

**County of Plumas  
Pay Schedule**

Effective as of 09/16/2025 per Board of Supervisors Resolution Number 2025-9063; revised as of 10/07/2025 per Resolution Number 2025-9068  
and adopted by the Board as of 11/04/2025 per Resolution Number 2025-9078

**CONFIDENTIAL EMPLOYEE UNIT**

| Job Title                              | HOURLY RATE |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                        | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
| ACCOUNTANT                             | \$23.29     | \$24.45 | \$25.69 | \$26.97 | \$28.33 | \$29.76 | \$31.25 | \$32.81 | \$34.46 | \$36.19 | \$38.00 | \$39.90 |
| ACCOUNTANT AUDITOR 1                   | \$26.32     | \$27.64 | \$29.03 | \$30.49 | \$32.02 | \$33.62 | \$35.30 | \$37.08 | \$38.92 | \$40.89 | \$42.93 | \$45.08 |
| ACCOUNTANT AUDITOR 2                   | \$29.01     | \$30.46 | \$32.00 | \$33.59 | \$35.28 | \$37.06 | \$38.90 | \$40.84 | \$42.91 | \$45.05 | \$47.30 | \$49.67 |
| ASSISTANT AUDITOR/CONTROLLER           | \$33.56     | \$35.23 | \$37.00 | \$38.86 | \$40.81 | \$42.88 | \$45.01 | \$47.27 | \$49.63 | \$52.12 | \$54.73 | \$57.47 |
| ASST RISK MGR/OCC SAFETY & HEALTH SPEC | \$31.41     | \$32.98 | \$34.62 | \$36.36 | \$38.19 | \$40.10 | \$42.11 | \$44.23 | \$46.42 | \$48.75 | \$51.19 | \$53.75 |
| CHIEF DEPUTY AUDITOR                   | \$32.01     | \$33.61 | \$35.29 | \$37.07 | \$38.91 | \$40.88 | \$42.93 | \$45.07 | \$47.34 | \$49.72 | \$52.21 | \$54.82 |
| CLERK OF THE BOARD                     | \$30.83     | \$32.38 | \$34.00 | \$35.70 | \$37.48 | \$39.36 | \$41.33 | \$43.40 | \$45.56 | \$47.85 | \$50.24 | \$52.75 |
| DEPUTY COUNTY COUNSEL 1                | \$42.06     | \$44.17 | \$46.39 | \$48.72 | \$51.15 | \$53.70 | \$56.40 | \$59.21 | \$62.17 | \$65.29 | \$68.55 | \$71.98 |
| DEPUTY COUNTY COUNSEL 2                | \$46.89     | \$49.24 | \$51.70 | \$54.29 | \$57.00 | \$59.85 | \$62.84 | \$65.99 | \$69.29 | \$72.74 | \$76.38 | \$80.20 |
| DEPUTY COUNTY COUNSEL 3                | \$52.75     | \$55.39 | \$58.16 | \$61.06 | \$64.12 | \$67.32 | \$70.70 | \$74.23 | \$77.94 | \$81.83 | \$85.92 | \$90.22 |
| FISCAL SUPPORT COORDINATOR             | \$21.93     | \$23.05 | \$24.19 | \$25.41 | \$26.70 | \$28.03 | \$29.44 | \$30.93 | \$32.48 | \$34.10 | \$35.81 | \$37.60 |
| HELP DESK SPECIALIST                   | \$24.00     | \$25.21 | \$26.48 | \$27.81 | \$29.21 | \$30.67 | \$32.21 | \$33.83 | \$35.52 | \$37.30 | \$39.17 | \$41.13 |
| HR PAYROLL SPECIALIST 1                | \$25.39     | \$26.66 | \$28.02 | \$29.41 | \$30.90 | \$32.45 | \$34.06 | \$35.78 | \$37.58 | \$39.47 | \$41.44 | \$43.51 |
| HR PAYROLL SPECIALIST 2                | \$28.00     | \$29.40 | \$30.89 | \$32.44 | \$34.05 | \$35.77 | \$37.57 | \$39.46 | \$41.43 | \$43.52 | \$45.70 | \$47.99 |
| HUMAN RESOURCES ANALYST 1              | \$26.31     | \$27.63 | \$29.02 | \$30.48 | \$32.01 | \$33.61 | \$35.29 | \$37.07 | \$38.91 | \$40.88 | \$42.92 | \$45.07 |
| HUMAN RESOURCES ANALYST 2              | \$29.01     | \$30.46 | \$32.00 | \$33.59 | \$35.28 | \$37.06 | \$38.90 | \$40.84 | \$42.91 | \$45.05 | \$47.30 | \$49.67 |
| HUMAN RESOURCES TECHNICIAN 1           | \$20.39     | \$21.42 | \$22.50 | \$23.62 | \$24.81 | \$26.04 | \$27.35 | \$28.73 | \$30.16 | \$31.67 | \$33.25 | \$34.91 |
| HUMAN RESOURCES TECHNICIAN 2           | \$22.50     | \$23.62 | \$24.82 | \$26.06 | \$27.38 | \$28.73 | \$30.17 | \$31.68 | \$33.27 | \$34.92 | \$36.67 | \$38.51 |
| HUMAN RESOURCES TECHNICIAN 3           | \$23.86     | \$25.05 | \$26.30 | \$27.62 | \$29.01 | \$30.46 | \$32.00 | \$33.59 | \$35.28 | \$37.06 | \$38.91 | \$40.86 |
| LEAD FISCAL & TECH SERV ASST           | \$19.45     | \$20.43 | \$21.45 | \$22.53 | \$23.67 | \$24.85 | \$26.09 | \$27.40 | \$28.78 | \$30.23 | \$31.74 | \$33.33 |
| MANAGEMENT ANALYST 1                   | \$26.31     | \$27.63 | \$29.02 | \$30.48 | \$32.01 | \$33.61 | \$35.29 | \$37.07 | \$38.91 | \$40.88 | \$42.92 | \$45.07 |
| MANAGEMENT ANALYST 2                   | \$29.01     | \$30.46 | \$32.00 | \$33.59 | \$35.28 | \$37.06 | \$38.90 | \$40.84 | \$42.91 | \$45.05 | \$47.30 | \$49.67 |
| NETWORK/EDR ADMINISTRATOR              | \$32.24     | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.20 | \$43.26 | \$45.42 | \$47.69 | \$50.07 | \$52.57 | \$55.20 |
| OFFICE OF EMERGENCY SERVICES-OES MGR.  | \$32.07     | \$33.67 | \$35.35 | \$37.13 | \$39.00 | \$40.95 | \$43.00 | \$45.14 | \$47.41 | \$49.79 | \$52.28 | \$54.89 |
| PARALEGAL 1                            | \$25.39     | \$26.66 | \$28.02 | \$29.41 | \$30.90 | \$32.45 | \$34.06 | \$35.78 | \$37.58 | \$39.47 | \$41.44 | \$43.51 |
| PARALEGAL 2                            | \$28.00     | \$29.40 | \$30.89 | \$32.44 | \$34.05 | \$35.77 | \$37.57 | \$39.46 | \$41.43 | \$43.52 | \$45.70 | \$47.99 |
| PARALEGAL 3                            | \$32.09     | \$33.70 | \$35.39 | \$37.17 | \$39.04 | \$41.00 | \$43.05 | \$45.22 | \$47.48 | \$49.86 | \$52.35 | \$54.97 |
| PAYROLL SPECIALIST 1                   | \$25.39     | \$26.66 | \$28.02 | \$29.41 | \$30.90 | \$32.45 | \$34.06 | \$35.78 | \$37.58 | \$39.47 | \$41.44 | \$43.51 |
| PAYROLL SPECIALIST 2                   | \$28.00     | \$29.40 | \$30.89 | \$32.44 | \$34.05 | \$35.77 | \$37.57 | \$39.46 | \$41.43 | \$43.52 | \$45.70 | \$47.99 |
| SAAS SYSTEMS ADMINISTRATOR             | \$34.73     | \$36.47 | \$38.29 | \$40.22 | \$42.23 | \$44.34 | \$46.56 | \$48.90 | \$51.34 | \$53.90 | \$56.60 | \$59.43 |
| SYSTEMS ANALYST 1                      | \$30.49     | \$32.02 | \$33.62 | \$35.30 | \$37.08 | \$38.92 | \$40.89 | \$42.96 | \$45.09 | \$47.37 | \$49.74 | \$52.23 |
| SYSTEMS ANALYST 2                      | \$33.56     | \$35.23 | \$37.00 | \$38.86 | \$40.81 | \$42.88 | \$45.01 | \$47.27 | \$49.63 | \$52.12 | \$54.73 | \$57.47 |

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**CONTRACT EMPLOYEES**

| Job Title                     | HOURLY RATE |         |         |         |         |         |         |         |         |         |
|-------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                               | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      |
| AIRPORT MANAGER               | \$22.03     | \$23.14 | \$24.29 | \$25.51 | \$26.78 | \$28.12 | \$29.53 | \$31.00 | \$32.55 | \$34.18 |
| ASSISTANT COUNTY COUNSEL      | \$55.44     | \$58.21 | \$61.12 | \$64.18 | \$67.39 | \$70.76 | \$74.29 | \$78.01 | \$81.91 | \$86.01 |
| BH DEPUTY DIRECTOR            | \$45.00     | \$47.25 | \$49.62 | \$52.11 | \$54.72 | \$57.46 | \$60.34 | \$63.36 | \$66.53 | \$69.86 |
| DISASTER RECOVERY COORDINATOR | \$35.00     | \$36.77 | \$38.60 | \$40.54 | \$42.57 | \$44.70 | \$46.93 | \$49.28 | \$51.74 | \$54.33 |
| GRANT MANAGER                 | \$35.00     | \$36.77 | \$38.60 | \$40.54 | \$42.57 | \$44.70 | \$46.93 | \$49.28 | \$51.74 | \$54.33 |

