

AGENDA TRANSMITTAL

TO:
Board of Supervisors

FROM:
Sarah Simis, Asst. CEO to HR and Risk Mgmt

DATE OF MEETING:
February 3, 2026

PREPARED BY:
Michelle Beckwith, Personnel and Risk Analyst



TITLE:
Approval of amended Alpine County Salary Schedule as required by California Code of Regulations (CCR) section 570.5. - Asst. CEO to Personnel and Risk

SUMMARY:
CalPERS requires public members pursuant to CCR section 570.5 to determine employee compensation by reference to an approved and adopted salary schedule that identifies the position title for every employee position and shows the pay rate for each identified position. This change to the Salary Schedule is per approval by the Board of Supervisors at the January 20, 2026 meeting for Health and Human Services Director change to add Public Guardian and increase Range U35 by 10%.

FISCAL IMPACT:

RECOMMENDED ACTION:
Approve Salary Schedule

BOS 2021-2026 STRATEGIC GOAL:

INSTRUCTIONS TO CLERK:
Cc: Administration, HR, Finance

ATTACHMENTS:
1. SALARY SCHEDULEApprovedbytheBoardofSupervisors02032026

Effective Pay period commencing January 5, 2026 for MISC
 Effective Pay period commencing January 5, 2026 for Elected Officials
 Effective to April 1, 2025 for DSA
 July 1, 2024 for Board of Supervisors Salary at 20% of Ca Judicial Monthly Salaries
 Effective Pay period commencing January 5, 2026 for Unrepresented
 Effective Pay period commencing January 5, 2026 for CEO

