

MARIPOSA COUNTY RESOLUTION No. 83-257

A RESOLUTION TO AMEND THE SALARY RESOLUTION  
RELATING TO SALARIES OF NON-ELECTED EMPLOYEES  
OF MARIPOSA COUNTY

RESOLVED, by the Board of Supervisors of Mariposa County, a political subdivision of the State of California, as follows:

1. Resolution No. 83-246 is hereby amended and superceded in its entirety.

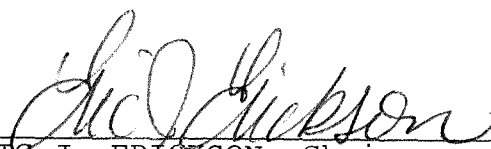
2. The Employee Allocation Schedule attached hereto as Exhibit A-17 and incorporated herein by reference is hereby adopted to supersede all prior employee allocation schedules, and shall be retroactive to July 1, 1983.

3. The Schedule of Salary Ranges attached hereto as Exhibit B-2 and incorporated herein by reference is hereby adopted to supersede all prior salary range schedules, and shall be retroactive to July 1, 1983.

4. All salaries described in the Employee Allocation Schedule, Exhibit A-17 and the Salary Range Schedule, Exhibit B-2, are hereby adopted and shall be retroactive to July 1, 1983.

PASSED AND ADOPTED by the Board of Supervisors of Mariposa County this 23rd day of August, 1983, by the following vote:

AYES: Taber, Barrick, Erickson, Moffitt, Dalton  
NOES: None  
ABSENT: None  
ABSTAINED: None

  
ERIC J. ERICKSON, Chairman  
Board of Supervisors

ATTEST:

ELLEN BRONSON  
ELLEN BRONSON, County Clerk and  
Ex Officio Clerk of the Board

BY:   
PATRICIA E. ALBERTA  
Clerk of the Board

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:

  
ROBERT M. WASH, Interim County Counsel

EMPLOYEE ALLOCATION SCHEDULE

EFFECTIVE DATE:

July 1, 1983

| <u>Department/Office</u>                          | <u>Range from Salary Schedule</u> |
|---|-----------------------------------|
| <b>A. AGRICULTURAL COMMISSION</b>                 |                                   |
| 1 Agricultural Inspector III                      | 134-150                           |
| <b>B. ASSESSOR</b>                                |                                   |
| 1 Chief Appraiser                                 | 144-160                           |
| 3 Appraiser II                                    | 144-160                           |
| 1 Property Mapper                                 | 128-144                           |
| 1 Senior Assessment Clerk                         | 128-144                           |
| 3 Assessment Clerk                                | 104-120                           |
| <b>C. AUDITOR/RECORDER</b>                        |                                   |
| 1 Chief Deputy Auditor/Recorder                   | 132-148                           |
| 4 Deputy Auditor/Recorder                         | 118-134                           |
| <b>D. BUILDING DEPARTMENT</b>                     |                                   |
| 1 Building Inspector Assistant                    | 144-160                           |
| 1 Secretary                                       | 115-131                           |
| 1 Clerk III                                       | 100-116                           |
| <b>E. BOARD OF SUPERVISORS</b>                    |                                   |
| 1 Executive Aide                                  | 132-148                           |
| <b>F. C.E.T.A. PROGRAM OFFICE</b>                 |                                   |
| 1 C.E.T.A. Program Administrator                  | 125-141                           |
| 1 Administrative Staff                            | 114-130                           |
| 1 Intake & Assessment Officer                     | 104-120                           |
| <b>G. COUNTY CLERK/REGISTRAR OF VOTERS</b>        |                                   |
| 1 Assistant County Clerk                          | 132-148                           |
| 1 Deputy Clerk/Clerk of the Board                 | 132-148                           |
| 1 Deputy Clerk/Court                              | 125-141                           |
| 1 Deputy Clerk/Elections                          | 114-130                           |
| 1 Clerk IV  | 114-130                           |
| 1 Clerk III                                       | 100-116                           |
| <b>H. COUNTY COUNSEL</b>                          |                                   |
| 1 Legal Secretary                                 | 123-139                           |
| <b>I. DISTRICT ATTORNEY/PUBLIC ADMINISTRATOR</b>  |                                   |
| 1 Assistant District Attorney (50%)               | 186-202                           |
| 1 District Attorney Investigator                  | 143-159                           |
| 1 Legal Secretary/Legal Assistance<br>Coordinator | 123-139                           |
| 2 Clerk III/Option I                              | 104-120                           |

