

AGENDA

JEFFERSON COUNTY
BOARD OF COMMISSIONERS MEETING
DECEMBER 13, 2023
COMMISSION MEETING ROOM
8:15 AM

This meeting has the option of attending via teleconference. The meeting is open for onsite attendees. The teleconference allows for listening to the meeting, but will be muted for incoming participation, except during “citizen comments” that will occur at approximately 9:00am.

Pursuant to ORS 192.640, this agenda includes a list of the principal subjects anticipated to be considered at the above referenced meeting; however, the agenda does not limit the ability of the County Commission to consider additional subjects. Meetings are subject to cancellation without notice. Other than hearings, which are publicly noticed, the time schedule is approximate and may vary for individual agenda items. The Board reserves the right to place a time limit on public testimony on any agenda item. The meeting place is handicapped accessible. Those needing assistance should contact the Commission office two (2) days in advance of the meeting by calling (541) 475-2449.

All agenda items shall be taken up between scheduled (time specific) appointments, action items, or public hearings when time permits.

1. Administrative Session (8:15) *(The items discussed during Administrative Session are intended to have staff present updates/reports or routine items to the Board. The Second Wednesday of the month is an Elected Official/Department Director Meeting)*
 - 1.1 Elected Official/Department Director Meeting.
 - 1.2 County Surveyor Annual Update.
2. Call to Order/Pledge of Allegiance/Invocation
3. Presentations/Awards
4. Changes to the Agenda (Consideration of Submission of Late Items)
5. 9:00 A.M. - Citizen Comments
6. Consent Agenda *(The items on the Consent Agenda are considered routine and will all be adopted in one motion unless a Board member or person in the audience requests, before the vote on the motion, to have the item considered separately. If any item is removed from the Consent Agenda, the item will be taken up immediately following the vote on the remaining items)*
 - 6.1 November 2023 Accounts Payable Paid December 2023 in the amount of \$668,387.03 - signed by Commission.
[6.1.pdf](#)

- 6.2 December 2023 Accounts Payable Paid December 2023 in the amount of \$19,919.55 - signed by Commission.
[6.2.pdf](#)
- 6.3 Certificate of Right to Burial, Certificate No. 2089 - signed by Commission.
[6.3.pdf](#)
- 6.4 Action Minutes for December 6, 2023 - signed by Commission.
[6.4.pdf](#)

7. Scheduled Appointments, Action Items, and Public Hearings

- 7.1 9:15 a.m. - Public Works Annual Update & Jefferson County Weed Advisory Committee Update.
- 7.2 10:00 a.m. - Contracted Grant Services Update.
- 7.3 1:00 p.m., December 18, 2023 - Executive Session - ORS 192.660(2)(a) - Employment of Public Officers, Employees and Agents.
- 7.4 1:00 p.m., December 19, 2023 - Executive Session - ORS 192.660(2)(a) - Employment of Public Officers, Employees and Agents.

8. Action Items

- 8.1 Third Addendum to Contract for Services between Jefferson County and Gary DeJarnatt - signed by Commission.
[8.1.pdf](#)
- 8.2 Salary Change Order for Cas Schrunk - signed by Commission.
[8.2.pdf](#)
- 8.3 Personal Services Contract between Jefferson County and Strategic Networks Group - signed by Commission.
[8.3.pdf](#)
- 8.4 Pacific Office Automation Updated Lease for Public Health - signed by Commission Chair.
[8.4.pdf](#)
- 8.5 Order In the Matter of Fixing Salaries of County Officers, Deputies and Eligible County Employees - signed by Commission.
[8.5.pdf](#)

9. Elected Official Report(s)/Request(s)

10. Department Heads Report(s)/Request(s)

11. County Counsel Report(s)/Request(s)

12. County Administrative Officer Report(s)/Request(s)

13. Commission Discussion Items

13.1 Continued discussion regarding American Rescue Plan (ARPA) & CARES Act Funding Programs.

14. Announcements/Notification of additional Commission Meetings

15. Executive Session

15.1 1:00 p.m., December 18, 2023 - Executive Session - ORS 192.660(2)(a) - Employment of Public Officers, Employees and Agents.

15.2 1:00 p.m., December 19, 2023 - Executive Session - ORS 192.660(2)(a) - Employment of Public Officers, Employees and Agents.

16. Adjourn

CONFERENCE CALL LINE: (301) 715-8592 MEETING ID: 898 1666 4155 PASSCODE: 2449
<https://us06web.zoom.us/j/89816664155?pwd=RkNKeTM0T1YvWDA3Q2U3QmIwMytGdz09>

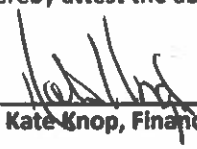
November 2023 Accounts Payable
Paid December 2023
Columbia Bank Issued Checks

It is hereby ordered that check number 49327 to 49415 be paid totaling \$668,937.03

FUND	FUND NAME	AMOUNT ISSUED	VOIDED	TOTAL EXPENSE
101	GENERAL FUND	\$71,877.86	(\$550.00)	\$71,327.86
202	PUBLIC WORKS	\$7,448.36		\$7,448.36
210	EMERGENCY COMMUNICATIONS	\$1,485.58		\$1,485.58
215	MT. JEFFERSON MEMORIAL PARK	\$69.96		\$69.96
218	FAIR	\$1,055.72		\$1,055.72
219	VICTIM'S ASSISTANCE	\$9,090.46		\$9,090.46
221	NT	\$5,988.00		\$5,988.00
224	COUNTY FAIR BUILDING	\$8,150.45		\$8,150.45
225	COHB-MENTAL HEALTH	\$209,612.37		\$209,612.37
226	PUBLIC LAND CORNER PRES	\$1,048.00		\$1,048.00
229	COUNTY PROJECTS	\$282.81		\$282.81
230	RURAL DOMESTIC VIOLENCE	\$6,967.76		\$6,967.76
236	SMOKE MANAGEMENT	\$7,000.00		\$7,000.00
239	HEALTH DEPT GRANT FUND	\$55,239.04		\$55,239.04
244	MENTAL HEALTH - A&D	\$155,103.24		\$155,103.24
249	PARK FUND	\$250.00		\$250.00
253	PH - COMMUNITY HEALTH RESERVE	\$5,000.00		\$5,000.00
254	CJ - ADULT	\$4,395.81		\$4,395.81
265	JAIL	\$23,428.44		\$23,428.44
403	J STREET BOND	\$10,833.70		\$10,833.70
503	CDD - PLANNING DEPT	\$284.38		\$284.38
504	CDD - ONSITE AND ENGINEERING	\$1,042.19		\$1,042.19
505	CDD - BUILDING	\$803.32		\$803.32
507	CAR POOL	\$73,143.97		\$73,143.97
508	RV PARK	\$9,335.61		\$9,335.61
TOTAL		\$668,937.03	-\$550.00	\$668,387.03

Claims approved and checks dated: 12/1/2023

I, Kate Knop, hereby attest the above amounts and check numbers are correct.



Kate Knop, Finance Director

Kelly Simmelink, Commissioner

Wayne Fording, Commissioner

Mark Wunsch, Commissioner

Order Number

Dated

Report Criteria:

Detail report.
Invoices with totals above \$0 included.
Only paid invoices included.
[Report].Date Paid = 12/01/2023

Vendor Number	Vendor Name	Invoice Date	Invoice Number	Description	Net Invoice Amount	GL Activity Number	GL Period
2689	ASD HEALTHCARE	11/11/2023	3153824731	Arexvy (RSV)	2,754.17	362	1223
2689	ASD HEALTHCARE	11/16/2023	3154508782	Spikevax C19	1,147.27	362	1223
2689	ASD HEALTHCARE	11/20/2023	3154655607	Spikevax C19	22,945.50	362	1223
2689	ASD HEALTHCARE	11/18/2023	3154658230	Arexvy (RSV)	2,754.17	362	1223
2689	ASD HEALTHCARE	11/17/2023	804343449	Interest Rate Due to Late paymen	89.97	303	1223
2689	ASD HEALTHCARE	11/10/2023	804344505	Interest Rate due to Late Payment	15.16	303	1223
80831	BAZA, ILIANA	11/06/2023	FAIR 2023	FFA Fair Premium	23.52	2023	1223
3594	BEDELL, KEITH	11/14/2023	11/14/2023	Partial refund plumbing permit 45	63.89		1223
6447	BESTCARE TREATMENT	11/08/2023	2325173137AL	MH A/D IGA73137 ALLOT #5 Nov	155,103.24		1223
6447	BESTCARE TREATMENT	11/16/2023	EVAL-1123	J. Tomborn	178.00		1223
6447	BESTCARE TREATMENT	11/10/2023	SUBCAP NOV	PS Subcap NOV23	209,812.37		1223
80185	BOYLE, ELI	11/06/2023	FAIR 2023	FFA Fair Premium	22.26	2023	1223
3278	BOZARTH, ELISABETH	11/06/2023	FAIR 2023	FFA Fair Premium	50.82	2023	1223
80544	BUSH, BROOKE	11/06/2023	FAIR 2023	FFA Fair Premium	34.44	2023	1223
80545	BUSH, SYDNEE	11/06/2023	FAIR 2023	FFA Fair Premium	30.66	2023	1223
3240	CANON FINANCIAL SERV	11/11/2023	31589262	Admin Copy Machine Monthly Lea	242.56		1223
3240	CANON FINANCIAL SERV	11/11/2023	31589262	Jail Copy Machine Monthly Lease;	335.81		1223
3240	CANON FINANCIAL SERV	10/12/2023	31590277	September Usage	143.49		1223
3240	CANON FINANCIAL SERV	10/12/2023	31590277	September Usage	143.48		1223
7062	CARSON OIL COMPANY I	11/14/2023	IN-0930238	1490 Gallons Crusher Fuel	5,289.80		1223
7062	CARSON OIL COMPANY I	11/16/2023	IN-0931554	2400 Gallons Unleaded	7,120.55		1223
7062	CARSON OIL COMPANY I	11/16/2023	IN-0931554	4500 Gallons Diesel	13,889.42		1223
2207	CENTRAL OREGON INTE	10/23/2023	0007742-IN	Jefferson Cnty CWPP 7.1.23-9.30	282.81		1223
2147	CENTURYLINK	11/17/2023	503-T32-8504	Current monthly charges	79.50		1223
77	CITY OF MADRAS	10/31/2023	11061	Domestic Violence Officer for Oct	1,005.51	58	1223
77	CITY OF MADRAS	10/31/2023	11061	Domestic Violence Officer for Oct	5,278.93	19	1223
3408	CIVICPLUS LLC	11/01/2023	279044	Socail Media Archiving Subscripti	5,988.00		1223
3201	COLLIER, NICHOLAS RYA	11/14/2023	0222958	Aroma Diffuser with Deodorizer	120.00		1223
6238	DAY WIRELESS SYSTEM	11/20/2023	#INV801430	SITE Recurring Bill Gray Butte Sit	1,243.84		1223
6238	DAY WIRELESS SYSTEM	11/20/2023	#INV801487	SITE Recurring Bill Grizzly Butte	182.24		1223
214	DEJARNATT LAND SURV	11/30/2023	11/30/2023	Professional Services 11/2023	3,067.00		1223
214	DEJARNATT LAND SURV	11/30/2023	11/30/2023	Professionasl services 11/2023	1,048.00		1223
1731	DEPARTMENT OF CORR	11/20/2023	AR029342	Jail Meals	16,186.88		1223
677	DEPARTMENT OF ENVIR	11/01/2023	100123DEQ	October Surcharge	900.00		1223
2157	DESCHUTES COUNTY	11/07/2023	3901	Detention	900.00		1223
6310	DESCHUTES COUNTY S	11/08/2023	3913	Code - Local Government Payme	21,202.00		1223
287	DISTRICT ATTORNEY TR	11/15/2023	011/15/2023	Reimburse for check issues: #289	138.50		1223
287	DISTRICT ATTORNEY TR	11/15/2023	011/15/2023	Reimburse for check issued : #28	406.83		1223
287	DISTRICT ATTORNEY TR	09/29/2023	9/29/2023	Notary Fee	40.00		1223
2545	EBERHARD'S DAIRY PRO	11/17/2023	1589338	1/2 PT 1%	157.08		1223
2545	EBERHARD'S DAIRY PRO	11/21/2023	1589597	1/2 PT 1%	157.08		1223
2545	EBERHARD'S DAIRY PRO	11/24/2023	1589914	1/2 PT 1%	157.08		1223
3448	ECONOMIC CONSULTAN	10/31/2023	29393	Project 25427.00 Madras Large L	2,422.50		1223
1877	FORDING, WAYNE	11/13/2023	11/13/2023	AOC Conf. Lodging November 13	1,075.80		1223
3064	GOHR, FALLON	11/06/2023	FAIR 2023	FFA Fair Premium	21.42	2023	1223
3593	GOTTBREHT, JOHN	11/13/2023	11/13/2023	Full refund for permit 541-23-0013	80.45		1223
3430	GREENLEE CONSTRUCT	09/28/2023	2640	430 SW Fairgrounds Rd Roof	6,688.80		1223
3430	GREENLEE CONSTRUCT	09/28/2023	2641	Roofing - 2019 NW Dogwood/643	8,411.20		1223
3358	HECKATHORN, BREANN	11/06/2023	FAIR 2023	FFA Fair Premium	15.12	2023	1223
3306	HOLMES, COLBY	11/06/2023	FAIR 2023	FFA Fair Premium	26.88	2023	1223
3057	IVIE, NIC	11/06/2023	FAIR 2023	FFA Fair Premium	26.46	2023	1223
6097	JEFFERSON COUNTY EN	11/10/2023	1457	Recreational Park surcharge and	240.80		1223
1215	JEFFERSON COUNTY RU	11/02/2023	0380	2023 Smoke Management Sessio	7,000.00		1223
1489	JEFFERSON COUNTY YO	11/29/2023	INV2006	Annual Donation	5,500.00		1223

Vendor Number	Vendor Name	Invoice Date	Invoice Number	Description	Net Invoice Amount	GL Activity Number	GL Period
1489	JEFFERSON COUNTY YO	11/29/2023	INV2006	Annual Donation	4,500.00		1223
1489	JEFFERSON COUNTY YO	11/29/2023	INV2006	Annual Donation	5,000.00		1223
4673	JOHN DEERE FINANCIAL	10/30/2023	117531425	John Deere 5075E Open Operato	51,629.24		1223
4673	JOHN DEERE FINANCIAL	11/16/2023	6110991	Mower repairs	9,094.81		1223
3359	KEEGAN, BAYLEE	11/06/2023	FAIR 2023	FFA Fair Premium	25.20	2023	1223
3181	KEITH'S SPORTING GOO	11/17/2023	11172023JCAC	Halosun	1,432.00		1223
3360	KELLY, TEHYA	11/06/2023	FAIR 2023	FFA Fair Premium	25.20	2023	1223
3061	KWIECIEN, JOEL	11/06/2023	FAIR 2023	FFA Fair Premium	15.12	2023	1223
80240	LACEY, BREANNA	11/06/2023	FAIR 2023	FFA Fair Premium	15.96	2023	1223
3800	LAWRENCE, ELLIE	11/06/2023	FAIR 2023	FFA Fair Premium	27.51	2023	1223
3601	LAWRENCE, JAKE	11/06/2023	FAIR 2023	FFA Fair Premium	24.15	2023	1223
80456	LEE, MASON	11/06/2023	FAIR 2023	FFA Fair Premium	23.52	2023	1223
80107	MACY, KAILEE	11/06/2023	FAIR 2023	FFA Fair Premium	44.10	2023	1223
3597	MADRAS DOWNTOWN A	11/27/2023	11/27/2023	damage deposit refund	250.00		1223
1604	MASCOTT EQUIPMENT C	11/24/2023	589432	Annual Fuel Island Inspection	504.76		1223
1604	MASCOTT EQUIPMENT C	11/24/2023	589432	Annual Fuel Island Inspection	504.76		1223
80464	MCCABE, RYLEE	11/06/2023	FAIR 2023	FFA Fair Premium	67.20	2023	1223
80467	MCELROY, SYDNEY	11/06/2023	FAIR 2023	FFA Fair Premium	19.32	2023	1223
3595	MEDINA, JAVIER	11/22/2023	11/22/2023	cemetary supplies	89.96		1223
194	MID OREGON PERSONN	12/01/2023	20832	Jail Medical Pers - K.Simmelink 1	6,434.53		1223
194	MID OREGON PERSONN	11/10/2023	20833	Luz Donis - General Labor 48.25	1,516.02	19	1223
194	MID OREGON PERSONN	11/10/2023	20833	Jared Holiday - General Labor 13	338.44		1223
194	MID OREGON PERSONN	11/10/2023	20833	Kaarin Forester - General Labor 4	2,807.98		1223
194	MID OREGON PERSONN	11/10/2023	20833	Danielle Martell - General Labor 2	1,286.50		1223
194	MID OREGON PERSONN	11/10/2023	20833	Mekaela Walters - General Labor	4,584.77	39	1223
194	MID OREGON PERSONN	11/10/2023	20833	Mekaela Walters - General Labor	1,521.59		1223
194	MID OREGON PERSONN	11/10/2023	20833	David Perlow - General Labor 96	5,348.16		1223
194	MID OREGON PERSONN	12/01/2023	20834	PH Pers-V.FANG, YAC 10/16/10/3	91.84	323	1223
194	MID OREGON PERSONN	12/01/2023	20834	PH Pers-A.SKEELS,YAC 10/16-1	97.58	323	1223
194	MID OREGON PERSONN	12/01/2023	20834	PH Pers - H.Bicart, IMM/COVID19	1,937.52	349	1223
194	MID OREGON PERSONN	12/01/2023	20834	PH Pers - O.Titus, PH Intern 10/1	1,113.56	349	1223
194	MID OREGON PERSONN	12/01/2023	20834	PH Pers - B.Munkh-Ochir, PH Dat	3,478.08	349	1223
194	MID OREGON PERSONN	12/01/2023	20834	PH Pers-M.Quinn, FNP RH 10/16-	3,835.53	349	1223
194	MID OREGON PERSONN	12/01/2023	20834	PH Pers C.Smith, IMM/COVID19	2,242.24	349	1223
194	MID OREGON PERSONN	12/01/2023	20834	PH Pers-A. Wheeler, WIC RD 10/	372.69	349	1223
194	MID OREGON PERSONN	11/22/2023	20905	Background check	724.64		1223
194	MID OREGON PERSONN	11/22/2023	20905-11/2023	Chirukuri, Jesse 67 hrs	2,146.01		1223
194	MID OREGON PERSONN	11/22/2023	20905-11/2023	Loos, Dianne 7 hrs & Meyer, John	724.64		1223
194	MID OREGON PERSONN	11/22/2023	20906	Medina, Javier 80hrs reg. 8 hrs ho	2,049.52		1223
194	MID OREGON PERSONN	11/22/2023	20907	Locke Jessica 34.75 hrs	1,033.81		1223
194	MID OREGON PERSONN	11/22/2023	20909	Luz Donis - General Labor 5.5 hrs	172.81	19	1223
194	MID OREGON PERSONN	11/22/2023	20909	Jared Holiday - General Labor 16	414.08	19	1223
194	MID OREGON PERSONN	11/22/2023	20909	Kaarin Forester - General Labor 2	1,753.37	19	1223
194	MID OREGON PERSONN	11/22/2023	20909	Danielle Martell - General Labor 1	786.11	19	1223
194	MID OREGON PERSONN	11/22/2023	20909	Mekaela Walters - General Labor	3,520.18	39	1223
194	MID OREGON PERSONN	11/22/2023	20909	Mekaela Walters - General Labor	1,173.39	19	1223
194	MID OREGON PERSONN	11/22/2023	20909	David Perlow - General Labor 76	4,233.96	19	1223
194	MID OREGON PERSONN	11/15/2023	20911	Payroll for D. Hollenbeak	2,061.17		1223
194	MID OREGON PERSONN	11/22/2023	20942	Clark Marilyn 6hrs, Comingore Sh	524.10		1223
194	MID OREGON PERSONN	07/13/2023	23-07-014	BAckground Screen - M.Munkh-O	30.00	349	1223
194	MID OREGON PERSONN	11/09/2023	23-11-005	Oct 2023 Pre-Emp Background sc	29.90		1223
3598	MILLER, THEO	11/06/2023	FAIR 2023	FFA Fair Premium	13.86	2023	1223
3602	MITCHELL, PAYDON	11/06/2023	FAIR 2023	FFA Fair Premium	29.82	2023	1223
1916	MOSAIC MEDICAL	11/02/2023	INV0661	Nov 2023	10,508.33	339	1223
2008	MOTOROLA SOLUTIONS	11/02/2023	8281749520	Charger, single unit, Impres 2, 3A,	680.75		1223
3026	N&S OREGON INC	11/22/2023	IM8033	Boots for Crew	550.90		1223
2027	OCHIN INC	10/16/2023	58786	Sept 2023	358.06		1223
2027	OCHIN INC	10/16/2023	58786	Sept 2023	358.07		1223
2027	OCHIN INC	11/17/2023	59666	Oct 2023	799.56		1223
2027	OCHIN INC	11/17/2023	59666	Oct 2023	799.57		1223

