

# BOCC B80 Grade Schedule

80-Hour Bi-Weekly Employees  
(2080 Annual Hours)

2080 STEP GRADE		<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
B80-1	Hourly	\$ 12.00	\$ 12.40	\$ 12.79	\$ 13.19	\$ 13.59	\$ 13.83	\$ 14.23	\$ 14.63	\$ 14.65	\$ 15.03	\$ 15.66	\$ 16.32	\$ 17.00	\$ 17.71	\$ 18.46	\$ 19.24
	Annual	\$ 24,960.00	\$ 25,792.00	\$ 26,603.20	\$ 27,435.20	\$ 28,267.20	\$ 28,766.40	\$ 29,598.40	\$ 30,430.40	\$ 30,472.00	\$ 31,262.40	\$ 32,572.80	\$ 33,945.60	\$ 35,360.00	\$ 36,836.80	\$ 38,396.80	\$ 40,019.20
B80-2	Hourly	\$ 13.25	\$ 13.58	\$ 14.02	\$ 14.38	\$ 14.54	\$ 14.98	\$ 15.40	\$ 15.84	\$ 16.27	\$ 16.68	\$ 17.42	\$ 18.17	\$ 18.95	\$ 19.78	\$ 20.64	\$ 21.54
	Annual	\$ 27,560.00	\$ 28,246.40	\$ 29,161.60	\$ 29,910.40	\$ 30,243.20	\$ 31,158.40	\$ 32,032.00	\$ 32,947.20	\$ 33,841.60	\$ 34,694.40	\$ 36,233.60	\$ 37,793.60	\$ 39,416.00	\$ 41,142.40	\$ 42,931.20	\$ 44,803.20
B80-3	Hourly	\$ 14.47	\$ 14.96	\$ 15.44	\$ 15.93	\$ 16.41	\$ 16.90	\$ 17.38	\$ 17.88	\$ 18.37	\$ 18.85	\$ 19.80	\$ 20.79	\$ 21.85	\$ 22.95	\$ 24.11	\$ 25.32
	Annual	\$ 30,097.60	\$ 31,116.80	\$ 32,115.20	\$ 33,134.40	\$ 34,132.80	\$ 35,152.00	\$ 36,150.40	\$ 37,190.40	\$ 38,209.60	\$ 39,208.00	\$ 41,184.00	\$ 43,243.20	\$ 45,448.00	\$ 47,736.00	\$ 50,148.80	\$ 52,665.60
B80-4 a	Hourly	\$ 16.24	\$ 16.79	\$ 17.33	\$ 17.88	\$ 18.43	\$ 18.97	\$ 19.53	\$ 20.08	\$ 20.64	\$ 21.18	\$ 22.26	\$ 23.38	\$ 24.56	\$ 25.79	\$ 27.09	\$ 28.45
	Annual	\$ 33,779.20	\$ 34,923.20	\$ 36,046.40	\$ 37,190.40	\$ 38,334.40	\$ 39,457.60	\$ 40,622.40	\$ 41,766.40	\$ 42,931.20	\$ 44,054.40	\$ 46,300.80	\$ 48,630.40	\$ 51,084.80	\$ 53,643.20	\$ 56,347.20	\$ 59,176.00
B80-4 b	Hourly	\$ 17.22	\$ 17.79	\$ 18.38	\$ 18.94	\$ 19.53	\$ 20.11	\$ 20.70	\$ 21.29	\$ 21.87	\$ 22.45	\$ 23.58	\$ 24.77	\$ 26.01	\$ 27.32	\$ 28.69	\$ 30.14
	Annual	\$ 35,817.60	\$ 37,003.20	\$ 38,230.40	\$ 39,395.20	\$ 40,622.40	\$ 41,828.80	\$ 43,056.00	\$ 44,283.20	\$ 45,489.60	\$ 46,696.00	\$ 49,046.40	\$ 51,521.60	\$ 54,100.80	\$ 56,825.60	\$ 59,675.20	\$ 62,691.20
B80-5 a	Hourly	\$ 18.17	\$ 18.78	\$ 19.39	\$ 20.01	\$ 20.63	\$ 21.24	\$ 21.86	\$ 22.48	\$ 23.09	\$ 23.70	\$ 24.89	\$ 26.15	\$ 27.47	\$ 28.86	\$ 30.30	\$ 31.83
	Annual	\$ 37,793.60	\$ 39,062.40	\$ 40,331.20	\$ 41,620.80	\$ 42,910.40	\$ 44,179.20	\$ 45,468.80	\$ 46,758.40	\$ 48,027.20	\$ 49,296.00	\$ 51,771.20	\$ 54,392.00	\$ 57,137.60	\$ 60,028.80	\$ 63,024.00	\$ 66,206.40
B80-5 b	Hourly	\$ 18.86	\$ 19.50	\$ 20.14	\$ 20.77	\$ 21.41	\$ 22.05	\$ 22.69	\$ 23.33	\$ 23.96	\$ 24.60	\$ 25.84	\$ 27.13	\$ 28.50	\$ 29.93	\$ 31.43	\$ 33.01
	Annual	\$ 39,228.80	\$ 40,560.00	\$ 41,891.20	\$ 43,201.60	\$ 44,532.80	\$ 45,864.00	\$ 47,195.20	\$ 48,526.40	\$ 49,836.80	\$ 51,168.00	\$ 53,747.20	\$ 56,430.40	\$ 59,280.00	\$ 62,254.40	\$ 65,374.40	\$ 68,660.80
B80-5 c	Hourly	\$ 19.58	\$ 20.24	\$ 20.91	\$ 21.57	\$ 22.23	\$ 22.89	\$ 23.55	\$ 24.20	\$ 24.86	\$ 25.52	\$ 26.81	\$ 28.17	\$ 29.58	\$ 31.07	\$ 32.62	\$ 34.27
	Annual	\$ 40,726.40	\$ 42,099.20	\$ 43,492.80	\$ 44,865.60	\$ 46,238.40	\$ 47,611.20	\$ 48,984.00	\$ 50,336.00	\$ 51,708.80	\$ 53,081.60	\$ 55,764.80	\$ 58,593.60	\$ 61,526.40	\$ 64,625.60	\$ 67,849.60	\$ 71,281.60
B80-6	Hourly	\$ 20.26	\$ 20.93	\$ 21.60	\$ 22.28	\$ 22.95	\$ 23.63	\$ 24.30	\$ 24.97	\$ 25.66	\$ 26.33	\$ 27.65	\$ 29.04	\$ 30.50	\$ 32.04	\$ 33.65	\$ 35.33
	Annual	\$ 42,140.80	\$ 43,534.40	\$ 44,928.00	\$ 46,342.40	\$ 47,736.00	\$ 49,150.40	\$ 50,544.00	\$ 51,937.60	\$ 53,372.80	\$ 54,766.40	\$ 57,512.00	\$ 60,403.20	\$ 63,440.00	\$ 66,643.20	\$ 69,992.00	\$ 73,486.40
B80-7	Hourly	\$ 22.51	\$ 23.25	\$ 24.00	\$ 24.76	\$ 25.50	\$ 26.24	\$ 27.01	\$ 27.75	\$ 28.50	\$ 29.25	\$ 30.72	\$ 32.26	\$ 33.89	\$ 35.58	\$ 37.37	\$ 39.26
	Annual	\$ 46,820.80	\$ 48,360.00	\$ 49,920.00	\$ 51,500.80	\$ 53,040.00	\$ 54,579.20	\$ 56,180.80	\$ 57,720.00	\$ 59,280.00	\$ 60,840.00	\$ 63,897.60	\$ 67,100.80	\$ 70,491.20	\$ 74,006.40	\$ 77,729.60	\$ 81,660.80

