ORDINANCE NO. 314

AN ORDINANCE TO REGULATE THE COMPENSATION OF OFFICERS
AND EMPLOYEES OF THE COUNTY OF SOLANO, AND REPEALING
ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT
HEREWITH

THE BOARD OF SUPERVISORS OF THE COUNTY OF SOLANO, STATE OF CALIFORNIA, DO ORDAIN

AS FOLLOWS:

SECTION 1. THIS ORDINANCE SHALL BE KNOWN AS THE "SALARY ORDINANCE".

SECTION 2. STANDARDIZED SALARY RANGES: The following salary ranges are hereby
established and are applied to the several classes of positions all of which positions are
hereby created, as indicated in Section 3, except where otherwise shown by flat rate.

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Normal Rate</th>
<th>First Rate</th>
<th>Incentive Rate</th>
<th>Qualification Rate</th>
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</table>

SECTION 2A: CONVERSION TABLE

Where monthly salaries established in Section 2 are converted to a daily or hourly
basis the following table of conversion shall be observed.

<table>
<thead>
<tr>
<th>Monthly Rate</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
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<tbody>
<tr>
<td>$100.00</td>
<td>$.59</td>
<td>$4.72</td>
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<td>105.00</td>
<td>.63</td>
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<td>110.00</td>
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<td>115.00</td>
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<td>120.00</td>
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<td>125.00</td>
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<td>130.00</td>
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<td>$8.44</td>
</tr>
<tr>
<td>135.00</td>
<td>.86</td>
<td>$9.44</td>
</tr>
</tbody>
</table>

Whereas monthly salaries are converted to a daily or hourly
SECTION 3. The establishment of classifications and the allocation of Classes to basic Salary Schedule.

These classifications are hereby created and assigned the following salary ranges:

(9) 156-165-175
Kitchen Helper
Waitress

(10) 165-175-185
Branch Library Assistant, Grade I
Janitor
Junior Stenographer Clerk
Junior Typist Clerk

(11) 175-185-195
Cook’s Helper
Laboratory Helper
Nursing Attendant

(12) 185-195-206
Branch Library Assistant, Grade II
Intermediate Clerk
Intermediate Stenographer Clerk
Intermediate Typist Clerk
Laborer

(13) 195-206-218
Bailiff
Ferryman
Houseparent, Grade I
Matron
Senior Nursing Attendant

(14) 206-218-231
Account Clerk
Branch Library Assistant, Grade III
Cook
Groundsman and Gardener
Poundman
Public Assistance Worker, Grade I
Semiskilled Laborer
Senior Janitor
Senior Stenographer Clerk
Senior Typist Clerk

(15) 218-231-244
Court Clerk
Engineering Aide
Equipment Operator, Grade I
Houseparent, Grade II
Junior Librarian, Grade II
Stationary Fireman

(16) 231-244-258
Agricultural Inspector
Assistant Appraiser
Equipment Operator, Grade II
Poundmaster
Public Assistance Worker, Grade II
Staff Nurse
Senior Account Clerk
Traffic Painter
Works Project Supervisor
(17) 244-258-273
  Building Maintenance Man
  Child Welfare Services Worker
  Deputy Sheriff, Grade I
  Equipment Operator, Grade III
  Head Cook
  Junior Public Health Nurse
  Mechanic
  Probation Officer
  Senior Librarian
  Stationary Engineer

(18) 258-273-288
  Deputy Coroner and Public Administrator
  Head Nurse
  Planning Technician
  Public Assistance Supervisor
  Public Health Laboratory Technician
  Road Maintenance Leadingman
  Senior Engineering Aide
  Deputy Sheriff, Grade II
  Venereal Disease Investigator

(19) 273-288-305
  Appraiser
  Child Welfare Services Supervisor
  Public Health Nurse
  Principal Clerk
  Sanitarian
  Senior Probation Officer
  Sheriff's Sergeant
  Sealer of Weights & Measures

(20) 288-305-322
  Assistant Building Inspector
  Civil Engineering Assistant
  Road Foreman
  Sheriff's Lieutenant
  Senior Mechanic
  Supervising Sanitarian

(21) 305-322-341
  Accountant
  Director of Nursing
  Supervising Public Health Nurse
  Veteran's Service Officer

(22) 322-341-360
  Health Educator
  Senior Appraiser
  Sheriff's Captain

(23) 341-360-381
  County Librarian
  County Probation Officer
  Director of Public Health Nursing
  Undersheriff

