.04%	$917.75	$45.00	$10.25	$50.00	6.2%	$64,373.47	$81,055.37	$97,737.26	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	APPRAISER II	SEIU	$67,766.40	$75,129.60	$83,304.00	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$77,470.56	$84,833.76	$85,395.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	APPRAISER II	OE3	$52,644.80	$58,052.80	$64,001.60	21.57%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$69,108.78	$74,852.07	$75,161.33	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$8,455.57	$8,889.00	$10,461.47				Standard Deviation:			$7,094.33	$9,791.40	$13,929.95						
		Mariposa County:	$62,558.08	$68,970.72	$76,040.64				Mariposa County:			$78,473.76	$85,283.98	$85,641.84						
		Comparison Median	*$54,766.00*	*$63,748.00*	*$65,325.00*				Comparison Median			*$70,472.12*	*$79,549.00*	*$80,432.44*						
									Median Difference %			***10.20%***	***6.72%***	***6.08%***						

Classification

Assessment-Recording Clerk II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Assessment-Recording Clerk II	SEIU	$42,908.32	$47,309.60	$52,162.24	21.57%	$500.00	$40.10	$8.60	$454.39	6.2%	$57,605.72	$62,279.88	$62,525.07	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	RECORDER CLERK II	3	$42,390.40	$46,758.40	$51,563.20	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$56,439.00	$61,077.82	$61,320.81	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	Property Tax and Sales Assistant II	CLRCL	$40,440.89	$44,853.72	$49,737.20	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$53,640.83	$58,327.25	$59,288.51	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	PROPERTY TAX ASSESSMENT SPEC 2	OE3 GENERAL	$42,203.20	$46,550.40	$51,313.60	21.59%	$983.44	$34.60	$11.74	$0.00	6.2%	$57,177.16	$61,793.88	$62,036.87	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Recorder Clerk II	1	$45,377.75	$50,018.90	$55,165.97	21.57%	$705.26	$31.42	$15.12	$0.00	6.2%	$57,212.77	$67,981.34	$75,091.90	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	RECORDER CLERK II	SEIU	$48,152.00	$53,393.60	$59,196.80	22.94%	$748.08	$47.10	$13.50	$0.00	0%	$57,856.16	$63,097.76	$63,472.16	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	ASSESSMENT RECORDING TECH II	OE3	$38,833.60	$42,806.40	$47,195.20	21.53%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$54,441.28	$58,660.40	$58,881.29	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$3,083.58	$3,452.05	$3,870.82	Standard Deviation:	$1,548.75	$3,223.06	$5,480.18
Mariposa County:	$42,908.32	$47,309.60	$52,162.24	Mariposa County:	$57,605.72	$62,279.88	$62,525.07
Comparison Median	*$42,296.50*	*$46,654.00*	*$46,882.50*	Comparison Median	*$56,808.08*	*$61,435.85*	*$61,678.84*
				Median Difference %	***1.38%***	***1.36%***	***1.35%***

Classification

Assessment-Recording Office Manager (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Assessment-Recording Office Manager	MCMCO	$62,701.60	$69,130.88	$76,217.44	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$85,713.50	$92,541.39	$92,899.25	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ASSESSMENT SERVICES SUPERVISOR	20	$60,028.80	$66,206.40	$73,028.80	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$75,170.99	$81,731.60	$82,085.03	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Plumas County	ASSESSORS OFFICE MANAGER	OE3 GENERAL	$47,756.80	$52,665.60	$58,073.60	21.60%	$983.44	$34.60	$11.74	$0.00	6.2%	$63,075.08	$68,288.23	$68,553.30	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Tuolumne County	ASSESSMENT SVCS PROG MANAGER	MGT	$72,051.20	$79,435.20	$87,568.00	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$89,718.37	$97,560.18	$97,957.80	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$9,918.32	$10,928.89	$12,041.44					Standard Deviation:		$10,892.42	$11,963.44	$12,017.01						
		Mariposa County:	$62,701.60	$69,130.88	$76,217.44					Mariposa County:		$85,713.50	$92,541.39	$92,899.25						
		Comparison Median	*$60,028.00*	*$66,206.00*	*$66,538.00*					Comparison Median		*$75,170.99*	*$81,731.60*	*$82,085.03*						
										Median Difference %		***12.30%***	***11.68%***	***11.64%***						

Classification

Assessor Recorder (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Assessor/Recorder	EDH	$129,884.37	$129,884.37	$129,884.37	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$152,811.32	$152,811.32	$152,811.32	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	ASSESSOR/RECORDER/CLERK	20	$159,910.40	$176,467.20	$194,771.20	21.80%	$951.70	$0.00	$0.00	$0.00	6.2%	$181,245.24	$198,828.57	$199,778.42	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Assessor	ADPTH	$170,758.00	$170,758.00	$170,758.00	0.00%	$846.13	$34.64	$10.28	$0.00	6.2%	$192,037.60	$192,037.60	$192,037.60	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	ASSESSOR/CLERK/RECORDER	E	$109,470.40	$120,702.40	$133,057.60	21.55%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$129,450.72	$141,379.11	$141,997.62	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	ASSESSOR	ELECTED OFFICALS	$92,248.00	$92,248.00	$92,248.00	0.00%	$1,254.70	$34.60	$0.00	$0.00	6.2%	$113,438.98	$113,438.98	$113,438.98	n/a	five (5%) percent at the following times: upon the completion of seven (7), ten (10), fourteen (14), eighteen (18), and twenty-one (21) years of full-time continuous service, or the equivalent, measured from the date of taking office.	n/a	n/a	n/a	The salary for each elected official shall be adjusted on the first day of the first pay period starting in July of each year based on the percentage change in the California Consumer Price Index, all urban consumer series using the "April to April" comparison.
Amador County	Assessor	5	$153,316.80	$153,316.80	$153,316.80	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$172,874.84	$172,874.84	$172,874.84	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	n/a	CalPers Option, $12,000 life insurance, same healthcare, dental, and vision employer match as full-time employees, $23.08 deferred compensation match.
Colusa County	ASSESSOR/ DIRECT ASMT OFF	UNREP	$145,332.00	$145,332.00	$145,332.00	0.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$166,618.58	$166,618.58	$166,618.58	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	2%@62 and Safety 2.7% @ 57, 457 $100 match, $250 per month vehicle allowance.
Calaveras County	ASSESSOR	Elected	$156,416.00	$156,416.00	$156,416.00	0.00%	$740.76	$47.10	$13.50	$0.00	0%	$166,032.32	$166,032.32	$166,032.32	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years.	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	ASSESSOR - RECORDER	ELE	$156,977.60	$156,977.60	$156,977.60	0.00%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$179,910.21	$179,910.21	$179,910.21	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$25,601.96	$25,863.13	$27,792.31					Standard Deviation:		$25,404.14	$25,895.09	$25,971.40						
		Mariposa County:	$129,884.37	$129,884.37	$129,884.37					Mariposa County:		$152,811.32	$152,811.32	$152,811.32						
		Comparison Median	*$154,866.00*	*$154,866.00*	*$154,866.00*					Comparison Median		*$169,746.71*	*$169,746.71*	*$169,746.71*						
										Median Difference %		***-11.08%***	***-11.08%***	***-11.08%***						

Classification

Assistant Assessor/Recorder (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Assistant Assessor/Recorder	MCMCO	$86,756.80	$95,650.88	$105,458.08	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$111,260.12	$120,705.63	$121,202.65	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ASSISTANT RECORDER-CLERK	20	$95,555.20	$105,372.80	$116,188.80	21.59%	$951.70	$0.00	$0.00	$0.00	6.2%	$112,900.02	$123,326.31	$123,856.46	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Assistant County Clerk-Recorder/Registrar of	UNREP	$116,047.30	$128,710.13	$142,723.54	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$133,934.83	$147,382.76	$150,141.17	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	ASSISTANT ASSESSOR	M	$84,884.80	$93,579.20	$103,188.80	21.56%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$103,245.54	$112,478.99	$112,964.96	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	ASSISTANT COUNTY ASSESSOR	OE3 MID-MANAGEMENT	$60,923.20	$67,204.80	$74,110.40	21.65%	$983.44	$34.60	$11.74	$0.00	6.2%	$77,057.80	$83,728.86	$84,082.29	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Assistant Assessor	42	$118,892.80	$118,892.80	$118,892.80	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$135,285.75	$135,285.75	$135,285.75	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	ASSISTANT ASSESSOR	MGT	$80,640.00	$106,470.00	$132,300.00	64.06%	$917.75	$45.00	$10.25	$50.00	6.2%	$97,915.68	$125,347.14	$152,778.60	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	ASSISTANT ASSESSOR	CMU	$112,070.40	$124,238.40	$137,758.40	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$121,774.56	$133,942.56	$134,857.76	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	ASSISTANT ASSESSOR-RECORDER	EXE	$103,833.60	$114,462.40	$126,214.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$123,471.28	$134,759.07	$135,355.49	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$18,817.27	$18,477.18	$20,665.66					Standard Deviation:		$18,492.52	$18,177.05	$20,696.83						
		Mariposa County:	$86,756.80	$95,650.88	$105,458.08					Mariposa County:		$111,260.12	$120,705.63	$121,202.65						
		Comparison Median	*$99,694.00*	*$110,466.00*	*$116,957.50*					Comparison Median		*$117,337.29*	*$129,644.85*	*$135,071.76*						
										Median Difference %		***-5.46%***	***-7.41%***	***-11.44%***						

Classification

Assistant Auditor (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Assistant Auditor	MCMCO	$95,644.64	$105,451.84	$116,261.60	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$120,699.01	$131,114.25	$131,659.87	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ASSISTANT AUDITOR/CONTROLLER	20	$125,049.60	$137,966.40	$152,235.20	21.74%	$951.70	$0.00	$0.00	$0.00	6.2%	$144,223.08	$157,940.72	$158,691.76	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Assistant Auditor-Controller	UNREP	$121,849.66	$135,145.64	$149,859.71	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$140,096.94	$154,217.27	$157,113.59	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Plumas County	ASSISTANT AUDITOR/CONTROLLER	CONFIDENTIAL EMPLOYEE UNIT	$63,460.80	$69,971.20	$77,168.00	21.60%	$1,254.70	$34.60	$11.74	$0.00	6.2%	$83,007.85	$89,921.89	$90,275.33	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	n/a	40 hours per year.	Life Insurance $20,000; 2% @ 62, Bilingual pay $35 per month
Amador County	Assistant Auditor-Controller	42	$118,892.80	$118,892.80	$118,892.80	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$135,285.75	$135,285.75	$135,285.75	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	ASST AUDITOR/CONTROLLER	MGT	$89,028.00	$117,528.00	$146,028.00	64.02%	$917.75	$45.00	$10.25	$50.00	6.2%	$106,823.74	$137,090.74	$167,357.74	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	ASSISTANT AUDITOR CONTROLLER	CMU	$112,070.40	$124,238.40	$137,758.40	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$121,774.56	$133,942.56	$134,857.76	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	ASSISTANT AUDITOR CONTROLLER	EXE	$111,904.00	$123,364.80	$136,011.20	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$132,042.05	$144,213.42	$144,854.02	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$20,527.52	$20,935.07	$24,341.59					Standard Deviation:		$20,132.57	$20,735.74	$23,680.33						
		Mariposa County:	$95,644.64	$105,451.84	$116,261.60					Mariposa County:		$120,699.01	$131,114.25	$131,659.87						
		Comparison Median	*$112,070.00*	*$123,364.00*	*$125,153.00*					Comparison Median		*$132,042.05*	*$137,090.74*	*$144,854.02*						
										Median Difference %		***-9.40%***	***-4.56%***	***-10.02%***						

Classification

Assistant Chief Probation Officer (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Assistant Chief Probation Officer	SMA	$102,383.84	$112,885.76	$124,448.48	21.55%	$500.00	$40.10	$8.60	$1,340.00	6.2%	$131,396.04	$142,549.08	$143,125.62	$150 per semester ann max of $300; POST Intermediate +2.5%, POST Intermediate +2.5%, POST Supervisory +2.5%, POST Management +2.5%; For Custodial Sergeant, Jail Lieutenant, and Assistant Chief of Probation 2.5% for supervisor and/or management STC.	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Assistant Chief Probation Officer $650 others receive $1,050 per year.	80 hour per year	Life insurance $30,000 for employee, $1,000 per dependent coverage; 2.7%@57; Resident pay of $100 per month for sergeants assigned to Coulterville; Bilingual pay $65 per month.
Merced County	DEPUTY CHIEF PROBATION OFFICER	20	$113,380.80	$125,049.60	$137,966.40	21.68%	$951.70	$0.00	$0.00	$0.00	6.2%	$131,830.81	$144,223.08	$144,907.85	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Assistant Chief Probation Officer	PAU	$117,373.34	$130,863.87	$144,354.40	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$135,343.09	$149,670.03	$163,996.97	Rangemaster will be compensated, during the period of assignment, with a two and one-half percent (2.5%) differential.	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	$60.00 per month	80 hours annually	2.7 @ 55, $65 per month bilingual incentive; 6.67 to 14 hours of vacation per month (municode).
Amador County	Probation Officer Chief	4	$166,483.20	$166,483.20	$166,483.20	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$186,857.56	$186,857.56	$186,857.56	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	ASST CHIEF PROB OFFR	MGS	$99,936.00	$131,880.00	$163,824.00	63.93%	$917.75	$45.00	$10.25	$50.00	6.2%	$118,408.03	$152,332.56	$186,257.09	POST Intermediate (2.5%); POST Advanced (2.5%); and, Post Management (2.5%) Sheriff's Lieutenants and the Assistant Sheriff shall be eligible to receive Educational Incentive Pay of (2.5%) for Associate's Degree or (5.0%) for Bachelor's Degree (BA/BS)	n/a	n/a	Sheriff's Lieutenants and the Assistant Sheriff shall receive a monthly uniform allowance of $55	n/a	40 hours of management leave, 2. 7% @ 57, 457 $30 to $50 match per month.
Calaveras County	ASSISTANT CHIEF PROB OFFICER	CMU	$117,665.60	$130,457.60	$144,643.20	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$127,369.76	$140,161.76	$141,118.56	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	ASSISTANT CHIEF PROBATION OFCR	EXE	$102,793.60	$113,339.20	$124,945.60	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$122,366.80	$133,566.23	$134,140.56	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
	Standard Deviation:		$22,039.89	$16,243.77	$14,394.39					Standard Deviation:		$22,977.42	$17,110.08	$21,128.56						
	Mariposa County:		$102,383.84	$112,885.76	$124,448.48					Mariposa County:		$131,396.04	$142,549.08	$143,125.62						
	Comparison Median		*$115,376.50*	*$130,660.00*	*$137,884.50*					Comparison Median		*$129,600.28*	*$146,946.55*	*$154,452.41*						
										Median Difference %		***1.37%***	***-3.08%***	***-7.91%***						

Classification

Assistant County Administrative Officer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Assistant County Administrative Officer	EDH	$156,262.09	$156,262.09	$156,262.09	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$180,824.46	$180,824.46	$180,824.46	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	ASSISTANT COUNTY EXECUTIVE OFF	20	$172,161.60	$190,028.80	$209,726.40	21.82%	$951.70	$0.00	$0.00	$0.00	6.2%	$194,256.02	$213,230.99	$214,225.02	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Deputy County Administrative Officer-Finance	Unrep	$131,012.14	$144,440.88	$159,246.08	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$149,827.49	$164,088.81	$164,837.54	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	DEPUTY COUNTY ADMINISTRATIVE OFFICER	N	$113,921.60	$125,611.20	$138,507.20	21.58%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$134,177.90	$146,592.25	$147,277.03	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Colusa County	ASST COUNTY ADMINISTRATIVE OFFICER	MGT	$132,300.00	$174,540.00	$216,780.00	63.85%	$917.75	$45.00	$10.25	$50.00	6.2%	$152,778.60	$197,637.48	$242,496.36	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	ASSISTANT COUNTY EXECUTIVE OFFICER	Mid Man Unrep	$159,723.20	$177,091.20	$196,352.00	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$169,339.52	$186,707.52	$187,997.12	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	ASSISTANT COUNTY ADMIN OFC	EXE	$145,745.60	$160,700.80	$177,153.60	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$167,981.83	$183,864.25	$184,681.56	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$19,320.61	$21,620.73	$27,723.92					Standard Deviation:		$18,864.29	$21,679.71	$31,179.68						
		Mariposa County:	$156,262.09	$156,262.09	$156,262.09					Mariposa County:		$180,824.46	$180,824.46	$180,824.46						
		Comparison Median	*$139,022.50*	*$167,620.00*	*$169,925.50*					Comparison Median		*$160,380.21*	*$185,285.88*	*$186,339.34*						
										Median Difference %		***11.31%***	***-2.47%***	***-3.05%***						

Classification

Assistant County Counsel (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Assistant County Counsel	MCMCO	$133,246.88	$146,908.32	$161,969.60	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$160,632.59	$175,141.04	$175,903.13	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ASSISTANT COUNTY COUNSEL	20	$162,281.60	$179,088.00	$197,683.20	21.81%	$951.70	$0.00	$0.00	$0.00	6.2%	$183,763.46	$201,611.86	$202,583.80	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Deputy County Counsel IV	UNREP	$134,339.25	$149,780.79	$165,220.33	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$153,360.88	$169,759.80	$186,156.59	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	ASSISTANT COUNTY COUNSEL	N	$125,902.40	$138,819.20	$153,046.40	21.56%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$146,901.51	$160,619.15	$161,348.11	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	DEPUTY COUNTY COUNSEL II	CONFIDENTIAL EMPLOYEE UNIT	$88,670.40	$98,228.00	$107,785.60	21.56%	$1,254.70	$34.60	$11.74	$0.00	6.2%	$109,780.44	$119,930.62	$130,080.79	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	n/a	40 hours per year.	Life Insurance $20,000; 2% @ 62, Bilingual pay $35 per month
Amador County	Assistant County Counsel	42	$160,118.40	$160,118.40	$160,118.40	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$179,067.34	$179,067.34	$179,067.34	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	DEPUTY COUNTY COUNSEL	MGT	$80,640.00	$106,470.00	$132,300.00	64.06%	$917.75	$45.00	$10.25	$50.00	6.2%	$97,915.68	$125,347.14	$152,778.60	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Tuolumne County	DEPUTY COUNTY COUNSEL III	EXE	$109,636.80	$120,889.60	$133,265.60	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$129,634.28	$141,584.76	$142,203.26	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$29,783.12	$27,158.06	$26,705.66					Standard Deviation:		$30,236.71	$27,429.40	$23,783.81						
		Mariposa County:	$133,246.88	$146,908.32	$161,969.60					Mariposa County:		$160,632.59	$175,141.04	$175,903.13						
		Comparison Median	*$125,902.00*	*$138,819.00*	*$139,505.00*					Comparison Median		*$146,901.51*	*$160,619.15*	*$161,348.11*						
										Median Difference %		***8.55%***	***8.29%***	***8.27%***						

Classification

Assistant District Attorney (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Assistant District Attorney	MCMCO	$125,879.52	$138,783.84	$153,011.04	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$152,808.45	$166,512.84	$167,230.75	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	CHIEF DEPUTY DISTRICT ATTORNEY	20	$156,790.40	$173,014.40	$190,964.80	21.80%	$951.70	$0.00	$0.00	$0.00	6.2%	$177,931.80	$195,161.69	$196,111.55	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Assistant District Attorney	UNREP	$163,290.20	$181,108.09	$200,826.35	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$184,106.79	$203,029.39	$206,910.71	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	ASSISTANT DISTRICT ATTORNEY	M	$105,726.40	$116,563.20	$128,502.40	21.54%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$125,379.32	$136,888.00	$137,484.42	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	ASSISTANT DISTRICT ATTORNEY	OE3 MID-MANAGEMENT	$120,432.00	$132,766.40	$146,369.60	21.54%	$983.44	$34.60	$11.74	$0.00	6.2%	$140,256.14	$153,355.28	$154,040.05	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	District Attorney Chief Assistant	4	$166,483.20	$166,483.20	$166,483.20	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$186,857.56	$186,857.56	$186,857.56	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	CHIEF DEPUTY DA	MGT	$105,888.00	$139,734.00	$173,580.00	63.93%	$917.75	$45.00	$10.25	$50.00	6.2%	$124,729.06	$160,673.51	$196,617.96	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	ASSISTANT DISTRICT ATTORNEY	CMU	$150,737.60	$167,128.00	$185,307.20	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$160,441.76	$176,832.16	$178,059.36	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	ASSISTANT DISTRICT ATTORNEY	EXE	$136,926.40	$150,966.40	$166,441.60	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$158,615.84	$173,526.32	$174,299.45	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57

Standard Deviation:	$23,313.41	$20,878.90	$22,198.25	Standard Deviation:	$23,451.59	$20,739.93	$21,832.15		
Mariposa County:	$125,879.52	$138,783.84	$153,011.04	Mariposa County:	$152,808.45	$166,512.84	$167,230.75		
Comparison Median	*$143,831.50*	*$158,724.50*	*$167,419.00*	Comparison Median	*$159,528.80*	*$175,179.24*	*$182,458.46*		
				Median Difference %	***-4.40%***	***-5.20%***	***-9.11%***		

Classification

Assistant Treasurer Tax Collector County Cler *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Assistant Treasurer Tax Collector County Cler	MCMCO	$87,526.40	$96,499.52	$106,392.00	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$112,077.44	$121,606.89	$122,106.12	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ASSISTANT TREASURER/TAX COLLEC	20	$110,115.20	$121,430.40	$133,952.00	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$128,362.74	$140,379.48	$141,020.08	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Assistant Treasurer-Tax Collector	UNREP	$116,047.30	$128,710.13	$142,723.54	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$133,934.83	$147,382.76	$150,141.17	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	ASSISTANT DIR OF FINANCE-TREASURER-TAX COLLEC	N	$86,590.40	$95,451.20	$105,227.20	21.52%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$105,152.16	$114,562.33	$115,070.40	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	ASST COUNTY CLERK-RECORDER	OE3 MID-MANAGEMENT	$60,195.20	$66,372.80	$73,174.40	21.56%	$983.44	$34.60	$11.74	$0.00	6.2%	$76,284.66	$82,845.27	$83,198.71	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Colusa County	ASST TREAS-TAX COLLECTOR	MGT	$64,500.00	$85,194.00	$105,888.00	64.17%	$917.75	$45.00	$10.25	$50.00	6.2%	$80,775.00	$102,752.03	$124,729.06	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Tuolumne County	ASSISTANT TREASURER-TAX COLL	EXE	$93,662.40	$103,272.00	$113,859.20	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$112,669.47	$122,874.86	$123,405.01	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$20,950.45	$21,074.89	$22,429.92					Standard Deviation:		$21,774.29	$21,858.72	$21,258.37						
		Mariposa County:	$87,526.40	$96,499.52	$106,392.00					Mariposa County:		$112,077.44	$121,606.89	$122,106.12						
		Comparison Median	*$90,126.00*	*$99,361.50*	*$104,829.50*					Comparison Median		*$108,910.82*	*$118,718.60*	*$124,067.04*						
										Median Difference %		***2.83%***	***2.38%***	***-1.61%***						

Classification

Associate Engineer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Associate Engineer	SEIU	$84,425.12	$93,080.00	$102,623.04	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$101,696.56	$110,888.04	$111,371.80	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ENGINEERING ASSOCIATE II	5	$71,260.80	$78,603.20	$86,694.40	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$87,099.37	$94,897.00	$95,294.61	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Engineer II	PROFS	$80,070.20	$88,807.30	$98,476.25	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$95,727.15	$105,005.95	$106,909.18	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	ENGINEERING TECHNICIAN IV	M	$65,790.40	$72,529.60	$79,976.00	21.56%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$82,967.28	$90,124.32	$90,499.84	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Amador County	Associate Civil Engineer	1	$92,383.20	$101,863.48	$112,289.58	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$107,132.56	$129,089.82	$143,511.71	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	ENGINEER TECHNICIAN II	SEIU	$61,464.00	$68,140.80	$75,545.60	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$71,168.16	$77,844.96	$78,323.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	ENGINEER II	OE3	$84,988.80	$93,704.00	$103,292.80	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$103,458.11	$112,713.65	$113,177.53	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$10,830.24	$11,892.37	$13,048.40					Standard Deviation:		$12,318.34	$16,491.04	$20,691.75						
		Mariposa County:	$84,425.12	$93,080.00	$102,623.04					Mariposa County:		$101,696.56	$110,888.04	$111,371.80						
		Comparison Median	*$75,665.00*	*$83,705.00*	*$84,788.00*					Comparison Median		*$91,413.26*	*$99,951.48*	*$101,101.90*						
										Median Difference %		***10.11%***	***9.86%***	***9.22%***						

Classification

Auditor (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Auditor	EDH	$149,124.10	$149,124.10	$149,124.10	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$173,243.91	$173,243.91	$173,243.91	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	AUDITOR/CONTROLLER	20	$163,904.00	$180,876.80	$199,638.40	21.80%	$951.70	$0.00	$0.00	$0.00	6.2%	$185,486.45	$203,511.56	$204,461.41	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Auditor-Controller	ADPTH	$182,955.00	$182,955.00	$182,955.00	0.00%	$846.13	$34.64	$10.28	$0.00	6.2%	$204,990.81	$204,990.81	$204,990.81	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	AUDITOR-CONTROLLER MANAGER	M	$86,590.40	$95,451.20	$105,227.20	21.52%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$105,056.88	$114,467.05	$114,975.12	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	AUDITOR/CONTROLLER	ELECTED OFFICALS	$95,243.20	$95,243.20	$95,243.20	0.00%	$1,254.70	$34.60	$0.00	$0.00	6.2%	$116,619.88	$116,619.88	$116,619.88	n/a	five (5%) percent at the following times: upon the completion of seven (7), ten (10), fourteen (14), eighteen (18), and twenty-one (21) years of full-time continuous service, or the equivalent, measured from the date of taking office.	n/a	n/a	n/a	The salary for each elected official shall be adjusted on the first day of the first pay period starting in July of each year based on the percentage change in the California Consumer Price Index, all urban consumer series using the "April to April" comparison.
Amador County	Auditor	5	$153,316.80	$153,316.80	$153,316.80	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$172,874.84	$172,874.84	$172,874.84	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	n/a	CalPers Option, $12,000 life insurance, same healthcare, dental, and vision employer match as full-time employees, $23.08 deferred compensation match.
Colusa County	AUDITOR/CONTROLLER	UNREP	$149,976.00	$149,976.00	$149,976.00	0.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$171,550.51	$171,550.51	$171,550.51	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	2%@62 and Safety 2.7% @ 57, 457 $100 match, $250 per month vehicle allowance.
Calaveras County	AUDITOR CONTROLLER	Elected	$156,416.00	$156,416.00	$156,416.00	0.00%	$740.76	$47.10	$13.50	$0.00	0%	$166,032.32	$166,032.32	$166,032.32	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years.	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	CLERK/AUDITOR-CONTROLLER	ELE	$183,248.00	$183,248.00	$183,248.00	0.00%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$207,809.38	$207,809.38	$207,809.38	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$34,197.16	$33,856.48	$34,687.67				Standard Deviation:		$35,138.70	$34,885.73	$34,901.69						
		Mariposa County:	$149,124.10	$149,124.10	$149,124.10				Mariposa County:		$173,243.91	$173,243.91	$173,243.91						
		Comparison Median	*$154,866.00*	*$154,866.00*	*$154,866.00*				Comparison Median		*$172,212.68*	*$172,212.68*	*$172,212.68*						
									Median Difference %		***0.60%***	***0.60%***	***0.60%***						

Classification

Auditor-Appraiser (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Auditor-Appraiser	MCMCO	$74,796.80	$82,463.68	$90,918.88	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$98,558.60	$106,700.83	$107,129.37	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	AUDITOR-APPRAISER II	5	$64,292.80	$70,907.20	$78,228.80	21.68%	$951.70	$0.00	$0.00	$0.00	6.2%	$79,699.35	$86,723.85	$87,099.37	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Auditor-Appraiser II	PROFS	$65,873.95	$73,061.98	$81,016.65	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$80,650.73	$88,284.42	$89,850.21	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	AUDITOR/APPRAISER 2	OE3 GENERAL	$42,286.40	$46,654.40	$51,438.40	21.64%	$983.44	$34.60	$11.74	$0.00	6.2%	$57,265.52	$61,904.33	$62,147.32	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Auditor-Appraiser II	1	$70,299.22	$77,513.90	$85,454.46	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$83,679.37	$100,388.76	$111,369.52	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	AUDITOR/APPRAISER II	PF	$55,524.00	$73,302.00	$91,080.00	64.04%	$917.75	$45.00	$10.25	$50.00	6.2%	$71,242.49	$90,122.72	$109,002.96	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Tuolumne County	AUDITOR-APPRAISER II	OE3	$57,595.20	$63,502.40	$70,012.80	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$74,366.10	$80,639.55	$80,970.89	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$9,089.86	$10,222.57	$12,817.92						Standard Deviation:	$8,725.26	$11,751.69	$16,750.47						
		Mariposa County:	$74,796.80	$82,463.68	$90,918.88						Mariposa County:	$98,558.60	$106,700.83	$107,129.37						
		Comparison Median	*$60,943.50*	*$71,984.00*	*$72,898.00*						Comparison Median	*$77,032.73*	*$87,504.13*	*$88,474.79*						
											Median Difference %	***21.84%***	***17.99%***	***17.41%***						

Classification

Board of Supervisors *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Board of Supervisors	BOS	$57,793.50	$57,793.50	$57,793.50	0.00%	$500.00	$40.10	$8.60	$603.81	6.2%	$75,206.82	$75,206.82	$75,206.82	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	BOARD OF SUPERVISORS	20	$125,296.08	$125,296.08	$125,296.08	0.00%	$951.70	$0.00	$0.00	$0.00	6.2%	$144,484.84	$144,484.84	$144,484.84	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Board of Supervisors Member	ADPTH	$100,503.28	$100,503.28	$100,503.28	0.00%	$846.13	$34.64	$10.28	$0.00	6.2%	$117,427.08	$117,427.08	$117,427.08	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Plumas County	BOARD OF SUPERVISORS-PERSABLE-CPI 2024	ELECTED OFFICALS	$63,856.00	$63,856.00	$63,856.00	0.00%	$1,254.70	$34.60	$0.00	$0.00	6.2%	$83,286.67	$83,286.67	$83,286.67	n/a	five (5%) percent at the following times: upon the completion of seven (7), ten (10), fourteen (14), eighteen (18), and twenty-one (21) years of full-time continuous service, or the equivalent, measured from the date of taking office.	n/a	n/a	n/a	The salary for each elected official shall be adjusted on the first day of the first pay period starting in July of each year based on the percentage change in the California Consumer Price Index, all urban consumer series using the "April to April" comparison.
Amador County	Board Supervisor	5	$72,612.80	$72,612.80	$72,612.80	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$87,167.19	$87,167.19	$87,167.19	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	n/a	CalPers Option, $12,000 life insurance, same healthcare, dental, and vision employer match as full-time employees, $23.08 deferred compensation match.
Colusa County	Board of Supervisor Member	DH	$86,028.80	$86,028.80	$86,028.80	0.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$103,638.59	$103,638.59	$103,638.59	n/a	n/a	n/a	n/a	n/a	Receives Vacation, Sick, 10 days of management leave, 2%@62 and Safety 2.7% @ 57, 457 $100 match
Calaveras County	BOARD OF SUPERVISOR MEMBER	BOS	$83,532.80	$83,532.80	$83,532.80	0.00%	$740.76	$47.10	$13.50	$0.00	0%	$93,149.12	$93,149.12	$93,149.12	n/a	n/a	n/a	n/a	n/a	
Tuolumne County	COUNTY SUPERVISOR	ELE	$51,958.40	$51,958.40	$51,958.40	0.00%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$68,379.82	$68,379.82	$68,379.82	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$22,493.29	$22,493.29	$22,493.29					Standard Deviation:		$23,255.60	$23,255.60	$23,255.60						
		Mariposa County:	$57,793.50	$57,793.50	$57,793.50					Mariposa County:		$75,206.82	$75,206.82	$75,206.82						
		Comparison Median	*$83,532.00*	*$83,532.00*	*$83,532.00*					Comparison Median		*$93,149.12*	*$93,149.12*	*$93,149.12*						
										Median Difference %		***-23.86%***	***-23.86%***	***-23.86%***						

Classification

Building Department Director *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Building Department Director	EDH	$142,257.74	$142,257.74	$142,257.74	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$165,951.84	$165,951.84	$165,951.84	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	BUILDING SERVICES MANAGER	20	$104,852.80	$115,627.20	$127,545.60	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$122,774.07	$134,216.49	$134,857.08	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Deputy Director of Community & Economic Development-Bui	UNREP	$121,849.66	$135,854.69	$149,859.71	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$140,096.94	$154,970.28	$169,843.61	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	CHIEF BUILDING OFFICIAL	M	$81,952.00	$90,355.20	$99,632.00	21.57%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$100,130.90	$109,055.10	$109,541.07	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	DIRECTOR OF BUILDING SERVICES	DEPARTMENT HEADS	$97,760.00	$107,785.60	$118,830.40	21.55%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$119,506.80	$130,153.99	$130,706.23	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	Chief Building Official	42	$148,470.40	$148,470.40	$148,470.40	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$166,697.16	$166,697.16	$166,697.16	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Calaveras County	CHIEF BUILDING OFFICIAL	Appointed	$143,249.60	$158,828.80	$176,092.80	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$152,865.92	$168,445.12	$169,589.12	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
		Standard Deviation:	$23,967.17	$23,768.09	$24,632.86					Standard Deviation:		$22,153.90	$21,376.04	$23,223.87						
		Mariposa County:	$142,257.74	$142,257.74	$142,257.74					Mariposa County:		$165,951.84	$165,951.84	$165,951.84						
		Comparison Median	*$113,350.50*	*$125,740.50*	*$132,350.00*					Comparison Median		*$131,435.51*	*$144,593.38*	*$150,777.12*						
										Median Difference %		***20.80%***	***12.87%***	***9.14%***						

Classification

Building Inspector (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Building Inspector	SEIU	$61,942.40	$68,292.64	$75,293.92	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$77,819.91	$84,563.86	$84,917.30	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	BUILDING INSPECTOR II	5	$57,158.40	$63,044.80	$69,534.40	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$72,122.62	$78,373.98	$78,705.32	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Glenn County	BUILDING INSPECTOR	G	$55,556.80	$61,276.80	$67,558.40	21.60%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$71,734.88	$77,809.52	$78,118.78	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	BUILDING INSPECTOR 2	OE3 GENERAL	$51,396.80	$56,700.80	$62,524.80	21.65%	$983.44	$34.60	$11.74	$0.00	6.2%	$66,940.76	$72,573.61	$72,860.77	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Colusa County	BUILDING INSPECTOR II	MSC	$56,364.00	$74,424.00	$92,484.00	64.08%	$917.75	$45.00	$10.25	$50.00	6.2%	$72,134.57	$91,314.29	$110,494.01	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	BUILDING INSPECTOR II	SEIU	$66,476.80	$74,089.60	$81,702.40	22.90%	$748.08	$47.10	$13.50	$0.00	0%	$76,180.96	$83,793.76	$91,406.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	BUILDING INSPECTOR II	OE3	$58,468.80	$64,459.20	$71,073.60	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$75,293.87	$81,655.67	$81,987.01	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
Standard Deviation:			$4,544.67	$6,527.21	$10,021.12		Standard Deviation:					$2,973.86	$5,811.78	$12,465.11						
Mariposa County:			$61,942.40	$68,292.64	$75,293.92		Mariposa County:					$77,819.91	$84,563.86	$84,917.30						
Comparison Median			*$56,761.00*	*$63,751.50*	*$64,063.00*		Comparison Median					*$72,128.59*	*$80,014.82*	*$80,346.17*						
												Median Difference %	***7.31%***	***5.38%***	***5.38%***					

Classification

Business Systems Analyst II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Business Systems Analyst II	SEIU	$63,508.64	$70,019.04	$77,199.20	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$79,483.26	$86,397.30	$86,761.78	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Business Systems Analyst II	PROFS	$72,626.03	$80,550.84	$89,320.86	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$87,821.44	$96,237.59	$97,963.87	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Calaveras County	BUSINESS ANALYST II	SEIU	$78,436.80	$86,964.80	$96,428.80	22.94%	$748.08	$47.10	$13.50	$0.00	0%	$88,140.96	$96,668.96	$97,292.96	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Standard Deviation:			$2,905.39	$3,206.98	$3,553.97		Standard Deviation:					$159.76	$215.68	$335.46						
Mariposa County:			$63,508.64	$70,019.04	$77,199.20		Mariposa County:					$79,483.26	$86,397.30	$86,761.78						
Comparison Median			*$75,531.00*	*$83,757.00*	*$84,881.50*		Comparison Median					*$87,981.20*	*$96,453.28*	*$97,628.42*						
							Median Difference %					***-10.69%***	***-11.64%***	***-12.52%***						

Classification

Cadastral Drafting Technician II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Cadastral Drafting Technician II	SEIU	$57,187.52	$63,051.04	$69,515.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$72,770.23	$78,997.28	$79,324.21	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	CADASTRAL DRAFTING TECHNICIAN	5	$41,371.20	$45,614.40	$50,315.20	21.62%	$951.70	$0.00	$0.00	$0.00	6.2%	$55,356.61	$59,862.89	$60,105.88	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Plumas County	CADASTRAL DRAFTING SPECIALST	OE3 GENERAL	$50,128.00	$55,286.40	$60,964.80	21.62%	$983.44	$34.60	$11.74	$0.00	6.2%	$65,593.30	$71,071.52	$71,358.68	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Cadastral Drafting Technician II	1	$56,925.65	$62,754.59	$69,199.42	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$69,476.64	$82,992.45	$91,888.03	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Tuolumne County	CADASTRAL GIS TECH II	OE3	$50,086.40	$55,224.00	$60,881.60	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$66,391.76	$71,847.89	$72,112.96	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$5,520.20	$6,083.61	$6,702.04	Standard Deviation:	$5,310.21	$8,182.16	$11,440.00
Mariposa County:	$57,187.52	$63,051.04	$69,515.68	Mariposa County:	$72,770.23	$78,997.28	$79,324.21
Comparison Median	*$50,107.00*	*$55,255.00*	*$55,514.50*	Comparison Median	*$65,992.53*	*$71,459.70*	*$71,735.82*
				Median Difference %	***9.31%***	***9.54%***	***9.57%***

Classification

Chief Deputy Treasurer/Tax Collector (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Chief Deputy Treasurer/Tax Collector	MCMCO	$76,219.52	$84,034.08	$92,651.52	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$100,069.53	$108,368.59	$108,805.97	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	CHIEF DEPUTY TREASURER	20	$78,603.20	$86,694.40	$95,555.20	21.57%	$951.70	$0.00	$0.00	$0.00	6.2%	$94,897.00	$103,489.85	$103,909.56	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Chief Deputy Tax Collector-Treasurer	Mid-Mgmt	$79,684.75	$87,852.45	$96,857.31	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$95,317.80	$103,991.90	$104,447.30	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Plumas County	ASST TREASURER/TAX COLLECTOR	OE3 MID-MANAGEMENT	$60,923.20	$67,204.80	$74,110.40	21.65%	$983.44	$34.60	$11.74	$0.00	6.2%	$77,057.80	$83,728.86	$84,082.29	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Chief Deputy Treasurer/Tax Collector	42	$91,852.80	$91,852.80	$91,852.80	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$106,569.27	$106,569.27	$106,569.27	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Calaveras County	DEPUTY TREASURER/TAX COLLECTOR	CMU	$96,803.20	$107,328.00	$118,996.80	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$106,507.36	$117,032.16	$117,801.76	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
		Standard Deviation:	$12,461.40	$12,825.04	$14,316.14					Standard Deviation:		$10,794.25	$10,791.06	$10,880.98						
		Mariposa County:	$76,219.52	$84,034.08	$92,651.52					Mariposa County:		$100,069.53	$108,368.59	$108,805.97						
		Comparison Median	*$79,684.00*	*$87,852.00*	*$88,281.00*					Comparison Median		*$95,317.80*	*$103,991.90*	*$104,447.30*						
										Median Difference %		***4.75%***	***4.04%***	***4.01%***						

