



BOCC Compensation Table

Effective: 1/1/2026

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

	<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
STEP GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
B80-1	\$ 15.00	\$ 15.34	\$ 15.60	\$ 16.05	\$ 16.49	\$ 16.90	\$ 17.12	\$ 17.59	\$ 17.83	\$ 18.57	\$ 19.35	\$ 20.17	\$ 21.01	\$ 21.90	\$ 22.82	\$ 23.78
B80-2	\$ 15.58	\$ 16.09	\$ 16.51	\$ 16.70	\$ 17.19	\$ 17.68	\$ 18.17	\$ 18.66	\$ 19.15	\$ 19.83	\$ 20.69	\$ 21.57	\$ 22.52	\$ 23.49	\$ 24.52	\$ 25.47
B80-3	\$ 16.47	\$ 17.02	\$ 17.58	\$ 18.14	\$ 18.69	\$ 19.24	\$ 19.79	\$ 20.35	\$ 20.91	\$ 21.47	\$ 22.54	\$ 23.67	\$ 24.87	\$ 26.12	\$ 27.45	\$ 28.82
B80-4 a	\$ 18.49	\$ 19.12	\$ 19.73	\$ 20.35	\$ 20.98	\$ 21.59	\$ 22.24	\$ 22.86	\$ 23.49	\$ 24.12	\$ 25.33	\$ 26.61	\$ 27.96	\$ 29.36	\$ 30.83	\$ 32.38
B80-4 b	\$ 19.60	\$ 20.25	\$ 20.92	\$ 21.56	\$ 22.24	\$ 22.89	\$ 23.57	\$ 24.23	\$ 24.90	\$ 25.55	\$ 26.84	\$ 28.19	\$ 29.61	\$ 31.10	\$ 32.66	\$ 34.30
B80-5 a	\$ 20.69	\$ 21.38	\$ 22.07	\$ 22.79	\$ 23.48	\$ 24.18	\$ 24.88	\$ 25.58	\$ 26.29	\$ 26.98	\$ 28.33	\$ 29.76	\$ 31.26	\$ 32.85	\$ 34.49	\$ 36.22
B80-5 b	\$ 21.48	\$ 22.20	\$ 22.92	\$ 23.65	\$ 24.38	\$ 25.10	\$ 25.82	\$ 26.56	\$ 27.27	\$ 28.00	\$ 29.41	\$ 30.89	\$ 32.44	\$ 34.06	\$ 35.78	\$ 37.56
B80-5 c	\$ 22.29	\$ 23.05	\$ 23.80	\$ 24.55	\$ 25.30	\$ 26.06	\$ 26.81	\$ 27.54	\$ 28.30	\$ 29.05	\$ 30.51	\$ 32.06	\$ 33.66	\$ 35.36	\$ 37.13	\$ 39.01
B80-6	\$ 23.07	\$ 23.83	\$ 24.59	\$ 25.36	\$ 26.12	\$ 26.89	\$ 27.66	\$ 28.42	\$ 29.20	\$ 29.96	\$ 31.47	\$ 33.06	\$ 34.72	\$ 36.46	\$ 38.29	\$ 40.21
B80-7	\$ 25.63	\$ 26.46	\$ 27.31	\$ 28.18	\$ 29.03	\$ 29.87	\$ 30.74	\$ 31.58	\$ 32.44	\$ 33.30	\$ 34.96	\$ 36.71	\$ 38.57	\$ 40.50	\$ 42.54	\$ 44.69
B80-8 a	\$ 28.36	\$ 29.31	\$ 30.26	\$ 31.21	\$ 32.15	\$ 33.10	\$ 34.05	\$ 35.00	\$ 35.94	\$ 36.90	\$ 38.76	\$ 40.70	\$ 42.74	\$ 44.88	\$ 47.13	\$ 49.50
B80-8 b	\$ 29.85	\$ 30.85	\$ 31.84	\$ 32.85	\$ 33.84	\$ 34.84	\$ 35.83	\$ 36.84	\$ 37.82	\$ 38.82	\$ 40.78	\$ 42.81	\$ 44.97	\$ 47.22	\$ 49.60	\$ 52.07
B80-9	\$ 31.34	\$ 32.36	\$ 33.42	\$ 34.46	\$ 35.51	\$ 36.55	\$ 37.59	\$ 38.64	\$ 39.68	\$ 40.73	\$ 42.76	\$ 44.92	\$ 47.15	\$ 49.52	\$ 52.01	\$ 54.61
B80-10	\$ 34.49	\$ 35.65	\$ 36.81	\$ 37.96	\$ 39.09	\$ 40.23	\$ 41.40	\$ 42.55	\$ 43.69	\$ 44.83	\$ 47.10	\$ 49.45	\$ 51.96	\$ 54.56	\$ 57.28	\$ 60.17