## BOCC B80 Grade Schedule

80-Hour Bi-Weekly Employees  
(2080 Annual Hours)

2080 STEP GRADE		<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
B80-8 a	Hourly	\$ 24.92	\$ 25.75	\$ 26.59	\$ 27.42	\$ 28.25	\$ 29.08	\$ 29.92	\$ 30.75	\$ 31.58	\$ 32.42	\$ 34.05	\$ 35.76	\$ 37.55	\$ 39.43	\$ 41.41	\$ 43.49
	Annual	\$ 51,833.60	\$ 53,560.00	\$ 55,307.20	\$ 57,033.60	\$ 58,760.00	\$ 60,486.40	\$ 62,233.60	\$ 63,960.00	\$ 65,686.40	\$ 67,433.60	\$ 70,824.00	\$ 74,380.80	\$ 78,104.00	\$ 82,014.40	\$ 86,132.80	\$ 90,459.20
B80-8 b	Hourly	\$ 26.22	\$ 27.10	\$ 27.98	\$ 28.86	\$ 29.73	\$ 30.61	\$ 31.48	\$ 32.36	\$ 33.24	\$ 34.11	\$ 35.83	\$ 37.61	\$ 39.51	\$ 41.49	\$ 43.58	\$ 45.76
	Annual	\$ 54,537.60	\$ 56,368.00	\$ 58,198.40	\$ 60,028.80	\$ 61,838.40	\$ 63,668.80	\$ 65,478.40	\$ 67,308.80	\$ 69,139.20	\$ 70,948.80	\$ 74,526.40	\$ 78,228.80	\$ 82,180.80	\$ 86,299.20	\$ 90,646.40	\$ 95,180.80
B80-9	Hourly	\$ 27.53	\$ 28.44	\$ 29.36	\$ 30.27	\$ 31.19	\$ 32.11	\$ 33.03	\$ 33.95	\$ 34.86	\$ 35.78	\$ 37.57	\$ 39.46	\$ 41.43	\$ 43.51	\$ 45.70	\$ 47.99
	Annual	\$ 57,262.40	\$ 59,155.20	\$ 61,068.80	\$ 62,961.60	\$ 64,875.20	\$ 66,788.80	\$ 68,702.40	\$ 70,616.00	\$ 72,508.80	\$ 74,422.40	\$ 78,145.60	\$ 82,076.80	\$ 86,174.40	\$ 90,500.80	\$ 95,056.00	\$ 99,819.20
B80-10	Hourly	\$ 30.30	\$ 31.33	\$ 32.33	\$ 33.35	\$ 34.35	\$ 35.35	\$ 36.37	\$ 37.38	\$ 38.39	\$ 39.40	\$ 41.38	\$ 43.46	\$ 45.65	\$ 47.94	\$ 50.34	\$ 52.88
	Annual	\$ 63,024.00	\$ 65,166.40	\$ 67,246.40	\$ 69,368.00	\$ 71,448.00	\$ 73,528.00	\$ 75,649.60	\$ 77,750.40	\$ 79,851.20	\$ 81,952.00	\$ 86,070.40	\$ 90,396.80	\$ 94,952.00	\$ 99,715.20	\$ 104,707.20	\$ 109,990.40
<b>NOTE: This compensation plan is a reference tool only. This schedule does not guarantee compensation increases at the rates indicated.</b>																	