Classification

Chief Probation Officer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Chief Probation Officer	EDH	$146,719.27	$146,719.27	$146,719.27	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$170,689.98	$170,689.98	$170,689.98	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	CHIEF PROBATION OFFICER	20	$144,913.60	$159,910.40	$176,467.20	21.77%	$951.70	$0.00	$0.00	$0.00	6.2%	$165,318.64	$181,245.24	$182,106.74	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Chief Probation Officer	ADPTH	$135,874.31	$151,491.28	$167,108.26	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$154,991.12	$171,576.34	$188,161.57	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	CHIEF PROBATION OFF/JHALL SUP	N	$122,803.20	$135,387.20	$149,260.80	21.54%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$143,610.16	$156,974.37	$157,681.23	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	CHIEF PROBATION OFFICER	DEPARTMENT HEADS	$93,600.00	$103,188.80	$113,776.00	21.56%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$115,088.88	$125,272.19	$125,824.43	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Colusa County	CHIEF PROBATION OFFICER	DH	$123,072.00	$162,102.00	$201,132.00	63.43%	$917.75	$45.00	$10.25	$50.00	6.2%	$142,978.46	$184,428.32	$225,878.18	n/a	n/a	n/a	n/a	n/a	Receives Vacation, Sick, 10 days of management leave, 2%@62 and Safety 2.7% @ 57, 457 $100 match
Calaveras County	CHIEF PROBATION OFFICER	Appointed	$152,734.40	$169,332.80	$187,740.80	22.92%	$740.76	$47.10	$13.50	$0.00	0%	$162,350.72	$178,949.12	$180,176.32	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	CHIEF PROBATION OFFICER	EXE	$119,392.00	$131,622.40	$145,121.60	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$139,994.30	$152,982.99	$153,667.77	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$17,995.05	$21,273.76	$27,244.35					Standard Deviation:		$15,707.26	$19,510.04	$29,261.02						
		Mariposa County:	$146,719.27	$146,719.27	$146,719.27					Mariposa County:		$170,689.98	$170,689.98	$170,689.98						
		Comparison Median	*$123,072.00*	*$151,491.00*	*$160,722.00*					Comparison Median		*$143,610.16*	*$171,576.34*	*$180,176.32*						
										Median Difference %		***15.86%***	***-0.52%***	***-5.56%***						

Classification

Child Support Accounting Specialist *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Child Support Accounting Specialist	SEIU	$65,116.48	$71,793.28	$79,154.40	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$81,190.78	$88,281.54	$88,654.86	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Glenn County	CHILD SUPPORT ACCOUNTING SPECIALIST	G	$51,292.80	$56,555.20	$62,358.40	21.57%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$67,206.51	$72,795.18	$73,104.44	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	CHILD SUPPORT ACCOUNTING SPEC	OE3 GENERAL	$43,326.40	$47,798.40	$52,707.20	21.65%	$983.44	$34.60	$11.74	$0.00	6.2%	$58,370.00	$63,119.26	$63,318.07	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
		Standard Deviation:	$3,983.20	$4,378.40	$4,825.60						Standard Deviation:	$4,418.26	$4,837.96	$4,893.18						
		Mariposa County:	$65,116.48	$71,793.28	$79,154.40						Mariposa County:	$81,190.78	$88,281.54	$88,654.86						
		Comparison Median	*$47,309.00*	*$52,176.50*	*$52,415.50*						Comparison Median	*$62,788.26*	*$67,957.22*	*$68,211.25*						
											Median Difference %	***22.67%***	***23.02%***	***23.06%***						

Classification

Child Support Specialist II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Child Support Specialist II	SEIU	$57,187.52	$63,051.04	$69,515.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$72,770.23	$78,997.28	$79,324.21	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	CHILD SUPPORT SPECIALIST II	8	$43,867.20	$48,380.80	$53,372.80	21.67%	$951.70	$0.00	$0.00	$0.00	6.2%	$58,007.37	$62,800.81	$63,065.88	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Child Support Specialist II (MSS)	TCHNL	$49,156.16	$54,519.98	$60,455.87	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$62,896.44	$68,592.82	$69,761.23	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Glenn County	CHILD SUPPORT SPECIALIST II	G	$46,446.40	$51,188.80	$56,451.20	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$62,059.64	$67,096.07	$67,361.14	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	CHILD SUPPORT SPECIALIST 2	OE3 GENERAL	$43,700.80	$48,172.80	$53,144.00	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$58,767.61	$63,516.87	$63,781.95	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Standard Deviation:			$2,226.20	$2,575.09	$2,959.49		Standard Deviation:					$2,083.97	$2,415.13	$2,716.99						
Mariposa County:			$57,187.52	$63,051.04	$69,515.68		Mariposa County:					$72,770.23	$78,997.28	$79,324.21						
Comparison Median			*$45,156.50*	*$49,784.00*	*$50,034.00*		Comparison Median					*$60,413.62*	*$65,306.47*	*$65,571.54*						
							Median Difference %					***16.98%***	***17.33%***	***17.34%***						

Classification

Child Support Supervisor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Child Support Supervisor	MCMCO	$69,852.64	$77,016.16	$84,911.84	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$93,307.90	$100,915.56	$101,313.17	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	SPVG CHILD SUPPORT SPECIALIST	20	$58,864.00	$64,916.80	$71,614.40	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$73,933.97	$80,362.04	$80,737.56	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Child Support Supervisor (MSS)	Mid-Mgmt	$55,367.22	$61,042.35	$67,299.18	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$69,492.59	$75,519.58	$75,835.96	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	CHILD SUPPORT SUPERVISOR	M	$56,659.20	$62,483.20	$68,889.60	21.59%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$73,269.95	$79,455.04	$79,786.38	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance

Standard Deviation:	$1,443.68	$1,598.95	$1,781.86	Standard Deviation:	$1,956.05	$2,101.85	$2,122.27
Mariposa County:	$69,852.64	$77,016.16	$84,911.84	Mariposa County:	$93,307.90	$100,915.56	$101,313.17
Comparison Median	*$56,659.00*	*$62,483.00*	*$62,794.00*	Comparison Median	*$73,269.95*	*$79,455.04*	*$79,786.38*
				Median Difference %	***21.48%***	***21.27%***	***21.25%***

Classification

Clerk of the Board *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Clerk of the Board	EDH	$92,446.98	$92,446.98	$92,446.98	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$113,052.81	$113,052.81	$113,052.81	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	CHIEF DEPUTY BOARD CLERK	20	$91,020.80	$100,339.20	$110,656.00	21.57%	$951.70	$0.00	$0.00	$0.00	6.2%	$108,084.49	$117,980.63	$118,510.78	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Chief Clerk to the Board of Supervisors	ADPTH	$88,277.40	$97,910.05	$108,570.06	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$104,443.20	$114,673.07	$116,771.37	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	CLERK OTB/GEN SERV DIRECTOR	N	$113,921.60	$125,611.20	$138,507.20	21.58%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$134,177.90	$146,592.25	$147,277.03	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	CLERK OF THE BOARD	CONFIDENTIAL EMPLOYEE UNIT	$58,302.40	$64,292.80	$70,865.60	21.55%	$1,254.70	$34.60	$11.74	$0.00	6.2%	$77,529.63	$83,891.43	$84,222.78	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	n/a	40 hours per year.	Life Insurance $20,000; 2% @ 62, Bilingual pay $35 per month
Amador County	Clerk Of the Board	41	$65,644.80	$72,363.20	$79,788.80	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$78,736.38	$85,871.32	$86,268.93	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	40 hours per year	2%@62 Professional Leave 5 days per year, $12,000 life insurance, Down Payment Assistance up to 5.5%
		Standard Deviation:	$19,791.74	$21,851.42	$24,137.26					Standard Deviation:		$21,016.77	$23,186.96	$23,382.17						
		Mariposa County:	$92,446.98	$92,446.98	$92,446.98					Mariposa County:		$113,052.81	$113,052.81	$113,052.81						
		Comparison Median	*$88,277.00*	*$97,910.00*	*$99,886.00*					Comparison Median		*$104,443.20*	*$114,673.07*	*$116,771.37*						
										Median Difference %		***7.62%***	***-1.43%***	***-3.29%***						

Classification

Code Compliance Technician *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Code Compliance Technician	SEIU	$64,392.64	$70,994.56	$78,272.48	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$80,422.06	$87,433.30	$87,799.99	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	CODE ENFORCEMENT OFFICER II	8	$58,864.00	$64,916.80	$71,614.40	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$73,933.97	$80,362.04	$80,737.56	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Code Enforcement Officer II	SRVCE	$59,281.51	$66,095.15	$72,908.78	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$73,649.56	$80,885.64	$88,121.72	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	Public Works employees required to wear safety footwear will be eligible for reimbursement of up to $100 per calendar year with the submission of a receipt.	80 hours annually	2%@62, Tool Allowance ($500.00), whichever is less in any fiscal year: Automotive Technician, Senior Automotive Technician, Heavy Equipment Mechanic, and Senior Heavy Equipment Mechanic ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	CODE ENFORCEMENT OFFICER II	G	$61,360.00	$67,662.40	$74,568.00	21.53%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$77,897.88	$84,591.03	$84,922.37	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	CODE ENFORCEMENT OFFICER	OE3 GENERAL	$55,785.60	$61,505.60	$67,849.60	21.63%	$983.44	$34.60	$11.74	$0.00	6.2%	$71,601.67	$77,676.31	$78,029.74	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Code Enforcement Officer	1	$70,541.17	$77,777.86	$85,740.41	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$83,936.32	$100,699.47	$111,692.30	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	CODE COMPLIANCE OFFICER	PF	$56,916.00	$75,138.00	$93,360.00	64.03%	$917.75	$45.00	$10.25	$50.00	6.2%	$72,720.79	$92,072.56	$111,424.32	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	CODE ENFORCEMENT OFFICER	SEIU	$61,464.00	$68,140.80	$75,545.60	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$71,168.16	$77,844.96	$78,323.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	CODE COMPLIANCE INVESTIGATOR II	OE3	$56,742.40	$62,566.40	$68,972.80	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$73,460.43	$79,645.52	$79,954.77	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$4,397.25	$5,379.62	$8,233.19	Standard Deviation:	$3,947.78	$7,613.82	$13,320.23	
Mariposa County:	$64,392.64	$70,994.56	$78,272.48	Mariposa County:	$80,422.06	$87,433.30	$87,799.99	
Comparison Median	*$59,072.50*	*$66,878.50*	*$68,296.50*	Comparison Median	*$73,555.00*	*$80,623.84*	*$82,829.97*	
				Median Difference %	***8.54%***	***7.79%***	***5.66%***	

Classification

Community Design Development Planner II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Community Design Development Planner II	SEIU	$76,217.44	$84,032.00	$92,645.28	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$92,980.00	$101,279.06	$101,714.23	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	DEVELOPMENT SERVICES COORDINAT	20	$88,836.80	$97,926.40	$107,972.80	21.54%	$951.70	$0.00	$0.00	$0.00	6.2%	$105,765.08	$115,418.24	$115,926.30	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Amador County	Community Development Technician II	1	$60,489.00	$66,691.87	$73,532.63	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$73,260.92	$87,633.64	$97,114.27	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Tuolumne County	HOUSING DEVELOPMENT SPECIALIST	MGT	$75,025.60	$82,721.60	$91,187.20	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$92,877.19	$101,050.34	$101,470.04	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$11,574.20	$12,752.92	$14,061.63	Standard Deviation:	$13,364.20	$11,345.23	$8,040.51
Mariposa County:	$76,217.44	$84,032.00	$92,645.28	Mariposa County:	$92,980.00	$101,279.06	$101,714.23
Comparison Median	*$75,025.00*	*$82,721.00*	*$83,116.00*	Comparison Median	*$92,877.19*	*$101,050.34*	*$101,470.04*
				Median Difference %	***0.11%***	***0.23%***	***0.24%***

Classification

County Administrative Officer (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	County Administrative Officer	EDH	$206,507.69	$206,507.69	$206,507.69	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$234,185.29	$234,185.29	$234,185.29	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	COUNTY EXECUTIVE OFFICER	20	$264,999.80	$264,999.80	$264,999.80	0.00%	$951.70	$0.00	$0.00	$0.00	6.2%	$292,850.19	$292,850.19	$292,850.19	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	County Administrative Officer	ADPTH	$223,072.59	$247,413.80	$274,351.14	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$247,595.69	$273,446.06	$278,748.39	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	COUNTY ADMINISTRATIVE OFFICER	N	$205,275.20	$226,304.00	$249,496.00	21.54%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$231,195.42	$253,528.01	$254,698.76	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	COUNTY ADMINISTRATIVE OFFICER	DEPARTMENT HEADS	$156,000.00	$171,995.20	$189,612.80	21.55%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$181,357.68	$198,344.58	$199,228.17	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	County Administrative Officer	3	$226,137.60	$226,137.60	$226,137.60	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$250,210.53	$250,210.53	$250,210.53	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	House Down Payment Assistance up to 5.5%; 5 days of management leave, $12,000 life insurance, $23.08 457 match.
Colusa County	COUNTY ADMINISTRATIVE OFFICER	UDH	$166,980.00	$220,296.00	$273,612.00	63.86%	$917.75	$45.00	$10.25	$50.00	6.2%	$189,608.76	$246,230.35	$302,851.94	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62
Calaveras County	COUNTY EXECUTIVE OFFICER	Appointed	$218,379.20	$242,112.00	$268,444.80	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$227,995.52	$251,728.32	$253,475.52	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	COUNTY ADMINISTRATIVE OFFICER	EXE	$177,923.20	$196,164.80	$216,278.40	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$202,154.44	$221,527.02	$222,543.14	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$33,786.01	$27,519.68	$29,362.79					Standard Deviation:		$34,297.07	$27,101.96	$32,498.19						
		Mariposa County:	$206,507.69	$206,507.69	$206,507.69					Mariposa County:		$234,185.29	$234,185.29	$234,185.29						
		Comparison Median	*$211,827.00*	*$226,220.50*	*$235,632.00*					Comparison Median		*$229,595.47*	*$250,969.43*	*$254,087.14*						
										Median Difference %		***1.96%***	***-7.17%***	***-8.50%***						

Classification

County Counsel *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	County Counsel	EDH	$190,416.95	$190,416.95	$190,416.95	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$217,096.92	$217,096.92	$217,096.92	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	COUNTY COUNSEL	20	$212,846.40	$234,956.80	$259,396.80	21.87%	$951.70	$0.00	$0.00	$0.00	6.2%	$237,463.28	$260,944.52	$262,203.63	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	County Counsel	ADPTH	$202,333.41	$224,411.61	$248,844.57	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$225,570.68	$249,017.73	$253,827.10	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	COUNTY COUNSEL	N	$168,168.00	$185,390.40	$204,401.60	21.55%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$191,787.58	$210,077.76	$211,049.71	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	COUNTY COUNSEL	DEPARTMENT HEADS	$147,076.80	$162,156.80	$178,776.00	21.55%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$171,881.24	$187,896.20	$188,735.61	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	County Counsel	4	$187,200.00	$187,200.00	$187,200.00	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$208,858.80	$208,858.80	$208,858.80	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	COUNTY COUNSEL	UDH	$175,440.00	$231,456.00	$287,472.00	63.86%	$917.75	$45.00	$10.25	$50.00	6.2%	$198,593.28	$258,082.27	$317,571.26	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62
Calaveras County	COUNTY COUNSEL	Appointed	$198,598.40	$220,188.80	$244,129.60	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$208,214.72	$229,805.12	$231,385.92	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	COUNTY COUNSEL	EXE	$162,198.40	$178,817.60	$197,142.40	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$185,454.70	$203,104.29	$204,032.05	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$20,955.35	$25,974.85	$36,707.39						Standard Deviation:	$19,931.75	$25,783.07	$39,181.11						
		Mariposa County:	$190,416.95	$190,416.95	$190,416.95						Mariposa County:	$217,096.92	$217,096.92	$217,096.92						
		Comparison Median	*$181,320.00*	*$203,694.00*	*$204,484.50*						Comparison Median	*$203,404.00*	*$219,941.44*	*$221,217.81*						
											Median Difference %	***6.31%***	***-1.31%***	***-1.90%***						

Classification

County Engineer (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	County Engineer	MCMCO	$120,045.12	$132,350.40	$145,918.24	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$146,612.32	$159,680.52	$160,367.51	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ASSISTANT PUBLIC WORKS DIRECTO	20	$139,339.20	$153,732.80	$169,644.80	21.75%	$951.70	$0.00	$0.00	$0.00	6.2%	$159,398.63	$174,684.63	$175,501.95	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Colusa County	ASST DIR OF PUBLIC WORKS/COUNTY ENG	MGT	$125,916.00	$166,110.00	$206,304.00	63.84%	$917.75	$45.00	$10.25	$50.00	6.2%	$145,998.79	$188,684.82	$231,370.85	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
	Standard Deviation:		$6,711.60	$6,188.60	$18,329.60					Standard Deviation:		$6,699.92	$7,000.09	$27,934.45						
	Mariposa County:		$120,045.12	$132,350.40	$145,918.24					Mariposa County:		$146,612.32	$159,680.52	$160,367.51						
	Comparison Median		*$132,627.50*	*$159,921.00*	*$180,402.50*					Comparison Median		*$152,698.71*	*$181,684.73*	*$203,436.40*						
										Median Difference %		***-4.15%***	***-13.78%***	***-26.86%***						

Classification

County Health Officer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	County Health Officer	EDH	$243,017.17	$243,017.17	$243,017.17	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$272,958.35	$272,958.35	$272,958.35	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	COUNTY HEALTH OFFICER	20	$225,846.40	$249,329.60	$275,246.40	21.87%	$951.70	$0.00	$0.00	$0.00	6.2%	$251,269.28	$276,208.44	$277,511.72	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Public Health Officer	ADPTH	$245,937.53	$272,773.72	$302,472.14	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$271,878.26	$300,378.29	$306,224.11	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	COUNTY HEALTH OFFICER	N	$183,040.00	$201,801.60	$222,476.80	21.55%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$207,581.64	$227,506.46	$228,544.67	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Amador County	Health Officer (Full-time)	4	$172,099.20	$172,099.20	$172,099.20	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$192,821.75	$192,821.75	$192,821.75	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Tuolumne County	HEALTH OFFICER/DIRECTOR OF EMS	EXE	$220,313.60	$242,902.40	$267,800.00	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$247,173.04	$271,162.35	$272,421.46	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
	Standard Deviation:		$27,607.14	$36,035.36	$45,856.26					Standard Deviation:		$29,325.73	$38,425.65	$39,997.35						
	Mariposa County:		$243,017.17	$243,017.17	$243,017.17					Mariposa County:		$272,958.35	$272,958.35	$272,958.35						
	Comparison Median		*$220,313.00*	*$242,902.00*	*$244,088.00*					Comparison Median		*$247,173.04*	*$271,162.35*	*$272,421.46*						
										Median Difference %		***9.45%***	***0.66%***	***0.20%***						

Classification

County Librarian (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	County Librarian	EDH	$108,514.89	$108,514.89	$108,514.89	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$130,116.93	$130,116.93	$130,116.93	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	COUNTY LIBRARIAN	20	$136,614.40	$150,737.60	$166,337.60	21.76%	$951.70	$0.00	$0.00	$0.00	6.2%	$156,504.89	$171,503.73	$172,321.05	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Library Director	ADPTH	$136,947.22	$152,687.51	$168,427.80	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$156,130.55	$172,846.74	$189,562.92	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Plumas County	COUNTY LIBRARIAN	DEPARTMENT HEADS	$79,040.00	$87,152.00	$96,075.20	21.55%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$99,626.16	$108,241.10	$108,682.90	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	County Librarian	4	$112,611.20	$112,611.20	$112,611.20	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$129,645.49	$129,645.49	$129,645.49	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	COUNTY LIBRARIAN	DH	$99,372.00	$131,136.00	$162,900.00	63.93%	$917.75	$45.00	$10.25	$50.00	6.2%	$117,809.06	$151,542.43	$185,275.80	n/a	n/a	n/a	n/a	n/a	Receives Vacation, Sick, 10 days of management leave, 2%@62 and Safety 2.7% @ 57, 457 $100 match
Calaveras County	COUNTY LIBRARIAN	Appointed	$112,070.40	$124,259.20	$137,758.40	22.92%	$740.76	$47.10	$13.50	$0.00	0%	$121,686.72	$133,875.52	$134,769.92	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	DIRECTOR OF LIBRARY & REC SERV	EXE	$93,558.40	$103,147.20	$113,713.60	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$112,559.02	$122,742.33	$123,272.48	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$19,954.88	$22,378.45	$27,597.87						Standard Deviation:	$19,975.64	$22,804.63	$30,165.22						
		Mariposa County:	$108,514.89	$108,514.89	$108,514.89						Mariposa County:	$130,116.93	$130,116.93	$130,116.93						
		Comparison Median	*$112,070.00*	*$124,259.00*	*$125,153.00*						Comparison Median	*$121,686.72*	*$133,875.52*	*$134,769.92*						
											Median Difference %	***6.48%***	***-2.89%***	***-3.58%***						

Classification

County Surveyor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	County Surveyor	MCMCO	$108,925.44	$120,092.96	$132,404.48	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$134,803.22	$146,663.12	$147,286.05	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	COUNTY SURVEYOR	20	$117,332.80	$129,417.60	$142,792.00	21.70%	$951.70	$0.00	$0.00	$0.00	6.2%	$136,027.83	$148,861.89	$149,568.76	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Amador County	County Surveyor (Full-time)	42	$111,966.40	$111,966.40	$111,966.40	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$127,929.92	$127,929.92	$127,929.92	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Tuolumne County	COUNTY SURVEYOR	MGT	$101,691.20	$112,132.80	$123,614.40	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$121,196.05	$132,285.03	$132,859.36	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$6,489.63	$8,187.64	$12,709.03					Standard Deviation:		$6,063.58	$9,017.93	$9,260.09						
	Mariposa County:		$108,925.44	$120,092.96	$132,404.48					Mariposa County:		$134,803.22	$146,663.12	$147,286.05						
	Comparison Median		*$111,966.00*	*$112,132.00*	*$112,673.00*					Comparison Median		*$127,929.92*	*$132,285.03*	*$132,859.36*						
										Median Difference %		***5.10%***	***9.80%***	***9.80%***						

Classification

Custodial Deputy *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Custodial Deputy	DSA	$60,465.60	$66,684.80	$73,507.20	21.57%	$500.00	$40.10	$8.60	$814.00	6.2%	$80,566.87	$87,171.66	$87,503.00	$150 per semester with an annual max of $300; POST Intermediate certificate +2.5%, POST Advanced Supervisory certificate +2.5%	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Uniform allowance of $515 for District Attourney Investigator and Deputy Probation Officers I/II/III per year, other classifications in DSA receive $1,000 per year.	80 hour per year	Life insurance $10,000 per employee and $1,000 per dependent; 2.7% @ 57, Resident pay of $100 per month for assignments to Wawona, Fishcamp, and Coulterville. Bilingual Pay $65 per month. Field Training Officer 5%.
Merced County	CUSTODIAL DEPUTY SHERIFF II	2	$62,129.60	$68,515.20	$75,587.20	21.66%	$924.00	$0.00	$0.00	$0.00	6.2%	$77,069.64	$83,851.14	$84,226.67	Post Advanced & 10 years 7.5%, Post advanced 15 years, 10%	n/a	n/a	Deputy Sheriff I/II and Deputy Sheriff/Coroner I/II - $30.00 Bi-weekly, paid on a semi-annual basis of $390.	20 hours per year.	Entitled to accumulate compensatory time up to a maximum of 120 hours. Member (MercedCERA) retirement.
Madera County	Correctional Officer II	COU	$48,672.00	$53,664.00	$59,176.00	21.58%	$846.13	$34.64	$10.28	$0.00	6.2%	$62,382.26	$67,683.77	$67,970.93	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	$75.00 per month	80 hours annually	2.7@ 57 ; 6.67 to 14 hours of vacation per month (municode).
Colusa County	CORRECTIONAL OFFICER	DSS	$52,536.00	$69,390.00	$86,244.00	64.16%	$917.75	$45.00	$10.25	$50.00	6.2%	$68,069.23	$85,968.18	$103,867.13	Post Intermediate 2.5%, Advanced 5%, AA/AS degree 2.5%, BA/BS 5%	n/a	$2.5 per hour	$83.33 per month.	n/a	Officer in Charge 10%, detective and drug enforcement 5%, FTO 7%, 2.5% @ 57
Tuolumne County	JAIL DEPUTY SHERIFF	DSA	$57,574.40	$63,481.60	$69,992.00	21.57%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$73,144.01	$79,417.46	$79,748.80	POST Intermediate (3%); POST Advanced (7%); and, POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$30-$45 per hour	$500-$1000	120 per fiscal year	Dog Handler $235.75 per month. Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57

Standard Deviation:	$5,083.45	$6,251.31	$9,772.38	Standard Deviation:	$5,511.62	$7,072.99	$12,939.76
Mariposa County:	$60,465.60	$66,684.80	$73,507.20	Mariposa County:	$80,566.87	$87,171.66	$87,503.00
Comparison Median	*$55,055.00*	*$65,998.00*	*$66,330.50*	Comparison Median	*$70,606.62*	*$81,634.30*	*$81,987.73*
				Median Difference %	***12.36%***	***6.35%***	***6.30%***

Classification

Custodial Sergeant *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Custodial Sergeant	SEIU	$73,844.16	$81,444.48	$89,758.24	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$90,459.58	$98,531.12	$98,926.52	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Correctional Sergeant	COU	$60,923.20	$67,163.20	$74,048.00	21.54%	$846.13	$34.64	$10.28	$0.00	6.2%	$75,393.04	$82,019.92	$82,373.35	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	$75.00 per month	80 hours annually	2.7@ 57 ; 6.67 to 14 hours of vacation per month (municode).
Plumas County	CORRECTIONAL SERGEANT	SHERIFF EMPLOYEE ASSC	$57,907.20	$63,856.00	$70,428.80	21.62%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$77,183.13	$83,500.75	$83,832.10	3% and 5% for Intermediate and Advanced POST, FTO 5%	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$500 to $1,000 semi annually,	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, Dog Handler $100 per month.
Amador County	Correctional Sergeant	2	$74,105.62	$81,711.14	$90,066.50	21.54%	$902.00	$35.90	$17.28	$0.00	0%	$85,567.78	$97,797.52	$103,324.00	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.39%	n/a	$46.16 bi-weekly	n/a	2.7% @ 57 and 2%@62 , Home Down Payment Assistance up to 5.5% , $23.08 457 match
Calaveras County	CORRECTIONAL SERGEANT	CCPSEA	$82,368.00	$91,312.00	$101,254.40	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$92,072.16	$101,016.16	$101,681.76	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$4.00 per hour	$200.04 to $900 per year depending on position.	n/a	Bilingual $50 per month, Special Assignment Pay 2.5%, Doghandler .5 hours regular pay per calendar day, 40 hours of management time off (MTO) per year, 2.7% @ 57 retirement formula (safety) or 2% @ 62 retirement formula (miscellaneous)
Tuolumne County	JAIL SERGEANT	DSA	$67,142.40	$74,027.20	$81,598.40	21.53%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$83,305.23	$90,616.89	$90,992.41	POST Intermediate (3%); POST Advanced (7%); and, POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$30-$45 per hour	$500-$1000	120 per fiscal year	Dog Handler $235.75 per month. Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57

Standard Deviation:	$8,890.47	$9,957.78	$11,154.80	Standard Deviation:	$6,004.25	$7,530.69	$8,733.85	
Mariposa County:	$73,844.16	$81,444.48	$89,758.24	Mariposa County:	$90,459.58	$98,531.12	$98,926.52	
Comparison Median	*$67,142.00*	*$74,027.00*	*$74,381.00*	Comparison Median	*$83,305.23*	*$90,616.89*	*$90,992.41*	
				Median Difference %	***7.91%***	***8.03%***	***8.02%***	

Classification

Custodian (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Custodian	SEIU	$39,599.04	$43,659.20	$48,137.44	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$54,091.26	$58,403.15	$58,630.67	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	JANITOR	4	$33,342.40	$36,795.20	$40,580.80	21.71%	$951.70	$0.00	$0.00	$0.00	6.2%	$46,830.03	$50,496.90	$50,673.62	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Glenn County	CUSTODIAN	G	$34,091.20	$37,564.80	$41,433.60	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$48,938.41	$52,627.38	$52,848.27	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	CUSTODIAN	OE3 GENERAL	$34,174.40	$37,689.60	$41,537.60	21.55%	$983.44	$34.60	$11.74	$0.00	6.2%	$48,650.57	$52,383.72	$52,582.52	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Colusa County	CUSTODIAN	MSC	$31,056.00	$41,046.00	$51,036.00	64.34%	$917.75	$45.00	$10.25	$50.00	6.2%	$45,257.47	$55,866.85	$66,476.23	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	CUSTODIAN	SEIU	$41,600.00	$46,113.60	$51,147.20	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$51,304.16	$55,817.76	$56,171.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	HOUSEKEEPING WORKER	OE3	$33,280.00	$36,316.80	$40,040.00	20.31%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$48,543.36	$51,768.44	$51,945.16	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$3,299.58	$3,421.48	$4,831.92						Standard Deviation:	$1,871.71	$2,012.69	$5,346.63						
		Mariposa County:	$39,599.04	$43,659.20	$48,137.44						Mariposa County:	$54,091.26	$58,403.15	$58,630.67						
		Comparison Median	*$33,716.50*	*$37,626.50*	*$37,824.00*						Comparison Median	*$48,596.97*	*$52,505.55*	*$52,715.40*						
											Median Difference %	***10.16%***	***10.10%***	***10.09%***						

Classification

Deputy Agriculture Commissioner/Sealer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Agriculture Commissioner/Sealer	MCMCO	$94,009.76	$103,646.40	$114,273.12	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$118,962.77	$129,196.88	$129,735.86	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ASSISTANT AGRIC COMMISSIONER/S	20	$110,115.20	$121,430.40	$133,952.00	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$128,362.74	$140,379.48	$141,020.08	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Deputy Agricultural Commissioner/Sealer	UNREP	$100,246.02	$111,767.99	$123,289.96	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$117,153.87	$129,390.21	$141,626.54	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	DEPUTY AG COMMISSIONER	M	$86,590.40	$95,451.20	$105,227.20	21.52%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$105,056.88	$114,467.05	$114,975.12	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	DEPUTY AG COMM/SEALER OF WEIGHTS & MEASURES	OE3 MID-MANAGEMENT	$64,771.20	$71,406.40	$78,728.00	21.55%	$983.44	$34.60	$11.74	$0.00	6.2%	$81,144.37	$88,190.96	$88,566.48	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Deputy Ag Commissioner/Sealer of Weights and Measures	42	$99,049.60	$99,049.60	$99,049.60	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$114,212.28	$114,212.28	$114,212.28	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	ASST AG COMM/SEALER W & M	MGT	$92,628.00	$122,274.00	$151,920.00	64.01%	$917.75	$45.00	$10.25	$50.00	6.2%	$110,646.94	$142,130.99	$173,615.04	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	DEPUTY AG COMMISSIONER	CMU	$83,616.00	$92,705.60	$102,793.60	22.94%	$748.08	$47.10	$13.50	$0.00	0%	$93,320.16	$102,409.76	$103,096.16	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	DEPUTY AGRICULTURE COMM	MGT	$76,544.00	$84,385.60	$93,038.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$94,489.73	$102,817.51	$103,259.30	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$13,523.86	$16,695.03	$22,248.22					Standard Deviation:		$14,247.20	$17,990.79	$25,848.25						
		Mariposa County:	$94,009.76	$103,646.40	$114,273.12					Mariposa County:		$118,962.77	$129,196.88	$129,735.86						
		Comparison Median	*$89,609.00*	*$97,250.00*	*$97,489.00*					Comparison Median		*$107,851.91*	*$114,339.66*	*$114,593.70*						
										Median Difference %		***9.34%***	***11.50%***	***11.67%***						

Classification

Deputy Clerk of the Board II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Clerk of the Board II	MCMCO	$54,121.60	$59,671.04	$65,790.40	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$76,601.54	$82,495.04	$82,804.30	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	DEPUTY BOARD CLERK II	20	$59,737.60	$65,894.40	$72,675.20	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$74,861.73	$81,400.25	$81,731.60	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Deputy Clerk to the Board of Supervisors II	UNREP	$58,611.77	$65,007.36	$72,085.08	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$72,938.30	$79,730.42	$81,123.59	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	DEPUTY CLERK BOS	N	$51,292.80	$56,555.20	$62,358.40	21.57%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$67,666.11	$73,254.78	$73,564.04	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Amador County	Deputy Board Clerk II	41	$45,780.80	$50,481.60	$55,640.00	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$57,640.81	$62,633.06	$62,876.04	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	40 hours per year	2%@62 Professional Leave 5 days per year, $12,000 life insurance, Down Payment Assistance up to 5.5%
Colusa County	DEPUTY CLERK OF THE BOS II	CNF	$42,900.00	$56,676.00	$70,452.00	64.22%	$917.75	$45.00	$10.25	$50.00	6.2%	$57,835.80	$72,465.91	$87,096.02	n/a	n/a	Standby pay of $25 per 8-hour shift	PPE shoe annual reimbursements up to $200.	n/a	2% @ age 62, 457 $100 match, Bilingual Pay of $80 00 per month
Calaveras County	DEPUTY CLERK OF THE BOARD	CSU	$75,857.60	$84,094.40	$93,246.40	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$85,561.76	$93,798.56	$94,422.56	unable to locate details of county plan.	A 2.5% at 6, 10, 15, 20, and 25 years.	n/a	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	BOARD CLERK II	FEX	$49,379.20	$54,454.40	$60,028.80	21.57%	$0.00	$0.00	$0.00	$1,050.00	6.2%	$65,040.71	$70,430.57	$70,717.74	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	80 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62,
Standard Deviation:			$10,330.08	$10,418.89	$11,429.09		Standard Deviation:					$9,219.43	$9,174.25	$9,806.64						
Mariposa County:			$54,121.60	$59,671.04	$65,790.40		Mariposa County:					$76,601.54	$82,495.04	$82,804.30						
Comparison Median			*$51,292.00*	*$56,676.00*	*$66,206.00*		Comparison Median					*$67,666.11*	*$73,254.78*	*$81,123.59*						
							Median Difference %					***11.66%***	***11.20%***	***2.03%***						

Classification

Deputy Director of Administrative Services (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Director of Administrative Services	MCMCO	$106,691.52	$117,628.16	$129,685.92	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$132,430.79	$144,045.51	$144,655.18	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Deputy Director-Operations	Mid-Mgmt	$94,882.78	$104,608.26	$115,330.63	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$111,458.11	$121,786.57	$122,328.83	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
	Standard Deviation:		$0.00	$0.00	$0.00		Standard Deviation:					$0.00	$0.00	$0.00						
	Mariposa County:		$106,691.52	$117,628.16	$129,685.92		Mariposa County:					$132,430.79	$144,045.51	$144,655.18						
	Comparison Median		*$94,882.00*	*$104,608.00*	*$105,118.00*		Comparison Median					*$111,458.11*	*$121,786.57*	*$122,328.83*						
							Median Difference %					***15.84%***	***15.45%***	***15.43%***						

Classification

Deputy Director of Adult/Aging *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Director of Adult/Aging	MCMCO	$106,691.52	$117,628.16	$129,685.92	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$132,430.79	$144,045.51	$144,655.18	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	DEPUTY DIRECTOR HUMAN SVCS AGE	20	$125,049.60	$137,966.40	$152,235.20	21.74%	$951.70	$0.00	$0.00	$0.00	6.2%	$144,223.08	$157,940.72	$158,691.76	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Standard Deviation:			$0.00	$0.00	$0.00		Standard Deviation:					$0.00	$0.00	$0.00						
Mariposa County:			$106,691.52	$117,628.16	$129,685.92		Mariposa County:					$132,430.79	$144,045.51	$144,655.18						
Comparison Median			*$125,049.00*	*$137,966.00*	*$138,674.00*		Comparison Median					*$144,223.08*	*$157,940.72*	*$158,691.76*						
							Median Difference %					***-8.90%***	***-9.65%***	***-9.70%***						

Classification

Deputy Director Of Behavioral Health *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Director Of Behavioral Health	MCMCO	$106,691.52	$117,628.16	$129,685.92	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$132,430.79	$144,045.51	$144,655.18	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Assistant Behavioral Health Services Director	Mid-Mgmt	$104,835.56	$115,581.23	$127,428.31	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$122,027.96	$133,439.87	$134,039.00	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Plumas County	BH DEPUTY DIRECTOR	OE3 MID-MANAGEMENT	$93,600.00	$103,209.60	$113,817.60	21.60%	$983.44	$34.60	$11.74	$0.00	6.2%	$111,760.56	$121,965.96	$122,496.11	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Deputy Director of Behavioral Health (Fiscal	42	$120,036.80	$120,036.80	$120,036.80	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$136,500.68	$136,500.68	$136,500.68	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	DEPUTY DIR BHS ADMIN	MGT	$86,856.00	$114,660.00	$142,464.00	64.02%	$917.75	$45.00	$10.25	$50.00	6.2%	$104,517.07	$134,044.92	$163,572.77	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	HHSA DEP DIR/DIR OF BEHAV HLTH	CMU	$117,665.60	$130,457.60	$144,643.20	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$127,369.76	$140,161.76	$141,118.56	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
		Standard Deviation:	$12,999.31	$8,806.48	$12,140.88						Standard Deviation:	$11,290.36	$6,104.64	$13,491.17						
		Mariposa County:	$106,691.52	$117,628.16	$129,685.92						Mariposa County:	$132,430.79	$144,045.51	$144,655.18						
		Comparison Median	*$104,835.00*	*$115,581.00*	*$120,036.00*						Comparison Median	*$122,027.96*	*$134,044.92*	*$136,500.68*						
											Median Difference %	***7.86%***	***6.94%***	***5.64%***						

Classification

Deputy Director of Public Assistance *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Director of Public Assistance	MCMCO	$106,691.52	$117,628.16	$129,685.92	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$132,430.79	$144,045.51	$144,655.18	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Amador County	Deputy Director of Social Services (Social Se	42	$115,668.80	$115,668.80	$115,668.80	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$131,861.87	$131,861.87	$131,861.87	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Calaveras County	DEPUTY DIRECTOR SOCIAL SVCS	CMU	$106,724.80	$118,331.20	$131,185.60	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$116,428.96	$128,035.36	$128,888.16	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
		Standard Deviation:	$4,472.00	$1,331.20	$7,758.40					Standard Deviation:		$7,716.45	$1,913.25	$1,486.85						
		Mariposa County:	$106,691.52	$117,628.16	$129,685.92					Mariposa County:		$132,430.79	$144,045.51	$144,655.18						
		Comparison Median	*$111,196.00*	*$116,999.50*	*$117,425.50*					Comparison Median		*$124,145.41*	*$129,948.61*	*$130,375.01*						
										Median Difference %		***6.26%***	***9.79%***	***9.87%***						

Classification

Deputy Director of Public Health *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Director of Public Health	MCMCO	$106,691.52	$117,628.16	$129,685.92	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$132,430.79	$144,045.51	$144,655.18	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ASSISTANT PUBLIC HEALTH DIRECT	20	$125,049.60	$137,966.40	$152,235.20	21.74%	$951.70	$0.00	$0.00	$0.00	6.2%	$144,223.08	$157,940.72	$158,691.76	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Plumas County	ASST DIRECTOR OF PUBLIC HEALTH	OE3 MID-MANAGEMENT	$85,737.60	$94,556.80	$104,270.40	21.62%	$983.44	$34.60	$11.74	$0.00	6.2%	$103,410.69	$112,776.68	$113,262.65	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Calaveras County	DEPUTY DIRECTOR PUBLIC HEALTH	CMU	$117,665.60	$130,457.60	$144,643.20	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$127,369.76	$140,161.76	$141,118.56	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
		Standard Deviation:	$17,059.87	$18,943.32	$21,050.79						Standard Deviation:	$16,745.55	$18,576.64	$18,704.05						
		Mariposa County:	$106,691.52	$117,628.16	$129,685.92						Mariposa County:	$132,430.79	$144,045.51	$144,655.18						
		Comparison Median	*$117,665.00*	*$130,457.00*	*$131,415.00*						Comparison Median	*$127,369.76*	*$140,161.76*	*$141,118.56*						
											Median Difference %	***3.82%***	***2.70%***	***2.44%***						