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**DEPARTMENT HEADS**

| Job Title                              | HOURLY RATE |         |         |         |         |         |          |          |          |          |
|----------------------------------------|-------------|---------|---------|---------|---------|---------|----------|----------|----------|----------|
|                                        | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2       | L3       | L4       | L5       |
| AG COMM/SEALER OF WTS & MEAS           | \$48.00     | \$50.40 | \$52.92 | \$55.57 | \$58.34 | \$61.26 | \$64.32  | \$67.54  | \$70.92  | \$74.46  |
| ALCOHOL & DRUG ADMINISTRATOR           | \$36.06     | \$37.87 | \$39.77 | \$41.76 | \$43.85 | \$46.05 | \$48.36  | \$50.78  | \$53.32  | \$55.99  |
| BEHAVIORAL HEALTH DIRECTOR             | \$58.00     | \$60.90 | \$63.95 | \$67.14 | \$70.50 | \$74.02 | \$77.73  | \$81.61  | \$85.69  | \$89.98  |
| CHIEF PROBATION OFFICER                | \$45.00     | \$47.25 | \$49.61 | \$52.09 | \$54.70 | \$57.43 | \$60.30  | \$63.32  | \$66.49  | \$69.81  |
| COUNTY ADMINISTRATIVE OFFICER          | \$75.00     | \$78.75 | \$82.69 | \$86.82 | \$91.16 | \$95.72 | \$100.51 | \$105.53 | \$110.81 | \$116.35 |
| COUNTY COUNSEL                         | \$70.71     | \$74.25 | \$77.96 | \$81.86 | \$85.95 | \$90.25 | \$94.76  | \$99.50  | \$104.47 | \$109.69 |
| COUNTY FAIR MANAGER                    | \$42.00     | \$44.10 | \$46.31 | \$48.62 | \$51.05 | \$53.60 | \$56.28  | \$59.10  | \$62.05  | \$65.16  |
| COUNTY LIBRARIAN                       | \$38.00     | \$39.90 | \$41.90 | \$43.99 | \$46.19 | \$48.50 | \$50.92  | \$53.47  | \$56.14  | \$58.95  |
| DIRECTOR OF BUILDING SERVICES          | \$47.00     | \$49.35 | \$51.82 | \$54.41 | \$57.13 | \$59.99 | \$62.98  | \$66.13  | \$69.44  | \$72.91  |
| DIRECTOR OF CHILD SUPPORT SVCS         | \$42.00     | \$44.10 | \$46.31 | \$48.62 | \$51.05 | \$53.60 | \$56.28  | \$59.10  | \$62.05  | \$65.16  |
| DIRECTOR OF FACILITY SERVICES          | \$40.00     | \$42.00 | \$44.10 | \$46.31 | \$48.62 | \$51.05 | \$53.60  | \$56.28  | \$59.10  | \$62.05  |
| DIRECTOR OF INFO TECHNOLOGIES          | \$48.00     | \$50.40 | \$52.92 | \$55.57 | \$58.34 | \$61.26 | \$64.32  | \$67.54  | \$70.92  | \$74.46  |
| DIRECTOR OF PUBLIC HEALTH              | \$58.00     | \$60.90 | \$63.95 | \$67.14 | \$70.50 | \$74.02 | \$77.73  | \$81.61  | \$85.69  | \$89.98  |
| DIRECTOR OF PUBLIC WORKS               | \$55.00     | \$57.75 | \$60.64 | \$63.67 | \$66.85 | \$70.20 | \$73.71  | \$77.39  | \$81.26  | \$85.32  |
| DIRECTOR OF RISK MANAGEMENT AND SAFETY | \$45.00     | \$47.25 | \$49.61 | \$52.09 | \$54.70 | \$57.43 | \$60.30  | \$63.32  | \$66.49  | \$69.81  |
| ENVIRONMENTAL HEALTH DIRECTOR          | \$48.00     | \$50.40 | \$52.92 | \$55.57 | \$58.34 | \$61.26 | \$64.32  | \$67.54  | \$70.92  | \$74.46  |
| HUMAN RESOURCES DIRECTOR               | \$50.00     | \$52.50 | \$55.13 | \$57.88 | \$60.78 | \$63.81 | \$67.00  | \$70.36  | \$73.87  | \$77.57  |
| MUSEUM DIRECTOR                        | \$30.00     | \$31.50 | \$33.08 | \$34.73 | \$36.47 | \$38.29 | \$40.20  | \$42.21  | \$44.32  | \$46.54  |
| PLANNING DIRECTOR                      | \$55.38     | \$58.15 | \$61.06 | \$64.11 | \$67.31 | \$70.68 | \$74.21  | \$77.93  | \$81.82  | \$85.91  |
| SOCIAL SERV DIR/PUB GUARD/PC           | \$58.00     | \$60.90 | \$63.95 | \$67.14 | \$70.50 | \$74.02 | \$77.73  | \$81.61  | \$85.69  | \$89.98  |

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**ELECTED OFFICIALS**

| Job Title                              | HOURLY RATE |        |        |        |        |         |         |          |          |          |
|----------------------------------------|-------------|--------|--------|--------|--------|---------|---------|----------|----------|----------|
|                                        | STEP 1      | STEP 2 | STEP 3 | STEP 4 | STEP 5 | L1      | L2      | L3       | L4       | L5       |
| ASSESSOR                               | \$47.31     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$49.68 | \$52.16 | \$54.77  | \$57.51  | \$60.38  |
| AUDITOR/CONTROLLER                     | \$48.84     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$51.29 | \$53.85 | \$56.55  | \$59.37  | \$62.36  |
| BOARD OF SUPERVISORS-CPI 2014          | \$22.08     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$23.19 | \$24.35 | \$25.56  | \$26.84  | \$28.19  |
| BOARD OF SUPERVISORS-CPI 2018          | \$24.29     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$25.51 | \$26.78 | \$28.12  | \$29.53  | \$31.00  |
| BOARD OF SUPERVISORS-NON PERS-CPI 2022 | \$30.36     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$31.87 | \$33.47 | \$35.14  | \$36.90  | \$38.74  |
| BOARD OF SUPERVISORS-PERSABLE-CPI 2022 | \$28.38     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$29.80 | \$31.29 | \$32.85  | \$34.50  | \$36.22  |
| BOARD OF SUPERVISORS-NON PERS-CPI 2023 | \$31.62     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$33.20 | \$34.86 | \$36.60  | \$38.43  | \$40.35  |
| BOARD OF SUPERVISORS-PERSABLE-CPI 2023 | \$29.56     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$31.04 | \$32.59 | \$34.22  | \$35.93  | \$37.73  |
| BOARD OF SUPERVISORS-NON PERS-CPI 2024 | \$32.83     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$34.48 | \$36.20 | \$38.01  | \$39.91  | \$41.90  |
| BOARD OF SUPERVISORS-PERSABLE-CPI 2024 | \$30.70     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$32.23 | \$33.84 | \$35.53  | \$37.31  | \$39.18  |
| BOARD OF SUPERVISORS-NON PERS-CPI 2025 | \$33.73     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$35.41 | \$37.18 | \$39.04  | \$40.99  | \$43.04  |
| BOARD OF SUPERVISORS-PERSABLE-CPI 2025 | \$31.53     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$33.11 | \$34.76 | \$36.50  | \$38.32  | \$40.24  |
| CLERK-RECORDER **                      | \$47.31     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$49.68 | \$52.16 | \$54.77  | \$57.51  | \$60.38  |
| DISTRICT ATTORNEY                      | \$86.84     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$91.18 | \$95.74 | \$100.52 | \$105.54 | \$110.84 |
| SHERIFF/CORONER                        | \$60.23     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$63.25 | \$66.41 | \$69.73  | \$73.20  | \$76.87  |
| TREASURER/TAX COLLECTOR **             | \$47.31     | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$49.68 | \$52.16 | \$54.77  | \$57.51  | \$60.38  |

**\*\* Stipends adopted by Ordinance #07-1059 on 09/02/2007, revised as of 06/29/2025 per Ordinance #22-1142 adopted 03/01/2022**

|                         |        |        |        |        |        |        |        |        |        |        |
|-------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| CLERK-RECORDER          | \$4.38 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$4.60 | \$4.83 | \$5.07 | \$5.33 | \$5.59 |
| TREASURER/TAX COLLECTOR | \$5.30 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$5.57 | \$5.85 | \$6.14 | \$6.45 | \$6.77 |

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**OE3 PUBLIC WORKS**

| Job Title                             | HOURLY RATE |         |         |         |         |         |         |         |         |         |         |         |
|---------------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                       | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
| ASSISTANT ENGINEER                    | \$35.13     | \$36.89 | \$38.73 | \$40.68 | \$42.72 | \$44.87 | \$47.11 | \$49.49 | \$51.95 | \$54.56 | \$57.30 | \$60.17 |
| ASSOCIATE ENGINEER                    | \$35.74     | \$37.51 | \$39.40 | \$41.38 | \$43.45 | \$45.63 | \$47.92 | \$50.34 | \$52.84 | \$55.51 | \$58.28 | \$61.19 |
| ENGINEERING AIDE                      | \$20.36     | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.59 | \$33.17 | \$34.83 |
| ENGINEERING TECHNICIAN 1              | \$24.68     | \$25.93 | \$27.25 | \$28.60 | \$30.04 | \$31.55 | \$33.14 | \$34.79 | \$36.54 | \$38.38 | \$40.30 | \$42.32 |
| ENGINEERING TECHNICIAN 2              | \$26.69     | \$28.01 | \$29.44 | \$30.92 | \$32.46 | \$34.09 | \$35.81 | \$37.60 | \$39.48 | \$41.48 | \$43.56 | \$45.74 |
| EQUIPMENT SERVICE WORKER              | \$20.36     | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.59 | \$33.17 | \$34.83 |
| FISCAL/TECHNICAL SERVICES ASSISTANT 1 | \$20.36     | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.59 | \$33.17 | \$34.83 |
| FISCAL/TECHNICAL SERVICES ASSISTANT 2 | \$21.38     | \$22.45 | \$23.57 | \$24.75 | \$25.98 | \$27.30 | \$28.67 | \$30.12 | \$31.60 | \$33.19 | \$34.85 | \$36.59 |
| FISCAL/TECHNICAL SERVICES ASSISTANT 3 | \$23.57     | \$24.75 | \$25.98 | \$27.30 | \$28.67 | \$30.12 | \$31.60 | \$33.19 | \$34.85 | \$36.60 | \$38.43 | \$40.35 |
| LEAD POWER EQUIPMENT MECHANIC         | \$27.74     | \$29.15 | \$30.62 | \$32.15 | \$33.78 | \$35.45 | \$37.25 | \$39.13 | \$41.09 | \$43.15 | \$45.31 | \$47.58 |
| MANAGEMENT ANALYST 1                  | \$26.74     | \$28.06 | \$29.49 | \$30.95 | \$32.51 | \$34.13 | \$35.86 | \$37.64 | \$39.53 | \$41.51 | \$43.59 | \$45.77 |
| MANAGEMENT ANALYST 2                  | \$29.73     | \$31.22 | \$32.78 | \$34.42 | \$36.14 | \$37.97 | \$39.88 | \$41.87 | \$43.96 | \$46.16 | \$48.47 | \$50.90 |
| MECHANIC/SHOP TECHNICIAN              | \$25.15     | \$26.41 | \$27.73 | \$29.14 | \$30.60 | \$32.13 | \$33.77 | \$35.44 | \$37.22 | \$39.09 | \$41.04 | \$43.10 |
| POWER EQUIPMENT MECHANIC 1            | \$23.27     | \$24.43 | \$25.66 | \$26.95 | \$28.30 | \$29.73 | \$31.23 | \$32.79 | \$34.44 | \$36.16 | \$37.97 | \$39.86 |
| POWER EQUIPMENT MECHANIC 2            | \$25.15     | \$26.41 | \$27.73 | \$29.14 | \$30.60 | \$32.13 | \$33.77 | \$35.44 | \$37.22 | \$39.09 | \$41.04 | \$43.10 |
| PRINCIPAL TRANSPORTATION PLANNER      | \$41.37     | \$43.44 | \$45.62 | \$47.91 | \$50.33 | \$52.83 | \$55.50 | \$58.27 | \$61.19 | \$64.25 | \$67.45 | \$70.83 |
| PUBLIC WORKS MAINTENANCE LEADWORKER   | \$24.75     | \$25.98 | \$27.30 | \$28.67 | \$30.12 | \$31.60 | \$33.19 | \$34.85 | \$36.60 | \$38.41 | \$40.34 | \$42.36 |
| PUBLIC WORKS MAINTENANCE WORKER 1     | \$20.36     | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.59 | \$33.17 | \$34.83 |
| PUBLIC WORKS MAINTENANCE WORKER 2     | \$21.38     | \$22.45 | \$23.57 | \$24.75 | \$25.98 | \$27.30 | \$28.67 | \$30.12 | \$31.60 | \$33.19 | \$34.85 | \$36.59 |
| PUBLIC WORKS MAINTENANCE WORKER 3     | \$23.57     | \$24.75 | \$25.98 | \$27.30 | \$28.67 | \$30.12 | \$31.60 | \$33.19 | \$34.85 | \$36.60 | \$38.43 | \$40.35 |
| PUBLIC WORKS SENIOR ENV. PLANNER      | \$35.74     | \$37.51 | \$39.40 | \$41.38 | \$43.45 | \$45.63 | \$47.92 | \$50.34 | \$52.84 | \$55.51 | \$58.28 | \$61.19 |
| SENIOR ENGINEERING TECHNICIAN         | \$29.40     | \$30.87 | \$32.44 | \$34.06 | \$35.76 | \$37.54 | \$39.45 | \$41.42 | \$43.49 | \$45.66 | \$47.95 | \$50.35 |
| SOLID WASTE PROGRAM MANAGER           | \$32.43     | \$34.05 | \$35.75 | \$37.53 | \$39.41 | \$41.38 | \$43.45 | \$45.63 | \$47.92 | \$50.33 | \$52.83 | \$55.48 |
| TRANSPORTATION PLANNER                | \$35.13     | \$36.89 | \$38.73 | \$40.68 | \$42.72 | \$44.87 | \$47.11 | \$49.49 | \$51.95 | \$54.56 | \$57.30 | \$60.17 |
| WELDER                                | \$24.42     | \$25.65 | \$26.93 | \$28.28 | \$29.72 | \$31.22 | \$32.77 | \$34.43 | \$36.15 | \$37.98 | \$39.88 | \$41.88 |

