

BOCC HOURLY Non-Exempt Grade Schedule
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	\$ 11.07	\$ 11.45	\$ 11.82	\$ 12.19	\$ 12.56	\$ 12.78	\$ 13.15	\$ 13.52	\$ 13.54	\$ 13.89	\$ 14.47	\$ 15.08	\$ 15.71	\$ 16.37	\$ 17.06	\$ 17.78
B80-2	\$ 12.25	\$ 12.55	\$ 12.95	\$ 13.29	\$ 13.44	\$ 13.84	\$ 14.23	\$ 14.63	\$ 15.03	\$ 15.42	\$ 16.09	\$ 16.79	\$ 17.52	\$ 18.28	\$ 19.07	\$ 19.90
B80-3	\$ 13.37	\$ 13.82	\$ 14.27	\$ 14.72	\$ 15.17	\$ 15.62	\$ 16.07	\$ 16.52	\$ 16.97	\$ 17.42	\$ 18.30	\$ 19.22	\$ 20.19	\$ 21.21	\$ 22.28	\$ 23.40
B80-4a	\$ 15.01	\$ 15.51	\$ 16.02	\$ 16.52	\$ 17.03	\$ 17.54	\$ 18.05	\$ 18.56	\$ 19.07	\$ 19.58	\$ 20.57	\$ 21.61	\$ 22.70	\$ 23.84	\$ 25.04	\$ 26.30
B80-4b	\$ 15.91	\$ 16.44	\$ 16.98	\$ 17.51	\$ 18.05	\$ 18.59	\$ 19.13	\$ 19.67	\$ 20.21	\$ 20.75	\$ 21.79	\$ 22.89	\$ 24.04	\$ 25.25	\$ 26.52	\$ 27.85
B80-5a	\$ 16.79	\$ 17.35	\$ 17.92	\$ 18.49	\$ 19.06	\$ 19.63	\$ 20.20	\$ 20.77	\$ 21.34	\$ 21.91	\$ 23.01	\$ 24.17	\$ 25.39	\$ 26.67	\$ 28.01	\$ 29.42
B80-5b	\$ 17.43	\$ 18.02	\$ 18.61	\$ 19.20	\$ 19.79	\$ 20.38	\$ 20.97	\$ 21.56	\$ 22.15	\$ 22.74	\$ 23.88	\$ 25.08	\$ 26.34	\$ 27.66	\$ 29.05	\$ 30.51
B80-5c	\$ 18.10	\$ 18.71	\$ 19.32	\$ 19.93	\$ 20.54	\$ 21.15	\$ 21.76	\$ 22.37	\$ 22.98	\$ 23.59	\$ 24.78	\$ 26.03	\$ 27.34	\$ 28.71	\$ 30.15	\$ 31.67
B80-6	\$ 18.72	\$ 19.34	\$ 19.96	\$ 20.59	\$ 21.21	\$ 21.84	\$ 22.46	\$ 23.08	\$ 23.71	\$ 24.33	\$ 25.55	\$ 26.84	\$ 28.19	\$ 29.61	\$ 31.10	\$ 32.66
B80-7	\$ 20.80	\$ 21.49	\$ 22.18	\$ 22.88	\$ 23.57	\$ 24.26	\$ 24.96	\$ 25.65	\$ 26.34	\$ 27.03	\$ 28.39	\$ 29.82	\$ 31.32	\$ 32.89	\$ 34.54	\$ 36.28
B80-8a	\$ 23.03	\$ 23.80	\$ 24.57	\$ 25.34	\$ 26.11	\$ 26.88	\$ 27.65	\$ 28.42	\$ 29.19	\$ 29.96	\$ 31.47	\$ 33.05	\$ 34.71	\$ 36.45	\$ 38.28	\$ 40.20
B80-8b	\$ 24.24	\$ 25.05	\$ 25.86	\$ 26.67	\$ 27.48	\$ 28.29	\$ 29.10	\$ 29.91	\$ 30.72	\$ 31.53	\$ 33.11	\$ 34.77	\$ 36.52	\$ 38.35	\$ 40.28	\$ 42.30
B80-9	\$ 25.44	\$ 26.29	\$ 27.14	\$ 27.98	\$ 28.83	\$ 29.68	\$ 30.53	\$ 31.38	\$ 32.22	\$ 33.07	\$ 34.73	\$ 36.47	\$ 38.30	\$ 40.22	\$ 42.24	\$ 44.36
B80-10	\$ 28.01	\$ 28.95	\$ 29.88	\$ 30.82	\$ 31.75	\$ 32.68	\$ 33.62	\$ 34.55	\$ 35.48	\$ 36.42	\$ 38.25	\$ 40.17	\$ 42.19	\$ 44.31	\$ 46.53	\$ 48.87

