

**APPENDIX A**  
**CONFIDENTIAL UNIT CLASSIFICATION AND WAGE PLAN**  
**5.0% INCREASE - EFFECTIVE 9/28/2025**

Pay ranges for nonexempt classifications are as set forth below:

Range	Classification	Step A	Step B	Step C	Step D	Step E
2895	Accountant I - Confidential	33.53	35.21	36.97	38.82	40.76
2539	Administrative Supervisor (SO) - Confidential	29.97	31.47	33.04	34.69	36.43
3047	Clerk Of the Board	35.05	36.80	38.64	40.57	42.60
1762	Deputy Board Clerk I	22.20	23.31	24.48	25.70	26.98
1986	Deputy Board Clerk II	24.44	25.66	26.95	28.29	29.71
2293	Deputy Board Clerk III	27.51	28.89	30.33	31.85	33.44
3613	Executive Legal Assistant	40.71	42.75	44.88	47.13	49.48
4439	Grants Program Manager/Analyst	48.97	51.42	53.99	56.69	59.52
3020	Human Resource Specialist	34.78	36.52	38.34	40.26	42.28
2513	Human Resource Technician	29.71	31.20	32.76	34.39	36.11
3333	Paralegal (CC)	37.91	39.81	41.80	43.89	46.08
2532	Payroll Specialist I	29.90	31.40	32.96	34.61	36.34
2955	Payroll Specialist II	34.13	35.84	37.63	39.51	41.49
2613	Records and Volunteer Administrator	30.71	32.25	33.86	35.55	37.33
1646	Records Management Assistant	21.04	22.09	23.20	24.36	25.57
3419	Senior Administrative Analyst	38.77	40.71	42.74	44.88	47.13

Pay ranges for exempt classifications are as set forth below:

Range	Classification	Step A	Step B	Step C	Step D	Step E
4350	Budget Analyst	48.08	50.48	53.01	55.66	58.44
4779	Dep County Counsel I	52.37	54.99	57.74	60.62	63.66
5302	Dep County Counsel II	57.60	60.48	63.50	66.68	70.01
5875	Dep County Counsel III	63.33	66.50	69.82	73.31	76.98
3637	Payroll Manager	40.95	43.00	45.15	47.40	49.77
3691	Risk Analyst	41.49	43.56	45.74	48.03	50.43