County of Plumas  
Pay Schedule

Effective as of 09/16/2025 per Board of Supervisors Resolution Number 2025-9063; revised as of 10/07/2025 per Resolution Number 2025-9068  
and adopted by the Board as of 11/04/2025 per Resolution Number 2025-9078

OE3 PUBLIC WORKS MID-MGMT

| Job Title                                | HOURLY RATE |         |         |         |         |         |         |         |         |         |         |         |
|------------------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                          | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
| ASSISTANT DIRECTOR OF PUBLIC WORKS       | \$43.43     | \$45.61 | \$47.89 | \$50.31 | \$52.82 | \$55.48 | \$58.26 | \$61.18 | \$64.22 | \$67.45 | \$70.83 | \$74.37 |
| DEPUTY DIRECTOR OF PUBLIC WORKS          | \$43.43     | \$45.61 | \$47.89 | \$50.31 | \$52.82 | \$55.48 | \$58.26 | \$61.18 | \$64.22 | \$67.45 | \$70.83 | \$74.37 |
| EQUIPMENT MAINTENANCE SUPERVISOR         | \$32.43     | \$34.05 | \$35.75 | \$37.53 | \$39.41 | \$41.38 | \$43.45 | \$45.63 | \$47.92 | \$50.33 | \$52.83 | \$55.48 |
| PUBLIC WORKS ADMIN SERVICES OFFICER      | \$42.33     | \$44.44 | \$46.66 | \$49.01 | \$51.47 | \$54.04 | \$56.75 | \$59.60 | \$62.60 | \$65.74 | \$69.03 | \$72.48 |
| PW FISCAL OFFICER/ADMIN SERVICES MANAGER | \$37.31     | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.67 | \$50.07 | \$52.57 | \$55.20 | \$57.97 | \$60.87 | \$63.92 |
| PW ROAD MAINTENANCE SUPERVISOR           | \$28.66     | \$30.10 | \$31.59 | \$33.20 | \$34.87 | \$36.61 | \$38.46 | \$40.38 | \$42.42 | \$44.53 | \$46.75 | \$49.10 |

**County of Plumas  
Pay Schedule**

Effective as of 09/16/2025 per Board of Supervisors Resolution Number 2025-9063; revised as of 10/07/2025 per Resolution Number 2025-9068  
and adopted by the Board as of 11/04/2025 per Resolution Number 2025-9078

**OE3 GENERAL**

| Job Title                           | HOURLY RATE |         |         |         |         |         |         |         |         |         |         |         |
|-------------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                     | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
| 4-H REPRESENTATIVE                  | \$20.59     | \$21.62 | \$22.69 | \$23.85 | \$25.04 | \$26.30 | \$27.63 | \$29.01 | \$30.47 | \$31.99 | \$33.59 | \$35.27 |
| ACCOUNTANT                          | \$21.65     | \$22.75 | \$23.89 | \$25.08 | \$26.36 | \$27.68 | \$29.07 | \$30.53 | \$32.05 | \$33.66 | \$35.34 | \$37.11 |
| ACCOUNTING TECHNICIAN               | \$21.25     | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 | \$36.36 |
| ADMINISTRATIVE ASSISTANT 1          | \$18.15     | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| ADMINISTRATIVE ASSISTANT 2          | \$19.93     | \$20.92 | \$21.97 | \$23.07 | \$24.23 | \$25.44 | \$26.73 | \$28.07 | \$29.49 | \$30.95 | \$32.50 | \$34.12 |
| AG & STANDARDS INSPECTOR 1          | \$24.27     | \$25.48 | \$26.76 | \$28.11 | \$29.51 | \$30.99 | \$32.54 | \$34.19 | \$35.89 | \$37.70 | \$39.59 | \$41.56 |
| AG & STANDARDS INSPECTOR 2          | \$28.22     | \$29.65 | \$31.12 | \$32.67 | \$34.32 | \$36.04 | \$37.85 | \$39.75 | \$41.75 | \$43.84 | \$46.03 | \$48.33 |
| AG & STANDARDS INSPECTOR 3          | \$31.13     | \$32.69 | \$34.34 | \$36.06 | \$37.86 | \$39.77 | \$41.76 | \$43.86 | \$46.05 | \$48.36 | \$50.78 | \$53.32 |
| AG & STANDARDS TECHNICIAN 1         | \$18.74     | \$19.69 | \$20.68 | \$21.73 | \$22.83 | \$23.96 | \$25.16 | \$26.42 | \$27.75 | \$29.14 | \$30.60 | \$32.13 |
| AG & STANDARDS TECHNICIAN 2         | \$20.57     | \$21.59 | \$22.68 | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 | \$33.57 | \$35.25 |
| AG & STANDARDS TECHNICIAN 3         | \$22.35     | \$23.47 | \$24.66 | \$25.89 | \$27.20 | \$28.57 | \$30.00 | \$31.50 | \$33.08 | \$34.75 | \$36.49 | \$38.31 |
| AG & STANDARDS MANAGEMENT ANALYST 1 | \$25.12     | \$26.39 | \$27.72 | \$29.11 | \$30.56 | \$32.09 | \$33.70 | \$35.39 | \$37.17 | \$39.04 | \$40.99 | \$43.04 |
| AG & STANDARDS MANAGEMENT ANALYST 2 | \$27.94     | \$29.34 | \$30.81 | \$32.36 | \$33.98 | \$35.70 | \$37.48 | \$39.36 | \$41.33 | \$43.40 | \$45.57 | \$47.85 |
| ALCOHOL & DRUG PREV COORD           | \$21.81     | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 |
| ALCOHOL & DRUG THERAPIST 1          | \$26.51     | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 | \$45.41 |
| ALCOHOL & DRUG THERAPIST 2          | \$29.23     | \$30.70 | \$32.23 | \$33.86 | \$35.55 | \$37.33 | \$39.20 | \$41.17 | \$43.23 | \$45.41 | \$47.67 | \$50.06 |
| ALTERNATIVE SENTENCING COORD        | \$22.83     | \$23.96 | \$25.16 | \$26.42 | \$27.75 | \$29.14 | \$30.61 | \$32.13 | \$33.76 | \$35.44 | \$37.21 | \$39.07 |
| ANIMAL CONTROL OFFICER 1            | \$21.29     | \$22.34 | \$23.46 | \$24.64 | \$25.86 | \$27.16 | \$28.52 | \$29.94 | \$31.44 | \$33.01 | \$34.66 | \$36.39 |
| ANIMAL CONTROL OFFICER 2            | \$24.64     | \$25.86 | \$27.16 | \$28.52 | \$29.94 | \$31.44 | \$33.01 | \$34.66 | \$36.39 | \$38.23 | \$40.14 | \$42.15 |
| ANIMAL SHELTER ATTENDANT            | \$18.15     | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| APPRAISAL ASSISTANT                 | \$20.68     | \$21.73 | \$22.83 | \$23.96 | \$25.16 | \$26.42 | \$27.75 | \$29.14 | \$30.61 | \$32.13 | \$33.74 | \$35.42 |
| APPRAISER 1                         | \$21.81     | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 |
| APPRAISER 2                         | \$24.06     | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 | \$39.24 | \$41.21 |
| APPRAISER 3                         | \$26.51     | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 | \$45.41 |
| ASSISTANT COOK                      | \$18.15     | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| ASSISTANT MUSEUM DIRECTOR           | \$19.22     | \$20.17 | \$21.19 | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 |
| ASSISTANT PLANNER                   | \$22.91     | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 | \$39.24 |
| ASSOCIATE PLANNER                   | \$27.84     | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 | \$47.65 |
| AUDITOR ACCOUNTING CLERK 1          | \$18.15     | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| AUDITOR ACCOUNTING CLERK 2          | \$20.02     | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 | \$34.31 |
| AUDITOR ACCOUNTING TECH 1           | \$21.97     | \$23.07 | \$24.23 | \$25.44 | \$26.73 | \$28.07 | \$29.49 | \$30.95 | \$32.53 | \$34.16 | \$35.87 | \$37.66 |
| AUDITOR/APPRaiser 1                 | \$20.68     | \$21.73 | \$22.83 | \$23.96 | \$25.16 | \$26.42 | \$27.75 | \$29.14 | \$30.61 | \$32.13 | \$33.74 | \$35.42 |
| AUDITOR/APPRaiser 2                 | \$22.36     | \$23.50 | \$24.67 | \$25.91 | \$27.20 | \$28.58 | \$30.00 | \$31.50 | \$33.09 | \$34.75 | \$36.49 | \$38.31 |
| AUDITOR/APPRaiser 3                 | \$24.66     | \$25.89 | \$27.19 | \$28.57 | \$29.99 | \$31.49 | \$33.08 | \$34.74 | \$36.48 | \$38.30 | \$40.22 | \$42.23 |
| BH ADMINISTRATIVE ASSISTANT 1       | \$18.15     | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| BH ADMINISTRATIVE ASSISTANT 2       | \$19.93     | \$20.92 | \$21.97 | \$23.07 | \$24.23 | \$25.44 | \$26.73 | \$28.07 | \$29.49 | \$30.95 | \$32.50 | \$34.12 |