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

BOCC HOURLY Grade Schedule
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	\$ 12.94	\$ 13.37	\$ 13.81	\$ 14.24	\$ 14.68	\$ 15.11	\$ 15.54	\$ 15.98	\$ 16.41	\$ 16.85	\$ 17.70	\$ 18.59	\$ 19.53	\$ 20.51	\$ 21.54	\$ 22.62
B76-4a	\$ 13.72	\$ 14.10	\$ 14.55	\$ 15.01	\$ 15.46	\$ 15.92	\$ 16.37	\$ 16.83	\$ 17.28	\$ 17.74	\$ 18.63	\$ 19.57	\$ 20.56	\$ 21.60	\$ 22.69	\$ 23.83
B76-4b	\$ 14.54	\$ 15.04	\$ 15.52	\$ 16.02	\$ 16.51	\$ 17.01	\$ 17.50	\$ 18.00	\$ 18.49	\$ 18.99	\$ 19.95	\$ 20.95	\$ 22.00	\$ 23.11	\$ 24.27	\$ 25.49
B76-5	\$ 17.32	\$ 17.89	\$ 18.47	\$ 19.05	\$ 19.63	\$ 20.21	\$ 20.79	\$ 21.37	\$ 21.95	\$ 22.52	\$ 23.65	\$ 24.84	\$ 26.09	\$ 27.40	\$ 28.78	\$ 30.23
B76-6	\$ 18.36	\$ 18.95	\$ 19.55	\$ 20.13	\$ 20.73	\$ 21.33	\$ 21.92	\$ 22.51	\$ 23.10	\$ 23.78	\$ 24.18	\$ 25.39	\$ 26.67	\$ 28.00	\$ 29.40	\$ 30.88
B76-7a	\$ 19.46	\$ 20.11	\$ 20.76	\$ 21.41	\$ 22.06	\$ 22.71	\$ 23.36	\$ 24.01	\$ 24.66	\$ 25.31	\$ 26.58	\$ 27.92	\$ 29.32	\$ 30.79	\$ 32.34	\$ 33.97
B76-7b	\$ 20.63	\$ 21.32	\$ 22.01	\$ 22.70	\$ 23.39	\$ 24.08	\$ 24.77	\$ 25.46	\$ 26.15	\$ 26.84	\$ 28.19	\$ 29.61	\$ 31.10	\$ 32.66	\$ 34.30	\$ 36.02
B76-8	\$ 21.86	\$ 22.60	\$ 23.34	\$ 24.07	\$ 24.81	\$ 25.55	\$ 26.29	\$ 27.02	\$ 27.76	\$ 28.50	\$ 29.93	\$ 31.43	\$ 33.01	\$ 34.67	\$ 36.41	\$ 38.24

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

FIRE Services - BOCC Grade Schedule
HOURLY Non-Exempt 106 Reg/6 OT Bi-Weekly
(2990 Annual Hours*)



