

REVISED 6-14-2021

Mono County

Cost Implementation Analysis

At-Will and Elected Positions (excluding members of the Board of Supervisors)

Current Title	Current Salary	Range	Nearest Dollar Placement		Cost Impact per Fiscal Year		
			Step	Salary	FY 2021-22	FY 2022-23	FY 2023-24
Assistant Assessor	\$ 8,991	13	D	\$ 9,146	\$ 155	\$ 613	\$ 613
Assistant Clerk / Recorder	7,572	10	D	7,901	328	723	723
Assistant County Administrative Officer	12,500	21	C	12,870	370	1,013	1,689
<b>Assistant County Counsel</b>	11,007	18	<b>E</b>	<b>12,257</b>	<b>1,250</b>	<b>1,250</b>	<b>1,250</b>
<b>Assistant County Counsel</b>	11,007	18	<b>E</b>	<b>12,257</b>	<b>1,250</b>	<b>1,250</b>	<b>1,250</b>
Assistant Director of Finance	9,293	14	D	9,603	311	791	791
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<b>Assistant District Attorney</b>	11,006	18	<b>E</b>	<b>12,257</b>	<b>1,251</b>	<b>1,251</b>	<b>1,251</b>
Assistant to the Chief Administrative Officer	7,573	9	E	7,901	328	328	328
Chief of Emergency Medical Services	10,325	17	C	10,588	263	792	1,348
Chief Probation Officer	11,014	19	B	11,117	104	659	1,243
County Administrative Officer	15,000	25	C	15,643	643	1,425	2,246
County Assessor	10,325	16	E	11,117	792	792	792
County Clerk / Recorder	9,981	14	E	10,084	102	102	102
County Counsel	15,488	25	C	15,643	156	938	1,759
County Engineer	10,502	15	E	10,588	86	86	86
Deputy County Counsel II	9,211	13	E	9,603	392	392	392
Deputy District Attorney III	10,108	15	E	10,588	480	480	480
Deputy District Attorney III	10,108	15	E	10,588	480	480	480
Director of Animal Services	6,825	6	E	6,825	-	-	-
Director of Behavioral Health	11,014	18	C	11,117	104	659	1,243
Director of Community Development	11,014	18	C	11,117	104	659	1,243
Director of Economic Development	9,981	16	C	10,084	102	607	1,136
Director of Finance	12,532	21	C	12,870	337	981	1,657
Director of Human Resources	10,756	16	E	11,117	362	362	362
Director of Information Technology	12,906	21	D	13,513	607	1,282	<b>1,282</b>
Director of Public Health	11,014	18	C	11,117	103	659	1,243
Director of Public Works /Road Operations	12,046	20	C	12,257	211	823	1,466
Director of Social Services	11,014	18	C	11,117	104	659	1,243
District Attorney	13,106	21	E	14,189	1,082	1,082	1,082
District Attorney Chief Investigator	10,094	15	E	10,588	494	494	494
District Attorney Investigator II	8,640	11	E	8,711	71	71	71
District Attorney Operations and Prg Supervisor	6,812	4	Y	6,812	-	-	-
Eastern Sierra Recreation Coordinator	5,852	5	C	5,896	44	338	648
Economic Development Manager	7,571	12	B	7,901	329	725	1,140
Environmental Health Manager	9,363	13	E	9,603	241	241	241
Housing Coordinator	9,034	14	C	9,146	112	569	1,049
Parks and Facilities Superintendent	8,604	11	E	8,711	107	107	107
Public Health Officer	18,200	27	E	19,014	814	814	814
Public Works Project Manager	6,874	9	C	7,166	292	650	1,026
Risk Manager	7,916	12	C	8,296	380	794	1,230
Road Superintendent	8,608	11	E	8,711	103	103	103
Sheriff-Coroner	12,604	21	E	14,189	1,585	1,585	1,585
Solid Waste Superintendent	7,689	9	E	7,901	212	212	212
Undersheriff	12,783	19	E	12,870	87	87	87
<b>Monthly Salary Cost</b>	<b>\$ 463,156</b>			<b>\$ 480,190</b>	<b>\$ 17,034</b>	<b>\$ 28,717</b>	<b>\$ 38,376</b>
<b>Annual Salary Cost</b>	<b>\$ 5,557,873</b>			<b>\$ 5,762,281</b>	<b>\$ 204,408</b>	<b>\$ 344,602</b>	<b>\$ 460,510</b>
<b>Annual Benefit Cost</b>	<b>\$ 778,102</b>			<b>\$ 806,719</b>	<b>\$ 28,617</b>	<b>\$ 48,244</b>	<b>\$ 64,471</b>
<b>Total Fiscal Cost Increase</b>	<b>\$ 6,335,975</b>			<b>\$ 6,569,000</b>	<b>\$ 233,025</b>	<b>\$ 392,846</b>	<b>\$ 524,981</b>

PROPOSED  
ANNUAL  
SALARIES &  
INCREMENTAL  
BENEFIT  
INCREASE

NOTES:

This analysis estimates the incremental increases in salary and benefit cost resulting from implementation of the proposed management compensation policy, excluding elected board of supervisors members. It excludes performance pay as that component of the policy is discretionary. The analysis assumes every participant is successful at exceeding job standards making each employee eligible to advance to the next higher step in their respect range. Benefit cost exclude health care, 401a contributions, and the annual payment towards the County's unfunded accrued pension liability.