Classification

Deputy Director of Public Works *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Director of Public Works	MCMCO	$117,981.76	$130,076.96	$143,411.84	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$144,421.03	$157,266.13	$157,942.07	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	DEPUTY DIRECTOR PUBL WRKS-PKS	20	$104,852.80	$115,627.20	$127,545.60	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$122,774.07	$134,216.49	$134,857.08	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Deputy Director of Public Works - Administrative Servic	UNREP	$134,339.25	$148,998.07	$165,220.33	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$153,360.88	$168,928.55	$172,121.73	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	ASSISTANT DIRECTOR OF PUBLIC WORKS	N	$113,921.60	$125,611.20	$138,507.20	21.58%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$134,177.90	$146,592.25	$147,277.03	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	DEPUTY DIRECTOR OF PUBLIC WORKS	OE3 PUBLIC WORKS MID-MGMT	$80,516.80	$88,795.20	$97,926.40	21.62%	$962.20	$34.60	$11.74	$0.00	6.2%	$97,611.32	$106,402.98	$106,844.77	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$600 per year	40 hours per year.	Life Insurance 20,000; 2% @ 62, Bilingual pay $35 per month, tool allowance $750 per year.
Calaveras County	DEPUTY DIRECTOR PUBLIC WORKS	CMU	$136,219.20	$151,028.80	$167,440.00	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$145,923.36	$160,732.96	$161,814.56	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
		Standard Deviation:	$20,553.23	$23,009.97	$25,746.02						Standard Deviation:	$19,570.48	$21,979.27	$22,721.50						
		Mariposa County:	$117,981.76	$130,076.96	$143,411.84						Mariposa County:	$144,421.03	$157,266.13	$157,942.07						
		Comparison Median	*$113,921.00*	*$125,611.00*	*$126,256.00*						Comparison Median	*$134,177.90*	*$146,592.25*	*$147,277.03*						
											Median Difference %	***7.09%***	***6.79%***	***6.75%***						

Classification

Deputy District Attorney II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy District Attorney II	MCMCO	$99,451.04	$109,647.20	$120,887.52	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$124,741.40	$135,569.73	$136,137.43	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	DEPUTY DISTRICT ATTORNEY II	7	$89,273.60	$98,404.80	$108,492.80	21.53%	$840.00	$0.00	$0.00	$0.00	6.2%	$104,888.56	$114,585.90	$115,093.96	$1,500 per fiscal year	n/a	n/a	n/a	(20) Hours per year	The Deputy District Attorney III/IV receives a 5% differential when assigned to prosecute homicide cases; $50,000 in life insurance. 96 hours management time off, $1,500 per fiscal year; Member (MercedCERA) retirement.
Madera County	Deputy District Attorney II	PGLPR	$102,192.12	$113,343.11	$125,683.42	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$119,220.63	$131,062.98	$133,492.04	Employees designated as MCLE trainers will receive a one-time payment of five hundred dollars ($500) for each class taught, Criminal Law Specialist differential (3.5%), Trainer/mentor pay of (2.5%); 6.67 to 14 hours of vacation per month (municode).	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	n/a	n/a	(80) hours annually.	Special assignment pay (2.5%), 2%@62, 6.67 hours per to 14 hours vacation accumulation (municode).
Glenn County	DEPUTY DISTRICT ATTORNEY II	M	$78,728.00	$86,819.20	$95,721.60	21.59%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$96,707.02	$105,299.87	$105,741.66	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	DEPUTY DISTRICT ATTORNEY 2	OE3 GENERAL	$86,340.80	$95,180.80	$104,956.80	21.56%	$983.44	$34.60	$11.74	$0.00	6.2%	$104,051.29	$113,439.37	$113,969.52	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Deputy District Attorney II	12	$101,292.67	$111,683.31	$123,123.73	21.55%	$725.40	$32.31	$15.55	$0.00	0%	$110,571.82	$127,282.86	$134,844.85	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	40 hours per year	2%@57 Professional Leave 5 days per year, $12,000 life insurance, Down Payment Assistance up to 5.5%
Colusa County	DEPUTY DISTRICT ATTORNEY II	PF	$82,488.00	$108,870.00	$135,252.00	63.97%	$917.75	$45.00	$10.25	$50.00	6.2%	$99,878.26	$127,895.94	$155,913.62	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Tuolumne County	DEPUTY DISTRICT ATTORNEY II	ATT	$90,064.00	$99,299.20	$109,470.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$108,847.97	$118,655.75	$119,163.81	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	0	200 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$8,225.06	$8,998.29	$12,733.32	Standard Deviation:	$6,886.80	$8,681.50	$15,802.14
Mariposa County:	$99,451.04	$109,647.20	$120,887.52	Mariposa County:	$124,741.40	$135,569.73	$136,137.43
Comparison Median	*$89,273.00*	*$99,299.00*	*$99,777.00*	Comparison Median	*$104,888.56*	*$118,655.75*	*$119,163.81*
				Median Difference %	***15.92%***	***12.48%***	***12.47%***

Classification

Deputy Planning Director *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Planning Director	MCMCO	$103,883.52	$114,535.20	$126,276.80	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$129,448.70	$140,760.78	$141,352.78	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	DEPUTY DIRECTOR - PLANNING	20	$113,380.80	$125,049.60	$137,966.40	21.68%	$951.70	$0.00	$0.00	$0.00	6.2%	$131,830.81	$144,223.08	$144,907.85	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Glenn County	PLANNING MANAGER	M	$87,900.80	$96,907.20	$106,849.60	21.56%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$106,448.53	$116,013.33	$116,521.39	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	ASSISTANT PLANNING DIRECTOR	OE3 GENERAL	$67,184.00	$74,089.60	$81,702.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$83,706.77	$91,040.52	$91,416.04	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Tuolumne County	PLANNING MANAGER	MGT	$94,848.00	$104,561.60	$115,273.60	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$113,928.58	$124,244.42	$124,796.66	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$16,525.71	$18,228.50	$20,123.41	Standard Deviation:	$17,261.17	$19,067.66	$19,177.87
Mariposa County:	$103,883.52	$114,535.20	$126,276.80	Mariposa County:	$129,448.70	$140,760.78	$141,352.78
Comparison Median	*$91,374.00*	*$100,734.00*	*$101,233.00*	Comparison Median	*$110,188.55*	*$120,128.87*	*$120,659.02*
				Median Difference %	***14.88%***	***14.66%***	***14.64%***

Classification

Deputy Probation Officer II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Probation Officer II	DSA	$65,499.20	$72,217.60	$79,622.40	21.56%	$500.00	$40.10	$8.60	$814.00	6.2%	$85,912.55	$93,047.49	$93,445.10	$150 per semester with an annual max of $300; POST Intermediate certificate +2.5%, POST Advanced Supervisory certificate +2.5%	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Uniform allowance of $515 for District Attourney Investigator and Deputy Probation Officers I/II/III per year, other classifications in DSA receive $1,000 per year.	80 hour per year	Life insurance $10,000 per employee and $1,000 per dependent; 2.7% @ 57, Resident pay of $100 per month for assignments to Wawona, Fishcamp, and Coulterville. Bilingual Pay $65 per month. Field Training Officer 5%.
Merced County	DEPUTY PROBATION OFFICER II	8	$56,888.00	$62,732.80	$69,201.60	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$71,835.46	$78,042.63	$78,373.98	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Glenn County	DEPUTY PROBATION OFFICER II	P	$50,273.60	$55,432.00	$61,131.20	21.60%	$1,053.15	$34.47	$7.18	$0.00	6.2%	$66,528.16	$72,006.38	$72,315.64	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	$.40 uniform allowance.	40 hours annually	2% @ 62; $10,000 life insurance; Bilingual $.75 per hour; dog handler +5%
Plumas County	DEPUTY PROBATION OFFICER 2	PROBATION ASSC	$45,281.60	$49,982.40	$55,120.00	21.73%	$1,254.70	$34.60	$11.74	$0.00	6.2%	$63,701.54	$68,693.79	$68,936.77	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	n/a	40 hours per year.	Life Insurance 20,000, 2.7%@ 57, Bilingual pay $35 per month
Amador County	Deputy Probation Officer II	25	$68,171.17	$75,155.39	$82,868.03	21.56%	$902.00	$35.90	$17.28	$0.00	0%	$79,633.33	$90,871.37	$95,964.26	n/a	10 years= 2.5%, 15 years= 5.063% and 20 years= 7.7%.	n/a	$500 Initial then $41.66 per month	n/a	2%@62 , Down Payment Assistance up to 5.5% , $23.08 457 match,
Colusa County	DEPUTY PROBATION OFFCR II	DSS	$55,212.00	$72,918.00	$90,624.00	64.14%	$917.75	$45.00	$10.25	$50.00	6.2%	$70,911.14	$89,714.92	$108,518.69	Post Intermediate 2.5%, Advanced 5%, AA/AS degree 2.5%, BA/BS 5%	n/a	$2.5 per hour	$83.33 per month.	n/a	Officer in Charge 10%, detective and drug enforcement 5%, FTO 7%, 2.5% @ 57
Calaveras County	DEPUTY PROBATION OFFICER II	CCPSEA	$71,156.80	$78,894.40	$87,464.00	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$80,860.96	$88,598.56	$89,160.16	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$4.00 per hour	$200.04 to $900 per year depending on position.	n/a	Bilingual $50 per month, Special Assignment Pay 2.5%, Doghandler .5 hours regular pay per calendar day, 40 hours of management time off (MTO) per year, 2.7% @ 57 retirement formula (safety) or 2% @ 62 retirement formula (miscellaneous)
Tuolumne County	DEPUTY PROBATION OFFICER II	DSA	$61,068.80	$67,329.60	$74,214.40	21.53%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$76,855.07	$83,504.04	$83,857.47	POST Intermediate (3%); POST Advanced (7%); and, POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$30-$45 per hour	$500-$1000	120 per fiscal year	Dog Handler $235.75 per month. Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$8,584.33	$9,846.00	$12,423.63					Standard Deviation:		$6,031.56	$8,243.35	$12,840.42						
		Mariposa County:	$65,499.20	$72,217.60	$79,622.40					Mariposa County:		$85,912.55	$93,047.49	$93,445.10						
		Comparison Median	*$56,888.00*	*$67,329.00*	*$67,662.00*					Comparison Median		*$71,835.46*	*$83,504.04*	*$83,857.47*						
										Median Difference %		***16.39%***	***10.26%***	***10.26%***						

Classification

Deputy Treasurer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Deputy Treasurer	SEIU	$62,558.08	$68,970.72	$76,040.64	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$78,473.76	$85,283.98	$85,641.84	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
	Standard Deviation:		$0.00	$0.00	$0.00					Standard Deviation:		$0.00	$0.00	$0.00						
	Mariposa County:		$62,558.08	$68,970.72	$76,040.64					Mariposa County:		$78,473.76	$85,283.98	$85,641.84						
	Comparison Median		*$0.00*	*$0.00*	*$0.00*					Comparison Median		*$0.00*	*$0.00*	*$0.00*						
										Median Difference %		***100.00%***	***100.00%***	***100.00%***						

Classification

Development Services Technician (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Development Services Technician	SEIU	$50,727.04	$55,929.12	$61,663.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$65,909.20	$71,433.81	$71,723.18	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	PERMIT TECHNICIAN II	5	$50,065.60	$55,224.00	$60,923.20	21.69%	$951.70	$0.00	$0.00	$0.00	6.2%	$64,590.07	$70,068.29	$70,355.45	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Glenn County	BUILDING PERMIT TECHNICIAN	G	$45,281.60	$49,920.00	$55,057.60	21.59%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$60,822.62	$65,748.60	$66,035.76	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	PERMIT TECHNICIAN	OE3 GENERAL	$37,211.20	$41,059.20	$45,302.40	21.74%	$983.44	$34.60	$11.74	$0.00	6.2%	$51,875.65	$55,962.23	$56,138.95	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Colusa County	PERMIT TECHNICIAN	MSC	$43,980.00	$58,098.00	$72,216.00	64.20%	$917.75	$45.00	$10.25	$50.00	6.2%	$58,982.76	$73,976.08	$88,969.39	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Tuolumne County	PERMIT TECHNICIAN II	OE3	$50,856.00	$56,056.00	$61,796.80	21.51%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$67,209.07	$72,731.47	$73,018.64	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
Standard Deviation:			$4,911.04	$6,132.42	$8,824.20		Standard Deviation:					$5,259.92	$6,509.94	$10,703.62						
Mariposa County:			$50,727.04	$55,929.12	$61,663.68		Mariposa County:					$65,909.20	$71,433.81	$71,723.18						
Comparison Median			*$45,281.00*	*$55,224.00*	*$55,494.00*		Comparison Median					*$60,822.62*	*$70,068.29*	*$70,355.45*						
							Median Difference %					***7.72%***	***1.91%***	***1.91%***						

Classification

Director of Human Resources *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Madera County	Director of Human Resources	ADPTH	$150,984.31	$167,459.40	$185,691.65	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$171,037.94	$188,534.48	$192,123.31	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	PERSONNEL DIRECTOR	N	$122,179.20	$134,700.80	$148,491.20	21.54%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$142,947.47	$156,245.41	$156,952.28	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	HUMAN RESOURCES DIRECTOR	DEPARTMENT HEADS	$104,000.00	$114,670.40	$126,422.40	21.56%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$126,133.68	$137,465.64	$138,062.06	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	Human Resources Director	4	$128,835.20	$128,835.20	$128,835.20	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$146,875.38	$146,875.38	$146,875.38	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	HUMAN RESOURCES DIRECTOR	UDH	$107,016.00	$141,228.00	$175,440.00	63.94%	$917.75	$45.00	$10.25	$50.00	6.2%	$125,926.99	$162,260.14	$198,593.28	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62
Calaveras County	DIRECTOR HUMAN RESOURCES AND RISK MANAGEMENT	Mid Man Unrep	$144,872.00	$160,617.60	$178,089.60	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$154,488.32	$170,233.92	$171,398.72	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	HUMAN RESOURCES DIRECT/RISKMGR	EXE	$136,489.60	$150,488.00	$165,921.60	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$158,151.96	$173,018.26	$173,791.39	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$16,628.49	$17,065.63	$22,278.36					Standard Deviation:		$15,364.56	$15,843.40	$20,795.24						

Classification

Director of Public Works and Transportation (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Director of Public Works and Transportation	EDH	$164,555.13	$164,555.13	$164,555.13	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$189,631.67	$189,631.67	$189,631.67	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Madera County	Director of Public Works	ADPTH	$158,533.52	$175,832.37	$194,976.24	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$179,055.20	$197,426.58	$201,194.85	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	DIRECTOR OF PUBLIC WORKS - NO LIC	N	$128,440.00	$141,627.20	$156,124.80	21.55%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$149,596.44	$163,601.25	$164,308.11	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	DIRECTOR OF PUBLIC WORKS	DEPARTMENT HEADS	$114,400.00	$126,131.20	$139,048.00	21.55%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$137,178.48	$149,637.01	$150,277.61	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	Director of Transportation and Public Works	4	$151,715.20	$151,715.20	$151,715.20	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$171,173.94	$171,173.94	$171,173.94	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	DIR OF PUBLIC WORKS/AIRPORT OPR	DH	$124,116.00	$163,782.00	$203,448.00	63.92%	$917.75	$45.00	$10.25	$50.00	6.2%	$144,087.19	$186,212.48	$228,337.78	n/a	n/a	n/a	n/a	n/a	Receives Vacation, Sick, 10 days of management leave, 2%@62 and Safety 2.7% @ 57, 457 $100 match
Calaveras County	DIRECTOR PUBLIC WORKS & TRANSP	Appointed	$174,179.20	$193,107.20	$214,115.20	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$183,795.52	$202,723.52	$204,137.92	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	PUBLIC WORKS DIRECTOR	EXE	$144,643.20	$159,473.60	$175,822.40	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$166,811.08	$182,560.96	$183,378.28	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$19,548.89	$20,370.53	$26,498.00					Standard Deviation:		$16,747.28	$17,433.88	$24,858.38						
		Mariposa County:	$164,555.13	$164,555.13	$164,555.13					Mariposa County:		$189,631.67	$189,631.67	$189,631.67						
		Comparison Median	*$144,643.00*	*$159,473.00*	*$160,243.00*					Comparison Median		*$166,811.08*	*$182,560.96*	*$183,378.28*						
										Median Difference %		***12.03%***	***3.73%***	***3.30%***						

Classification

District Attorney *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	District Attorney	EDH	$170,891.91	$170,891.91	$170,891.91	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$196,361.33	$196,361.33	$196,361.33	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	DISTRICT ATTY/PUBLIC ADMINISTR	20	$197,683.20	$218,171.20	$240,843.20	21.83%	$951.70	$0.00	$0.00	$0.00	6.2%	$221,359.96	$243,118.21	$244,311.05	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	District Attorney	ADPTH	$231,743.00	$231,743.00	$231,743.00	0.00%	$846.13	$34.64	$10.28	$0.00	6.2%	$256,803.67	$256,803.67	$256,803.67	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	DISTRICT ATTORNEY	E	$149,926.40	$165,276.80	$182,208.00	21.53%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$172,415.00	$188,717.12	$189,578.62	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	DISTRICT ATTORNEY	ELECTED OFFICALS	$169,332.80	$169,332.80	$169,332.80	0.00%	$1,254.70	$34.60	$0.00	$0.00	6.2%	$195,303.03	$195,303.03	$195,303.03	n/a	five (5%) percent at the following times: upon the completion of seven (7), ten (10), fourteen (14), eighteen (18), and twenty-one (21) years of full-time continuous service, or the equivalent, measured from the date of taking office.	n/a	n/a	n/a	The salary for each elected official shall be adjusted on the first day of the first pay period starting in July of each year based on the percentage change in the California Consumer Price Index, all urban consumer series using the "April to April" comparison.
Amador County	District Attorney	5	$176,883.20	$176,883.20	$176,883.20	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$197,902.36	$197,902.36	$197,902.36	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	n/a	CalPers Option, $12,000 life insurance, same healthcare, dental, and vision employer match as full-time employees, $23.08 deferred compensation match.
Colusa County	DISTRICT ATTORNEY	UNREP	$191,304.00	$191,304.00	$191,304.00	0.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$215,440.85	$215,440.85	$215,440.85	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	2%@62 and Safety 2.7% @ 57, 457 $100 match, $250 per month vehicle allowance.
Calaveras County	DISTRICT ATTORNEY	Elected	$209,518.40	$209,518.40	$209,518.40	0.00%	$740.76	$47.10	$13.50	$0.00	0%	$219,134.72	$219,134.72	$219,134.72	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years.	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	DISTRICT ATTORNEY	ELE	$192,608.00	$192,608.00	$192,608.00	0.00%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$217,749.70	$217,749.70	$217,749.70	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$23,441.23	$22,316.70	$24,197.63					Standard Deviation:		$23,008.92	$22,104.93	$22,150.56						
		Mariposa County:	$170,891.91	$170,891.91	$170,891.91					Mariposa County:		$196,361.33	$196,361.33	$196,361.33						
		Comparison Median	*$191,956.00*	*$191,956.00*	*$191,956.00*					Comparison Median		*$216,595.27*	*$216,595.27*	*$216,595.27*						
										Median Difference %		***-10.30%***	***-10.30%***	***-10.30%***						

Classification

District Attorney Investigator II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	District Attorney Investigator II	DSA	$83,699.20	$92,268.80	$101,732.80	21.55%	$500.00	$40.10	$8.60	$814.00	6.2%	$105,240.95	$114,341.87	$114,827.84	$150 per semester with an annual max of $300; POST Intermediate certificate +2.5%, POST Advanced Supervisory certificate +2.5%	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Uniform allowance of $515 for District Attourney Investigator and Deputy Probation Officers I/II/III per year, other classifications in DSA receive $1,000 per year.	80 hour per year	Life insurance $10,000 per employee and $1,000 per dependent; 2.7% @ 57, Resident pay of $100 per month for assignments to Wawona, Fishcamp, and Coulterville. Bilingual Pay $65 per month. Field Training Officer 5%.
Merced County	DISTRICT ATTORNEY INVESTIGATOR II	30	$84,614.40	$93,267.20	$102,835.20	21.53%	$924.00	$0.00	$0.00	$0.00	6.2%	$100,948.49	$110,137.77	$110,645.83	5% for the POST Supervisor certificate; employees with a valid POST District Attorney investigator transition certificate shall be paid $250 annually. POST Advanced & 10 years 7.5%, POST advanced 15 years, 10%	n/a	n/a	Sheriff Sergeant, Correctional Sergeant - of $450 in Pay Period 1 and Pay Period 14 each fiscal year	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Senior District Attorney Investigator	DSA	$79,442.89	$88,571.81	$97,704.73	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$95,060.95	$104,755.86	$114,455.02	(2.5%) for Crisis Intervention, Hostage Negotiations or completing a course of education in Basic Crisis Negotiations offered by the US Department of Justice, Federal Bureau of Investigations.	at 10 years 5%, 15 years 7.5%, 20 years 10%	($1.20) per hour	$75.00 per month, SWAT receives additional $25.00 per month and Search and Rescue receives additional $4.17 per month.	80 hours annually	2.7%@57, $65 per pay period; 6.67 to 14 hours of vacation per month (municode).
Glenn County	INVESTIGATOR	D	$79,539.20	$87,692.80	$96,678.40	21.55%	$1,053.15	$0.00	$7.18	$0.00	6.2%	$97,194.59	$105,853.71	$106,295.51	Intermediate POST and/or BA/BS +5%, Advanced POST and/or +college units after BA/BS +10%, Supervisory POST and/or MA or PHD +15%;	After 10 yrs +5%, After 15 yrs +2%, After 20 yrs +2%, After 25 yrs +2% After 30 yrs +2%	$1.50 per hour	One time $1,000 to $2,000 then $500 per year.	40 hours annually	2.7% @ 57; $10,000 life insurance; FTO and Dog handler assignment +5% per month;
Plumas County	Senior District Attorney Investigator	OE3 GENERAL	$56,638.40	$62,462.40	$68,910.40	21.67%	$983.44	$34.60	$11.74	$0.00	6.2%	$72,507.34	$78,692.43	$85,540.20	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	D.A. Investigator II (Intermediate)	21	$94,201.33	$103,863.55	$114,511.28	21.56%	$902.00	$35.90	$17.28	$0.00	0%	$105,663.49	$121,203.97	$128,252.96	Associate Degree or who has completed sixty (60) units +2.5%, Bachelor's Degree +5% .	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	$46.16 bi-weekly.	n/a	Sheriff employees who have been approved to house police dogs will be reimbursed for actual expenses incurred, etc, Cell Phone Reimbursement of $45-$75 per month, Hazmat ($30 to $50) stipend per month, 2.7%@57
Colusa County	DA INVESTIGATOR II	DSS	$78,096.00	$103,110.00	$128,124.00	64.06%	$917.75	$45.00	$10.25	$50.00	6.2%	$95,213.95	$121,778.82	$148,343.69	Post Intermediate 2.5%, Advanced 5%, AA/AS degree 2.5%, BA/BS 5%	n/a	$2.5 per hour	$83.33 per month.	n/a	Officer in Charge 10%, detective and drug enforcement 5%, FTO 7%, 2.5% @ 57
Calaveras County	DIST ATTORNEY INVESTIGATOR II	DSA	$105,684.80	$117,166.40	$129,896.00	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$115,388.96	$126,870.56	$127,702.56	AA Degree 3%, Advanced POST Certificate 5%, AA Degree and Advanced POST Certificate 7.5%, BA or BS Degree 5.5%, BA or BS Degree and Advanced POST Certificate 10%, Master's Degree 10%, Sergeants and DA Investigator II, POST supervisory certificate shall r	A 2.5% incentive will be earned at 5.5, 10, 15, 20, and 25 years of service	$4.00 per hour, $250 per week (seven day period)	$1025.04 per year.	n/a	Bilingual 2.5%, Special Assignment Pay 2.5%, Doghandler .5 hours regular pay per calendar day, 2.7% @ 57 retirement formula (safety) or 2% @ 62 retirement formula (miscellaneous), Instructor pay 2.5%,
Tuolumne County	DISTRICT ATTORNEY INVESTIGATOR	DSA	$77,438.40	$85,363.20	$94,120.00	21.54%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$94,239.58	$102,655.72	$103,119.60	POST Intermediate (3%); POST Advanced (7%); and, POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$30-$45 per hour	$500-$1000	120 per fiscal year	Dog Handler $235.75 per month. Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
	Standard Deviation:		$13,268.93	$15,174.70	$18,663.03					Standard Deviation:		$11,419.79	$14,228.48	$17,855.23						
	Mariposa County:		$83,699.20	$92,268.80	$101,732.80					Mariposa County:		$105,240.95	$114,341.87	$114,827.84						
	Comparison Median		*$79,490.50*	*$90,919.00*	*$95,724.50*					Comparison Median		*$96,204.27*	*$107,995.74*	*$112,550.43*						
										Median Difference %		***8.59%***	***5.55%***	***1.98%***						

Classification

Division Director of Administrative Services *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Division Director of Administrative Services	MCMCO	$120,716.96	$133,090.88	$146,735.68	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$147,325.81	$160,466.91	$161,158.32	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	DIRECTOR OF ADMIN SERVICES	20	$104,852.80	$115,627.20	$127,545.60	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$122,774.07	$134,216.49	$134,857.08	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Standard Deviation:			$0.00	$0.00	$0.00		Standard Deviation:					$0.00	$0.00	$0.00						
Mariposa County:			$120,716.96	$133,090.88	$146,735.68		Mariposa County:					$147,325.81	$160,466.91	$161,158.32						
Comparison Median			*$104,852.00*	*$115,627.00*	*$116,230.00*		Comparison Median					*$122,774.07*	*$134,216.49*	*$134,857.08*						
							Median Difference %					***16.66%***	***16.36%***	***16.32%***						

Classification

Division Director Of Health Services *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Division Director Of Health Services	MCMCO	$120,716.96	$133,090.88	$146,735.68	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$147,325.81	$160,466.91	$161,158.32	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	PUBLIC HEALTH DIVISION MANAGER	20	$110,115.20	$121,430.40	$133,952.00	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$128,362.74	$140,379.48	$141,020.08	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Tuolumne County	DIRECTOR OF PUBLIC HEALTH	MGT	$107,598.40	$118,643.20	$130,790.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$127,469.50	$139,199.08	$139,795.50	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$1,258.40	$1,393.60	$1,580.80				Standard Deviation:			$446.62	$590.20	$612.29						
	Mariposa County:		$120,716.96	$133,090.88	$146,735.68				Mariposa County:			$147,325.81	$160,466.91	$161,158.32						
	Comparison Median		*$108,856.50*	*$120,036.50*	*$120,619.00*				Comparison Median			*$127,916.12*	*$139,789.28*	*$140,407.79*						
									Median Difference %			***13.17%***	***12.89%***	***12.88%***						

Classification

Division Director of Human Services *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Division Director of Human Services	MCMCO	$120,716.96	$133,090.88	$146,735.68	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$147,325.81	$160,466.91	$161,158.32	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Amador County	Support Services Director	42	$123,052.80	$123,052.80	$123,052.80	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$139,703.67	$139,703.67	$139,703.67	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Tuolumne County	SOCIAL SERVICES DIRECTOR	MGT	$117,520.00	$129,584.00	$142,854.40	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$138,006.24	$150,818.21	$151,480.90	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$2,766.40	$3,265.60	$9,900.80					Standard Deviation:		$848.72	$5,557.27	$5,888.61						
		Mariposa County:	$120,716.96	$133,090.88	$146,735.68					Mariposa County:		$147,325.81	$160,466.91	$161,158.32						
		Comparison Median	*$120,286.00*	*$126,318.00*	*$126,630.00*					Comparison Median		*$138,854.96*	*$145,260.94*	*$145,592.28*						
										Median Difference %		***5.75%***	***9.48%***	***9.66%***						

Classification

Driver (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Driver	SEIU	$40,019.20	$44,123.04	$48,647.04	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$54,537.47	$58,895.75	$59,123.27	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	DELIVERY DRIVER	4	$33,342.40	$36,795.20	$40,580.80	21.71%	$951.70	$0.00	$0.00	$0.00	6.2%	$46,830.03	$50,496.90	$50,673.62	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Plumas County	DRIVER 2	OE3 GENERAL	$35,900.80	$39,561.60	$43,617.60	21.49%	$983.44	$34.60	$11.74	$0.00	6.2%	$50,484.01	$54,371.78	$54,592.68	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month

Standard Deviation:	$1,279.20	$1,383.20	$1,518.40	Standard Deviation:	$1,826.99	$1,937.44	$1,959.53
Mariposa County:	$40,019.20	$44,123.04	$48,647.04	Mariposa County:	$54,537.47	$58,895.75	$59,123.27
Comparison Median	*$34,621.00*	*$38,178.00*	*$38,365.00*	Comparison Median	*$48,657.02*	*$52,434.34*	*$52,633.15*
				Median Difference %	***10.78%***	***10.97%***	***10.98%***

Classification

Elections Clerk II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Elections Clerk II	SEIU	$48,374.56	$53,333.28	$58,803.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$63,410.86	$68,677.02	$68,955.35	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ELECTIONS SPECIALIST II	3	$39,790.40	$43,867.20	$48,380.80	21.59%	$951.70	$0.00	$0.00	$0.00	6.2%	$53,677.80	$58,007.37	$58,250.35	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	Deputy Clerk-Recorder II	CLRCL	$56,904.40	$63,113.69	$69,985.23	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$71,125.07	$77,719.34	$79,071.93	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	DEPUTY CLERK-RECORDER 2	OE3 GENERAL	$41,204.80	$45,448.00	$50,086.40	21.55%	$983.44	$34.60	$11.74	$0.00	6.2%	$56,116.86	$60,623.14	$60,821.94	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Calaveras County	ELECTION CLERK	SEIU	$41,600.00	$46,113.60	$51,147.20	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$51,304.16	$55,817.76	$56,171.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	COUNTY CLERK - ELECTIONS TECH	OE3	$42,286.40	$46,612.80	$51,396.80	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$58,108.16	$62,702.79	$62,945.78	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$6,326.39	$7,101.88	$7,964.12		Standard Deviation:					$6,918.37	$7,731.81	$8,139.05						
	Mariposa County:		$48,374.56	$53,333.28	$58,803.68		Mariposa County:					$63,410.86	$68,677.02	$68,955.35						
	Comparison Median		*$41,600.00*	*$46,113.00*	*$46,467.00*		Comparison Median					*$56,116.86*	*$60,623.14*	*$60,821.94*						
							Median Difference %					***11.50%***	***11.73%***	***11.80%***						

Classification

Eligibility Specialist II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Eligibility Specialist II	SEIU	$57,187.52	$63,051.04	$69,515.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$72,770.23	$78,997.28	$79,324.21	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Eligibility Worker II	TCHNL	$46,815.39	$51,923.79	$57,577.02	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$60,410.54	$65,835.66	$66,948.44	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Glenn County	ELIGIBILITY SPECIALIST II	G	$46,446.40	$51,188.80	$56,451.20	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$62,059.64	$67,096.07	$67,361.14	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	ELIGIBILITY SPECIALIST 2	OE3 GENERAL	$38,896.00	$42,889.60	$47,278.40	21.55%	$983.44	$34.60	$11.74	$0.00	6.2%	$53,664.91	$57,906.12	$58,104.92	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Eligibility Specialist II (IMS)	1	$46,697.51	$51,492.64	$56,771.68	21.57%	$705.26	$31.42	$15.12	$0.00	6.2%	$58,614.35	$69,716.29	$77,003.37	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ELIGIBILITY SPECIALIST II	MSC	$41,844.00	$55,284.00	$68,724.00	64.24%	$917.75	$45.00	$10.25	$50.00	6.2%	$56,714.33	$70,987.61	$85,260.89	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	ELIGIBILITY SPECIALIST II	SEIU	$45,864.00	$50,856.00	$56,388.80	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$55,568.16	$60,560.16	$60,934.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	INTEGRATED CASE WORKER II	OE3	$47,174.40	$52,020.80	$57,345.60	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$63,299.21	$68,446.09	$68,711.16	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$2,945.58	$3,506.47	$5,766.95	Standard Deviation:	$3,260.82	$4,483.31	$8,610.23
Mariposa County:	$57,187.52	$63,051.04	$69,515.68	Mariposa County:	$72,770.23	$78,997.28	$79,324.21
Comparison Median	*$46,446.00*	*$51,923.00*	*$52,270.00*	Comparison Median	*$58,614.35*	*$67,096.07*	*$67,361.14*
				Median Difference %	***19.45%***	***15.07%***	***15.08%***

Classification

Eligibility Supervisor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Eligibility Supervisor	SEIU	$63,508.64	$70,019.04	$77,199.20	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$79,483.26	$86,397.30	$86,761.78	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Eligibility Supervisor (MSS)	Mid-Mgmt	$62,737.10	$69,582.84	$77,158.72	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$77,319.40	$84,589.58	$86,080.82	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	ELIGIBILITY SPEC SUPERVISOR	M	$56,659.20	$62,483.20	$68,889.60	21.59%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$73,269.95	$79,455.04	$79,786.38	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	ELIGIBILITY SUPERVISOR	OE3 MID-MANAGEMENT	$47,756.80	$52,665.60	$58,073.60	21.60%	$983.44	$34.60	$11.74	$0.00	6.2%	$63,075.08	$68,288.23	$68,553.30	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Eligibility Supervisor (IMS)	1	$67,395.74	$74,302.49	$81,913.10	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$80,595.88	$96,604.03	$107,123.09	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	ELIGIBILITY SPECIALIST SUPRVSR	CMU	$65,520.00	$72,633.60	$80,537.60	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$75,224.16	$82,337.76	$82,857.76	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	ELIGIBILITY SPECIALIST SUPERV	MGT	$63,627.20	$70,158.40	$77,355.20	21.58%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$80,772.09	$87,708.22	$88,061.65	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$6,640.73	$7,388.98	$8,229.60	Standard Deviation:	$5,989.53	$8,554.18	$11,555.85	
Mariposa County:	$63,508.64	$70,019.04	$77,199.20	Mariposa County:	$79,483.26	$86,397.30	$86,761.78	
Comparison Median	*$63,182.00*	*$69,870.00*	*$70,738.50*	Comparison Median	*$76,271.78*	*$83,463.67*	*$84,469.29*	
				Median Difference %	***4.04%***	***3.40%***	***2.64%***	

Classification

Engineering Technician II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Engineering Technician II	SEIU	$60,116.16	$66,281.28	$73,076.64	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$75,880.44	$82,427.80	$82,770.19	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Engineering Technician II	TCHNL	$59,749.62	$66,269.37	$73,484.49	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$74,146.70	$81,070.67	$82,490.89	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Glenn County	ENGINEERING TECHNICIAN II	G	$49,254.40	$54,308.80	$59,862.40	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$65,041.73	$70,409.51	$70,674.58	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	ENGINEERING TECHNICIAN 2	OE3 PUBLIC WORKS	$49,462.40	$54,579.20	$60,174.40	21.66%	$962.20	$34.60	$11.74	$0.00	6.2%	$64,631.55	$70,065.59	$70,264.40	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$600 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, tool allowance $750 per year.
Amador County	Engineering Technician	1	$62,358.66	$68,759.50	$75,798.22	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$75,246.50	$90,069.74	$99,808.50	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ENGINEER TECHNICIAN II	MSC	$52,320.00	$69,096.00	$85,872.00	64.13%	$917.75	$45.00	$10.25	$50.00	6.2%	$67,839.84	$85,655.95	$103,472.06	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	ENGINEER TECHNICIAN II	SEIU	$61,464.00	$68,140.80	$75,545.60	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$71,168.16	$77,844.96	$78,323.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	ENGINEERING TECHNICIAN II	OE3	$60,548.80	$66,747.20	$73,590.40	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$77,502.83	$84,085.53	$84,438.96	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$5,416.91	$6,107.78	$8,546.63	Standard Deviation:	$4,720.85	$7,035.12	$12,128.41
Mariposa County:	$60,116.16	$66,281.28	$73,076.64	Mariposa County:	$75,880.44	$82,427.80	$82,770.19
Comparison Median	*$59,749.00*	*$66,747.00*	*$67,606.00*	Comparison Median	*$71,168.16*	*$81,070.67*	*$82,490.89*
				Median Difference %	***6.21%***	***1.65%***	***0.34%***

Classification

Environmental Health Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Environmental Health Manager	SEIU	$101,100.48	$111,465.12	$122,892.64	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$119,405.79	$130,413.04	$130,991.78	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	DEPUTY DIRECTOR-ENVIRONMENTAL	20	$113,380.80	$125,049.60	$137,966.40	21.68%	$951.70	$0.00	$0.00	$0.00	6.2%	$131,830.81	$144,223.08	$144,907.85	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Deputy Director of Community & Economic Development-Env	UNREP	$121,849.66	$135,854.69	$149,859.71	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$140,096.94	$154,970.28	$169,843.61	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	ENVIRONMENTAL HEALTH DIRECTOR	M	$86,590.40	$95,451.20	$105,227.20	21.52%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$105,056.88	$114,467.05	$114,975.12	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	ENVIRONMENTAL HEALTH DIRECTOR	DEPARTMENT HEADS	$99,840.00	$110,073.60	$121,347.20	21.54%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$121,715.76	$132,583.84	$133,136.08	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	Director of Environmental Health	42	$137,987.20	$137,987.20	$137,987.20	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$155,564.01	$155,564.01	$155,564.01	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	ENV HEALTH MANAGER	MGT	$86,856.00	$114,660.00	$142,464.00	64.02%	$917.75	$45.00	$10.25	$50.00	6.2%	$104,517.07	$134,044.92	$163,572.77	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	ENVIRO MANAGEMENT ADMIN/APCO	Appointed	$143,249.60	$158,828.80	$176,092.80	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$152,865.92	$168,445.12	$169,589.12	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	DIRECTOR OF ENVIRONMENTAL HLTH	MGT	$101,192.00	$111,571.20	$123,011.20	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$120,665.90	$131,688.61	$132,262.94	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$20,279.76	$18,709.01	$19,921.94					Standard Deviation:		$18,376.53	$16,096.71	$18,747.50						
		Mariposa County:	$101,100.48	$111,465.12	$122,892.64					Mariposa County:		$119,405.79	$130,413.04	$130,991.78						
		Comparison Median	*$107,286.00*	*$119,854.50*	*$131,840.50*					Comparison Median		*$126,773.28*	*$139,134.00*	*$150,235.93*						
										Median Difference %		***-6.17%***	***-6.69%***	***-14.69%***						

Classification

Environmental Health Specialist II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Environmental Health Specialist II	SEIU	$74,443.20	$82,074.72	$90,488.32	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$91,095.76	$99,200.43	$99,626.76	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ENVIRONMENTAL HEALTH SPEC II	5	$62,732.80	$69,201.60	$76,315.20	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$78,042.63	$84,912.50	$85,265.93	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Registered Environmental Health Specialist II	PROFS	$72,626.03	$80,550.84	$89,320.86	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$87,821.44	$96,237.59	$97,963.87	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Madera County	Supervising Public Health Nurse	Mid-Mgmt	$118,300.16	$131,208.82	$145,494.27	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$136,327.37	$150,036.37	$152,848.31	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	REGISTERED ENVR HLTH SPECIALST	G	$70,928.00	$78,208.00	$86,216.00	21.55%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$88,059.10	$95,790.46	$96,188.07	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	ENVIRONMENTAL HEALTH SPEC 2	OE3 GENERAL	$59,155.20	$65,249.60	$71,968.00	21.66%	$983.44	$34.60	$11.74	$0.00	6.2%	$75,180.18	$81,652.44	$82,027.96	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Environmental Health Specialist II	1	$72,388.84	$79,801.49	$87,984.00	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$85,898.54	$103,087.43	$114,405.45	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ENV HLTH SPECIALIST II	PF	$55,524.00	$73,302.00	$91,080.00	64.04%	$917.75	$45.00	$10.25	$50.00	6.2%	$71,242.49	$90,122.72	$109,002.96	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	ENVIRO HEALTH SPECIALIST II	SEIU	$71,156.80	$78,894.40	$87,464.00	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$80,860.96	$88,598.56	$89,160.16	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	ENVIRONMENTAL HEALTH SPEC II	OE3	$61,152.00	$67,412.80	$74,318.40	21.53%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$78,143.42	$84,792.39	$85,145.83	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$17,588.84	$18,746.76	$20,721.41					Standard Deviation:		$18,319.21	$19,720.17	$20,982.54						
		Mariposa County:	$74,443.20	$82,074.72	$90,488.32					Mariposa County:		$91,095.76	$99,200.43	$99,626.76						
		Comparison Median	*$70,928.00*	*$78,208.00*	*$79,456.00*					Comparison Median		*$80,860.96*	*$90,122.72*	*$96,188.07*						
										Median Difference %		***11.24%***	***9.15%***	***3.45%***						

