

Exhibit A - Salary Schedule, Represented Positions (2023)



2023 Payscale	COLA:	0.00%
Step Rate 1-2	1%	6 Months
Step Rate 2-10	2.5%%	

PROPOSED SALARY RANGES

Proposed Grade	Probationary Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
20	\$41,465.18	\$41,879.83	\$42,926.83	\$44,000.00	\$45,100.00	\$46,227.50	\$47,383.19	\$48,567.77	\$49,781.96	\$51,026.51
21	\$45,611.70	\$46,067.82	\$47,219.51	\$48,400.00	\$49,610.00	\$50,850.25	\$52,121.51	\$53,424.54	\$54,760.16	\$56,129.16
22	\$50,171.95	\$50,673.67	\$51,940.51	\$53,239.02	\$54,570.00	\$55,934.25	\$57,332.61	\$58,765.92	\$60,235.07	\$61,740.95
23	\$55,191.90	\$55,743.82	\$57,137.42	\$58,565.85	\$60,030.00	\$61,530.75	\$63,069.02	\$64,645.74	\$66,261.89	\$67,918.44
24	\$60,708.34	\$61,315.42	\$62,848.30	\$64,419.51	\$66,030.00	\$67,680.75	\$69,372.77	\$71,107.09	\$72,884.77	\$74,706.88
25	\$66,776.41	\$67,444.18	\$69,130.28	\$70,858.54	\$72,630.00	\$74,445.75	\$76,306.89	\$78,214.57	\$80,169.93	\$82,174.18
26	\$73,451.29	\$74,185.81	\$76,040.45	\$77,941.46	\$79,890.00	\$81,887.25	\$83,934.43	\$86,032.79	\$88,183.61	\$90,388.20
27	\$80,797.34	\$81,605.32	\$83,645.45	\$85,736.59	\$87,880.00	\$90,077.00	\$92,328.93	\$94,637.15	\$97,003.08	\$99,428.15
28	\$88,878.92	\$89,767.71	\$92,011.90	\$94,312.20	\$96,670.00	\$99,086.75	\$101,563.92	\$104,103.02	\$106,705.59	\$109,373.23
29	\$98,652.19	\$99,638.72	\$102,129.68	\$104,682.93	\$107,300.00	\$109,982.50	\$112,732.06	\$115,550.36	\$118,439.12	\$121,400.10
30	\$109,501.18	\$110,596.19	\$113,361.09	\$116,195.12	\$119,100.00	\$122,077.50	\$125,129.44	\$128,257.67	\$131,464.12	\$134,750.72

Exhibit A - Salary Schedule, Represented Positions (2024)



2024 Payscale	COLA:	2.50%
Step Rate 1-2	1%	6 Months
Step Rate 2-10	2.5%%	

PROPOSED SALARY RANGES

Proposed Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
20	\$42,501.81	\$42,926.83	\$44,000.00	\$45,100.00	\$46,227.50	\$47,383.19	\$48,567.77	\$49,781.96	\$51,026.51	\$52,302.17
21	\$46,751.99	\$47,219.51	\$48,400.00	\$49,610.00	\$50,850.25	\$52,121.51	\$53,424.54	\$54,760.16	\$56,129.16	\$57,532.39
22	\$51,426.25	\$51,940.51	\$53,239.02	\$54,570.00	\$55,934.25	\$57,332.61	\$58,765.92	\$60,235.07	\$61,740.95	\$63,284.47
23	\$56,571.70	\$57,137.42	\$58,565.85	\$60,030.00	\$61,530.75	\$63,069.02	\$64,645.74	\$66,261.89	\$67,918.44	\$69,616.40
24	\$62,226.04	\$62,848.30	\$64,419.51	\$66,030.00	\$67,680.75	\$69,372.77	\$71,107.09	\$72,884.77	\$74,706.88	\$76,574.56
25	\$68,445.82	\$69,130.28	\$70,858.54	\$72,630.00	\$74,445.75	\$76,306.89	\$78,214.57	\$80,169.93	\$82,174.18	\$84,228.53
26	\$75,287.58	\$76,040.45	\$77,941.46	\$79,890.00	\$81,887.25	\$83,934.43	\$86,032.79	\$88,183.61	\$90,388.20	\$92,647.91
27	\$82,817.28	\$83,645.45	\$85,736.59	\$87,880.00	\$90,077.00	\$92,328.93	\$94,637.15	\$97,003.08	\$99,428.15	\$101,913.86
28	\$91,100.89	\$92,011.90	\$94,312.20	\$96,670.00	\$99,086.75	\$101,563.92	\$104,103.02	\$106,705.59	\$109,373.23	\$112,107.56
29	\$101,118.50	\$102,129.68	\$104,682.93	\$107,300.00	\$109,982.50	\$112,732.06	\$115,550.36	\$118,439.12	\$121,400.10	\$124,435.10
30	\$112,238.71	\$113,361.09	\$116,195.12	\$119,100.00	\$122,077.50	\$125,129.44	\$128,257.67	\$131,464.12	\$134,750.72	\$138,119.49

Exhibit B - Position Titles & Classifications

Classification	Position Title	FLSA
Program Coordinator 1	Office Coordinator	Non-exempt
Program Coordinator 3	Finance Coordinator	Non-exempt
Program Assistant 3	Finance & Contracts Assistant	Non-exempt
Program Manager 1	Member Jurisdiction Grants Program Manager	Exempt
Program Manager 1	Regional Food Initiative System Grants Program Manager	Exempt
Program Coordinator 3	Landowner Incentives Program Coordinator	Exempt
Program Manager 2	Education Program Manager	Exempt
Program Coordinator 2	Education Program Coordinator	Pending Review
Program Manager 2	Engagement Program Manager	Exempt
Program Coordinator 2	Evaluation and Monitoring Program Coordinator	Exempt
Program Coordinator 1	Digital Media and Design Project Coordinator	Non-exempt
Resource Program Manager 2	Farm Services Program Manager	Exempt
Resource Planner 4	Rural Land Stewardship Resource Specialist (Senior)	Exempt
Resource Coordinator 4	Ag Drainage Program Coordinator	Exempt
Resource Planner 4	Rural Land Stewardship Resource and Dairy Planner	Exempt
Resource Planner 2	Rural Land Stewardship Resource Planner	Exempt
Resource Coordinator 1	Community Agriculture Program Coordinator	Exempt
Resource Program Manager 2	Forestry Program Manager	Exempt
Resource Coordinator 4	Forest Stewardship Resource Specialist Senior	Exempt
Resource Coordinator 2	Rural Forest Stewardship Program Coordinator	Exempt
Resource Assistant 4	Special Projects Forestry	Exempt
Resource Assistant 4	Special Projects Coordinator - Forestry	Exempt
Resource Program Manager 2	Shorelines Program Manager	Exempt
Resource Coordinator 4	Riparian Habitat Stewardship Resource Specialist (Senior-CREP)	Exempt
Resource Coordinator 2	Urban Habitat Riparian Stewardship Resource Specialist	Exempt
Resource Assistant 3	Field Operations Specialist	Non-exempt