Vendor Number	Vendor Name	Invoice Date	Invoice Number	Description	Net Invoice Amount	GL Activity Number	GL Period
3599	OLIVER, EARL	11/08/2023	FAIR 2023	FFA Fair Premium	25.41	2023	1223
223	OREGON ASSOCIATION	11/27/2023	11/2023	OACC FULL membership (voting	587.00		1223
1070	OREGON DEPARTMENT	10/30/2023	AI058988	Duplicate Payment on VP314937	180.55	304	1223
1070	OREGON DEPARTMENT	10/30/2023	AI059005	Duplicate Payment on VP314937	190.55	304	1223
1070	OREGON DEPARTMENT	10/30/2023	AI059006	Duplicate Payment on VP314937	.12	304	1223
339	OREGON DEPARTMENT	11/15/2023	L0516838944	Annual Hazardous Substance Fee	143.00		1223
6012	OREGON GOVERNMENT	11/07/2023	AIE18276	Annual billing for OR Gov Ethics	1,323.95		1223
1068	OREGON STATE POLICE	11/14/2023	ARZ16737	20 Concealed Handgun License	300.00		1223
23	PAPE MACHINERY INC	11/16/2023	325942S	Snow Push Make-G5 Model-SP25	2,969.90		1223
1787	PENHOLLOW, TERRY	11/21/2023	23133	Verified for Accuracy Mid West 02	60.00		1223
3361	PETERSEN, PAYTON	11/08/2023	FAIR 2023	FFA Fair Premium	21.84	2023	1223
3104	PINEDA, EMILY	11/08/2023	FAIR 2023	FFA Fair Premium	17.64	2023	1223
3042	PURELIGHT POWER	11/27/2023	11/27/2023	Partial refund for permits	337.71		1223
811	QUAIL FARMS LLC	11/30/2023	11302023	2023 Lease Payment	750.00		1223
3234	QUINN, MARIBETH	10/10/2023	NOV2023	2023 HIV CCC	176.58	331	1223
1214	RASMUSSEN, JEFF	11/17/2023	11/17/2023	Travel AOC Annual Conference (F	210.13		1223
1214	RASMUSSEN, JEFF	11/17/2023	11/17/2023	Meals OAC Annual Conference (F	135.29		1223
1988	READ, KEN	11/08/2023	FAIR 2023	FFA Fair Premium	28.14	2023	1223
80474	RICE, TAFT	11/08/2023	FAIR 2023	FFA Fair Premium	26.46	2023	1223
3598	SAFEWAY	11/20/2023	RESITUTION	Resitution from Juvenile 1/2 paid	33.12	38	1223
81	SIERRA SPRINGS	11/15/2023	21589702 1115	Sierra Springs Purified Water Serv	98.87		1223
3362	SILBERNAGEL, JACE	11/08/2023	FAIR 2023	FFA Fair Premium	25.62	2023	1223
3363	SIMMELINK, REED	11/08/2023	FAIR 2023	FFA Fair Premium	22.26	2023	1223
80773	SIMMELINK, WADE	11/08/2023	FAIR 2023	FFA Fair Premium	22.47	2023	1223
3339	SKEELS, NICHOLE	11/08/2023	FAIR 2023	FFA Fair Premium	21.00	2023	1223
7940	SKIDGEL, BRYAN	11/18/2023	11/18/2023	SAR Equipment Bi-mart Sisters	208.92		1223
80388	SMITH, JAMES	11/08/2023	FAIR 2023	FFA Fair Premium	16.48	2023	1223
3364	STOCKTON, BENTLEY	11/08/2023	FAIR 2023	FFA Fair Premium	23.52	2023	1223
2502	THE MASTER'S TOUCH, L	11/29/2023	E89001	Estimate Postage	716.56		1223
2809	THE WALLACE GROUP, I	11/08/2023	08407	23161 Jefferson County Fairgroun	1,461.65		1223
3592	TML INTERNATIONAL	11/13/2023	11/13/2023	Refund for permits	179.08		1223
3227	VERIZON WIRELESS	11/15/2023	902230277	DET JOSH ROTH #23533274 0	50.00		1223
241	WARD, JENNIE	11/24/2023	548	Janitorial Services for Nov	210.00		1223
3604	WEEKS, CIERRA	11/08/2023	FAIR 2023	FFA Premium	27.72	2023	1223
3366	WEEKS, KYRA	11/08/2023	FAIR 2023	FFA Fair Premium	49.14	2023	1223
4104	XEROX FINANCIAL SERV	11/01/2023	020053137	copy machine	264.38		1223
4104	XEROX FINANCIAL SERV	11/01/2023	020053137	copy machine	142.19		1223
4104	XEROX FINANCIAL SERV	11/01/2023	020053137	copy machine	142.19		1223

Grand Totals:

668,937.03

Dated: _____

Finance Director:  _____

Kelly Simmelink: _____

Wayne Fording: _____

Mark Wunsch: _____

County Administrator: _____

Vendor Number	Vendor Name	Invoice Date	Invoice Number	Description	Net Invoice Amount	GL Activity Number	GL Period
---------------	-------------	--------------	----------------	-------------	--------------------	--------------------	-----------

Report Criteria:

Detail report.

Invoices with totals above \$0 included.

Only paid invoices included.

[Report]. Date Paid = 12/01/2023

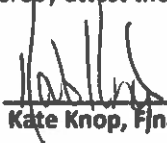
**December 2023 Accounts Payable
Paid December 2023
Columbia Bank Issued Checks**

It is hereby ordered that check number 49353 to be paid totaling \$2,000.00

FUND	FUND NAME	AMOUNT ISSUED	VOIDED	TOTAL EXPENSE
240	AMERICAN RESCUE FUND	\$20,000.00		\$20,000.00
505	CDD - BUILDING		(\$80.45)	
TOTAL		\$20,000.00	-\$80.45	\$19,919.55

Claims approved and checks dated: 12/5/2023

I, Kate Knop, hereby attest the above amounts and check numbers are correct.



 Kate Knop, Finance Director

Kelly Simmelink, Commissioner

Wayne Fording, Commissioner

Mark Wunsch, Commissioner

Order Number

Dated

Report Criteria:

Detail report.
Invoices with totals above \$0 included.
Only paid invoices included.
[Report]. Date Paid = 12/05/2023

Vendor Number	Vendor Name	Invoice Date	Invoice Number	Description	Net Invoice Amount	GL Activity Number	GL Period
3458	ROCKN EZ RESCUE RAN	12/05/2023	12/2023	Monthly Kennel Budget December	20,000.00		1223
Grand Totals:					<u>20,000.00</u>		

Dated: _____

Finance Director: (Signature)

Kelly Simmelink: _____

Wayne Fording: _____

Mark Wunsch: _____

County Administrator: _____

Certificate No. 2089

Certificate of Right to Burial

Jefferson County
430 SW Fairgrounds Road
Madras OR 97741

Penny Webb
213 Butte Ave.
Metolius OR 97741

This is to certify that Penny Webb, has paid the sum of \$ 642.00, which payment includes perpetual care and entitles them and their heirs to the exclusive rights and burial in:

Block North Sunrise #2 - 31 Lot A Grave 1

at Mt. Jefferson Memorial Park Jefferson County, State of Oregon, according and subject to the limitations, restrictions and conditions of the Rules and Regulations of the cemetery, either now in force or hereafter enacted.

This certificate is a receipt acknowledging payment in full for the right of burial in the aforementioned space only. It does not constitute ownership, title or deed of real property. This certificate is not assignable and is void if held by any other than the person herein named or their heirs at law.

DATED on December 05, 2023

JEFFERSON COUNTY COMMISSION:

Commission Chair

Commissioner

Commissioner

Before Me: _____

Notary Public of Oregon
County of Jefferson
My Commission Expires: _____

Official Stamp:

ACTION MINUTES

JEFFERSON COUNTY BOARD OF COMMISSIONERS MEETING December 6, 2023

- 1) Administrative Session (8:15)
 - 1.1 Board of Commissioners & Madras City Council Joint Meeting at City Hall beginning at 8:00 a.m.
- 2) Call to Order/Pledge of Allegiance/Invocation
- 3) Presentations/Awards
- 4) Changes to the Agenda (Consideration of Submission of Late Items)
 - 4.1 Purchase Requestion Form for Public Addressing System for Fairgrounds Show Barn - signed by Commission.

Wayne Fording made a motion to approve the Purchase Requestion Form for Public Addressing System for Fairgrounds Show Barn in the amount of \$30,000.00. Seconded by Mark Wunsch. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

- 5) 9:00 A.M. - Citizen Comments
- 6) Consent Agenda
 - 6.1 Action Minutes for November 29, 2023 - signed by Commission.
 - 6.2 November 28, 2023 letter to Bureau of Reclamation Water Resources and Planning Office - acknowledged by Commission.
 - 6.3 Rural Veterans Healthcare Transportation Program Application 2023-2025 - acknowledged by Commission.

Mark Wunsch made a motion to approve the Consent Agenda, Items 6.1 through 6.3. Seconded by Wayne Fording. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

7) Scheduled Appointments, Action Items, and Public Hearings

7.1 9:30 a.m. - FEMA BiOp Decision Process Update.

7.2 10:00 a.m. - HR Structure Format Discussion.

Wayne Fording made a motion to approve the Human Resource Specialist Job Description and have Finance prepare the necessary budget documents. Seconded by Mark Wunsch. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

7.3 5:00 p.m. - Executive Session - ORS 192.660(2)(a) - Employment of Public Officers, Employees and Agents.

Executive Session began at 5:07 p.m. and ended at 5:55 p.m.

8) Action Items

8.1 Salary Change Order for Alison Vanek - signed by Commission.

Mark Wunsch made a motion to approve the Salary Change Order for Alison Vanek. Seconded by Wayne Fording. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

8.2 Salary Order for Ken Clark, Interim Victim Assistance Director, Step 23, Grade 6 - signed by Commission.

Mark Wunsch made a motion to approve the Salary Order for Ken Clark, Interim Victim Assistance Director, Step 23, Grade 6. Seconded by Wayne Fording. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

8.3 Request for Purchase of Capital Outlay - 747 Trailer Jet - Trailer Mounted High Pressure Sewer Cleaner for Public Works - signed by Commission.

Mark Wunsch made a motion to approve the Request for Purchase of Capital Outlay - 747 Trailer Jet - Trailer Mounted High Pressure Sewer Cleaner for Public Works. Seconded by Wayne Fording. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

8.4 Request to Surplus Public Works Vehicles - approved by Commission.

Wayne Fording made a motion to approve surplusing the 1990 Chevrolet C-70 Dump Truck, 1976 Ford F-750 and approve its transfer to the Three Rivers Homeowner's Association pursuant to 3.04.150 of the Jefferson County Code as a donation for the value in excess of \$5,000.00, which will be paid by the Association, recognizing that the Association has elected to be considered as a 501C3 organization that provides services to residents of the county. Seconded by Mark Wunsch. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

Wayne Fording made a motion to approve surplusing four (4) Public Works Vehicles, 1976 Ford F-750 V8 Spicer 565A Trans. Dump Truck, 1976 Ford F-750 V8 Spicer 5652A Dump Truck, 1990 Chevrolet C-70 Dump Truck and 1972 Dodge Truck with 46A Ford Distributor. Seconded by Mark Wunsch. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

8.5 Memorandum of Agreement between Jefferson County and Martin Fleck - approved by Commission.

Wayne Fording made a motion to approve o the Memorandum of Agreement between Jefferson County and Martin Fleck. Seconded by Mark Wunsch. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

- 9) Elected Official Report(s)/Request(s)
- 10) Department Heads Report(s)/Request(s)
- 11) County Counsel Report(s)/Request(s)
- 12) County Administrative Officer Report(s)/Request(s)
- 13) Commission Discussion Items

13.1 Continued discussion regarding American Rescue Plan (ARPA) & CARES Act Funding Programs.

Mark Wunsch made a motion to approve researching and holding a volunteer appreciation dinner or lunch in Spring 2024. Seconded by Wayne Fording. The motion CARRIED. (Ayes - Kelly Simmelink, Wayne Fording, Mark Wunsch; Nays None)

- 14) Announcements/Notification of additional Commission Meetings

15) Executive Session

15.1 5:00 p.m. - Executive Session - ORS 192.660(2)(a) - Employment of Public Officers, Employees and Agents.

See Item 7.3.

16) Adjourn

Meeting adjourned at 5:55 p.m.

Kelly Simmelink, Commission Chair

Wayne Fording, Commissioner

Mark Wunsch, Commissioner

Attest

Date Signed

THIRD ADDENDUM TO CONTRACT FOR SERVICES

This Addendum to that Services Contract between Jefferson County (County) and Gary DeJarnatt (Surveyor), recorded as M-248-20, and modified by addenda recorded as M-292-21 and M-261-22 memorializes the parties' intent to exercise the contract renewal option and increase the consideration. The parties agree as follows:

- 1) The parties intend to renew the Contract for Services for the third of three one-year term options effective January 1, 2024 through December 31, 2024.
- 2) County shall pay Surveyor a contractual services rate as follows:

County Surveyor in Field	\$108.00 per hour
County Surveyor with Assistant	\$150.00 per hour
County Surveyor Office Work	\$59.00 per hour
- 3) All other Contract terms to remain unchanged.

Dated this _____ day of December, 2023.

Jefferson County Board of Commissioners:

Kelly Simmelink, Commission Chair

Wayne Fording, Commissioner

Mark Wunsch, Commissioner

Surveyor:



Gary L. DeJarnatt, County Surveyor

BEFORE THE BOARD OF THE COUNTY COMMISSIONERS
FOR THE COUNTY OF JEFFERSON

SALARY CHANGE

IN THE MATTER OF SETTING THE
COMPENSATION OF AN EMPLOYEE

}
} SALARY ORDER NO. _____

Employee Name:

Position Title:

Cas Schrunk

Maintenance Worker I

Department: Public Works

Effective Date: 11/21/2023

Reason:
Employee not eligible for PERS OPSRP Matrix B

DESCRIPTION	CURRENT	REQUEST
Hourly Rate	\$25.21	\$23.57
Monthly Wage	\$4,386.54	\$4,101.18
Grade	MWI	MWI
Step	8	8
Salary Matrix/PERS Class	B	A
Benefit Group	PW	PW
Applicable Benefits & Other Terms		

APPROVED, ADOPTED, AND ORDERED this _____ day of _____, _____

ATTEST:

BOARD OF COMMISSIONERS

Department Director: _____

Commissioner, Chair: _____

Finance Director: _____

Commissioner: _____

County Administrative Officer: _____

Commissioner: _____

GL BUDGET LINE ITEM: _____ - 510 - _____ ANNIVERSARY DATE: _____

PERSONAL SERVICES CONTRACT

This Agreement is made and entered into by and between Jefferson County, a political subdivision of the State of Oregon, hereinafter "County", and Strategic Networks Group, hereinafter referred to as "Contractor".

IT IS HEREBY AGREED by and between the parties above mentioned, for and in consideration of the mutual promises hereinafter stated as follows:

1. Effective Date and Duration. This Agreement is effective upon execution and shall continue to be in effect through project completion, unless earlier terminated, but in no event will the term exceed six months from the effective date without approval by County. All sections of this Contract that would be expected to survive termination or expiration of this Contract will do so.

2. Scope of Work. Contractor shall perform the services listed and described in the Proposed Next Broadband Steps for Jefferson County, Oregon, attached and incorporated by this reference. Action Items identified in the Scope of Work shall be directed by Jeff Rasmussen or his designee. This is a continuation of work for preliminary studies, analysis and planning pertaining to broadband under a prior contract awarded under a competitive process.

3. Consideration. County shall pay Contractor the sum not to exceed \$59,500. Contractor shall invoice County for work actually performed or services provided as indicated in the pricing summary section of the Scope of Work. Said sum shall be payable by County within 30 days following the receipt of an invoice.

Notwithstanding any other provision of this Agreement, in the event that Contractor fails to submit any required reports when due, or fails to perform or document the performance of contracted services, the County may withhold payments under this Agreement. Such withholding of payment for cause shall continue until the Contractor submits required reports, performs the required services or establishes, to the County's satisfaction, that such failure arose out of causes beyond the control and without the fault or negligence of the Contractor.

4. Independent Contractor Status. Contractor shall be an independent contractor for all purposes and shall be entitled only to the compensation provided for in this Agreement. Under no circumstances shall Contractor be considered an employee of County. Contractor shall provide all tools or equipment necessary to carry out this Agreement, and shall exercise complete control in achieving the results specified in the Scope of Work. Contractor is solely responsible for its performance under this Agreement; for payment of any fees, taxes, royalties or other expenses necessary to complete the work except as otherwise specified in the Scope of Work; and for meeting all other requirements of law in carrying out this Agreement. Contractor shall identify and certify tax status and identification number through execution of IRS form W-9 prior to submitting any request for payment to County.

5. Representations and Warranties. Contractor represents and warrants to County that (1) Contractor has the power and authority to enter into and perform this Contract, (2) this Contract, when executed and delivered, shall be a valid and binding obligation of Contractor enforceable in accordance with its terms, (3) the Work under this Contract shall be performed in a good and workmanlike manner and in accordance with the highest professional standards, (4) Contractor shall, at all times during the term of

this Contract be qualified, professionally competent, and duly licensed to perform the Work. The warranties set forth in this section are in addition to, and not in lieu of, any other warranties provided.

6. Records Maintenance. Contractor shall maintain all of its records relating to the Scope of Work on a generally recognized accounting basis and allow County the opportunity to inspect and/or copy such records at a convenient place during normal business hours. All required records shall be maintained by Contractor for six years after County makes final payment and all other pending matters are closed.

7. Confidentiality. The use or disclosure by Contractor and its employees and agents of any information concerning a recipient of services provided pursuant to this Agreement, for any purpose not directly connected with the administration of Contractor's responsibilities with respect to such services, is prohibited, except on written consent of the person or persons authorized by law to consent to such use or disclosure. Contractor shall prohibit the use or disclosure by Contractor's subcontractors and their employees and agents of any information concerning a recipient of services purchased under the applicable subcontract(s), for any purpose not directly connected with the administration of the Contractor's or subcontractor's responsibilities with respect to such purchased services, except on written consent of the person or persons authorized by law to consent to such use or disclosure. All records and files shall be appropriately secured to prevent access by unauthorized persons. Contractor shall, and shall cause its subcontractor's to comply with all appropriate federal and state laws, rules and regulations regarding confidentiality of client records.