EXHIBIT A - 17

EFFECTIVE DATE: July 1, 1983

EMPLOYEE ALLOCATION SCHEDULE - Page Two

|    | <u>Department/Office</u>                                 | <u>Range from Salary Schedule</u> |
|----|--|-----------------------------------|
| J. | <b>ENGINEER/SURVEYOR</b>                                 |                                   |
|    | 1 Engineer Technician III                                | 150-166                           |
| K. | <b>FARM ADVISOR</b>                                      |                                   |
|    | 1 Clerk III/Option 2                                     | 112-128                           |
| L. | <b>JUSTICE COURT</b>                                     |                                   |
|    | 1 Justice Court Clerk                                    | 125-141                           |
|    | 1 Deputy Court Clerk                                     | 114-130                           |
| M. | <b>PARKS AND FACILITIES DEPARTMENT</b>                   |                                   |
|    | 1 Parks Supervisor                                       | 132-148                           |
|    | 1 Buildings Supervisor                                   | 132-148                           |
|    | 3 Buildings/Grounds Maintenance Worker                   | 116-132                           |
|    | 1 Recreation Program Coordinator                         | 116-132                           |
|    | 2 Custodian  | 102-118                           |
| N. | <b>PLANNING DEPARTMENT</b>                               |                                   |
|    | 1 Planner/Grantsman                                      | 168-184                           |
|    | 1 Associate Planner                                      | 138-154                           |
|    | 1 Administrative Aide                                    | 119-135                           |
|    | 1 Planning Commission Secretary                          | 112-128                           |
|    | 1 Drafting Technician                                    | 110-126                           |
| O. | <b>PROBATION DEPARTMENT</b>                              |                                   |
|    | 1 Deputy Probation Officer                               | 130-146                           |
|    | 1 Clerk III/Option 2                                     | 112-128                           |
| P. | <b>PUBLIC HEALTH DEPARTMENT</b>                          |                                   |
|    | 1 Sanitarian Aide  | 120-136                           |
|    | 1 Clerk III  | 110-116                           |
| Q. | <b>ROAD DEPARTMENT</b>                                   |                                   |
|    | 1 Assistant Road Commissioner/<br>Engineering Operations | 190-206                           |
|    | 1 Assistant Road Commissioner/<br>Field Operations       | 186-202                           |
|    | 1 Associate Civil Engineer                               | 182-198                           |
|    | 1 Assistant Civil Engineer                               | 170-186                           |
|    | 1 Engineer Technician IV                                 | 162-178                           |
|    | 1 Road Maintenance Construction<br>Supervisor            | 159-175                           |

| <u>Department/Office</u> | <u>Range from Salary Schedule</u> |
|--------------------------|-----------------------------------|
|--------------------------|-----------------------------------|

## ROAD DEPARTMENT (cont.)

|    |  |         |
|----|--|---------|
| 2  | Engineer Technician III                  | 150-166 |
| 1  | Equipment Maintenance Supervisor         | 144-160 |
| 2  | General Construction Supervisor          | 144-160 |
| 2  | Road Maintenance Construction Supervisor | 144-160 |
| 2  | Engineer Technician II                   | 141-157 |
| 2  | Heavy Equipment Mechanic                 | 139-155 |
| 2  | Equipment Operator                       | 134-150 |
| 4  | Road Maintenance Worker III              | 134-150 |
| 1  | Administrative Assistant                 | 129-145 |
| 10 | Road Maintenance Worker II               | 125-141 |
| 1  | Engineer Technician I                    | 118-134 |
| 2  | Road Maintenance Worker I                | 114-130 |
| 1  | Equipment Mechanic Helper                | 114-130 |
| 2  | Account Clerk III                        | 114-130 |