Position	STEP GRADE	<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Fire-EMS Trainee Firefighter	FS-4	\$ 12.00	\$ 12.40	\$ 12.81	\$ 13.21	\$ 13.62	\$ 14.03	\$ 14.44	\$ 14.85	\$ 15.26	\$ 15.67	\$ 16.46	\$ 17.29	\$ 18.16	\$ 19.07	\$ 20.03	\$ 21.04
FF EMT	FS-5	\$ 13.00	\$ 13.44	\$ 13.88	\$ 14.32	\$ 14.76	\$ 15.20	\$ 15.64	\$ 16.08	\$ 16.52	\$ 16.96	\$ 17.81	\$ 18.71	\$ 19.65	\$ 20.64	\$ 21.68	\$ 22.77
FF Medic Engineer EMT	FS-6	\$ 16.00	\$ 16.54	\$ 17.08	\$ 17.62	\$ 18.16	\$ 18.70	\$ 19.24	\$ 19.78	\$ 20.32	\$ 20.86	\$ 21.91	\$ 23.01	\$ 24.17	\$ 25.39	\$ 26.67	\$ 28.01
Engineer Medic	FS-7	\$ 17.00	\$ 17.57	\$ 18.14	\$ 18.71	\$ 19.28	\$ 19.85	\$ 20.42	\$ 20.99	\$ 21.56	\$ 22.13	\$ 23.24	\$ 24.41	\$ 25.64	\$ 26.93	\$ 28.28	\$ 29.70
Lieutenant EMT	FS-8	\$ 18.00	\$ 18.60	\$ 19.20	\$ 19.81	\$ 20.42	\$ 21.03	\$ 21.64	\$ 22.25	\$ 22.86	\$ 23.47	\$ 24.65	\$ 25.89	\$ 27.19	\$ 28.56	\$ 30.00	\$ 31.51
Lieutenant Medic	FS-9a	\$ 19.00	\$ 19.64	\$ 20.28	\$ 20.92	\$ 21.56	\$ 22.20	\$ 22.84	\$ 23.48	\$ 24.12	\$ 24.76	\$ 26.01	\$ 27.32	\$ 28.69	\$ 30.13	\$ 31.64	\$ 33.23
Captain EMT	FS-9b	\$ 20.00	\$ 20.67	\$ 21.34	\$ 22.01	\$ 22.68	\$ 23.35	\$ 24.02	\$ 24.69	\$ 25.36	\$ 26.03	\$ 27.34	\$ 28.71	\$ 30.15	\$ 31.67	\$ 33.26	\$ 34.93
Captain Medic	FS-10	\$ 21.00	\$ 21.70	\$ 22.41	\$ 23.11	\$ 23.82	\$ 24.53	\$ 25.24	\$ 25.95	\$ 26.66	\$ 27.37	\$ 28.75	\$ 30.20	\$ 31.72	\$ 33.31	\$ 34.98	\$ 36.74
Battalion Chief Medic*	FS-11	\$ 22.00	\$ 22.74	\$ 23.48	\$ 24.22	\$ 24.96	\$ 25.70	\$ 26.44	\$ 27.18	\$ 27.92	\$ 28.66	\$ 30.10	\$ 31.61	\$ 33.20	\$ 34.87	\$ 36.62	\$ 38.46

* Battalion Chief is an EXEMPT salaried position

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

EMS Division - BOCC Grade Schedule
HOURLY Non-Exempt 80 Reg/32 OT Bi-Weekly
(3328 Annual Hours*)



Position	Job Code	STEP GRADE	<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
EMT OPS EMT FT	919 913	ES-5	\$ 10.50	\$ 10.85	\$ 11.20	\$ 11.55	\$ 11.90	\$ 12.25	\$ 12.60	\$ 12.95	\$ 13.29	\$ 13.64	\$ 14.33	\$ 15.05	\$ 15.81	\$ 16.61	\$ 17.45	\$ 18.33
Medic I	914	ES-6	\$ 11.70	\$ 12.09	\$ 12.48	\$ 12.87	\$ 13.26	\$ 13.65	\$ 14.04	\$ 14.43	\$ 14.82	\$ 15.21	\$ 15.98	\$ 16.79	\$ 17.64	\$ 18.53	\$ 19.46	\$ 20.44
Medic II OPS Medic II FT	920/926 916	ES-7	\$ 13.00	\$ 13.43	\$ 13.87	\$ 14.30	\$ 14.73	\$ 15.17	\$ 15.60	\$ 16.03	\$ 16.47	\$ 16.90	\$ 17.75	\$ 18.64	\$ 19.58	\$ 20.57	\$ 21.61	\$ 22.70
Lieutenant	911	ES-9	\$ 16.34	\$ 16.89	\$ 17.44	\$ 17.99	\$ 18.54	\$ 19.08	\$ 19.63	\$ 20.18	\$ 20.73	\$ 21.28	\$ 22.35	\$ 23.47	\$ 24.65	\$ 25.89	\$ 27.19	\$ 28.56
Captain	918	ES-10	\$ 18.36	\$ 18.97	\$ 19.59	\$ 20.21	\$ 20.83	\$ 21.46	\$ 22.08	\$ 22.70	\$ 23.32	\$ 23.94	\$ 25.14	\$ 26.40	\$ 27.73	\$ 29.12	\$ 30.58	\$ 32.12