8. Compliance with Laws. Both parties shall comply with the public contracting provisions of ORS chapters 279A, 279B and 279C to the extent those provisions apply to this Agreement. All such provisions required to be included in this Agreement are incorporated herein by reference. Contractor shall comply with all applicable requirements of federal and state civil rights and rehabilitation statutes, rules and regulations including those of the Americans with Disabilities Act.

9. Hold Harmless. Contractor agrees to indemnify, save harmless and defend County, its officers, agents, representatives and employees from and against all claims, suits, actions, damages, costs, losses and expenses in any manner resulting from, arising out of, connected with or related to activities or errors and omissions of Contractor, its officers, employees, subcontractors or agents pursuant to this Agreement.

10. Subcontracting. Contractor shall not enter into any subcontracts for any of the work required by this Agreement, or assign or transfer any of its interest in this Agreement, without County's written consent. In addition to any other provisions County may require, Contractor shall include in any permitted subcontracts under this Agreement a requirement that the subcontractor be bound by this Agreement as if subcontractor were Contractor. County's consent to any subcontract under this Agreement shall not relieve Contractor of any of its duties or obligations under this Agreement. Moreover, approval by the County of a subcontract shall not result in any obligations or liabilities to the County in addition to those set forth in this Agreement, including, without limitation, the agreed rates of payment and total consideration. Contractor shall be solely responsible for any and all obligations owing to the subcontractors.

11. Termination. This Agreement may be terminated by mutual consent of the parties or upon thirty days written notice from either party. In addition, County may terminate this Agreement by giving Contractor thirty days prior written notice of intent to terminate, without waiving any claims or remedies it may have against Contractor. Termination shall not excuse payment for expenses properly

incurred prior to notice of termination, but neither party shall be liable for indirect or consequential damages arising from termination under this section.

12. Limitations of Liability. Except for liability arising under or related to Sections 11 or 5, neither party shall be liable for (i) any indirect, incidental, consequential or special damages under the contract or (ii) any damages of any sort arising solely from the termination of this contract in accordance with its terms.

13. Insurance. In conjunction with all services performed under this Agreement:

A. Contractor shall obtain, maintain and furnish to the County, upon request, proof of professional liability insurance and comprehensive liability insurance covering the contracted services to be performed by Contractor. Such insurance, whatever the form, shall name Jefferson County, its officers, agents and employees as additional insureds and shall not be less than the following:

- i. \$1,000,000 broad form comprehensive general liability insurance; and
- ii. \$1,000,000 for errors and omissions or professional liability/malpractice.

B. Contractor shall also furnish County evidence of motor vehicle liability insurance of not less than \$500,000 combined single limit for any motor vehicle operated by Contractor, its agents or employees in the performance of this Agreement.

C. In the event of unilateral cancellation, restriction or modification by the insurance company of Contractor's insurance policies required herein, Contractor shall immediately notify County verbally and in writing.

14. Debt Limitation and Non-Appropriation. This Agreement is expressly subject to the debt limitation for Oregon counties set forth in Article XI, Section 10, of the Oregon Constitution, and is contingent upon funds being appropriated therefor. Any provisions herein which would conflict with law are deemed inoperative only to that extent. In the event that sufficient funds shall not be appropriated for the payment of consideration required to be paid under the Agreement, and if County has no funds legally available for consideration from other sources, then County may terminate this Agreement in accordance with Section 11 of this Agreement.

15. No Third Party Beneficiaries; Successors and Assigns. The County and Contractor are the only parties to this Agreement and are the only parties entitled to enforce its terms. Nothing in this Agreement gives, is intended to give, or shall be construed to give or to provide any benefit or right, indirectly or otherwise, to third persons unless such third persons are individually identified by name herein and expressly described as intended beneficiaries of the terms of this Agreement. Nothing in this Agreement is intended to require any party to do or undertake any activity which it is not authorized to do. This Agreement shall be binding upon and inure to the benefit of the County, Contractor, and their respective successors and assigns, except that Contractor may not assign or transfer its rights or obligations hereunder or any interest herein without the prior consent in writing of the County, which consent may be withheld for any reason.

16. Severability. If any term or provision of this Agreement is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if this Agreement did not contain the particular term or provision held to be invalid.

17. Entire Agreement; Waiver. This Agreement contains the entire understanding of the parties regarding the subject matter of this Agreement and supersedes all prior and contemporaneous

negotiations and agreements, whether written or oral, between the parties with respect to the subject matter of this Agreement. The failure of County to enforce any provision of this Agreement shall not constitute a waiver by County of that or any other provision.

18. **Governing Law; Venue.** This Agreement shall be governed by and construed in accordance with the laws of the State of Oregon without regard to principles of conflicts of law. Any claim, suit, action, or proceeding (collectively "Claim") between County and Contractor that arises from or relates to this Agreement shall be brought and conducted solely and exclusively within the Jefferson County Circuit Court of the State of Oregon; provided, however, if the claim must be brought in a federal forum, then it shall be brought and conducted solely and exclusively within the United States District Court for the District of Oregon. Contractor, by execution of this Agreement, hereby consents to the in personam jurisdiction of said courts.

19. **Attorney Fees.** In the event an action, suit or proceeding, including any and all appeals therefrom, is brought for failure to observe any of the terms of this Agreement, each party shall be responsible for their own attorney fees, expenses, costs and disbursements incurred as a result of said action, suit, proceeding or appeal.

20. **Contractor warranty and covenant concerning tax law compliance.** Contractor represents and warrants that it has complied with the tax laws of this state or political subdivision of this state, including but not limited to ORS 305.620 and ORS chapters 316, 317 and 318. Contractor covenants to continue to comply with the tax laws of this state or a political subdivision of this state during the term of the public contract and Contractor's failure to comply with the tax laws of this state or a political subdivision of this state before Contractor executed the public contract or during the term of the public contract is a default for which a contracting agency may terminate the public contract and seek damages and other relief available under the terms of the public contract or under applicable law.

DATED this 7th day of December, 2023.

CONTRACTOR:

Strategic Networks Group, Inc.

By: Michael L.

Title: President

JEFFERSON COUNTY:

Commission Chair

Commissioner

Commissioner



Proposed Next Broadband Steps for Jefferson County, Oregon

November 14, 2023

To: Jeff Rasmussen
CAO Jefferson County, Oregon

From: Michael Curri
President, SNG

Re: Action Items and Budget for Next Steps with Broadband for Jefferson County

Based on analysis from the Broadband Assessment and Strategic Plan submitted in March 2023 and the Broadband Analyzer Scoping Report prepared for Jefferson County, SNG estimates that Jefferson County requires \$22 million to serve 5,500 households (11,600 people) with fiber and \$11 million to serve 1,100 households (3,280 people) with fixed wireless (which benefits all premises within the wireless footprint with improved coverage and new internet service options) – see *Summary Table from BroadbandAnalyzer Scoping Report* at the end of this note.

The amount of broadband funding that will be allocated to Jefferson County is still to be determined. The State Broadband Office is in the process of finalizing the [Volume I BEAD proposal](#), which will determine allocation of \$689 million in funds for broadband infrastructure projects to unserved and underserved locations. The state’s primary objectives and principal focus of the [BEAD program Volume I](#):

- Serving 100 percent of unserved locations (below 25/3 Mbps)
- Serving 100 percent of underserved locations (between 25/3 and 100/20)
- Delivering Gigabit connections to community anchor institutions currently without that level of service

The next weeks and months are important for Jefferson County to:

1. review the State’s broadband proposal and provide feedback to the State to ensure all locations are verified as to whether they are fully served (100/100 Mbps), underserved (100/20 Mbps), and unserved (25/3 Mbps)
2. ensure that the State has allocated the necessary budgets to Jefferson County to bridge identified broadband gaps
3. plan for upcoming broadband funding opportunities, both digital infrastructure (Volume I) and digital inclusion (Volume II)

Furthermore, Jefferson County should have a say in how public monies are spent in bridging Jefferson County’s broadband gaps. SNG will work with Jefferson County to engage with the State Broadband Office so the State has verified broadband data, as well as Jefferson County’s digital infrastructure and inclusion priorities so that the County receives the funding needed to address its digital infrastructure and inclusion gaps.

To ensure that Jefferson County has access to the funds needed to bridge its broadband gaps, outlined below are the Action Items for SNG with estimates of time required. Hours budgeted are not to exceed estimates and time will be billed on actuals. SNG will be looking to drive efficiencies where possible and time will be planned and reviewed with Nick Sneed at the beginning of each month. SNG will provide monthly logs of time and activities for Jefferson County to review.



strategic
NETWORKS GROUP
Helping customers be a digital world

Proposed Next Broadband Steps for Jefferson County, Oregon

One-time Action Items			Estimated Hours (not to exceed)	Estimated Budget (@ \$140/hr)
1	<p>Review draft Oregon Broadband Plan Review draft of Oregon Broadband Plan and prepare Memo for behalf of Jefferson County and the City of Madras can use to submit to the Oregon Broadband Office</p>	15 hrs Nov2023	\$2,100	
2	<p>Verify Unserved/Underserved Locations Represented for Jefferson County To ensure that all unserved/unserved locations are represented in initial proposal State of Oregon datasets, SMG, in conjunction with Jefferson County, can request a Type 4 License to receive FCC Broadband fabric layer data at no cost, which will allow us to compare the location IDs with addresses</p> <ul style="list-style-type: none"> Challenge process will open once state submits BEAD Volume 1 Proposal in early 2024 Verify against Oregon State Broadband Office provided Volume 1 unserved and underserved lists, including MDUs and locations currently not listed 	85 hrs Nov2023- Jan2024	\$11,900	
3	<p>Verify 1GB for Jefferson County Community Anchor Institutions</p> <ul style="list-style-type: none"> The State Broadband office has provided a list of Community Anchor Institutions that currently do not have 1 Gigabit internet connectivity. Obtain contact lists of CAIs and contact each to verify that that are no further facilities that are underserved within Jefferson County. (Oregon Community Anchor Institutions FCC List) 	55 hrs Nov2023- Feb2024	\$7,700	
4	<p>Memo to Oregon Broadband Office Prepare Memo for State Broadband Office on Jefferson County's funding needs and strategic planning requests in the prioritization of areas of need, as well as have a say in how public monies are spent in Jefferson County</p> <ul style="list-style-type: none"> Identify any unserved/underserved locations or CAI facilities currently not included in BEAD Volume 1 Proposal (Indicators of need process overview) Follow-up with funding agencies that received the Jefferson County Broadband Assessment and Strategic Plan to solicit feedback on report findings, etc. 	First Memo: 45 hrs Dec2023 Updated Memo: 15 hrs Feb2024	\$6,300 \$2,100	
5	<p>Digital Infrastructure Planning Develop a high-level broadband deployment plan to inform anticipated next steps for 2024. Jefferson County will have 6 to 18 months for planning, design, and permitting of infrastructure projects required upon final award of BEAD funding. Digital infrastructure planning for Jefferson County will include:</p> <ul style="list-style-type: none"> Fiber and wireless deployment strategy Availability of matching and other available funds and project timelines (For instance, ARPA funds that are being used to match BEAD funding must be spent by 2026) Construction options that may proceed more quickly where fiber is a short "line extension" from an ISP's existing service area and other construction cost-saving options with existing conduit and infrastructure 	TBD Jan-Apr2024 Local engineering to be hired as needed		



Proposed Next Broadband Steps for Jefferson County, Oregon

<ul style="list-style-type: none"> Existing construction ODOT project(s) that should be considering dig-once 		Sub-Total: One-time Action Items	215hrs	\$31,100
Monthly Action Items				
1	<p>Sitting-in on State Broadband Meetings for Jefferson County</p> <p>SNG to sit-in on Oregon Broadband Office meetings to report back to Jefferson County on developments and represent Jefferson County as needed</p>	2-4 hrs / month Nov2023- Jun2024	\$560 / month	
2	<p>Preparing for BEAD Volume II and other funding opportunities</p> <p>Develop with Jefferson County Plan to Prepare for Funding Opportunities that will co-ordinate partnerships and start initiatives aimed bridging gaps identified in the Broadband Assessment and Strategic Plan. The focus of the plan will be to undertake activities that help Jefferson County secure BEAD Volume II funding that has special considerations for workforce readiness, minority and women businesses, cost and barrier reduction, climate assessments, low-cost broadband service option (affordability), and use of 20% of funding.</p> <p>Based on Plan to Prepare for Funding Opportunities developed in Nov/2023 to achieve expected outcomes based on available budget, Jefferson County and SNG to decide on scope and level of effort for programming Dec2023 to Jun2024. Programs identified in the eStrategy recommendations for Jefferson County that also align with BEAD Volume II funding requests include:</p> <ul style="list-style-type: none"> Operationalize Digital Economy Management for Jefferson County (SNG, then local expert) to drive the County's broadband agenda, engage and coordinate partnerships, develop funding requests, etc. Drive ACP sign-up outreach and assistance – increase participation in existing federal funding available by engaging with local stakeholder organizations Develop partnerships and pilot initiative for autonomous agriculture, precision-agriculture, water management – partners can include COSI (Cooperative of 20 businesses), COCC, Farm Bureau, etc. Small Business Growth Program for businesses identified in the eCheckup with utilization gaps, as well as those interested in developing an online presence and adopting online practices. Implement Digital Navigator Programs - training of designated staff to become Digital Navigators (using LISC model of outsourcing Digital Navigators) to drive digital literacy and other online training to address gaps identified in the eCheckup, while building local capacity and minimizing costs to Jefferson County 	15 hrs to prepare and review plan with Jefferson County Nov-Dec2023	\$2,100 (one time to prepare plan)	
<p>Sub-Total: Monthly Action Items over six months</p>		210 hrs	\$29,400	
<p>Total: One-time and Monthly Action Items over six months</p>		425 hrs	\$59,500	



Below is an overview of **Broadband Analyzer** Overview Report of unserved households and cost-estimates for construction. State and federal agencies need this information for reviewing broadband funding needs. Engineering firms typically take 6-8 months to prepare these numbers at a cost of \$80-100K. SNG is providing this complimentary as part of our commitment to Jefferson County.

Summary Table from BroadbandAnalyzer * Scoping Report									
Level of Broadband Service in Jefferson County	Housing (2020)	% of Households	Population (2020)	% of Population	Avg. Fiber Cost	Total Fiber Cost	Avg. Wireless Cost	Total Wireless Cost	
Total Households	10,250	100.0%	24,444	100.0%					
Unserved: 25/3 Mbps Commercially viable (for private sector to invest)	3,338	32.6%	7,153	29.3%	\$3,613	\$4,042,713			
Unserved: 25/3 Mbps Subsidized (requires subsidy to fiber households)	2,304	22.5%	4,588	18.8%	\$13,552	\$18,295,144			
Unserved: 25/3 Mbps Fixed Wireless (due to high cost to connect with fiber)	1,173	11.4%	3,286	13.4%			\$13,255	\$11,455,394	
Fully Served: 25/3 Mbps	3,435	33.5%	9,417	38.5%					
Fully Served: 100/20 Mbps	??								
Fully Served: 100/100 Mbps	??								


* Note: SNG will identify and verify broadband service levels once the Type 4 License has been procured so we have access to the FCC Broadband fabric layer data.

AGENDA ITEM COVERSHEET

<input type="checkbox"/> Admin. Session	<input checked="" type="checkbox"/> Consent Agenda	<input type="checkbox"/> Public Hearing
<input type="checkbox"/> Action Item	<input type="checkbox"/> Report/Request	<input type="checkbox"/> Other/Announcements

Agenda Item Title (Do not put in all-caps):
 Pacific Office Automation updated lease with JCPH - Lexmark XC2326

Department: Public Health **Date Submitted:** 12/01/2023
Contact Person: Michael Baker/Karla Hood **Phone:** 541-475-4456
Effective Dates of Contract/Grant/ Proposal: Upon Signature
Amount of Contract/Grant/Proposal: Monthly lease/images **Requested Agenda Date:** 12/06/2023

Reviewed By: (Signature and Date Required) **Director/Elected Official:** 
 Finance Director: _____
 County Counsel: _____
 CAO: _____

AGENDA ITEM BRIEF DESCRIPTION:
 Update lease - replacing the HP model (M-206-22) with a Lexmark XC2326 due to the HP not working.

BACKGROUND/SUMMARY STATEMENT:
 Recommended for approval by Michael Baker, PH Director

RECOMMENDATION: (i.e., Discussion, Discussion/Action, Introduction, Presentation, or Information)
 Discuss and move to approve

REQUESTED ACTION: (Exact action requested of Commissioners in the form of a motion)
 Motion to sign and approve

ATTACHMENTS: Original Document

POST ACTION INSTRUCTIONS: (Fully executed originals will be retained for the official record)
 Please return a signed/numbered document to Karla at Public Health.



JEFFERSON COUNTY PUBLIC HEALTH

500 NE A Street, Ste 102
Madras, OR 97741
Ph: 541-475-4456 Fax: 541-475-0132



Tax ID #93-6002299

PURCHASE ORDER

Vendor: PACIFIC OFFICE AUTOMATION
14747 NW GREENBRIER PARKWAY
BEAVERTON, OR 97006

P.O. DATE	REQUISITIONER	PO/OBLIGATION	TERMS
12/1/2023	KARLA HOOD	PH-12012023	60 MONTHS OPERATING LEASE
ITEM	DESCRIPTION		TOTAL
1	Lexmark XC2326 Color/BW System Auto doc feeder/Duplex/Print/Copy/Scan 2 paper sources/WI-FI All Black and White Copies usage only All Color Copies usage only Pricing Includes: Toner, Staples, Parts & Labor Installation & Networking included at no charge Includes Removal of: HP-47528F Color/BW System MFP		56.00 per mo lease .0259 each .0259 each .1289 each

THIS LEASE OR PURCHASE IS PLACED AGAINST THE NASPO VP MASTER AGREEMENT #140601. THE TERMS AND CONDITIONS OF THE PARTICIPATING ADDENDUM ENTERED INTO BY THE STATE OF OREGON, #PO-10700-00004741 APPLY TO THIS LEASE OR PURCHASE AND SUPERSEDE ALL ADDITIONAL OR CONFLICTING TERMS AND CONDITIONS, EXPRESSED OR IMPLIED.

12/06/2023

Kelly Simmelink Date
Jefferson County Commission Chair

12/06/2023

Michael Baker Date
Public Health Director
Michael.Baker@publichealth.jeffersoncountyOR.gov

12/06/2023

Karla Hood Date
PH Finance & Grants Manager
Karla.Hood@publichealth.jeffersoncountyOR.gov



IMAGING EQUIPMENT SERVICE ORDER

CUSTOMER NAME Jefferson County Public Health

This Order is incorporated into and made apart of the Total Services Agreement ("TSA") between Customer and POA which governs the imaging equipment and/or services specified below.

TSA # _____

ORDER # _____

BILL TO:	PO #	SOLD BY
500 NE A Street STE 102* Madras, OR 97741		Doug Judish

SHIP TO:	CONTACT PHONE #
500 NE A Street STE 102* Madras, OR 97741	Karla Hood - 541 325 5001

QTY	ITEM	TYPE	DESCRIPTION	UNIT PRICE	TOTAL
1		New	Lexmark XC2326 Color/BW System Includes: Auto doc feeder/Duplex Print/Copy/Scan 2 paper sources Wi-Fi		Leased

MINIMUM MONTHLY PAYMENT (plus applicable taxes) \$		56.00	TERM	60	MONTHS	Device Management
SERVICE SUPPLY AGREEMENT	MONTHS	MONTHLY MINIMUM NUMBER OF IMAGES	PRICE PER IMAGE PER PAGE	BILLING CYCLE		Automated Meter Reading
BW images	XC 2326	usage only	0.0259	<input checked="" type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Annual		Auto Toner Replenishment
Color images	XC 2326	usage only	0.1289			Advanced Scanning
CONDITIONS OF SALE, CONTINGENCIES OR COMMENTS						Security
						MFP Network Support
						Power Filter
						De:er/Networking
						NC
						SUBTOTAL
						SALES TAX
						TOTAL
						Leased

By signing this Order, Customer acknowledges and agrees: (a) this Order is NON-Cancelable; (b) this Order will be governed by the TSA General Terms and Conditions, the applicable TSA Additional Terms and Conditions for the Solution and this Order all of which are an integral part of this Order and incorporated herein; and (c) this Order relating to the equipment and services described herein, can only be changed by written agreement signed by both Parties.