## R. SHERIFF

|    |   |         |
|----|---|---------|
| 1  | Undersheriff                                  | 168-184 |
| 1  | Lieutenant                                    | 156-172 |
| 1  | Lieutenant/Administrative Assistant           | 156-172 |
| 3  | Sergeant                                      | 156-172 |
| 12 | Deputy Sheriff                                | 143-159 |
| 3  | Deputy Sheriff - Boating Safety               | 143-159 |
| 1  | Jail Sergeant                                 | 138-154 |
| 1  | Work Furlough/Education Program Administrator | 138-154 |
| 9  | Jail Officer                                  | 128-144 |
| 1  | Service Worker                                | 116-132 |
| 1  | Small Animal Control Officer                  | 116-132 |
| 1  | Account Clerk III                             | 114-130 |
| 1  | Dispatcher                                    | 110-126 |

## S. SOCIAL WELFARE DEPARTMENT

|   |                                       |         |
|---|---------------------------------------|---------|
| 1 | Social Worker III                     | 138-154 |
| 1 | Eligibility Worker Supervisor         | 125-141 |
| 1 | Staff Services Analyst                | 124-140 |
| 1 | Clerk III General/Option 2            | 112-128 |
| 3 | Eligibility Worker II                 | 110-126 |
| 2 | Eligibility Worker I (Entry level)    | 106-122 |
| 2 | Clerk II General                      | 86-102  |
| 1 | Vocational Assistant I 60% (Unfilled) | 84-100  |
| 1 | Vocational Trainee 60% (Entry level)  | 82- 98  |

## T. SOLID WASTE DEPARTMENT

|   |   |         |
|---|---|---------|
| 1 | Solid Waste Director<br>(See Special Districts Manager) |         |
| 1 | Heavy Equipment Mechanic                                | 139-155 |
| 1 | Equipment Operator                                      | 132-148 |
| 1 | Maintenance Worker I                                    | 114-130 |

EMPLOYEE ALLOCATION SCHEDULE - Page Four

| <u>Department/Office</u>   | <u>Range from Salary Schedule</u> |
|--|-----------------------------------|
| <b>U. SPECIAL DISTRICTS</b>  |                                   |
| 1 Special Districts Manager  | 174-190                           |
| 1 Maintenance Worker II  | 125-141                           |
| 1 Account Clerk III (60%)  | 114-130                           |
| <b>V. TREASURER/TAX COLLECTOR</b>                                      |                                   |
| 1 Chief Deputy Treasurer/Tax Collector                                 | 128-144                           |
| 3 Deputy Treasurer/Tax Collector                                       | 110-126                           |
| 1 Deputy Auditor/Tax Collector   | 110-126                           |
| <b>W. VETERANS SERVICE/SENIOR ASSISTANT OFFICER</b>                    |                                   |
| 1 Assistant Veterans Service (80%)/<br>Senior Assistance Officer (20%) | 108-124                           |
| 1 Transit System Bus Driver  | 98-114                            |

HOURLY PERSONNEL POSITIONS

RATE

|  |                |
|--|----------------|
| 1. Work Study Student Trainee              | \$ 3.20 - 4.45 |
| 2. Librarian Aide                          | 4.25           |
| 3. Recreation Maintenance Worker-Unskilled | 3.55 - 4.55    |
| 4. Recreation Leader I                     | 3.55 - 5.60    |
| 5. Recreation Cashier                      | 3.55 - 5.45    |
| 6. Recreation Lifeguard                    | 3.55 - 5.45    |
| 7. Clerical                                | 4.90 - 5.85    |
| 8. Recreation Leader II                    | 4.90 - 6.25    |
| 9. Courthouse Guide                        | 5.60           |
| 10. Recreation Maintenance Worker-Skilled  | 5.60           |
| 11. Recreation Lifeguard/Cashier           | 4.70 - 6.70    |
| 12. Senior Assistance Bus Driver (On call) | 5.85           |
| 13. Court Bailiff                          | 6.25           |
| 14. Deputy Probation Officer I             | 7.15           |
| 15. Building Department Assistant          | 8.25           |
| 16. Public Health Officer                  | 27.55          |
| 17. Agriculture Field Assistant            | 6.40           |
| 18. Crew Leader (O.E.O.)                   | 7.55           |
| 19. Crew Member (O.E.O.)                   | 5.60           |
| 20. Lead Person (O.E.O.)                   | 6.45           |
| 21. Information & Referral Specialist      | 5.30 - 6.35    |
| 22. Appraisal Services                     | 5.30 - 7.95    |
| 23. Planner                                | 6.65           |
| 24. CETA Intake Officer                    | 6.20           |
| 25. Emergency Planning Coordinator         | 10.60          |
| 26. Special Districts Maintenance          | 5.30-8.50      |