| Job Title                              | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
|----------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| BH CASE MGMT SPECIALIST 1              | \$24.37 | \$25.61 | \$26.87 | \$28.23 | \$29.65 | \$31.13 | \$32.69 | \$34.34 | \$36.06 | \$37.87 | \$39.76 | \$41.75 |
| BH CASE MGMT SPECIALIST 2              | \$26.86 | \$28.22 | \$29.62 | \$31.12 | \$32.68 | \$34.33 | \$36.04 | \$37.86 | \$39.77 | \$41.75 | \$43.84 | \$46.03 |
| BH CASE MGMT SPECIALIST SR             | \$29.36 | \$30.86 | \$32.40 | \$34.01 | \$35.73 | \$37.51 | \$39.39 | \$41.37 | \$43.45 | \$45.62 | \$47.90 | \$50.30 |
| BH CLINICAL RECORDS SPECIALIST         | \$21.24 | \$22.32 | \$23.44 | \$24.61 | \$25.85 | \$27.15 | \$28.51 | \$29.93 | \$31.44 | \$33.01 | \$34.66 | \$36.39 |
| BH QUALITY ASSURANCE COORD             | \$32.49 | \$34.10 | \$35.82 | \$37.62 | \$39.50 | \$41.48 | \$43.56 | \$45.76 | \$48.04 | \$50.46 | \$52.98 | \$55.63 |
| BH SITE COORDINATOR                    | \$22.55 | \$23.69 | \$24.87 | \$26.13 | \$27.42 | \$28.81 | \$30.26 | \$31.76 | \$33.37 | \$35.04 | \$36.79 | \$38.63 |
| BH SUBSTANCE USE DISORDER COUNSELOR I  | \$28.26 | \$29.68 | \$31.16 | \$32.73 | \$34.36 | \$36.09 | \$37.91 | \$39.81 | \$41.80 | \$43.89 | \$46.08 | \$48.39 |
| BH SUBSTANCE USE DISORDER COUNSELOR II | \$31.41 | \$32.98 | \$34.62 | \$36.36 | \$38.19 | \$40.10 | \$42.11 | \$44.23 | \$46.42 | \$48.75 | \$51.19 | \$53.75 |
| BH SUPERVISING SITE COORD              | \$27.84 | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 | \$47.65 |
| BH SUPPORT SERVICES COORD              | \$20.17 | \$21.19 | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 | \$34.61 |
| BH SUPPORTIVE SERVICES TECH 1          | \$18.99 | \$19.93 | \$20.92 | \$21.97 | \$23.07 | \$24.23 | \$25.44 | \$26.73 | \$28.07 | \$29.49 | \$30.95 | \$32.50 |
| BH SUPPORTIVE SERVICES TECH 2          | \$19.93 | \$20.92 | \$21.97 | \$23.07 | \$24.23 | \$25.44 | \$26.73 | \$28.07 | \$29.49 | \$30.95 | \$32.50 | \$34.12 |
| BH SYSTEMS ANALYST                     | \$31.24 | \$32.82 | \$34.45 | \$36.19 | \$38.02 | \$39.92 | \$41.92 | \$44.02 | \$46.23 | \$48.55 | \$50.98 | \$53.53 |
| BH THERAPIST 1                         | \$30.39 | \$31.91 | \$33.51 | \$35.20 | \$36.95 | \$38.81 | \$40.76 | \$42.80 | \$44.95 | \$47.21 | \$49.57 | \$52.05 |
| BH THERAPIST 2                         | \$33.48 | \$35.18 | \$36.92 | \$38.79 | \$40.73 | \$42.77 | \$44.92 | \$47.18 | \$49.54 | \$52.03 | \$54.63 | \$57.36 |
| BH THERAPIST SENIOR                    | \$36.97 | \$38.83 | \$40.78 | \$42.82 | \$44.97 | \$47.23 | \$49.60 | \$52.09 | \$54.68 | \$57.43 | \$60.30 | \$63.32 |
| BLDG & GRNDS MAINT TECHNICIAN          | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 | \$33.57 | \$35.25 | \$37.01 | \$38.86 | \$40.80 |
| BLDG & GRNDS MAINT WORKER 1            | \$18.66 | \$19.59 | \$20.57 | \$21.59 | \$22.68 | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 |
| BLDG & GRNDS MAINT WORKER 2            | \$19.59 | \$20.57 | \$21.59 | \$22.68 | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 | \$33.57 |
| BLDG & GRNDS MAINT WORKER 3            | \$22.68 | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 | \$33.57 | \$35.25 | \$37.01 | \$38.86 |
| BOOKMOBILE LIBRARY ASSISTANT           | \$19.28 | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 |
| BRANCH LIBRARY ASSISTANT 1             | \$19.28 | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 |
| BRANCH LIBRARY ASSISTANT 2             | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 |
| BUILDING INSPECTOR 1                   | \$23.49 | \$24.66 | \$25.91 | \$27.21 | \$28.58 | \$30.03 | \$31.53 | \$33.10 | \$34.76 | \$36.51 | \$38.34 | \$40.25 |
| BUILDING INSPECTOR 2                   | \$27.18 | \$28.56 | \$29.98 | \$31.48 | \$33.07 | \$34.73 | \$36.47 | \$38.29 | \$40.22 | \$42.23 | \$44.34 | \$46.56 |
| BUILDING PLANCHECK INSPECTOR           | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 | \$47.65 | \$50.03 |
| BUILDING PLANS EXAMINER 1              | \$27.84 | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 | \$47.65 |
| BUILDING PLANS EXAMINER 2              | \$30.69 | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.04 | \$52.55 |
| CADASTRAL DRAFTING SPECIALST           | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 | \$45.41 |
| CHILD SUPPORT ACCOUNTING SPEC          | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 | \$39.24 |
| CHILD SUPPORT ASSISTANT I              | \$18.54 | \$19.47 | \$20.45 | \$21.47 | \$22.55 | \$23.67 | \$24.86 | \$26.12 | \$27.42 | \$28.79 | \$30.25 | \$31.77 |
| CHILD SUPPORT ASSISTANT II             | \$20.45 | \$21.47 | \$22.55 | \$23.67 | \$24.86 | \$26.12 | \$27.42 | \$28.79 | \$30.25 | \$31.77 | \$33.36 | \$35.03 |
| CHILD SUPPORT ASSISTANT III            | \$21.42 | \$22.50 | \$23.63 | \$24.80 | \$26.06 | \$27.37 | \$28.74 | \$30.18 | \$31.69 | \$33.28 | \$34.94 | \$36.69 |
| CHILD SUPPORT LEGAL CLERK I            | \$19.20 | \$20.15 | \$21.16 | \$22.21 | \$23.33 | \$24.50 | \$25.72 | \$27.01 | \$28.36 | \$29.77 | \$31.26 | \$32.82 |
| CHILD SUPPORT LEGAL CLERK II           | \$21.10 | \$22.14 | \$23.28 | \$24.43 | \$25.66 | \$26.94 | \$28.30 | \$29.71 | \$31.20 | \$32.76 | \$34.40 | \$36.12 |
| CHILD SUPPORT LEGAL CLERK III          | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 | \$36.36 | \$38.18 |
| CHILD SUPPORT SPECIALIST 1             | \$21.48 | \$22.55 | \$23.69 | \$24.87 | \$26.13 | \$27.42 | \$28.81 | \$30.26 | \$31.76 | \$33.37 | \$35.04 | \$36.79 |
| CHILD SUPPORT SPECIALIST 2             | \$23.11 | \$24.27 | \$25.48 | \$26.76 | \$28.11 | \$29.51 | \$30.99 | \$32.54 | \$34.19 | \$35.89 | \$37.68 | \$39.57 |
| CHILD SUPPORT SPECIALIST 3             | \$25.06 | \$26.30 | \$27.62 | \$29.00 | \$30.46 | \$31.98 | \$33.58 | \$35.26 | \$37.02 | \$38.87 | \$40.81 | \$42.85 |
| CODE ENFORCEMENT OFFICER               | \$29.50 | \$30.98 | \$32.53 | \$34.16 | \$35.88 | \$37.69 | \$39.57 | \$41.55 | \$43.62 | \$45.82 | \$48.11 | \$50.52 |
| COLLECTIONS OFFICER 1                  | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 | \$39.24 |
| COLLECTIONS OFFICER 2                  | \$25.26 | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 |
| COMMUNITY OUTREACH COORDINATOR         | \$21.81 | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 |
| CUSTODIAN                              | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| DA INVESTIGATIONS SPECIALIST           | \$29.35 | \$30.84 | \$32.38 | \$34.00 | \$35.72 | \$37.50 | \$39.38 | \$41.36 | \$43.44 | \$45.61 | \$47.89 | \$50.29 |
| DA INVESTIGATIVE ASSISTANT             | \$23.52 | \$24.70 | \$25.93 | \$27.23 | \$28.60 | \$30.05 | \$31.55 | \$33.14 | \$34.79 | \$36.53 | \$38.36 | \$40.27 |
| DEPUTY CHILD SUP ATTORNEY 1            | \$31.43 | \$33.00 | \$34.64 | \$36.39 | \$38.23 | \$40.15 | \$42.16 | \$44.28 | \$46.49 | \$48.82 | \$51.26 | \$53.82 |
| DEPUTY CHILD SUP ATTORNEY 2            | \$34.67 | \$36.41 | \$38.25 | \$40.17 | \$42.19 | \$44.30 | \$46.51 | \$48.84 | \$51.29 | \$53.87 | \$56.56 | \$59.39 |

| Job Title                      | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
|--------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| DEPUTY CLERK-RECORDER 1        | \$18.92 | \$19.88 | \$20.88 | \$21.93 | \$23.05 | \$24.21 | \$25.43 | \$26.70 | \$28.04 | \$29.45 | \$30.92 | \$32.47 |
| DEPUTY CLERK-RECORDER 2        | \$21.79 | \$22.88 | \$24.04 | \$25.23 | \$26.49 | \$27.83 | \$29.22 | \$30.70 | \$32.22 | \$33.85 | \$35.54 | \$37.32 |
| DEPUTY DISTRICT ATTORNEY 1     | \$41.02 | \$43.08 | \$45.23 | \$47.49 | \$49.86 | \$52.35 | \$54.97 | \$57.72 | \$60.61 | \$63.64 | \$66.82 | \$70.16 |
| DEPUTY DISTRICT ATTORNEY 2     | \$45.66 | \$47.95 | \$50.34 | \$52.86 | \$55.51 | \$58.28 | \$61.19 | \$64.25 | \$67.46 | \$70.84 | \$74.38 | \$78.10 |
| DEPUTY DISTRICT ATTORNEY 3     | \$50.84 | \$53.38 | \$56.05 | \$58.85 | \$61.80 | \$64.89 | \$68.13 | \$71.53 | \$75.12 | \$78.87 | \$82.81 | \$86.95 |
| DEPUTY PUB GUARD/CONSERVATOR 1 | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| DEPUTY PUB GUARD/CONSERVATOR 2 | \$19.93 | \$20.92 | \$21.97 | \$23.07 | \$24.23 | \$25.44 | \$26.73 | \$28.07 | \$29.49 | \$30.95 | \$32.50 | \$34.12 |
| DISTRICT ATTORNEY INVESTIGATOR | \$27.19 | \$28.56 | \$29.99 | \$31.49 | \$33.07 | \$34.74 | \$36.48 | \$38.30 | \$40.23 | \$42.24 | \$44.35 | \$46.57 |
| DRINKING DRIVER COORDINATOR    | \$21.81 | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 |
| DRIVER 1                       | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| DRIVER 2                       | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 |
| DRIVER 3                       | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 | \$34.31 |
| ELECTIONS COORDINATOR          | \$28.78 | \$30.24 | \$31.74 | \$33.35 | \$35.02 | \$36.78 | \$38.64 | \$40.58 | \$42.61 | \$44.76 | \$47.00 | \$49.35 |
| ELECTIONS SERVICES ASSISTANT 1 | \$18.92 | \$19.88 | \$20.88 | \$21.93 | \$23.05 | \$24.21 | \$25.43 | \$26.70 | \$28.04 | \$29.45 | \$30.92 | \$32.47 |
| ELECTIONS SERVICES ASSISTANT 2 | \$21.79 | \$22.88 | \$24.04 | \$25.23 | \$26.49 | \$27.83 | \$29.22 | \$30.70 | \$32.22 | \$33.85 | \$35.54 | \$37.32 |
| ELECTIONS SPECIALIST           | \$25.23 | \$26.49 | \$27.83 | \$29.22 | \$30.70 | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.15 | \$43.21 |
| ELIGIBILITY SPECIALIST 1       | \$18.66 | \$19.59 | \$20.57 | \$21.59 | \$22.68 | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 |
| ELIGIBILITY SPECIALIST 2       | \$20.57 | \$21.59 | \$22.68 | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 | \$33.57 | \$35.25 |
| ELIGIBILITY SPECIALIST 3       | \$22.68 | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 | \$33.57 | \$35.25 | \$37.01 | \$38.86 |
| EMPLOYMENT & TRAINING WORKER 1 | \$21.12 | \$22.17 | \$23.30 | \$24.45 | \$25.69 | \$26.96 | \$28.33 | \$29.73 | \$31.23 | \$32.80 | \$34.44 | \$36.16 |
| EMPLOYMENT & TRAINING WORKER 2 | \$23.28 | \$24.43 | \$25.66 | \$26.94 | \$28.30 | \$29.71 | \$31.21 | \$32.78 | \$34.41 | \$36.15 | \$37.96 | \$39.86 |
| EMPLOYMENT & TRAINING WORKER 3 | \$25.65 | \$26.93 | \$28.29 | \$29.70 | \$31.20 | \$32.77 | \$34.40 | \$36.14 | \$37.94 | \$39.84 | \$41.83 | \$43.92 |
| ENVIRONMENTAL HEALTH AIDE      | \$20.17 | \$21.19 | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 | \$34.61 |
| ENVIRONMENTAL HEALTH SPEC 1    | \$28.36 | \$29.78 | \$31.27 | \$32.86 | \$34.49 | \$36.22 | \$38.05 | \$39.96 | \$41.95 | \$44.06 | \$46.26 | \$48.58 |
| ENVIRONMENTAL HEALTH SPEC 2    | \$31.28 | \$32.87 | \$34.51 | \$36.23 | \$38.06 | \$39.97 | \$41.97 | \$44.07 | \$46.28 | \$48.60 | \$51.03 | \$53.58 |
| ENVIRONMENTAL HEALTH SPEC 3    | \$34.42 | \$36.16 | \$37.96 | \$39.88 | \$41.87 | \$43.97 | \$46.19 | \$48.50 | \$50.93 | \$53.47 | \$56.14 | \$58.95 |
| ENVIRONMENTAL HEALTH TECH 1    | \$20.17 | \$21.19 | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 | \$34.61 |
| ENVIRONMENTAL HEALTH TECH 2    | \$21.81 | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 |
| EPIDEMIOLOGIST                 | \$40.81 | \$42.86 | \$45.00 | \$47.25 | \$49.60 | \$52.09 | \$54.68 | \$57.43 | \$60.30 | \$63.33 | \$66.50 | \$69.82 |
| EXECUTIVE ASSISTANT-PLANNING   | \$19.22 | \$20.17 | \$21.19 | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 |
| FAIR FISCAL COORDINATOR 1      | \$25.26 | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 |
| FAIR FISCAL COORDINATOR 2      | \$27.84 | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 | \$47.65 |
| FAMILY VIOLENCE OFFICER        | \$21.82 | \$22.92 | \$24.07 | \$25.28 | \$26.55 | \$27.88 | \$29.28 | \$30.75 | \$32.29 | \$33.91 | \$35.61 | \$37.39 |
| FIELD SERVICES ASSISTANT       | \$18.30 | \$19.23 | \$20.20 | \$21.22 | \$22.30 | \$23.41 | \$24.57 | \$25.83 | \$27.13 | \$28.49 | \$29.91 | \$31.41 |
| FISCAL & TECH SERVICES ASST 1  | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| FISCAL & TECH SERVICES ASST 2  | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 |
| FISCAL & TECH SERVICES ASST 3  | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 | \$34.31 | \$36.03 |
| GEO INFO SYS (GIS) PLANNER 1   | \$25.88 | \$27.18 | \$28.56 | \$29.98 | \$31.48 | \$33.07 | \$34.73 | \$36.47 | \$38.29 | \$40.22 | \$42.23 | \$44.34 |
| GEO INFO SYS (GIS) PLANNER 2   | \$27.84 | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 | \$47.00 |
| HAZ MAT SPECIALIST 1           | \$28.36 | \$29.78 | \$31.27 | \$32.86 | \$34.49 | \$36.22 | \$38.05 | \$39.96 | \$41.95 | \$44.06 | \$46.26 | \$48.58 |
| HAZ MAT SPECIALIST 2           | \$31.28 | \$32.87 | \$34.51 | \$36.23 | \$38.06 | \$39.97 | \$41.97 | \$44.07 | \$46.28 | \$48.60 | \$51.03 | \$53.58 |
| HAZ MAT SPECIALIST 3           | \$34.42 | \$36.16 | \$37.96 | \$39.88 | \$41.87 | \$43.97 | \$46.19 | \$48.50 | \$50.93 | \$53.47 | \$56.14 | \$58.95 |
| HEAD COOK                      | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 | \$34.31 |
| HEALTH AIDE 1                  | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| HEALTH AIDE 2                  | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 |