PACIFIC OFFICE AUTOMATION

NAME _____

TITLE _____

DATE _____

SIGNATURE _____

CUSTOMER

CUSTOMER LEGAL NAME
Jefferson County Public Health

SIGNER NAME & TITLE
Kelly Simmelink, Commission Chair

DATE
12/06/2023

SIGNATURE _____

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR THE COUNTY OF JEFFERSON, STATE OF OREGON**

IN THE MATTER OF:

)	ORDER NO.
FIXING SALARIES OF COUNTY OFFICERS)	
DEPUTIES AND ELIGIBLE COUNTY EMPLOYEES)	_____

THE ABOVE ENTITLED MATTER having come before the Board of Commissioners this 13th day of December 2023, and the Board of Commissioners finding the pursuant to the provisions of ORS 204.116, the Board of County Commissioners of Jefferson County, Oregon, hereby fixes the compensation of its own members and every other County officer, deputy, and employee in accordance with the following schedule:

EXHIBIT 'A' SALARY GRADE/STEP/RATE SCHEDULE FOR FISCAL YEAR 2023-2024
EXHIBIT 'B' SALARY SCALE MATRIX

IT IS HEREBY ORDERED that the above schedule be adopted and that no adjustments to the above schedule be made, nor any new positions created without the prior approval of the Board of Commissioners, and that any new employees' salary be set by the Board of Commissioners.

PASSED, APPROVED, AND ADOPTED this 13th day of December 2023 by the Jefferson County Board of Commissioners.

Kelly Simmelink, Chair

Mark Wunsch, Commissioner

Wayne Fording, Commissioner

ATTEST:

Lyndsay Hessel

Name	Title	Description	Grade	Step	Amount Rate	Pay Period Range
ELECTED OFFICIALS - 2.0% increase from January 1, 2024					<i>Monthly Stipend</i>	
FORDING, WAYNE	Commissioner	Elected Officials - OPSRP	COM2	1	\$ 3,871.41	Jan 2024 - Jun 2024
LERICHE, STEVEN F	District Attorney	Elected Officials - Tier I/II	DA	1	\$ 1,465.71	Jan 2024 - Jun 2024
POLLOCK, JASON R.	Sheriff	Elected Officials - OPSRP	SHER	1	\$ 10,624.66	Jan 2024 - Jun 2024
SIMMELINK, KELLY	Commissioner	Elected Officials - OPSRP	COM3	1	\$ 3,871.41	Jan 2024 - Jun 2024
SOLIZ, RAYMOND P	Assessor	Elected Officials - OPSRP	ASSES	1	\$ 7,798.58	Jan 2024 - Jun 2024
WUNSCH, MARK E	Commissioner	Elected Officials - OPSRP	COM1	1	\$ 3,871.41	Jan 2024 - Jun 2024
ZEMKE, KATHERINE L	County Clerk	Elected Officials - Tier I/II	CLERK	1	\$ 7,243.96	Jan 2024 - Jun 2024

TREASURER						
KNOP, KATHERINE	Treasurer - Not to exceed 200 hours per year	Appointed - OPSRP	TREAS	1	\$ 41.65	Jan 2024 - Jun 2024

ADULT COMMUNITY CORRECTIONS						
CHANDLER, TERRI	Administrative Coordinator	SW-B - OPSRP	G(18)	12	\$ 28.48	Jan 2024 - Jun 2024
DANIELS, JACOB	Adult PO I	FOP-B - OPSRP	POI	E	\$ 31.45	Jan 2024 - Jun 2024
PARSONS, KELSEY	Adult PO I	FOP-B - OPSRP	POI	E	\$ 31.45	Jan 2024 - Feb 2024
PARSONS, KELSEY	Adult PO I	FOP-B - OPSRP	POI	F	\$ 32.08	Mar 2024 - Jun 2024
RODRIGUEZ, ROBERT	Director	NR-B - OPSRP	32	7	\$ 51.41	Jan 2024 - May 2024
RODRIGUEZ, ROBERT	Director	NR-B - OPSRP	32	8	\$ 52.43	Jun 2024 - Jun 2024
THOMPSON, CASEY	Community Justice Officer I	FOP-B - OPSRP	POI	F	\$ 32.08	Jan 2024 - Jun 2024
WOLFE, LEANN	Adult PO I	FOP-B - OPSRP	POI	F	\$ 32.08	Jan 2024 - Jun 2024

ASSESSORS DEPARTMENT						
ALVAREZ, ROGELIO	Appraiser I	SW-B - OPSRP	H(19)	8	\$ 27.42	Jan 2024 - Jun 2024
FLANDE, KATRINA I	Assessment Clerk	SW-B - OPSRP			\$ 33.57	Jan 2024 - Jun 2024
GRAHAM, CRAIG J.	GIS Cadastral Cartography Tech	SW-B - OPSRP	G(18)	9	\$ 26.84	Jan 2024 - Feb 2024
GRAHAM, CRAIG J.	GIS Cadastral Cartography Tech	SW-B - OPSRP	G(18)	10	\$ 27.38	Mar 2024 - Jun 2024
HASTINGS, ZACHARY	Chief Appraiser	NR-B - OPSRP	26	10	\$ 41.12	Jan 2024 - Apr 2024
HASTINGS, ZACHARY	Chief Appraiser	NR-B - OPSRP	26	11	\$ 41.94	May 2024 - Jun 2024
McCAULOU, JEFF	GIS Coordinator	SW-B - OPSRP	O(26)	15	\$ 42.57	Jan 2024 - Jun 2024
SCHRENK, AARON J	Appraiser I	SW-B - OPSRP	G(18)	9	\$ 26.84	Jan 2024 - Jun 2024

COMMUNITY DEVELOPMENT								
BLAIR, ISAAC	Building Inspector II	SW-B - OPSRP	O(26)	11	\$	39.33	Jan 2024 - Apr 2024	
BLAIR, ISAAC	Building Inspector II	SW-B - OPSRP	O(26)	12	\$	40.12	May 2024 - Jun 2024	
CHANDLER, JONATHON M	Code Enforcement	SW-B - OPSRP	G(18)	9	\$	26.84	Jan 2024 - Jun 2024	
CLOUTIER, TANYA M	Assistant Planner	SW-A - Non OPSRP	H(19)	15	\$	29.45	Jan 2024 - Jun 2024	
EDELMAN, DAVID SCOTT	Director	NR-A - Non OPSRP	35	11	\$	60.31	Jan 2024 - Jun 2024	
FAIRCLOTH, JEREMY	Building Official	NR-B - OPSRP	30	15	\$	54.71	Jan 2024 - Jun 2024	
LEE, EMILY	Permit Tech II	SW-B - OPSRP	D(15)	10	\$	24.27	Jan 2024 - Jun 2024	
MCCABE, ALEXIS	Administrative Supervisor	NR-B - OPSRP	20	8	\$	30.31	Jan 2024 - Jun 2024	
PUNTNEY, MATTHEW	Wastewater Specialist II - Onsite Septic Program	SW-B - OPSRP	N(25)	15	\$	40.72	Jan 2024 - Jun 2024	
RIFFLE, WAYLON	Building Inspector III	SW-B - OPSRP	R(29)	14	\$	47.84	Jan 2024 - Jun 2024	
SINGLETON, CHESTER	Building Inspector Part Time On Call		N/A	N/A	\$	51.41	Jan 2024 - Jun 2024	
STENBECK, PHIL	Planning Service Manager	NR-A - Non OPSRP	30	15	\$	51.15	Jan 2024 - Jun 2024	
VANEK, ALISON	Permit Tech II	SW-B - OPSRP	F(17)	12	\$	27.35	Jan 2024 - Jun 2024	

CLERK'S DEPARTMENT								
OLIVERA, MERCEDES	Chief Deputy Clerk	SW-B - OPSRP	I(20)	9	\$	29.16	Jan 2024 - Jun 2024	

BUILDINGS & GROUNDS								
ANDERSON, ANTHONY	Director	NR-B - OPSRP	32	14	\$	59.05	Jan 2024 - Jun 2024	
DAHLKE, TIMOTHY	Lead Maintenance Tech	SW-B - OPSRP	H(19)	15	\$	31.50	Jan 2024 - Jun 2024	
HICKMAN, AXYL	Maintenance Tech III	SW-B - OPSRP	H(19)	15	\$	31.50	Jan 2024 - Jun 2024	
JONES, ROBIN	Maintenance Tech III	SW-B - OPSRP	G(18)	12	\$	28.48	Jan 2024 - Jun 2024	
KERR, TIM	Maintenance Tech II	SW-B - OPSRP	D(15)	13	\$	25.75	Jan 2024 - Jun 2024	
MEDINA, JAVIER	Maintenance Tech II	SW-B - OPSRP	D(15)	8	\$	23.33	Jan 2024 - Jun 2024	
MOBLEY, SHAWNA	Staff Assistant III - Lead	SW-B - OPSRP	E(16)	15	\$	27.88	Jan 2024 - Jun 2024	

DISTRICT ATTORNEY								
CROWE, DANIEL Z	Deputy District Attorney	NR-B - OPSRP	30	15	\$	54.71	Jan 2024 - Jun 2024	
FOSTER, BRENTLEY S.	Chief Deputy District Attorney	NR-A - Non OPSRP	33	15	\$	59.13	Jan 2024 - Jun 2024	
LUNDY, KRISTIN	Trial Assistant	SW-B - OPSRP	G(18)	13	\$	29.05	Jan 2024 - Jun 2024	
NAVARRO, IRMA	Staff Assistant II	SW-A - Non OPSRP	B(13)	15	\$	23.18	Jan 2024 - Jun 2024	
NEW, STEPHANIE	Trial Assistant	SW-B - OPSRP	E(16)	13	\$	26.80	Jan 2024 - Jun 2024	
PALIN, CONNIE	Administrative Coordinator	SW-B - OPSRP	G(18)	15	\$	30.23	Jan 2024 - Jun 2024	

GENERAL SERVICES							
GASSNER, ALEXA	County Counsel	NR-B - OPSRP	39	10	\$	77.53	Jan 2024 - Jun 2024
HESSEL, LYNDSAY	Administrative Assistant	NR-B - OPSRP	20	15	\$	34.81	Jan 2024 - Jun 2024
HESSEL, LYNDSAY	Clerk Assistant Monthly Stipend				\$	408.00	Jan 2024 - Jun 2024
KNOP, KATHERINE	Finance Director/Treasurer	NR-B - OPSRP	35	14	\$	68.45	Jan 2024 - Feb 2024
KNOP, KATHERINE	Finance Director/Treasurer	NR-B - OPSRP	35	15	\$	69.82	Mar 2024 - Jun 2024
ORLANDOS, HOLLY	Staff Accountant	SW-B - OPSRP	J(21)	9	\$	30.41	Jan 2024 - Jun 2024
RASMUSSEN, JEFFERY M	County Administrative Officer	NR-B - OPSRP	39	13	\$	82.27	Jan 2024 - Jun 2024
SOLIZ, GABRIEL	Senior Accountant	SW-B - OPSRP	O(26)	10	\$	38.56	Jan 2024 - Mar 2024
SOLIZ, GABRIEL	Senior Accountant	SW-B - OPSRP	O(26)	11	\$	39.33	Apr 2024 - Jun 2024

JAIL OPERATIONS								
EICHER, TYLER	Deputy	LEA- B OPSRP	CD I	4	\$	35.73	Jan 2024 - Jun 2024	
ESKELI, JAMES	Deputy	LEA- A Non OPSRP	CD I	8	\$	40.01	Jan 2024 - Jun 2024	
FARRESTER, TRAVIS	Deputy	LEA- B OPSRP	CD I	2	\$	33.35	Jan 2024 - Jun 2024	
HANSEN, ANTHONY J.	Jail Commander	NR-B - OPSRP		29	12	\$	49.17	Jan 2024 - Jun 2024
HERRMANN, TYLER	Deputy	LEA- B OPSRP	CD I	7	\$	41.14	Jan 2024 - Jun 2024	
JOHNSON, MICHAEL	Deputy	LEA- B OPSRP	CD I	4	\$	35.73	Jan 2024 - Jun 2024	
JONES, LEE	Deputy	LEA- B OPSRP	CD I	8	\$	42.79	Jan 2024 - Jun 2024	
LANE, DOUGLAS L.	Deputy	LEA- A Non OPSRP	CD I	8	\$	40.01	Jan 2024 - Jun 2024	
LEPIN, ERIK	Deputy	LEA- B OPSRP	CD I	4	\$	35.73	Jan 2024 - Jun 2024	
LEPIN, ERIK	Corporal +7.5%						Jan 2024 - Jun 2024	
MARTINEZ, HECTOR	Deputy	LEA- B OPSRP	CD I	8	\$	42.79	Jan 2024 - Jun 2024	
MARTINEZ, HECTOR	Corporal +7.5%						Jan 2024 - Jun 2024	
MARTINEZ, HECTOR	Bilingual 5%						Jan 2024 - Jun 2024	
MEAD, JOSEPH	Deputy	LEA- B OPSRP	CD I	8	\$	42.79	Jan 2024 - Jun 2024	
PADBURY, KYLE	Deputy	LEA- B OPSRP	CD I	6	\$	38.27	Jan 2024 - Jun 2024	
RATHMANNER, KYLE	Deputy	LEA- B OPSRP	CD I	4	\$	35.73	Jan 2024 - Jun 2024	
SKIDGEL, CORY L.	Deputy	LEA- B OPSRP	CD I	7	\$	41.14	Jan 2024 - Jun 2024	
SMITH, CODY	Deputy	LEA- B OPSRP	CD I	8	\$	42.79	Jan 2024 - Jun 2024	
SMITH, CODY	Corporal +7.5%						Jan 2024 - Jun 2024	
SUNDQUIST, ERIC	Deputy	LEA- A Non OPSRP	CD I	8	\$	40.01	Jan 2024 - Jun 2024	
TURNER, KODY	Deputy	LEA- B OPSRP	CD I	1	\$	32.23	Jan 2024 - Jun 2024	
WYATT, JAMES	Deputy	LEA- B OPSRP	CD I	7	\$	41.14	Jan 2024 - Jun 2024	
WYATT, JAMES	Corporal +7.5%						Jan 2024 - Jun 2024	

JAIL HEALTH							
WALLACE, THERESA	Corrections Lead Nurse	SW-B - OPSRP	R(29)	10	\$	44.19	Jan 2024 - Jun 2024

JUVENILE COMMUNITY JUSTICE								
DELACRUZ, LACEY	Deputy Director	NR-B - OPSRP	28	11	\$	46.00	Jan 2024 - Jun 2024	
PINEDA, EDGAR G.	Juvenile Justice Officer III	SW-B - OPSRP	N(25)	9	\$	36.16	Jan 2024 - Jun 2024	

PUBLIC HEALTH								
BAKER, MICHAEL	Director	NR-B - OPSRP	35	13	\$	67.11	Jan 2024 - Jun 2024	
BEAMER, BETH ANN	Nurse	SW-A - Non OPSRP	P(27)	12	\$	39.24	Jan 2024 - Mar 2024	
BEAMER, BETH ANN	Nurse	SW-A - Non OPSRP	P(27)	13	\$	40.02	Apr 2024 - Jun 2024	
CHAVEZ, NATALIE	PCC Screener	SW-B - OPSRP	H(19)	10	\$	28.53	Jan 2024 - Mar 2024	
CHAVEZ, NATALIE	PCC Screener	SW-B - OPSRP	H(19)	11	\$	29.10	Apr 2024 - Jun 2024	
CLARK, HAILEY	Public Health Finance and Billing Specialist	SW-B - OPSRP	G(18)	6	\$	25.29	Jan 2024 - Jun 2024	
GONZALEZ, NORMA	Staff Assistant III	SW-B - OPSRP	D(15)	15	\$	26.79	Jan 2024 - Jun 2024	
HOOD, KARLA	Fiscal & Grants Manager	SW-B - OPSRP	L(23)	15	\$	37.31	Jan 2024 - Jun 2024	
IBRAHIM, BARBARA	Public Health Nurse	SW-A - Non OPSRP	P(27)	15	\$	41.64	Jan 2024 - Jun 2024	
KEPA'A, TAMRA	WIC Coordinator	SW-B - OPSRP	H(19)	15	\$	31.50	Jan 2024 - Jun 2024	
LEPEZ, ANGELICA	Healthy Start Service Worker	SW-B - OPSRP	G(18)	15	\$	30.23	Jan 2024 - Jun 2024	
MENDOZA, JESSICA	Bilingual SA III/Client Service Assistant	SW-B - OPSRP	D(15)	12	\$	25.25	Jan 2024 - May 2024	
MENDOZA, JESSICA	Bilingual SA III/Client Service Assistant	SW-B - OPSRP	D(15)	13	\$	25.75	Jun 2024 - Jun 2024	
PIERCE, NICOLE	Communicable Disease Investigator	SW-B - OPSRP	G(18)	8	\$	26.31	Jan 2024 - Jun 2024	
RUSSELL, KATHERINE	Deputy Director and Clinical Services Manager	NR-B - OPSRP	31	11	\$	53.02	Jan 2024 - Jun 2024	
TITUS,TRENT	Peer Prevention Specialist Tobacco	SW-B - OPSRP	D(15)	10	\$	24.27	Jan 2024 - May 2024	
TITUS,TRENT	Peer Prevention Specialist Tobacco	SW-B - OPSRP	D(15)	11	\$	24.75	Jun 2024 - Jun 2024	

PUBLIC WORKS								
ARIZMENDI, EFRAIN	Mechanic III	PW-B - OPSRP	M-III	4	\$	35.67	Jan 2024 - Jun 2024	
BERRY, DALLAS	Maintenance Worker I	PW-B - OPSRP	MWI	1	\$	21.76	Jan 2024 - Jun 2024	
BRIDGES, CARLA	Public Works Technician	PW-B - OPSRP	PWT	10	\$	31.50	Jan 2024 - Jun 2024	
CALDWELL, AUSTIN	Maintenance Worker I	PW-B - OPSRP	MWI	1	\$	21.76	Jan 2024 - May 2024	
CALDWELL, AUSTIN	Maintenance Worker I	PW-B - OPSRP	MWI	2	\$	22.84	Jun 2024 - Jun 2024	
CRUDEN, TRISTAN	Road Tech Trainee	PW-B - OPSRP	MWI	2	\$	22.84	Jan 2024 - Jun 2024	
ORTIZ, VINCENTE D	Public Works Supervisor	NR-A - Non OPSRP		26	15	\$	42.45	Jan 2024 - Jun 2024
POWLISON, MATT	Director	NR-B - OPSRP		32	15	\$	60.23	Jan 2024 - Jun 2024
RANDALL, CHRISTOPHER	Maintenance Worker IV	PW-B - OPSRP	MWIV	10	\$	30.40	Jan 2024 - Jun 2024	
SCHRUNK, CAS	Maintenance Worker I	PW-A - Non OPSRP	MWI	8	\$	24.04	Jan 2024 - Jun 2024	
SEELY, THOMAS	Maintenance Worker II	PW-A - Non OPSRP	MWII	10	\$	26.07	Jan 2024 - Jun 2024	
STEMWEDEL, MICHAEL	Weed Program Technician	PW-B - OPSRP	MWII	5	\$	26.53	Jan 2024 - Jun 2024	
WHITE, GREGORY R	Maintenance Worker III	PW-A - Non OPSRP	MW3	10	\$	27.12	Jan 2024 - Jun 2024	
WILSON, TYLER	Mechanic II	PW-B - OPSRP	M-II	5	\$	29.43	Jan 2024 - Apr 2024	
WILSON, TYLER	Mechanic II	PW-B - OPSRP	M-II	6	\$	30.02	May 2024 - Jun 2024	