ROAD DEPARTMENT - TEMPORARY HELP

RANGE

HOURLY RATE

|   |     |       |
|---|-----|-------|
| Road Commissioner, Engineer, Surveyor     | 211 | 15.92 |
| Assistant Road Commissioner/Eng/Oper.     | 190 | 13.12 |
| Assistant Road Commissioner/Field Oper.   | 186 | 12.66 |
| Associate Civil Engineer                  | 182 | 12.21 |
| Assistant Civil Engineer                  | 170 | 10.96 |
| Engineer Technician IV                    | 162 | 10.21 |
| Road Maintenance/Construction Supervisors | 159 | 9.94  |
| Engineer Technician III                   | 150 | 9.18  |
| Equipment Maintenance Supervisor          | 144 | 8.71  |
| General Construction Supervisor           | 144 | 8.71  |
| Road Maintenance Construction Supervisor  | 144 | 8.71  |
| Engineer Technician II                    | 141 | 8.49  |
| Heavy Equipment Mechanic                  | 139 | 8.35  |
| Road Maintenance Worker III               | 134 | 8.00  |
| Equipment Operator                        | 134 | 8.00  |
| Administrative Assistant                  | 129 | 7.66  |
| Road Maintenance Worker                   | 125 | 7.41  |
| Engineer Technician I                     | 118 | 6.99  |
| Road Maintenance Worker I                 | 114 | 6.75  |
| Equipment Mechanic Helper                 | 114 | 6.75  |
| Account Clerk III                         | 114 | 6.75  |

APPOINTED DEPARTMENT HEADS

| <u>TITLE</u>                               |       | <u>ANNUAL SALARY</u> |
|--|-------|----------------------|
| BUILDING INSPECTOR                         |       | \$ 22,906.00         |
| COUNTY COUNSEL                             |       | 36,863.00            |
| MENTAL HEALTH DIRECTOR                     |       | 35,616.00            |
| PARKS & FACILITIES DIRECTOR                |       | 22,171.00            |
| PROBATION OFFICER                          |       | 21,447.00            |
| ROAD COMMISSIONER/ENGINEER/SURVEYOR        | Range | 211-227              |
| SOCIAL WELFARE DIRECTOR                    |       | 24,375.00            |
| VETERANS SERVICE/SENIOR ASSISTANCE OFFICER |       | 18,498.00            |