## BOCC B76 Grade Schedule

76 Reg/8 OT Bi-Weekly Employees  
(2288 Annual Hours)

STEP GRADE	<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
B76-3	Hourly	\$ 14.01	\$ 14.47	\$ 14.95	\$ 15.41	\$ 15.89	\$ 16.35	\$ 16.82	\$ 17.29	\$ 17.76	\$ 18.23	\$ 19.15	\$ 20.11	\$ 21.13	\$ 22.20	\$ 23.30	\$ 24.48
	Annual	\$ 32,054.88	\$ 33,107.36	\$ 34,205.60	\$ 35,258.08	\$ 36,356.32	\$ 37,408.80	\$ 38,484.16	\$ 39,559.52	\$ 40,634.88	\$ 41,710.24	\$ 43,815.20	\$ 46,011.68	\$ 48,345.44	\$ 50,793.60	\$ 53,310.40	\$ 56,010.24
B76-4 a	Hourly	\$ 14.84	\$ 15.26	\$ 15.74	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.71	\$ 18.21	\$ 18.70	\$ 19.19	\$ 20.16	\$ 21.17	\$ 22.25	\$ 23.37	\$ 24.55	\$ 25.78
	Annual	\$ 33,953.92	\$ 34,914.88	\$ 36,013.12	\$ 37,157.12	\$ 38,278.24	\$ 39,422.24	\$ 40,520.48	\$ 41,664.48	\$ 42,785.60	\$ 43,906.72	\$ 46,126.08	\$ 48,436.96	\$ 50,908.00	\$ 53,470.56	\$ 56,170.40	\$ 58,984.64
B76-4 b	Hourly	\$ 15.73	\$ 16.28	\$ 16.80	\$ 17.33	\$ 17.87	\$ 18.41	\$ 18.93	\$ 19.48	\$ 20.01	\$ 20.54	\$ 21.59	\$ 22.67	\$ 23.81	\$ 25.01	\$ 26.27	\$ 27.58
	Annual	\$ 35,990.24	\$ 37,248.64	\$ 38,438.40	\$ 39,651.04	\$ 40,886.56	\$ 42,122.08	\$ 43,311.84	\$ 44,570.24	\$ 45,782.88	\$ 46,995.52	\$ 49,397.92	\$ 51,868.96	\$ 54,477.28	\$ 57,222.88	\$ 60,105.76	\$ 63,103.04
B76-5	Hourly	\$ 18.74	\$ 19.36	\$ 19.99	\$ 20.62	\$ 21.24	\$ 21.87	\$ 22.50	\$ 23.13	\$ 23.75	\$ 24.37	\$ 25.59	\$ 26.87	\$ 28.23	\$ 29.64	\$ 31.14	\$ 32.71
	Annual	\$ 42,877.12	\$ 44,295.68	\$ 45,737.12	\$ 47,178.56	\$ 48,597.12	\$ 50,038.56	\$ 51,480.00	\$ 52,921.44	\$ 54,340.00	\$ 55,758.56	\$ 58,549.92	\$ 61,478.56	\$ 64,590.24	\$ 67,816.32	\$ 71,248.32	\$ 74,840.48
B76-6	Hourly	\$ 19.86	\$ 20.51	\$ 21.15	\$ 21.79	\$ 22.43	\$ 23.07	\$ 23.72	\$ 24.35	\$ 25.00	\$ 25.73	\$ 26.16	\$ 27.48	\$ 28.85	\$ 30.29	\$ 31.81	\$ 33.41
	Annual	\$ 45,439.68	\$ 46,926.88	\$ 48,391.20	\$ 49,855.52	\$ 51,319.84	\$ 52,784.16	\$ 54,271.36	\$ 55,712.80	\$ 57,200.00	\$ 58,870.24	\$ 59,854.08	\$ 62,874.24	\$ 66,008.80	\$ 69,303.52	\$ 72,781.28	\$ 76,442.08
B76-7 a	Hourly	\$ 21.06	\$ 21.76	\$ 22.46	\$ 23.17	\$ 23.87	\$ 24.57	\$ 25.27	\$ 25.98	\$ 26.68	\$ 27.38	\$ 28.75	\$ 30.21	\$ 31.73	\$ 33.32	\$ 34.99	\$ 36.76
	Annual	\$ 48,185.28	\$ 49,786.88	\$ 51,388.48	\$ 53,012.96	\$ 54,614.56	\$ 56,216.16	\$ 57,817.76	\$ 59,442.24	\$ 61,043.84	\$ 62,645.44	\$ 65,780.00	\$ 69,120.48	\$ 72,598.24	\$ 76,236.16	\$ 80,057.12	\$ 84,106.88
B76-7 b	Hourly	\$ 22.32	\$ 23.06	\$ 23.82	\$ 24.56	\$ 25.30	\$ 26.06	\$ 26.80	\$ 27.55	\$ 28.29	\$ 29.04	\$ 30.50	\$ 32.04	\$ 33.65	\$ 35.33	\$ 37.11	\$ 38.97
	Annual	\$ 51,068.16	\$ 52,761.28	\$ 54,500.16	\$ 56,193.28	\$ 57,886.40	\$ 59,625.28	\$ 61,318.40	\$ 63,034.40	\$ 64,727.52	\$ 66,443.52	\$ 69,784.00	\$ 73,307.52	\$ 76,991.20	\$ 80,835.04	\$ 84,907.68	\$ 89,163.36
B76-8	Hourly	\$ 23.65	\$ 24.46	\$ 25.25	\$ 26.05	\$ 26.84	\$ 27.65	\$ 28.44	\$ 29.24	\$ 30.03	\$ 30.84	\$ 32.38	\$ 34.01	\$ 35.71	\$ 37.51	\$ 39.39	\$ 41.37
	Annual	\$ 54,111.20	\$ 55,964.48	\$ 57,772.00	\$ 59,602.40	\$ 61,409.92	\$ 63,263.20	\$ 65,070.72	\$ 66,901.12	\$ 68,708.64	\$ 70,561.92	\$ 74,085.44	\$ 77,814.88	\$ 81,704.48	\$ 85,822.88	\$ 90,124.32	\$ 94,654.56