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

BOCC ANNUAL Exempt Grade Schedule
80-Hour Bi-Weekly Employees
(2080 Annual Hours)

STEP GRADE	<1 Year	1 to <2 Year	2 to <3 Year	3 to <5 Year	5 to <7 Year	7 to <9 Year	9 to <12 Year	12 to <15 Year	15 to <18 Year	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <33 YOS	33 to <35 YOS	35+ Years
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
EX-5	\$ 36,025.60	\$ 37,232.00	\$ 38,438.40	\$ 39,644.80	\$ 40,851.20	\$ 42,057.60	\$ 43,264.00	\$ 44,470.40	\$ 45,676.80	\$ 46,883.20	\$ 49,233.60	\$ 51,708.80	\$ 54,308.80	\$ 57,033.60	\$ 59,904.00	\$ 62,920.00
EX-6	\$ 38,937.60	\$ 40,227.20	\$ 41,516.80	\$ 42,827.20	\$ 44,116.80	\$ 45,427.20	\$ 46,716.80	\$ 48,006.40	\$ 49,316.80	\$ 50,606.40	\$ 53,144.00	\$ 55,827.20	\$ 58,635.20	\$ 61,588.80	\$ 64,688.00	\$ 67,932.80
EX-7	\$ 43,264.00	\$ 44,699.20	\$ 46,134.40	\$ 47,590.40	\$ 49,025.60	\$ 50,460.80	\$ 51,916.80	\$ 53,352.00	\$ 54,787.20	\$ 56,222.40	\$ 59,051.20	\$ 62,025.60	\$ 65,145.60	\$ 68,411.20	\$ 71,843.20	\$ 75,462.40
EX-8	\$ 48,214.40	\$ 49,836.80	\$ 51,459.20	\$ 53,081.60	\$ 54,704.00	\$ 56,326.40	\$ 57,948.80	\$ 59,571.20	\$ 61,193.60	\$ 62,816.00	\$ 65,977.60	\$ 69,284.80	\$ 72,758.40	\$ 76,419.20	\$ 80,267.20	\$ 84,302.40
EX-9	\$ 52,915.20	\$ 54,683.20	\$ 56,451.20	\$ 58,198.40	\$ 59,966.40	\$ 61,734.40	\$ 63,502.40	\$ 65,270.40	\$ 67,017.60	\$ 68,785.60	\$ 72,238.40	\$ 75,857.60	\$ 79,664.00	\$ 83,657.60	\$ 87,859.20	\$ 92,268.80
EX-10	\$ 58,260.80	\$ 60,216.00	\$ 62,150.40	\$ 64,105.60	\$ 66,040.00	\$ 67,974.40	\$ 69,929.60	\$ 71,864.00	\$ 73,798.40	\$ 75,753.60	\$ 79,560.00	\$ 83,553.60	\$ 87,755.20	\$ 92,164.80	\$ 96,782.40	\$ 101,649.60
EX-11	\$ 64,022.40	\$ 66,144.00	\$ 68,286.40	\$ 70,428.80	\$ 72,550.40	\$ 74,692.80	\$ 76,814.40	\$ 78,956.80	\$ 81,078.40	\$ 83,220.80	\$ 87,401.60	\$ 91,790.40	\$ 96,408.00	\$ 101,254.40	\$ 106,329.60	\$ 111,675.20
EX-12	\$ 76,731.20	\$ 79,289.60	\$ 81,848.00	\$ 84,406.40	\$ 86,964.80	\$ 89,523.20	\$ 92,081.60	\$ 94,640.00	\$ 97,198.40	\$ 99,756.80	\$ 104,769.60	\$ 110,032.00	\$ 115,564.80	\$ 121,368.00	\$ 127,462.40	\$ 133,868.80
EX-13	\$ 91,249.60	\$ 94,286.40	\$ 97,323.20	\$ 100,360.00	\$ 103,396.80	\$ 106,454.40	\$ 109,491.20	\$ 112,528.00	\$ 115,564.80	\$ 118,622.40	\$ 124,571.20	\$ 130,832.00	\$ 137,404.80	\$ 144,289.60	\$ 151,528.00	\$ 159,120.00
EX-14	\$ 107,827.20	\$ 111,404.80	\$ 115,003.20	\$ 118,601.60	\$ 122,200.00	\$ 125,777.60	\$ 129,376.00	\$ 132,974.40	\$ 136,572.80	\$ 140,150.40	\$ 147,180.80	\$ 154,564.80	\$ 162,323.20	\$ 170,456.00	\$ 179,004.80	\$ 187,990.40
EX-15	\$ 126,817.60	\$ 131,040.00	\$ 135,283.20	\$ 139,505.60	\$ 143,728.00	\$ 147,950.40	\$ 152,193.60	\$ 156,416.00	\$ 160,638.40	\$ 164,860.80	\$ 173,139.20	\$ 181,833.60	\$ 190,944.00	\$ 200,512.00	\$ 210,558.40	\$ 221,124.80