SHERIFF							
ANDERSON, TYLER	Deputy	LEA- B OPSRP	PD I	7	\$	42.23	Jan 2024 - Jun 2024
ANDERSON, TYLER	Corporal +7.5%						Jan 2024 - Jun 2024
EVAN, JASON M.	Deputy	NR-A - Non OPSRP		31	13	\$	51.58 Jan 2024 - Jun 2024
GREHOLVER-HATCHER, CHARLES	Deputy	LEA- B OPSRP				\$	38.27 Jan 2024 - Jun 2024
HAMLIN, BRADLEY C.	Deputy	LEA- B OPSRP	PD I	7	\$	42.23	Jan 2024 - Jun 2024
LARSON, ASHLEY	Deputy	LEA- B OPSRP	PD I	2	\$	34.23	Jan 2024 - Jun 2024
LINDEN, CAITLYN	Civil Technician	LEA- B OPSRP	CRW	3	\$	27.14	Jan 2024 - Jun 2024
LINDEN, CLARK	Deputy	LEA- B OPSRP	PD I	5	\$	37.96	Jan 2024 - Jun 2024
MALDONADO, ANTHONY	Deputy	LEA- B OPSRP	PD I	4	\$	36.67	Jan 2024 - Jun 2024
MEYERS, ANA	Civil Deputy	LEA- B OPSRP	CRW	7	\$	31.14	Jan 2024 - Jun 2024
MEYERS, ANA	Bilingual 5%						Jan 2024 - Jun 2024
MILES, DEBBIE	Business Manager	NR-A - Non OPSRP		22	15	\$	35.49 Jan 2024 - Jun 2024
POOLE, DAVID	Patrol Deputy	LEA- A Non OPSRP	PD I	8	\$	41.06	Jan 2024 - Jun 2024
ROTH, JOSHUA	Deputy	LEA- B OPSRP	PD I	7	\$	42.23	Jan 2024 - Jun 2024
ROTH, JOSHUA	Detective +7.5%						Jan 2024 - Jun 2024
SKEELS, JEREMY M	Deputy	LEA- B OPSRP	PD I	7	\$	42.23	Jan 2024 - Jun 2024
SKEELS, JEREMY M	Detective +7.5%						Jan 2024 - Jun 2024
SKIDGEL, BRYAN	Emergency Management Coordinator	NR-A - Non OPSRP				\$	44.14 Jan 2024 - Jun 2024
TALBOTT, BRANDON	Patrol Deputy	LEA- B OPSRP	PD I	8	\$	43.92	Jan 2024 - Jun 2024
TALBOTT, BRANDON	Detective +7.5%						Jan 2024 - Jun 2024
TOOPS, BENJAMIN	Patrol Sergeant	NR-A - Non OPSRP		28	15	\$	46.55 Jan 2024 - Jun 2024
TURNER, MITCHELL A	Deputy	LEA- B OPSRP	PD I	6	\$	39.28	Jan 2024 - Jun 2024
WALLACE, BUDDY	Deputy	LEA- B OPSRP				\$	34.53 Jan 2024 - Jun 2024
WILSON, BARRY	Deputy	LEA- B OPSRP	PD I	7	\$	42.23	Jan 2024 - Jun 2024
WILSON, BARRY	Detective +7.5%						Jan 2024 - Jun 2024
WITHEROW, STEPHEN	Deputy	LEA- B OPSRP	PD I	5	\$	37.96	Jan 2024 - Jun 2024
ZISTEL, MELODY B	Deputy	LEA- B OPSRP	PD I	8	\$	43.92	Jan 2024 - Jun 2024

VETERANS DEPARTMENT							
ELLINGSBURG, KEVIN	Veterans Service Officer	SW-B - OPSRP	I(20)	12	\$	30.94	Jan 2024 - Feb 2024
ELLINGSBURG, KEVIN	Veterans Service Officer	SW-B - OPSRP	I(20)	13	\$	31.56	Mar 2024 - Jun 2024
MOORE, LAURA	Lead Veterans Service Officer	NR-B - OPSRP		21	12	\$	34.25 Jan 2024 - Jun 2024

VICTIM'S ASSISTANCE							
CHIDDIX, RODNEY A	Victim Assistance Grant Coordinator	SW-B - OPSRP	H(19)	11	\$	29.10	Jan 2024 - Jan 2024
CHIDDIX, RODNEY A	Victim Assistance Grant Coordinator	SW-B - OPSRP	H(19)	12	\$	29.68	Feb 2024 - Jun 2024
DOMINGO, CORINA	Victim Assistance Grant Coordinator	SW-B - OPSRP	H(19)	11	\$	29.10	Jan 2024 - Jun 2024
MEDINA, MARLENNE	Bi-Lingual DV-SA Advocate	SW-B - OPSRP	C(14)	11	\$	23.80	Jan 2024 - Jun 2024
NUNEZ, SOFIA	Restitution Crime Victims Advocate	SW-B - OPSRP	C(14)	13	\$	24.76	Jan 2024 - Jun 2024
ROSENBERG, TWILA	VA Director/Grant Coordinator	NR-B - OPSRP		22	15	\$	37.96 Jan 2024 - Jun 2024

**JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES
2023-2024 SALARY SCHEDULE**

MATRIX A: NON OPSRP (Employer pays 6%)

EFFECTIVE December 21, 2023

BASED ON A 2% adjustment on December 21, 2023 and 174 monthly base hours

Position	Code		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Worker I	MW I	HR	20.34	21.36	22.21	22.88	23.34	23.57	23.81	24.04	-	-
		Monthly	3,539.16	3,716.64	3,864.54	3,981.12	4,061.16	4,101.18	4,142.94	4,182.96	-	-
		Annual	42,464.74	44,587.98	46,371.50	47,762.64	48,717.89	49,205.07	49,697.12	50,194.10	-	-
Maintenance Worker II	MW II	HR	23.84	24.08	24.32	24.56	24.81	25.05	25.31	25.56	25.81	26.07
		Monthly	4,148.16	4,189.92	4,231.68	4,273.44	4,316.94	4,358.70	4,403.94	4,447.44	4,490.94	4,536.18
		Annual	49,765.42	50,263.08	50,765.71	51,273.36	51,786.10	52,303.96	52,827.00	53,355.27	53,888.82	54,427.71
Maintenance Worker III	MW III	HR	24.79	25.04	25.29	25.55	25.80	26.06	26.32	26.58	26.85	27.12
		Monthly	4,313.46	4,356.96	4,400.46	4,445.70	4,489.20	4,534.44	4,579.68	4,624.92	4,671.90	4,718.88
		Annual	51,761.28	52,278.90	52,801.68	53,329.70	53,863.00	54,401.63	54,945.64	55,495.10	56,050.05	56,610.55
MW III-Weed Lead	MW III - Weed Lead	HR	26.04	26.30	26.56	26.83	27.10	27.37	27.64	27.92	28.20	28.48
		Monthly	4,530.96	4,576.20	4,621.44	4,668.42	4,715.40	4,762.38	4,809.36	4,858.08	4,906.80	4,955.52
		Annual	54,361.17	54,904.78	55,453.83	56,008.36	56,568.45	57,134.13	57,705.47	58,282.53	58,865.35	59,454.01
Maintenance Worker IV	MW IV	HR	25.99	26.25	26.51	26.78	27.04	27.32	27.59	27.86	28.14	28.42
		Monthly	4,522.26	4,567.50	4,612.74	4,659.72	4,704.96	4,753.68	4,800.66	4,847.64	4,896.36	4,945.08
		Annual	54,256.12	54,798.69	55,346.67	55,900.14	56,459.14	57,023.73	57,593.97	58,169.91	58,751.61	59,339.12
Road Forman <i>(includes revision 1/13/2016)</i>	RF	HR	31.84	32.15	32.48	32.80	33.13	33.46	33.79	34.13	34.47	34.82
		Monthly	5,540.16	5,594.10	5,651.52	5,707.20	5,764.62	5,822.04	5,879.46	5,938.62	5,997.78	6,058.68
		Annual	66,462.99	67,127.62	67,798.90	68,476.88	69,161.65	69,853.27	70,551.80	71,257.32	71,969.89	72,689.59
Mechanic I	Mech I	HR	20.98	21.40	21.83	22.27	22.71	23.17	23.63	24.10	24.59	25.08
		Monthly	3,650.52	3,723.60	3,798.42	3,874.98	3,951.54	4,031.58	4,111.62	4,193.40	4,278.66	4,363.92
		Annual	43,804.07	44,680.15	45,573.76	46,485.23	47,414.94	48,363.24	49,330.50	50,317.11	51,323.45	52,349.92
Mechanic II	Mech II	HR	25.42	25.93	26.45	26.98	27.52	28.07	28.63	29.20	29.79	30.38
		Monthly	4,423.08	4,511.82	4,602.30	4,694.52	4,788.48	4,884.18	4,981.62	5,080.80	5,183.46	5,286.12
		Annual	53,074.35	54,135.84	55,218.56	56,322.93	57,449.39	58,598.38	59,770.34	60,965.75	62,185.07	63,428.77
Mechanic III	Mech III	HR	31.43	32.05	32.70	33.35	34.02	34.70	35.39	36.10	36.82	37.56
		Monthly	5,468.82	5,576.70	5,689.80	5,802.90	5,919.48	6,037.80	6,157.86	6,281.40	6,406.68	6,535.44
		Annual	65,607.92	66,920.07	68,258.48	69,623.64	71,016.12	72,436.44	73,885.17	75,362.87	76,870.13	78,407.53
Public Works Tech	PWT	HR	24.64	25.14	25.64	26.15	26.67	27.21	27.75	28.31	28.87	29.45
		Monthly	4,287.36	4,374.36	4,461.36	4,550.10	4,640.58	4,734.54	4,828.50	4,925.94	5,023.38	5,124.30
		Annual	51,443.82	52,472.70	53,522.16	54,592.60	55,684.45	56,798.14	57,934.10	59,092.78	60,274.64	61,480.13

JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES

2023-2024 SALARY SCHEDULE

MATRIX A: NON OPSRP (Employer pays 6%)

EFFECTIVE December 21, 2023

BASED ON A 2% adjustment on December 21, 2023 and 174 monthly base hours

Position	Code		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Staff Assistant I	SA III	HR	15.94	16.26	16.58	16.92	17.25	17.60	17.95	18.31	18.68	19.05
		Monthly	2,773.56	2,829.24	2,884.92	2,944.08	3,001.50	3,062.40	3,123.30	3,185.94	3,250.32	3,314.70
		Annual	33,273.24	33,938.70	34,617.48	35,309.83	36,016.02	36,736.34	37,471.07	38,220.49	38,984.90	39,764.60
Staff Assistant III	SA III	HR	19.24	19.62	20.01	20.41	20.82	21.24	21.66	22.10	22.54	22.99
		Monthly	3,347.76	3,413.88	3,481.74	3,551.34	3,622.68	3,695.76	3,768.84	3,845.40	3,921.96	4,000.26
		Annual	40,153.73	40,956.81	41,775.94	42,611.46	43,463.69	44,332.96	45,219.62	46,124.02	47,046.50	47,987.43
Staff Assistant IV	SA IV	HR	22.57	23.02	23.48	23.95	24.43	24.92	25.42	25.92	26.44	26.97
		Monthly	3,927.18	4,005.48	4,085.52	4,167.30	4,250.82	4,336.08	4,423.08	4,510.08	4,600.56	4,692.78
		Annual	47,113.01	48,055.27	49,016.37	49,996.70	50,996.63	52,016.56	53,056.90	54,118.03	55,200.39	56,304.40
Kennel Operator	Kennel Op	HR	17.05	17.22	17.39	17.56	17.74	17.92	18.10	18.28	18.46	18.64
		Monthly	2,966.70	2,996.28	3,025.86	3,055.44	3,086.76	3,118.08	3,149.40	3,180.72	3,212.04	3,243.36
		Annual	35,584.25	35,940.09	36,299.49	36,662.49	37,029.11	37,399.40	37,773.40	38,151.13	38,532.64	38,917.97
Dog Control Officer	Dog Control Officer	HR	18.62	18.81	18.99	19.18	19.38	19.57	19.76	19.96	20.16	20.36
		Monthly	3,239.88	3,272.94	3,304.26	3,337.32	3,372.12	3,405.18	3,438.24	3,473.04	3,507.84	3,542.64
		Annual	38,866.92	39,255.59	39,648.15	40,044.63	40,445.07	40,849.52	41,258.02	41,670.60	42,087.31	42,508.18
Dog Control Officer Lead	Dog Control Lead	HR	19.55	19.75	19.94	20.14	20.34	20.55	20.75	20.96	21.17	21.38
		Monthly	3,401.70	3,436.50	3,469.56	3,504.36	3,539.16	3,575.70	3,610.50	3,647.04	3,683.58	3,720.12
		Annual	40,810.26	41,218.36	41,630.55	42,046.85	42,467.32	42,891.99	43,320.91	43,754.12	44,191.67	44,633.58

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

The Mech II position will only go from Step 4 to Step 5 if they have at least one of the following ASE Certifications: Diesel Engines, Drive Train, Brakes, Suspension, Electrical/Electronic System, and Heating. The Mech II position will only go from Step 5 to Step 6 if they have two (2) ASE Certifications listed above. This shall be the same for progress to Step 7, Step 8, Step 9, and Step 10 with each new step requiring an additional ASE Certification with the top step being Step 10 with six (6) ASE certifications. An employee shall be promoted to the appropriate higher pay class on the first of the month following the presentation of a written copy to the Director of an additional(s) ASE certification(s). An employee who fails to maintain an ASE certification(s) shall be demoted to the pay class for which they hold valid ASE certifications at the beginning of the month following the loss of ASE certification(s). It is the employees' responsibility to notify the employer of a change in ASE certification(s).

If a MW I is promoted to MW II they shall go to the closest Step with an increase and will not be eligible for another Step increase for 12 months (new salary anniversary date).

If a MW II is promoted to MW III they shall go to the closest Step with an increase and will not be eligible for another Step increase for 12 months (new salary anniversary date).

If a MW III is promoted to MW IV they shall go to the new grade at the same Step and retain their salary anniversary date.

If a MW III or MW IV is promoted to a MW V they shall go to the closest Step with at least a \$1.40/hour increase and retain their salary anniversary date.

**JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES
2023-2024 SALARY SCHEDULE**

MATRIX B: OPSRP ONLY (Employee pays 6%)

EFFECTIVE December 21, 2023

BASED ON A 2% adjustment on December 21, 2023 and 174 monthly base hours

This schedule is 6.95% higher than matrix A

Position	Code		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Worker I	MW I	HR	21.76	22.84	23.76	24.47	24.96	25.21	25.46	25.72	-	-
		Monthly	3,786.24	3,974.16	4,134.24	4,257.78	4,343.04	4,386.54	4,430.04	4,475.28	-	-
		Annual	45,416.04	47,686.84	49,594.32	51,082.14	52,103.79	52,624.83	53,151.07	53,682.58	-	-
Maintenance Worker II	MW II	HR	25.50	25.75	26.01	26.27	26.53	26.80	27.06	27.33	27.61	27.88
		Monthly	4,437.00	4,480.50	4,525.74	4,570.98	4,616.22	4,663.20	4,708.44	4,755.42	4,804.14	4,851.12
		Annual	53,224.12	53,756.36	54,293.92	54,836.86	55,385.23	55,939.08	56,498.47	57,063.46	57,634.09	58,210.43
Maintenance Worker III	MW III	HR	26.52	26.78	27.05	27.32	27.59	27.87	28.15	28.43	28.71	29.00
		Monthly	4,614.48	4,659.72	4,706.70	4,753.68	4,800.66	4,849.38	4,898.10	4,946.82	4,995.54	5,046.00
		Annual	55,358.69	55,912.28	56,471.40	57,036.12	57,606.48	58,182.54	58,764.37	59,352.01	59,945.53	60,544.99
MW III-Weed Lead	MW III - Weed Lead	HR	27.85	28.13	28.41	28.69	28.98	29.27	29.56	29.86	30.16	30.46
		Monthly	4,845.90	4,894.62	4,943.34	4,992.06	5,042.52	5,092.98	5,143.44	5,195.64	5,247.84	5,300.04
		Annual	58,139.27	58,720.66	59,307.87	59,900.94	60,499.95	61,104.95	61,716.00	62,333.16	62,956.49	63,586.06
Maintenance Worker IV	MW IV	HR	27.80	28.07	28.35	28.64	28.92	29.21	29.51	29.80	30.10	30.40
		Monthly	4,837.20	4,884.18	4,932.90	4,983.36	5,032.08	5,082.54	5,134.74	5,185.20	5,237.40	5,289.60
		Annual	58,026.93	58,607.19	59,193.27	59,785.20	60,383.05	60,986.88	61,596.75	62,212.72	62,834.85	63,463.19
Road Forman <i>(includes revision 1/13/2016)</i>	RF	HR	34.05	34.39	34.73	35.08	35.43	35.78	36.14	36.50	36.87	37.24
		Monthly	5,924.70	5,983.86	6,043.02	6,103.92	6,164.82	6,225.72	6,288.36	6,351.00	6,415.38	6,479.76
		Annual	71,082.17	71,792.99	72,510.92	73,236.03	73,968.39	74,708.07	75,455.15	76,209.70	76,971.80	77,741.52
Mechanic I	Mech I	HR	22.44	22.89	23.35	23.82	24.29	24.78	25.27	25.78	26.29	26.82
		Monthly	3,904.56	3,982.86	4,062.90	4,144.68	4,226.46	4,311.72	4,396.98	4,485.72	4,574.46	4,666.68
		Annual	46,848.46	47,785.42	48,741.13	49,715.96	50,710.27	51,724.48	52,758.97	53,814.15	54,890.43	55,988.24
Mechanic II	Mech II	HR	27.19	27.73	28.29	28.85	29.43	30.02	30.62	31.23	31.86	32.49
		Monthly	4,731.06	4,825.02	4,922.46	5,019.90	5,120.82	5,223.48	5,327.88	5,434.02	5,543.64	5,653.26
		Annual	56,763.02	57,898.28	59,056.25	60,237.37	61,442.12	62,670.96	63,924.38	65,202.87	66,506.93	67,837.07
Mechanic III	Mech III	HR	33.61	34.28	34.97	35.67	36.38	37.11	37.85	38.61	39.38	40.17
		Monthly	5,848.14	5,964.72	6,084.78	6,206.58	6,330.12	6,457.14	6,585.90	6,718.14	6,852.12	6,989.58
		Annual	70,167.67	71,571.02	73,002.44	74,462.49	75,951.74	77,470.77	79,020.19	80,600.59	82,212.60	83,856.86
Public Works Tech	PWT	HR	26.36	26.88	27.42	27.97	28.53	29.10	29.68	30.27	30.88	31.50
		Monthly	4,586.64	4,677.12	4,771.08	4,866.78	4,964.22	5,063.40	5,164.32	5,266.98	5,373.12	5,481.00
		Annual	55,019.17	56,119.55	57,241.95	58,386.78	59,554.52	60,745.61	61,960.52	63,199.73	64,463.73	65,753.00

**JEFFERSON COUNTY PUBLIC WORKS EMPLOYEES
2023-2024 SALARY SCHEDULE**

MATRIX B: OPSRP ONLY (Employee pays 6%)

