

**A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF TEHAMA
TO IMPLEMENT THE SALARY SURVEY RESULTS AS PROPOSED IN THE TOTAL
COMPENSATION STUDY**

WHEREAS, on September 14, 2021 staff was directed by the Board of Supervisors to secure a contract with Koff and Associates to complete a total compensation study for the County of Tehama; and

WHEREAS, an agreement was brought before the Board of Supervisors and approved on October 5, 2021 for the purpose of engaging Koff and Associates to complete a total compensation study; and

WHEREAS, the Total Compensation Study Final Report was presented to the Board of Supervisors by Managing Director Katie Kaneko at the meeting held on August 30, 2022; and

WHEREAS, the Board of Supervisors has reviewed the results of the Total Compensation Study Final Report and desires to implement the proposed salaries and recommended wage adjustments for all County of Tehama employees; and

WHEREAS, approval of this resolution authorizes staff to implement the Total Compensation Study Final Report salary survey results for those County of Tehama employees who are employed by an employment agreement; and

WHEREAS, new ranges have been assigned in accordance with the recommendations made by Koff and Associates and are listed in Exhibit A and Exhibit C and corresponding salaries listed in Exhibit B and Exhibit D of this document, and all other terms and conditions, including current salary levels and effective dates, within employment contracts remain unchanged; and

WHEREAS, those employment agreements which follow the Memorandum of Understanding between Tehama County Management Employees Association and the County of Tehama will be effective November 6, 2022 and the other remaining will be effective the pay period following ratification and County Board adoption, with is December 4, 2022; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Tehama and the Tehama County Personnel Office shall implement the salary survey results as proposed by Koff and Associates to the positions listed below with corresponding changes to the Master Salary Schedule and all applicable exhibits with wage increases effective as noted in the documentation below.

The foregoing resolution was offered on a motion by Supervisor WILLIAMS, seconded by Supervisor GARTON and carried by the following vote of the Board:

AYES: GARTON, WILLIAMS, MOULE.

NOES: LEACH, CARLSON.

ABSENT OR NOT VOTING: NONE.



CHAIR, Board of

Supervisors
STATE OF CALIFORNIA)
County of Tehama) ss

I, Jennifer Vise, County Clerk and ex-officio Clerk of the Board of Supervisors of the County of Tehama, State of California, hereby certify the above and foregoing to be a full, true and correct copy of a resolution adopted by said Board of Supervisors on the 22 day of NOVEMBER, 2022.

Dated this 30 day of NOVEMBER, 2022.

Jennifer Vise, County Clerk and ex-officio Clerk of the Board of Supervisors of the County of Tehama, State of California

By  Deputy

EXHIBIT A

New Range Effective November 6, 2022	
Class Title	Range
AG. COMMISSIONER & SEALER OF WEIGHTS AND MEASURES	64
AIR POLLUTION CONTROL OFFICER	55
ASSISTANT EXECUTIVE DIRECTOR, ADMINISTRATION, HEALTH SERVICES	68
ASSISTANT EXECUTIVE DIRECTOR, PROGRAM, HEALTH SERVICES	68
BUILDING OFFICIAL	56
COMMISSION PROGRAM DIRECTOR - CHILDREN & FAMILIES COMMISSION	51
COUNTY LIBRARIAN	59
DIRECTOR CHILD SUPPORT SERVICES	67
DIRECTOR OF ENVIRONMENTAL HEALTH	55
DIRECTOR OF PLANNING	61
DIRECTOR OF PUBLIC WORKS	72
EXECUTIVE DIRECTOR - HEALTH SERVICES	72
PUBLIC GUARDIAN/PUBLIC ADMINISTRATOR	52
SOCIAL SERVICES DIRECTOR	66
SOLID WASTE MANAGEMENT AGENCY MANAGER	56