Classification

Equipment Mechanic - Heavy Equipment *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Equipment Mechanic - Heavy Equipment	SEIU	$55,502.72	$61,193.60	$67,466.88	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$70,980.97	$77,024.68	$77,342.77	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	HEAVY EQUIPMENT MECHANIC II	4	$58,281.60	$64,292.80	$70,907.20	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$73,315.46	$79,699.35	$80,052.79	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Senior Heavy Equipment Mechanic	SRVCE	$62,737.10	$69,582.84	$77,158.72	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$77,319.40	$84,589.58	$86,080.82	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	Public Works employees required to wear safety footwear will be eligible for reimbursement of up to $100 per calendar year with the submission of a receipt.	80 hours annually	2%@62, Tool Allowance ($500.00), whichever is less in any fiscal year: Automotive Technician, Senior Automotive Technician, Heavy Equipment Mechanic, and Senior Heavy Equipment Mechanic ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	PUBLIC WORKS MECHANIC III	G	$45,281.60	$49,920.00	$55,057.60	21.59%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$60,822.62	$65,748.60	$66,035.76	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	POWER EQUIPMENT MECHANIC 2	OE3 GENERAL	$47,548.80	$52,436.80	$57,865.60	21.70%	$983.44	$34.60	$11.74	$0.00	6.2%	$62,854.19	$68,045.24	$68,332.41	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Heavy Equipment Mechanic	1	$62,006.72	$68,363.57	$75,380.29	21.57%	$705.26	$31.42	$15.12	$0.00	6.2%	$74,872.74	$89,603.70	$99,312.03	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	HEAVY EQUIP MECHANIC	MSC	$51,036.00	$67,404.00	$83,772.00	64.14%	$917.75	$45.00	$10.25	$50.00	6.2%	$66,476.23	$83,859.05	$101,241.86	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	MECHANIC II	SEIU	$55,744.00	$61,817.60	$68,536.00	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$65,448.16	$71,521.76	$71,958.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,

Standard Deviation:	$6,382.59	$7,268.96	$9,584.95	Standard Deviation:	$5,921.38	$8,495.52	$13,270.55
Mariposa County:	$55,502.72	$61,193.60	$67,466.88	Mariposa County:	$70,980.97	$77,024.68	$77,342.77
Comparison Median	*$55,744.00*	*$64,292.00*	*$64,626.00*	Comparison Median	*$66,476.23*	*$79,699.35*	*$80,052.79*
				Median Difference %	***6.35%***	***-3.47%***	***-3.50%***

Classification

Equipment Mechanic Supervisor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Equipment Mechanic Supervisor	SEIU	$62,558.08	$68,970.72	$76,040.64	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$78,473.76	$85,283.98	$85,641.84	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	SHOP SUPERVISOR	20	$81,764.80	$90,147.20	$99,361.60	21.52%	$951.70	$0.00	$0.00	$0.00	6.2%	$98,254.62	$107,156.73	$107,620.61	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Glenn County	EQUIPMENT MAINTENANCE SUPER	M	$60,756.80	$66,976.00	$73,860.80	21.57%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$77,621.60	$84,226.39	$84,601.92	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	EQUIPMENT MAINTENANCE SUPERVISOR	OE3 GENERAL	$61,318.40	$67,600.00	$74,526.40	21.54%	$983.44	$34.60	$11.74	$0.00	6.2%	$77,477.50	$84,148.56	$84,501.99	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Power Equipment Mechanic-Lead	1	$75,094.34	$82,792.94	$91,283.40	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$88,771.79	$106,612.34	$118,361.34	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Standard Deviation:			$9,012.30	$9,939.68	$10,946.24		Standard Deviation:					$8,657.52	$11,350.19	$14,717.88						
Mariposa County:			$62,558.08	$68,970.72	$76,040.64		Mariposa County:					$78,473.76	$85,283.98	$85,641.84						
Comparison Median			*$68,206.00*	*$78,873.50*	*$79,258.00*		Comparison Median					*$83,196.70*	*$95,419.36*	*$96,111.26*						
							Median Difference %					***-6.02%***	***-11.88%***	***-12.22%***						

Classification

Equipment Operator - Solid Waste *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Equipment Operator - Solid Waste	SEIU	$51,269.92	$56,528.16	$62,323.04	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$66,485.74	$72,069.99	$72,361.57	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Equipment Operator	SRVCE	$51,613.97	$57,245.97	$63,478.67	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$65,506.64	$71,487.82	$72,714.67	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	Public Works employees required to wear safety footwear will be eligible for reimbursement of up to $100 per calendar year with the submission of a receipt.	80 hours annually	2%@62, Tool Allowance ($500.00), whichever is less in any fiscal year: Automotive Technician, Senior Automotive Technician, Heavy Equipment Mechanic, and Senior Heavy Equipment Mechanic ; 6.67 to 14 hours of vacation per month (municode).
Amador County	Solid Waste Technician	1	$67,725.68	$74,676.42	$82,331.03	21.57%	$705.26	$31.42	$15.12	$0.00	6.2%	$80,946.28	$97,043.95	$107,637.06	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Tuolumne County	SOLID WASTE SPECIALIST II	OE3	$68,952.00	$76,024.00	$83,824.00	21.57%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$86,427.02	$93,937.49	$94,335.10	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
Standard Deviation:			$7,900.06	$8,552.13	$9,259.07		Standard Deviation:					$8,857.41	$11,385.92	$14,391.19						
Mariposa County:			$51,269.92	$56,528.16	$62,323.04		Mariposa County:					$66,485.74	$72,069.99	$72,361.57						
Comparison Median			*$67,725.00*	*$76,024.00*	*$76,398.00*		Comparison Median					*$80,946.28*	*$93,937.49*	*$94,335.10*						
							Median Difference %					***-21.75%***	***-30.34%***	***-30.37%***						

Classification

Equipment Service Worker *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Equipment Service Worker	SEIU	$43,781.92	$48,272.64	$53,223.04	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$58,533.48	$63,302.62	$63,552.24	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Equipment Service Worker	SRVCE	$40,440.89	$44,853.72	$49,737.20	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$53,640.83	$58,327.25	$59,288.51	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	Public Works employees required to wear safety footwear will be eligible for reimbursement of up to $100 per calendar year with the submission of a receipt.	80 hours annually	2%@62, Tool Allowance ($500.00), whichever is less in any fiscal year: Automotive Technician, Senior Automotive Technician, Heavy Equipment Mechanic, and Senior Heavy Equipment Mechanic ; 6.67 to 14 hours of vacation per month (municode).
Plumas County	EQUIPMENT SERVICE WORKER	OE3 PUBLIC WORKS	$37,752.00	$41,620.80	$45,884.80	21.54%	$962.20	$34.60	$11.74	$0.00	6.2%	$52,195.10	$56,303.77	$56,524.67	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$600 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, tool allowance $750 per year.
Tuolumne County	EQUIPMENT TECHNICIAN	OE3	$46,238.40	$50,980.80	$56,222.40	21.59%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$62,305.18	$67,341.61	$67,628.77	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$3,541.19	$3,881.62	$4,265.69	Standard Deviation:	$4,464.36	$4,798.00	$4,719.94
Mariposa County:	$43,781.92	$48,272.64	$53,223.04	Mariposa County:	$58,533.48	$63,302.62	$63,552.24
Comparison Median	*$40,440.00*	*$44,853.00*	*$45,758.00*	Comparison Median	*$53,640.83*	*$58,327.25*	*$59,288.51*
				Median Difference %	***8.36%***	***7.86%***	***6.71%***

Classification

Executive Assistant *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Executive Assistant	SEIU	$63,096.80	$69,565.60	$76,697.92	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$79,045.88	$85,915.75	$86,275.81	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Executive Assistant	UNREP	$74,805.12	$82,967.70	$92,000.86	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$90,135.64	$98,804.30	$100,582.37	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	ADMINISTRATIVE ASSISTANT	M	$56,388.80	$62,192.00	$68,577.60	21.62%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$72,982.79	$79,145.78	$79,455.04	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	EXECUTIVE ASSISTANT-PLANNING	OE3 GENERAL	$36,337.60	$40,060.80	$44,200.00	21.64%	$983.44	$34.60	$11.74	$0.00	6.2%	$50,947.89	$54,901.93	$55,100.74	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Executive Assistant	1	$65,966.00	$72,718.78	$80,175.42	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$79,077.50	$94,738.47	$105,042.19	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Tuolumne County	EXECUTIVE ASSISTANT	EXE	$70,720.00	$77,958.40	$85,966.40	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$88,304.64	$95,991.82	$96,411.52	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$13,704.71	$15,208.12	$16,867.93					Standard Deviation:		$14,120.79	$16,407.19	$18,289.67						
		Mariposa County:	$63,096.80	$69,565.60	$76,697.92					Mariposa County:		$79,045.88	$85,915.75	$86,275.81						
		Comparison Median	*$65,966.00*	*$77,958.00*	*$78,354.00*					Comparison Median		*$79,077.50*	*$94,738.47*	*$96,411.52*						
										Median Difference %		***-0.04%***	***-10.27%***	***-11.75%***						

Classification

Facilities Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Facilities and Manager	MCMCO	$94,712.80	$104,422.24	$115,128.00	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$119,709.39	$130,020.82	$130,562.01	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	DEPUTY DIRECTOR-BUILDINGS	20	$113,380.80	$125,049.60	$137,966.40	21.68%	$951.70	$0.00	$0.00	$0.00	6.2%	$131,830.81	$144,223.08	$144,907.85	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Facilities Superintendent	UNREP	$95,472.40	$105,890.15	$117,419.01	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$112,084.29	$123,147.94	$125,417.27	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	COUNTY FACILITIES OPERATIONS MGR	M	$79,934.40	$88,129.60	$97,177.60	21.57%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$97,988.21	$106,691.52	$107,155.40	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	DIRECTOR OF FACILITY SERVICES	DEPARTMENT HEADS	$83,200.00	$91,728.00	$101,129.60	21.55%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$104,044.08	$113,100.82	$113,564.70	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Tuolumne County	FACILITIES MANAGER	MGT	$74,651.20	$82,305.60	$90,729.60	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$92,479.57	$100,608.55	$101,006.16	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$13,838.29	$15,330.27	$17,002.27					Standard Deviation:		$13,717.60	$15,280.74	$15,519.50						
		Mariposa County:	$94,712.80	$104,422.24	$115,128.00					Mariposa County:		$119,709.39	$130,020.82	$130,562.01						
		Comparison Median	*$83,200.00*	*$91,728.00*	*$92,165.00*					Comparison Median		*$104,044.08*	*$113,100.82*	*$113,564.70*						
										Median Difference %		***13.09%***	***13.01%***	***13.02%***						

Classification

Fire Prevention Inspector II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Fire Prevention Inspector II	SEIU	$58,414.72	$64,405.12	$71,009.12	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$74,073.51	$80,435.32	$80,768.87	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	BUILDING/FIRE INSPECTOR II	20	$57,158.40	$63,346.40	$69,534.40	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$72,122.62	$78,694.28	$85,265.93	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Fire Prevention Inspector II	PROFS	$59,749.62	$66,269.37	$73,484.49	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$74,146.70	$81,070.67	$82,490.89	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Tuolumne County	FIRE PREVENTION INSPECTOR II	OE3	$56,742.40	$62,566.40	$68,972.80	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$73,460.43	$79,645.52	$79,954.77	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$1,330.45	$1,593.88	$2,007.60	Standard Deviation:	$840.47	$976.57	$2,169.00
Mariposa County:	$58,414.72	$64,405.12	$71,009.12	Mariposa County:	$74,073.51	$80,435.32	$80,768.87
Comparison Median	*$57,158.00*	*$63,346.00*	*$67,606.00*	Comparison Median	*$73,460.43*	*$79,645.52*	*$82,490.89*
				Median Difference %	***0.83%***	***0.98%***	***-2.13%***

Classification

Fiscal Officer II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Fiscal Officer II	MCMCO	$95,644.64	$105,451.84	$116,261.60	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$120,699.01	$131,114.25	$131,659.87	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	FISCAL MANAGER	20	$88,836.80	$97,926.40	$107,972.80	21.54%	$951.70	$0.00	$0.00	$0.00	6.2%	$105,765.08	$115,418.24	$115,926.30	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Fiscal Manager	UNREP	$105,258.32	$116,743.89	$129,454.46	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$122,476.94	$134,674.61	$137,176.56	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Plumas County	DEPARTMENT FISCAL OFFICER 2	OE3 GENERAL	$52,644.80	$58,052.80	$64,022.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$68,266.14	$74,009.43	$74,318.69	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Fiscal Officer	1	$76,524.08	$84,376.66	$93,021.08	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$90,290.18	$108,477.90	$120,442.24	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	FISCAL ADMIN OFFICER	MGT	$74,868.00	$98,856.00	$122,844.00	64.08%	$917.75	$45.00	$10.25	$50.00	6.2%	$91,785.82	$117,261.07	$142,736.33	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	FISCAL SERVICES MANAGER II	CMU	$75,857.60	$84,094.40	$93,246.40	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$85,561.76	$93,798.56	$94,422.56	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	AGENCY FISCAL OFFICER	MGT	$76,148.80	$83,969.60	$92,560.00	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$94,070.03	$102,375.72	$102,795.42	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$14,740.11	$16,796.56	$20,338.72		Standard Deviation:					$15,590.53	$17,836.53	$22,286.31						
	Mariposa County:		$95,644.64	$105,451.84	$116,261.60		Mariposa County:					$120,699.01	$131,114.25	$131,659.87						
	Comparison Median		*$76,148.00*	*$93,647.00*	*$98,404.00*		Comparison Median					*$91,785.82*	*$108,477.90*	*$115,926.30*						
							Median Difference %					***23.95%***	***17.26%***	***11.95%***						

Classification

Fleet Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Fleet Manager	MCMCO	$80,121.60	$88,335.52	$97,391.84	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$104,213.54	$112,936.72	$113,393.98	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	FLEET MAINTENANCE SUPERVISOR	20	$81,764.80	$90,147.20	$99,361.60	21.52%	$951.70	$0.00	$0.00	$0.00	6.2%	$98,254.62	$107,156.73	$107,620.61	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Fleet Services Manager	Mid-Mgmt	$79,684.75	$87,852.45	$96,857.31	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$95,317.80	$103,991.90	$104,447.30	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	FLEET OPERATIONS MGR	M	$79,934.40	$88,129.60	$97,177.60	21.57%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$97,988.21	$106,691.52	$107,155.40	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Calaveras County	EQUIP SERVICE CTR MGR	CMU	$79,643.20	$88,296.00	$97,905.60	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$89,347.36	$98,000.16	$98,644.96	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	FLEET MANAGER	MGT	$78,083.20	$86,070.40	$94,910.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$96,124.36	$104,606.76	$105,070.65	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$1,171.44	$1,296.99	$1,450.62		Standard Deviation:					$3,225.32	$3,272.17	$3,205.02						
	Mariposa County:		$80,121.60	$88,335.52	$97,391.84		Mariposa County:					$104,213.54	$112,936.72	$113,393.98						
	Comparison Median		*$79,684.00*	*$88,129.00*	*$88,566.00*		Comparison Median					*$96,124.36*	*$104,606.76*	*$105,070.65*						
							Median Difference %					***7.76%***	***7.38%***	***7.34%***						

Classification

GIS Specialist II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	GIS Specialist II	SEIU	$72,311.20	$79,726.40	$87,900.80	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$88,831.57	$96,706.52	$97,119.59	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	GIS ANALYST II	5	$67,184.00	$74,110.40	$81,764.80	21.70%	$951.70	$0.00	$0.00	$0.00	6.2%	$82,769.81	$90,125.64	$90,545.35	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	GIS Technician II	TCHNL	$62,737.10	$69,582.84	$77,158.72	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$77,319.40	$84,589.58	$86,080.82	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Glenn County	GEOGRAPHIC INFORMATION ANALYST II	G	$70,928.00	$78,208.00	$86,216.00	21.55%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$88,059.10	$95,790.46	$96,188.07	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	GEO INFO SYS (GIS) PLANNER 2	OE3 GENERAL	$52,644.80	$58,052.80	$64,022.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$68,266.14	$74,009.43	$74,318.69	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Geographic Inform Sys Tech II	1	$60,752.95	$66,977.82	$73,840.57	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$73,541.24	$87,970.48	$97,466.26	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	GIS TECHNICIAN II	SEIU	$71,156.80	$78,894.40	$87,464.00	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$80,860.96	$88,598.56	$89,160.16	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	GIS ANALYST II	OE3	$72,092.80	$79,476.80	$87,630.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$89,762.55	$97,604.36	$98,024.06	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$6,579.66	$7,287.71	$8,075.23	Standard Deviation:	$7,123.47	$7,212.56	$7,748.13	
Mariposa County:	$72,311.20	$79,726.40	$87,900.80	Mariposa County:	$88,831.57	$96,706.52	$97,119.59	
Comparison Median	*$67,184.00*	*$74,338.00*	*$78,583.00*	Comparison Median	*$80,860.96*	*$88,598.56*	*$90,545.35*	
				Median Difference %	***8.97%***	***8.38%***	***6.77%***	

Classification

HHSA Director *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Health and Human Services Director	EDH	$175,331.75	$175,331.75	$175,331.75	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$201,076.44	$201,076.44	$201,076.44	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	DIRECTOR HUMAN SVCS AGENCY	20	$159,910.40	$176,467.20	$194,771.20	21.80%	$951.70	$0.00	$0.00	$0.00	6.2%	$181,245.24	$198,828.57	$199,778.42	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Glenn County	HLTH & HUMAN SER AGNCY DIR	N	$156,832.00	$172,910.40	$190,632.00	21.55%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$179,748.74	$196,824.00	$197,707.59	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Colusa County	DIRECTOR HLTH & HUMAN SERV	DH	$137,016.00	$180,810.00	$224,604.00	63.93%	$917.75	$45.00	$10.25	$50.00	6.2%	$157,786.99	$204,296.22	$250,805.45	n/a	n/a	n/a	n/a	n/a	Receives Vacation, Sick, 10 days of management leave, 2%@62 and Safety 2.7% @ 57, 457 $100 match
Calaveras County	DIRECTOR HEALTH & HUMAN SVCS	Appointed	$174,179.20	$193,107.20	$214,115.20	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$183,795.52	$202,723.52	$204,137.92	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	HEALTH HUMAN SVCS AGENCY DIR	EXE	$160,118.40	$176,529.60	$194,625.60	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$183,245.74	$200,674.44	$201,602.20	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
	Standard Deviation:		$11,923.43	$7,031.86	$13,253.54		Standard Deviation:					$9,795.62	$2,666.42	$20,111.22						
	Mariposa County:		$175,331.75	$175,331.75	$175,331.75		Mariposa County:					$201,076.44	$201,076.44	$201,076.44						
	Comparison Median		*$159,910.00*	*$176,529.00*	*$177,403.00*		Comparison Median					*$181,245.24*	*$200,674.44*	*$201,602.20*						
							Median Difference %					***9.86%***	***0.20%***	***-0.26%***						

Classification

Information Systems Specialist II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Information Systems Specialist II	SEIU	$88,298.08	$97,350.24	$107,332.16	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$105,809.64	$115,423.03	$115,928.89	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Information Technology Analyst II	PROFS	$80,070.20	$88,807.30	$98,476.25	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$95,727.15	$105,005.95	$106,909.18	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	INFORMATION SYST ANALYST II	G	$65,145.60	$71,843.20	$79,206.40	21.58%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$81,918.19	$89,031.04	$89,428.65	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Amador County	Information Systems Specialist	1	$66,295.94	$73,092.71	$80,593.34	21.57%	$705.26	$31.42	$15.12	$0.00	6.2%	$79,427.89	$95,178.38	$105,556.16	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	NETWORK SPECIALIST II	SEIU	$71,156.80	$78,894.40	$87,464.00	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$80,860.96	$88,598.56	$89,160.16	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	SYSTEMS ANALYST II	OE3	$71,739.20	$79,081.60	$87,193.60	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$89,387.03	$97,184.66	$97,604.36	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$5,275.82	$6,002.73	$6,824.79	Standard Deviation:	$6,179.29	$6,025.46	$7,587.84
Mariposa County:	$88,298.08	$97,350.24	$107,332.16	Mariposa County:	$105,809.64	$115,423.03	$115,928.89
Comparison Median	*$71,156.00*	*$79,081.00*	*$79,476.00*	Comparison Median	*$81,918.19*	*$95,178.38*	*$97,604.36*
				Median Difference %	***22.58%***	***17.54%***	***15.81%***

Classification

Jail Lieutenant *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Jail Lieutenant	SEIU	$92,772.16	$102,277.76	$112,760.96	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$110,561.11	$120,656.06	$121,184.00	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Amador County	Correctional Lieutenant	22	$100,521.41	$110,826.35	$122,181.07	21.55%	$902.00	$35.90	$17.28	$0.00	0%	$111,983.57	$128,561.30	$136,070.13	Associate Degree or who has completed sixty (60) units by an accredited college or university will receive an hourly premium equal to 2.5%; Bachelor's Degree will receive an hourly premium equal to 5%; POST: If an employees is awarded and possesses a val	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70% and 20 years= 10.390%.	n/a	$70.00 monthly	n/a	2.7% @ 57 , Down Payment Assistance up to 5.5% , $23.08 457 match,
Colusa County	LIEUTENANT	MGS	$86,184.00	$113,724.00	$141,264.00	63.91%	$917.75	$45.00	$10.25	$50.00	6.2%	$103,803.41	$133,050.89	$162,298.37	POST Intermediate (2.5%); POST Advanced (2.5%); and, Post Management (2.5%) Sheriff's Lieutenants and the Assistant Sheriff shall be eligible to receive Educational Incentive Pay of (2.5%) for Associate's Degree or (5.0%) for Bachelor's Degree (BA/BS)	n/a	n/a	Sheriff's Lieutenants and the Assistant Sheriff shall receive a monthly uniform allowance of $55	n/a	40 hours of management leave, 2. 7% @ 57, 457 $30 to $50 match per month.
Calaveras County	CORRECTIONAL LIEUTENANT	SMU	$104,000.00	$115,315.20	$127,836.80	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$113,704.16	$125,019.36	$125,830.56	AA Degree 3%, Advanced POST Certificate 5%, AA Degree and Advanced POST Certificate 7.5%, BA or BS Degree 5.5%, BA or BS Degree and Advanced POST Certificate 10%, Master's Degree 10%, POST Supervisory Certificate 3.5%, POST Management Certificate 3.5%, P	A 2.5% incentive will be earned at 5.5, 10, 15, 20, and 25 years of service	n/a	$1025.04 per year.	n/a	Bilingual 2.5%, Special Assignment Pay 2.5%, 2.7% @ 57, (40) hours of management leave per calendar year.

Standard Deviation:	$7,710.54	$1,858.26	$8,003.02	Standard Deviation:	$4,319.21	$3,286.46	$15,357.48
Mariposa County:	$92,772.16	$102,277.76	$112,760.96	Mariposa County:	$110,561.11	$120,656.06	$121,184.00
Comparison Median	*$100,521.00*	*$115,315.00*	*$124,602.00*	Comparison Median	*$111,983.57*	*$128,561.30*	*$136,070.13*
				Median Difference %	***-1.29%***	***-6.55%***	***-12.28%***

Classification

Junior Engineer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Junior Engineer	SEIU	$76,394.24	$84,227.52	$92,861.60	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$93,167.76	$101,486.71	$101,921.87	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ENGINEERING ASSOCIATE I	5	$64,604.80	$71,260.80	$78,603.20	21.67%	$951.70	$0.00	$0.00	$0.00	6.2%	$80,030.70	$87,099.37	$87,474.89	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Engineer I	PROFS	$69,167.65	$76,715.08	$85,067.49	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$84,148.64	$92,164.01	$93,808.11	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Colusa County	ASST ENGINEER	PF	$62,844.00	$82,956.00	$103,068.00	64.01%	$917.75	$45.00	$10.25	$50.00	6.2%	$79,016.33	$100,375.27	$121,734.22	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	JUNIOR ENGINEER	SEIU	$78,436.80	$86,964.80	$96,428.80	22.94%	$748.08	$47.10	$13.50	$0.00	0%	$88,140.96	$96,668.96	$97,292.96	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	ENGINEER I	OE3	$76,918.40	$84,801.60	$93,496.00	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$94,887.34	$103,259.30	$103,701.09	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$6,313.09	$5,762.12	$8,598.38				Standard Deviation:			$5,806.01	$5,765.18	$11,708.13						
	Mariposa County:		$76,394.24	$84,227.52	$92,861.60				Mariposa County:			$93,167.76	$101,486.71	$101,921.87						
	Comparison Median		*$69,167.00*	*$82,956.00*	*$85,218.00*				Comparison Median			*$84,148.64*	*$96,668.96*	*$97,292.96*						
									Median Difference %			***9.68%***	***4.75%***	***4.54%***						

Classification

Kitchen Assistant *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Kitchen Assistant	SEIU	$34,342.88	$37,864.32	$41,747.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$48,509.22	$52,248.99	$52,445.59	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Plumas County	ASSISTANT COOK	OE3 GENERAL	$34,174.40	$37,689.60	$41,537.60	21.55%	$983.44	$34.60	$11.74	$0.00	6.2%	$48,650.57	$52,383.72	$52,582.52	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
		Standard Deviation:	$0.00	$0.00	$0.00						Standard Deviation:	$0.00	$0.00	$0.00						
		Mariposa County:	$34,342.88	$37,864.32	$41,747.68						Mariposa County:	$48,509.22	$52,248.99	$52,445.59						
		Comparison Median	*$34,174.00*	*$37,689.00*	*$37,876.00*						Comparison Median	*$48,650.57*	*$52,383.72*	*$52,582.52*						
											Median Difference %	***-0.29%***	***-0.26%***	***-0.26%***						

Classification

Legal Executive Assistant *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Legal Executive Assistant	MCMCO	$67,830.88	$74,786.40	$82,453.28	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$91,160.79	$98,547.56	$98,934.12	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	LEGAL ASSISTANT-CONFIDENTIAL	20	$59,155.20	$65,249.60	$71,968.00	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$74,243.22	$80,715.48	$81,068.91	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Amador County	Executive Legal Assistant	41	$72,633.60	$80,080.00	$88,296.00	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$86,158.48	$94,066.56	$94,508.35	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	40 hours per year	2%@62 Professional Leave 5 days per year, $12,000 life insurance, Down Payment Assistance up to 5.5%
Tuolumne County	EXECUTIVE LEGAL ASSISTANT II	EXE	$60,881.60	$67,142.40	$74,006.40	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$77,856.26	$84,505.23	$84,836.57	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$5,988.48	$6,590.44	$7,264.46						Standard Deviation:	$4,988.37	$5,617.76	$5,660.36						
		Mariposa County:	$67,830.88	$74,786.40	$82,453.28						Mariposa County:	$91,160.79	$98,547.56	$98,934.12						
		Comparison Median	*$60,881.00*	*$67,142.00*	*$67,454.00*						Comparison Median	*$77,856.26*	*$84,505.23*	*$84,836.57*						
											Median Difference %	***14.59%***	***14.25%***	***14.25%***						

Classification

Legal Secretary II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Legal Secretary II	SEIU	$46,479.68	$51,247.04	$56,501.12	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$61,398.50	$66,461.44	$66,726.51	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	LEGAL SECRETARY	3	$50,065.60	$55,224.00	$60,923.20	21.69%	$951.70	$0.00	$0.00	$0.00	6.2%	$64,590.07	$70,068.29	$70,355.45	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	Legal Secretary II	CLRCL	$49,156.16	$54,519.98	$60,455.87	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$62,896.44	$68,592.82	$69,761.23	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	LEGAL SECRETARY II	G	$45,032.00	$49,649.60	$54,745.60	21.57%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$60,557.54	$65,461.44	$65,748.60	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	LEGAL SECRETARY	OE3 GENERAL	$42,307.20	$46,675.20	$51,459.20	21.63%	$983.44	$34.60	$11.74	$0.00	6.2%	$57,287.61	$61,926.42	$62,169.41	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Legal Secretary II	1	$54,528.08	$60,115.07	$66,273.95	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$66,930.43	$79,881.33	$88,393.55	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	LEGAL CLERK II	SEIU	$48,152.00	$53,393.60	$59,196.80	22.94%	$748.08	$47.10	$13.50	$0.00	0%	$57,856.16	$63,097.76	$63,472.16	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	LEGAL ASSISTANT II	OE3	$42,286.40	$46,612.80	$51,396.80	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$58,108.16	$62,702.79	$62,945.78	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$4,127.38	$4,578.76	$5,086.39						Standard Deviation:	$3,457.17	$5,838.50	$8,476.54						
		Mariposa County:	$46,479.68	$51,247.04	$56,501.12						Mariposa County:	$61,398.50	$66,461.44	$66,726.51						
		Comparison Median	*$48,152.00*	*$53,393.00*	*$53,767.00*						Comparison Median	*$60,557.54*	*$65,461.44*	*$65,748.60*						
											Median Difference %	***1.37%***	***1.50%***	***1.47%***						

Classification

Library Assistant II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Library Assistant II	SEIU	$43,334.72	$47,777.60	$52,676.00	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$58,058.55	$62,776.89	$63,024.29	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	LIBRARY ASSISTANT II	3	$40,185.60	$44,304.00	$48,859.20	21.58%	$951.70	$0.00	$0.00	$0.00	6.2%	$54,097.51	$58,471.25	$58,692.14	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	Library Assistant II	CLRCL	$40,440.89	$44,853.72	$49,737.20	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$53,640.83	$58,327.25	$59,288.51	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	BRANCH LIBRARY ASSISTANT 2	OE3 GENERAL	$38,272.00	$42,203.20	$46,550.40	21.63%	$983.44	$34.60	$11.74	$0.00	6.2%	$53,002.22	$57,177.16	$57,398.05	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Library Assistant	1	$40,560.62	$44,717.87	$49,293.04	21.53%	$705.26	$31.42	$15.12	$0.00	6.2%	$52,096.98	$61,731.64	$68,047.51	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	LIBRARY ASSISTANT II	MSC	$33,444.00	$44,214.00	$54,984.00	64.41%	$917.75	$45.00	$10.25	$50.00	6.2%	$47,793.53	$59,231.27	$70,669.01	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	LIBRARY ASSISTANT	SEIU	$41,600.00	$46,113.60	$51,147.20	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$51,304.16	$55,817.76	$56,171.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	LIBRARY ASSISTANT II	OE3	$36,774.40	$40,539.20	$44,699.20	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$52,254.41	$56,252.63	$56,473.53	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$2,635.09	$1,727.78	$3,043.24	Standard Deviation:	$1,939.95	$1,856.16	$5,453.46	
Mariposa County:	$43,334.72	$47,777.60	$52,676.00	Mariposa County:	$58,058.55	$62,776.89	$63,024.29	
Comparison Median	*$40,185.00*	*$44,304.00*	*$45,758.00*	Comparison Median	*$52,254.41*	*$58,327.25*	*$58,692.14*	
				Median Difference %	***10.00%***	***7.09%***	***6.87%***	

Classification

Maintenance Supervisor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Maintenance Supervisor	SEIU	$69,209.92	$76,304.80	$84,127.68	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$85,538.02	$93,072.78	$93,468.18	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Glenn County	FACILITIES MAINTENANCE SUPRV	M	$57,782.40	$63,710.40	$70,241.60	21.56%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$74,462.79	$80,758.32	$81,089.67	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	EQUIPMENT MAINTENANCE SUPERVISOR	OE3 PUBLIC WORKS MID-MGMT	$60,112.00	$66,268.80	$73,070.40	21.56%	$962.20	$34.60	$11.74	$0.00	6.2%	$75,941.42	$82,479.95	$82,833.38	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$600 per year	40 hours per year.	Life Insurance 20,000; 2% @ 62, Bilingual pay $35 per month, tool allowance $750 per year.
Calaveras County	FACILITIES SUPERVISOR	CSU	$68,806.40	$76,294.40	$84,572.80	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$78,510.56	$85,998.56	$86,539.36	unable to locate details of county plan.	A 2.5% at 6, 10, 15, 20, and 25 years.	n/a	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	FACILITIES MAINTENANCE SUP	MGT	$59,342.40	$65,436.80	$72,134.40	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$76,221.63	$82,693.88	$83,025.23	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$4,294.92	$4,917.92	$5,617.29					Standard Deviation:		$1,448.76	$1,896.01	$1,978.10						
		Mariposa County:	$69,209.92	$76,304.80	$84,127.68					Mariposa County:		$85,538.02	$93,072.78	$93,468.18						
		Comparison Median	*$59,727.00*	*$65,852.00*	*$66,174.50*					Comparison Median		*$76,081.53*	*$82,586.91*	*$82,929.30*						
										Median Difference %		***11.06%***	***11.27%***	***11.28%***						

Classification

Maintenance Worker II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Maintenance Worker II	SEIU	$49,333.44	$54,392.00	$59,968.48	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$64,429.19	$69,801.38	$70,081.92	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	GROUNDS MAINTENANCE WORKER II	4	$39,020.80	$43,014.40	$47,444.80	21.59%	$951.70	$0.00	$0.00	$0.00	6.2%	$52,860.49	$57,101.69	$57,344.68	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Road Worker II	SRVCE	$49,156.16	$54,519.98	$60,455.87	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$62,896.44	$68,592.82	$69,761.23	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	Public Works employees required to wear safety footwear will be eligible for reimbursement of up to $100 per calendar year with the submission of a receipt.	80 hours annually	2%@62, Tool Allowance ($500.00), whichever is less in any fiscal year: Automotive Technician, Senior Automotive Technician, Heavy Equipment Mechanic, and Senior Heavy Equipment Mechanic ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	PUBLIC WORKS MAINT WKR II	G	$40,976.00	$45,177.60	$49,795.20	21.52%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$56,250.07	$60,712.17	$60,955.16	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	PUBLIC WORKS MAINTENANCE WORKER 2	OE3 PUBLIC WORKS	$39,644.80	$43,700.80	$48,172.80	21.51%	$962.20	$34.60	$11.74	$0.00	6.2%	$54,205.26	$58,512.73	$58,733.63	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$600 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, tool allowance $750 per year.
Amador County	Building Maint Worker II	1	$53,362.30	$58,839.30	$64,866.20	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$65,692.36	$78,375.97	$86,712.77	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ROAD MAINT WORKER II	MSC	$38,820.00	$51,312.00	$63,804.00	64.36%	$917.75	$45.00	$10.25	$50.00	6.2%	$53,502.84	$66,769.34	$80,035.85	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	ROAD MAINTENANCE WORKER II	SEIU	$45,864.00	$50,856.00	$56,388.80	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$55,568.16	$60,560.16	$60,934.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	FACILITIES MAINTENANCE WKR II	OE3	$43,992.00	$48,505.60	$53,476.80	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$59,919.50	$64,712.95	$64,955.93	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
Standard Deviation:			$4,965.90	$5,158.85	$6,492.54		Standard Deviation:					$4,410.81	$6,469.99	$10,023.37						
Mariposa County:			$49,333.44	$54,392.00	$59,968.48		Mariposa County:					$64,429.19	$69,801.38	$70,081.92						
Comparison Median			*$42,484.00*	*$49,680.50*	*$49,981.00*		Comparison Median					*$55,909.12*	*$62,712.56*	*$62,955.54*						
							Median Difference %					***13.22%***	***10.16%***	***10.17%***						

Classification

Maintenance/Construction Supervisor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Maintenance/Construction Supervisor	SEIU	$69,189.12	$76,284.00	$84,104.80	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$85,515.93	$93,050.69	$93,446.09	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	BUILDING MAINTENANCE SUPERVISO	20	$69,888.00	$77,064.00	$85,030.40	21.67%	$951.70	$0.00	$0.00	$0.00	6.2%	$85,641.46	$93,262.37	$93,682.07	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Plumas County	BLDG/GRDS MAINT SUPERVISOR 2	OE3 MID-MANAGEMENT	$48,089.60	$52,998.40	$58,468.80	21.58%	$983.44	$34.60	$11.74	$0.00	6.2%	$63,428.52	$68,641.66	$68,928.83	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Facilities Supervisor	1	$71,377.02	$78,701.69	$86,752.22	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$84,824.00	$101,788.29	$112,930.60	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	BLDG & GRDS SERVICES SUPERVISOR	MGT	$57,000.00	$75,282.00	$93,564.00	64.15%	$917.75	$45.00	$10.25	$50.00	6.2%	$72,810.00	$92,225.48	$111,640.97	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
		Standard Deviation:	$9,591.29	$10,469.97	$13,368.18						Standard Deviation:	$9,181.65	$12,314.34	$17,797.29						
		Mariposa County:	$69,189.12	$76,284.00	$84,104.80						Mariposa County:	$85,515.93	$93,050.69	$93,446.09						
		Comparison Median	*$63,444.00*	*$76,173.00*	*$85,511.50*						Comparison Median	*$78,817.00*	*$92,743.93*	*$102,661.52*						
											Median Difference %	***7.83%***	***0.33%***	***-9.86%***						

Classification

Mental Health Assistant II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Mental Health Assistant II	SEIU	$52,923.52	$58,350.24	$64,332.32	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$68,241.86	$74,005.03	$74,307.66	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	MENTAL HEALTH WORKER II	8	$50,315.20	$55,494.40	$61,235.20	21.70%	$951.70	$0.00	$0.00	$0.00	6.2%	$64,855.14	$70,355.45	$70,686.80	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Behavioral Health Case Manager II	PROFS	$49,156.16	$54,519.98	$60,455.87	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$62,896.44	$68,592.82	$69,761.23	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	BH CASE MGMT SPECIALIST 2	OE3 GENERAL	$50,793.60	$56,014.40	$61,796.80	21.66%	$983.44	$34.60	$11.74	$0.00	6.2%	$66,300.16	$71,844.65	$72,153.91	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Colusa County	MENTAL HEALTH SPECIALIST	PF	$50,292.00	$66,390.00	$82,488.00	64.02%	$917.75	$45.00	$10.25	$50.00	6.2%	$65,686.10	$82,782.18	$99,878.26	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Tuolumne County	BEHAVIORAL HEALTH WORKER II	HCU	$46,009.60	$50,731.20	$55,931.20	21.56%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$60,862.20	$65,876.53	$66,141.61	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$6.15 per hour	n/a	100 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62,

Standard Deviation:	$1,737.36	$5,218.70	$9,287.02	Standard Deviation:	$1,992.82	$5,797.06	$12,238.66
Mariposa County:	$52,923.52	$58,350.24	$64,332.32	Mariposa County:	$68,241.86	$74,005.03	$74,307.66
Comparison Median	*$50,292.00*	*$55,494.00*	*$55,806.00*	Comparison Median	*$64,855.14*	*$70,355.45*	*$70,686.80*
				Median Difference %	***4.96%***	***4.93%***	***4.87%***

Classification

Mental Health Clinician *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Mental Health Clinician	SEIU	$71,591.52	$78,929.76	$87,023.04	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$88,067.27	$95,860.49	$96,271.35	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	MENTAL HEALTH CLINICIAN II	8	$84,614.40	$93,267.20	$102,835.20	21.53%	$951.70	$0.00	$0.00	$0.00	6.2%	$101,280.89	$110,470.17	$110,978.23	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Behavioral Health Clinician II	PROFS	$84,073.71	$93,247.66	$103,400.06	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$99,978.88	$109,721.61	$111,720.01	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	BEHAVIORAL HEALTH CLINICIAN II	G	$80,350.40	$88,587.20	$97,656.00	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$98,065.68	$106,813.17	$107,254.96	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	BH THERAPIST 2	OE3 GENERAL	$63,315.20	$69,804.80	$77,022.40	21.65%	$983.44	$34.60	$11.74	$0.00	6.2%	$79,598.10	$86,490.06	$86,909.76	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Behavioral Health Care Clinician II	11	$77,272.00	$85,196.80	$93,932.80	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$91,084.46	$99,500.60	$99,942.39	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	Professional Leave for designated employees: 5 days per year, $12,000 life insurance, 2%@62; designated healthcare classifications receive a 5% stipend.
Colusa County	BH THERAPIST II	PF	$64,416.00	$85,032.00	$105,648.00	64.01%	$917.75	$45.00	$10.25	$50.00	6.2%	$80,685.79	$102,579.98	$124,474.18	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Tuolumne County	BEHAVIORAL HEALTH CLINICIAN II	HCU	$62,899.20	$69,347.20	$76,440.00	21.53%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$78,798.95	$85,646.73	$86,000.16	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$6.15 per hour	n/a	100 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62,
Standard Deviation:			$9,213.84	$9,330.30	$11,413.64		Standard Deviation:					$9,361.38	$9,604.91	$12,931.37						
Mariposa County:			$71,591.52	$78,929.76	$87,023.04		Mariposa County:					$88,067.27	$95,860.49	$96,271.35						
Comparison Median			*$77,272.00*	*$85,196.00*	*$89,003.00*		Comparison Median					*$91,084.46*	*$102,579.98*	*$107,254.96*						
							Median Difference %					***-3.43%***	***-7.01%***	***-11.41%***						