**ALPINE COUNTY
 SALARY SCHEDULE**

BARG. UNIT	RANGE	POSITION TITLE	Hourly Step 1	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	AFTER 5 YEARS (L1)	AFTER 10 YEARS (L2)	AFTER 15 YEARS (L3)	AFTER 20 YEARS (L4)	AFTER 25 YEARS (L5)
MISC	35	Transit Driver (1X100% and 1x80%)	18.900	3,276	3,440	3,612	3,793	3,983	4,182	4,391	4,611	4,749	4,749
MISC	36	Library Assistant I	19.850	3,441	3,613	3,794	3,984	4,183	4,392	4,612	4,843	4,988	4,988
MISC	36	Assistant Archivist	19.850	3,441	3,613	3,794	3,984	4,183	4,392	4,612	4,843	4,988	4,988
MISC	37	Road Maintenance Worker I	20.850	3,614	3,795	3,985	4,184	4,393	4,613	4,844	5,086	5,239	5,239
MISC	37B	Library Assistant II	21.380	3,706	3,891	4,086	4,290	4,505	4,730	4,967	5,215	5,371	5,371
MISC	38A	Administrative Assistant - I	22.160	3,841	4,033	4,235	4,447	4,669	4,902	5,147	5,404	5,566	5,566
MISC	38A	Support Services Assistant I	22.160	3,841	4,033	4,235	4,447	4,669	4,902	5,147	5,404	5,566	5,566
MISC	39	Building Maintenance Worker	22.990	3,985	4,184	4,393	4,613	4,844	5,086	5,340	5,607	5,775	5,775
MISC	39	BV Building Maintenance Worker	22.990	3,985	4,184	4,393	4,613	4,844	5,086	5,340	5,607	5,775	5,775
MISC	39B	Library Assistant III	23.540	4,080	4,284	4,498	4,723	4,959	5,207	5,467	5,740	5,912	5,912
MISC	39B	Road Maintenance Worker II	23.540	4,080	4,284	4,498	4,723	4,959	5,207	5,467	5,740	5,912	5,912
MISC	40A	Administrative Assistant - II	24.420	4,233	4,445	4,667	4,900	5,145	5,402	5,672	5,956	6,135	6,135
MISC	40A	Support Services Assistant II (non-BV)	24.420	4,233	4,445	4,667	4,900	5,145	5,402	5,672	5,956	6,135	6,135
MISC	40A	Support Services Assistant II (BV) *	25.640	4,444	4,666	4,899	5,144	5,401	5,671	5,955	6,253	6,441	6,441
MISC	40B	Road Maintenance Worker III	24.730	4,287	4,501	4,726	4,962	5,210	5,471	5,745	6,032	6,213	6,213
MISC	40B	Integrated Case Worker I (Merit Systems)	24.730	4,287	4,501	4,726	4,962	5,210	5,471	5,745	6,032	6,213	6,213
MISC	40B	Social Worker I (Merit Systems)	24.730	4,287	4,501	4,726	4,962	5,210	5,471	5,745	6,032	6,213	6,213
MISC	41A	Administrative Assistant - III	25.640	4,444	4,666	4,899	5,144	5,401	5,671	5,955	6,253	6,441	6,441
MISC	41A	Senior Building Maintenance Worker	25.640	4,444	4,666	4,899	5,144	5,401	5,671	5,955	6,253	6,441	6,441
MISC	41A	Public Health Program Assistant	25.640	4,444	4,666	4,899	5,144	5,401	5,671	5,955	6,253	6,441	6,441
MISC	41B	Deputy Auditor Controller	25.970	4,501	4,726	4,962	5,210	5,471	5,745	6,032	6,334	6,524	6,524
MISC	41B	Deputy Treasurer/Tax Collector	25.970	4,501	4,726	4,962	5,210	5,471	5,745	6,032	6,334	6,524	6,524
MISC	41B	Deputy County Clerk	25.970	4,501	4,726	4,962	5,210	5,471	5,745	6,032	6,334	6,524	6,524
MISC	42	Appraiser	26.590	4,609	4,839	5,081	5,335	5,602	5,882	6,176	6,485	6,680	6,680
MISC	42	Auditor-Appraiser Recording Technician	26.590	4,609	4,839	5,081	5,335	5,602	5,882	6,176	6,485	6,680	6,680
MISC	42	Planning Technician	26.590	4,609	4,839	5,081	5,335	5,602	5,882	6,176	6,485	6,680	6,680
MISC	42	Victim Witness Coordinator/Office Administrator	26.590	4,609	4,839	5,081	5,335	5,602	5,882	6,176	6,485	6,680	6,680
MISC	42	Administrative Legal Secretary	26.590	4,609	4,839	5,081	5,335	5,602	5,882	6,176	6,485	6,680	6,680
MISC	42B	Assessment Technician	27.230	4,720	4,956	5,204	5,464	5,737	6,024	6,325	6,641	6,840	6,840
MISC	42B	Lead Maintenance Worker	27.230	4,720	4,956	5,204	5,464	5,737	6,024	6,325	6,641	6,840	6,840
MISC	42B	Support Services Coordinator (non-BV)	27.230	4,720	4,956	5,204	5,464	5,737	6,024	6,325	6,641	6,840	6,840
MISC	42B	Integrated Case Worker II (Merit)	27.230	4,720	4,956	5,204	5,464	5,737	6,024	6,325	6,641	6,840	6,840
MISC	42B	Social Worker II (Merit)	27.230	4,720	4,956	5,204	5,464	5,737	6,024	6,325	6,641	6,840	6,840
MISC	42B	Library Information Access Coordinator	27.230	4,720	4,956	5,204	5,464	5,737	6,024	6,325	6,641	6,840	6,840
MISC	43	Assistant County Clerk	27.930	4,841	5,083	5,337	5,604	5,884	6,178	6,487	6,811	7,015	7,015
MISC	43	Chief Deputy Auditor/Controller	27.930	4,841	5,083	5,337	5,604	5,884	6,178	6,487	6,811	7,015	7,015
MISC	43	Fiscal and Technical Specialist	27.930	4,841	5,083	5,337	5,604	5,884	6,178	6,487	6,811	7,015	7,015
MISC	43	Planner I	27.930	4,841	5,083	5,337	5,604	5,884	6,178	6,487	6,811	7,015	7,015
MISC	43B	Senior Appraiser	28.620	4,961	5,209	5,469	5,742	6,029	6,330	6,647	6,979	7,188	7,188
MISC	43B	Integrated Case Worker III (Merit)	28.620	4,961	5,209	5,469	5,742	6,029	6,330	6,647	6,979	7,188	7,188
MISC	43C	Equipment Mechanic/Shop Coordinator	28.970	5,021	5,272	5,536	5,813	6,104	6,409	6,729	7,065	7,277	7,277
MISC	44B	Road Maintenance Foreman	30.030	5,205	5,465	5,738	6,025	6,326	6,642	6,974	7,323	7,689	8,073
MISC	44C	MHSA Program Specialist	30.440	5,276	5,540	5,817	6,108	6,413	6,734	7,071	7,425	7,648	7,648

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**ALPINE COUNTY
SALARY SCHEDULE**