EFFECTIVE December 21, 2023

BASED ON A 2% adjustment on December 21, 2023 and 174 monthly base hours

This schedule is 6.95% higher than matrix A

Position	Code		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Staff Assistant I	SA III	HR	17.05	17.39	17.74	18.09	18.45	18.82	19.20	19.58	19.97	20.37
		Monthly	2,966.70	3,025.86	3,086.76	3,147.66	3,210.30	3,274.68	3,340.80	3,406.92	3,474.78	3,544.38
		Annual	35,585.73	36,297.44	37,023.39	37,763.86	38,519.14	39,289.52	40,075.31	40,876.82	41,694.35	42,528.24
Staff Assistant III	SA III	HR	20.57	20.98	21.40	21.83	22.27	22.71	23.17	23.63	24.10	24.58
		Monthly	3,579.18	3,650.52	3,723.60	3,798.42	3,874.98	3,951.54	4,031.58	4,111.62	4,193.40	4,276.92
		Annual	42,944.42	43,803.30	44,679.37	45,572.96	46,484.42	47,414.11	48,362.39	49,329.64	50,316.23	51,322.55
Staff Assistant IV	SA IV	HR	24.14	24.62	25.11	25.61	26.13	26.65	27.18	27.72	28.28	28.84
		Monthly	4,200.36	4,283.88	4,369.14	4,456.14	4,546.62	4,637.10	4,729.32	4,823.28	4,920.72	5,018.16
		Annual	50,387.36	51,395.11	52,423.01	53,471.47	54,540.90	55,631.72	56,744.35	57,879.24	59,036.82	60,217.56
Kennel Operator	Kennel Op	HR	18.23	18.41	18.60	18.78	18.97	19.16	19.35	19.55	19.74	19.94
		Monthly	3,172.02	3,203.34	3,236.40	3,267.72	3,300.78	3,333.84	3,366.90	3,401.70	3,434.76	3,469.56
		Annual	38,057.35	38,437.93	38,822.31	39,210.53	39,602.63	39,998.66	40,398.65	40,802.63	41,210.66	41,622.77
Dog Control Officer	Dog Control Officer	HR	19.91	20.11	20.31	20.52	20.72	20.93	21.14	21.35	21.56	21.78
		Monthly	3,464.34	3,499.14	3,533.94	3,570.48	3,605.28	3,641.82	3,678.36	3,714.90	3,751.44	3,789.72
		Annual	41,568.17	41,983.85	42,403.69	42,827.73	43,256.01	43,688.57	44,125.45	44,566.71	45,012.37	45,462.50
Dog Control Officer Lead	Dog Control Lead	HR	20.91	21.12	21.33	21.54	21.76	21.97	22.19	22.42	22.64	22.87
		Monthly	3,638.34	3,674.88	3,711.42	3,747.96	3,786.24	3,822.78	3,861.06	3,901.08	3,939.36	3,979.38
		Annual	43,646.57	44,083.04	44,523.87	44,969.11	45,418.80	45,872.99	46,331.72	46,795.04	47,262.99	47,735.62

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

The Mech II position will only go from Step 4 to Step 5 if they have at least one of the following ASE Certifications: Diesel Engines, Drive Train, Brakes, Suspension, Electrical/Electronic System, and If a MW I is promoted to MW II they shall go to the closest Step with an increase and will not be eligible for another Step increase for 12 months (new salary anniversary date).

If a MW II is promoted to MW III they shall go to the closest Step with an increase and will not be eligible for another Step increase for 12 months (new salary anniversary date).

If a MW III is promoted to MW IV they shall go to the new grade at the same Step and retain their salary anniversary date.

If a MW III or MW IV is promoted to a MW V they shall go to the closest Step with at least a \$1.40/hour increase and retain their salary anniversary date.

JEFFERSON COUNTY SERVICE EMPLOYEES

2023-2024 SALARY SCHEDULE

MATRIX A: NON OPSRP (Employer pays 6%)

Year 5 - EFFECTIVE DECEMBER 21, 2023

174 monthly base hours & COLA: 2.00%

Step	Step		2.0% between steps									
Grade	Grade		6	7	8	9	10	11	12	13	14	15
12	A	HR	18.66	19.04	19.42	19.81	20.20	20.61	21.02	21.44	21.87	22.31
		Monthly	3,246.84	3,312.96	3,379.08	3,446.94	3,514.80	3,586.14	3,657.48	3,730.56	3,805.38	3,881.94
		Annual	38,961.89	39,741.13	40,535.95	41,346.67	42,173.61	43,017.08	43,877.42	44,754.97	45,650.07	46,563.07
13	B	HR	19.39	19.78	20.18	20.58	20.99	21.41	21.84	22.28	22.72	23.18
		Monthly	3,373.86	3,441.72	3,511.32	3,580.92	3,652.26	3,725.34	3,800.16	3,876.72	3,953.28	4,033.32
		Annual	40,481.41	41,291.03	42,116.85	42,959.19	43,818.38	44,694.74	45,588.64	46,500.41	47,430.42	48,379.03
14	C	HR	20.16	20.56	20.97	21.39	21.82	22.26	22.70	23.15	23.62	24.09
		Monthly	3,507.84	3,577.44	3,648.78	3,721.86	3,796.68	3,873.24	3,949.80	4,028.10	4,109.88	4,191.66
		Annual	42,080.42	42,922.03	43,780.47	44,656.08	45,549.20	46,460.19	47,389.39	48,337.18	49,303.92	50,290.00
15	D	HR	20.96	21.38	21.81	22.25	22.69	23.15	23.61	24.08	24.56	25.05
		Monthly	3,647.04	3,720.12	3,794.94	3,871.50	3,948.06	4,028.10	4,108.14	4,189.92	4,273.44	4,358.70
		Annual	43,763.64	44,638.91	45,531.69	46,442.32	47,371.17	48,318.59	49,284.96	50,270.66	51,276.08	52,301.60
16	E	HR	21.81	22.25	22.69	23.15	23.61	24.08	24.56	25.06	25.56	26.07
		Monthly	3,794.94	3,871.50	3,948.06	4,028.10	4,108.14	4,189.92	4,273.44	4,360.44	4,447.44	4,536.18
		Annual	45,536.07	46,446.79	47,375.72	48,323.24	49,289.70	50,275.50	51,281.01	52,306.63	53,352.76	54,419.81
17	F	HR	22.71	23.16	23.62	24.10	24.58	25.07	25.57	26.08	26.60	27.14
		Monthly	3,951.54	4,029.84	4,109.88	4,193.40	4,276.92	4,362.18	4,449.18	4,537.92	4,628.40	4,722.36
		Annual	47,403.04	48,351.11	49,318.13	50,304.49	51,310.58	52,336.79	53,383.53	54,451.20	55,540.22	56,651.03
18	G	HR	23.65	24.12	24.61	25.10	25.60	26.11	26.63	27.17	27.71	28.26
		Monthly	4,115.10	4,196.88	4,282.14	4,367.40	4,454.40	4,543.14	4,633.62	4,727.58	4,821.54	4,917.24
		Annual	49,370.27	50,357.68	51,364.83	52,392.13	53,439.97	54,508.77	55,598.94	56,710.92	57,845.14	59,002.04
19	H	HR	24.64	25.14	25.64	26.15	26.67	27.21	27.75	28.31	28.87	29.45
		Monthly	4,287.36	4,374.36	4,461.36	4,550.10	4,640.58	4,734.54	4,828.50	4,925.94	5,023.38	5,124.30
		Annual	51,443.82	52,472.70	53,522.15	54,592.60	55,684.45	56,798.14	57,934.10	59,092.78	60,274.64	61,480.13
20	I	HR	25.69	26.20	26.73	27.26	27.81	28.36	28.93	29.51	30.10	30.70
		Monthly	4,470.06	4,558.80	4,651.02	4,743.24	4,838.94	4,934.64	5,033.82	5,134.74	5,237.40	5,341.80
		Annual	53,630.18	54,702.79	55,796.84	56,912.78	58,051.04	59,212.06	60,396.30	61,604.22	62,836.31	64,093.04
21	J	HR	26.79	27.33	27.88	28.43	29.00	29.58	30.17	30.78	31.39	32.02
		Monthly	4,661.46	4,755.42	4,851.12	4,946.82	5,046.00	5,146.92	5,249.58	5,355.72	5,461.86	5,571.48
		Annual	55,936.28	57,055.01	58,196.11	59,360.03	60,547.23	61,758.18	62,993.34	64,253.21	65,538.27	66,849.04
22	K	HR	27.96	28.52	29.09	29.67	30.26	30.87	31.49	32.12	32.76	33.41
		Monthly	4,865.04	4,962.48	5,061.66	5,162.58	5,265.24	5,371.38	5,479.26	5,588.88	5,700.24	5,813.34
		Annual	58,369.51	59,536.90	60,727.64	61,942.19	63,181.04	64,444.66	65,733.55	67,048.22	68,389.19	69,756.97

JEFFERSON COUNTY SERVICE EMPLOYEES

2023-2024 SALARY SCHEDULE

MATRIX A: NON OPSRP (Employer pays 6%)

Year 5 - EFFECTIVE DECEMBER 21, 2023

174 monthly base hours & COLA: 2.00%

Step	Step		2.0% between steps									
Grade	Grade		6	7	8	9	10	11	12	13	14	15
23	L	HR	29.19	29.77	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88
		Monthly	5,079.06	5,179.98	5,284.38	5,390.52	5,498.40	5,608.02	5,719.38	5,834.22	5,950.80	6,069.12
		Annual	60,937.77	62,156.52	63,399.66	64,667.65	65,961.00	67,280.22	68,625.83	69,998.34	71,398.31	72,826.28
24	M	HR	30.49	31.10	31.72	32.35	33.00	33.66	34.33	35.02	35.72	36.44
		Monthly	5,305.26	5,411.40	5,519.28	5,628.90	5,742.00	5,856.84	5,973.42	6,093.48	6,215.28	6,340.56
		Annual	63,649.50	64,922.49	66,220.94	67,545.36	68,896.27	70,274.19	71,679.68	73,113.27	74,575.53	76,067.04
25	N	HR	31.86	32.50	33.15	33.81	34.49	35.18	35.88	36.60	37.33	38.07
		Monthly	5,543.64	5,655.00	5,768.10	5,882.94	6,001.26	6,121.32	6,243.12	6,368.40	6,495.42	6,624.18
		Annual	66,513.73	67,844.00	69,200.88	70,584.90	71,996.60	73,436.53	74,905.26	76,403.37	77,931.43	79,490.06
26	O	HR	33.31	33.98	34.66	35.35	36.06	36.78	37.51	38.26	39.03	39.81
		Monthly	5,795.94	5,912.52	6,030.84	6,150.90	6,274.44	6,399.72	6,526.74	6,657.24	6,791.22	6,926.94
		Annual	69,540.10	70,930.90	72,349.52	73,796.51	75,272.44	76,777.89	78,313.45	79,879.72	81,477.31	83,106.86
27	P	HR	34.84	35.54	36.25	36.97	37.71	38.47	39.24	40.02	40.82	41.64
		Monthly	6,062.16	6,183.96	6,307.50	6,432.78	6,561.54	6,693.78	6,827.76	6,963.48	7,102.68	7,245.36
		Annual	72,738.95	74,193.73	75,677.60	77,191.15	78,734.98	80,309.67	81,915.87	83,554.19	85,225.27	86,929.77
28	Q	HR	36.46	37.19	37.93	38.69	39.47	40.26	41.06	41.88	42.72	43.57
		Monthly	6,344.04	6,471.06	6,599.82	6,732.06	6,867.78	7,005.24	7,144.44	7,287.12	7,433.28	7,581.18
		Annual	76,121.31	77,643.73	79,196.61	80,780.54	82,396.15	84,044.07	85,724.96	87,439.46	89,188.24	90,972.01
29	R	HR	38.18	38.94	39.72	40.51	41.32	42.15	42.99	43.85	44.73	45.62
		Monthly	6,643.32	6,775.56	6,911.28	7,048.74	7,189.68	7,334.10	7,480.26	7,629.90	7,783.02	7,937.88
		Annual	79,699.01	81,292.99	82,918.85	84,577.23	86,268.77	87,994.15	89,754.03	91,549.11	93,380.09	95,247.69
30	S	HR	39.99	40.79	41.60	42.44	43.28	44.15	45.03	45.93	46.85	47.79
		Monthly	6,958.26	7,097.46	7,238.40	7,384.56	7,530.72	7,682.10	7,835.22	7,991.82	8,151.90	8,315.46
		Annual	83,484.71	85,154.41	86,857.49	88,594.64	90,366.54	92,173.87	94,017.35	95,897.69	97,815.65	99,771.96
31	T	HR	41.91	42.75	43.60	44.47	45.36	46.27	47.19	48.14	49.10	50.08
		Monthly	7,292.34	7,438.50	7,586.40	7,737.78	7,892.64	8,050.98	8,211.06	8,376.36	8,543.40	8,713.92
		Annual	87,491.98	89,241.82	91,026.65	92,847.19	94,704.13	96,598.21	98,530.18	100,500.78	102,510.80	104,561.01
32	U	HR	43.94	44.82	45.71	46.63	47.56	48.51	49.48	50.47	51.48	52.51
		Monthly	7,645.56	7,798.68	7,953.54	8,113.62	8,275.44	8,440.74	8,609.52	8,781.78	8,957.52	9,136.74
		Annual	91,735.34	93,570.05	95,441.45	97,350.28	99,297.28	101,283.23	103,308.89	105,375.07	107,482.57	109,632.22

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

**JEFFERSON COUNTY SERVICE EMPLOYEES
2023-2024 SALARY SCHEDULE**

MATRIX B: OPSRP Only (Employee pays 6%) (6.95% Higher than Matrix A)

Year 5 - EFFECTIVE DECEMBER 21, 2023

174 monthly base hours & COLA: 2.00%

Step	Step		2.0% between steps									
Grade	Grade		6	7	8	9	10	11	12	13	14	15
12	A	HR	19.96	20.36	20.77	21.18	21.61	22.04	22.48	22.93	23.39	23.86
		Monthly	3,473.04	3,542.64	3,613.98	3,685.32	3,760.14	3,834.96	3,911.52	3,989.82	4,069.86	4,151.64
		Annual	41,669.74	42,503.14	43,353.20	44,220.27	45,104.67	46,006.76	46,926.90	47,865.44	48,822.75	49,799.20
13	B	HR	20.74	21.15	21.58	22.01	22.45	22.90	23.36	23.82	24.30	24.79
		Monthly	3,608.76	3,680.10	3,754.92	3,829.74	3,906.30	3,984.60	4,064.64	4,144.68	4,228.20	4,313.46
		Annual	43,294.86	44,160.76	45,043.98	45,944.86	46,863.75	47,801.03	48,757.05	49,732.19	50,726.83	51,741.37
14	C	HR	21.56	21.99	22.43	22.88	23.34	23.80	24.28	24.76	25.26	25.76
		Monthly	3,751.44	3,826.26	3,902.82	3,981.12	4,061.16	4,141.20	4,224.72	4,308.24	4,395.24	4,482.24
		Annual	45,005.01	45,905.11	46,823.21	47,759.68	48,714.87	49,689.17	50,682.95	51,696.61	52,730.54	53,785.15
15	D	HR	22.42	22.87	23.33	23.79	24.27	24.75	25.25	25.75	26.27	26.79
		Monthly	3,901.08	3,979.38	4,059.42	4,139.46	4,222.98	4,306.50	4,393.50	4,480.50	4,570.98	4,661.46
		Annual	46,805.21	47,741.32	48,696.14	49,670.06	50,663.47	51,676.74	52,710.27	53,764.48	54,839.76	55,936.56
16	E	HR	23.33	23.80	24.27	24.76	25.25	25.76	26.27	26.80	27.33	27.88
		Monthly	4,059.42	4,141.20	4,222.98	4,308.24	4,393.50	4,482.24	4,570.98	4,663.20	4,755.42	4,851.12
		Annual	48,700.82	49,674.84	50,668.34	51,681.70	52,715.34	53,769.64	54,845.04	55,941.94	57,060.78	58,201.99
17	F	HR	24.29	24.77	25.27	25.77	26.29	26.81	27.35	27.90	28.45	29.02
		Monthly	4,226.46	4,309.98	4,396.98	4,483.98	4,574.46	4,664.94	4,758.90	4,854.60	4,950.30	5,049.48
		Annual	50,697.56	51,711.51	52,745.74	53,800.65	54,876.67	55,974.20	57,093.68	58,235.56	59,400.27	60,588.27
18	G	HR	25.29	25.80	26.31	26.84	27.38	27.93	28.48	29.05	29.63	30.23
		Monthly	4,400.46	4,489.20	4,577.94	4,670.16	4,764.12	4,859.82	4,955.52	5,054.70	5,155.62	5,260.02
		Annual	52,801.50	53,857.53	54,934.69	56,033.38	57,154.05	58,297.13	59,463.07	60,652.33	61,865.38	63,102.69
19	H	HR	26.36	26.88	27.42	27.97	28.53	29.10	29.68	30.27	30.88	31.50
		Monthly	4,586.64	4,677.12	4,771.08	4,866.78	4,964.22	5,063.40	5,164.32	5,266.98	5,373.12	5,481.00
		Annual	55,019.17	56,119.55	57,241.94	58,386.78	59,554.52	60,745.61	61,960.52	63,199.73	64,463.72	65,753.00
20	I	HR	27.48	28.02	28.58	29.16	29.74	30.33	30.94	31.56	32.19	32.83
		Monthly	4,781.52	4,875.48	4,972.92	5,073.84	5,174.76	5,277.42	5,383.56	5,491.44	5,601.06	5,712.42
		Annual	57,357.48	58,504.63	59,674.72	60,868.22	62,085.58	63,327.30	64,593.84	65,885.72	67,203.43	68,547.50
21	J	HR	28.66	29.23	29.81	30.41	31.02	31.64	32.27	32.92	33.57	34.25
		Monthly	4,986.84	5,086.02	5,186.94	5,291.34	5,397.48	5,505.36	5,614.98	5,728.08	5,841.18	5,959.50
		Annual	59,823.85	61,020.33	62,240.74	63,485.55	64,755.26	66,050.37	67,371.38	68,718.80	70,093.18	71,495.04
22	K	HR	29.90	30.50	31.11	31.73	32.37	33.01	33.67	34.35	35.03	35.74
		Monthly	5,202.60	5,307.00	5,413.14	5,521.02	5,632.38	5,743.74	5,858.58	5,976.90	6,095.22	6,218.76
		Annual	62,426.19	63,674.72	64,948.21	66,247.17	67,572.12	68,923.56	70,302.03	71,708.07	73,142.23	74,605.08

**JEFFERSON COUNTY SERVICE EMPLOYEES
2023-2024 SALARY SCHEDULE**

MATRIX B: OPSRP Only (Employee pays 6%) (6.95% Higher than Matrix A)