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

**BOCC Grade Schedule
Senior Executive and C-Level Exempt Salaried
(2080 Annual Hours)**



Position	STEP GRADE	<1 Year	1 to <2 YOS	2 to <3 YOS	3 to <5 YOS	5 to <7 YOS	7 to <9 YOS	9 to <12 YOS	12 to <15 YOS	15 to <18 YOS	18 to <21 YOS	21 to <24 YOS	24 to <27 YOS	27 to <30 YOS	30 to <32 YOS	33 to <35 YOS	35+ Years
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Division Manager Superintendent	BCO-3	\$ 52,603.20	\$ 59,633.60	\$ 62,462.40	\$ 70,179.20	\$ 73,548.80	\$ 77,230.40	\$ 79,622.40	\$ 85,592.00	\$ 89,627.20	\$ 93,849.60	\$ 98,280.00	\$ 102,897.60	\$ 107,744.00	\$ 112,819.20	\$ 118,144.00	\$ 123,697.60
Assistant Director / Deputy Chief	BCO-4	\$ 59,841.60	\$ 69,264.00	\$ 72,758.40	\$ 74,921.60	\$ 79,206.40	\$ 83,803.20	\$ 89,544.00	\$ 97,094.40	\$ 102,003.20	\$ 107,140.80	\$ 112,528.00	\$ 118,206.40	\$ 124,176.00	\$ 130,416.00	\$ 136,988.80	\$ 143,894.40
Director / Chief	BCO-5	\$ 69,347.20	\$ 78,124.80	\$ 81,806.40	\$ 84,552.00	\$ 87,921.60	\$ 89,939.20	\$ 94,369.60	\$ 101,836.80	\$ 106,641.60	\$ 111,675.20	\$ 116,916.80	\$ 122,428.80	\$ 128,190.40	\$ 134,243.20	\$ 140,566.40	\$ 147,180.80

Sr. Executive Service			
Position	GRADE	Min Salary	Max Salary
Deputy County Manager / Attorney	BSE-2	\$ 178,700	\$ 197,300

Executive Service			
Position	GRADE	Min Salary	Max Salary
County Manager County Attorney	BE-1	\$ 199,700	\$ 219,200

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