**NOTE: This compensation plan is a reference tool only. This schedule does not guarantee compensation increases at the rates indicated.**

# BOCC EXEMPT Grade Schedule

80-Hour Bi-Weekly Employees

(2080 Annual Hours)

2080 STEP GRADE		<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
EX-5	Hourly	\$ 18.74	\$ 19.37	\$ 20.00	\$ 20.63	\$ 21.25	\$ 21.88	\$ 22.51	\$ 23.14	\$ 23.77	\$ 24.39	\$ 25.61	\$ 26.90	\$ 28.25	\$ 29.66	\$ 31.16	\$ 32.73
	Annual	\$ 38,979.20	\$ 40,289.60	\$ 41,600.00	\$ 42,910.40	\$ 44,200.00	\$ 45,510.40	\$ 46,820.80	\$ 48,131.20	\$ 49,441.60	\$ 50,731.20	\$ 53,268.80	\$ 55,952.00	\$ 58,760.00	\$ 61,692.80	\$ 64,812.80	\$ 68,078.40
EX-6	Hourly	\$ 20.26	\$ 20.93	\$ 21.60	\$ 22.28	\$ 22.95	\$ 23.63	\$ 24.30	\$ 24.97	\$ 25.66	\$ 26.33	\$ 27.65	\$ 29.04	\$ 30.50	\$ 32.04	\$ 33.65	\$ 35.33
	Annual	\$ 42,140.80	\$ 43,534.40	\$ 44,928.00	\$ 46,342.40	\$ 47,736.00	\$ 49,150.40	\$ 50,544.00	\$ 51,937.60	\$ 53,372.80	\$ 54,766.40	\$ 57,512.00	\$ 60,403.20	\$ 63,440.00	\$ 66,643.20	\$ 69,992.00	\$ 73,486.40
EX-7	Hourly	\$ 22.51	\$ 23.25	\$ 24.00	\$ 24.76	\$ 25.50	\$ 26.24	\$ 27.01	\$ 27.75	\$ 28.50	\$ 29.25	\$ 30.72	\$ 32.26	\$ 33.89	\$ 35.58	\$ 37.37	\$ 39.26
	Annual	\$ 46,820.80	\$ 48,360.00	\$ 49,920.00	\$ 51,500.80	\$ 53,040.00	\$ 54,579.20	\$ 56,180.80	\$ 57,720.00	\$ 59,280.00	\$ 60,840.00	\$ 63,897.60	\$ 67,100.80	\$ 70,491.20	\$ 74,006.40	\$ 77,729.60	\$ 81,660.80
EX-8	Hourly	\$ 25.08	\$ 25.92	\$ 26.77	\$ 27.61	\$ 28.45	\$ 29.30	\$ 30.15	\$ 30.98	\$ 31.83	\$ 32.68	\$ 34.32	\$ 36.03	\$ 37.84	\$ 39.75	\$ 41.75	\$ 43.85
	Annual	\$ 52,166.40	\$ 53,913.60	\$ 55,681.60	\$ 57,428.80	\$ 59,176.00	\$ 60,944.00	\$ 62,712.00	\$ 64,438.40	\$ 66,206.40	\$ 67,974.40	\$ 71,385.60	\$ 74,942.40	\$ 78,707.20	\$ 82,680.00	\$ 86,840.00	\$ 91,208.00
EX-9	Hourly	\$ 27.53	\$ 28.44	\$ 29.36	\$ 30.27	\$ 31.19	\$ 32.11	\$ 33.03	\$ 33.95	\$ 34.86	\$ 35.78	\$ 37.57	\$ 39.46	\$ 41.43	\$ 43.51	\$ 45.70	\$ 47.99
	Annual	\$ 57,262.40	\$ 59,155.20	\$ 61,068.80	\$ 62,961.60	\$ 64,875.20	\$ 66,788.80	\$ 68,702.40	\$ 70,616.00	\$ 72,508.80	\$ 74,422.40	\$ 78,145.60	\$ 82,076.80	\$ 86,174.40	\$ 90,500.80	\$ 95,056.00	\$ 99,819.20
EX-10	Hourly	\$ 30.30	\$ 31.33	\$ 32.33	\$ 33.35	\$ 34.35	\$ 35.35	\$ 36.37	\$ 37.38	\$ 38.39	\$ 39.40	\$ 41.38	\$ 43.46	\$ 45.65	\$ 47.94	\$ 50.34	\$ 52.88
	Annual	\$ 63,024.00	\$ 65,166.40	\$ 67,246.40	\$ 69,368.00	\$ 71,448.00	\$ 73,528.00	\$ 75,649.60	\$ 77,750.40	\$ 79,851.20	\$ 81,952.00	\$ 86,070.40	\$ 90,396.80	\$ 94,952.00	\$ 99,715.20	\$ 104,707.20	\$ 109,990.40
EX-11	Hourly	\$ 33.30	\$ 34.40	\$ 35.52	\$ 36.63	\$ 37.74	\$ 38.85	\$ 39.96	\$ 41.07	\$ 42.17	\$ 43.28	\$ 45.46	\$ 47.74	\$ 50.15	\$ 52.67	\$ 55.30	\$ 58.08
	Annual	\$ 69,264.00	\$ 71,552.00	\$ 73,881.60	\$ 76,190.40	\$ 78,499.20	\$ 80,808.00	\$ 83,116.80	\$ 85,425.60	\$ 87,713.60	\$ 90,022.40	\$ 94,556.80	\$ 99,299.20	\$ 104,312.00	\$ 109,553.60	\$ 115,024.00	\$ 120,806.40
EX-12	Hourly	\$ 39.92	\$ 41.24	\$ 42.57	\$ 43.90	\$ 45.23	\$ 46.57	\$ 47.90	\$ 49.22	\$ 50.55	\$ 51.89	\$ 54.50	\$ 57.23	\$ 60.11	\$ 63.13	\$ 66.30	\$ 69.63
	Annual	\$ 83,033.60	\$ 85,779.20	\$ 88,545.60	\$ 91,312.00	\$ 94,078.40	\$ 96,865.60	\$ 99,632.00	\$ 102,377.60	\$ 105,144.00	\$ 107,931.20	\$ 113,360.00	\$ 119,038.40	\$ 125,028.80	\$ 131,310.40	\$ 137,904.00	\$ 144,830.40