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



BOCC Compensation Table

Effective: 1/1/2026

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

	<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
STEP GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
B76-3	\$ 15.94	\$ 16.47	\$ 17.01	\$ 17.54	\$ 18.09	\$ 18.62	\$ 19.15	\$ 19.68	\$ 20.22	\$ 20.75	\$ 21.80	\$ 22.89	\$ 24.04	\$ 25.27	\$ 26.53	\$ 27.87
B76-4 a	\$ 16.90	\$ 17.38	\$ 17.92	\$ 18.49	\$ 19.04	\$ 19.61	\$ 20.17	\$ 20.73	\$ 21.29	\$ 21.84	\$ 22.94	\$ 24.11	\$ 25.32	\$ 26.60	\$ 27.94	\$ 29.35
B76-4 b	\$ 17.91	\$ 18.53	\$ 19.13	\$ 19.73	\$ 20.34	\$ 20.96	\$ 21.55	\$ 22.17	\$ 22.79	\$ 23.38	\$ 24.58	\$ 25.80	\$ 27.10	\$ 28.48	\$ 29.90	\$ 31.40
B76-5	\$ 21.33	\$ 22.04	\$ 22.76	\$ 23.47	\$ 24.18	\$ 24.90	\$ 25.60	\$ 26.33	\$ 27.03	\$ 27.74	\$ 29.13	\$ 30.59	\$ 32.13	\$ 33.74	\$ 35.44	\$ 37.23
B76-6	\$ 22.61	\$ 23.35	\$ 24.07	\$ 24.80	\$ 25.53	\$ 26.26	\$ 27.00	\$ 27.72	\$ 28.45	\$ 29.29	\$ 29.79	\$ 31.27	\$ 32.84	\$ 34.48	\$ 36.20	\$ 38.02
B76-7 a	\$ 23.97	\$ 24.77	\$ 25.56	\$ 26.37	\$ 27.18	\$ 27.97	\$ 28.77	\$ 29.58	\$ 30.37	\$ 31.17	\$ 32.72	\$ 34.39	\$ 36.11	\$ 37.93	\$ 39.82	\$ 41.84
B76-7 b	\$ 25.41	\$ 26.25	\$ 27.11	\$ 27.96	\$ 28.80	\$ 29.66	\$ 30.50	\$ 31.36	\$ 32.21	\$ 33.06	\$ 34.72	\$ 36.46	\$ 38.29	\$ 40.21	\$ 42.23	\$ 44.35
B76-8	\$ 26.92	\$ 27.84	\$ 28.75	\$ 29.65	\$ 30.54	\$ 31.47	\$ 32.36	\$ 33.29	\$ 34.18	\$ 35.10	\$ 36.86	\$ 38.71	\$ 40.64	\$ 42.69	\$ 44.82	\$ 47.09
NOTE: This compensation plan is a reference tool only. This schedule does not guarantee compensation increases at the rates indicated.																