Year 5 - EFFECTIVE DECEMBER 21, 2023

174 monthly base hours & COLA: 2.00%

Step	Step	Grade	2.0% between steps									
			6	7	8	9	10	11	12	13	14	15
23	L	HR	31.22	31.84	32.48	33.13	33.79	34.47	35.16	35.86	36.58	37.31
		Monthly	5,432.28	5,540.16	5,651.52	5,764.62	5,879.46	5,997.78	6,117.84	6,239.64	6,364.92	6,491.94
		Annual	65,172.94	66,476.40	67,805.93	69,162.05	70,545.29	71,956.20	73,395.32	74,863.23	76,360.49	77,887.70
24	M	HR	32.61	33.26	33.92	34.60	35.29	36.00	36.72	37.45	38.20	38.97
		Monthly	5,674.14	5,787.24	5,902.08	6,020.40	6,140.46	6,264.00	6,389.28	6,516.30	6,646.80	6,780.78
		Annual	68,073.14	69,434.60	70,823.30	72,239.76	73,684.56	75,158.25	76,661.41	78,194.64	79,758.53	81,353.70
25	N	HR	34.07	34.76	35.45	36.16	36.88	37.62	38.37	39.14	39.92	40.72
		Monthly	5,928.18	6,048.24	6,168.30	6,291.84	6,417.12	6,545.88	6,676.38	6,810.36	6,946.08	7,085.28
		Annual	71,136.43	72,559.16	74,010.34	75,490.55	77,000.36	78,540.37	80,111.18	81,713.40	83,347.67	85,014.62
26	O	HR	35.62	36.34	37.06	37.80	38.56	39.33	40.12	40.92	41.74	42.57
		Monthly	6,197.88	6,323.16	6,448.44	6,577.20	6,709.44	6,843.42	6,980.88	7,120.08	7,262.76	7,407.18
		Annual	74,373.14	75,860.60	77,377.81	78,925.37	80,503.88	82,113.96	83,756.23	85,431.36	87,139.99	88,882.79
27	P	HR	37.26	38.01	38.77	39.54	40.33	41.14	41.96	42.80	43.66	44.53
		Monthly	6,483.24	6,613.74	6,745.98	6,879.96	7,017.42	7,158.36	7,301.04	7,447.20	7,596.84	7,748.22
		Annual	77,794.30	79,350.19	80,937.19	82,555.94	84,207.06	85,891.20	87,609.02	89,361.20	91,148.43	92,971.39
28	Q	HR	39.00	39.78	40.57	41.38	42.21	43.05	43.91	44.79	45.69	46.60
		Monthly	6,786.00	6,921.72	7,059.18	7,200.12	7,344.54	7,490.70	7,640.34	7,793.46	7,950.06	8,108.40
		Annual	81,411.74	83,039.97	84,700.77	86,394.79	88,122.68	89,885.14	91,682.84	93,516.50	95,386.83	97,294.56
29	R	HR	40.83	41.64	42.48	43.33	44.19	45.08	45.98	46.90	47.84	48.79
		Monthly	7,104.42	7,245.36	7,391.52	7,539.42	7,689.06	7,843.92	8,000.52	8,160.60	8,324.16	8,489.46
		Annual	85,238.09	86,942.85	88,681.71	90,455.34	92,264.45	94,109.74	95,991.93	97,911.77	99,870.01	101,867.41
30	S	HR	42.77	43.62	44.49	45.38	46.29	47.22	48.16	49.13	50.11	51.11
		Monthly	7,441.98	7,589.88	7,741.26	7,896.12	8,054.46	8,216.28	8,379.84	8,548.62	8,719.14	8,893.14
		Annual	89,286.90	91,072.64	92,894.09	94,751.97	96,647.01	98,579.95	100,551.55	102,562.58	104,613.83	106,706.11
31	T	HR	44.82	45.72	46.63	47.56	48.51	49.48	50.47	51.48	52.51	53.56
		Monthly	7,798.68	7,955.28	8,113.62	8,275.44	8,440.74	8,609.52	8,781.78	8,957.52	9,136.74	9,319.44
		Annual	93,572.67	95,444.12	97,353.01	99,300.07	101,286.07	103,311.79	105,378.03	107,485.59	109,635.30	111,828.00
32	U	HR	46.99	47.93	48.89	49.87	50.87	51.88	52.92	53.98	55.06	56.16
		Monthly	8,176.26	8,339.82	8,506.86	8,677.38	8,851.38	9,027.12	9,208.08	9,392.52	9,580.44	9,771.84
		Annual	98,110.95	100,073.16	102,074.63	104,116.12	106,198.44	108,322.41	110,488.86	112,698.64	114,952.61	117,251.66

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY FOPPO EMPLOYEES
YEAR 4 - 2023-2024 SALARY SCHEDULE - Matrix A - Tier I/II and Others
EFFECTIVE On December 21, 2023
COLA 2.00%

CLASSIFICATION		ST/GR	A	B	C	D	E	F	G	H	I	J	
Adult PO I (Basic)	HR		\$ 27.17	\$ 27.71	\$ 28.26	\$ 28.83	\$ 29.41	\$ 29.99	\$ 30.59	\$ 31.21	\$ 31.83	\$ 32.47	
	Monthly	POI	\$ 4,727.02	\$ 4,821.56	\$ 4,917.99	\$ 5,016.35	\$ 5,116.68	\$ 5,219.01	\$ 5,323.39	\$ 5,429.86	\$ 5,538.46	\$ 5,649.23	
	Annual		\$ 56,724.24	\$ 57,858.72	\$ 59,015.90	\$ 60,196.21	\$ 61,400.14	\$ 62,628.14	\$ 63,880.70	\$ 65,158.32	\$ 66,461.48	\$ 67,790.71	7.00%
Adult PO II (Intermediate)	HR		\$ 29.07	\$ 29.65	\$ 30.24	\$ 30.85	\$ 31.46	\$ 32.09	\$ 32.74	\$ 33.39	\$ 34.06	\$ 34.74	
	Monthly	POII	\$ 5,057.91	\$ 5,159.07	\$ 5,262.25	\$ 5,367.50	\$ 5,474.85	\$ 5,584.34	\$ 5,696.03	\$ 5,809.95	\$ 5,926.15	\$ 6,044.67	
	Annual		\$ 60,694.93	\$ 61,908.83	\$ 63,147.01	\$ 64,409.95	\$ 65,698.15	\$ 67,012.11	\$ 68,352.35	\$ 69,719.40	\$ 71,113.79	\$ 72,536.06	7.00%
Adult PO III (Advanced)	HR		\$ 31.10	\$ 31.73	\$ 32.36	\$ 33.01	\$ 33.67	\$ 34.34	\$ 35.03	\$ 35.73	\$ 36.44	\$ 37.17	
	Monthly	POIII	\$ 5,411.96	\$ 5,520.20	\$ 5,630.61	\$ 5,743.22	\$ 5,858.08	\$ 5,975.25	\$ 6,094.75	\$ 6,216.65	\$ 6,340.98	\$ 6,467.80	
	Annual		\$ 64,943.58	\$ 66,242.45	\$ 67,567.30	\$ 68,918.65	\$ 70,297.02	\$ 71,702.96	\$ 73,137.02	\$ 74,599.76	\$ 76,091.75	\$ 77,613.59	COLA 2.00%

LEAD PO 5.0% or 7.5% if County Resident

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY FOPPO EMPLOYEES - OPSRP Swap (6.95%)
Year 4 - 2023-24 SALARY SCHEDULE - Matrix B - OPSRP Only
EFFECTIVE On December 21, 2023
COLA 2.00%

CLASSIFICATION		ST/GR	A	B	C	D	E	F	G	H	I	J	
Adult PO I (Basic)	HR		\$ 29.05	\$ 29.64	\$ 30.23	\$ 30.83	\$ 31.45	\$ 32.08	\$ 32.72	\$ 33.37	\$ 34.04	\$ 34.72	
	Monthly	POI	\$ 5,055.55	\$ 5,156.66	\$ 5,259.79	\$ 5,364.99	\$ 5,472.29	\$ 5,581.73	\$ 5,693.37	\$ 5,807.24	\$ 5,923.38	\$ 6,041.85	
	Annual		\$ 60,666.57	\$ 61,879.90	\$ 63,117.50	\$ 64,379.85	\$ 65,667.45	\$ 66,980.80	\$ 68,320.41	\$ 69,686.82	\$ 71,080.56	\$ 72,502.17	7.00%
Adult PO II (Intermediate)	HR		\$ 31.09	\$ 31.71	\$ 32.34	\$ 32.99	\$ 33.65	\$ 34.32	\$ 35.01	\$ 35.71	\$ 36.43	\$ 37.15	
	Monthly	POII	\$ 5,409.44	\$ 5,517.62	\$ 5,627.98	\$ 5,740.54	\$ 5,855.35	\$ 5,972.45	\$ 6,091.90	\$ 6,213.74	\$ 6,338.02	\$ 6,464.78	
	Annual		\$ 64,913.23	\$ 66,211.50	\$ 67,535.73	\$ 68,886.44	\$ 70,264.17	\$ 71,669.45	\$ 73,102.84	\$ 74,564.90	\$ 76,056.20	\$ 77,577.32	7.00%
Adult PO III (Advanced)	HR		\$ 33.26	\$ 33.93	\$ 34.61	\$ 35.30	\$ 36.01	\$ 36.73	\$ 37.46	\$ 38.21	\$ 38.98	\$ 39.75	
	Monthly	POIII	\$ 5,788.10	\$ 5,903.86	\$ 6,021.94	\$ 6,142.37	\$ 6,265.22	\$ 6,390.53	\$ 6,518.34	\$ 6,648.70	\$ 6,781.68	\$ 6,917.31	
	Annual		\$ 69,457.16	\$ 70,846.30	\$ 72,263.23	\$ 73,708.49	\$ 75,182.66	\$ 76,686.31	\$ 78,220.04	\$ 79,784.44	\$ 81,380.13	\$ 83,007.73	COLA 2.00%

LEAD PO 5.0% or 7.5% if County Resident

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY NON-REPRESENTED SALARY 2023-2024 SALARY SCHEDULE

EFFECTIVE December 21, 2023

MATRIX A: NON OPSRP (Employer pays 6%)

Based on 2.00% increase and 174 monthly base hours

Step	2% increase in between steps										
Grade		6	7	8	9	10	11	12	13	14	15
14	HR	21.25	21.67	22.11	22.55	23.00	23.46	23.93	24.41	24.90	25.39
	Monthly	3,697.50	3,770.58	3,847.14	3,923.70	4,002.00	4,082.04	4,163.82	4,247.34	4,332.60	4,417.86
	Annual	44,358.27	45,245.44	46,150.34	47,073.35	48,014.82	48,975.11	49,954.62	50,953.71	51,972.78	53,012.24
15	HR	22.12	22.56	23.01	23.47	23.94	24.42	24.91	25.41	25.92	26.43
	Monthly	3,848.88	3,925.44	4,003.74	4,083.78	4,165.56	4,249.08	4,334.34	4,421.34	4,510.08	4,598.82
	Annual	46,176.96	47,100.50	48,042.51	49,003.36	49,983.43	50,983.10	52,002.76	53,042.81	54,103.67	55,185.74
16	HR	23.04	23.50	23.97	24.45	24.94	25.44	25.94	26.46	26.99	27.53
	Monthly	4,008.96	4,089.00	4,170.78	4,254.30	4,339.56	4,426.56	4,513.56	4,604.04	4,696.26	4,790.22
	Annual	48,093.30	49,055.17	50,036.27	51,037.00	52,057.74	53,098.89	54,160.87	55,244.09	56,348.97	57,475.95
17	HR	24.01	24.49	24.98	25.47	25.98	26.50	27.03	27.57	28.13	28.69
	Monthly	4,177.74	4,261.26	4,346.52	4,431.78	4,520.52	4,611.00	4,703.22	4,797.18	4,894.62	4,992.06
	Annual	50,113.22	51,115.49	52,137.80	53,180.55	54,244.16	55,329.05	56,435.63	57,564.34	58,715.63	59,889.94
18	HR	25.03	25.53	26.04	26.56	27.09	27.63	28.18	28.75	29.32	29.91
	Monthly	4,355.22	4,442.22	4,530.96	4,621.44	4,713.66	4,807.62	4,903.32	5,002.50	5,101.68	5,204.34
	Annual	52,243.04	53,287.90	54,353.65	55,440.73	56,549.54	57,680.53	58,834.14	60,010.83	61,211.04	62,435.26
19	HR	26.10	26.62	27.16	27.70	28.25	28.82	29.39	29.98	30.58	31.19
	Monthly	4,541.40	4,631.88	4,725.84	4,819.80	4,915.50	5,014.68	5,113.86	5,216.52	5,320.92	5,427.06
	Annual	54,489.48	55,579.27	56,690.86	57,824.68	58,981.17	60,160.79	61,364.01	62,591.29	63,843.11	65,119.98
20	HR	27.24	27.78	28.34	28.90	29.48	30.07	30.67	31.29	31.91	32.55
	Monthly	4,739.76	4,833.72	4,931.16	5,028.60	5,129.52	5,232.18	5,336.58	5,444.46	5,552.34	5,663.70
	Annual	56,859.77	57,996.97	59,156.91	60,340.05	61,546.85	62,777.78	64,033.34	65,314.01	66,620.29	67,952.69
21	HR	28.43	29.00	29.58	30.18	30.78	31.39	32.02	32.66	33.32	33.98
	Monthly	4,946.82	5,046.00	5,146.92	5,251.32	5,355.72	5,461.86	5,571.48	5,682.84	5,797.68	5,912.52
	Annual	59,361.60	60,548.84	61,759.81	62,995.01	64,254.91	65,540.01	66,850.81	68,187.82	69,551.58	70,942.61
22	HR	29.70	30.29	30.90	31.52	32.15	32.79	33.45	34.12	34.80	35.49
	Monthly	5,167.80	5,270.46	5,376.60	5,484.48	5,594.10	5,705.46	5,820.30	5,936.88	6,055.20	6,175.26
	Annual	62,003.20	63,243.26	64,508.13	65,798.29	67,114.26	68,456.54	69,825.67	71,222.19	72,646.63	74,099.56
23	HR	31.04	31.66	32.29	32.94	33.59	34.27	34.95	35.65	36.36	37.09
	Monthly	5,400.96	5,508.84	5,618.46	5,731.56	5,844.66	5,962.98	6,081.30	6,203.10	6,326.64	6,453.66
	Annual	64,793.34	66,089.20	67,410.99	68,759.21	70,134.39	71,537.08	72,967.82	74,427.18	75,915.72	77,434.03
24	HR	32.45	33.10	33.76	34.43	35.12	35.82	36.54	37.27	38.02	38.78
	Monthly	5,646.30	5,759.40	5,874.24	5,990.82	6,110.88	6,232.68	6,357.96	6,484.98	6,615.48	6,747.72
	Annual	67,741.44	69,096.27	70,478.19	71,887.76	73,325.51	74,792.02	76,287.86	77,813.62	79,369.89	80,957.29
25	HR	33.94	34.62	35.31	36.02	36.74	37.47	38.22	38.99	39.77	40.56
	Monthly	5,905.56	6,023.88	6,143.94	6,267.48	6,392.76	6,519.78	6,650.28	6,784.26	6,919.98	7,057.44
	Annual	70,857.54	72,274.69	73,720.18	75,194.59	76,698.48	78,232.45	79,797.10	81,393.04	83,020.90	84,681.32
26	HR	35.52	36.23	36.95	37.69	38.45	39.21	40.00	40.80	41.61	42.45
	Monthly	6,180.48	6,304.02	6,429.30	6,558.06	6,690.30	6,822.54	6,960.00	7,099.20	7,240.14	7,386.30
	Annual	74,152.41	75,635.46	77,148.17	78,691.14	80,264.96	81,870.26	83,507.66	85,177.82	86,881.37	88,619.00

JEFFERSON COUNTY NON-REPRESENTED SALARY 2023-2024 SALARY SCHEDULE

EFFECTIVE December 21, 2023

MATRIX A: NON OPSRP (Employer pays 6%)

Based on 2.00% increase and 174 monthly base hours

Step		2% increase in between steps									
Grade		6	7	8	9	10	11	12	13	14	15
27	HR	37.19	37.93	38.69	39.46	40.25	41.06	41.88	42.72	43.57	44.44
	Monthly	6,471.06	6,599.82	6,732.06	6,866.04	7,003.50	7,144.44	7,287.12	7,433.28	7,581.18	7,732.56
	Annual	77,637.58	79,190.33	80,774.14	82,389.62	84,037.41	85,718.16	87,432.52	89,181.17	90,964.80	92,784.09
28	HR	38.95	39.73	40.53	41.34	42.16	43.01	43.87	44.75	45.64	46.55
	Monthly	6,777.30	6,913.02	7,052.22	7,193.16	7,335.84	7,483.74	7,633.38	7,786.50	7,941.36	8,099.70
	Annual	81,325.36	82,951.87	84,610.91	86,303.13	88,029.19	89,789.77	91,585.57	93,417.28	95,285.62	97,191.34
29	HR	40.82	41.64	42.47	43.32	44.19	45.07	45.97	46.89	47.83	48.79
	Monthly	7,102.68	7,245.36	7,389.78	7,537.68	7,689.06	7,842.18	7,998.78	8,158.86	8,322.42	8,489.46
	Annual	85,228.98	86,933.56	88,672.23	90,445.68	92,254.59	94,099.68	95,981.67	97,901.31	99,859.33	101,856.52
30	HR	42.80	43.66	44.53	45.42	46.33	47.26	48.20	49.17	50.15	51.15
	Monthly	7,447.20	7,596.84	7,748.22	7,903.08	8,061.42	8,223.24	8,386.80	8,555.58	8,726.10	8,900.10
	Annual	89,362.59	91,149.84	92,972.84	94,832.30	96,728.94	98,663.52	100,636.79	102,649.53	104,702.52	106,796.57
31	HR	44.90	45.80	46.71	47.65	48.60	49.57	50.56	51.58	52.61	53.66
	Monthly	7,812.60	7,969.20	8,127.54	8,291.10	8,456.40	8,625.18	8,797.44	8,974.92	9,154.14	9,336.84
	Annual	93,741.36	95,616.19	97,528.51	99,479.08	101,468.66	103,498.04	105,568.00	107,679.36	109,832.94	112,029.60
32	HR	47.12	48.06	49.03	50.01	51.01	52.03	53.07	54.13	55.21	56.31
	Monthly	8,198.88	8,362.44	8,531.22	8,701.74	8,875.74	9,053.22	9,234.18	9,418.62	9,606.54	9,797.94
	Annual	98,381.56	100,349.19	102,356.18	104,403.30	106,491.36	108,621.19	110,793.62	113,009.49	115,269.68	117,575.07
33	HR	49.48	50.47	51.48	52.51	53.56	54.63	55.72	56.83	57.97	59.13
	Monthly	8,609.52	8,781.78	8,957.52	9,136.74	9,319.44	9,505.62	9,695.28	9,888.42	10,086.78	10,288.62
	Annual	103,300.63	105,366.64	107,473.98	109,623.45	111,815.92	114,052.24	116,333.29	118,659.95	121,033.15	123,453.81
34	HR	51.98	53.02	54.08	55.16	56.26	57.39	58.53	59.70	60.90	62.12
	Monthly	9,044.52	9,225.48	9,409.92	9,597.84	9,789.24	9,985.86	10,184.22	10,387.80	10,596.60	10,808.88
	Annual	108,517.32	110,687.66	112,901.42	115,159.45	117,462.64	119,811.89	122,208.13	124,652.29	127,145.33	129,688.24
35	HR	54.63	55.72	56.83	57.97	59.13	60.31	61.52	62.75	64.00	65.28
	Monthly	9,505.62	9,695.28	9,888.42	10,086.78	10,288.62	10,493.94	10,704.48	10,918.50	11,136.00	11,358.72
	Annual	114,051.70	116,332.74	118,659.39	121,032.58	123,453.23	125,922.29	128,440.74	131,009.56	133,629.75	136,302.34
36	HR	57.44	58.59	59.76	60.96	62.18	63.42	64.69	65.98	67.30	68.65
	Monthly	9,994.56	10,194.66	10,398.24	10,607.04	10,819.32	11,035.08	11,256.06	11,480.52	11,710.20	11,945.10
	Annual	119,925.36	122,323.87	124,770.35	127,265.75	129,811.07	132,407.29	135,055.43	137,756.54	140,511.67	143,321.91
37	HR	60.43	61.64	62.87	64.13	65.41	66.72	68.05	69.41	70.80	72.22
	Monthly	10,514.82	10,725.36	10,939.38	11,158.62	11,381.34	11,609.28	11,840.70	12,077.34	12,319.20	12,566.28
	Annual	126,161.48	128,684.71	131,258.40	133,883.57	136,561.24	139,292.47	142,078.32	144,919.88	147,818.28	150,774.65
38	HR	63.60	64.87	66.17	67.49	68.84	70.22	71.62	73.05	74.52	76.01
	Monthly	11,066.40	11,287.38	11,513.58	11,743.26	11,978.16	12,218.28	12,461.88	12,710.70	12,966.48	13,225.74
	Annual	132,784.96	135,440.66	138,149.47	140,912.46	143,730.71	146,605.32	149,537.43	152,528.18	155,578.74	158,690.31
39	HR	66.97	68.31	69.68	71.07	72.49	73.94	75.42	76.93	78.46	80.03
	Monthly	11,652.78	11,885.94	12,124.32	12,366.18	12,613.26	12,865.56	13,123.08	13,385.82	13,652.04	13,925.22
	Annual	139,822.56	142,619.01	145,471.39	148,380.82	151,348.43	154,375.40	157,462.91	160,612.17	163,824.41	167,100.90