| Job Title                      | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
|--------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| HEALTH EDUCATION COORDINATOR 1 | \$27.84 | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 | \$47.65 |
| HEALTH EDUCATION SPECIALIST    | \$25.26 | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 |
| HIV SPECIALTY CLINIC THERAPIST | \$29.23 | \$30.70 | \$32.23 | \$33.86 | \$35.55 | \$37.33 | \$39.20 | \$41.17 | \$43.23 | \$45.41 | \$47.67 | \$50.06 |
| INFORMATION SYSTEMS TECHNICIAN | \$26.07 | \$27.37 | \$28.74 | \$30.18 | \$31.69 | \$33.29 | \$34.96 | \$36.71 | \$38.54 | \$40.48 | \$42.50 | \$44.63 |
| LEAD DEPUTY CLERK-RECORDER     | \$25.23 | \$26.49 | \$27.83 | \$29.22 | \$30.70 | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.15 | \$43.21 |
| LEGAL SECRETARY                | \$22.37 | \$23.51 | \$24.68 | \$25.92 | \$27.21 | \$28.59 | \$30.03 | \$31.52 | \$33.10 | \$34.76 | \$36.50 | \$38.32 |
| LEGAL SECRETARY - SENIOR       | \$23.74 | \$24.93 | \$26.19 | \$27.51 | \$28.89 | \$30.33 | \$31.86 | \$33.45 | \$35.12 | \$36.88 | \$38.72 | \$40.66 |
| LEGAL SECRETARY - TRAINEE      | \$20.28 | \$21.32 | \$22.39 | \$23.51 | \$24.70 | \$25.93 | \$27.24 | \$28.60 | \$30.04 | \$31.54 | \$33.12 | \$34.77 |
| LEGAL SERVICES ASSISTANT 1     | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| LEGAL SERVICES ASSISTANT 2     | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 | \$34.31 |
| LIBRARIAN                      | \$25.11 | \$26.38 | \$27.71 | \$29.10 | \$30.56 | \$32.09 | \$33.70 | \$35.40 | \$37.17 | \$39.04 | \$40.99 | \$43.04 |
| LIBRARY AIDE                   | \$18.37 | \$19.28 | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 |
| LIBRARY LITERACY CLERK         | \$18.37 | \$19.28 | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 |
| LIBRARY TECHNICIAN             | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 | \$36.36 |
| LICENSED VOCATIONAL NURSE 1-BH | \$24.12 | \$25.34 | \$26.62 | \$27.95 | \$29.35 | \$30.84 | \$32.38 | \$34.00 | \$35.72 | \$37.50 | \$39.38 | \$41.34 |
| LICENSED VOCATIONAL NURSE 1-PH | \$24.12 | \$25.34 | \$26.62 | \$27.95 | \$29.35 | \$30.84 | \$32.38 | \$34.00 | \$35.72 | \$37.50 | \$39.38 | \$41.34 |
| LICENSED VOCATIONAL NURSE 2-BH | \$25.33 | \$26.61 | \$27.94 | \$29.34 | \$30.82 | \$32.37 | \$33.99 | \$35.71 | \$37.49 | \$39.37 | \$41.34 | \$43.41 |
| LICENSED VOCATIONAL NURSE 2-PH | \$25.33 | \$26.61 | \$27.94 | \$29.34 | \$30.82 | \$32.37 | \$33.99 | \$35.71 | \$37.49 | \$39.37 | \$41.34 | \$43.41 |
| LITERACY PROGRAM ASSISTANT 1   | \$19.28 | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 |
| LITERACY PROGRAM ASSISTANT 2   | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 |
| MANAGEMENT ANALYST 1           | \$25.26 | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 |
| MANAGEMENT ANALYST 2           | \$28.09 | \$29.49 | \$30.97 | \$32.52 | \$34.14 | \$35.87 | \$37.68 | \$39.56 | \$41.54 | \$43.60 | \$45.78 | \$48.07 |
| MENTORING COORDINATOR          | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| MUSEUM REGISTRAR               | \$18.37 | \$19.28 | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 |
| NATURAL RESOURCES ANALYST      | \$24.66 | \$25.89 | \$27.19 | \$28.57 | \$29.99 | \$31.49 | \$33.08 | \$34.74 | \$36.48 | \$38.30 | \$40.22 | \$42.23 |
| NURSE PRACTITIONER             | \$55.54 | \$58.32 | \$61.25 | \$64.32 | \$67.52 | \$70.92 | \$74.47 | \$78.20 | \$82.12 | \$86.22 | \$90.53 | \$95.06 |
| OFFICE ASSISTANT 1             | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| OFFICE ASSISTANT 2             | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 |
| OFFICE ASSISTANT 3             | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 | \$34.31 | \$36.03 |
| OFFICE AUTOMATION ANALYST      | \$26.50 | \$27.82 | \$29.22 | \$30.68 | \$32.21 | \$33.84 | \$35.54 | \$37.31 | \$39.18 | \$41.14 | \$43.20 | \$45.36 |
| OFFICE AUTOMATION SPECIALIST   | \$21.82 | \$22.92 | \$24.07 | \$25.28 | \$26.55 | \$27.88 | \$29.28 | \$30.75 | \$32.29 | \$33.91 | \$35.61 | \$37.39 |
| PARALEGAL 1                    | \$19.22 | \$20.17 | \$21.19 | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 |
| PARALEGAL 2                    | \$21.19 | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 | \$34.61 | \$36.34 |
| PARALEGAL 3                    | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 | \$39.24 |
| PERMIT TECHNICIAN              | \$19.68 | \$20.67 | \$21.71 | \$22.83 | \$23.96 | \$25.16 | \$26.42 | \$27.75 | \$29.14 | \$30.61 | \$32.14 | \$33.75 |
| PHYSICIAN ASSISTANT            | \$55.54 | \$58.32 | \$61.25 | \$64.32 | \$67.52 | \$70.92 | \$74.47 | \$78.20 | \$82.12 | \$86.22 | \$90.53 | \$95.06 |
| PLANNING TECHNICIAN            | \$21.30 | \$22.35 | \$23.47 | \$24.65 | \$25.88 | \$27.18 | \$28.55 | \$29.96 | \$31.47 | \$33.04 | \$34.69 | \$36.43 |
| PREVENTION AIDE                | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| PROG COMPL & TRAINING ANALYST  | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.34 | \$39.24 |
| PROGRAMMER ANALYST             | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 | \$45.41 |
| PROJECT MANAGER                | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.06 | \$52.56 | \$55.19 |
| PROPERTY TAX ASSESSMENT SPEC 1 | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 |
| PROPERTY TAX ASSESSMENT SPEC 2 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 | \$36.36 | \$38.18 |
| PROPERTY TAX ASSESSMENT TECH   | \$18.37 | \$19.28 | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 |