BOCC Compensation Table

Effective: 1/1/2026

Salaried EXEMPT

	<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
STEP / GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
EX-5	\$ 44,367.23	\$ 45,859.84	\$ 47,352.45	\$ 48,845.06	\$ 50,316.03	\$ 51,808.64	\$ 53,301.25	\$ 54,793.86	\$ 56,286.46	\$ 57,735.81	\$ 60,634.50	\$ 63,684.61	\$ 66,864.51	\$ 70,217.47	\$ 73,786.75	\$ 77,485.82
EX-6	\$ 47,979.78	\$ 49,558.91	\$ 51,138.05	\$ 52,738.82	\$ 54,339.58	\$ 55,940.35	\$ 57,541.12	\$ 59,120.26	\$ 60,742.66	\$ 62,321.79	\$ 65,458.43	\$ 68,768.13	\$ 72,207.62	\$ 75,841.79	\$ 79,649.02	\$ 83,629.31
EX-7	\$ 53,301.25	\$ 55,031.81	\$ 56,805.63	\$ 58,622.72	\$ 60,374.91	\$ 62,127.10	\$ 63,944.19	\$ 65,696.38	\$ 67,470.21	\$ 69,265.66	\$ 72,726.78	\$ 76,360.96	\$ 80,233.09	\$ 84,235.01	\$ 88,474.88	\$ 92,952.70
EX-8	\$ 59,379.84	\$ 61,369.98	\$ 63,381.76	\$ 65,371.90	\$ 67,340.42	\$ 69,373.82	\$ 71,363.97	\$ 73,354.11	\$ 75,344.26	\$ 77,356.03	\$ 81,249.79	\$ 85,294.98	\$ 89,578.11	\$ 94,099.20	\$ 98,836.61	\$ 103,811.97
EX-9	\$ 65,177.22	\$ 67,318.78	\$ 69,503.62	\$ 71,666.82	\$ 73,851.65	\$ 76,014.85	\$ 78,178.05	\$ 80,362.88	\$ 82,526.08	\$ 84,710.91	\$ 88,950.78	\$ 93,428.61	\$ 98,079.49	\$ 103,011.58	\$ 108,181.63	\$ 113,589.63
EX-10	\$ 71,731.71	\$ 74,154.50	\$ 76,555.65	\$ 78,956.80	\$ 81,314.69	\$ 83,672.58	\$ 86,116.99	\$ 88,496.51	\$ 90,876.03	\$ 93,255.55	\$ 97,971.33	\$ 102,860.16	\$ 108,073.47	\$ 113,481.47	\$ 119,149.06	\$ 125,162.75
EX-11	\$ 78,848.64	\$ 81,422.85	\$ 84,083.58	\$ 86,722.69	\$ 89,340.16	\$ 91,979.26	\$ 94,596.74	\$ 97,214.21	\$ 99,831.68	\$ 102,470.78	\$ 107,619.20	\$ 113,005.57	\$ 118,716.42	\$ 124,665.22	\$ 130,895.23	\$ 137,492.99
EX-12	\$ 94,488.58	\$ 97,625.22	\$ 100,783.49	\$ 103,920.13	\$ 107,078.40	\$ 110,236.67	\$ 113,394.94	\$ 116,509.95	\$ 119,646.59	\$ 122,826.50	\$ 129,013.25	\$ 135,459.58	\$ 142,273.66	\$ 149,433.86	\$ 156,918.53	\$ 164,835.84
EX-13	\$ 112,356.61	\$ 116,120.58	\$ 119,862.91	\$ 123,583.62	\$ 127,325.95	\$ 131,089.92	\$ 134,810.62	\$ 138,552.96	\$ 142,273.66	\$ 146,037.63	\$ 153,349.25	\$ 161,071.87	\$ 169,140.61	\$ 177,641.98	\$ 186,554.37	\$ 195,899.39
EX-14	\$ 132,777.22	\$ 137,168.51	\$ 141,603.07	\$ 146,016.00	\$ 150,428.93	\$ 154,863.49	\$ 159,276.42	\$ 163,710.98	\$ 168,123.90	\$ 172,558.46	\$ 181,211.26	\$ 190,318.34	\$ 199,814.78	\$ 209,873.66	\$ 220,365.18	\$ 231,440.77
EX-15	\$ 156,118.14	\$ 161,331.46	\$ 166,544.77	\$ 171,758.08	\$ 176,949.76	\$ 182,141.44	\$ 187,376.38	\$ 192,589.70	\$ 197,759.74	\$ 202,951.42	\$ 213,140.10	\$ 223,826.30	\$ 235,053.31	\$ 246,842.75	\$ 259,216.26	\$ 272,217.09

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



BOCC Compensation Table

Effective: 1/1/2026

		Division Manager Superintendent	Assistant Director/ Deputy Chief	Director	Chief Officer
Year(s)	GRADE STEP	BCO-3	BCO-4	BCO-5	BCO-6
<1 Year	1	\$ 75,084.67	\$ 87,220.22	\$ 98,360.70	\$ 106,710.66
1 to <2	2	\$ 81,033.47	\$ 93,039.23	\$ 105,174.78	\$ 114,087.17
2 to <3	3	\$ 84,278.27	\$ 96,781.57	\$ 108,354.69	\$ 118,932.74
3 to <5	4	\$ 88,388.35	\$ 99,745.15	\$ 110,712.58	\$ 120,122.50
5 to <7	5	\$ 92,606.59	\$ 105,520.90	\$ 113,243.52	\$ 122,869.76
7 to <9	6	\$ 97,235.84	\$ 112,745.98	\$ 118,846.21	\$ 128,926.72
9 to <12	7	\$ 100,264.32	\$ 118,348.67	\$ 122,956.29	\$ 133,404.54
12 to <15	8	\$ 105,218.05	\$ 122,264.06	\$ 128,234.50	\$ 139,137.02
15 to <18	9	\$ 107,770.62	\$ 124,513.79	\$ 136,346.50	\$ 145,020.93
18 to <21	10	\$ 112,118.66	\$ 129,510.78	\$ 140,434.94	\$ 151,164.42
21 to <24	11	\$ 116,618.11	\$ 134,680.83	\$ 144,653.18	\$ 157,567.49
24 to <27	12	\$ 121,290.62	\$ 140,088.83	\$ 149,001.22	\$ 164,208.51
27 to <30	13	\$ 126,157.82	\$ 145,713.15	\$ 153,479.04	\$ 171,174.02
30 to <33	14	\$ 131,219.71	\$ 151,532.16	\$ 158,108.29	\$ 178,399.10
33 to <35	15	\$ 136,454.66	\$ 157,632.38	\$ 162,845.70	\$ 185,948.67
35+	16	\$ 141,927.55	\$ 163,948.93	\$ 167,756.16	\$ 193,801.09