## BOCC EXEMPT Grade Schedule

80-Hour Bi-Weekly Employees  
(2080 Annual Hours)

2080 STEP GRADE		<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
EX-13	Hourly	\$ 47.47	\$ 49.05	\$ 50.63	\$ 52.21	\$ 53.79	\$ 55.38	\$ 56.95	\$ 58.53	\$ 60.11	\$ 61.70	\$ 64.79	\$ 68.05	\$ 71.46	\$ 75.05	\$ 78.82	\$ 82.76
	Annual	\$ 98,737.60	\$ 102,024.00	\$ 105,310.40	\$ 108,596.80	\$ 111,883.20	\$ 115,190.40	\$ 118,456.00	\$ 121,742.40	\$ 125,028.80	\$ 128,336.00	\$ 134,763.20	\$ 141,544.00	\$ 148,636.80	\$ 156,104.00	\$ 163,945.60	\$ 172,140.80
EX-14	Hourly	\$ 56.09	\$ 57.95	\$ 59.82	\$ 61.69	\$ 63.55	\$ 65.42	\$ 67.29	\$ 69.16	\$ 71.03	\$ 72.90	\$ 76.55	\$ 80.40	\$ 84.42	\$ 88.66	\$ 93.10	\$ 97.78
	Annual	\$ 116,667.20	\$ 120,536.00	\$ 124,425.60	\$ 128,315.20	\$ 132,184.00	\$ 136,073.60	\$ 139,963.20	\$ 143,852.80	\$ 147,742.40	\$ 151,632.00	\$ 159,224.00	\$ 167,232.00	\$ 175,593.60	\$ 184,412.80	\$ 193,648.00	\$ 203,382.40
EX-15	Hourly	\$ 65.96	\$ 68.16	\$ 70.36	\$ 72.56	\$ 74.76	\$ 76.95	\$ 79.16	\$ 81.36	\$ 83.55	\$ 85.75	\$ 90.05	\$ 94.57	\$ 99.31	\$ 104.29	\$ 109.52	\$ 115.01
	Annual	\$ 137,196.80	\$ 141,772.80	\$ 146,348.80	\$ 150,924.80	\$ 155,500.80	\$ 160,056.00	\$ 164,652.80	\$ 169,228.80	\$ 173,784.00	\$ 178,360.00	\$ 187,304.00	\$ 196,705.60	\$ 206,564.80	\$ 216,923.20	\$ 227,801.60	\$ 239,220.80