| Job Title                                        | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
|--------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| PSYCHIATRIC NURSE 1                              | \$31.24 | \$32.82 | \$34.45 | \$36.19 | \$38.02 | \$39.92 | \$41.92 | \$44.02 | \$46.23 | \$48.55 | \$50.98 | \$53.53 |
| PSYCHIATRIC NURSE 2                              | \$34.99 | \$36.74 | \$38.59 | \$40.52 | \$42.55 | \$44.68 | \$46.92 | \$49.28 | \$51.74 | \$54.35 | \$57.07 | \$59.92 |
| PSYCHIATRIC TECHNICIAN                           | \$21.81 | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 |
| PUBLIC HEALTH DATABASE ANALYST                   | \$31.24 | \$32.82 | \$34.45 | \$36.19 | \$38.02 | \$39.92 | \$41.92 | \$44.02 | \$46.23 | \$48.55 | \$50.98 | \$53.53 |
| PUBLIC HEALTH EMERGENCY PREPAREDNESS COORDINATOR | \$30.69 | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.04 | \$52.55 |
| PUBLIC HEALTH NURSE 1                            | \$31.24 | \$32.82 | \$34.45 | \$36.19 | \$38.02 | \$39.92 | \$41.92 | \$44.02 | \$46.23 | \$48.55 | \$50.98 | \$53.53 |
| PUBLIC HEALTH NURSE 2                            | \$34.99 | \$36.74 | \$38.59 | \$40.52 | \$42.55 | \$44.68 | \$46.92 | \$49.28 | \$51.74 | \$54.35 | \$57.07 | \$59.92 |
| PUBLIC HEALTH NURSE 3                            | \$38.73 | \$40.68 | \$42.72 | \$44.87 | \$47.11 | \$49.49 | \$51.95 | \$54.56 | \$57.30 | \$60.17 | \$63.18 | \$66.34 |
| QUALITY ASSURANCE COORDINATOR                    | \$29.23 | \$30.70 | \$32.23 | \$33.86 | \$35.55 | \$37.33 | \$39.20 | \$41.17 | \$43.23 | \$45.41 | \$47.67 | \$50.06 |
| RECORDS MANAGEMENT TECH 1                        | \$18.15 | \$19.06 | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 |
| RECORDS MANAGEMENT TECH 2                        | \$20.02 | \$21.02 | \$22.08 | \$23.19 | \$24.35 | \$25.58 | \$26.86 | \$28.22 | \$29.63 | \$31.12 | \$32.68 | \$34.31 |
| REGISTERED DENTAL ASSISTANT 1                    | \$24.12 | \$25.34 | \$26.62 | \$27.95 | \$29.35 | \$30.84 | \$32.38 | \$34.00 | \$35.72 | \$37.50 | \$39.38 | \$41.34 |
| REGISTERED DENTAL ASSISTANT 2                    | \$25.33 | \$26.61 | \$27.94 | \$29.34 | \$30.82 | \$32.37 | \$33.99 | \$35.71 | \$37.49 | \$39.37 | \$41.34 | \$43.41 |
| REGISTERED NURSE 1 - BH                          | \$31.24 | \$32.82 | \$34.45 | \$36.19 | \$38.02 | \$39.92 | \$41.92 | \$44.02 | \$46.23 | \$48.55 | \$50.98 | \$53.53 |
| REGISTERED NURSE 1 - PH                          | \$31.24 | \$32.82 | \$34.45 | \$36.19 | \$38.02 | \$39.92 | \$41.92 | \$44.02 | \$46.23 | \$48.55 | \$50.98 | \$53.53 |
| REGISTERED NURSE 2 - BH                          | \$34.99 | \$36.74 | \$38.59 | \$40.52 | \$42.55 | \$44.68 | \$46.92 | \$49.28 | \$51.74 | \$54.35 | \$57.07 | \$59.92 |
| REGISTERED NURSE 2 - PH                          | \$34.99 | \$36.74 | \$38.59 | \$40.52 | \$42.55 | \$44.68 | \$46.92 | \$49.28 | \$51.74 | \$54.35 | \$57.07 | \$59.92 |
| SENIOR BUILDING INSPECTOR                        | \$27.84 | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 | \$47.65 |
| SENIOR BUILDING PLNCHK INSP                      | \$32.12 | \$33.76 | \$35.45 | \$37.22 | \$39.10 | \$41.06 | \$43.13 | \$45.29 | \$47.56 | \$49.93 | \$52.43 | \$55.05 |
| SENIOR DISTRICT ATTORNEY INVST                   | \$29.95 | \$31.46 | \$33.03 | \$34.71 | \$36.44 | \$38.27 | \$40.19 | \$42.21 | \$44.33 | \$46.55 | \$48.88 | \$51.32 |
| SENIOR PERMIT TECHNICIAN                         | \$22.13 | \$23.27 | \$24.42 | \$25.65 | \$26.93 | \$28.29 | \$29.70 | \$31.20 | \$32.77 | \$34.40 | \$36.12 | \$37.93 |
| SENIOR PLANNER                                   | \$30.69 | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.04 | \$52.55 |
| SENIOR SOCIAL WORKER A                           | \$30.62 | \$32.14 | \$33.77 | \$35.45 | \$37.25 | \$39.09 | \$41.05 | \$43.11 | \$45.28 | \$47.54 | \$49.92 | \$52.41 |
| SENIOR SOCIAL WORKER B                           | \$33.50 | \$35.19 | \$36.94 | \$38.80 | \$40.74 | \$42.79 | \$44.92 | \$47.20 | \$49.57 | \$52.05 | \$54.65 | \$57.39 |
| SITE MANAGER                                     | \$20.92 | \$21.97 | \$23.07 | \$24.23 | \$25.44 | \$26.73 | \$28.07 | \$29.49 | \$30.95 | \$32.53 | \$34.16 | \$35.86 |
| SOCIAL SERVICES AIDE                             | \$18.87 | \$19.81 | \$20.82 | \$21.87 | \$22.96 | \$24.10 | \$25.32 | \$26.60 | \$27.93 | \$29.33 | \$30.80 | \$32.34 |
| SOCIAL WORKER 1                                  | \$24.37 | \$25.61 | \$26.87 | \$28.23 | \$29.65 | \$31.13 | \$32.69 | \$34.34 | \$36.06 | \$37.87 | \$39.76 | \$41.75 |
| SOCIAL WORKER 2                                  | \$26.86 | \$28.22 | \$29.62 | \$31.12 | \$32.68 | \$34.33 | \$36.04 | \$37.86 | \$39.77 | \$41.75 | \$43.84 | \$46.03 |
| SOCIAL WORKER 3                                  | \$29.36 | \$30.86 | \$32.40 | \$34.01 | \$35.73 | \$37.51 | \$39.39 | \$41.37 | \$43.45 | \$45.62 | \$47.90 | \$50.30 |
| STAFF SERVICES ANALYST 1                         | \$26.19 | \$27.49 | \$28.88 | \$30.33 | \$31.86 | \$33.45 | \$35.15 | \$36.89 | \$38.74 | \$40.69 | \$42.72 | \$44.86 |
| STAFF SERVICES ANALYST 2                         | \$28.86 | \$30.32 | \$31.85 | \$33.44 | \$35.12 | \$36.88 | \$38.73 | \$40.68 | \$42.72 | \$44.87 | \$47.11 | \$49.49 |
| STAFF SERVICES SPECIALIST                        | \$25.27 | \$26.54 | \$27.86 | \$29.26 | \$30.72 | \$32.25 | \$33.88 | \$35.59 | \$37.38 | \$39.25 | \$41.21 | \$43.27 |
| SUBSTANCE USE DISORDER SPEC 1                    | \$23.40 | \$24.56 | \$25.82 | \$27.12 | \$28.48 | \$29.90 | \$31.41 | \$32.98 | \$34.62 | \$36.37 | \$38.19 | \$40.10 |
| SUBSTANCE USE DISORDER SPEC 2                    | \$25.82 | \$27.12 | \$28.49 | \$29.92 | \$31.42 | \$32.99 | \$34.64 | \$36.37 | \$38.20 | \$40.10 | \$42.11 | \$44.21 |
| TELECOMMUNICATIONS TECHNICIAN                    | \$26.49 | \$27.83 | \$29.22 | \$30.70 | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38 |
| TREAS/TAX COLLECTIONS OFFCR 1                    | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 | \$39.24 |
| TREAS/TAX COLLECTIONS OFFCR 2                    | \$25.26 | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 |
| TREASURER/TAX SPECIALIST 1                       | \$20.24 | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 |
| TREASURER/TAX SPECIALIST 2                       | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 | \$36.36 | \$38.18 |
| TREASURER/TAX TECHNICIAN                         | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 | \$36.36 |
| VETERANS SERVICE REP 1                           | \$18.30 | \$19.23 | \$20.20 | \$21.22 | \$22.30 | \$23.41 | \$24.57 | \$25.83 | \$27.13 | \$28.49 | \$29.91 | \$31.41 |
| VETERANS SERVICE REP 2                           | \$20.17 | \$21.19 | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 | \$34.61 |
| VICTIM/WITNESS ADVOCATE                          | \$22.83 | \$23.96 | \$25.16 | \$26.42 | \$27.75 | \$29.14 | \$30.61 | \$32.13 | \$33.76 | \$35.44 | \$37.21 | \$39.07 |
| WELFARE FRAUD INVESTIGATOR 1                     | \$26.57 | \$27.90 | \$29.29 | \$30.76 | \$32.31 | \$33.94 | \$35.64 | \$37.43 | \$39.29 | \$41.26 | \$43.32 | \$45.49 |
| WELFARE FRAUD INVESTIGATOR 2                     | \$28.80 | \$30.25 | \$31.75 | \$33.36 | \$35.02 | \$36.77 | \$38.63 | \$40.57 | \$42.59 | \$44.74 | \$46.98 | \$49.33 |

**County of Plumas  
Pay Schedule**

**Effective as of 09/16/2025 per Board of Supervisors Resolution Number 2025-9063; revised as of 10/07/2025 per Resolution Number 2025-9068  
and adopted by the Board as of 11/04/2025 per Resolution Number 2025-9078**