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MISC	44C	Social Worker III (Merit)	30.440	5,276	5,540	5,817	6,108	6,413	6,734	7,071	7,425	7,648	7,648
MISC	45	Planner II	30.780	5,335	5,602	5,882	6,176	6,485	6,809	7,149	7,506	7,731	7,731
MISC	45	Public Health Program Coordinator	30.780	5,335	5,602	5,882	6,176	6,485	6,809	7,149	7,506	7,731	7,731
MISC	45	Registered Nurse	30.780	5,335	5,602	5,882	6,176	6,485	6,809	7,149	7,506	7,731	7,731
MISC	46B	Social Worker III/Deputy Public Guardian (Merit)	33.480	5,803	6,093	6,398	6,718	7,054	7,407	7,777	8,166	8,411	8,411
MISC	47	Senior Deputy Probation Officer	33.950	5,885	6,179	6,488	6,812	7,153	7,511	7,887	8,281	8,529	8,529
MISC	47	Planner III	33.950	5,885	6,179	6,488	6,812	7,153	7,511	7,887	8,281	8,529	8,529
MISC	47	Social Worker IV (Merit)	33.950	5,885	6,179	6,488	6,812	7,153	7,511	7,887	8,281	8,529	8,529
MISC	48B	Outreach Nurse	36.490	6,325	6,641	6,973	7,322	7,688	8,072	8,476	8,900	9,167	9,167
MISC	50	AOD Program Specialist (80%)	39.260	6,805	7,145	7,502	7,877	8,271	8,685	9,119	9,575	9,862	9,862
MISC	51B	Public Health Nurse	42.300	7,332	7,699	8,084	8,488	8,912	9,358	9,826	10,317	10,627	10,627
DSA	41	Deputy Sheriff Recruit-Non-sworn	25.660	4,448	4,670	4,904	5,149	5,406					
DSA	42	Deputy Sheriff I	31.950	5,538	5,815	6,106	6,411	6,732	7,069	7,422	7,793	8,027	8,027
DSA	42 A	Bear Valley Public Safety Officer Recruit (42+2.5%)	32.750	5,677	5,961	6,259	6,572	6,901					
DSA	43	Bear Valley Public Safety Officer I/Fire Lieutenant	33.530	5,812	6,103	6,408	6,728	7,064	7,417	7,788	8,177	8,422	8,422
DSA	43B	Deputy Sheriff II	34.380	5,959	6,257	6,570	6,899	7,244	7,606	7,986	8,385	8,637	8,637
DSA	43B	Bailiff	34.380	5,959	6,257	6,570	6,899	7,244	7,606	7,986	8,385	8,637	8,637
DSA	44B	Detective	36.080	6,254	6,567	6,895	7,240	7,602	7,982	8,381	8,800	9,064	9,064
DSA	44B	Bear Valley Public Safety Officer II/Fire Lieutenant	36.080	6,254	6,567	6,895	7,240	7,602	7,982	8,381	8,800	9,064	9,064
DSA	44.5B	Bear Valley Public Safety Officer II/Fire Captain	37.880	6,566	6,894	7,239	7,601	7,981	8,380	8,799	9,239	9,516	9,516
DSA	44C	Corporal	37.900	6,569	6,897	7,242	7,604	7,984	8,383	8,802	9,066	9,338	9,338
DSA	44C	Bear Valley Corporal	37.900	6,569	6,897	7,242	7,604	7,984	8,383	8,802	9,066	9,338	9,338
DSA	46B	Battalion Chief-Bear Valley	39.700	6,881	7,225	7,586	7,965	8,363	8,781	9,220	9,681	9,971	9,971
DSA	48	Sheriff's Sergeant	42.780	7,415	7,786	8,175	8,584	9,013	9,464	9,937	10,434	10,747	10,747
ELECTED	E1	Assessor/Recorder	N/A	12,742	12,742	12,742	12,742	12,742					
ELECTED	E2	County Clerk	N/A	12,742	12,742	12,742	12,742	12,742					
ELECTED	E3	District Attorney	N/A	11,036	11,036	11,036	11,036	11,036					
ELECTED	E4	Sheriff/Coroner	N/A	14,421	14,421	14,421	14,421	14,421					
ELECTED	E5	Supervisor - Board of Supervisors	N/A	4,079	4,079	4,079	4,079	4,079					
ELECTED	E6	Supervisor - Board of Supervisors, Chairperson	N/A	4,179	4,179	4,179	4,179	4,179	-	-	-	-	-
ELECTED	E7	County Office of Education Board Member	N/A	176.4	176	176.4	176.4	176.4	-	-	-	-	-
CONTRACT	C1B	County Executive Officer	N/A	18,537	18,537	18,537	18,537	18,537					
UNREPRESENTED	U1	Assistant Auditor-Controller	N/A	9,309	9,542	9,781	10,026	10,277	-	-	-	-	-
UNREPRESENTED	U2	Building Official	N/A	8,055	8,256	8,462	8,674	8,891	-	-	-	-	-
UNREPRESENTED	U4	Clinician I	N/A	6,964	7,138	7,316	7,499	7,686	-	-	-	-	-
UNREPRESENTED	U5	Clinician II	N/A	7,384	7,569	7,758	7,952	8,151	-	-	-	-	-
UNREPRESENTED	U6	Community Development Director	N/A	11,602	11,892	12,189	12,494	12,806	-	-	-	-	-
UNREPRESENTED	U12	EMS/Fire Administrator-New	N/A	8,728	8,946	9,170	9,399	9,634	-	-	-	-	-
UNREPRESENTED	U15	Nurse Practitioner	68.41	68.41	70.12	71.87	73.67	75.51	-	-	-	-	-
UNREPRESENTED	U16	Chief Probation Officer (100%)	N/A	10,323	10,581	10,846	11,117	11,395	-	-	-	-	-
UNREPRESENTED	U17	Undersheriff	N/A	10,998	11,273	11,555	11,844	12,140	-	-	-	-	-