**NOTE: This compensation plan is a reference tool only. This schedule does not guarantee compensation increases at the rates indicated.**

**EMS Division - BOCC Grade Schedule**  
**80 REG / 32 OT Bi-Weekly**  
**(3328 Annual Hours)**

Position	STEP GRADE	<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
EMT OPS EMT FT	ES-5	Hourly	\$ 15.00	\$ 15.48	\$ 15.99	\$ 16.48	\$ 16.97	\$ 17.48	\$ 17.97	\$ 18.48	\$ 18.99	\$ 19.47	\$ 20.33	\$ 21.23	\$ 22.17	\$ 23.15	\$ 24.17	\$ 25.24
		Annual	\$ 49,920.00	\$ 51,517.44	\$ 53,214.72	\$ 54,845.44	\$ 56,476.16	\$ 58,173.44	\$ 59,804.16	\$ 61,501.44	\$ 63,198.72	\$ 64,796.16	\$ 67,658.24	\$ 70,653.44	\$ 73,781.76	\$ 77,043.20	\$ 80,437.76	\$ 83,998.72
Medic I	ES-6	Hourly	\$ 16.05	\$ 16.58	\$ 17.11	\$ 17.65	\$ 18.18	\$ 18.71	\$ 19.25	\$ 19.78	\$ 20.32	\$ 20.85	\$ 21.78	\$ 22.75	\$ 23.76	\$ 24.81	\$ 25.91	\$ 27.06
		Annual	\$ 53,414.40	\$ 55,178.24	\$ 56,942.08	\$ 58,739.20	\$ 60,503.04	\$ 62,266.88	\$ 64,064.00	\$ 65,827.84	\$ 67,624.96	\$ 69,388.80	\$ 72,483.84	\$ 75,712.00	\$ 79,073.28	\$ 82,567.68	\$ 86,228.48	\$ 90,055.68
Medic II OPS Medic II FT	ES-7	Hourly	\$ 17.17	\$ 17.75	\$ 18.33	\$ 18.89	\$ 19.47	\$ 20.03	\$ 20.61	\$ 21.19	\$ 21.75	\$ 22.33	\$ 23.32	\$ 24.36	\$ 25.44	\$ 26.57	\$ 27.75	\$ 28.98
		Annual	\$ 57,141.76	\$ 59,072.00	\$ 61,002.24	\$ 62,865.92	\$ 64,796.16	\$ 66,659.84	\$ 68,590.08	\$ 70,520.32	\$ 72,384.00	\$ 74,314.24	\$ 77,608.96	\$ 81,070.08	\$ 84,664.32	\$ 88,424.96	\$ 92,352.00	\$ 96,445.44
Lieutenant	ES-9	Hourly	\$ 18.89	\$ 19.52	\$ 20.15	\$ 20.78	\$ 21.42	\$ 22.04	\$ 22.67	\$ 23.31	\$ 23.94	\$ 24.57	\$ 25.66	\$ 26.80	\$ 27.99	\$ 29.23	\$ 30.53	\$ 31.89
		Annual	\$ 62,865.92	\$ 64,962.56	\$ 67,059.20	\$ 69,155.84	\$ 71,285.76	\$ 73,349.12	\$ 75,445.76	\$ 77,575.68	\$ 79,672.32	\$ 81,768.96	\$ 85,396.48	\$ 89,190.40	\$ 93,150.72	\$ 97,277.44	\$ 101,603.84	\$ 106,129.92
Captain	ES-10	Hourly	\$ 19.86	\$ 20.52	\$ 21.19	\$ 21.87	\$ 22.54	\$ 23.22	\$ 23.89	\$ 24.56	\$ 25.23	\$ 25.90	\$ 27.20	\$ 28.57	\$ 30.00	\$ 31.51	\$ 33.08	\$ 34.75
		Annual	\$ 54,734.16	\$ 56,553.12	\$ 58,399.64	\$ 60,273.72	\$ 62,120.24	\$ 63,994.32	\$ 65,840.84	\$ 67,687.36	\$ 69,533.88	\$ 71,380.40	\$ 74,963.20	\$ 78,738.92	\$ 82,680.00	\$ 86,841.56	\$ 91,168.48	\$ 95,771.00
<b>NOTE: This compensation plan is a reference tool only. This schedule does not guarantee compensation increases at the rates indicated.</b>																		