SCHEDULE OF SALARY RANGES

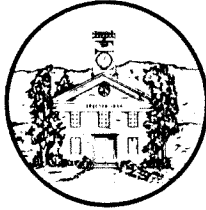
| <u>Range No.</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|------------------|---------------|---------------|---------------|---------------|---------------|
| 82-98            | 863           | 898           | 934           | 971           | 1010          |
| 84-100           | 898           | 934           | 971           | 1010          | 1050          |
| 86-102           | 934           | 971           | 1010          | 1050          | 1093          |
| 90-106           | 964           | 1002          | 1042          | 1083          | 1127          |
| 92-108           | 979           | 1019          | 1059          | 1101          | 1146          |
| 94-110           | 995           | 1036          | 1077          | 1120          | 1165          |
| 96-112           | 1010          | 1050          | 1093          | 1136          | 1182          |
| 98-114           | 1027          | 1068          | 1111          | 1155          | 1202          |
| 100-116          | 1044          | 1085          | 1129          | 1174          | 1221          |
| 102-118          | 1062          | 1105          | 1149          | 1195          | 1242          |
| 104-120          | 1078          | 1121          | 1166          | 1213          | 1261          |
| 106-122          | 1096          | 1140          | 1185          | 1233          | 1283          |
| 108-124          | 1114          | 1159          | 1205          | 1253          | 1303          |
| 109-125          | 1125          | 1169          | 1216          | 1265          | 1315          |
| 110-126          | 1133          | 1179          | 1225          | 1274          | 1325          |
| 112-128          | 1152          | 1198          | 1246          | 1295          | 1347          |
| 113-129          | 1162          | 1208          | 1257          | 1307          | 1359          |
| 114-130          | 1171          | 1218          | 1267          | 1318          | 1371          |
| 115-131          | 1181          | 1229          | 1277          | 1328          | 1381          |
| 116-132          | 1191          | 1239          | 1289          | 1341          | 1395          |
| 117-133          | 1201          | 1249          | 1299          | 1350          | 1405          |
| 118-134          | 1211          | 1259          | 1310          | 1362          | 1416          |
| 119-135          | 1221          | 1270          | 1321          | 1374          | 1429          |
| 120-136          | 1231          | 1279          | 1330          | 1383          | 1438          |
| 122-138          | 1252          | 1302          | 1354          | 1408          | 1464          |
| 123-139          | 1264          | 1314          | 1367          | 1423          | 1480          |
| 124-140          | 1273          | 1324          | 1377          | 1432          | 1489          |
| 125-141          | 1285          | 1336          | 1387          | 1444          | 1501          |
| 126-142          | 1295          | 1347          | 1401          | 1458          | 1516          |
| 127-143          | 1306          | 1358          | 1412          | 1468          | 1526          |
| 128-144          | 1317          | 1370          | 1425          | 1482          | 1541          |
| 129-145          | 1329          | 1382          | 1437          | 1495          | 1554          |
| 130-146          | 1340          | 1394          | 1450          | 1508          | 1569          |
| 132-148          | 1362          | 1416          | 1472          | 1532          | 1593          |
| 133-149          | 1375          | 1430          | 1487          | 1547          | 1608          |
| 134-150          | 1386          | 1442          | 1499          | 1559          | 1622          |
| 136-152          | 1410          | 1466          | 1524          | 1586          | 1649          |
| 138-154          | 1434          | 1491          | 1551          | 1613          | 1678          |
| 139-155          | 1447          | 1505          | 1566          | 1628          | 1693          |
| 140-156          | 1460          | 1518          | 1578          | 1642          | 1708          |
| 141-157          | 1472          | 1532          | 1593          | 1657          | 1724          |
| 142-158          | 1485          | 1544          | 1606          | 1671          | 1737          |
| 143-159          | 1498          | 1558          | 1621          | 1685          | 1753          |
| 144-160          | 1512          | 1572          | 1635          | 1700          | 1768          |
| 146-162          | 1537          | 1598          | 1662          | 1729          | 1798          |
| 148-164          | 1565          | 1627          | 1692          | 1760          | 1830          |
| 150-166          | 1592          | 1656          | 1721          | 1790          | 1862          |
| 152-168          | 1620          | 1684          | 1752          | 1822          | 1895          |
| 154-170          | 1648          | 1714          | 1783          | 1854          | 1928          |
| 156-172          | 1677          | 1744          | 1814          | 1886          | 1961          |
| 158-174          | 1708          | 1776          | 1847          | 1921          | 1997          |
| 159-175          | 1723          | 1791          | 1863          | 1938          | 2015          |
| 160-176          | 1738          | 1808          | 1880          | 1956          | 2034          |
| 162-178          | 1768          | 1839          | 1912          | 1989          | 2068          |
| 164-180          | 1801          | 1873          | 1948          | 2027          | 2107          |

EXHIBIT B - 2

EFFECTIVE: July 1, 1983



| <u>Range No.</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|------------------|---------------|---------------|---------------|---------------|---------------|
| 166-182          | 1833          | 1906          | 1982          | 2062          | 2144          |
| 168-184          | 1866          | 1940          | 2017          | 2098          | 2181          |
| 170-186          | 1900          | 1976          | 2055          | 2138          | 2224          |
| 172-183          | 1933          | 2011          | 2091          | 2175          | 2262          |
| 175-180          | 1968          | 2047          | 2128          | 2213          | 2302          |
| 176-192          | 2004          | 2085          | 2169          | 2256          | 2346          |
| 178-194          | 2042          | 2123          | 2208          | 2296          | 2388          |
| 180-196          | 2078          | 2160          | 2247          | 2337          | 2431          |
| 182-198          | 2116          | 2201          | 2289          | 2380          | 2475          |
| 184-200          | 2155          | 2241          | 2331          | 2424          | 2521          |
| 186-202          | 2194          | 2282          | 2372          | 2469          | 2567          |
| 188-204          | 2233          | 2322          | 2416          | 2512          | 2613          |
| 190-206          | 2275          | 2366          | 2460          | 2559          | 2662          |
| 192-208          | 2316          | 2408          | 2505          | 2605          | 2709          |
| 194-210          | 2360          | 2454          | 2552          | 2654          | 2760          |
| 196-212          | 2403          | 2499          | 2599          | 2703          | 2811          |
| 198-214          | 2448          | 2545          | 2647          | 2753          | 2863          |
| 200-216          | 2492          | 2592          | 2696          | 2804          | 2916          |
| 201-217          | 2515          | 2616          | 2721          | 2830          | 2944          |
| 202-218          | 2539          | 2640          | 2746          | 2857          | 2971          |
| 204-220          | 2585          | 2689          | 2796          | 2909          | 3025          |
| 206-222          | 2638          | 2738          | 2847          | 2961          | 3079          |
| 208-224          | 2683          | 2790          | 2901          | 3017          | 3138          |
| 210-226          | 2733          | 2842          | 2955          | 3074          | 3197          |
| 211-227          | 2758          | 2868          | 2983          | 3103          | 3227          |