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UNREPRESENTED	U19	Director of Finance	N/A	11,636	11,927	12,225	12,531	12,844					
UNREPRESENTED	U20	First 5 Executive Director	N/A	6,790	6,960	7,134	7,312	7,495					
UNREPRESENTED	U21	Fiscal and Administrative Supervisor	N/A	7,486	7,673	7,865	8,062	8,264					
UNREPRESENTED	U22	Public Health Program Manager	N/A	7,486	7,673	7,865	8,062	8,264					
UNREPRESENTED	U23	Community Development Deputy Director	N/A	8,728	8,946	9,170	9,399	9,634					
UNREPRESENTED	U24	Buildings and Grounds Supervisor-Non-Exempt	34.27	5,939	6,087	6,239	6,395	6,555					
UNREPRESENTED	U25	MERIT Social Services Program Manager/Deputy Public Guardian	N/A	8,233	8,439	8,650	8,866	9,088					
UNREPRESENTED	U26	Asst. CEO to Personnel and Risk Management	N/A	11,602	11,892	12,189	12,494	12,806	-	-	-	-	-
UNREPRESENTED	U27	Economic Development Director	N/A	9,309	9,542	9,781	10,026	10,277					
UNREPRESENTED	U28	Library-Museum-Archives Director	N/A	7,641	7,832	8,028	8,229	8,435					
UNREPRESENTED	U29	Assistant Treasurer-Tax Collector	N/A	7,486	7,673	7,865	8,062	8,264					
UNREPRESENTED	U30	Director of Budget and Procurement	N/A	9,309	9,542	9,781	10,026	10,277					
UNREPRESENTED	U31	County Counsel	250.000	250.00	250.00	250.00	250.00	250.00					
UNREPRESENTED	U33	Personnel and Risk Analyst	N/A	6,468	6,630	6,796	6,966	7,140					
UNREPRESENTED	U34	Personnel Technician-Non-Exempt	32.28	5,595	5,735	5,878	6,025	6,176					
UNREPRESENTED	U35	Human Services Director Public Guardian (5% steps)	N/A	13,072	13,726	14,412	15,133	15,890					
UNREPRESENTED	U36	Health and Human Services Deputy Dir. (5% increases)	N/A	9,321	9,787	10,276	10,790	11,330					
UNREPRESENTED	U37	Behavioral Health Clinical Manager (5% increases)	N/A	8,389	8,808	9,248	9,710	10,196					
EXTRA HELP	EX1	Extra Help-Unskilled Labor	17.500	**									
EXTRA HELP	EX2	Extra Help-Building Inspector	26.660	**									
EXTRA HELP	EX3	Extra Help-Electrician	31.990	**									
EXTRA HELP	EX5	Extra Help-County Counsel Special Project	75.00	75.00	78.75	82.69	86.82	91.16					
EXTRA HELP	EX6	Extra Help-Assistant County Counsel	250.00										
EXTRA HELP	38A	Extra Help-Social Services Aide-HHS per hour range	22.16	3,841	4,033	4,235	4,447	4,669					
** Employment is on an hourly basis.													