Executive Service			
Position	GRADE	Min Salary	Max Salary
Deputy County Manager/Attorney	BSE-2	\$ 141,949.60	\$ 220,688.24

Sr. Executive Service			
Position	GRADE	Min Salary	Max Salary
County Manager County Attorney	BE-1	\$ 161,244.72	\$ 240,007.04

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



BOCC Compensation Table

Effective: 1/1/2026

EMERGENCY SERVICES ONLY

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
FR-4	\$ 51,069.20	\$ 52,713.70	\$ 54,447.90	\$ 56,092.40	\$ 57,766.80	\$ 59,501.00	\$ 61,175.40	\$ 62,909.60	\$ 64,613.90	\$ 66,258.40	\$ 69,188.60	\$ 72,268.30	\$ 75,467.60	\$ 78,786.50	\$ 82,254.90	\$ 85,932.60
FR-5	\$ 56,842.24	\$ 58,672.64	\$ 60,602.88	\$ 62,433.28	\$ 64,296.96	\$ 66,227.20	\$ 68,090.88	\$ 70,021.12	\$ 71,918.08	\$ 73,748.48	\$ 77,009.92	\$ 80,437.76	\$ 83,998.72	\$ 87,692.80	\$ 91,553.28	\$ 95,646.72
FR-6	\$ 60,816.60	\$ 62,819.90	\$ 64,793.30	\$ 66,856.40	\$ 68,889.60	\$ 70,892.90	\$ 72,956.00	\$ 74,899.50	\$ 76,992.50	\$ 78,995.80	\$ 82,524.00	\$ 86,201.70	\$ 90,028.90	\$ 94,005.60	\$ 98,131.80	\$ 102,497.20
FR-7	\$ 65,092.30	\$ 67,275.00	\$ 69,457.70	\$ 71,580.60	\$ 73,763.30	\$ 75,916.10	\$ 78,068.90	\$ 80,281.50	\$ 82,673.50	\$ 86,201.70	\$ 90,028.90	\$ 94,005.60	\$ 98,131.80	\$ 102,497.20	\$ 105,098.50	\$ 109,733.00
FR-8	\$ 69,457.70	\$ 71,580.60	\$ 73,763.30	\$ 75,916.10	\$ 78,068.90	\$ 80,281.50	\$ 82,404.40	\$ 84,587.10	\$ 88,384.40	\$ 92,271.40	\$ 96,397.60	\$ 100,643.40	\$ 105,098.50	\$ 109,733.00	\$ 112,483.80	\$ 116,669.80
FR-9	\$ 73,763.30	\$ 75,916.10	\$ 78,068.90	\$ 80,281.50	\$ 82,404.40	\$ 84,587.10	\$ 88,384.40	\$ 92,271.40	\$ 96,397.60	\$ 100,643.40	\$ 105,098.50	\$ 109,733.00	\$ 112,483.80	\$ 116,669.80	\$ 122,320.90	\$ 125,998.60
FR-10	\$ 75,258.30	\$ 77,740.00	\$ 80,281.50	\$ 82,852.90	\$ 85,394.40	\$ 87,935.90	\$ 90,477.40	\$ 93,048.80	\$ 95,590.30	\$ 98,101.90	\$ 103,065.30	\$ 108,208.10	\$ 113,620.00	\$ 119,360.80	\$ 125,310.90	\$ 131,589.90
FR-12	\$ 82,703.40	\$ 85,454.20	\$ 88,264.80	\$ 90,985.70	\$ 93,766.40	\$ 96,517.20	\$ 99,297.90	\$ 102,048.70	\$ 104,829.40	\$ 107,580.20	\$ 112,603.40	\$ 117,806.00	\$ 123,277.70	\$ 128,958.70	\$ 134,908.80	\$ 141,157.90
FR-13	\$ 89,191.70	\$ 91,912.60	\$ 94,693.30	\$ 97,414.20	\$ 100,165.00	\$ 102,885.90	\$ 105,636.70	\$ 108,387.50	\$ 111,138.30	\$ 115,085.10	\$ 120,018.60	\$ 125,191.30	\$ 130,603.20	\$ 136,224.40	\$ 142,084.80	\$ 148,244.20

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