Classification

Network Administrator II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Network Administrator II	SEIU	$88,298.08	$97,350.24	$107,332.16	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$105,809.64	$115,423.03	$115,928.89	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Network Engineer II	PROFS	$88,277.40	$97,910.05	$108,570.06	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$104,443.20	$114,673.07	$116,771.37	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	NETWORK/EDR ADMINISTRATOR	CONFIDENTIAL EMPLOYEE UNIT	$60,964.80	$67,246.40	$74,172.80	21.66%	$1,254.70	$34.60	$11.74	$0.00	6.2%	$80,357.10	$87,028.16	$87,381.59	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	n/a	40 hours per year.	Life Insurance $20,000; 2% @ 62, Bilingual pay $35 per month
Calaveras County	NETWORK SPECIALIST III	SEIU	$82,368.00	$91,312.00	$101,254.40	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$92,072.16	$101,016.16	$101,681.76	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
		Standard Deviation:	$11,733.13	$13,178.04	$14,795.28						Standard Deviation:	$9,834.33	$11,286.26	$11,999.77						
		Mariposa County:	$88,298.08	$97,350.24	$107,332.16						Mariposa County:	$105,809.64	$115,423.03	$115,928.89						
		Comparison Median	*$82,368.00*	*$91,312.00*	*$91,977.00*						Comparison Median	*$92,072.16*	*$101,016.16*	*$101,681.76*						
											Median Difference %	***12.98%***	***12.48%***	***12.29%***						

Classification

Nurse Practitioner (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Nurse Practitioner	MCMCO	$117,584.48	$129,638.08	$142,929.28	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$143,999.12	$156,800.04	$157,473.77	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Plumas County	NURSE PRACTITIONER	OE3 GENERAL	$105,019.20	$115,814.40	$127,670.40	21.57%	$983.44	$34.60	$11.74	$0.00	6.2%	$123,887.75	$135,352.25	$135,904.49	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Nurse Practitioner	11	$88,836.80	$97,947.20	$107,972.80	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$103,366.28	$113,041.53	$113,549.59	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	Professional Leave for designated employees: 5 days per year, $12,000 life insurance, 2%@62; designated healthcare classifications receive a 5% stipend.
Tuolumne County	SENIOR MID-LEVEL PRACTITIONER	HCU	$119,308.80	$131,539.20	$145,017.60	21.55%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$138,705.95	$151,694.63	$152,379.41	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$6.15 per hour	n/a	100 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62,
		Standard Deviation:	$12,448.14	$13,723.17	$15,133.62						Standard Deviation:	$14,489.85	$15,842.64	$15,912.68						
		Mariposa County:	$117,584.48	$129,638.08	$142,929.28						Mariposa County:	$143,999.12	$156,800.04	$157,473.77						
		Comparison Median	*$105,019.00*	*$115,814.00*	*$116,334.00*						Comparison Median	*$123,887.75*	*$135,352.25*	*$135,904.49*						
											Median Difference %	***13.97%***	***13.68%***	***13.70%***						

Classification

Office Assistant II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Office Assistant II	SEIU	$36,580.96	$40,333.28	$44,470.40	21.57%	$500.00	$40.10	$8.60	$454.39	6.2%	$50,886.06	$54,871.02	$55,080.87	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	OFFICE ASSISTANT II	3	$34,694.40	$38,272.00	$42,182.40	21.58%	$951.70	$0.00	$0.00	$0.00	6.2%	$48,265.85	$52,065.26	$52,241.98	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	Office Assistant II	CLRCL	$38,515.14	$42,717.83	$47,368.76	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$51,595.68	$56,058.94	$56,974.42	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	OFFICE ASSISTANT II	G	$34,091.20	$37,564.80	$41,433.60	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$48,938.41	$52,627.38	$52,848.27	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	OFFICE ASSISTANT 2	OE3 GENERAL	$35,900.80	$39,561.60	$43,617.60	21.49%	$983.44	$34.60	$11.74	$0.00	6.2%	$50,484.01	$54,371.78	$54,592.68	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Office Assistant II (IMS)	1	$40,714.60	$44,893.84	$49,491.00	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$52,260.50	$61,939.20	$68,302.99	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	OFFICE ASSISTANT II	MSC	$34,284.00	$45,324.00	$56,364.00	64.40%	$917.75	$45.00	$10.25	$50.00	6.2%	$48,685.61	$60,410.09	$72,134.57	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	OFFICE TECH II (CONF)	Confidential	$45,864.00	$50,856.00	$56,388.80	22.95%	$740.76	$47.10	$13.50	$0.00	0%	$55,480.32	$60,472.32	$60,846.72	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	OFFICE ASSISTANT	OE3	$33,280.00	$36,316.80	$40,040.00	20.31%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$48,543.36	$51,768.44	$51,945.16	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
Standard Deviation:			$4,041.02	$4,611.81	$6,084.34		Standard Deviation:					$2,335.76	$3,901.52	$7,234.70						
Mariposa County:			$36,580.96	$40,333.28	$44,470.40		Mariposa County:					$50,886.06	$54,871.02	$55,080.87						
Comparison Median			*$35,297.00*	*$41,139.00*	*$41,674.00*		Comparison Median					*$49,711.21*	*$55,215.36*	*$55,783.55*						
							Median Difference %					***2.31%***	***-0.63%***	***-1.28%***						

Classification

Office Technician (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Office Technician	SEIU	$53,460.16	$58,943.04	$64,985.44	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$68,811.77	$74,634.59	$74,939.42	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	PERSONNEL TECHNICIAN II	20	$57,158.40	$63,044.80	$69,534.40	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$72,122.62	$78,373.98	$78,705.32	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Glenn County	OFFICE TECHNICIAN II	G	$43,305.60	$47,736.00	$52,644.80	21.57%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$58,724.11	$63,429.19	$63,694.27	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
	Standard Deviation:		$6,926.40	$7,654.40	$8,444.80						Standard Deviation:	$6,699.26	$7,472.39	$7,505.53						
	Mariposa County:		$53,460.16	$58,943.04	$64,985.44						Mariposa County:	$68,811.77	$74,634.59	$74,939.42						
	Comparison Median		*$50,231.50*	*$55,390.00*	*$55,670.00*						Comparison Median	*$65,423.36*	*$70,901.58*	*$71,199.79*						
											Median Difference %	***4.92%***	***5.00%***	***4.99%***						

Classification

Office Technician Supervisor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Office Technician Supervisor	SEIU	$58,801.60	$64,831.52	$71,479.20	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$74,484.38	$80,888.15	$81,223.92	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Glenn County	SUPERVISING OFFICE TECHNICIAN	M	$47,382.40	$52,228.80	$57,574.40	21.51%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$63,417.99	$68,564.87	$68,829.94	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	OFFICE SUPERVISOR	OE3 MID-MANAGEMENT	$42,536.00	$46,904.00	$51,708.80	21.56%	$983.44	$34.60	$11.74	$0.00	6.2%	$57,530.59	$62,169.41	$62,412.39	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Office Assistant Supervisor (IMS)	1	$59,499.18	$65,592.07	$72,322.85	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$72,209.73	$86,337.26	$95,643.85	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	OFFICE ASSISTANT SUPERVIS	MSC	$39,792.00	$52,596.00	$65,400.00	64.35%	$917.75	$45.00	$10.25	$50.00	6.2%	$54,535.10	$68,132.95	$81,730.80	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
		Standard Deviation:	$7,548.05	$6,881.16	$7,800.14					Standard Deviation:		$6,744.00	$9,041.54	$12,741.92						
		Mariposa County:	$58,801.60	$64,831.52	$71,479.20					Mariposa County:		$74,484.38	$80,888.15	$81,223.92						
		Comparison Median	*$44,959.00*	*$52,412.00*	*$58,939.00*					Comparison Median		*$60,474.29*	*$68,348.91*	*$75,280.37*						
										Median Difference %		***18.81%***	***15.50%***	***7.32%***						

Classification

Parks and Recreation Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Parks and Recreation Manager	MCMCO	$76,219.52	$84,034.08	$92,651.52	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$100,069.53	$108,368.59	$108,805.97	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	PARKS SUPERINTENDENT	20	$79,393.60	$87,526.40	$96,491.20	21.54%	$951.70	$0.00	$0.00	$0.00	6.2%	$95,736.40	$104,373.44	$104,859.41	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Standard Deviation:			$0.00	$0.00	$0.00		Standard Deviation:					$0.00	$0.00	$0.00						
Mariposa County:			$76,219.52	$84,034.08	$92,651.52		Mariposa County:					$100,069.53	$108,368.59	$108,805.97						
Comparison Median			*$79,393.00*	*$87,526.00*	*$87,984.00*		Comparison Median					*$95,736.40*	*$104,373.44*	*$104,859.41*						
							Median Difference %					***4.33%***	***3.69%***	***3.63%***						

Classification

Payroll Specialist II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Payroll Specialist II	SEIU	$68,136.64	$75,121.28	$82,823.52	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$84,398.19	$91,815.88	$92,206.87	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	PAYROLL TECHNICIAN II	20	$57,158.40	$63,044.80	$69,534.40	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$72,122.62	$78,373.98	$78,705.32	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Plumas County	PAYROLL SPECIALIST 2	CONFIDENTIAL EMPLOYEE UNIT	$52,936.00	$58,406.40	$64,376.00	21.61%	$1,254.70	$34.60	$11.74	$0.00	6.2%	$71,830.51	$77,640.08	$77,883.06	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	n/a	40 hours per year.	Life Insurance $20,000; 2% @ 62, Bilingual pay $35 per month
Amador County	Payroll Specialist II	41	$63,939.20	$70,491.20	$77,708.80	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$76,925.03	$83,883.25	$84,236.69	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	40 hours per year	2%@62 Professional Leave 5 days per year, $12,000 life insurance, Down Payment Assistance up to 5.5%
Colusa County	PAYROLL SPECIALIST	CNF	$54,984.00	$72,606.00	$90,228.00	64.10%	$917.75	$45.00	$10.25	$50.00	6.2%	$70,669.01	$89,383.57	$108,098.14	n/a	n/a	Standby pay of $25 per 8-hour shift	PPE shoe annual reimbursements up to $200.	n/a	2% @ age 62, 457 $100 match, Bilingual Pay of $80 00 per month
Tuolumne County	PAYROLL TECHNICIAN II	FEX	$47,694.40	$52,582.40	$57,969.60	21.54%	$0.00	$0.00	$0.00	$1,050.00	6.2%	$63,251.45	$68,442.51	$68,707.58	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	80 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62,
		Standard Deviation:	$5,321.92	$7,444.66	$11,188.39					Standard Deviation:		$4,409.02	$6,984.03	$13,258.67						
		Mariposa County:	$68,136.64	$75,121.28	$82,823.52					Mariposa County:		$84,398.19	$91,815.88	$92,206.87						
		Comparison Median	*$54,984.00*	*$63,044.00*	*$63,356.00*					Comparison Median		*$71,830.51*	*$78,373.98*	*$78,705.32*						
										Median Difference %		***14.89%***	***14.64%***	***14.64%***						

Classification

PC Technician *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	PC Technician	SEIU	$54,670.72	$60,276.32	$66,456.00	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$70,097.38	$76,050.53	$76,364.20	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Information Technology Technician II	TCHNL	$56,904.40	$63,113.69	$69,985.23	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$71,125.07	$77,719.34	$79,071.93	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Plumas County	INFORMATION SYSTEMS TECHNICIAN	OE3 GENERAL	$49,296.00	$54,350.40	$59,924.80	21.56%	$983.44	$34.60	$11.74	$0.00	6.2%	$64,709.71	$70,077.48	$70,342.56	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Colusa County	IT TECHNICIAN	MSC	$54,984.00	$72,606.00	$90,228.00	64.10%	$917.75	$45.00	$10.25	$50.00	6.2%	$70,669.01	$89,383.57	$108,098.14	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	IT SUPPORT TECH II	SEIU	$58,531.20	$64,896.00	$71,947.20	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$68,235.36	$74,600.16	$75,078.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	IT TECHNICIAN II	OE3	$52,395.20	$57,761.60	$63,668.80	21.52%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$68,843.70	$74,542.82	$74,829.98	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$3,278.64	$6,278.64	$10,468.39					Standard Deviation:		$2,276.64	$6,530.52	$13,590.94						
		Mariposa County:	$54,670.72	$60,276.32	$66,456.00					Mariposa County:		$70,097.38	$76,050.53	$76,364.20						
		Comparison Median	*$54,984.00*	*$63,113.00*	*$64,387.00*					Comparison Median		*$68,843.70*	*$74,600.16*	*$75,078.56*						
										Median Difference %		***1.79%***	***1.91%***	***1.68%***						

Classification

Plan Checker/Inspector II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Plan Checker/Inspector II	SEIU	$83,659.68	$92,237.60	$101,695.36	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$100,883.66	$109,993.41	$110,472.76	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Plan Checker II	PROFS	$65,873.95	$73,061.98	$81,016.65	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$80,650.73	$88,284.42	$89,850.21	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	BUILDING PLANS EXAMINER 2	OE3 GENERAL	$58,032.00	$64,001.60	$70,574.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$73,987.34	$80,327.06	$80,636.31	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Calaveras County	PLANS EXAMINER II	SEIU	$71,156.80	$78,894.40	$87,464.00	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$80,860.96	$88,598.56	$89,160.16	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	PLANS EXAMINER II	OE3	$65,249.60	$71,926.40	$79,310.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$82,495.08	$89,585.84	$89,983.45	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$4,670.68	$5,306.53	$6,028.98	Standard Deviation:	$3,260.99	$3,710.03	$3,921.83	
Mariposa County:	$83,659.68	$92,237.60	$101,695.36	Mariposa County:	$100,883.66	$109,993.41	$110,472.76	
Comparison Median	*$65,561.00*	*$72,493.50*	*$73,418.50*	Comparison Median	*$80,755.85*	*$88,441.49*	*$89,505.19*	
				Median Difference %	***19.95%***	***19.59%***	***18.98%***	

Classification

Planner II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Planner II	SEIU	$60,713.12	$66,938.56	$73,802.56	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$76,514.41	$83,125.83	$83,472.64	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	PLANNER II	5	$63,980.80	$70,574.40	$77,833.60	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$79,368.01	$86,370.41	$86,723.85	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Planner II	PROFS	$65,873.95	$73,061.98	$81,016.65	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$80,650.73	$88,284.42	$89,850.21	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	PLANNER ASSOCIATE	G	$58,385.60	$64,396.80	$70,990.40	21.59%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$74,739.07	$81,122.96	$81,432.22	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	ASSOCIATE PLANNER	OE3 GENERAL	$52,644.80	$58,052.80	$64,022.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$68,266.14	$74,009.43	$74,318.69	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Planner II	1	$68,825.48	$75,886.20	$83,650.79	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$82,114.26	$98,469.60	$109,203.99	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ASSOCIATE PLANNER	PF	$61,308.00	$80,928.00	$100,548.00	64.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$77,385.10	$98,221.54	$119,057.98	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	PLANNER II	SEIU	$71,156.80	$78,894.40	$87,464.00	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$80,860.96	$88,598.56	$89,160.16	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	PLANNER II	OE3	$61,464.00	$67,745.60	$74,692.80	21.52%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$78,474.77	$85,145.83	$85,499.26	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$5,516.11	$7,165.21	$10,377.88	Standard Deviation:	$4,174.66	$7,636.91	$13,852.49
Mariposa County:	$60,713.12	$66,938.56	$73,802.56	Mariposa County:	$76,514.41	$83,125.83	$83,472.64
Comparison Median	*$62,722.00*	*$71,817.50*	*$72,721.50*	Comparison Median	*$78,921.39*	*$87,327.42*	*$87,942.00*
				Median Difference %	***-3.15%***	***-5.05%***	***-5.35%***

Classification

Planning Director *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Planning Director	EDH	$153,437.25	$153,437.25	$153,437.25	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$177,824.48	$177,824.48	$177,824.48	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Madera County	Deputy Director of Community & Economic Development-Pla	UNREP	$121,849.66	$135,854.69	$149,859.71	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$140,096.94	$154,970.28	$169,843.61	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Plumas County	PLANNING DIRECTOR	DEPARTMENT HEADS	$115,190.40	$127,004.80	$140,004.80	21.54%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$138,017.88	$150,564.78	$151,205.38	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	Planning Director	42	$137,987.20	$137,987.20	$137,987.20	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$155,564.01	$155,564.01	$155,564.01	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Calaveras County	DIRECTOR PLANNING	Appointed	$148,990.40	$165,193.60	$183,144.00	22.92%	$740.76	$47.10	$13.50	$0.00	0%	$158,606.72	$174,809.92	$175,995.52	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
		Standard Deviation:	$13,286.72	$14,280.29	$18,114.42						Standard Deviation:	$9,107.65	$9,342.77	$10,124.64						
		Mariposa County:	$153,437.25	$153,437.25	$153,437.25						Mariposa County:	$177,824.48	$177,824.48	$177,824.48						
		Comparison Median	*$129,918.00*	*$136,920.50*	*$143,923.00*						Comparison Median	*$147,830.47*	*$155,267.14*	*$162,703.81*						
											Median Difference %	***16.87%***	***12.69%***	***8.50%***						

Classification

Plant Operator II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Plant Operator II	SEIU	$61,310.08	$67,595.84	$74,526.40	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$77,148.38	$83,823.86	$84,175.09	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Water/Wastewater Operator II	SRVCE	$65,873.95	$73,445.30	$81,016.65	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$80,650.73	$88,691.51	$96,732.28	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	Public Works employees required to wear safety footwear will be eligible for reimbursement of up to $100 per calendar year with the submission of a receipt.	80 hours annually	2%@62, Tool Allowance ($500.00), whichever is less in any fiscal year: Automotive Technician, Senior Automotive Technician, Heavy Equipment Mechanic, and Senior Heavy Equipment Mechanic ; 6.67 to 14 hours of vacation per month (municode).
Colusa County	WATER SYSTEMS OPERATOR	PF	$61,020.00	$80,538.00	$100,056.00	63.97%	$917.75	$45.00	$10.25	$50.00	6.2%	$77,079.24	$97,807.36	$118,535.47	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.

Standard Deviation:	$2,426.98	$3,546.35	$9,519.68	Standard Deviation:	$1,785.75	$4,557.92	$10,901.59
Mariposa County:	$61,310.08	$67,595.84	$74,526.40	Mariposa County:	$77,148.38	$83,823.86	$84,175.09
Comparison Median	*$63,446.50*	*$76,991.50*	*$90,536.00*	Comparison Median	*$78,864.99*	*$93,249.43*	*$107,633.88*
				Median Difference %	***-2.23%***	***-11.24%***	***-27.87%***

Classification

Probation Corrections Officer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Probation Corrections Officer	DSA	$58,697.60	$64,708.80	$71,344.00	21.55%	$500.00	$40.10	$8.60	$814.00	6.2%	$78,689.25	$85,073.15	$85,404.49	$150 per semester with an annual max of $300; POST Intermediate certificate +2.5%, POST Advanced Supervisory certificate +2.5%	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Uniform allowance of $515 for District Attourney Investigator and Deputy Probation Officers I/II/III per year, other classifications in DSA receive $1,000 per year.	80 hour per year	Life insurance $10,000 per employee and $1,000 per dependent; 2.7% @ 57, Resident pay of $100 per month for assignments to Wawona, Fishcamp, and Coulterville. Bilingual Pay $65 per month. Field Training Officer 5%.
Merced County	JUVENILE INSTITUTIONS OFFICER II	8	$46,758.40	$51,823.20	$56,888.00	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$61,077.82	$66,456.64	$71,835.46	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Youth Correctional Officer II	PMU	$56,458.58	$62,947.76	$69,436.93	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$70,651.61	$77,543.12	$84,434.62	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	($60.00) per month	80 hours annually	2.7%@57 ; 6.67 to 14 hours of vacation per month (municode).
Standard Deviation:			$4,850.09	$5,562.28	$6,274.47		Standard Deviation:					$4,786.90	$5,543.24	$6,299.58						
Mariposa County:			$58,697.60	$64,708.80	$71,344.00		Mariposa County:					$78,689.25	$85,073.15	$85,404.49						
Comparison Median			*$51,608.00*	*$57,385.00*	*$63,162.00*		Comparison Median					*$65,864.72*	*$71,999.88*	*$78,135.04*						
							Median Difference %					***16.30%***	***15.37%***	***8.51%***						

Classification

Probation Technician *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Probation Technician	SEIU	$49,333.44	$54,392.00	$59,968.48	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$64,429.19	$69,801.38	$70,081.92	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	PROBATION ASSISTANT	8	$45,843.20	$50,564.80	$55,764.80	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$60,105.88	$65,120.22	$65,385.29	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Calaveras County	PROBATION TECHNICIAN	SEIU	$45,864.00	$50,856.00	$56,388.80	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$55,568.16	$60,560.16	$60,934.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	PROBATION TECHNICIAN	OE3	$47,424.00	$52,270.40	$57,636.80	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$63,564.29	$68,711.16	$68,976.24	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$740.34	$744.94	$778.26					Standard Deviation:		$3,274.30	$3,335.46	$3,289.25						
	Mariposa County:		$49,333.44	$54,392.00	$59,968.48					Mariposa County:		$64,429.19	$69,801.38	$70,081.92						
	Comparison Median		*$45,864.00*	*$50,856.00*	*$51,229.00*					Comparison Median		*$60,105.88*	*$65,120.22*	*$65,385.29*						
										Median Difference %		***6.71%***	***6.71%***	***6.70%***						

Classification

Program Administrator / ASOC / CSOC *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Program Administrator / CSOC	MCMCO	$102,475.36	$112,981.44	$124,562.88	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$127,953.23	$139,110.69	$139,696.06	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	SOCIAL SVCS PROGRAM ADMINISTRA	20	$95,555.20	$105,372.80	$116,188.80	21.59%	$951.70	$0.00	$0.00	$0.00	6.2%	$112,900.02	$123,326.31	$123,856.46	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Amador County	Social Services Program Manager (IMS)	1	$109,188.14	$120,384.11	$132,723.86	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$124,979.41	$150,921.17	$167,988.91	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
	Standard Deviation:		$6,816.47	$7,505.65	$8,267.53					Standard Deviation:		$6,039.69	$13,797.43	$22,066.22						
	Mariposa County:		$102,475.36	$112,981.44	$124,562.88					Mariposa County:		$127,953.23	$139,110.69	$139,696.06						
	Comparison Median		*$102,371.50*	*$119,492.50*	*$127,776.50*					Comparison Median		*$118,939.72*	*$137,123.74*	*$145,922.69*						
										Median Difference %		***7.04%***	***1.43%***	***-4.46%***						

Classification

Program Assistant II (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Program Assistant II	SEIU	$44,021.12	$48,536.80	$53,514.24	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$58,787.51	$63,583.16	$63,834.98	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	PROGRAM ASSISTANT	8	$33,342.40	$36,795.20	$40,580.80	21.71%	$951.70	$0.00	$0.00	$0.00	6.2%	$46,830.03	$50,496.90	$50,673.62	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Program Assistant II	CLRCL	$46,815.39	$51,923.79	$57,577.02	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$60,410.54	$65,835.66	$66,948.44	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Tuolumne County	HEALTH PROGRAM TECH II	OE3	$43,992.00	$48,505.60	$53,476.80	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$59,919.50	$64,712.95	$64,955.93	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$5,801.41	$6,478.10	$7,241.78	Standard Deviation:	$6,289.37	$6,981.20	$7,248.17
Mariposa County:	$44,021.12	$48,536.80	$53,514.24	Mariposa County:	$58,787.51	$63,583.16	$63,834.98
Comparison Median	*$43,992.00*	*$48,505.00*	*$48,733.00*	Comparison Median	*$59,919.50*	*$64,712.95*	*$64,955.93*
				Median Difference %	***-1.93%***	***-1.78%***	***-1.76%***

Classification

Program Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Program Manager	MCMCO	$71,595.68	$78,938.08	$87,031.36	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$95,159.01	$102,956.64	$103,365.30	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	PROGRAM MANAGER	20	$86,694.40	$95,555.20	$105,372.80	21.55%	$951.70	$0.00	$0.00	$0.00	6.2%	$103,489.85	$112,900.02	$113,430.17	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Program Manager	Mid-Mgmt	$85,022.53	$93,737.36	$103,345.42	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$100,986.53	$110,241.68	$110,727.55	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	PROGRAM MANAGER	M	$83,179.20	$91,707.20	$101,108.80	21.56%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$101,434.19	$110,490.93	$110,954.81	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	DEP DIR/SOC SERV PROGRAM MGR	OE3 GENERAL	$77,251.20	$85,217.60	$93,974.40	21.65%	$983.44	$34.60	$11.74	$0.00	6.2%	$94,398.13	$102,858.45	$103,300.24	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	BHC Prog Mgr (Clinical Services)	11	$93,683.20	$103,292.80	$113,880.00	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$108,513.16	$118,718.55	$119,248.70	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	Professional Leave for designated employees: 5 days per year, $12,000 life insurance, 2%@62; designated healthcare classifications receive a 5% stipend.
Colusa County	PROGRAM MANAGER II	MGT	$91,272.00	$120,474.00	$149,676.00	63.99%	$917.75	$45.00	$10.25	$50.00	6.2%	$109,206.86	$140,219.39	$171,231.91	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Tuolumne County	AGENCY/PROGRAM MANAGER	MGT	$87,755.20	$96,740.80	$106,662.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$106,396.02	$115,938.73	$116,446.79	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$4,995.36	$10,431.69	$16,901.56	Standard Deviation:	$4,773.67	$10,952.72	$21,124.34
Mariposa County:	$71,595.68	$78,938.08	$87,031.36	Mariposa County:	$95,159.01	$102,956.64	$103,365.30
Comparison Median	*$86,694.00*	*$95,555.00*	*$96,053.00*	Comparison Median	*$103,489.85*	*$112,900.02*	*$113,430.17*
				Median Difference %	***-8.75%***	***-9.66%***	***-9.74%***

Classification

Program Specialist II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Program Specialist II	SEIU	$57,187.52	$63,051.04	$69,515.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$72,770.23	$78,997.28	$79,324.21	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Glenn County	PROGRAM SPECIALIST	G	$33,924.80	$37,398.40	$41,246.40	21.58%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$48,761.70	$52,450.66	$52,671.56	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Calaveras County	PROGRAM COORDINATOR II	SEIU	$58,531.20	$64,896.00	$71,947.20	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$68,235.36	$74,600.16	$75,078.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	PROGRAM SPECIALIST	OE3	$56,742.40	$62,566.40	$68,972.80	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$73,460.43	$79,645.52	$79,954.77	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$11,201.77	$12,449.78	$13,824.85						Standard Deviation:	$10,627.81	$11,811.56	$11,880.07						
	Mariposa County:		$57,187.52	$63,051.04	$69,515.68						Mariposa County:	$72,770.23	$78,997.28	$79,324.21						
	Comparison Median		*$56,742.00*	*$62,566.00*	*$62,857.00*						Comparison Median	*$68,235.36*	*$74,600.16*	*$75,078.56*						
											Median Difference %	***6.23%***	***5.57%***	***5.35%***						

Classification

Psychiatric Mental Health Nurse Practitioner (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Psychiatric Mental Health Nurse Practitioner	MCMCO	$182,472.16	$201,177.60	$221,798.72	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$212,909.83	$232,775.01	$233,817.64	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	PSYCHIATRIC NURSE PRACTITIONER	20	$108,492.80	$119,662.40	$131,996.80	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$126,639.75	$138,501.87	$139,142.47	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Psychiatric Nurse Practitioner	PROFS	$107,301.73	$119,010.27	$131,967.59	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$124,647.04	$137,081.51	$139,632.02	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
	Standard Deviation:		$595.54	$326.06	$14.60		Standard Deviation:					$996.36	$710.18	$244.77						
	Mariposa County:		$182,472.16	$201,177.60	$221,798.72		Mariposa County:					$212,909.83	$232,775.01	$233,817.64						
	Comparison Median		*$107,896.50*	*$119,336.00*	*$120,838.00*		Comparison Median					*$125,643.40*	*$137,791.69*	*$139,387.24*						
							Median Difference %					***40.99%***	***40.80%***	***40.39%***						

Classification

Psychiatric Registered Nurse *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Psychiatric Registered Nurse	MCMCO	$132,184.00	$145,735.20	$160,675.84	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$159,503.81	$173,895.18	$174,650.65	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	PSYCHIATRIC STAFF NURSE II	6	$74,484.80	$82,160.00	$90,584.00	21.61%	$951.70	$0.00	$0.00	$0.00	6.2%	$90,523.26	$98,674.32	$99,071.93	n/a	n/a	n/a	Specified roles receive annual safety boots	(40) hours per year	Member (MercedCERA) retirement.
Plumas County	PSYCHIATRIC NURSE 2	OE3 GENERAL	$59,072.00	$65,145.60	$71,884.80	21.69%	$983.44	$34.60	$11.74	$0.00	6.2%	$75,091.82	$81,541.99	$81,939.60	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Standard Deviation:			$7,706.40	$8,507.20	$9,349.60		Standard Deviation:					$7,715.72	$8,566.17	$8,566.17						
Mariposa County:			$132,184.00	$145,735.20	$160,675.84		Mariposa County:					$159,503.81	$173,895.18	$174,650.65						
Comparison Median			*$66,778.00*	*$73,652.50*	*$74,026.50*		Comparison Median					*$82,807.54*	*$90,108.15*	*$90,505.77*						
							Median Difference %					***48.08%***	***48.18%***	***48.18%***						

Classification

Public Health Educator *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Public Health Educator	SEIU	$94,798.08	$104,515.84	$115,232.00	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$112,712.64	$123,032.90	$123,576.31	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	HEALTH EDUCATION SPECIALIST	6	$65,894.40	$72,675.20	$80,163.20	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$81,400.25	$88,601.46	$88,999.08	n/a	n/a	n/a	Specified roles receive annual safety boots	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Community Health Education Director	Mid-Mgmt	$70,695.15	$77,941.43	$85,930.41	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$85,770.85	$93,466.40	$93,870.37	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	HEALTH EDUCATOR	G	$52,312.00	$57,657.60	$63,585.60	21.55%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$68,288.90	$73,965.93	$74,297.28	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Amador County	Health Educator II	11	$76,003.20	$83,803.20	$92,372.80	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$89,737.00	$98,020.60	$98,440.30	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	Professional Leave for designated employees: 5 days per year, $12,000 life insurance, 2%@62; designated healthcare classifications receive a 5% stipend.
Calaveras County	HEALTH EDUCATION PROGRAM MGR	CMU	$92,185.60	$102,211.20	$113,339.20	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$101,889.76	$111,915.36	$112,664.16	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
	Standard Deviation:		$13,026.04	$14,548.89	$16,240.13						Standard Deviation:	$10,951.21	$12,366.65	$12,495.54						
	Mariposa County:		$94,798.08	$104,515.84	$115,232.00						Mariposa County:	$112,712.64	$123,032.90	$123,576.31						
	Comparison Median		*$70,695.00*	*$77,941.00*	*$78,321.00*						Comparison Median	*$85,770.85*	*$93,466.40*	*$93,870.37*						
											Median Difference %	***23.90%***	***24.03%***	***24.04%***						

Classification

Public Health Emergency Response Coordinator *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Public Health Emergency Response Coordinator	SEIU	$83,990.40	$92,599.52	$102,092.64	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$101,234.88	$110,377.77	$110,859.32	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Emergency Preparedness Coordinator	Mid-Mgmt	$65,873.95	$73,445.30	$81,016.65	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$80,650.73	$88,691.51	$96,732.28	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	EMERGENCY PREPAREDNESS COORD	M	$71,656.00	$78,977.60	$87,068.80	21.51%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$89,196.55	$96,972.09	$97,391.79	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	PUBLIC HEALTH EMERGENCY PREPAREDNESS COORDINA	OE3 GENERAL	$58,032.00	$64,001.60	$70,574.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$73,987.34	$80,327.06	$80,636.31	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Calaveras County	EMERGENCY PREP & RESPONSE MGR	CMU	$96,803.20	$107,328.00	$118,996.80	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$106,507.36	$117,032.16	$117,801.76	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
	Standard Deviation:		$14,518.84	$16,149.75	$18,069.92		Standard Deviation:					$12,182.29	$13,620.88	$13,186.22						
	Mariposa County:		$83,990.40	$92,599.52	$102,092.64		Mariposa County:					$101,234.88	$110,377.77	$110,859.32						
	Comparison Median		*$68,764.50*	*$76,211.00*	*$80,194.00*		Comparison Median					*$84,923.64*	*$92,831.80*	*$97,062.04*						
							Median Difference %					***16.11%***	***15.90%***	***12.45%***						

Classification

Public Health Nurse II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Public Health Nurse II	SEIU	$83,990.40	$92,599.52	$102,092.64	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$101,234.88	$110,377.77	$110,859.32	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	PUBLIC HEALTH NURSE II	6	$81,764.80	$90,147.20	$99,361.60	21.52%	$951.70	$0.00	$0.00	$0.00	6.2%	$98,254.62	$107,156.73	$107,620.61	n/a	n/a	n/a	Specified roles receive annual safety boots	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Public Health Nurse II	PROFS	$92,691.27	$102,805.55	$113,998.57	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$109,130.73	$119,872.09	$122,075.33	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	PUBLIC HEALTH NURSE 2	OE3 GENERAL	$66,164.80	$72,966.40	$80,454.40	21.60%	$983.44	$34.60	$11.74	$0.00	6.2%	$82,624.38	$89,847.68	$90,201.11	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Public Health Nurse II	11	$93,496.00	$103,084.80	$113,651.20	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$108,314.35	$118,497.66	$119,027.81	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	Professional Leave for designated employees: 5 days per year, $12,000 life insurance, 2%@62; designated healthcare classifications receive a 5% stipend.
Colusa County	PUBLIC HEALTH NURSE II	PF	$76,584.00	$101,088.00	$125,592.00	63.99%	$917.75	$45.00	$10.25	$50.00	6.2%	$93,608.21	$119,631.46	$145,654.70	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	PUBLIC HEALTH NURSE II	SEIU	$90,812.80	$100,672.00	$111,633.60	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$100,516.96	$110,376.16	$111,124.96	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	PUBLIC HEALTH NURSE II	HCU	$73,777.60	$81,348.80	$89,668.80	21.54%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$90,351.81	$98,392.43	$98,790.04	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$6.15 per hour	n/a	100 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62,

Standard Deviation:	$9,795.32	$11,130.30	$14,604.88	Standard Deviation:	$8,859.29	$10,730.29	$16,636.65
Mariposa County:	$83,990.40	$92,599.52	$102,092.64	Mariposa County:	$101,234.88	$110,377.77	$110,859.32
Comparison Median	*$81,764.00*	*$100,672.00*	*$101,420.00*	Comparison Median	*$98,254.62*	*$110,376.16*	*$111,124.96*
				Median Difference %	***2.94%***	***0.00%***	***-0.24%***

Classification

Public Health Nurse Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Public Health Nurse Manager	MCMCO	$117,794.56	$129,871.04	$143,183.04	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$144,222.22	$157,047.44	$157,718.97	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	PUBLIC HEALTH NURSING DIRECTOR	20	$117,915.20	$130,062.40	$143,499.20	21.70%	$951.70	$0.00	$0.00	$0.00	6.2%	$136,646.34	$149,546.67	$150,253.54	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Glenn County	PUBLIC HEALTH SUPERVISING NURSE	M	$106,246.40	$117,124.80	$129,147.20	21.55%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$125,931.56	$137,484.42	$138,102.93	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	DIRECTOR OF NURSING - PH	OE3 MID-MANAGEMENT	$89,793.60	$99,049.60	$109,179.20	21.59%	$983.44	$34.60	$11.74	$0.00	6.2%	$107,718.16	$117,548.04	$118,034.01	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Public Health Nurse Supv	11	$107,494.40	$118,518.40	$130,665.60	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$123,180.65	$134,888.14	$135,484.56	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	Professional Leave for designated employees: 5 days per year, $12,000 life insurance, 2%@62; designated healthcare classifications receive a 5% stipend.
Colusa County	NURSING SUPERVISOR	MGT	$91,272.00	$120,474.00	$149,676.00	63.99%	$917.75	$45.00	$10.25	$50.00	6.2%	$109,206.86	$140,219.39	$171,231.91	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	PUBLIC HEALTH NURSING MANAGER	CMU	$96,803.20	$107,328.00	$118,996.80	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$106,507.36	$117,032.16	$117,801.76	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	SUPERVISING PUB HEALTH NURSE	MGT	$97,822.40	$107,848.00	$118,892.80	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$117,087.39	$127,734.58	$128,286.82	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$9,286.98	$9,525.49	$13,279.23					Standard Deviation:		$10,374.23	$11,115.78	$17,546.63						
		Mariposa County:	$117,794.56	$129,871.04	$143,183.04					Mariposa County:		$144,222.22	$157,047.44	$157,718.97						
		Comparison Median	*$97,822.00*	*$117,124.00*	*$117,707.00*					Comparison Median		*$117,087.39*	*$134,888.14*	*$135,484.56*						
										Median Difference %		***18.81%***	***14.11%***	***14.10%***						

Classification

Public Works Superintendent *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Public Works Superintendent	MCMCO	$80,930.72	$89,227.84	$98,375.68	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$105,072.82	$113,884.37	$114,348.25	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Glenn County	OPERATIONS SUPERINTENDENT	M	$86,590.40	$95,451.20	$105,227.20	21.52%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$105,056.88	$114,467.05	$114,975.12	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Amador County	Public Works Maintenance Superintendent	42	$111,592.00	$111,592.00	$111,592.00	0.00%	$705.26	$31.42	$15.12	$0.00	6.2%	$127,532.30	$127,532.30	$127,532.30	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	n/a	40 hours per year.	SSI, except for law enforcement. 2%@62, Down Payment Assistance up to 5.5% 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Standard Deviation:			$12,500.80	$8,070.40	$3,182.40		Standard Deviation:					$11,237.71	$6,532.62	$6,278.59						
Mariposa County:			$80,930.72	$89,227.84	$98,375.68		Mariposa County:					$105,072.82	$113,884.37	$114,348.25						
Comparison Median			*$99,091.00*	*$103,521.50*	*$103,760.50*		Comparison Median					*$116,294.59*	*$120,999.68*	*$121,253.71*						
							Median Difference %					***-10.68%***	***-6.25%***	***-6.04%***						

Classification

Recreation Supervisor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Recreation Supervisor	SEIU	$70,075.20	$77,259.52	$85,182.24	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$86,456.94	$94,086.69	$94,488.72	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Tuolumne County	RECREATION SUPERVISOR	MGT	$54,953.60	$60,569.60	$66,788.80	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$71,560.72	$77,524.92	$77,856.26	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$0.00	$0.00	$0.00		Standard Deviation:					$0.00	$0.00	$0.00						
	Mariposa County:		$70,075.20	$77,259.52	$85,182.24		Mariposa County:					$86,456.94	$94,086.69	$94,488.72						
	Comparison Median		*$54,953.00*	*$60,569.00*	*$60,881.00*		Comparison Median					*$71,560.72*	*$77,524.92*	*$77,856.26*						
							Median Difference %					***17.23%***	***17.60%***	***17.60%***						

Classification

Registered Nurse (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Registered Nurse	SEIU	$68,791.84	$75,845.12	$83,622.24	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$85,094.01	$92,584.60	$92,977.79	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Registered Nurse II	PROFS	$84,073.60	$93,350.40	$103,396.80	22.98%	$846.13	$34.64	$10.28	$0.00	6.2%	$99,978.76	$109,830.72	$110,228.34	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	CLINICAL NURSE	G	$80,350.40	$88,587.20	$97,656.00	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$98,065.68	$106,813.17	$107,254.96	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	REGISTERED NURSE 2 - PH	OE3 GENERAL	$66,164.80	$72,966.40	$80,454.40	21.60%	$983.44	$34.60	$11.74	$0.00	6.2%	$82,624.38	$89,847.68	$90,201.11	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Registered Nurse (Health)	11	$73,486.40	$81,016.00	$89,315.20	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$87,064.16	$95,060.59	$95,480.29	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	Professional Leave for designated employees: 5 days per year, $12,000 life insurance, 2%@62; designated healthcare classifications receive a 5% stipend.
Colusa County	REGISTERED NURSE	PF	$59,808.00	$78,948.00	$98,088.00	64.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$75,792.10	$96,118.78	$116,445.46	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Tuolumne County	CLINIC REGISTERED NURSE	HCU	$66,768.00	$73,611.20	$81,161.60	21.56%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$82,907.62	$90,175.09	$90,572.71	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$6.15 per hour	n/a	100 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62,
Standard Deviation:			$8,440.73	$7,443.32	$8,720.68		Standard Deviation:					$8,651.95	$7,719.05	$10,130.35						
Mariposa County:			$68,791.84	$75,845.12	$83,622.24		Mariposa County:					$85,094.01	$92,584.60	$92,977.79						
Comparison Median			*$70,127.00*	*$79,982.00*	*$85,207.00*		Comparison Median					*$84,985.89*	*$95,589.68*	*$101,367.63*						
							Median Difference %					***0.13%***	***-3.25%***	***-9.02%***						