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

JEFFERSON COUNTY NON-REPRESENTED SALARY 2023-2024 SALARY SCHEDULE

EFFECTIVE December 21, 2023

MATRIX B: OPSRP Only (Employee pays 6%) This schedule is 6.95% higher than matrix A

Based on 2.00% increase and 174 monthly base hours

Step	2% increase in between steps										
Grade		6	7	8	9	10	11	12	13	14	15
14	HR	22.73	23.18	23.64	24.12	24.60	25.09	25.59	26.10	26.63	27.16
	Monthly	3,955.02	4,033.32	4,113.36	4,196.88	4,280.40	4,365.66	4,452.66	4,541.40	4,633.62	4,725.84
	Annual	47,441.17	48,389.99	49,357.79	50,344.95	51,351.85	52,378.89	53,426.46	54,494.99	55,584.89	56,696.59
15	HR	23.66	24.13	24.61	25.11	25.61	26.12	26.64	27.17	27.72	28.27
	Monthly	4,116.84	4,198.62	4,282.14	4,369.14	4,456.14	4,544.88	4,635.36	4,727.58	4,823.28	4,918.98
	Annual	49,386.26	50,373.98	51,381.46	52,409.09	53,457.27	54,526.42	55,616.95	56,729.29	57,863.87	59,021.15
16	HR	24.64	25.13	25.63	26.15	26.67	27.20	27.75	28.30	28.87	29.44
	Monthly	4,287.36	4,372.62	4,459.62	4,550.10	4,640.58	4,732.80	4,828.50	4,924.20	5,023.38	5,122.56
	Annual	51,435.79	52,464.50	53,513.79	54,584.07	55,675.75	56,789.26	57,925.05	59,083.55	60,265.22	61,470.53
17	HR	25.67	26.19	26.71	27.24	27.79	28.35	28.91	29.49	30.08	30.68
	Monthly	4,466.58	4,557.06	4,647.54	4,739.76	4,835.46	4,932.90	5,030.34	5,131.26	5,233.92	5,338.32
	Annual	53,596.09	54,668.01	55,761.37	56,876.60	58,014.13	59,174.41	60,357.90	61,565.06	62,796.36	64,052.29
18	HR	26.76	27.30	27.85	28.40	28.97	29.55	30.14	30.74	31.36	31.99
	Monthly	4,656.24	4,750.20	4,845.90	4,941.60	5,040.78	5,141.70	5,244.36	5,348.76	5,456.64	5,566.26
	Annual	55,873.92	56,991.40	58,131.23	59,293.86	60,479.73	61,689.33	62,923.11	64,181.58	65,465.21	66,774.51
19	HR	27.92	28.47	29.04	29.62	30.22	30.82	31.44	32.07	32.71	33.36
	Monthly	4,858.08	4,953.78	5,052.96	5,153.88	5,258.28	5,362.68	5,470.56	5,580.18	5,691.54	5,804.64
	Annual	58,276.50	59,442.03	60,630.87	61,843.49	63,080.36	64,341.97	65,628.80	66,941.38	68,280.21	69,645.81
20	HR	29.13	29.71	30.31	30.91	31.53	32.16	32.80	33.46	34.13	34.81
	Monthly	5,068.62	5,169.54	5,273.94	5,378.34	5,486.22	5,595.84	5,707.20	5,822.04	5,938.62	6,056.94
	Annual	60,811.53	62,027.76	63,268.31	64,533.68	65,824.35	67,140.84	68,483.66	69,853.33	71,250.39	72,675.40
21	HR	30.41	31.02	31.64	32.27	32.92	33.58	34.25	34.93	35.63	36.34
	Monthly	5,291.34	5,397.48	5,505.36	5,614.98	5,728.08	5,842.92	5,959.50	6,077.82	6,199.62	6,323.16
	Annual	63,487.23	64,756.98	66,052.12	67,373.16	68,720.62	70,095.04	71,496.94	72,926.88	74,385.41	75,873.12
22	HR	31.76	32.40	33.05	33.71	34.38	35.07	35.77	36.49	37.22	37.96
	Monthly	5,526.24	5,637.60	5,750.70	5,865.54	5,982.12	6,102.18	6,223.98	6,349.26	6,476.28	6,605.04
	Annual	66,312.42	67,638.67	68,991.44	70,371.27	71,778.70	73,214.27	74,678.55	76,172.13	77,695.57	79,249.48
23	HR	33.19	33.86	34.53	35.22	35.93	36.65	37.38	38.13	38.89	39.67
	Monthly	5,775.06	5,891.64	6,008.22	6,128.28	6,251.82	6,377.10	6,504.12	6,634.62	6,766.86	6,902.58
	Annual	69,296.47	70,682.40	72,096.05	73,537.97	75,008.73	76,508.90	78,039.08	79,599.86	81,191.86	82,815.70
24	HR	34.70	35.40	36.10	36.83	37.56	38.31	39.08	39.86	40.66	41.47
	Monthly	6,037.80	6,159.60	6,281.40	6,408.42	6,535.44	6,665.94	6,799.92	6,935.64	7,074.84	7,215.78
	Annual	72,449.47	73,898.46	75,376.43	76,883.95	78,421.63	79,990.07	81,589.87	83,221.67	84,886.10	86,583.82
25	HR	36.30	37.03	37.77	38.52	39.29	40.08	40.88	41.70	42.53	43.38
	Monthly	6,316.20	6,443.22	6,571.98	6,702.48	6,836.46	6,973.92	7,113.12	7,255.80	7,400.22	7,548.12
	Annual	75,782.13	77,297.78	78,843.73	80,420.61	82,029.02	83,669.60	85,342.99	87,049.85	88,790.85	90,566.67
26	HR	37.99	38.75	39.52	40.31	41.12	41.94	42.78	43.63	44.51	45.40
	Monthly	6,610.26	6,742.50	6,876.48	7,013.94	7,154.88	7,297.56	7,443.72	7,591.62	7,744.74	7,899.60
	Annual	79,306.01	80,892.13	82,509.97	84,160.17	85,843.37	87,560.24	89,311.44	91,097.67	92,919.63	94,778.02

JEFFERSON COUNTY NON-REPRESENTED SALARY 2023-2024 SALARY SCHEDULE

EFFECTIVE December 21, 2023

MATRIX B: OPSRP Only (Employee pays 6%) This schedule is 6.95% higher than matrix A

Based on 2.00% increase and 174 monthly base hours

Step	2% increase in between steps										
Grade		6	7	8	9	10	11	12	13	14	15
27	HR	39.77	40.57	41.38	42.21	43.05	43.91	44.79	45.68	46.60	47.53
	Monthly	6,919.98	7,059.18	7,200.12	7,344.54	7,490.70	7,640.34	7,793.46	7,948.32	8,108.40	8,270.22
	Annual	83,033.39	84,694.06	86,387.94	88,115.70	89,878.01	91,675.57	93,509.08	95,379.26	97,286.85	99,232.59
28	HR	41.66	42.49	43.34	44.21	45.09	46.00	46.92	47.85	48.81	49.79
	Monthly	7,248.84	7,393.26	7,541.16	7,692.54	7,845.66	8,004.00	8,164.08	8,325.90	8,492.94	8,663.46
	Annual	86,977.47	88,717.02	90,491.36	92,301.19	94,147.21	96,030.16	97,950.76	99,909.78	101,907.97	103,946.13
29	HR	43.66	44.53	45.42	46.33	47.26	48.20	49.17	50.15	51.15	52.18
	Monthly	7,596.84	7,748.22	7,903.08	8,061.42	8,223.24	8,386.80	8,555.58	8,726.10	8,900.10	9,079.32
	Annual	91,152.39	92,975.44	94,834.95	96,731.65	98,666.28	100,639.61	102,652.40	104,705.45	106,799.56	108,935.55
30	HR	45.78	46.69	47.63	48.58	49.55	50.54	51.55	52.58	53.63	54.71
	Monthly	7,965.72	8,124.06	8,287.62	8,452.92	8,621.70	8,793.96	8,969.70	9,148.92	9,331.62	9,519.54
	Annual	95,573.29	97,484.76	99,434.45	101,423.14	103,451.60	105,520.63	107,631.05	109,783.67	111,979.34	114,218.93
31	HR	48.02	48.98	49.96	50.96	51.98	53.02	54.08	55.16	56.26	57.39
	Monthly	8,355.48	8,522.52	8,693.04	8,867.04	9,044.52	9,225.48	9,409.92	9,597.84	9,789.24	9,985.86
	Annual	100,256.38	102,261.51	104,306.74	106,392.87	108,520.73	110,691.15	112,904.97	115,163.07	117,466.33	119,815.66
32	HR	50.40	51.41	52.43	53.48	54.55	55.64	56.75	57.89	59.05	60.23
	Monthly	8,769.60	8,945.34	9,122.82	9,305.52	9,491.70	9,681.36	9,874.50	10,072.86	10,274.70	10,480.02
	Annual	105,219.08	107,323.46	109,469.93	111,659.33	113,892.51	116,170.36	118,493.77	120,863.64	123,280.92	125,746.54
33	HR	52.92	53.98	55.05	56.16	57.28	58.42	59.59	60.78	62.00	63.24
	Monthly	9,208.08	9,392.52	9,578.70	9,771.84	9,966.72	10,165.08	10,368.66	10,575.72	10,788.00	11,003.76
	Annual	110,480.02	112,689.62	114,943.41	117,242.28	119,587.13	121,978.87	124,418.45	126,906.82	129,444.95	132,033.85
34	HR	55.59	56.70	57.83	58.99	60.17	61.37	62.60	63.85	65.13	66.43
	Monthly	9,672.66	9,865.80	10,062.42	10,264.26	10,469.58	10,678.38	10,892.40	11,109.90	11,332.62	11,558.82
	Annual	116,059.27	118,380.45	120,748.06	123,163.02	125,626.29	128,138.81	130,701.59	133,315.62	135,981.93	138,701.57
35	HR	58.42	59.59	60.78	62.00	63.24	64.50	65.79	67.11	68.45	69.82
	Monthly	10,165.08	10,368.66	10,575.72	10,788.00	11,003.76	11,223.00	11,447.46	11,677.14	11,910.30	12,148.68
	Annual	121,978.29	124,417.86	126,906.22	129,444.34	132,033.23	134,673.89	137,367.37	140,114.72	142,917.01	145,775.35
36	HR	61.43	62.66	63.91	65.19	66.50	67.83	69.18	70.57	71.98	73.42
	Monthly	10,688.82	10,902.84	11,120.34	11,343.06	11,571.00	11,802.42	12,037.32	12,279.18	12,524.52	12,775.08
	Annual	128,260.17	130,825.37	133,441.88	136,110.72	138,832.93	141,609.59	144,441.78	147,330.62	150,277.23	153,282.78
37	HR	64.63	65.92	67.24	68.58	69.95	71.35	72.78	74.23	75.72	77.23
	Monthly	11,245.62	11,470.08	11,699.76	11,932.92	12,171.30	12,414.90	12,663.72	12,916.02	13,175.28	13,438.02
	Annual	134,929.70	137,628.29	140,380.86	143,188.48	146,052.24	148,973.29	151,952.76	154,991.81	158,091.65	161,253.48
38	HR	68.02	69.38	70.77	72.18	73.63	75.10	76.60	78.13	79.69	81.29
	Monthly	11,835.48	12,072.12	12,313.98	12,559.32	12,811.62	13,067.40	13,328.40	13,594.62	13,866.06	14,144.46
	Annual	142,013.51	144,853.78	147,750.85	150,705.87	153,719.99	156,794.39	159,930.27	163,128.88	166,391.46	169,719.29
39	HR	71.62	73.06	74.52	76.01	77.53	79.08	80.66	82.27	83.92	85.60
	Monthly	12,461.88	12,712.44	12,966.48	13,225.74	13,490.22	13,759.92	14,034.84	14,314.98	14,602.08	14,894.40
	Annual	149,540.22	152,531.03	155,581.65	158,693.28	161,867.15	165,104.49	168,406.58	171,774.71	175,210.20	178,714.41

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

**JEFFERSON COUNTY LAW ENFORCEMENT EMPLOYEES
2023-24 SALARY SCHEDULE**

MATRIX A: NON OPSRP (Employer pays 6%)

EFFECTIVE July 1, 2023										
BASED ON A 5.0% July 1, 2023 and 174 monthly base hours										
			3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	7.50%	4.00%
									INTERMEDIATE	ADVANCED
CLASSIFICATION		ST/GR	1	2	3	4	5	6	7	8
PATROL DEPUTY	HR		30.93	32.01	33.13	34.29	35.49	36.73	39.49	41.06
	Monthly	PD I	5,381.82	5,569.74	5,764.62	5,966.46	6,175.26	6,391.02	6,871.26	7,144.44
	Annual		64,565.45	66,825.24	69,164.12	71,584.86	74,090.33	76,683.50	82,434.76	85,732.15
CORRECTIONS DEPUTY	HR		30.13	31.19	32.28	33.41	34.58	35.79	38.47	40.01
	Monthly	CD I	5,242.62	5,427.06	5,616.72	5,813.34	6,016.92	6,227.46	6,693.78	6,961.74
	Annual		62,904.84	65,106.51	67,385.23	69,743.72	72,184.75	74,711.21	80,314.55	83,527.14
Work Crew, Field Tech, Dog Control (92%)	HR		27.72	28.69	29.70	30.73	31.81	32.92		
	Monthly	WFD	4,823.28	4,992.06	5,167.80	5,347.02	5,534.94	5,728.08		
	Annual		57,872.45	59,897.98	61,994.41	64,164.22	66,409.97	68,734.32		
								Eff. 7/1/2023	Eff. 7/1/2024	
			3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	
CIVIL DEPUTY & RECORDS CLERK	HR		23.69	24.52	25.37	26.26	27.18	28.13	29.12	30.14
	Monthly	CRW	4,122.06	4,266.48	4,414.38	4,569.24	4,729.32	4,894.62	5,066.88	5,244.36
	Annual		49,447.99	51,178.67	52,969.92	54,823.87	56,742.70	58,728.70	60,784.20	62,911.65
TRANSCRIPTIONIST	HR		24.21	25.05	25.93	26.84	27.78	28.75		
	Monthly	TR	4,212.54	4,358.70	4,511.82	4,670.16	4,833.72	5,002.50		
	Annual		50,531.93	52,300.55	54,131.06	56,025.65	57,986.55	60,016.08		
ADMINISTRATION	HR		27.73	28.70	29.70	30.74	31.81	32.93		
	Monthly	AD	4,825.02	4,993.80	5,167.80	5,348.76	5,534.94	5,729.82		
	Annual		57,880.44	59,906.25	62,002.97	64,173.08	66,419.13	68,743.80		
			4.50%	4.50%	4.50%	4.50%	4.50%			
LEAD COOK	HR		20.82	21.75	22.73	23.75	24.82	25.94		
	Monthly	LC	3,622.68	3,784.50	3,955.02	4,132.50	4,318.68	4,513.56		
	Annual		43,455.44	45,410.93	47,454.43	49,589.87	51,821.42	54,153.38		
COOK	HR		18.34	19.16	20.03	20.93	21.87	22.85		
	Monthly	C	3,191.16	3,333.84	3,485.22	3,641.82	3,805.38	3,975.90		
	Annual		38,282.59	40,005.30	41,805.54	43,686.79	45,652.70	47,707.07		

Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.

**JEFFERSON COUNTY LAW ENFORCEMENT EMPLOYEES
2023-24 SALARY SCHEDULE**

MATRIX B: OPSRP Only (Employee pays 6%)

EFFECTIVE July 1, 2023										
This schedule is 6.95% higher than matrix A										
BASED ON A 5.0% July 1, 2023 and 174 monthly base hours										
		3.50%					7.50%		4.00%	
							INTERMEDIATE		ADVANCED	
CLASSIFICATION	ST/GR	1	2	3	4	5	6	7	8	
PATROL DEPUTY	HR	33.08	34.23	35.43	36.67	37.96	39.28	42.23	43.92	
	Monthly	5,755.92	5,956.02	6,164.82	6,380.58	6,605.04	6,834.72	7,348.02	7,642.08	
	Annual	69,052.74	71,469.59	73,971.03	76,560.01	79,239.61	82,013.00	88,163.97	91,690.53	
CORRECTIONS DEPUTY	HR	32.23	33.35	34.52	35.73	36.98	38.27	41.14	42.79	
	Monthly	5,608.02	5,802.90	6,006.48	6,217.02	6,434.52	6,658.98	7,158.36	7,445.46	
	Annual	67,276.72	69,631.41	72,068.51	74,590.90	77,201.59	79,903.64	85,896.41	89,332.27	
Work Crew, Field Tech, Dog Control (92%)	HR	29.65	30.69	31.76	32.87	34.02	35.21			
	Monthly	5,159.10	5,340.06	5,526.24	5,719.38	5,919.48	6,126.54			
	Annual	61,894.58	64,060.89	66,303.03	68,623.63	71,025.46	73,511.35			
							Eff. 7/1/2023	Eff. 7/1/2024		
		3.50%					3.50%		3.50%	
CIVIL DEPUTY & RECORDS CLERK	HR	25.33	26.22	27.14	28.09	29.07	30.09	31.14	32.23	
	Monthly	4,407.42	4,562.28	4,722.36	4,887.66	5,058.18	5,235.66	5,418.36	5,608.02	
	Annual	52,884.62	54,735.58	56,651.33	58,634.13	60,686.32	62,810.34	65,008.70	67,284.01	
TRANSCRIPTIONIST	HR	25.89	26.79	27.73	28.70	29.71	30.75			
	Monthly	4,504.86	4,661.46	4,825.02	4,993.80	5,169.54	5,350.50			
	Annual	54,043.90	55,935.43	57,893.17	59,919.43	62,016.61	64,187.20			
ADMINISTRATION	HR	29.65	30.69	31.76	32.88	34.03	35.22			
	Monthly	5,159.10	5,340.06	5,526.24	5,721.12	5,921.22	6,128.28			
	Annual	61,903.13	64,069.74	66,312.18	68,633.11	71,035.26	73,521.50			
		4.50%					4.50%		4.50%	
LEAD COOK	HR	22.26	23.27	24.31	25.41	26.55	27.74			
	Monthly	3,873.24	4,048.98	4,229.94	4,421.34	4,619.70	4,826.76			
	Annual	46,475.59	48,566.99	50,752.51	53,036.37	55,423.01	57,917.04			
COOK	HR	19.61	20.50	21.42	22.38	23.39	24.44			
	Monthly	3,412.14	3,567.00	3,727.08	3,894.12	4,069.86	4,252.56			
	Annual	40,943.23	42,785.67	44,711.03	46,723.02	48,825.56	51,022.71			
<p><i>Year-to-Year Application of Wage Adjustments: In order to keep a formulaic difference between salary grades and steps year-to-year, the annual salary is considered the 'base'. To determine the actual hourly rate, the annual wage is divided by 2,088 (174 hours times 12 months) and then rounded up to the nearest cent using MS Excel. Multiplying the hourly rate by 2,088 will likely be different than the actual annual 'base' due to rounding. When double-checking COLAs, Step Differentials, or Salary Grade differentials, employees should use the annual salary amounts.</i></p>										