EXHIBIT B**TEHAMA COUNTY
SCHEDULE OF ANNUAL WAGE RATES
FOR EMPLOYMENT AGREEMENTS EFFECTIVE NOVEMBER 6, 2022**

RANGE	A	B	C	D	E
50	86,829	91,170	95,729	100,515	105,541
51	88,999	93,449	98,122	103,028	108,179
52	91,224	95,786	100,575	105,604	110,884
53	93,505	98,180	103,089	108,244	113,656
54	95,843	100,635	105,667	110,950	116,497
55	98,239	103,151	108,308	113,724	119,410
56	100,695	105,729	111,016	116,567	122,395
57	103,212	108,373	113,791	119,481	125,455
58	105,792	111,082	116,636	122,468	128,591
59	108,437	113,859	119,552	125,530	131,806
60	111,148	116,706	122,541	128,668	135,101
61	113,927	119,623	125,604	131,885	138,479
62	116,775	122,614	128,744	135,182	141,941
63	119,694	125,679	131,963	138,561	145,489
64	122,687	128,821	135,262	142,025	149,126
65	125,754	132,042	138,644	145,576	152,855
66	128,898	135,343	142,110	149,215	156,676
67	132,120	138,726	145,663	152,946	160,593
68	135,423	142,194	149,304	156,769	164,608
69	138,809	145,749	153,037	160,689	168,723
70	142,279	149,393	156,863	164,706	172,941
71	145,836	153,128	160,784	168,823	177,265
72	149,482	156,956	164,804	173,044	181,696
73	153,219	160,880	168,924	177,370	186,239
74	157,049	164,902	173,147	181,804	190,895
75	160,976	169,024	177,476	186,349	195,667
76	165,000	173,250	181,913	191,008	200,559
77	169,125	177,581	186,460	195,783	205,573
78	173,353	182,021	191,122	200,678	210,712
79	177,687	186,571	195,900	205,695	215,980
80	182,129	191,236	200,797	210,837	221,379
81	186,682	196,016	205,817	216,108	226,914
82	191,349	200,917	210,963	221,511	232,586
83	196,133	205,940	216,237	227,049	238,401
84	201,036	211,088	221,643	232,725	244,361
85	206,062	216,366	227,184	238,543	250,470
86	211,214	221,775	232,863	244,507	256,732
87	216,494	227,319	238,685	250,619	263,150
88	221,907	233,002	244,652	256,885	269,729
89	227,454	238,827	250,768	263,307	276,472

90	233,141	244,798	257,038	269,889	283,384
91	238,969	250,918	263,464	276,637	290,469
92	244,943	257,191	270,050	283,553	297,730
93	251,067	263,620	276,801	290,641	305,174
94	257,344	270,211	283,721	297,908	312,803
95	263,777	276,966	290,814	305,355	320,623
96	270,372	283,890	298,085	312,989	328,639

EXHIBIT C

New Range Effective December 4, 2022	
CHIEF ADMINISTRATOR	85
CHIEF PROBATION OFFICER	69
COUNTY COUNSEL	80
PERSONNEL DIRECTOR	69

EXHIBIT D**TEHAMA COUNTY
SCHEDULE OF ANNUAL WAGE RATES
FOR EMPLOYMENT AGREEMENTS EFFECTIVE DECEMBER 4, 2022**

RANGE	A	B	C	D	E
50	86,829	91,170	95,729	100,515	105,541
51	88,999	93,449	98,122	103,028	108,179
52	91,224	95,786	100,575	105,604	110,884
53	93,505	98,180	103,089	108,244	113,656
54	95,843	100,635	105,667	110,950	116,497
55	98,239	103,151	108,308	113,724	119,410
56	100,695	105,729	111,016	116,567	122,395
57	103,212	108,373	113,791	119,481	125,455
58	105,792	111,082	116,636	122,468	128,591
59	108,437	113,859	119,552	125,530	131,806
60	111,148	116,706	122,541	128,668	135,101
61	113,927	119,623	125,604	131,885	138,479
62	116,775	122,614	128,744	135,182	141,941
63	119,694	125,679	131,963	138,561	145,489
64	122,687	128,821	135,262	142,025	149,126
65	125,754	132,042	138,644	145,576	152,855
66	128,898	135,343	142,110	149,215	156,676
67	132,120	138,726	145,663	152,946	160,593
68	135,423	142,194	149,304	156,769	164,608
69	138,809	145,749	153,037	160,689	168,723
70	142,279	149,393	156,863	164,706	172,941
71	145,836	153,128	160,784	168,823	177,265
72	149,482	156,956	164,804	173,044	181,696
73	153,219	160,880	168,924	177,370	186,239
74	157,049	164,902	173,147	181,804	190,895
75	160,976	169,024	177,476	186,349	195,667
76	165,000	173,250	181,913	191,008	200,559
77	169,125	177,581	186,460	195,783	205,573
78	173,353	182,021	191,122	200,678	210,712
79	177,687	186,571	195,900	205,695	215,980
80	182,129	191,236	200,797	210,837	221,379
81	186,682	196,016	205,817	216,108	226,914
82	191,349	200,917	210,963	221,511	232,586
83	196,133	205,940	216,237	227,049	238,401
84	201,036	211,088	221,643	232,725	244,361
85	206,062	216,366	227,184	238,543	250,470
86	211,214	221,775	232,863	244,507	256,732
87	216,494	227,319	238,685	250,619	263,150
88	221,907	233,002	244,652	256,885	269,729
89	227,454	238,827	250,768	263,307	276,472

90	233,141	244,798	257,038	269,889	283,384
91	238,969	250,918	263,464	276,637	290,469
92	244,943	257,191	270,050	283,553	297,730
93	251,067	263,620	276,801	290,641	305,174
94	257,344	270,211	283,721	297,908	312,803
95	263,777	276,966	290,814	305,355	320,623
96	270,372	283,890	298,085	312,989	328,639