Classification

Roads and Bridges Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Roads and Bridges Manager	MCMCO	$94,712.80	$104,422.24	$115,128.00	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$119,709.39	$130,020.82	$130,562.01	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	ROAD SUPERINTENDENT	20	$81,764.80	$90,147.20	$99,361.60	21.52%	$951.70	$0.00	$0.00	$0.00	6.2%	$98,254.62	$107,156.73	$107,620.61	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Road Superintendent	Mid-Mgmt	$74,310.53	$81,927.37	$90,324.92	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$89,610.38	$97,699.47	$98,124.13	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Madera County	Public Works Superintendent-Roads	UNREP	$86,596.28	$96,045.49	$106,502.50	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$102,657.85	$112,692.91	$114,751.26	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Colusa County	PUBLIC WORKS SUPERINTENDENT	MGT	$66,120.00	$87,330.00	$108,540.00	64.16%	$917.75	$45.00	$10.25	$50.00	6.2%	$82,495.44	$105,020.46	$127,545.48	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	ROAD SUPERINTENDENT	CMU	$87,796.80	$97,344.00	$107,931.20	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$97,500.96	$107,048.16	$107,755.36	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	SUPERINTENDENT OF ROAD & FLEET	MGT	$85,883.20	$94,681.60	$104,395.20	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$104,407.96	$113,751.86	$114,259.92	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$7,810.61	$5,406.84	$6,363.56		Standard Deviation:					$7,586.89	$5,293.54	$8,976.31						
	Mariposa County:		$94,712.80	$104,422.24	$115,128.00		Mariposa County:					$119,709.39	$130,020.82	$130,562.01						
	Comparison Median		*$83,823.50*	*$92,414.00*	*$96,571.00*		Comparison Median					*$97,877.79*	*$107,102.44*	*$111,007.64*						
							Median Difference %					***18.24%***	***17.63%***	***14.98%***						

Classification

Senior Account Clerk *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Account Clerk	SEIU	$43,786.08	$48,276.80	$53,227.20	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$58,537.90	$63,307.04	$63,556.65	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	ACCOUNT CLERK III	3	$42,598.40	$46,987.20	$51,812.80	21.63%	$951.70	$0.00	$0.00	$0.00	6.2%	$56,659.90	$61,320.81	$61,563.79	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	Senior Account Clerk	Clerical	$41,460.24	$45,709.91	$50,395.17	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$54,723.37	$59,236.52	$59,473.45	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Glenn County	ACCOUNT CLERK SUPERVISOR	M	$22.66	$24.99	$27.56	21.62%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$13,121.94	$13,124.42	$13,124.56	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Amador County	Account Clerk III (IMS)	1	$50,282.86	$55,429.92	$61,126.88	21.57%	$705.26	$31.42	$15.12	$0.00	6.2%	$62,421.99	$74,358.90	$82,231.20	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ACCOUNT CLERK III	MSC	$37,872.00	$50,058.00	$62,244.00	64.35%	$917.75	$45.00	$10.25	$50.00	6.2%	$52,496.06	$65,437.60	$78,379.13	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Tuolumne County	SENIOR ACCOUNT CLERK	OE3	$40,227.20	$44,345.60	$48,880.00	21.51%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$55,921.29	$60,295.03	$60,515.92	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$16,284.00	$18,423.11	$21,083.86	Standard Deviation:	$16,424.78	$19,667.40	$22,467.07
Mariposa County:	$43,786.08	$48,276.80	$53,227.20	Mariposa County:	$58,537.90	$63,307.04	$63,556.65
Comparison Median	*$40,843.50*	*$46,348.00*	*$46,574.00*	Comparison Median	*$55,322.33*	*$60,807.92*	*$61,039.86*
				Median Difference %	***5.49%***	***3.95%***	***3.96%***

Classification

Senior Administrative Analyst *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Administrative Analyst	MCMCO	$84,425.12	$93,080.00	$102,623.04	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$108,783.88	$117,975.36	$118,459.12	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Senior Administrative Analyst	Mid-Mgmt	$66,256.86	$73,048.21	$80,535.66	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$81,057.39	$88,269.80	$88,648.44	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Amador County	Senior Administrative Analyst	41	$72,633.60	$80,080.00	$88,296.00	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$86,158.48	$94,066.56	$94,508.35	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	40 hours per year	2%@62 Professional Leave 5 days per year, $12,000 life insurance, Down Payment Assistance up to 5.5%
Calaveras County	SENIOR ADMINISTRATIVE ANALYST	Mid Man Unrep	$80,288.00	$88,899.20	$97,510.40	21.45%	$740.76	$47.10	$13.50	$0.00	0%	$89,904.32	$98,515.52	$107,126.72	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	SENIOR ADMINISTRATIVE ANALYST	EXE	$82,950.40	$91,457.60	$100,838.40	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$101,293.32	$110,327.97	$110,813.94	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$6,558.99	$7,303.16	$7,960.29					Standard Deviation:		$7,443.90	$8,096.69	$9,033.91						
		Mariposa County:	$84,425.12	$93,080.00	$102,623.04					Mariposa County:		$108,783.88	$117,975.36	$118,459.12						
		Comparison Median	*$76,460.50*	*$84,489.50*	*$86,205.50*					Comparison Median		*$88,031.40*	*$96,291.04*	*$100,817.54*						
										Median Difference %		***19.08%***	***18.38%***	***14.89%***						

Classification

Senior Agriculture Standards Inspector (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Agriculture Standards Inspector	SEIU	$71,947.20	$79,322.88	$87,455.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$88,445.01	$96,277.98	$96,691.05	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	AGRICULTURAL BIOLOGIST III	5	$61,526.40	$67,849.60	$74,838.40	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$76,761.44	$83,476.68	$83,830.11	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Agricultural and Standards Inspector III	PROFS	$62,737.10	$69,582.84	$77,158.72	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$77,319.40	$84,589.58	$86,080.82	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Amador County	Agriculture & Standards Insp III	1	$68,803.49	$75,864.20	$83,628.79	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$82,090.90	$98,443.48	$109,174.77	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Tuolumne County	SENIOR AGRICULTURAL BIOLOGIST	OE3	$55,889.60	$61,630.40	$67,953.60	21.59%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$72,554.76	$78,651.48	$78,982.83	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$4,587.03	$5,069.61	$5,603.36	Standard Deviation:	$3,380.25	$7,363.09	$11,635.56	
Mariposa County:	$71,947.20	$79,322.88	$87,455.68	Mariposa County:	$88,445.01	$96,277.98	$96,691.05	
Comparison Median	*$62,131.50*	*$68,715.50*	*$69,584.00*	Comparison Median	*$77,040.42*	*$84,033.13*	*$84,955.46*	
				Median Difference %	***12.89%***	***12.72%***	***12.14%***	

Classification

Senior Alcohol and Drug Specialist (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Alcohol and Drug Specialist	SEIU	$84,425.12	$93,080.00	$102,623.04	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$101,696.56	$110,888.04	$111,371.80	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	SUBSTANCE USE DISORDERS PREVENTION SPECIALIST	8	$63,044.80	$69,534.40	$76,689.60	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$78,373.98	$85,265.93	$85,619.37	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Plumas County	ALCOHOL & DRUG PROG CHIEF	OE3 MID-MANAGEMENT	$67,184.00	$74,089.60	$81,702.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$83,706.77	$91,040.52	$91,416.04	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Calaveras County	SUPERVISING SUB USE DISORDER COUNSELOR	CMU	$65,520.00	$72,633.60	$80,537.60	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$75,224.16	$82,337.76	$82,857.76	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
		Standard Deviation:	$1,700.60	$1,899.56	$2,141.96						Standard Deviation:	$3,501.03	$3,615.67	$3,566.39						
		Mariposa County:	$84,425.12	$93,080.00	$102,623.04						Mariposa County:	$101,696.56	$110,888.04	$111,371.80						
		Comparison Median	*$65,520.00*	*$72,633.00*	*$73,153.00*						Comparison Median	*$78,373.98*	*$85,265.93*	*$85,619.37*						
											Median Difference %	***22.93%***	***23.11%***	***23.12%***						

Classification

Senior Civil Engineer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Civil Engineer	MCMCO	$109,195.84	$120,390.40	$132,731.04	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$135,090.38	$146,979.00	$147,601.93	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	SUPERVISING ENGINEER	20	$117,332.80	$129,417.60	$142,792.00	21.70%	$951.70	$0.00	$0.00	$0.00	6.2%	$136,027.83	$148,861.89	$149,568.76	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Senior Civil Engineer	PROFS	$102,192.12	$113,937.77	$125,683.42	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$119,220.63	$131,694.51	$144,168.39	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	ENGINEER ASSOCIATE CIVIL	M	$89,689.60	$98,862.40	$109,012.80	21.54%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$108,348.24	$118,089.75	$118,619.90	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	ASSOCIATE ENGINEER	OE3 PUBLIC WORKS	$66,248.00	$73,049.60	$80,558.40	21.60%	$962.20	$34.60	$11.74	$0.00	6.2%	$82,457.86	$89,681.16	$90,034.59	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$600 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, tool allowance $750 per year.
Amador County	Senior Civil Engineer	1	$101,621.52	$112,047.62	$123,529.54	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$116,943.65	$141,094.31	$156,976.93	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ASSOC CIVIL ENGINEER	PF	$82,488.00	$108,870.00	$135,252.00	63.97%	$917.75	$45.00	$10.25	$50.00	6.2%	$99,878.26	$127,895.94	$155,913.62	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	SENIOR ENGINEER	CMU	$106,724.80	$118,331.20	$131,185.60	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$116,428.96	$128,035.36	$128,888.16	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	SUPERVISING ENGINEER	MGT	$114,628.80	$126,380.80	$139,339.20	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$134,935.79	$147,416.41	$148,079.10	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$16,100.38	$16,677.22	$18,969.76	Standard Deviation:	$16,549.16	$17,868.52	$21,495.73
Mariposa County:	$109,195.84	$120,390.40	$132,731.04	Mariposa County:	$135,090.38	$146,979.00	$147,601.93
Comparison Median	*$101,906.50*	*$116,134.00*	*$126,343.50*	Comparison Median	*$116,686.31*	*$129,864.94*	*$146,123.74*
				Median Difference %	***13.62%***	***11.64%***	***1.00%***

Classification

Senior Community Design Development Planner *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Community Design Development Planner	SEIU	$84,425.12	$93,080.00	$102,623.04	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$101,696.56	$110,888.04	$111,371.80	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Amador County	Community Development Senior Technician	1	$66,493.91	$73,312.67	$80,813.30	21.53%	$705.26	$31.42	$15.12	$0.00	6.2%	$79,638.13	$95,436.85	$105,797.15	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
		Standard Deviation:	$0.00	$0.00	$0.00					Standard Deviation:		$0.00	$0.00	$0.00						
		Mariposa County:	$84,425.12	$93,080.00	$102,623.04					Mariposa County:		$101,696.56	$110,888.04	$111,371.80						
		Comparison Median	*$66,493.00*	*$81,367.00*	*$91,120.00*					Comparison Median		*$79,638.13*	*$95,436.85*	*$105,797.15*						
										Median Difference %		***21.69%***	***13.93%***	***5.01%***						

Classification

Senior Development Services Technician (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Development Services Technician	SEIU	$53,460.16	$58,943.04	$64,985.44	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$68,811.77	$74,634.59	$74,939.42	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Senior Permit Technician	TCHNL	$54,194.66	$60,108.27	$66,652.60	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$68,247.33	$74,527.58	$75,815.77	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Glenn County	SENIOR BUILDING PERMIT TECH	G	$52,582.40	$57,969.60	$63,897.60	21.52%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$68,576.07	$74,297.28	$74,584.44	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	SENIOR PERMIT TECHNICIAN	OE3 GENERAL	$41,849.60	$46,176.00	$50,918.40	21.67%	$983.44	$34.60	$11.74	$0.00	6.2%	$56,801.64	$61,396.27	$61,639.26	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Building Permit Technician II	1	$60,489.00	$66,691.87	$73,532.63	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$73,260.92	$87,633.64	$97,114.27	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62

Standard Deviation:	$6,707.05	$7,408.16	$8,197.51	Standard Deviation:	$6,060.84	$9,276.81	$12,722.43
Mariposa County:	$53,460.16	$58,943.04	$64,985.44	Mariposa County:	$68,811.77	$74,634.59	$74,939.42
Comparison Median	*$53,388.00*	*$59,038.50*	*$59,780.50*	Comparison Median	*$68,411.70*	*$74,412.43*	*$75,200.10*
				Median Difference %	***0.58%***	***0.30%***	***-0.35%***

Classification

Senior Environmental Health Specialist *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Environmental Health Specialist	MCMCO	$91,902.72	$101,325.12	$111,712.64	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$116,725.09	$126,731.68	$127,257.41	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Senior Registered Environmental Health Specia	PROFS	$80,070.20	$88,807.30	$98,476.25	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$95,727.15	$105,005.95	$106,909.18	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	ENVIRONMENTAL HEALTH SPEC 3	OE3 GENERAL	$65,083.20	$71,780.80	$79,164.80	21.64%	$983.44	$34.60	$11.74	$0.00	6.2%	$81,475.72	$88,588.57	$88,964.09	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Environmental Health Specialist III	1	$79,691.51	$87,852.02	$96,870.38	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$93,653.98	$112,576.11	$125,039.24	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	ENV HLTH SPECIALIST III	PF	$64,416.00	$85,032.00	$105,648.00	64.01%	$917.75	$45.00	$10.25	$50.00	6.2%	$80,685.79	$102,579.98	$124,474.18	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Tuolumne County	SENIOR ENVIRONMENTAL HEALTH SP	OE3	$67,558.40	$74,484.80	$82,118.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$84,947.02	$92,302.86	$92,700.47	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$7,033.51	$7,069.00	$10,131.94		Standard Deviation:					$6,238.53	$8,707.69	$15,222.57						
	Mariposa County:		$91,902.72	$101,325.12	$111,712.64		Mariposa County:					$116,725.09	$126,731.68	$127,257.41						
	Comparison Median		*$67,558.00*	*$85,032.00*	*$90,599.00*		Comparison Median					*$84,947.02*	*$102,579.98*	*$106,909.18*						
							Median Difference %					***27.22%***	***19.06%***	***15.99%***						

Classification

Senior Geographic Information Systems Special *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Geographic Information Systems Special	SEIU	$83,166.72	$91,694.72	$101,096.32	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$100,360.14	$109,416.87	$109,891.80	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Senior GIS Technician	TCHNL	$69,167.65	$76,715.08	$85,067.49	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$84,148.64	$92,164.01	$93,808.11	n/a	(10) years - 5%, (15) years - 7.5%, and (20) years - 10%	$4.00 per hour.	n/a	(80) hours annually.	2%@62, special assignment (5%) incentive pay, (3%) incentive pay for being part of the PIO team, Bilingual pay ($65) per month; 6.67 to 14 hours of vacation per month (municode).
Plumas County	GEO INFO SYSTEM (GIS) COORD	OE3 GENERAL	$60,923.20	$67,204.80	$74,110.40	21.65%	$983.44	$34.60	$11.74	$0.00	6.2%	$77,057.80	$83,728.86	$84,082.29	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Geographic Inform Sys Coor	1	$92,009.27	$101,445.55	$111,827.66	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$106,735.44	$128,597.66	$142,962.67	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Tuolumne County	SENIOR GIS TECHNICIAN	OE3	$58,177.60	$64,147.20	$70,720.00	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$74,984.61	$81,324.33	$81,655.67	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$13,296.98	$14,647.82	$16,136.03					Standard Deviation:		$12,593.65	$18,989.83	$24,861.84						
		Mariposa County:	$83,166.72	$91,694.72	$101,096.32					Mariposa County:		$100,360.14	$109,416.87	$109,891.80						
		Comparison Median	*$65,045.00*	*$71,959.50*	*$72,899.50*					Comparison Median		*$80,603.22*	*$87,946.44*	*$88,945.20*						
										Median Difference %		***19.69%***	***19.62%***	***19.06%***						

Classification

Senior Library Assistant *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Library Assistant	SEIU	$47,892.00	$52,804.96	$58,219.20	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$62,898.38	$68,115.95	$68,387.65	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	LEAD LIBRARY RESOURCE TECHNICI	3	$50,065.60	$55,224.00	$60,923.20	21.69%	$951.70	$0.00	$0.00	$0.00	6.2%	$64,590.07	$70,068.29	$70,355.45	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Madera County	Senior Library Assistant	CLRCL	$44,586.08	$49,451.23	$54,835.26	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$58,043.02	$63,209.81	$64,269.60	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour.	n/a	80 hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Plumas County	BRANCH LIBRARY ASSISTANT 2	OE3 GENERAL	$38,272.00	$42,203.20	$46,550.40	21.63%	$983.44	$34.60	$11.74	$0.00	6.2%	$53,002.22	$57,177.16	$57,398.05	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Calaveras County	SENIOR LIBRARY ASSISTANT	SEIU	$45,864.00	$50,856.00	$56,388.80	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$55,568.16	$60,560.16	$60,934.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	SENIOR LIBRARY ASSISTANT	OE3	$40,622.40	$44,782.40	$49,379.20	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$56,340.99	$60,758.91	$61,001.89	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$4,117.23	$4,585.58	$5,107.71						Standard Deviation:	$3,895.35	$4,308.24	$4,362.07						
		Mariposa County:	$47,892.00	$52,804.96	$58,219.20						Mariposa County:	$62,898.38	$68,115.95	$68,387.65						
		Comparison Median	*$44,586.00*	*$49,451.00*	*$50,449.00*						Comparison Median	*$56,340.99*	*$60,758.91*	*$61,001.89*						
											Median Difference %	***10.43%***	***10.80%***	***10.80%***						

Classification

Senior Nutrition Cook/Supervisor *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Nutrition Cook/Supervisor	SEIU	$34,342.88	$37,864.32	$41,747.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$48,509.22	$52,248.99	$52,445.59	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Plumas County	HEAD COOK	OE3 GENERAL	$37,689.60	$41,537.60	$45,822.40	21.58%	$983.44	$34.60	$11.74	$0.00	6.2%	$52,383.72	$56,470.29	$56,713.28	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Tuolumne County	NUTRITIONIST II	HCU	$73,174.40	$80,683.20	$88,940.80	21.55%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$89,711.21	$97,685.56	$98,105.26	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$6.15 per hour	n/a	100 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62,
		Standard Deviation:	$17,742.40	$19,572.80	$21,559.20					Standard Deviation:		$18,663.75	$20,607.63	$20,695.99						
		Mariposa County:	$34,342.88	$37,864.32	$41,747.68					Mariposa County:		$48,509.22	$52,248.99	$52,445.59						
		Comparison Median	*$55,431.50*	*$61,110.00*	*$61,422.00*					Comparison Median		*$71,047.46*	*$77,077.92*	*$77,409.27*						
										Median Difference %		***-46.46%***	***-47.52%***	***-47.60%***						

Classification

Senior Office Assistant (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Office Assistant	SEIU	$45,562.40	$50,236.16	$55,386.24	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$60,424.35	$65,387.88	$65,646.33	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	OFFICE ASSISTANT III	3	$40,185.60	$44,304.00	$48,859.20	21.58%	$951.70	$0.00	$0.00	$0.00	6.2%	$54,097.51	$58,471.25	$58,692.14	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments.
Glenn County	OFFICE ASSISTANT III	G	$35,796.80	$39,457.60	$43,513.60	21.56%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$50,749.76	$54,637.53	$54,836.34	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	OFFICE ASSISTANT 3	OE3 GENERAL	$39,561.60	$43,617.60	$48,110.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$54,371.78	$58,679.25	$58,900.15	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Tuolumne County	SENIOR OFFICE ASSISTANT	OE3	$36,400.00	$40,123.20	$44,241.60	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$51,856.80	$55,810.84	$56,031.73	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$1,912.38	$2,112.42	$2,333.00	Standard Deviation:	$1,520.14	$1,727.69	$1,734.93
Mariposa County:	$45,562.40	$50,236.16	$55,386.24	Mariposa County:	$60,424.35	$65,387.88	$65,646.33
Comparison Median	*$37,980.50*	*$41,870.00*	*$42,078.00*	Comparison Median	*$52,977.15*	*$57,141.04*	*$57,361.94*
				Median Difference %	***12.32%***	***12.61%***	***12.62%***

Classification

Senior Plan Check/Inspector (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Senior Plan Checker/Inspector	MCMCO	$95,037.28	$104,780.00	$115,521.12	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$120,053.99	$130,400.76	$130,944.16	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	SUPERVISING BUILDING INSPECTOR	20	$81,764.80	$90,147.20	$99,361.60	21.52%	$951.70	$0.00	$0.00	$0.00	6.2%	$98,254.62	$107,156.73	$107,620.61	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Supervising Plan Checker	Mid-Mgmt	$82,105.39	$90,521.18	$99,799.64	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$97,888.52	$106,826.09	$107,295.35	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	SENIOR BUILDING INSPECTOR	G	$61,360.00	$67,662.40	$74,568.00	21.53%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$77,897.88	$84,591.03	$84,922.37	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	SENIOR BUILDING PLNCHK INSP	OE3 GENERAL	$60,736.00	$66,996.80	$73,881.60	21.64%	$983.44	$34.60	$11.74	$0.00	6.2%	$76,858.99	$83,507.96	$83,883.48	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Building Inspector Supervisor	1	$79,383.56	$87,522.08	$96,496.45	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$93,326.94	$112,185.68	$124,579.26	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Calaveras County	SUPERVISING BUILDING INSPECTOR	CMU	$79,643.20	$88,296.00	$97,905.60	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$89,347.36	$98,000.16	$98,644.96	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	SENIOR PLANS EXAMINER	OE3	$72,092.80	$79,476.80	$87,630.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$89,762.55	$97,604.36	$98,024.06	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$8,668.82	$9,595.54	$10,636.33					Standard Deviation:		$8,059.81	$10,356.59	$13,118.82						
		Mariposa County:	$95,037.28	$104,780.00	$115,521.12					Mariposa County:		$120,053.99	$130,400.76	$130,944.16						
		Comparison Median	*$79,383.00*	*$88,296.00*	*$88,940.00*					Comparison Median		*$89,762.55*	*$98,000.16*	*$98,644.96*						
										Median Difference %		***25.23%***	***24.85%***	***24.67%***						

Classification

Senior Planner *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Planner	MCMCO	$89,423.36	$98,592.00	$108,698.72	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$114,092.01	$123,829.10	$124,339.37	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Senior Planner	Mid-Mgmt	$85,447.65	$94,206.02	$103,862.15	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$101,438.00	$110,739.39	$111,227.76	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	SENIOR PLANNER	M	$71,281.60	$78,582.40	$86,632.00	21.53%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$88,798.94	$96,552.39	$96,972.09	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	SENIOR PLANNER	OE3 GENERAL	$58,032.00	$64,001.60	$70,574.40	21.61%	$983.44	$34.60	$11.74	$0.00	6.2%	$73,987.34	$80,327.06	$80,636.31	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Calaveras County	SENIOR PLANNER	SEIU	$86,486.40	$95,888.00	$106,308.80	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$96,190.56	$105,592.16	$106,278.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	SENIOR PLANNER	OE3	$67,912.00	$74,859.20	$82,534.40	21.53%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$85,322.54	$92,700.47	$93,098.08	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
Standard Deviation:			$10,828.19	$12,060.38	$13,435.53		Standard Deviation:					$9,436.56	$10,574.53	$10,671.95						
Mariposa County:			$89,423.36	$98,592.00	$108,698.72		Mariposa County:					$114,092.01	$123,829.10	$124,339.37						
Comparison Median			*$71,281.00*	*$78,582.00*	*$78,978.00*		Comparison Median					*$88,798.94*	*$96,552.39*	*$96,972.09*						
							Median Difference %					***22.17%***	***22.03%***	***22.01%***						

Classification

Senior Plant Operator *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Senior Plant Operator	SEIU	$75,547.68	$83,293.60	$91,834.08	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$92,268.72	$100,494.88	$100,927.84	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Water/Wastewater Operation Supervisor	Mid-Mgmt	$80,070.20	$89,273.23	$98,476.25	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$95,727.15	$105,500.77	$115,274.38	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Standard Deviation:			$0.00	$0.00	$0.00		Standard Deviation:					$0.00	$0.00	$0.00						
Mariposa County:			$75,547.68	$83,293.60	$91,834.08		Mariposa County:					$92,268.72	$100,494.88	$100,927.84						
Comparison Median			*$80,070.00*	*$89,273.00*	*$98,476.00*		Comparison Median					*$95,727.15*	*$105,500.77*	*$115,274.38*						
							Median Difference %					***-3.75%***	***-4.98%***	***-14.21%***						

Classification

Sheriff Captain (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Sheriffs Captain	SMA	$110,094.40	$121,388.80	$133,827.20	21.56%	$500.00	$40.10	$8.60	$1,340.00	6.2%	$139,584.65	$151,579.31	$152,197.81	$150 per semester ann max of $300; POST Intermediate +2.5%, POST Intermediate +2.5%, POST Supervisory +2.5%, POST Management +2.5%; For Custodial Sergeant, Jail Lieutenant, and Assistant Chief of Probation 2.5% for supervisor and/or management STC.	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Assistant Chief Probation Officer $650 others receive $1,050 per year.	80 hour per year	Life insurance $30,000 for employee, $1,000 per dependent coverage; 2.7%@57; Resident pay of $100 per month for sergeants assigned to Coulterville; Bilingual pay $65 per month.
Merced County	CAPTAIN	20	$125,049.60	$137,966.40	$152,235.20	21.74%	$951.70	$0.00	$0.00	$0.00	6.2%	$144,223.08	$157,940.72	$158,691.76	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Sheriffs Commander	POMU	$106,142.40	$117,020.80	$129,001.60	21.54%	$846.13	$34.64	$10.28	$0.00	6.2%	$123,415.83	$134,968.69	$135,565.11	(2.5%) for Crisis Intervention, Hostage Negotiations or completing a course of education in Basic Crisis Negotiations offered by the US Department of Justice, Federal Bureau of Investigations.	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	$75.00 per month, SWAT receives additional $25.00 per month and Search and Rescue receives additional $4.17 per month.	80 hours annually	$65 per pay period. 2.7%@57; 6.67 to 14 hours of vacation per month (municode).
Plumas County	SHERIFF PATROL COMMANDER	SHERIFF EMPLOYEE ASSC MID-MGMT	$83,387.20	$91,998.40	$101,441.60	21.65%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$104,242.89	$113,387.98	$113,851.86	3% and 5% for Intermediate and Advanced POST, FTO 5%	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$500 to $1,000 semi annually	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, Dog Handler $100 per month.
Amador County	Captain	22	$138,334.77	$152,517.46	$168,156.98	21.56%	$902.00	$35.90	$17.28	$0.00	0%	$149,796.93	$172,611.80	$182,957.77	Associate Degree or who has completed sixty (60) units by an accredited college or university will receive an hourly premium equal to 2.5%; Bachelor's Degree will receive an hourly premium equal to 5%; POST: If an employees is awarded and possesses a val	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70% and 20 years= 10.390%.	n/a	$70.00 monthly	n/a	2.7% @ 57 , Down Payment Assistance up to 5.5% , $23.08 457 match,
Calaveras County	CAPTAIN	SMU	$139,048.00	$154,169.60	$170,934.40	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$148,752.16	$163,873.76	$164,976.16	AA Degree 3%, Advanced POST Certificate 5%, AA Degree and Advanced POST Certificate 7.5%, BA or BS Degree 5.5%, BA or BS Degree and Advanced POST Certificate 10%, Master's Degree 10%, POST Supervisory Certificate 3.5%, POST Management Certificate 3.5%, P	A 2.5% incentive will be earned at 5.5, 10, 15, 20, and 25 years of service	n/a	$1025.04 per year.	n/a	Bilingual 2.5%, Special Assignment Pay 2.5%, 2.7% @ 57, (40) hours of management leave per calendar year.
Tuolumne County	SHERIFFS CAPTAIN	MGT	$122,990.40	$135,595.20	$149,489.60	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$143,815.80	$157,202.10	$157,886.88	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$19,415.26	$21,541.59	$23,924.75						Standard Deviation:	$16,573.28	$19,937.74	$22,101.90						
		Mariposa County:	$110,094.40	$121,388.80	$133,827.20						Mariposa County:	$139,584.65	$151,579.31	$152,197.81						
		Comparison Median	*$124,019.50*	*$136,780.50*	*$137,456.50*						Comparison Median	*$144,019.44*	*$157,571.41*	*$158,289.32*						
											Median Difference %	***-3.18%***	***-3.95%***	***-4.00%***						

Classification

Sheriff Deputy (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Sheriffs Deputy	DSA	$68,848.00	$75,920.00	$83,699.20	21.57%	$500.00	$40.10	$8.60	$814.00	6.2%	$89,468.98	$96,979.44	$97,377.05	$150 per semester with an annual max of $300; POST Intermediate certificate +2.5%, POST Advanced Supervisory certificate +2.5%	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Uniform allowance of $515 for District Attourney Investigator and Deputy Probation Officers I/II/III per year, other classifications in DSA receive $1,000 per year.	80 hour per year	Life insurance $10,000 per employee and $1,000 per dependent; 2.7% @ 57, Resident pay of $100 per month for assignments to Wawona, Fishcamp, and Coulterville. Bilingual Pay $65 per month. Field Training Officer 5%.
Merced County	DEPUTY SHERIFF/CORONER II	10	$82,160.00	$90,584.00	$99,840.00	21.52%	$924.00	$0.00	$0.00	$0.00	6.2%	$98,341.92	$107,288.21	$107,752.09	POST Advanced & 10 years 7.5%, POST advanced 15 years, 10%.	n/a	n/a	n/a	(20) hours per year	Entitled to accumulate 120 comp hours ; Member (MercedCERA) retirement.
Madera County	DEPUTY SHERIFF II	DSA	$72,057.19	$79,443.03	$87,585.97	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$87,217.34	$112,107.13	$134,169.12	(2.5%) for Crisis Intervention, Hostage Negotiations or completing a course of education in Basic Crisis Negotiations offered by the US Department of Justice, Federal Bureau of Investigations.	at 10 years 5%, 15 years 7.5%, 20 years 10%	($1.20) per hour	$75.00 per month, SWAT receives additional $25.00 per month and Search and Rescue receives additional $4.17 per month.	80 hours annually	2.7%@57, $65 per pay period; 6.67 to 14 hours of vacation per month (municode).
Glenn County	DEPUTY SHERIFF	D	$65,145.60	$71,843.20	$79,206.40	21.58%	$1,053.15	$0.00	$7.18	$0.00	6.2%	$81,908.59	$89,021.44	$89,419.05	Intermediate POST and/or BA/BS +5%, Advanced POST and/or +college units after BA/BS +10%, Supervisory POST and/or MA or PHD +15%;	After 10 yrs +5%, After 15 yrs +2%, After 20 yrs +2%, After 25 yrs +2% After 30 yrs +2%	$1.50 per hour	One time $1,000 to $2,000 then $500 per year.	40 hours annually	2.7% @ 57; $10,000 life insurance; FTO and Dog handler assignment +5% per month;
Plumas County	DEPUTY SHERIFF II	SHERIFF EMPLOYEE ASSC	$59,155.20	$65,249.60	$71,968.00	21.66%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$78,508.50	$84,980.76	$85,356.28	3% and 5% for Intermediate and Advanced POST, FTO 5%	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$500 to $1,000 semi annually,	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, Dog Handler $100 per month.
Amador County	Deputy Sheriff	21	$73,612.86	$81,154.11	$89,466.62	21.54%	$902.00	$35.90	$17.28	$0.00	0%	$85,075.02	$97,209.84	$102,701.82	Associate Degree or who has completed sixty (60) units +2.5%, Bachelor's Degree +5% .	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	$46.16 bi-weekly.	n/a	Sheriff employees who have been approved to house police dogs will be reimbursed for actual expenses incurred, etc, Cell Phone Reimbursement of $45-$75 per month, Hazmat ($30 to $50) stipend per month, 2.7%@57
Colusa County	DEPUTY SHERIFF	DSS	$70,740.00	$93,402.00	$116,064.00	64.07%	$917.75	$45.00	$10.25	$50.00	6.2%	$87,401.88	$111,468.92	$135,535.97	Post Intermediate 2.5%, Advanced 5%, AA/AS degree 2.5%, BA/BS 5%	n/a	$2.5 per hour	$83.33 per month.	n/a	Officer in Charge 10%, detective and drug enforcement 5%, FTO 7%, 2.5% @ 57
Calaveras County	DEPUTY SHERIFF II	DSA	$77,729.60	$86,174.40	$95,534.40	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$87,433.76	$95,878.56	$96,356.96	AA Degree 3%, Advanced POST Certificate 5%, AA Degree and Advanced POST Certificate 7.5%, BA or BS Degree 5.5%, BA or BS Degree and Advanced POST Certificate 10%, Master's Degree 10%, Sergeants and DA Investigator II, POST supervisory certificate shall r	A 2.5% incentive will be earned at 5.5, 10, 15, 20, and 25 years of service	$4.00 per hour, $250 per week (seven day period)	$1025.04 per year.	n/a	Bilingual 2.5%, Special Assignment Pay 2.5%, Doghandler .5 hours regular pay per calendar day, 2.7% @ 57 retirement formula (safety) or 2% @ 62 retirement formula (miscellaneous), Instructor pay 2.5%,
Tuolumne County	DEPUTY SHERIFF	DSA	$70,387.20	$77,604.80	$85,571.20	21.57%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$86,751.21	$94,416.30	$94,836.00	POST Intermediate (3%); POST Advanced (7%); and, POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$30-$45 per hour	$500-$1000	120 per fiscal year	Dog Handler $235.75 per month. Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$6,630.22	$8,785.82	$12,603.28					Standard Deviation:		$5,355.12	$9,526.39	$18,021.16						
		Mariposa County:	$68,848.00	$75,920.00	$83,699.20					Mariposa County:		$89,468.98	$96,979.44	$97,377.05						
		Comparison Median	*$71,398.50*	*$85,959.50*	*$88,836.50*					Comparison Median		*$86,984.27*	*$96,544.20*	*$99,529.39*						
										Median Difference %		***2.78%***	***0.45%***	***-2.21%***						

Classification

Sheriff Dispatcher *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Sheriffs Dispatcher	SEIU	$50,856.00	$56,070.56	$61,819.68	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$66,046.15	$71,584.01	$71,875.60	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	SUPERVISING SHERIFF DISPATCHER	20	$63,668.80	$70,220.80	$77,459.20	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$79,036.67	$85,994.89	$86,370.41	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Communications Dispatcher II	CDU	$44,699.20	$49,296.00	$54,329.60	21.54%	$846.13	$34.64	$10.28	$0.00	6.2%	$58,163.15	$63,044.95	$63,287.94	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	$65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	EMERGENCY DISPATCHER II	G	$51,292.80	$56,825.60	$62,358.40	21.57%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$67,206.51	$73,082.35	$78,958.18	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	SHERIFF DISPATCHER 2 - INTERMEDIATE	SHERIFF EMPLOYEE ASSC	$52,124.80	$57,449.60	$63,356.80	21.55%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$71,042.22	$76,697.16	$77,006.41	3% and 5% for Intermediate and Advanced POST, FTO 5%	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$500 to $1,000 semi annually,	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, Dog Handler $100 per month.
Amador County	Dispatcher-EMD	2	$58,423.25	$64,421.97	$71,020.56	21.56%	$902.00	$35.90	$17.28	$0.00	0%	$69,885.41	$79,529.51	$83,882.20	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.39%	n/a	$46.16 bi-weekly	n/a	2.7% @ 57 and 2%@62 , Home Down Payment Assistance up to 5.5% , $23.08 457 match
Colusa County	DISPATCHER	DSA	$50,772.00	$67,020.00	$83,268.00	64.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$66,195.86	$83,451.24	$100,706.62	POST Intermediate (2.5%); POST Advanced (2.5%); and, POST Management (2.5%); Educational Incentive Pay of (2.5%) for Associate's Degree or (5.0%) for Bachelor's Degree (BA/BS). FTO 7%.	n/a	$2.5 per hour	$83.33 per month.	No Cashout.	Officer in Charge 10%, detective and drug enforcement 5%, SOAR Team compensation of 2.5%, 2.5% @ 57
Tuolumne County	SHERIFFS DISPATCHER I	DSA	$47,091.20	$51,916.80	$57,241.60	21.55%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$62,010.85	$67,135.64	$67,400.72	POST Intermediate (3%); POST Advanced (7%); and, POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$30-$45 per hour	$500-$1000	120 per fiscal year	Dog Handler $235.75 per month. Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$6,029.36	$7,256.86	$9,861.83					Standard Deviation:		$6,213.72	$7,763.87	$11,536.81						
		Mariposa County:	$50,856.00	$56,070.56	$61,819.68					Mariposa County:		$66,046.15	$71,584.01	$71,875.60						
		Comparison Median	*$51,292.00*	*$57,449.00*	*$62,358.00*					Comparison Median		*$67,206.51*	*$76,697.16*	*$78,958.18*						
										Median Difference %		***-1.76%***	***-7.14%***	***-9.85%***						

Classification

Sheriff Evidence Technician *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Sheriffs Evidence Technician	SEIU	$47,892.00	$52,802.88	$58,221.28	21.57%	$500.00	$40.10	$8.60	$454.39	6.2%	$62,898.38	$68,113.74	$68,392.07	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Madera County	Property & Evidence Technician	SRVCE	$51,209.60	$57,095.47	$62,981.34	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$65,077.20	$71,327.99	$77,578.78	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	Public Works employees required to wear safety footwear will be eligible for reimbursement of up to $100 per calendar year with the submission of a receipt.	80 hours annually	2%@62, Tool Allowance ($500.00), whichever is less in any fiscal year: Automotive Technician, Senior Automotive Technician, Heavy Equipment Mechanic, and Senior Heavy Equipment Mechanic ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	EVIDENCE TECHNICIAN	G	$43,305.60	$47,736.00	$52,644.80	21.57%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$58,724.11	$63,429.19	$63,694.27	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Amador County	Property/Evidence Technician	2	$58,423.25	$64,421.97	$71,020.56	21.56%	$902.00	$35.90	$17.28	$0.00	0%	$69,885.41	$79,529.51	$83,882.20	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.39%	n/a	$46.16 bi-weekly	n/a	2.7% @ 57 and 2%@62 , Home Down Payment Assistance up to 5.5% , $23.08 457 match
Colusa County	SHERIFFS TECHNICIAN	DSA	$40,788.00	$62,658.00	$67,044.00	64.37%	$917.75	$45.00	$10.25	$50.00	6.2%	$55,592.86	$78,818.80	$69,534.79	POST Intermediate (2.5%); POST Advanced (2.5%); and, POST Management (2.5%); Educational Incentive Pay of (2.5%) for Associate's Degree or (5.0%) for Bachelor's Degree (BA/BS). FTO 7%.	n/a	$2.5 per hour	$83.33 per month.	No Cashout.	Officer in Charge 10%, detective and drug enforcement 5%, SOAR Team compensation of 2.5%, 2.5% @ 57

Standard Deviation:	$6,932.73	$6,502.01	$6,841.04	Standard Deviation:	$5,545.77	$6,530.38	$7,684.12	
Mariposa County:	$47,892.00	$52,802.88	$58,221.28	Mariposa County:	$62,898.38	$68,113.74	$68,392.07	
Comparison Median	*$47,257.00*	*$59,876.50*	*$58,448.50*	Comparison Median	*$61,900.65*	*$75,073.39*	*$73,556.79*	
				Median Difference %	***1.59%***	***-10.22%***	***-7.55%***	