**FIRE Services - BOCC Grade Schedule**  
**106 REG / 6 OT Bi-Weekly**  
**(2990 Annual Hours)**

Position	STEP GRADE			<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
		Hourly	Annual	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Fire-EMS Trainee / Firefighter	FS-4	Hourly	\$ 15.00	\$ 15.48	\$ 15.99	\$ 16.48	\$ 16.97	\$ 17.48	\$ 17.97	\$ 18.48	\$ 18.99	\$ 19.47	\$ 20.33	\$ 21.23	\$ 22.17	\$ 23.15	\$ 24.17	\$ 25.24	
		Annual	\$ 44,850.00	\$ 46,285.20	\$ 47,810.10	\$ 49,275.20	\$ 50,740.30	\$ 52,265.20	\$ 53,730.30	\$ 55,255.20	\$ 56,780.10	\$ 58,215.30	\$ 60,786.70	\$ 63,477.70	\$ 66,288.30	\$ 69,218.50	\$ 72,268.30	\$ 75,467.60	
FF EMT	FS-5	Hourly	\$ 16.05	\$ 16.58	\$ 17.11	\$ 17.65	\$ 18.18	\$ 18.71	\$ 19.25	\$ 19.78	\$ 20.32	\$ 20.85	\$ 21.78	\$ 22.75	\$ 23.76	\$ 24.81	\$ 25.91	\$ 27.06	
		Annual	\$ 47,989.50	\$ 49,574.20	\$ 51,158.90	\$ 52,773.50	\$ 54,358.20	\$ 55,942.90	\$ 57,557.50	\$ 59,142.20	\$ 60,756.80	\$ 62,341.50	\$ 65,122.20	\$ 68,022.50	\$ 71,042.40	\$ 74,181.90	\$ 77,470.90	\$ 80,909.40	
FF Medic / Engineer EMT	FS-6	Hourly	\$ 17.31	\$ 17.90	\$ 18.48	\$ 19.07	\$ 19.65	\$ 20.23	\$ 20.82	\$ 21.40	\$ 21.99	\$ 22.57	\$ 23.70	\$ 24.89	\$ 26.15	\$ 27.47	\$ 28.86	\$ 30.30	
		Annual	\$ 51,756.90	\$ 53,521.00	\$ 55,255.20	\$ 57,019.30	\$ 58,753.50	\$ 60,487.70	\$ 62,251.80	\$ 63,986.00	\$ 65,750.10	\$ 67,484.30	\$ 70,863.00	\$ 74,421.10	\$ 78,188.50	\$ 82,135.30	\$ 86,291.40	\$ 90,597.00	
Engineer Medic	FS-7	Hourly	\$ 18.40	\$ 19.02	\$ 19.63	\$ 20.24	\$ 20.86	\$ 21.47	\$ 22.09	\$ 22.71	\$ 23.33	\$ 23.94	\$ 25.15	\$ 26.41	\$ 27.74	\$ 29.14	\$ 30.60	\$ 32.13	
		Annual	\$ 55,016.00	\$ 56,869.80	\$ 58,693.70	\$ 60,517.60	\$ 62,371.40	\$ 64,195.30	\$ 66,049.10	\$ 67,902.90	\$ 69,756.70	\$ 71,580.60	\$ 75,198.50	\$ 78,965.90	\$ 82,942.60	\$ 87,128.60	\$ 91,494.00	\$ 96,068.70	
Lieutenant EMT	FS-8	Hourly	\$ 19.48	\$ 20.13	\$ 20.77	\$ 21.43	\$ 22.09	\$ 22.75	\$ 23.42	\$ 24.08	\$ 24.74	\$ 25.40	\$ 26.67	\$ 28.01	\$ 29.41	\$ 30.90	\$ 32.46	\$ 34.09	
		Annual	\$ 58,245.20	\$ 60,188.70	\$ 62,102.30	\$ 64,075.70	\$ 66,049.10	\$ 68,022.50	\$ 70,025.80	\$ 71,999.20	\$ 73,972.60	\$ 75,946.00	\$ 79,743.30	\$ 83,749.90	\$ 87,935.90	\$ 92,391.00	\$ 97,055.40	\$ 101,929.10	
Lieutenant Medic	FS-9 a	Hourly	\$ 20.55	\$ 21.25	\$ 21.95	\$ 22.64	\$ 23.33	\$ 24.02	\$ 24.72	\$ 25.41	\$ 26.10	\$ 26.79	\$ 28.14	\$ 29.56	\$ 31.05	\$ 32.60	\$ 34.24	\$ 35.95	
		Annual	\$ 61,444.50	\$ 63,537.50	\$ 65,630.50	\$ 67,693.60	\$ 69,756.70	\$ 71,819.80	\$ 73,912.80	\$ 75,975.90	\$ 78,039.00	\$ 80,102.10	\$ 84,138.60	\$ 88,384.40	\$ 92,839.50	\$ 97,474.00	\$ 102,377.60	\$ 107,490.50	
Captain EMT	FS-9 b	Hourly	\$ 21.64	\$ 22.36	\$ 23.09	\$ 23.82	\$ 24.54	\$ 25.26	\$ 25.99	\$ 26.71	\$ 27.44	\$ 28.17	\$ 29.58	\$ 31.07	\$ 32.62	\$ 34.27	\$ 35.98	\$ 37.79	
		Annual	\$ 64,703.60	\$ 66,856.40	\$ 69,039.10	\$ 71,221.80	\$ 73,374.60	\$ 75,527.40	\$ 77,710.10	\$ 79,862.90	\$ 82,045.60	\$ 84,228.30	\$ 88,444.20	\$ 92,899.30	\$ 97,533.80	\$ 102,467.30	\$ 107,580.20	\$ 112,992.10	
Captain Medic	FS-10	Hourly	\$ 22.72	\$ 23.48	\$ 24.25	\$ 25.01	\$ 25.77	\$ 26.54	\$ 27.31	\$ 28.07	\$ 28.85	\$ 29.61	\$ 31.11	\$ 32.68	\$ 34.32	\$ 36.03	\$ 37.84	\$ 39.75	
		Annual	\$ 67,932.80	\$ 70,205.20	\$ 72,507.50	\$ 74,779.90	\$ 77,052.30	\$ 79,354.60	\$ 81,656.90	\$ 83,929.30	\$ 86,261.50	\$ 88,533.90	\$ 93,018.90	\$ 97,713.20	\$ 102,616.80	\$ 107,729.70	\$ 113,141.60	\$ 118,852.50	
Battalion Chief Medic (2756 Annual Hours)	FS-11	Hourly	\$ 23.81	\$ 24.60	\$ 25.41	\$ 26.20	\$ 27.01	\$ 27.80	\$ 28.61	\$ 29.40	\$ 30.21	\$ 31.01	\$ 32.56	\$ 34.20	\$ 35.92	\$ 37.73	\$ 39.62	\$ 41.61	
		Annual	\$ 65,620.36	\$ 67,797.60	\$ 70,029.96	\$ 72,207.20	\$ 74,439.56	\$ 76,616.80	\$ 78,849.16	\$ 81,026.40	\$ 83,258.76	\$ 85,463.56	\$ 89,735.36	\$ 94,255.20	\$ 98,995.52	\$ 103,983.88	\$ 109,192.72	\$ 114,677.16	