**OE3 MID-MANAGEMENT**

| Job Title                                  | HOURLY RATE |         |         |         |         |         |         |         |         |         |          |          |
|--------------------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|
|                                            | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6       | L7       |
| A&D PROG CLINICIAN/SUPERVISOR              | \$35.53     | \$37.31 | \$39.18 | \$41.15 | \$43.21 | \$45.39 | \$47.65 | \$50.05 | \$52.55 | \$55.18 | \$57.94  | \$60.84  |
| ALCOHOL & DRUG PROG CHIEF                  | \$35.53     | \$37.31 | \$39.18 | \$41.15 | \$43.21 | \$45.39 | \$47.65 | \$50.05 | \$52.55 | \$55.18 | \$57.94  | \$60.84  |
| ALTERNATIVE SENTENCING MANAGER             | \$30.66     | \$32.19 | \$33.80 | \$35.50 | \$37.28 | \$39.14 | \$41.11 | \$43.16 | \$45.33 | \$47.61 | \$49.99  | \$52.49  |
| ANIMAL CONTROL SUPERVISOR                  | \$27.16     | \$28.52 | \$29.94 | \$31.44 | \$33.01 | \$34.66 | \$36.39 | \$38.23 | \$40.15 | \$42.16 | \$44.27  | \$46.48  |
| ASSESSOR'S OFFICE MANAGER                  | \$25.26     | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19  | \$43.25  |
| ASSISTANT BUILDING OFFICIAL                | \$35.53     | \$37.31 | \$39.18 | \$41.15 | \$43.21 | \$45.39 | \$47.65 | \$50.05 | \$52.55 | \$55.18 | \$57.94  | \$60.84  |
| ASSISTANT COUNTY ASSESSOR                  | \$32.22     | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.06 | \$52.56  | \$55.19  |
| ASSISTANT DISTRICT ATTORNEY                | \$63.69     | \$66.87 | \$70.21 | \$73.72 | \$77.41 | \$81.28 | \$85.35 | \$89.62 | \$94.09 | \$98.79 | \$103.73 | \$108.92 |
| ASSISTANT PLANNING DIRECTOR                | \$35.53     | \$37.31 | \$39.18 | \$41.15 | \$43.21 | \$45.39 | \$47.65 | \$50.05 | \$52.55 | \$55.18 | \$57.94  | \$60.84  |
| ASST COUNTY CLERK-RECORDER                 | \$31.83     | \$33.43 | \$35.10 | \$36.85 | \$38.70 | \$40.65 | \$42.68 | \$44.84 | \$47.07 | \$49.43 | \$51.90  | \$54.50  |
| ASST DIR DEPT OF CHILD SUP SVC             | \$39.13     | \$41.09 | \$43.14 | \$45.30 | \$47.56 | \$49.94 | \$52.44 | \$55.06 | \$57.81 | \$60.70 | \$63.74  | \$66.93  |
| ASST DIRECTOR OF PUBLIC HEALTH             | \$45.34     | \$47.62 | \$50.01 | \$52.51 | \$55.14 | \$57.90 | \$60.81 | \$63.88 | \$67.06 | \$70.41 | \$73.93  | \$77.63  |
| ASST TREASURER/TAX COLLECTOR               | \$32.22     | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.06 | \$52.56  | \$55.19  |
| BH ADMIN SERVICES OFFICER                  | \$40.00     | \$41.99 | \$44.09 | \$46.30 | \$48.62 | \$51.06 | \$53.61 | \$56.31 | \$59.14 | \$62.11 | \$65.22  | \$68.48  |
| BH AOD PROGRAM ADMIN                       | \$43.73     | \$45.93 | \$48.24 | \$50.66 | \$53.19 | \$55.85 | \$58.65 | \$61.60 | \$64.68 | \$67.93 | \$71.33  | \$74.89  |
| BH CONTINUING CARE COORDINATOR             | \$40.00     | \$41.99 | \$44.09 | \$46.30 | \$48.62 | \$51.06 | \$53.61 | \$56.31 | \$59.14 | \$62.11 | \$65.22  | \$68.48  |
| BH QUAL IMPROVEMENT/COMPL MGR              | \$43.73     | \$45.93 | \$48.24 | \$50.66 | \$53.19 | \$55.85 | \$58.65 | \$61.60 | \$64.68 | \$67.93 | \$71.33  | \$74.89  |
| BH UNIT SUPERVISOR                         | \$40.00     | \$41.99 | \$44.09 | \$46.30 | \$48.62 | \$51.06 | \$53.61 | \$56.31 | \$59.14 | \$62.11 | \$65.22  | \$68.48  |
| BH UNIT SUPERVISOR-NURSING                 | \$40.00     | \$41.99 | \$44.09 | \$46.30 | \$48.62 | \$51.06 | \$53.61 | \$56.31 | \$59.14 | \$62.11 | \$65.22  | \$68.48  |
| BLDG/GRDS MAINT SUPERVISOR 1               | \$24.22     | \$25.43 | \$26.70 | \$28.03 | \$29.45 | \$30.92 | \$32.47 | \$34.08 | \$35.79 | \$37.61 | \$39.49  | \$41.47  |
| BLDG/GRDS MAINT SUPERVISOR 2               | \$25.43     | \$26.70 | \$28.03 | \$29.45 | \$30.92 | \$32.47 | \$34.08 | \$35.79 | \$37.61 | \$39.49 | \$41.46  | \$43.54  |
| BUILDING OFFICIAL                          | \$39.15     | \$41.12 | \$43.18 | \$45.34 | \$47.62 | \$50.01 | \$52.51 | \$55.14 | \$57.90 | \$60.81 | \$63.85  | \$67.04  |
| CHIEF APPRAISER                            | \$30.69     | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.04  | \$52.55  |
| CHIEF CODE ENFORCEMENT OFFICER             | \$34.17     | \$35.89 | \$37.70 | \$39.58 | \$41.56 | \$43.64 | \$45.83 | \$48.13 | \$50.53 | \$53.06 | \$55.71  | \$58.50  |
| CHIEF DEP PUB GRDN/CONSERVATOR             | \$29.36     | \$30.86 | \$32.40 | \$34.01 | \$35.73 | \$37.51 | \$39.39 | \$41.37 | \$43.45 | \$45.62 | \$47.90  | \$50.30  |
| CHILDRENS SERVICES COORDINATOR             | \$34.71     | \$36.44 | \$38.27 | \$40.19 | \$42.21 | \$44.32 | \$46.53 | \$48.86 | \$51.32 | \$53.89 | \$56.58  | \$59.41  |
| COMMUNITY CARE CASE MANAGER                | \$21.19     | \$22.26 | \$23.38 | \$24.54 | \$25.80 | \$27.08 | \$28.45 | \$29.87 | \$31.37 | \$32.96 | \$34.61  | \$36.34  |
| DA ADMINISTRATOR/ASSISTANT PUBLIC ADMIN    | \$25.27     | \$26.54 | \$27.86 | \$29.26 | \$30.72 | \$32.25 | \$33.88 | \$35.59 | \$37.38 | \$39.25 | \$41.21  | \$43.27  |
| DEPUTY AG COMM/SEALER OF WEIGHTS & MEASURE | \$34.25     | \$35.97 | \$37.76 | \$39.66 | \$41.64 | \$43.73 | \$45.91 | \$48.21 | \$50.63 | \$53.16 | \$55.82  | \$58.61  |
| DEP DIR/SOC SERV PROGRAM MGR               | \$40.85     | \$42.92 | \$45.07 | \$47.33 | \$49.70 | \$52.18 | \$54.80 | \$57.54 | \$60.42 | \$63.46 | \$66.63  | \$69.96  |
| DEPARTMENT FISCAL OFFICER 1                | \$25.26     | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19  | \$43.25  |
| DEPARTMENT FISCAL OFFICER 2                | \$27.84     | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38  | \$47.65  |
| DIRECTOR OF NURSING - PH                   | \$47.49     | \$49.87 | \$52.38 | \$54.99 | \$57.74 | \$60.63 | \$63.68 | \$66.87 | \$70.21 | \$73.73 | \$77.42  | \$81.29  |
| DIV DIR VETERANS SVCS OFFICER              | \$27.84     | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.38  | \$47.65  |
| ELIGIBILITY SUPERVISOR                     | \$25.26     | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19  | \$43.25  |
| EMPLOYMENT & TRNG WKR SUP                  | \$31.36     | \$32.95 | \$34.58 | \$36.32 | \$38.15 | \$40.06 | \$42.06 | \$44.17 | \$46.39 | \$48.72 | \$51.16  | \$53.71  |
| FISCAL SUPPORT COORD                       | \$22.11     | \$23.21 | \$24.38 | \$25.61 | \$26.88 | \$28.24 | \$29.66 | \$31.13 | \$32.70 | \$34.34 | \$36.06  | \$37.86  |

| Job Title                      | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
|--------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| GEO INFO SYSTEM (GIS) COORD    | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.06 | \$52.56 | \$55.19 |
| GRANT COMPLIANCE OFFICER       | \$21.81 | \$22.91 | \$24.06 | \$25.28 | \$26.55 | \$27.87 | \$29.28 | \$30.75 | \$32.29 | \$33.90 | \$35.60 | \$37.37 |
| HEALTH EDUCATION COORDINATOR 2 | \$30.69 | \$32.22 | \$33.85 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 | \$45.40 | \$47.66 | \$50.04 | \$52.55 |
| LIBRARY LITERACY PROGRAM COORD | \$21.25 | \$22.32 | \$23.44 | \$24.62 | \$25.84 | \$27.14 | \$28.49 | \$29.92 | \$31.42 | \$32.98 | \$34.63 | \$36.36 |
| MNTL HLTH SERVICES ACT COORD   | \$34.71 | \$36.44 | \$38.27 | \$40.19 | \$42.21 | \$44.32 | \$46.53 | \$48.86 | \$51.32 | \$53.89 | \$56.58 | \$59.41 |
| OFFICE SUPERVISOR              | \$22.50 | \$23.62 | \$24.82 | \$26.06 | \$27.38 | \$28.73 | \$30.17 | \$31.68 | \$33.27 | \$34.92 | \$36.67 | \$38.51 |
| PERMIT MANAGER                 | \$25.26 | \$26.51 | \$27.85 | \$29.24 | \$30.71 | \$32.24 | \$33.87 | \$35.56 | \$37.36 | \$39.23 | \$41.19 | \$43.25 |
| PH ADMIN SERVICES OFFICER      | \$40.00 | \$41.99 | \$44.09 | \$46.30 | \$48.62 | \$51.06 | \$53.61 | \$56.31 | \$59.14 | \$62.11 | \$65.22 | \$68.48 |
| PROGRAM CHIEF-NURSING          | \$35.53 | \$37.31 | \$39.18 | \$41.15 | \$43.21 | \$45.39 | \$47.65 | \$50.05 | \$52.55 | \$55.18 | \$57.94 | \$60.84 |
| PROGRAM MANAGER 1              | \$36.97 | \$38.83 | \$40.78 | \$42.82 | \$44.97 | \$47.23 | \$49.60 | \$52.09 | \$54.68 | \$57.43 | \$60.30 | \$63.32 |
| PROGRAM MANAGER 2              | \$38.83 | \$40.78 | \$42.82 | \$44.97 | \$47.23 | \$49.60 | \$52.09 | \$54.68 | \$57.43 | \$60.30 | \$63.32 | \$66.48 |
| PUBLIC HEALTH PROG DIV CHIEF   | \$33.81 | \$35.51 | \$37.29 | \$39.15 | \$41.12 | \$43.18 | \$45.34 | \$47.62 | \$50.01 | \$52.51 | \$55.14 | \$57.89 |
| RECORDS MGMT COORDINATOR       | \$21.82 | \$22.92 | \$24.07 | \$25.28 | \$26.55 | \$27.88 | \$29.28 | \$30.75 | \$32.29 | \$33.91 | \$35.61 | \$37.39 |
| SENIOR SERVICES DIVISION DIR.  | \$25.88 | \$27.18 | \$28.56 | \$29.98 | \$31.48 | \$33.07 | \$34.73 | \$36.47 | \$38.29 | \$40.22 | \$42.23 | \$44.34 |
| SOCIAL SERVICES SUPERVISOR 1   | \$32.04 | \$33.65 | \$35.35 | \$37.13 | \$39.00 | \$40.95 | \$43.00 | \$45.14 | \$47.41 | \$49.79 | \$52.28 | \$54.89 |
| SOCIAL SERVICES SUPERVISOR 2   | \$36.97 | \$38.83 | \$40.78 | \$42.82 | \$44.97 | \$47.23 | \$49.60 | \$52.09 | \$54.68 | \$57.43 | \$60.30 | \$63.32 |
| STAFF SERVICES MANAGER         | \$35.52 | \$37.30 | \$39.17 | \$41.14 | \$43.20 | \$45.36 | \$47.64 | \$50.03 | \$52.54 | \$55.17 | \$57.93 | \$60.82 |
| VICTIM/WITNESS COORDINATOR     | \$30.66 | \$32.19 | \$33.80 | \$35.50 | \$37.28 | \$39.14 | \$41.11 | \$43.16 | \$45.33 | \$47.61 | \$49.99 | \$52.49 |

County of Plumas  
Pay Schedule

Effective as of 09/16/2025 per Board of Supervisors Resolution Number 2025-9063; revised as of 10/07/2025 per Resolution Number 2025-9068  
and adopted by the Board as of 11/04/2025 per Resolution Number 2025-9078

PROBATION MID-MANAGEMENT

| Job Title                     | HOURLY RATE |         |         |         |         |         |         |         |         |         |         |         |
|-------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                               | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
| DEPARTMENT FISCAL OFFICER 1   | \$25.74     | \$27.05 | \$28.40 | \$29.84 | \$31.32 | \$32.88 | \$34.54 | \$36.28 | \$38.08 | \$40.00 | \$42.00 | \$44.10 |
| DEPARTMENT FISCAL OFFICER 2   | \$28.38     | \$29.80 | \$31.30 | \$32.86 | \$34.52 | \$36.26 | \$38.06 | \$39.97 | \$41.98 | \$44.08 | \$46.28 | \$48.59 |
| SUPERVISING PROBATION OFFICER | \$30.56     | \$32.09 | \$33.69 | \$35.38 | \$37.15 | \$39.01 | \$40.96 | \$43.01 | \$45.16 | \$47.42 | \$49.79 | \$52.28 |