Classification

Sheriff Lieutenant Patrol *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Sheriff Lieutenant Patrol	SMA	$97,364.80	$107,348.80	$118,352.00	21.56%	$500.00	$40.10	$8.60	$1,340.00	6.2%	$126,065.82	$136,668.83	$137,221.07	$150 per semester ann max of $300; POST Intermediate +2.5%, POST Intermediate +2.5%, POST Supervisory +2.5%, POST Management +2.5%; For Custodial Sergeant, Jail Lieutenant, and Assistant Chief of Probation 2.5% for supervisor and/or management STC.	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Assistant Chief Probation Officer $650 others receive $1,050 per year.	80 hour per year	Life insurance $30,000 for employee, $1,000 per dependent coverage; 2.7%@57; Resident pay of $100 per month for sergeants assigned to Coulterville; Bilingual pay $65 per month.
Merced County	LIEUTENANT	20	$110,656.00	$122,033.60	$134,617.60	21.65%	$951.70	$0.00	$0.00	$0.00	6.2%	$128,937.07	$141,020.08	$141,660.68	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Sheriffs Lieutenant	POMU	$90,480.00	$99,756.80	$109,969.60	21.54%	$846.13	$34.64	$10.28	$0.00	6.2%	$106,782.36	$116,634.32	$117,120.29	(2.5%) for Crisis Intervention, Hostage Negotiations or completing a course of education in Basic Crisis Negotiations offered by the US Department of Justice, Federal Bureau of Investigations.	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	$75.00 per month, SWAT receives additional $25.00 per month and Search and Rescue receives additional $4.17 per month.	80 hours annually	$65 per pay period. 2.7%@57; 6.67 to 14 hours of vacation per month (municode).
Amador County	Lieutenant	22	$131,714.75	$145,211.87	$160,101.55	21.55%	$902.00	$35.90	$17.28	$0.00	0%	$143,176.91	$164,892.78	$174,736.09	Associate Degree or who has completed sixty (60) units by an accredited college or university will receive an hourly premium equal to 2.5%; Bachelor's Degree will receive an hourly premium equal to 5%; POST: If an employees is awarded and possesses a val	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70% and 20 years= 10.390%.	n/a	$70.00 monthly	n/a	2.7% @ 57 , Down Payment Assistance up to 5.5% , $23.08 457 match,
Calaveras County	LIEUTENANT	SMU	$126,131.20	$139,838.40	$155,043.20	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$135,835.36	$149,542.56	$150,561.76	AA Degree 3%, Advanced POST Certificate 5%, AA Degree and Advanced POST Certificate 7.5%, BA or BS Degree 5.5%, BA or BS Degree and Advanced POST Certificate 10%, Master's Degree 10%, POST Supervisory Certificate 3.5%, POST Management Certificate 3.5%, P	A 2.5% incentive will be earned at 5.5, 10, 15, 20, and 25 years of service	n/a	$1025.04 per year.	n/a	Bilingual 2.5%, Special Assignment Pay 2.5%, 2.7% @ 57, (40) hours of management leave per calendar year.
Tuolumne County	SHERIFFS LIEUTENANT	MGT	$101,649.60	$112,049.60	$123,552.00	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$121,151.88	$132,196.68	$132,793.09	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$15,233.71	$16,940.86	$18,845.78	Standard Deviation:	$12,540.38	$16,216.80	$19,180.16
Mariposa County:	$97,364.80	$107,348.80	$118,352.00	Mariposa County:	$126,065.82	$136,668.83	$137,221.07
Comparison Median	*$110,656.00*	*$122,033.00*	*$122,636.00*	Comparison Median	*$128,937.07*	*$141,020.08*	*$141,660.68*
				Median Difference %	***-2.28%***	***-3.18%***	***-3.24%***

Classification

Sheriff Sergeant (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Sheriffs Sergeant	SMA	$86,590.40	$95,472.00	$105,248.00	21.55%	$500.00	$40.10	$8.60	$1,340.00	6.2%	$114,623.40	$124,055.66	$124,563.72	$150 per semester ann max of $300; POST Intermediate +2.5%, POST Intermediate +2.5%, POST Supervisory +2.5%, POST Management +2.5%; For Custodial Sergeant, Jail Lieutenant, and Assistant Chief of Probation 2.5% for supervisor and/or management STC.	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Assistant Chief Probation Officer $650 others receive $1,050 per year.	80 hour per year	Life insurance $30,000 for employee, $1,000 per dependent coverage; 2.7%@57; Resident pay of $100 per month for sergeants assigned to Coulterville; Bilingual pay $65 per month.
Merced County	SHERIFF SERGEANT	30	$94,640.00	$104,332.80	$115,065.60	21.58%	$924.00	$0.00	$0.00	$0.00	6.2%	$111,595.68	$121,889.43	$122,441.67	5% for the POST Supervisor certificate; employees with a valid POST District Attorney investigator transition certificate shall be paid $250 annually. POST Advanced & 10 years 7.5%, POST advanced 15 years, 10%	n/a	n/a	Sheriff Sergeant, Correctional Sergeant - of $450 in Pay Period 1 and Pay Period 14 each fiscal year	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Sheriffs Sergeant	DSA	$87,585.79	$97,652.63	$107,719.48	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$103,708.71	$114,399.69	$125,090.69	(2.5%) for Crisis Intervention, Hostage Negotiations or completing a course of education in Basic Crisis Negotiations offered by the US Department of Justice, Federal Bureau of Investigations.	at 10 years 5%, 15 years 7.5%, 20 years 10%	($1.20) per hour	$75.00 per month, SWAT receives additional $25.00 per month and Search and Rescue receives additional $4.17 per month.	80 hours annually	2.7%@57, $65 per pay period; 6.67 to 14 hours of vacation per month (municode).
Plumas County	SHERIFF SERGEANT	SHERIFF EMPLOYEE ASSC	$66,809.60	$73,736.00	$81,328.00	21.73%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$86,637.48	$93,993.31	$94,413.01	3% and 5% for Intermediate and Advanced POST, FTO 5%	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$500 to $1,000 semi annually,	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, Dog Handler $100 per month.
Colusa County	SERGEANT	DSS	$78,096.00	$103,110.00	$128,124.00	64.06%	$917.75	$45.00	$10.25	$50.00	6.2%	$95,213.95	$121,778.82	$148,343.69	Post Intermediate 2.5%, Advanced 5%, AA/AS degree 2.5%, BA/BS 5%	n/a	$2.5 per hour	$83.33 per month.	n/a	Officer in Charge 10%, detective and drug enforcement 5%, FTO 7%, 2.5% @ 57
Calaveras County	SERGEANT	DSA	$105,684.80	$117,166.40	$129,896.00	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$115,388.96	$126,870.56	$127,702.56	AA Degree 3%, Advanced POST Certificate 5%, AA Degree and Advanced POST Certificate 7.5%, BA or BS Degree 5.5%, BA or BS Degree and Advanced POST Certificate 10%, Master's Degree 10%, Sergeants and DA Investigator II, POST supervisory certificate shall r	A 2.5% incentive will be earned at 5.5, 10, 15, 20, and 25 years of service	$4.00 per hour, $250 per week (seven day period)	$1025.04 per year.	n/a	Bilingual 2.5%, Special Assignment Pay 2.5%, Doghandler .5 hours regular pay per calendar day, 2.7% @ 57 retirement formula (safety) or 2% @ 62 retirement formula (miscellaneous), Instructor pay 2.5%,
Tuolumne County	SHERIFFS SERGEANT	DSA	$84,697.60	$93,392.00	$102,960.00	21.56%	$0.00	$0.00	$0.00	$1,000.00	6.2%	$101,948.85	$111,182.30	$111,668.28	POST Intermediate (3%); POST Advanced (7%); and, POST Management (2.5%), POST Supervisor (2.5%), BA 5%, MA 5%	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$30-$45 per hour	$500-$1000	120 per fiscal year	Dog Handler $235.75 per month. Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$12,225.07	$13,186.74	$16,444.42					Standard Deviation:		$9,620.16	$10,728.01	$16,345.90						
		Mariposa County:	$86,590.40	$95,472.00	$105,248.00					Mariposa County:		$114,623.40	$124,055.66	$124,563.72						
		Comparison Median	*$86,141.00*	*$100,381.00*	*$106,285.50*					Comparison Median		*$102,828.78*	*$118,089.26*	*$123,766.18*						
										Median Difference %		***10.29%***	***4.81%***	***0.64%***						

Classification

Sheriff Undersheriff *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Sheriffs Undersheriff	SMA	$126,297.60	$139,256.00	$153,524.80	21.56%	$500.00	$40.10	$8.60	$1,340.00	6.2%	$156,792.45	$170,554.27	$171,261.14	$150 per semester ann max of $300; POST Intermediate +2.5%, POST Intermediate +2.5%, POST Supervisory +2.5%, POST Management +2.5%; For Custodial Sergeant, Jail Lieutenant, and Assistant Chief of Probation 2.5% for supervisor and/or management STC.	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Assistant Chief Probation Officer $650 others receive $1,050 per year.	80 hour per year	Life insurance $30,000 for employee, $1,000 per dependent coverage; 2.7%@57; Resident pay of $100 per month for sergeants assigned to Coulterville; Bilingual pay $65 per month.
Merced County	UNDERSHERIFF OF MERCED COUNTY	20	$153,732.80	$169,644.80	$187,220.80	21.78%	$951.70	$0.00	$0.00	$0.00	6.2%	$174,684.63	$191,583.18	$192,488.85	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Undersheriff	UNREP	$142,668.03	$158,235.67	$175,463.67	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$162,206.05	$178,738.88	$179,620.53	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Glenn County	UNDERSHERIFF	S	$112,236.80	$123,760.00	$136,448.00	21.57%	$1,053.15	$0.00	$7.18	$0.00	6.2%	$131,919.44	$144,157.08	$144,775.59	POST incentive from 5% to 15% respective to Intermediate, Advanced, and Supervisory certifications.	After 10 yrs +5%, After 15 yrs +2%, After 20 yrs +2%, After 25 yrs +2% After 30 yrs +2%	n/a	$1,000 per year	40 hours annually	FTO and Dog handler assignment +5% per month; Bilingual $.75 per hour, 2.7% @ 57
Plumas County	UNDERSHERIFF	SHERIFF EMPLOYEE ASSC MID-MGMT	$93,225.60	$102,814.40	$119,059.20	27.71%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$114,691.27	$124,874.57	$131,435.18	3% and 5% for Intermediate and Advanced POST, FTO 5%	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$500 to $1,000 semi annually	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, Dog Handler $100 per month.
Amador County	Undersheriff	4	$174,803.20	$174,803.20	$174,803.20	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$195,693.40	$195,693.40	$195,693.40	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	ASSISTANT SHERIFF	MGS	$110,340.00	$145,578.00	$180,816.00	63.87%	$917.75	$45.00	$10.25	$50.00	6.2%	$129,457.08	$166,879.84	$204,302.59	POST Intermediate (2.5%); POST Advanced (2.5%); and, Post Management (2.5%) Sheriff's Lieutenants and the Assistant Sheriff shall be eligible to receive Educational Incentive Pay of (2.5%) for Associate's Degree or (5.0%) for Bachelor's Degree (BA/BS)	n/a	n/a	Sheriff's Lieutenants and the Assistant Sheriff shall receive a monthly uniform allowance of $55	n/a	40 hours of management leave, 2. 7% @ 57, 457 $30 to $50 match per month.
Calaveras County	UNDERSHERIFF	Mid Man Unrep	$159,723.20	$177,091.20	$196,352.00	22.93%	$740.76	$47.10	$13.50	$0.00	0%	$169,339.52	$186,707.52	$187,997.12	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	UNDERSHERIFF	EXE	$132,704.00	$146,307.20	$161,304.00	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$154,131.65	$168,578.25	$169,329.29	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62, Safety 2.7% at 57
		Standard Deviation:	$26,176.94	$24,368.77	$24,635.97						Standard Deviation:	$25,258.49	$22,903.17	$24,037.93						
		Mariposa County:	$126,297.60	$139,256.00	$153,524.80						Mariposa County:	$156,792.45	$170,554.27	$171,261.14						
		Comparison Median	*$137,686.00*	*$152,271.00*	*$164,781.00*						Comparison Median	*$158,168.85*	*$173,658.56*	*$183,808.83*						
											Median Difference %	***-0.88%***	***-1.82%***	***-7.33%***						

Classification

Sheriff/Coroner (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Sheriff/Coroner	EDH	$177,762.83	$177,762.83	$177,762.83	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$203,658.25	$203,658.25	$203,658.25	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	SHERIFF/CORONER	20	$176,467.20	$194,771.20	$214,968.00	21.82%	$951.70	$0.00	$0.00	$0.00	6.2%	$198,828.57	$218,267.41	$219,305.63	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Sheriff-Coroner	ADPTH	$231,743.00	$231,743.00	$231,743.00	0.00%	$846.13	$34.64	$10.28	$0.00	6.2%	$256,803.67	$256,803.67	$256,803.67	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Glenn County	SHERIFF/CORONER	E	$151,424.00	$166,940.80	$184,038.40	21.54%	$1,053.15	$38.30	$7.98	$0.00	6.2%	$174,005.45	$190,484.29	$191,345.78	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	n/a	n/a	n/a	$50,000 Life Insurance, 96 hours of paid sick time annually, 88 hours annual vacation.
Plumas County	SHERIFF/CORONER	ELECTED OFFICALS	$117,457.60	$117,457.60	$117,457.60	0.00%	$1,254.70	$34.60	$0.00	$0.00	6.2%	$140,211.57	$140,211.57	$140,211.57	n/a	five (5%) percent at the following times: upon the completion of seven (7), ten (10), fourteen (14), eighteen (18), and twenty-one (21) years of full-time continuous service, or the equivalent, measured from the date of taking office.	n/a	n/a	n/a	The salary for each elected official shall be adjusted on the first day of the first pay period starting in July of each year based on the percentage change in the California Consumer Price Index, all urban consumer series using the "April to April" comparison.
Amador County	Sheriff-Coroner	5	$183,352.00	$183,352.00	$183,352.00	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$204,772.22	$204,772.22	$204,772.22	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	n/a	CalPers Option, $12,000 life insurance, same healthcare, dental, and vision employer match as full-time employees, $23.08 deferred compensation match.
Colusa County	SHERIFF/CORONER	UNREP	$207,168.00	$207,168.00	$207,168.00	0.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$232,288.42	$232,288.42	$232,288.42	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	2%@62 and Safety 2.7% @ 57, 457 $100 match, $250 per month vehicle allowance.
Calaveras County	SHERIFF	Elected	$209,518.40	$209,518.40	$209,518.40	0.00%	$740.76	$47.10	$13.50	$0.00	0%	$219,134.72	$219,134.72	$219,134.72	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years.	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	SHERIFF - CORONER	ELE	$179,566.40	$179,566.40	$179,566.40	0.00%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$203,899.52	$203,899.52	$203,899.52	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$33,548.42	$32,170.41	$32,567.15					Standard Deviation:		$33,190.70	$31,878.67	$31,862.25						
		Mariposa County:	$177,762.83	$177,762.83	$177,762.83					Mariposa County:		$203,658.25	$203,658.25	$203,658.25						
		Comparison Median	*$181,459.00*	*$189,061.50*	*$189,550.50*					Comparison Median		*$204,335.87*	*$211,519.82*	*$211,953.47*						
										Median Difference %		***-0.33%***	***-3.86%***	***-4.07%***						

Classification

Social Worker II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Social Worker II	SEIU	$57,472.48	$63,365.12	$69,863.04	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$73,072.85	$79,330.84	$79,659.97	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	SOCIAL WORKER II	8	$50,315.20	$55,494.40	$61,235.20	21.70%	$951.70	$0.00	$0.00	$0.00	6.2%	$64,855.14	$70,355.45	$70,686.80	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Madera County	Social Worker II (MSS)	PROFS	$54,194.66	$60,108.27	$66,652.60	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$68,247.33	$74,527.58	$75,815.77	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	$4.00 per hour	n/a	(80) hours annually	Bilingual Pay shall be paid at the rate of $65 per month. 2%@62; 6.67 to 14 hours of vacation per month (municode).
Glenn County	SOCIAL WORKER II	G	$53,352.00	$58,822.40	$64,875.20	21.60%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$69,393.38	$75,202.95	$75,534.29	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	SOCIAL WORKER 2	OE3 GENERAL	$50,793.60	$56,014.40	$61,796.80	21.66%	$983.44	$34.60	$11.74	$0.00	6.2%	$66,300.16	$71,844.65	$72,153.91	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Social Worker II (IMS)	1	$65,746.04	$72,476.82	$79,911.47	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$78,843.90	$94,452.53	$104,722.42	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	SOCIAL WORKER II	PF	$49,056.00	$64,764.00	$80,472.00	64.04%	$917.75	$45.00	$10.25	$50.00	6.2%	$64,373.47	$81,055.37	$97,737.26	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	SOCIAL WORKER II	SEIU	$61,464.00	$68,140.80	$75,545.60	22.91%	$748.08	$47.10	$13.50	$0.00	0%	$71,168.16	$77,844.96	$78,323.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	SOCIAL WORKER II	OE3	$49,504.00	$54,579.20	$60,174.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$65,773.25	$71,163.11	$71,450.28	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$5,721.88	$6,104.17	$7,952.06						Standard Deviation:	$4,436.37	$7,381.27	$12,156.82						
		Mariposa County:	$57,472.48	$63,365.12	$69,863.04						Mariposa County:	$73,072.85	$79,330.84	$79,659.97						
		Comparison Median	*$52,072.50*	*$59,465.00*	*$60,227.50*						Comparison Median	*$67,273.75*	*$74,865.27*	*$75,675.03*						
											Median Difference %	***7.94%***	***5.63%***	***5.00%***						

Classification

Social Worker Supervisor II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Social Worker Supervisor II	MCMCO	$89,423.36	$98,592.00	$108,698.72	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$114,092.01	$123,829.10	$124,339.37	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	SUPERVISING SOCIAL WORKER II	20	$78,603.20	$86,694.40	$95,555.20	21.57%	$951.70	$0.00	$0.00	$0.00	6.2%	$94,897.00	$103,489.85	$103,909.56	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Social Worker Supervisor II (MSS)	Mid-Mgmt	$84,073.71	$93,247.66	$103,400.06	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$99,978.88	$109,721.61	$111,720.01	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	SOCIAL WORKER SUPERVISOR II	M	$71,656.00	$78,977.60	$87,068.80	21.51%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$89,196.55	$96,972.09	$97,391.79	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	SOCIAL SERVICES SUPERVISOR 2	OE3 MID-MANAGEMENT	$69,908.80	$77,105.60	$85,030.40	21.63%	$983.44	$34.60	$11.74	$0.00	6.2%	$86,600.51	$94,243.51	$94,641.12	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Colusa County	SOCIAL WORKER SUP II	PF	$67,680.00	$89,340.00	$111,000.00	64.01%	$917.75	$45.00	$10.25	$50.00	6.2%	$84,152.16	$107,155.08	$130,158.00	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	SOCIAL SERVICES SUPERVISOR II	CMU	$87,796.80	$97,344.00	$107,931.20	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$97,500.96	$107,048.16	$107,755.36	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	SOCIAL SERVICES SUPERVISOR II	MGT	$79,768.00	$87,942.40	$96,969.60	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$97,913.62	$106,594.83	$107,058.71	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$6,995.02	$6,701.35	$9,191.61					Standard Deviation:		$5,736.19	$5,377.95	$10,769.46						
		Mariposa County:	$89,423.36	$98,592.00	$108,698.72					Mariposa County:		$114,092.01	$123,829.10	$124,339.37						
		Comparison Median	*$78,603.00*	*$87,942.00*	*$88,378.00*					Comparison Median		*$94,897.00*	*$106,594.83*	*$107,058.71*						
										Median Difference %		***16.82%***	***13.92%***	***13.90%***						

Classification

Solid Waste/Recycling Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Solid Waste/Recycling Manager	MCMCO	$94,712.80	$104,422.24	$115,128.00	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$119,709.39	$130,020.82	$130,562.01	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Solid Waste Program Manager	UNREP	$105,258.32	$116,743.89	$129,454.46	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$122,476.94	$134,674.61	$137,176.56	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
Amador County	Director of Solid Waste Programs	4	$130,478.40	$130,478.40	$130,478.40	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$148,620.46	$148,620.46	$148,620.46	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Calaveras County	DIRECTOR OF INTEGRATED WASTE	CMU	$129,729.60	$143,832.00	$159,473.60	22.93%	$748.08	$47.10	$13.50	$0.00	0%	$139,433.76	$153,536.16	$154,576.16	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	SOLID WASTE DIRECTOR	MGT	$106,912.00	$117,852.80	$129,937.60	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$126,740.54	$138,359.67	$138,956.09	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
	Standard Deviation:		$12,026.56	$11,000.78	$12,786.27					Standard Deviation:		$10,348.43	$7,597.69	$7,113.95						
	Mariposa County:		$94,712.80	$104,422.24	$115,128.00					Mariposa County:		$119,709.39	$130,020.82	$130,562.01						
	Comparison Median		*$118,320.50*	*$124,165.00*	*$124,788.50*					Comparison Median		*$133,087.15*	*$143,490.07*	*$143,788.28*						
										Median Difference %		***-11.18%***	***-10.36%***	***-10.13%***						

Classification

Staff Development Coordinator *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Staff Development Coordinator	SEIU	$61,884.16	$68,228.16	$75,225.28	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$77,758.06	$84,495.39	$84,851.03	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	TRAINING & DEVELOPMENT SPECIAL	20	$91,020.80	$100,339.20	$110,656.00	21.57%	$951.70	$0.00	$0.00	$0.00	6.2%	$108,084.49	$117,980.63	$118,510.78	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Plumas County	PROG COMPL & TRAINING ANALYST	OE3 GENERAL	$43,326.40	$47,798.40	$52,707.20	21.65%	$983.44	$34.60	$11.74	$0.00	6.2%	$58,370.00	$63,119.26	$63,318.07	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
		Standard Deviation:	$23,847.20	$26,270.40	$28,974.40						Standard Deviation:	$24,857.25	$27,430.68	$27,596.36						
		Mariposa County:	$61,884.16	$68,228.16	$75,225.28						Mariposa County:	$77,758.06	$84,495.39	$84,851.03						
		Comparison Median	*$67,173.00*	*$74,068.50*	*$74,412.00*						Comparison Median	*$83,227.24*	*$90,549.95*	*$90,914.42*						
											Median Difference %	***-7.03%***	***-7.17%***	***-7.15%***						

Classification

Staff Services Analyst II *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Staff Services Analyst II	SEIU	$63,508.64	$70,019.04	$77,199.20	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$79,483.26	$86,397.30	$86,761.78	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	STAFF SERVICES ANALYST II	20	$68,868.80	$75,940.80	$83,782.40	21.66%	$951.70	$0.00	$0.00	$0.00	6.2%	$84,559.07	$92,069.53	$92,489.23	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Glenn County	STAFF SERVICES ANALYST II	M	$65,145.60	$71,843.20	$79,206.40	21.58%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$82,282.51	$89,395.36	$89,792.97	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	STAFF SERVICES ANALYST 2	OE3 GENERAL	$54,579.20	$60,216.00	$66,414.40	21.68%	$983.44	$34.60	$11.74	$0.00	6.2%	$70,320.47	$76,306.75	$76,616.01	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Staff Service Analyst II (IMS)	1	$72,322.85	$79,735.50	$87,918.01	21.56%	$705.26	$31.42	$15.12	$0.00	6.2%	$85,828.46	$103,007.72	$114,314.96	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	STAFF SERVICES ANALYST II	PF	$59,808.00	$78,948.00	$98,088.00	64.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$75,792.10	$96,118.78	$116,445.46	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Calaveras County	STAFF SERVICES ANALYST	CMU	$72,238.40	$80,080.00	$88,795.20	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$81,942.56	$89,784.16	$90,366.56	unable to locate details of county plan.	2.5% at 6, 10, 15, 20, and 25 years	$3.00 per hour	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	STAFF SERVICES ANALYST II	OE3	$59,051.20	$65,104.00	$71,780.80	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$75,912.37	$82,340.45	$82,693.88	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$6,443.95	$7,236.11	$9,984.15	Standard Deviation:	$5,213.07	$8,083.25	$14,023.09
Mariposa County:	$63,508.64	$70,019.04	$77,199.20	Mariposa County:	$79,483.26	$86,397.30	$86,761.78
Comparison Median	*$65,145.00*	*$75,940.00*	*$76,335.00*	Comparison Median	*$81,942.56*	*$89,784.16*	*$90,366.56*
				Median Difference %	***-3.09%***	***-3.92%***	***-4.15%***

Classification

Supervising Custodian *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Supervising Custodian	SEIU	$43,786.08	$48,276.80	$53,227.20	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$58,537.90	$63,307.04	$63,556.65	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	SUPERVISING JANITOR	20	$48,152.00	$53,102.40	$58,572.80	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$62,557.82	$67,815.15	$68,102.31	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Glenn County	CUSTODIAN LEAD	G	$37,668.80	$41,516.80	$45,780.80	21.54%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$52,737.83	$56,824.40	$57,045.30	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Calaveras County	LEAD CUSTODIAN	SEIU	$48,152.00	$53,393.60	$59,196.80	22.94%	$748.08	$47.10	$13.50	$0.00	0%	$57,856.16	$63,097.76	$63,472.16	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Standard Deviation:			$4,941.83	$5,531.42	$6,182.54		Standard Deviation:					$4,010.20	$4,501.92	$4,533.83						
Mariposa County:			$43,786.08	$48,276.80	$53,227.20		Mariposa County:					$58,537.90	$63,307.04	$63,556.65						
Comparison Median			*$48,152.00*	*$53,102.00*	*$53,372.00*		Comparison Median					*$57,856.16*	*$63,097.76*	*$63,472.16*						
							Median Difference %					***1.16%***	***0.33%***	***0.13%***						

Classification

Supervising Probation Officer *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Supervising Probation Officer	SMA	$86,590.40	$95,472.00	$105,248.00	21.55%	$500.00	$40.10	$8.60	$1,340.00	6.2%	$114,623.40	$124,055.66	$124,563.72	$150 per semester ann max of $300; POST Intermediate +2.5%, POST Intermediate +2.5%, POST Supervisory +2.5%, POST Management +2.5%; For Custodial Sergeant, Jail Lieutenant, and Assistant Chief of Probation 2.5% for supervisor and/or management STC.	At 10 years +3%, 15 years +3%, 20 years +3%.	$2.50 per hour	Assistant Chief Probation Officer $650 others receive $1,050 per year.	80 hour per year	Life insurance $30,000 for employee, $1,000 per dependent coverage; 2.7%@57; Resident pay of $100 per month for sergeants assigned to Coulterville; Bilingual pay $65 per month.
Merced County	SUPERVISING PROBATION OFFICER	11	$82,160.00	$90,584.00	$99,840.00	21.52%	$951.70	$0.00	$0.00	$0.00	6.2%	$98,674.32	$107,620.61	$108,084.49	n/a	n/a	n/a	n/a	(60) hours per year	(80) hours of Compensatory Time Earned (CTE). Supervising Probation Officer classification will receive administrative time of (96 hours) annually; Member (MercedCERA) retirement.
Madera County	Deputy Probation Officer Supervisor	PMU	$79,442.89	$88,573.81	$97,704.73	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$95,060.95	$104,757.99	$114,455.02	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	($60.00) per month	80 hours annually	2.7%@57 ; 6.67 to 14 hours of vacation per month (municode).
Glenn County	SUPERVISING PROBATION OFFICER	M	$59,862.40	$65,998.40	$72,779.20	21.58%	$1,053.15	$30.36	$7.98	$0.00	6.2%	$76,671.75	$83,188.18	$83,541.61	n/a	After 10 yrs +5%, After 15 yrs +7%, After 20 yrs +9%, After 25 yrs +11% After 30 yrs +13%	$3.00 per hour	Specific law enforcement positions $832 annually.	60 hours annually	Bilingual incentive $.75 per hour; 2.5% @ 55 and Safety 3% @50; $50,000 life insurance
Plumas County	SUPERVISING PROBATION OFFICER	PROBATION MID-MANAGEMENT	$57,782.40	$63,731.20	$70,283.20	21.63%	$1,254.70	$34.60	$11.74	$0.00	6.2%	$76,977.39	$83,295.01	$83,626.36	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	n/a	40 hours per year.	Life Insurance 20,000, 2.7%@ 57, Bilingual pay $35 per month
Amador County	Probation Unit Supervisor	25	$85,738.85	$94,522.69	$104,206.34	21.54%	$902.00	$35.90	$17.28	$0.00	0%	$97,201.01	$111,334.89	$117,732.07	n/a	10 years= 2.5%, 15 years= 5.063% and 20 years= 7.7%.	n/a	$500 Initial then $41.66 per month	n/a	2%@62 , Down Payment Assistance up to 5.5% , $23.08 457 match,
Colusa County	SUPERVISING PROBATION OFFICER	DSS	$64,068.00	$84,588.00	$105,108.00	64.06%	$917.75	$45.00	$10.25	$50.00	6.2%	$80,316.22	$102,108.46	$123,900.70	Post Intermediate 2.5%, Advanced 5%, AA/AS degree 2.5%, BA/BS 5%	n/a	$2.5 per hour	$83.33 per month.	n/a	Officer in Charge 10%, detective and drug enforcement 5%, FTO 7%, 2.5% @ 57
Calaveras County	SUPERVISING DEP PROB OFFICER	CSU	$92,206.40	$102,232.00	$113,339.20	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$101,910.56	$111,936.16	$112,664.16	unable to locate details of county plan.	A 2.5% at 6, 10, 15, 20, and 25 years.	n/a	$150 to $175 for safety boots annually.	n/a	Bilingual $75 per month, 40 hours of management time off (MTO) per year, $50,000 life insurance, 2% @ 62
Tuolumne County	SUPERVISING PROBATION OFFICER	MGT	$80,953.60	$89,252.80	$98,404.80	21.56%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$99,172.72	$107,986.47	$108,450.36	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$12,053.64	$12,565.94	$14,447.86					Standard Deviation:		$10,094.81	$10,970.97	$14,083.69						
		Mariposa County:	$86,590.40	$95,472.00	$105,248.00					Mariposa County:		$114,623.40	$124,055.66	$124,563.72						
		Comparison Median	*$80,197.50*	*$88,912.50*	*$94,362.50*					Comparison Median		*$96,130.98*	*$106,189.30*	*$110,557.26*						
										Median Difference %		***16.13%***	***14.40%***	***11.24%***						

Classification

Survey Technician (1)							Benefits								Differentials					
Source	Classification	Union	Min	Mid	Max	Range	Medical	Dental	Vision	Flex	SSI	Min	Mid	Max	Edu Diff/Incentive	Longevity	OnCall	Uniform	VacCashOut	Comments
Mariposa County	Survey Technician	SEIU	$66,420.64	$73,230.56	$80,739.36	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$82,575.80	$89,807.93	$90,187.88	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Tuolumne County	SURVEYOR	OE3	$75,400.00	$83,137.60	$91,644.80	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$93,274.80	$101,492.13	$101,911.83	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$0.00	$0.00	$0.00	Standard Deviation:	$0.00	$0.00	$0.00
Mariposa County:	$66,420.64	$73,230.56	$80,739.36	Mariposa County:	$82,575.80	$89,807.93	$90,187.88
Comparison Median	*$75,400.00*	*$83,137.00*	*$83,532.00*	Comparison Median	*$93,274.80*	*$101,492.13*	*$101,911.83*
				Median Difference %	***-12.96%***	***-13.01%***	***-13.00%***

Classification

System Support Analyst *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	System Support Analyst	SEIU	$55,777.28	$61,495.20	$67,801.76	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$71,272.55	$77,344.98	$77,665.28	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	SUPPORT SERVICES ANALYST II	5	$54,953.60	$60,632.00	$66,872.00	21.69%	$951.70	$0.00	$0.00	$0.00	6.2%	$69,781.12	$75,811.58	$76,120.84	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Amador County	Systems Support Analyst (IMS)	1	$67,483.73	$74,390.47	$82,023.08	21.54%	$705.26	$31.42	$15.12	$0.00	6.2%	$80,689.32	$96,708.53	$107,239.94	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	SYSTEM SUPPORT ANALYST	MSC	$48,564.00	$64,146.00	$79,728.00	64.17%	$917.75	$45.00	$10.25	$50.00	6.2%	$63,850.97	$80,399.05	$96,947.14	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Calaveras County	SYSTEM SUPPORT TECHNICIAN	SEIU	$58,531.20	$64,896.00	$71,947.20	22.92%	$748.08	$47.10	$13.50	$0.00	0%	$68,235.36	$74,600.16	$75,078.56	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
	Standard Deviation:		$6,837.76	$5,095.84	$6,061.77						Standard Deviation:	$6,196.77	$8,830.35	$13,742.61						
	Mariposa County:		$55,777.28	$61,495.20	$67,801.76						Mariposa County:	$71,272.55	$77,344.98	$77,665.28						
	Comparison Median		*$56,742.00*	*$64,521.00*	*$72,551.00*						Comparison Median	*$69,008.24*	*$78,105.32*	*$86,533.99*						
											Median Difference %	***3.18%***	***-0.98%***	***-11.42%***						

Classification

Technical Services Manager (1)							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Technical Services Manager	MCMCO	$99,958.56	$110,204.64	$121,503.20	21.55%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$125,280.39	$136,161.73	$136,733.85	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	INFORMATION SYSTEMS MANAGER	20	$104,852.80	$115,627.20	$127,545.60	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$122,774.07	$134,216.49	$134,857.08	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Information Technology Division Manager	Mid-Mgmt	$96,794.73	$106,716.20	$117,654.60	21.55%	$846.13	$34.64	$10.28	$0.00	6.2%	$113,488.60	$124,025.20	$124,578.37	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	n/a	80 hours annually	2%@62 and 2.7@ 57 for safety positions, ; 6.67 to 14 hours of vacation per month (municode).
Plumas County	DIRECTOR OF INFO TECHNOLOGIES	DEPARTMENT HEADS	$99,840.00	$110,073.60	$121,347.20	21.54%	$1,254.70	$40.70	$11.74	$0.00	6.2%	$121,715.76	$132,583.84	$133,136.08	n/a	+5% at 7, 10, 14, 18 and 21 years.	n/a	n/a	n/a	Life insurance is $20,000; Administrative leave is 40 hours per year, 2% @ 62.
Amador County	Information Technology Director	4	$133,265.60	$133,265.60	$133,265.60	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$151,580.47	$151,580.47	$151,580.47	n/a	5 years= 2.50%, 10 years= 5.063%, 15 years= 7.70%, 20 years= 10.390%, 25 years= 13.15%	n/a	$170.00 annually for safety shoes when required.	40 hours per year.	SSI is paid by the employer unless law enforcement; Calpers varies based on job title, Down Payment Assistance up to 5.5%, 5 days of management leave, $12,000 life insurance, $23.08 457 match,
Colusa County	DIRECTOR OF INFORMATION TECH	MGT	$91,272.00	$120,474.00	$149,676.00	63.99%	$917.75	$45.00	$10.25	$50.00	6.2%	$109,206.86	$140,219.39	$171,231.91	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Tuolumne County	IT MANAGER	MGT	$106,433.60	$117,332.80	$129,355.20	21.54%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$126,232.48	$137,807.43	$138,425.94	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$13,431.45	$8,485.24	$10,257.57					Standard Deviation:		$13,549.58	$8,354.57	$15,229.48						
		Mariposa County:	$99,958.56	$110,204.64	$121,503.20					Mariposa County:		$125,280.39	$136,161.73	$136,733.85						
		Comparison Median	*$102,346.00*	*$116,479.50*	*$117,072.50*					Comparison Median		*$122,244.92*	*$136,011.96*	*$136,641.51*						
										Median Difference %		***2.42%***	***0.11%***	***0.07%***						

Classification

Transit System Bus Driver *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Transit System Bus Driver	SEIU	$47,421.92	$52,282.88	$57,643.04	21.55%	$500.00	$40.10	$8.60	$454.39	6.2%	$62,399.16	$67,561.50	$67,833.20	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Glenn County	SENIOR VAN DRIVER	G	$43,305.60	$47,736.00	$52,644.80	21.57%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$58,724.11	$63,429.19	$63,694.27	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Colusa County	TRANSIT DRIVER	MSC	$36,948.00	$48,834.00	$60,720.00	64.34%	$917.75	$45.00	$10.25	$50.00	6.2%	$51,514.78	$64,137.71	$76,760.64	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62

Standard Deviation:	$3,178.80	$549.00	$4,037.60	Standard Deviation:	$3,604.67	$354.26	$6,533.19
Mariposa County:	$47,421.92	$52,282.88	$57,643.04	Mariposa County:	$62,399.16	$67,561.50	$67,833.20
Comparison Median	*$40,126.50*	*$48,285.00*	*$54,352.00*	Comparison Median	*$55,119.44*	*$63,783.45*	*$70,227.45*
				Median Difference %	***11.67%***	***5.59%***	***-3.53%***

Classification

Transportation Planner *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Transportation Planner	SEIU	$73,035.04	$80,523.04	$88,778.56	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$89,600.29	$97,552.55	$97,970.04	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Glenn County	TRANSPORATION PLANNER	G	$47,382.40	$52,228.80	$57,574.40	21.51%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$63,053.67	$68,200.55	$68,465.62	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	PRINCIPAL TRANSPORTATION PLANNER	OE3 PUBLIC WORKS	$76,689.60	$84,572.80	$93,288.00	21.64%	$962.20	$34.60	$11.74	$0.00	6.2%	$93,546.84	$101,918.79	$102,382.68	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$600 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month, tool allowance $750 per year.
Amador County	Transportation Officer	2	$50,496.37	$55,680.98	$61,379.76	21.55%	$902.00	$35.90	$17.28	$0.00	0%	$61,958.53	$70,294.21	$74,054.47	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.39%	n/a	$46.16 bi-weekly	n/a	2.7% @ 57 and 2%@62 , Home Down Payment Assistance up to 5.5% , $23.08 457 match
Colusa County	TRANSIT MANAGER	MGT	$57,000.00	$75,282.00	$93,564.00	64.15%	$917.75	$45.00	$10.25	$50.00	6.2%	$72,810.00	$92,225.48	$111,640.97	n/a	n/a	n/a	n/a	n/a	40 hours of management leave, 2%@62 and Safety 2.7% @ 57, 457 $30 to $50 match, Bilingual Pay of $80 00 per month
Calaveras County	TRANSPORTATION OFFICER	SEIU	$41,600.00	$46,113.60	$51,147.20	22.95%	$748.08	$47.10	$13.50	$0.00	0%	$51,304.16	$55,817.76	$56,171.36	unable to locate details of county plan.	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	$3.00 per hour	$600 Uniform for specific classifications, $175 boot allowance for specific classifications	n/a	Bilingual $75 per month, $50,000 life insurance, 2% @ 62, deferred comp match of $50 per month, 40 hours of management time off (MTO) per year,
Tuolumne County	TCTC SR TRANSIT PLANNER	TCT	$78,977.60	$87,068.80	$95,992.00	21.54%	$0.00	$0.00	$0.00	$1,050.00	6.2%	$96,474.21	$105,067.07	$105,530.95	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	n/a	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$14,291.57	$16,137.52	$19,045.60	Standard Deviation:	$16,656.23	$18,466.10	$21,001.45	
Mariposa County:	$73,035.04	$80,523.04	$88,778.56	Mariposa County:	$89,600.29	$97,552.55	$97,970.04	
Comparison Median	*$53,748.00*	*$67,056.00*	*$73,798.00*	Comparison Median	*$67,931.83*	*$81,259.84*	*$88,218.57*	
				Median Difference %	***24.18%***	***16.70%***	***9.95%***	

Classification

Treasurer/Tax Collector/County Clerk *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Treasurer/Tax Collector/County Clerk	EDH	$124,475.50	$124,475.50	$124,475.50	0.00%	$500.00	$40.10	$8.60	$690.81	6.2%	$147,067.10	$147,067.10	$147,067.10	n/a	n/a	n/a	n/a	n/a	2% at 62 for new and 2% at 55 for classic employees; Life Insurance: $50,000
Merced County	TREASURER/TAX COLLECTOR	20	$144,913.60	$159,910.40	$176,467.20	21.77%	$951.70	$0.00	$0.00	$0.00	6.2%	$165,318.64	$181,245.24	$182,106.74	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Tax Collector-Treasurer	ADPTH	$170,758.00	$170,758.00	$170,758.00	0.00%	$846.13	$34.64	$10.28	$0.00	6.2%	$192,037.60	$192,037.60	$192,037.60	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode). Sick leave w/pay, Longevity pay, reimbursement for personal vehicle use.
Plumas County	CLERK-RECORDER **	ELECTED OFFICALS	$92,248.00	$92,248.00	$92,248.00	0.00%	$1,254.70	$34.60	$0.00	$0.00	6.2%	$113,438.98	$113,438.98	$113,438.98	n/a	five (5%) percent at the following times: upon the completion of seven (7), ten (10), fourteen (14), eighteen (18), and twenty-one (21) years of full-time continuous service, or the equivalent, measured from the date of taking office.	n/a	n/a	n/a	The salary for each elected official shall be adjusted on the first day of the first pay period starting in July of each year based on the percentage change in the California Consumer Price Index, all urban consumer series using the "April to April" comparison.
Amador County	Treasurer-Tax Collector	5	$153,316.80	$153,316.80	$153,316.80	0.00%	$785.86	$35.00	$16.84	$0.00	6.2%	$172,874.84	$172,874.84	$172,874.84	n/a	5 years= 2.5%, 10 years= 5.063%, 15 years= 7.7% and 20 years= 10.390%	n/a	n/a	n/a	CalPers Option, $12,000 life insurance, same healthcare, dental, and vision employer match as full-time employees, $23.08 deferred compensation match.
Colusa County	COUNTY CLERK/RECORDER	UNREP	$142,104.00	$142,104.00	$142,104.00	0.00%	$917.75	$45.00	$10.25	$50.00	6.2%	$163,190.45	$163,190.45	$163,190.45	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years of service	n/a	n/a	n/a	2%@62 and Safety 2.7% @ 57, 457 $100 match, $250 per month vehicle allowance.
Calaveras County	TREASURER/TAX COLLECTOR	Elected	$156,416.00	$156,416.00	$156,416.00	0.00%	$740.76	$47.10	$13.50	$0.00	0%	$166,032.32	$166,032.32	$166,032.32	n/a	A 2.5% incentive will be earned at 6, 10, 15, 20, and 25 years.	n/a	n/a	n/a	$50,000 life insurance, 2% @ 62, deferred comp match of $50 per month
Tuolumne County	TREASURER-TAX COLLECTOR	ELE	$156,977.60	$156,977.60	$156,977.60	0.00%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$179,910.21	$179,910.21	$179,910.21	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	n/a	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$23,290.62	$23,844.51	$25,716.81					Standard Deviation:		$22,921.14	$23,649.88	$23,726.01						
		Mariposa County:	$124,475.50	$124,475.50	$124,475.50					Mariposa County:		$147,067.10	$147,067.10	$147,067.10						
		Comparison Median	*$153,316.00*	*$156,416.00*	*$156,416.00*					Comparison Median		*$166,032.32*	*$172,874.84*	*$172,874.84*						
										Median Difference %		***-12.90%***	***-17.55%***	***-17.55%***						