The County Counsel

ROBERT M. WASH  
Interim

~~RICHARD DENHARTER~~  
COUNTY COUNSEL  
(209) 966-3625

August 24, 1983

COURTHOUSE  
P. O. BOX 1966  
MARIPOSA, CALIFORNIA 95338

OPINION 83-12

TO: Barbara P. Saye, Auditor/Recorder

FROM: ROBERT M. WASH, Interim County Counsel

SUBJECT: Retroactive Salary Increases

You have requested our opinion as to whether a salary ordinance adopted August 23, 1983, increasing the salary of elected officers of the County of Mariposa may be made retroactive to July 1, 1983.

It is our opinion that such salary increases may be made retroactive.

The question is whether or not such retroactive increases violate California Constitution Article XI, Section 10(a), which provides in relevant part:

"A local government body may not grant extra compensation...to a public officer ...public employee after service has been rendered."

Initially it would appear that this provision would be a bar to any retroactive salary increases not only to public officers but to any employee of the County. There is a long line of historical cases holding that this provision and its predecessors in the Constitution does so bar retroactive pay increases. However, recent developments in the statutory law, primarily Meyer's-Miliias-Brown Act, Government Code Section 3500 et seq., giving the right to employees to meet and confer through their employee organizations with the Board of Supervisors and in effect to negotiate or bargain collectively over wages, hours and working conditions has resulted in exceptions to the general rule. (See 65 O.A.G. 66 and cases sited therein.)

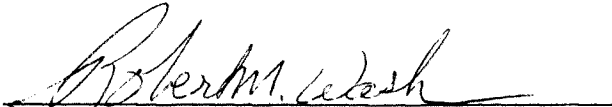
OPINION 83-12  
Barbara P. Saye/Auditor  
Retroactive Pay Increases  
Page Two

By several court decisions, it has more recently been held that where the meet and confer process has not been completed by the time when a new salary ordinance or resolution is contemplated, such as the start of a new fiscal year, resulting in a period of uncertainty in salaries an exception to the general rule is recognized. Under these circumstances it is held that when final agreement is reached and resolutions or ordinances adopted implementing such agreement, they may be made retroactive to the beginning of the period of uncertainty or date originally contemplated for salary adjustment.

You advise that in Mariposa County the only employee organization at this time is the Mariposa County Public Employees Association which includes all elected officers and employees of the County, (although all may not actually belong to it) and represents all such persons in salary negotiations. It is not unusual and in fact seems to be the historical practice in Mariposa County not to adjust salaries until after the final budget is adopted sometime after July 1st and to make any salary adjustment retroactive to July 1st.

In view of the fact that the Association represents all officers and employees of the County, that there is a period when salaries are indefinite subject to future determination and that it is the general expectation of all officers and employees with the County that such adjustment will be made after the budget is adopted and they continue working on reliance thereon, it is our opinion that such adjustment may be made retroactive. This appears to be the basis upon which several County Counsels in the County have previously approved making retroactive increases and we concur.

Of course, since the Board of Supervisors themselves, cannot meet and confer with themselves as to their own salaries, they can not make any increase in their own salary retroactive and as to them, any increase can not be made effective until after sixty (60) days after the adoption of the ordinance making such increase.

  
ROBERT M. WASH, Interim  
County Counsel

cb