**NOTE: This compensation plan is a reference tool only. This schedule does not guarantee compensation increases at the rates indicated.**

## BOCC EXEMPT Grade Schedule

80-Hour Bi-Weekly Employees  
(2080 Annual Hours)

FY23			<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
	GRADE	STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		Hourly																
Division Manager Superintendent	BCO-3	Hourly	\$ 31.72	\$ 34.23	\$ 35.60	\$ 37.33	\$ 39.12	\$ 41.08	\$ 42.35	\$ 44.44	\$ 45.53	\$ 47.36	\$ 49.26	\$ 51.24	\$ 53.29	\$ 55.43	\$ 57.65	\$ 59.96
		Annual	\$ 65,977.60	\$ 71,198.40	\$ 74,048.00	\$ 77,646.40	\$ 81,369.60	\$ 85,446.40	\$ 88,088.00	\$ 92,435.20	\$ 94,702.40	\$ 98,508.80	\$ 102,460.80	\$ 106,579.20	\$ 110,843.20	\$ 115,294.40	\$ 119,912.00	\$ 124,716.80
Assistant Director/ Deputy Chief	BCO-4	Hourly	\$ 36.84	\$ 39.30	\$ 40.88	\$ 42.13	\$ 44.58	\$ 47.63	\$ 50.00	\$ 51.65	\$ 52.60	\$ 54.71	\$ 56.90	\$ 59.18	\$ 61.55	\$ 64.02	\$ 66.59	\$ 69.26
		Annual	\$ 76,627.20	\$ 81,744.00	\$ 85,030.40	\$ 87,630.40	\$ 92,726.40	\$ 99,070.40	\$ 104,000.00	\$ 107,432.00	\$ 109,408.00	\$ 113,796.80	\$ 118,352.00	\$ 123,094.40	\$ 128,024.00	\$ 133,161.60	\$ 138,507.20	\$ 144,060.80
Director	BCO-5	Hourly	\$ 41.55	\$ 44.43	\$ 45.77	\$ 46.77	\$ 47.84	\$ 50.20	\$ 51.94	\$ 54.18	\$ 57.60	\$ 59.33	\$ 61.11	\$ 62.95	\$ 64.84	\$ 66.79	\$ 68.80	\$ 70.87
		Annual	\$ 86,424.00	\$ 92,414.40	\$ 95,201.60	\$ 97,281.60	\$ 99,507.20	\$ 104,416.00	\$ 108,035.20	\$ 112,694.40	\$ 119,808.00	\$ 123,406.40	\$ 127,108.80	\$ 130,936.00	\$ 134,867.20	\$ 138,923.20	\$ 143,104.00	\$ 147,409.60
Chief Officer	BCO-6	Hourly	\$ 45.08	\$ 48.20	\$ 50.24	\$ 50.74	\$ 51.90	\$ 54.46	\$ 56.35	\$ 58.78	\$ 61.27	\$ 63.86	\$ 66.56	\$ 69.38	\$ 72.31	\$ 75.37	\$ 78.56	\$ 81.88
		Annual	\$ 93,766.40	\$ 100,256.00	\$ 104,499.20	\$ 105,546.48	\$ 107,961.15	\$ 113,286.99	\$ 117,213.62	\$ 122,268.64	\$ 127,441.60	\$ 132,828.80	\$ 138,444.80	\$ 144,310.40	\$ 150,404.80	\$ 156,769.60	\$ 163,404.80	\$ 170,310.40

Sr. Executive Service			
Position	GRADE	Min Salary	Max Salary
Deputy County Manager / Attorney	BSE-2 Annual	\$ 124,738	\$ 204,048

Executive Service			
Position	GRADE	Min Salary	Max Salary
County Manager County Attorney	BE-1 Annual	\$ 141,022	\$ 195,000

NOTE: This compensation plan is a reference tool only. This schedule does not guarantee compensation increases at the rates indicated.