Classification

Utilities Manager *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Utilities Manager	MCMCO	$80,121.60	$88,335.52	$97,391.84	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$104,213.54	$112,936.72	$113,393.98	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Madera County	Special Districts Utility Manager	UNREP	$86,596.28	$96,045.49	$106,502.50	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$102,657.85	$112,692.91	$114,751.26	n/a	n/a	n/a	n/a	n/a	6.67 to 14 hours of vacation per month (municode), Vehicle Allowance.
		Standard Deviation:	$0.00	$0.00	$0.00					Standard Deviation:		$0.00	$0.00	$0.00						
		Mariposa County:	$80,121.60	$88,335.52	$97,391.84					Mariposa County:		$104,213.54	$112,936.72	$113,393.98						
		Comparison Median	*$86,596.00*	*$96,045.00*	*$97,983.00*					Comparison Median		*$102,657.85*	*$112,692.91*	*$114,751.26*						
										Median Difference %		***1.49%***	***0.22%***	***-1.20%***						

Classification

Victim Witness Advocate *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Victim Witness Advocate	SEIU	$43,336.80	$47,779.68	$52,678.08	21.56%	$500.00	$40.10	$8.60	$454.39	6.2%	$58,060.76	$62,779.10	$63,026.50	$200 per semester; 10% selected certificates, $700 mth MSW, MA; $800 mth LCSW, MFT, or Ph.D; $300 mth RHS - no exp, $600 mth RHS - (1) yr exp;	Bonus at (10) yrs ($630), (15) yrs ($893), (20) yrs ($1,155), (25) yrs ($1,575).	$3.00 per hour	Provided Uniforms/Safety Gear for selected classes, $150.00 boot allow specified classes, Forestry Crew two pair boots every (5) yrs $450 max, $150 solid waste annual boot allow, $350 Animal Control Officer uniform allowance.	80 Hours	Tool allowance ($800 selected classes), 3% for PH Nurse II over Tobacco Prog, Bilingual $65 per mth, (5%) for training, $300 mth for Alcohol Drug Spec I, II, III, or Sr Alcohol Drug Spec; Life insurance $10,000 per emp and $1,000 per dependent. 2%@62
Merced County	VICTIM WITNESS ADVOCATE	8	$45,843.20	$50,564.80	$55,764.80	21.64%	$951.70	$0.00	$0.00	$0.00	6.2%	$60,105.88	$65,120.22	$65,385.29	n/a	n/a	n/a	Specified roles receive annual safety boots.	(40) hours per year	Member (MercedCERA) retirement.
Glenn County	VICTIM WITNESS ADVOCATE	G	$51,292.80	$56,555.20	$62,358.40	21.57%	$1,053.15	$0.00	$7.98	$0.00	6.2%	$67,206.51	$72,795.18	$73,104.44	n/a	after 10 yrs+5%, after 15 yrs +2%, after 20 yrs +2%, after 25 yrs +2%, after 30 yrs +2%.	$3.00 per hour	Annual stipend of $628.00 ($200/Boots, $428/Work Pants or Coveralls); Sherriff Officers receive $.40 per hour uniform allowance	60 hours annually	Bilingual pay at $.75 per hour; $10,000 life insurance; Ag Department $100 monthly for Class B license; 2.5% @ 55
Plumas County	VICTIM/WITNESS ADVOCATE	OE3 GENERAL	$43,160.00	$47,569.60	$52,478.40	21.59%	$983.44	$34.60	$11.74	$0.00	6.2%	$58,193.28	$62,876.28	$63,141.35	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance $20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Victim/Witness Advocate	1	$48,985.09	$54,000.18	$59,543.17	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$61,043.77	$72,673.43	$80,327.01	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	VICTIM WITNESS ADV II	MSC	$38,820.00	$51,312.00	$63,804.00	64.36%	$917.75	$45.00	$10.25	$50.00	6.2%	$53,502.84	$66,769.34	$80,035.85	n/a	n/a	$25 for 8 hours.	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match per month, 2 @62
Tuolumne County	VICTIM WITNESS ADVOCATE	OE3	$43,555.20	$48,027.20	$52,956.80	21.59%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$59,455.62	$64,204.89	$64,469.96	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	$2.75-$6.15 per hour	$100-$700	120 per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62

Standard Deviation:	$4,070.21	$3,164.05	$4,392.83	Standard Deviation:	$4,057.25	$3,940.91	$7,175.85
Mariposa County:	$43,336.80	$47,779.68	$52,678.08	Mariposa County:	$58,060.76	$62,779.10	$63,026.50
Comparison Median	*$44,699.00*	*$50,938.00*	*$53,830.00*	Comparison Median	*$59,780.75*	*$65,944.78*	*$69,244.86*
				Median Difference %	***-2.96%***	***-5.04%***	***-9.87%***

Classification

Victim Witness Coordinator *(1)*							Benefits								Differentials					
Source	**Classification**	**Union**	**Min**	**Mid**	**Max**	**Range**	**Medical**	**Dental**	**Vision**	**Flex**	**SSI**	**Min**	**Mid**	**Max**	**Edu Diff/Incentive**	**Longevity**	**OnCall**	**Uniform**	**VacCashOut**	**Comments**
Mariposa County	Victim Witness Coordinator	MCMCO	$63,096.80	$69,565.60	$76,697.92	21.56%	$500.00	$40.10	$8.60	$1,045.00	6.2%	$86,133.20	$93,003.07	$93,363.13	$200 per semester; Monthly $700 (MSW) or (MA), $800 monthly (LCSW), (MFT), or Ph.D. in clinical psychology.	Bonus at (10) years ($630), (15) years ($893), (20) years ($1,155), (25) years ($1,575).	$1.50 per hour	n/a	(40) hours each year	$200 per semester, Canine Pay $243.36 per month, Life insurance $30,000 for employees, $1,000 per dependent coverage, 2%@62
Merced County	VICTIM WITNESS PROGRAM MANAGER	20	$78,603.20	$86,694.40	$95,555.20	21.57%	$951.70	$0.00	$0.00	$0.00	6.2%	$94,897.00	$103,489.85	$103,909.56	n/a	n/a	n/a	n/a	(40) hours per year	Bilingual diff ($.65) per hour, Special duty diff of 5% to 10% for selected BH assignments. Member (MercedCERA) retirement.
Madera County	Victim Services Specialist	SRVCE	$51,209.60	$57.00	$62,981.34	22.99%	$846.13	$34.64	$10.28	$0.00	6.2%	$65,077.20	$10,753.13	$77,578.78	n/a	at 10 years 5%, 15 years 7.5%, 20 years 10%	n/a	Public Works employees required to wear safety footwear will be eligible for reimbursement of up to $100 per calendar year with the submission of a receipt.	80 hours annually	2%@62, Tool Allowance ($500.00), whichever is less in any fiscal year: Automotive Technician, Senior Automotive Technician, Heavy Equipment Mechanic, and Senior Heavy Equipment Mechanic ; 6.67 to 14 hours of vacation per month (municode).
Plumas County	VICTIM/WITNESS COORDINATOR	OE3 MID-MANAGEMENT	$57,969.60	$63,918.40	$70,491.20	21.60%	$983.44	$34.60	$11.74	$0.00	6.2%	$73,921.08	$80,238.70	$80,570.04	n/a	5% increase after year 7,10, 14, 18 and 21.	2 to 3 hours compensation at regular rate.	$300 per year	40 hours per year.	Life Insurance 2.72 for 20,000, 2% @ 62, Bilingual pay $35 per month
Amador County	Director of Victim Witness Assistance Bureau	1	$76,546.08	$84,398.65	$93,043.08	21.55%	$705.26	$31.42	$15.12	$0.00	6.2%	$90,313.54	$108,504.03	$120,448.09	n/a	10 Years-2.5%, 15-5.063% and 20-7.7%	n/a	n/a	40 hours per year	$12,000 life insurance, 2%@62
Colusa County	VICTIM WITNESS COORDINATOR ADV	PF	$58,344.00	$77,022.00	$95,700.00	64.03%	$917.75	$45.00	$10.25	$50.00	6.2%	$74,237.33	$94,073.36	$113,909.40	n/a	n/a	n/a	n/a	n/a	Bilingual Pay of $80 00 per month, 457 $30 to $50 match, 2 @62, 5% for Class B Licence.
Tuolumne County	VICTIM WITNESS SERVICES SUPV	MGT	$72,092.80	$79,476.80	$87,630.40	21.55%	$0.00	$0.00	$0.00	$1,100.00	6.2%	$89,762.55	$97,604.36	$98,024.06	n/a	5 years 2.5%, 10 years 5%, 15 years 10%, 20 years 15%, 25 years 20%	n/a	$500-$700	300 hrs per fiscal year	Down Payment Assistance (DPA), up to 5.5%; 2% at 62
		Standard Deviation:	$10,398.61	$30,053.88	$12,840.78					Standard Deviation:		$10,841.42	$33,245.49	$15,842.28						
		Mariposa County:	$63,096.80	$69,565.60	$76,697.92					Mariposa County:		$86,133.20	$93,003.07	$93,363.13						
		Comparison Median	*$65,218.00*	*$78,249.00*	*$83,481.00*					Comparison Median		*$81,999.94*	*$95,838.86*	*$100,966.81*						
										Median Difference %		***4.80%***	***-3.05%***	***-8.14%***						

Outlook

RECEIVED
FEB 04 2025
BOARD OF SUPERVISORS

Fw: Supervisor pay study

From Danielle Bondshu <dbondshu@mariposacounty.org>
Date Tue 2/4/2025 8:47 AM
To Deanna Stickles <dstickles@mariposacounty.org>; Malena Palmer <MPalmer@mariposacounty.org>

2 attachments (36 KB)
Legal Requirements for Supervisor pay raise.docx; 2019 Why the Compensation Study is FLAWED-.docx;

Please process, this is for the salary study. the Board received it.

Respectfully,

Danielle Bondshu
Clerk of the Board
209-742-1249

5100 Bullion Street
P.O. Box 784
Mariposa, CA 95338

From: Barbara Cone <bonsaicrazy@gmail.com>
Sent: Monday, February 3, 2025 7:13 PM
To: Miles Menetrey <mmenetrey@mariposacounty.org>; rsmallcomb@mariposacounty.org <rsmallcomb@mariposacounty.org>; Danette Toso <dtoso@mariposacounty.org>; Shannon Poe <spoe@mariposacounty.org>; Jennifer Kiser <jkiser@mariposacounty.org>; Joe Lynch <jlynch@mariposacounty.org>; Walter Wall <wwall@mariposacounty.org>; Danielle Bondshu <dbondshu@mariposacounty.org>
Subject: Supervisor pay study

You don't often get email from bonsaicrazy@gmail.com. Learn why this is important

Please see the attached letter regarding the legal considerations of a supervisor pay increase in light of the successful referendum and repeal of Ordinance 1148 in 2020. The letter also addresses the significant flaw made in this recent study that also occured in the 2019 study. This flaw makes any conclusion regarding comparable pay for supervisors invalid.

The letter also provides the direction forward, as required by law..

Thank you,
Barbara Cone & Carol Dewy
Lead Proponents for the 2020 Referendum against Ordinance 1148

February 3, 2025

Dear Supervisors Smallcombe, Menetry, Toso, Poe, and Kiser,

We see that the supervisor pay was inserted into the recent salary study, and this is on the February 4th agenda to be discussed. This is problematic on two fronts. First, the repeal of Ordinance 1148 in 2020 has placed legal requirements on the county if they wish to address any raise for supervisors. This requirement cannot be ignored. Second, placing supervisors into this study committed the same flaw of invalidity that occurred in 2019. No valid conclusion can be drawn from this study regarding the supervisor pay. We will explain below.

The referendum Against Ordinance 1148 was successfully registered with the Mariposa Elections Office on March 4, 2020, and certified on March 26, 2020. In response to the successful referendum by the people, the 2020 Board of Supervisors chose not to take the issue to a vote of the people, and instead voted to repeal the contested ordinance. **That repeal did not reduce the legal power of the referendum.**

At this point, if "a Board of Supervisors wished to take an action against the will expressed in the referendum petition, it bears the responsibility of establishing a sound factual basis for its action". Cty. of Kern v. Alta Sierra Holistic Exch. Serv., 46 Cal. App. 5th 82, 103, 259 Cal. Rptr. 3d 563, 581 (2020). Due to this new study committing the same flaw as the study in 2019, it fails the threshold of establishing a "sound factual basis". Furthermore, any supposition, or conjecture by anybody in Mariposa County Administration that a raise is valid because it would appeal to future candidates, would not be a "sound factual basis" in the law, it is merely a guess at best. There has never been any sound factual evidence provided to show that this conjecture is actually true. Therefore, this reasoning does not challenge the strength of the referendum and must be rejected as a basis to move forward.

"After Repeal by the Board or Rejection by the Voters, the Board Cannot Enact an Ordinance with the Same Essential Features. Case law is clear on this matter" (Julie Hamill, Hamill Law). As stated in Kern v. Alta Sierra Holistic Exchange, "before a county board of supervisors may reenact the essential feature of an ordinance repealed after a successful protest by referendum, there must be a material change in circumstances; Cty. of Kern v. Alta Sierra Holistic Exch. Serv., 46 Cal. App. 5th 82, 259 Cal. Rptr. 3d 563 (2020)". This Material Change in Circumstances must be proven in a court of law. What are the "material changes in circumstances" here in Mariposa? The county population has not increased, it has decreased. The number of employees, the annual budget, the responsibilities, and the square miles that the supervisors oversee has not materially changed in any such manner that meets the legal threshold.

While the referendum and repeal set the indisputable legal boundaries on any supervisor salary increase, the salary study in the board packet has committed the same invalidating mistake as that which occurred in the study conducted by Bryce Consulting in 2019. (see attached analysis from 2019). The 2019 study used comparison counties that were applicable to department heads because the nearby counties like Merced and Madera were recruiting our top staff. They are competition for retention. That study rule has absolutely nothing to do with the role of a county supervisor. It is an impossibility to steal or recruit a supervisor from Mariposa to serve in Merced or Madera, or Tuolumne. Therefore, all conclusions derived from looking at the salaries

of supervisors in counties that are FOURTEEN times larger than Mariposa is automatically and absolutely invalid. This point was made LOUD and CLEAR in 2019. It is disappointing to see that the county is repeating the same mistake.

The ONLY valid comparison for Mariposa County supervisor salaries is to look at counties with "Similar Organizational Characteristics". The only counties that can be considered when looking at similar job responsibilities, population, square miles, budget, miles of roads, and county staff size (also removing any incorporated city populations, budget, and footprint) are Colusa, Lassen, Trinity, Inyo, Glenn, Plumas, and Del Norte. Any other county is far too dissimilar for a valid comparison. Any conclusion drawn from this recent study regarding supervisor salary is unequivocally invalid. The supervisors never should have been included in this study.

The legal requirements imposed by the success of the Referendum Against Ordinance 1148 is still in effect. Therefore, if the Board of Supervisors wishes to entertain the subject of a raise, any raise at all, they will first need to have a discussion about taking it to a vote of the populace of the county. It is very important to understand that the power of the referendum "is reserved to the people under the California Constitution and cannot be limited by the Legislature – it seems clear that unless a constitutional exemption applies, a local board of elected officials cannot enact a protested ordinance [or essentially similar] without a majority of voters approving it at the ballot box." (Julie Hamill, Hamill Law). Anything short of a vote of the people of Mariposa County will almost certainly put the county deep in the defense seat in the California Supreme Court.

We ask that the subject of the supervisor salary be removed from the discussion, and that the county follow the legal requirements to address this subject. We ask that a proper comparison study be conducted, only looking at counties with similar characteristics such as those that have been provided. Once that is done, then the subject of placing a raise on the ballot can be discussed. The only legal path forward is through a vote of the people. This would need to be based in a valid study with reliable conclusions.

We would support that vote.

Sincerely,

Barbara Cone & Carol Dewey

Lead Proponents of the 2020 Referendum Against Ordinance 1148

Why the Compensation Study is FLAWED
By Barbara Cone

Mariposa County Supervisors have unfortunately relied on a flawed compensation study as the basis to vote themselves a raise. There are multiple glaring errors in the study that render it an invalid salary comparison. I am going to explain them one by one.

First of all, the firm, Bryce Consulting, chose 8 comparison counties to base their research on. They applied these same 8 counties for both department heads and the supervisor's salaries equally. This was their first mistake. The study dutifully explains their methodological reasoning for their choices. From the start their methodology falls apart. The study's initial reasoning in the section titled **SURVEY EMPLOYERS** states, "The overall objective in selecting survey employers [counties] is to define as accurately as possible the County's "Labor Market." A labor market consists of those [counties] **with whom the County might compete with for employees**." While this rule is definitely applicable to the department head study, it is absolutely IRELLEVANT for supervisors. No surrounding county competes for our supervisors. This parameter is scientifically invalid! Therefore, this automatically requires the removal of those "competing" counties such as Merced and Madera from the group of 8. Now we are down to 6 counties.

The study then declares, in the very next section titled **EMPLOYER SIZE**, "As a general rule, the more similar [counties] are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the County are likely to have departmental structures and organization of positions more similar to the County than [counties] that are significantly larger or smaller in size." If the study adheres to this stated rule, choices like Merced or Madera, with populations 8 and 14 times larger than Mariposa, or Tuolumne and Calaveras that are 2.5 times larger, or Amador which has twice the population of Mariposa are all INVALID comparisons. Therefore, this rule automatically requires the removal of those additional counties from the list. Now we are down to 3 counties.

The very next section titled **NATURE OF SERVICES PROVIDED,** explains, "As a general rule, similar [counties] are selected as survey employers, because they provide similar services. This is important for the following reasons: [1.] Employers who provide similar services are most likely to compete with one another for employees. [2.] These employers are most likely to have comparable jobs. [3.] These employers are most likely to have similar organizational characteristics." Ok, let's dissect this: 1. "Compete", we already know that is an invalid measure. 2."Comparable Jobs", sure, I think we can agree that actual similar counties supervisor's jobs will be "similar jobs". The key is actually using similar counties, not ones that have twice to fourteen times the population. 3. "Similar

Organizational Characteristics" Yes, now we are getting somewhere. All California counties have 5 supervisors that oversee 5 districts and follow the same state mandates. That is a good match.

The next section has a really obvious, and utterly inapplicable rule when choosing counties for the supervisor compensation study. **GEOGRAPHIC PROXIMITY** states, "This factor is particularly important because it identifies those employers that the County must directly compete with to recruit and retain quality staff." Again, competition for retention is not a valid factor for supervisors who can only serve for the district in which they live.

At this point only three of the comparison counties make the cut. Particularly alarming is that the study states fiscal conclusions about the supervisor salary based on an amalgamation of all 8 counties. Consequently, the conclusions are perfectly INVALID making the basis for the salary increase statistically and scientifically invalid as well.

Let's extract the three remaining counties provided in the study; Glenn, Colusa, and Plumas. The base salaries for supervisors in these three counties are $31,803, $59,841, and $50,562 respectively with Mariposa at $56,733. The salaries with benefits for the three counties are $52,983, $60,183, and $63,695 with Mariposa at $67,333. If we want to be generous and put Tuolumne County back into consideration because it too relies on Yosemite for its tourism dollars and is dealing with the same road issues, tree mortality issues, etc, that Mariposa grapples with, you might be surprised to know that their base salary is $46,926 and their salary with benefits is $50,670. Well below Mariposa's current salary, yet they have twice the population.

Source: https://transparentcalifornia.com/agencies/salaries/#counties

If we agree with the premise that the most similar counties will have similar job characteristics for supervisors, then we are obligated to take a look at the other similar counties that were left out of the study. This data chart, and the 3 remaining study counties, confirm that Mariposa County Supervisors are already the highest compensated supervisors of any statistically similar county in the state of California.

COUNTY	2018 TOTAL POPULATION	SQUARE MILES	BASE SALARY	SALARY with BENEFITS	Total Expenditures
Trinity	13,635	3,179	$23,313	$32,759	57,878,758
MARIPOSA	18,129	1,451	**$56,733**	**$67,333**	79,050,790
Inyo	18,577	10,192	$50,875	$59,372	76,019,832
Plumas	19,733	2,554	$50,562	$63,695	62,070,112

The Compensation Study methodology, while applicable to department head salaries, completely failed to follow its own rules in relation to the job of an elected supervisor who must reside in the district they represent. The data I have provided is public information and is verifiable on-line at the following web sites:

Population: https://en.wikipedia.org/wiki/List_of_counties_in_California
Size: https://en.wikipedia.org/wiki/List_of_counties_in_California_2018
Salary and Benefits: https://transparentcalifornia.com/agencies/salaries/#counties
total expenditures: https://bythenumbers.sco.ca.gov/Counties/County-Expenditures-Per-Capita/miui-wb29

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-48

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Joe Lynch, County Administrative Officer

RE: Adopt a Resolution Aligning the Flexible Benefit Allowance for Appointed and Elected Department Heads with the Mariposa County Managerial/Confidential Organization (MCMCO)

RECOMMENDATION AND JUSTIFICATION

Adopt a Resolution Aligning the Flexible Benefit Allowance for Appointed and Elected Department Heads with the Mariposa County Managerial/Confidential Organization (MCMCO).

Administration/Human Resources, while doing research, found a disparity in the Benefits for Department Heads. After discussing this with outside Counsel, the Board of Supervisors could take a few routes.

Alternative One: Maintain the current structure and determine adjustments independently of MCMCO.

- Staff does not recommend this as it would continue to create benefits inequity, which negatively impacts morale, retention, and recruitment of Department Heads. The county has already seen this discussed by department heads who went from having certain benefits to losing several once promoted. This can create potential difficulties in attracting qualified candidates for leadership positions.

Alternative 2: Align the Flexible Benefit Allowance to MCMCO annually.

- Staff does not recommend this alternative. While it may alleviate inequity, this action requires an annual review and approval process.
- It may still leave Department Heads at a competitive disadvantage compared to MCMCO members and other peer counties if annual increases vary.

Alternative 3: Align the Flexible Benefit Allowance in alignment with each new MCMCO MOU.

- This option is recommended by outside counsel and staff. This alternative would align the Department Heads with MCMCO with each new MCMCO MOU, which provides Department Heads with predictable adjustments tied to contract negotiations while reducing the need for annual reviews.

BACKGROUND AND HISTORY OF BOARD ACTIONS

The current Flexible Benefit Allowance for Appointed and Elected Department Heads is $690.81 for participants and 664.62 for non-participants, a rate established by the Board of Supervisors through Resolution 12-269 on May 22, 2012. Since that time, this allowance has remained unchanged, despite increases negotiated for other employee groups, including MCMCO members.

The MCMCO Flexible Benefit Allowance rate increased to $1,045.00 effective December 1, 2023, for participants and $700.00 for non-participants and increased to $1,225.00 effective December 1, 2024, for participants. This disparity has created inequities between Department Heads and other managerial and confidential staff, which the proposed adjustment seeks to address.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Do not approve, and Department Head benefits will remain the lowest in the County, hindering future recruitment efforts.

FINANCIAL IMPACT

A monthly increase of $4,462.56. There are currently 5 non-participants and 13 participants.

ATTACHMENTS

1. **Resolution for Alternative 3**
2. **Resolution for Alternative 2**

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District III Supervisor Danette Toso
SECONDER:	District IV Supervisor Jenni Kiser
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

MARIPOSA COUNTY RESOLUTION NUMBER _____
A RESOLUTION ALIGNING THE FLEXIBLE BENEFIT ALLOWANCE FOR APPOINTED AND ELECTED DEPARTMENT HEADS WITH EACH NEW MCMCO MEMORANDUM OF UNDERSTANDING

WHEREAS, the Mariposa County Board of Supervisors recognizes the importance of maintaining competitive benefits for Department Heads to enhance recruitment, retention, and organizational stability; and

WHEREAS, the Flexible Benefit Allowance for Appointed and Elected Department Heads has remained at $690.81 for participants and $664.62 for non-participants since its adoption via Resolution 12-269 on May 22, 2012, despite increases provided to MCMCO members and other employee groups; and

WHEREAS, the MCMCO Flexible Benefit Allowance rate increased to $1,045.00 for participants and $700.00 for non-participants effective December 1, 2023, with an additional increase to $1,225.00 for participants effective December 1, 2024; and

WHEREAS, aligning the Flexible Benefit Allowance for Department Heads with each new MCMCO Memorandum of Understanding (MOU) would provide predictable and consistent benefit adjustments while eliminating the need for an annual approval process;

NOW, THEREFORE, BE IT RESOLVED that the Mariposa County Board of Supervisors hereby adopts a policy to adjust the Flexible Benefit Allowance for Appointed and Elected Department Heads to align with the Flexible Benefit Allowance rates established in each new MCMCO MOU.

BE IT FURTHER RESOLVED that this policy shall take effect on February 4, 2025, and shall automatically apply upon the adoption of each subsequent MCMCO MOU without requiring additional Board action.

PASSED AND ADOPTED by the Board of Supervisors of Mariposa County on this 4th of February, 2025, by the following vote:

AYES:
NOES:
EXCUSED:
ABSTAIN:

_____
Miles Menetrey, Chair
Mariposa County Board of Supervisors

ATTEST:

_____
Danielle Bondshu, Clerk of the Board

APPROVED AS TO FORM

_____
Walter Wall, County Counsel

MARIPOSA COUNTY RESOLUTION NUMBER _____
A RESOLUTION ALIGNING THE FLEXIBLE BENEFIT ALLOWANCE FOR APPOINTED AND ELECTED DEPARTMENT HEADS WITH THE ANNUAL MCMCO FLEXIBLE BENEFIT ALLOWANCE RATE

WHEREAS, the Mariposa County Board of Supervisors recognizes the importance of equitable employee benefits for recruitment, retention, and morale; and

WHEREAS, the current Flexible Benefit Allowance for Appointed and Elected Department Heads has remained unchanged since the adoption of Resolution 12-269 on May 22, 2012; and

WHEREAS, the County has identified a disparity between the Flexible Benefit Allowance provided to Department Heads and that of the Mariposa County Managerial and Confidential Organization (MCMCO), creating inequities in total compensation; and

WHEREAS, the MCMCO Flexible Benefit Allowance is subject to adjustments through collective bargaining, and an annual alignment process would help reduce disparities;

NOW, THEREFORE, BE IT RESOLVED that the Mariposa County Board of Supervisors hereby adopts a policy to adjust the Flexible Benefit Allowance for Appointed and Elected Department Heads on an annual basis to reflect the MCMCO Flexible Benefit Allowance rates, subject to Board review and approval each year.

BE IT FURTHER RESOLVED that this adjustment shall take effect on February 4, 2025 and shall require an annual review by the Board of Supervisors to approve any necessary modifications.

PASSED AND ADOPTED by the Board of Supervisors of Mariposa County on this 4th of February, 2025, by the following vote:

AYES:
NOES:
EXCUSED:
ABSTAIN:

_____
Miles Menetrey, Chair
Mariposa County Board of Supervisors

ATTEST:

_____
Danielle Bondshu, Clerk of the Board

APPROVED AS TO FORM

_____
Walter Wall, County Counsel

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-49

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Joe Lynch, County Administrative Officer

RE: Authorize the District Attorney to Approve an Alternate (9/80) Work Schedule for the Specified Classifications Within the District Attorney's Office, Effective Immediately

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RECOMMENDATION AND JUSTIFICATION

Authorize the District Attorney to Approve an Alternate (9/80) Work Schedule for the Specified Classifications Within the District Attorney's Office, Effective Immediately.

It is the desire of the District Attorney to allow employees in the department to have the option to work alternate 9/80 schedules as approved by the District Attorney. This requested action would pertain to classifications under MCMCO and SEUI bargaining units. Upon approval, the District Attorney's office employees listed below will have to discuss relevant details regarding start dates and schedule rotations with the Auditor's office. Classifications included in this request are listed below:

Legal Secretary
Office Assistant
Victim Witness Advocate
Assistant District Attorney
Deputy District Attorney
Legal Executive Assistant
Victim Witness Supervisor

By staffing the District Attorney's Office for an additional hour each day, staff can accomplish urgent tasks before the court is in session and be better prepared to field questions from the public and fellow justice partners when opening at 8:00 am. This will also allow staff more time to make last-minute changes to court schedules, prepare filings, and notify contacts of changes.

Both MCMCO and SEIU have been provided the opportunity to meet and confer regarding the proposed schedule changes.

BACKGROUND AND HISTORY OF BOARD ACTIONS

There have been no past actions of this type for District Attorney's Office staff. The Board of Supervisors has previously approved alternate work schedules for Assessor/Recorders Office, Auditor's Office, Child Support Services, Fire Department, Library, Building and Planning, Probation, Public Works, Health and Human Services, and Sheriff's Office.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Failure to approve this item will prevent certain classifications of District Attorney's Office staff from working alternate workhours unless otherwise authorized through MOU negotiations.

FINANCIAL IMPACT

None. The 9/80 results in the same working hours in 14 days as the same period of time at 40 hours per week. As a result, the County is not impacted by regularly scheduled additional overtime or regular hourly salary costs above the standard 40-hour work week.

ATTACHMENTS

None

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District V Supervisor Miles Menetrey
SECONDER:	District II Supervisor Shannon Poe
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

MARIPOSA COUNTY

Board of Supervisors

RESOLUTION - ACTION REQUESTED 2025-50

MEETING: February 4, 2025

TO: The Board of Supervisors

FROM: Joe Lynch, County Administrative Officer

RE: Approve the Creation of the Development Services Director Classification with an Annual Salary of $161,785; Approve the Allocation of One (1) Development Services Director Position in the Administration Department, Effective Immediately; and Approve Budget Action for the Remaining Fiscal Year ($18,875)

RECOMMENDATION AND JUSTIFICATION

Approve the Creation of the Development Services Director Classification with an Annual Salary of $161,785; Approve the Allocation of One (1) Development Services Director Position in the Administration Department, Effective Immediately; and Approve Budget Action for the Remaining Fiscal Year ($18,875).

The proposed classification included with this agenda item is a recommendation from the Guide House Study. Currently, the development Services consist of the Planning, Building, and Environmental Health departments. This organizational structure results in three independent department heads/managers. As a result, the three (3) distinct yet related departments are not managed by one (1) individual, except for the Chief Administrative Officer. By approving this classification, increased oversight and efficiencies of interdepartmental workflows can be realized by unifying the services under one (1) department director.

Attached to this resolution are the proposed classification and the proposed salary. The proposed annual salary was determined by compiling the comparable classifications within the County's identified salary comparison counties.

BACKGROUND AND HISTORY OF BOARD ACTIONS

Historically, Mariposa County has utilized a structure with individual department heads/managers over individual development-related services.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION

Reject or revise as necessary.

FINANCIAL IMPACT

For fiscal year 24/25, the salary of $18,875 will be allocated for May and June to the Planning Department. An adjustment is not required for the Building Department due to salary savings. The position will have to be budgeted for FY 25/26. General fund contingency will be reduced to cover the

additional salaries needed for the Planning Department.

ATTACHMENTS

1. **SalaryComps**
2. **DEVELOPMENT SERVICES DIRECTOR_V3**
3. **Development_Services_Director_BA_2.4.25**

VOTE RESULT

RESULT:	**Adopted (UNANIMOUS)**
MOVER:	District III Supervisor Danette Toso
SECONDER:	District II Supervisor Shannon Poe
AYES:	District V Supervisor Menetrey, District I Supervisor Smallcombe, District III Supervisor Toso, District II Supervisor Poe, District IV Supervisor Kiser

Comps for Development Services Director with Current Directors/Managers

	Comparisons	Minimum	Midpoint	Maximum	Comparison Classification Match Title and Details
1	Glenn County, CA	$124,030.40	$137,384.00	$150,737.60	Director of Planning and Community Development Services
2	Madera County, CA	$166,460.20	$185,592.63	$204,725.05	Director of Community Development and Economic Development
3	Merced County, CA	$159,910.40	$177,340.80	$194,771.20	Director-Community & Economic Development
4	Tuolumne County, CA	$132,544.26	$146,826.37	$161,108.48	Community Development Director
	Average	$145,736.31	$161,785.95	$177,835.58	

DEVELOPMENT SERVICES DIRECTOR

DEFINITION

Under administrative direction, the Development Services Director plans, organizes, manages, and provides administrative direction and oversight for all functions and activities of Mariposa County's Development Services Department, which includes current and long-range planning, building inspections, code enforcement, and environmental health. This position coordinates and provides expert professional assistance to County management on planning, zoning, building code enforcement, environmental health, and redevelopment programs and related activities. It provides highly responsible and complex professional assistance to the County Administrative Officer (CAO), County departments, and the Board of Supervisors.

DISTINGUISHING CHARACTERISTICS

This is an at-will position appointed by the Board of Supervisors and evaluated by the CAO. Operating under delegated authority, the Director oversees all functions of the Development Services Department, including planning, building inspections, code enforcement, and environmental health. This role requires expertise in public policy, County operations, and the governance role of the Board of Supervisors. The Director is responsible for coordinating departmental activities with other County departments and agencies, achieving departmental goals, and advancing County objectives in planning and community development within established policies.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the CAO and policy direction from the Board of Supervisors. Exercises general direction and supervision over management, supervisory, professional, technical, and administrative support staff through subordinate levels of supervision.

EXAMPLES OF ESSENTIAL FUNCTIONS

Develops, directs, and coordinates the implementation of goals, objectives, policies, procedures, and work standards for the County's planning, building inspection, code enforcement, and environmental health programs.

Manages and participates in developing and administering the department's annual budget; directs forecasting of funds for staffing, equipment, materials, and supplies; monitors and approves expenditures; implements adjustments as necessary.

Selects, trains, motivates, and directs assigned staff; evaluates and reviews work for conformance with department standards, program, and project priorities; works with employees on performance issues; implements discipline and termination procedures; responds to staff questions and concerns; builds and maintains a high-performing team.

Collaborates closely with the Board of Supervisors, CAO, related County departments, key officials from local, regional, state, and federal agencies, and citizen groups to develop and implement planning, building, code enforcement, and environmental health programs.

Continuously monitors and evaluates efficiency and effectiveness; assesses the distribution of work, support systems, and reporting relationships; identifies opportunities for improvement; and directs the implementation of changes.

Establishes and implements departmental policies; interprets zoning, building, and other ordinances; and recommends necessary changes.

Oversees and ensures the effectiveness of the County's environmental health programs, ensuring compliance with public health regulations and standards related to sanitation, waste management, water quality, and food safety.

Makes final interpretations of County regulations, ordinances, codes, and laws to ensure compliance.

Prepares and coordinates a variety of reports or presentations for County management or outside agencies.

Expedites implementation of plans and programs approved by the Planning Commission and Board of Supervisors.

Conducts negotiations and coordinates with other departments, agencies, or individuals on planning, building inspection, code enforcement, and environmental health programs and projects.

Prepares complaints for legal action against ordinance violators.

Responds to public inquiries and complaints about planning, building, code enforcement, and environmental health and assist with resolutions.

Performs related duties as assigned.

EMPLOYMENT STANDARDS

Knowledge of:

Principles of administration, including goal setting, program development, implementation, evaluation, and staff supervision.

Community and urban development, including land use, zoning, and environmental health.

Federal, state, and local laws, codes, ordinances, and procedures relevant to planning, zoning, building inspections, code enforcement, and environmental health.

County structure, functions, budget development, contract administration, and risk management practices.

Techniques for fostering teamwork, effective group dynamics, and high-quality customer service.

Business software applications, including Microsoft Office, for documentation and reporting.

Ability to:
Set, implement, and evaluate departmental goals, policies, and work standards.

Prepare and oversee complex budgets; allocate resources effectively to meet objectives.

Interpret, apply, and ensure compliance with relevant policies, laws, and regulations.

Plan, organize, direct, and coordinate the work of diverse staff; delegate responsibility appropriately.

Analyze complex technical and administrative issues and develop effective solutions.

Represent the County effectively in meetings and public forums.

Communicate clearly and effectively with various audiences, both orally and in writing.

Establish and maintain productive relationships with the public, agencies, and County staff.

Skill to:
Develop strategic plans that align with County objectives, translating them into actionable goals and measurable outcomes.

Prepare, manage, and optimize departmental budgets to maximize resource utilization and achieve fiscal accountability.

Ensure that departmental activities comply with federal, state, and local regulations, applying laws and policies accurately.

Foster a high-performing team by providing staff guidance, supervision, and professional development opportunities.

Quickly assess and address complex issues, identifying and implementing effective solutions.
Effectively represent the County, building positive relationships with government entities, community groups, and the public.

Articulate ideas and information clearly, tailoring communication styles to suit diverse audiences and formats.

Develop and sustain cooperative working relationships with internal teams, County departments, and external stakeholders.

TYPICAL WORKING CONDITIONS

Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions within the working conditions. Work is performed in an office environment where the physical demands require sitting for extended periods of time; frequent use of phones, computers, and standard office equipment; may work under the stress of deadline and dealing with uncooperative, upset individuals in the office and the field.

TYPICAL PHYSICAL REQUIREMENTS

Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions. While performing the duties of this job, the employee is regularly required to stand, walk, sit, and drive; use hands to finger, handle, or feel; reach with hands and arms; talk and hear. The employee is occasionally required to climb, balance, stoop, kneel, crouch, or crawl and must frequently lift and/or carry up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

EXPERIENCE AND TRAINING

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

Bachelor's degree from an accredited college or university with course work in planning, public administration, architecture, landscape architecture, environmental studies, or directly related courses or related fields.

Five (5) years of supervisory or management experience in urban or regional planning, environmental health, permit processing, or development-related activities.

Preferred Qualifications:

Masters Degree in Public Administration, Management or related field.

Building Official certificate issued by a recognized state, national, or international association such as the Council of American Building Officials (CABO).

Registered Environmental Health Specialist (REHS) certification.

Certification by the American Institute of Certified Planners (AICP).

Additional Requirements:

Positions in this classification may require possessing a valid California driver's license for the class of vehicle driven and meeting automobile insurability requirements of the County. Under certain circumstances, Human Resources may accept a valid driver's license from another State if

the applicant acknowledges his/her intent to acquire a California driver's license within three (3) months by signing an acknowledgment form. *Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions pertaining to this or other essential functions of this classification.*

This class specification lists the major duties and requirements of the job and is not all-inclusive. Incumbents may be expected to perform job-related duties other than those contained in this document.

Creation Date: ##/25 (B/S ##-###)
Revision Date:

Docusign Envelope ID: D30057BE-2F13-465E-A821-DAD51B6D5D65

BUDGET ACTION FORM

FUND	DEP/DIV	ACCOUNT	DESCRIPTION	PROJECT	INCREASE	DECREASE
1001	100	92001	Contingency Designation			18,875
1001	249	51111	Salaries and Wages		18,875	
				TOTALS	18,875	18,875

TRANSFER BETWEEN FUNDS					DEBIT	CREDIT
				TOTALS	0	0

ACTION REQUESTED: (Check all that apply)

(X) Budget appropriation is less than $50,000 and involves shifting funds between categories in the same account and fund. Board of Supervisors reviews all budget actions of this nature on a monthly basis.

( ) Budget appropriation by Board of Supervisors (4/5ths Vote Required): Amending revenues and expenses or transferring funds between funds or accounts within the General Fund or transferring appropriation from contingency.

FISCAL YEAR: FY25

DEPARTMENT HEAD SIGNATURE — DATE

AUDITOR SIGNATURE — DATE

COUNTY ADMINISTRATIVE OFFICER SIGNATURE — DocuSigned by: Joe Lynch 9C760F0DDEF94BE... — DATE 1/27/2025 | 9:54 AM PST

APPROVED BY RES NO. — CLERK — DATE

DEPARTMENT

AUDITOR'S USE ONLY
BA #

Budget Action Form Revised 07/01/2024