**County of Plumas  
Pay Schedule**

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**PROBATION ASSC**

| Job Title                    | HOURLY RATE |         |         |         |         |         |         |         |         |         |         |         |
|------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                              | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      | L6      | L7      |
| ADMINISTRATIVE ASSISTANT 1   | \$18.47     | \$19.38 | \$20.36 | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.57 |
| ADMINISTRATIVE ASSISTANT 2   | \$19.38     | \$20.36 | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.57 | \$33.15 |
| DEPUTY PROBATION OFFICER 1   | \$22.13     | \$23.27 | \$24.42 | \$25.65 | \$26.93 | \$28.29 | \$29.70 | \$31.20 | \$32.77 | \$34.40 | \$36.12 | \$37.93 |
| DEPUTY PROBATION OFFICER 2   | \$23.95     | \$25.16 | \$26.43 | \$27.75 | \$29.15 | \$30.61 | \$32.13 | \$33.76 | \$35.45 | \$37.24 | \$39.10 | \$41.06 |
| DEPUTY PROBATION OFFICER 3   | \$26.40     | \$27.72 | \$29.12 | \$30.56 | \$32.09 | \$33.69 | \$35.38 | \$37.15 | \$39.01 | \$40.96 | \$43.01 | \$45.16 |
| DETENTION COORDINATOR        | \$23.39     | \$24.55 | \$25.81 | \$27.09 | \$28.46 | \$29.89 | \$31.39 | \$32.97 | \$34.61 | \$36.33 | \$38.15 | \$40.06 |
| LEGAL SERVICES ASSISTANT 1   | \$18.47     | \$19.38 | \$20.36 | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.57 |
| LEGAL SERVICES ASSISTANT 2   | \$20.36     | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.59 | \$33.17 | \$34.83 |
| MANAGEMENT ANALYST 1         | \$26.13     | \$27.43 | \$28.81 | \$30.26 | \$31.76 | \$33.37 | \$35.04 | \$36.78 | \$38.63 | \$40.57 | \$42.60 | \$44.73 |
| MANAGEMENT ANALYST 2         | \$29.07     | \$30.53 | \$32.05 | \$33.66 | \$35.34 | \$37.13 | \$38.98 | \$40.94 | \$42.99 | \$45.14 | \$47.40 | \$49.77 |
| OFFICE ASSISTANT 1           | \$18.47     | \$19.38 | \$20.36 | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.57 |
| OFFICE ASSISTANT 2           | \$19.38     | \$20.36 | \$21.36 | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.57 | \$33.15 |
| OFFICE ASSISTANT 3           | \$21.36     | \$22.45 | \$23.56 | \$24.74 | \$25.99 | \$27.27 | \$28.64 | \$30.07 | \$31.57 | \$33.15 | \$34.81 | \$36.55 |
| PROB PROG COORD/ADMIN ASSIST | \$23.25     | \$24.43 | \$25.64 | \$26.94 | \$28.30 | \$29.71 | \$31.21 | \$32.79 | \$34.43 | \$36.15 | \$37.96 | \$39.86 |
| PROBATION ASSISTANT          | \$18.65     | \$19.58 | \$20.56 | \$21.58 | \$22.67 | \$23.79 | \$25.00 | \$26.26 | \$27.58 | \$28.95 | \$30.40 | \$31.92 |
| PROBATION REPORT WRITER      | \$22.22     | \$23.33 | \$24.51 | \$25.73 | \$27.04 | \$28.39 | \$29.81 | \$31.31 | \$32.87 | \$34.53 | \$36.26 | \$38.07 |

**County of Plumas  
Pay Schedule**

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**SHERIFF EMPLOYEE ASSC**

| Job Title                                    | HOURLY RATE |         |         |         |         |         |         |         |         |         |
|----------------------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                              | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      |
| ASSISTANT PROGRAM MANAGER                    | \$19.03     | \$19.99 | \$20.99 | \$22.04 | \$23.15 | \$24.30 | \$25.52 | \$26.80 | \$28.14 | \$29.57 |
| CORRECTIONAL OFFICER 1                       | \$22.78     | \$23.91 | \$25.11 | \$26.37 | \$27.69 | \$29.09 | \$30.54 | \$32.07 | \$33.69 | \$35.37 |
| CORRECTIONAL OFFICER 2                       | \$25.10     | \$26.36 | \$27.68 | \$29.08 | \$30.54 | \$32.08 | \$33.68 | \$35.38 | \$37.14 | \$39.01 |
| CORRECTIONAL SERGEANT                        | \$27.84     | \$29.22 | \$30.70 | \$32.23 | \$33.86 | \$35.54 | \$37.32 | \$39.19 | \$41.16 | \$43.22 |
| CRIME ANALYST                                | \$21.42     | \$22.50 | \$23.63 | \$24.80 | \$26.06 | \$27.37 | \$28.74 | \$30.18 | \$31.69 | \$33.28 |
| DEP SHERIFF 2/COM EQUIP COORD                | \$35.29     | \$37.06 | \$38.90 | \$40.86 | \$42.91 | \$45.06 | \$47.33 | \$49.70 | \$52.20 | \$54.80 |
| DEPUTY SHERIFF 1                             | \$25.82     | \$27.12 | \$28.49 | \$29.92 | \$31.42 | \$32.99 | \$34.64 | \$36.37 | \$38.20 | \$40.10 |
| DEPUTY SHERIFF 2                             | \$28.44     | \$29.88 | \$31.37 | \$32.94 | \$34.60 | \$36.34 | \$38.15 | \$40.06 | \$42.07 | \$44.18 |
| DEPUTY SHERIFF 2-ADVANCED                    | \$29.94     | \$31.45 | \$33.02 | \$34.69 | \$36.43 | \$38.26 | \$40.18 | \$42.18 | \$44.29 | \$46.54 |
| DEPUTY SHERIFF 2-INTERMEDIATE                | \$29.30     | \$30.77 | \$32.32 | \$33.94 | \$35.63 | \$37.43 | \$39.31 | \$41.28 | \$43.34 | \$45.52 |
| SH INVSTG/CANNABIS CODE COMPL                | \$34.49     | \$36.23 | \$38.03 | \$39.94 | \$41.94 | \$44.05 | \$46.26 | \$48.59 | \$51.01 | \$53.57 |
| SHERIFF DISPATCHER 1                         | \$22.78     | \$23.91 | \$25.11 | \$26.37 | \$27.69 | \$29.09 | \$30.54 | \$32.07 | \$33.69 | \$35.37 |
| SHERIFF DISPATCHER 2                         | \$24.32     | \$25.54 | \$26.83 | \$28.16 | \$29.58 | \$31.07 | \$32.62 | \$34.26 | \$35.98 | \$37.78 |
| SHERIFF DISPATCHER 2 - INTERMEDIATE          | \$25.06     | \$26.30 | \$27.62 | \$29.00 | \$30.46 | \$31.98 | \$33.58 | \$35.26 | \$37.02 | \$38.87 |
| SHERIFF DISPATCHER 2 - ADVANCED              | \$25.54     | \$26.83 | \$28.16 | \$29.58 | \$31.07 | \$32.62 | \$34.26 | \$35.98 | \$37.78 | \$39.66 |
| SHERIFF EMERGENCY SERVICES & TRAINING COORD. | \$27.88     | \$29.28 | \$30.73 | \$32.29 | \$33.91 | \$35.62 | \$37.40 | \$39.28 | \$41.24 | \$43.31 |
| SHERIFF INVESTIGATOR                         | \$30.59     | \$32.12 | \$33.76 | \$35.45 | \$37.22 | \$39.10 | \$41.06 | \$43.13 | \$45.29 | \$47.56 |
| SHERIFF INVESTIGATOR SERGEANT                | \$37.30     | \$39.17 | \$41.14 | \$43.19 | \$45.35 | \$47.63 | \$50.02 | \$52.51 | \$55.14 | \$57.90 |
| SHERIFF INVESTIGATOR-ADVANCED                | \$32.20     | \$33.83 | \$35.51 | \$37.30 | \$39.17 | \$41.14 | \$43.19 | \$45.35 | \$47.63 | \$50.02 |
| SHERIFF INVESTIGATOR-INTERMED                | \$31.52     | \$33.10 | \$34.77 | \$36.52 | \$38.35 | \$40.27 | \$42.28 | \$44.40 | \$46.63 | \$48.97 |
| SHERIFF SERGEANT                             | \$32.12     | \$33.76 | \$35.45 | \$37.22 | \$39.10 | \$41.06 | \$43.13 | \$45.29 | \$47.56 | \$49.93 |
| SHERIFF SERGEANT-ADVANCED                    | \$34.64     | \$36.37 | \$38.21 | \$40.12 | \$42.13 | \$44.24 | \$46.46 | \$48.79 | \$51.23 | \$53.78 |
| SHERIFF SERGEANT-INTERMEDIATE                | \$33.89     | \$35.59 | \$37.38 | \$39.26 | \$41.23 | \$43.30 | \$45.46 | \$47.74 | \$50.14 | \$52.64 |
| SHERIFF SERVICES ASSISTANT 1                 | \$20.57     | \$21.59 | \$22.68 | \$23.82 | \$25.02 | \$26.28 | \$27.60 | \$28.98 | \$30.44 | \$31.97 |
| SHERIFF SERVICES ASSISTANT 2                 | \$22.67     | \$23.81 | \$25.01 | \$26.27 | \$27.59 | \$28.97 | \$30.43 | \$31.96 | \$33.56 | \$35.24 |

**County of Plumas  
Pay Schedule**

Effective as of 09/16/2025 per Board of Supervisors Resolution Number 2025-9063; revised as of 10/07/2025 per Resolution Number 2025-9068  
and adopted by the Board as of 11/04/2025 per Resolution Number 2025-9078

**SHERIFF EMPLOYEE ASSC MID-MGMT**

| Job Title                      | HOURLY RATE |         |         |         |         |         |         |         |         |         |
|--------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      |
| ASST DIR OF EMERGENCY SERVICES | \$29.09     | \$30.54 | \$32.08 | \$33.68 | \$35.38 | \$37.14 | \$39.01 | \$40.96 | \$43.01 | \$45.17 |
| COMMUNICATIONS SUPER ADVANCED  | \$29.41     | \$30.90 | \$32.45 | \$34.07 | \$35.77 | \$37.57 | \$39.46 | \$41.42 | \$43.50 | \$45.68 |
| COMMUNICATIONS SUPER INTERMED  | \$28.85     | \$30.30 | \$31.82 | \$33.42 | \$35.08 | \$36.84 | \$38.70 | \$40.64 | \$42.67 | \$44.81 |
| COMMUNICATIONS SUPERVISOR      | \$28.01     | \$29.41 | \$30.90 | \$32.45 | \$34.07 | \$35.77 | \$37.57 | \$39.46 | \$41.42 | \$43.50 |
| JAIL COMMANDER                 | \$40.09     | \$42.12 | \$44.23 | \$46.45 | \$48.77 | \$51.20 | \$53.78 | \$56.48 | \$59.32 | \$62.29 |
| SH INV SGT/CODE COMPLIANCE SUP | \$40.09     | \$42.12 | \$44.23 | \$46.45 | \$48.77 | \$51.20 | \$53.78 | \$56.48 | \$59.32 | \$62.29 |
| SHERIFF ADMIN SERGEANT         | \$37.30     | \$39.17 | \$41.14 | \$43.19 | \$45.35 | \$47.63 | \$50.02 | \$52.51 | \$55.14 | \$57.90 |
| SHERIFF FISCAL OFFICER 1       | \$28.68     | \$30.11 | \$31.62 | \$33.19 | \$34.87 | \$36.62 | \$38.47 | \$40.39 | \$42.41 | \$44.53 |
| SHERIFF FISCAL OFFICER 2       | \$33.85     | \$35.54 | \$37.34 | \$39.22 | \$41.18 | \$43.25 | \$45.43 | \$47.69 | \$50.09 | \$52.60 |
| SHERIFF PATROL COMMANDER       | \$40.09     | \$42.12 | \$44.23 | \$46.45 | \$48.77 | \$51.20 | \$53.78 | \$56.48 | \$59.32 | \$62.29 |
| SHERIFF'S OFFICE MANAGER       | \$28.56     | \$29.99 | \$31.49 | \$33.07 | \$34.73 | \$36.47 | \$38.30 | \$40.22 | \$42.24 | \$44.36 |
| SHERIFF'S SPECIAL OPS SGT      | \$37.30     | \$39.17 | \$41.14 | \$43.19 | \$45.35 | \$47.63 | \$50.02 | \$52.51 | \$55.14 | \$57.90 |

County of Plumas  
Pay Schedule

Effective as of 09/16/2025 per Board of Supervisors Resolution Number 2025-9063; revised as of 10/07/2025 per Resolution Number 2025-9068  
and adopted by the Board as of 11/04/2025 per Resolution Number 2025-9078

UNDERSHERIFF

| Job Title    | HOURLY RATE |         |         |         |         |         |         |         |         |         |
|--------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|              | STEP 1      | STEP 2  | STEP 3  | STEP 4  | STEP 5  | L1      | L2      | L3      | L4      | L5      |
| UNDERSHERIFF | \$46.06     | \$48.37 | \$50.79 | \$53.33 | \$56.00 | \$58.80 | \$61.74 | \$64.83 | \$68.08 | \$71.49 |