(24) 360-381-403
  Agricultural Commissioner
  Assistant Counsel
  Building Inspector
  Communications Superintendent
  County Planner
  Deputy District Attorney

(25) 381-403-426
  Hospital Administrator

(26) 403-426-450
  Public Welfare Director

(27) 426-450-476
  Road Superintendent

(30) 503-532-563
  County Counsel
SECTION 4. SALARY RANGES REPRESENT TOTAL MONTHLY SALARY.
The above salary range figures represent dollars per month and are to be full compensation for services rendered to the County of Solano. Whenever full, part or any maintenance is furnished to an employee, an amount equal to the values hereinafter set forth shall be deducted from the compensation to be paid to such employee.

Deductions for maintenance

| One meal per day | $12.50 |
| Two meals per day | $25.00 |
| Three meals per day | $37.50 |
| Room | $12.50 |
| House | $10.00 per room |

SECTION 5. MILEAGE OF COUNTY OFFICERS.
Except as otherwise provided herein the Board of Supervisors shall by resolution provide for mileage and travel allowances.

SECTION 6. The Board of Supervisors shall fix by budget resolutions or subsequent resolution, the classifications of positions allowed the several departments of the County of Solano.

SECTION 7. ADJUSTMENT OF CURRENT SALARIES TO THE STEP IN THE SALARY RANGE.
Upon the effective date of this Ordinance all positions in the classified service shall be paid a rate equivalent to or above the rate now received. The number of positions and the step in the pay range shall be fixed by resolution of the Board of Supervisors.

SECTION 8. INTERPRETATION OF SALARY RANGES.
The three steps of the salary range should be interpreted and applied as follows:

1. The first step is the minimum rate and should normally be the hiring rate for the class. In cases where it is difficult to locate qualified personnel, or if a person of unusual qualifications is engaged, the Board of Supervisors should authorize the department head to hire at the second or third step.

2. The second step is an incentive adjustment to encourage an employee to improve his work. Employees should be made eligible for this adjustment any time after the completion of a probationary period of one year. The adjustment should be made only if the department head is convinced that the employee shows promise of becoming a permanent employee.

3. The third step represents the rate at which a fully qualified, experienced, and ordinarily conscientious employee should be paid after a reasonable period of service. An employee who has proved himself fully satisfactory in a given classification for a period of one year or longer after completion of his probationary period should be eligible for this step upon recommendation of the department head.

In any case where an employee may be promoted from one class to a higher class with an overlapping salary range, he should not of course be required to return to the minimum rate, but should be allowed to go to the next higher step.

SECTION 9. Compensation for positions not included in the classified service and not established by the State Legislature.

(A) In addition to the salary ranges covering classified positions the following special compensation schedule shall cover elected County Officers, and unclassified positions.

<table>
<thead>
<tr>
<th>Title</th>
<th>Annual Compensation</th>
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<tbody>
<tr>
<td>County Clerk</td>
<td>$5,500</td>
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<tr>
<td>County Treasurer</td>
<td>$4,950</td>
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<tr>
<td>County Assessor</td>
<td>$4,950</td>
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<tr>
<td>County Tax Collector</td>
<td>$4,950</td>
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<tr>
<td>Coroner and Public Administrator</td>
<td>$3,000</td>
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<tr>
<td>County Surveyor</td>
<td>$3,840</td>
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<tr>
<td>County Engineer</td>
<td>$500</td>
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<tr>
<td>County Executive and Purchasing Agent</td>
<td>$7,500</td>
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<tr>
<td>Justice of Peace, Vallejo Township</td>
<td>$3,600</td>
</tr>
<tr>
<td>Chief Deputy Assessor</td>
<td>$3,840</td>
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</tbody>
</table>
Title | Annual Compensation
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Chief Deputy Auditor | $3,840
Chief Deputy County Clerk | 3,840
Chief Deputy Superintendent of Schools | 3,840
Chief Deputy Recorder | 3,840
Chief Deputy Tax Collector | 3,840
Chief Deputy Treasurer | 3,840
Road Commissioner | 6,000
Sheriff | 6,000

(B) Copyists in the County Recorder's Office will be paid at the rate of $.065 per folio for copying and comparing.

(C) Extra Help: Such extra assistants, clerks, laborers, or other necessary employees as the Board of Supervisors may from time to time authorize the department to temporarily employ shall be paid the appropriate hiring rate for the classification of work performed.

(D) The following compensation is fixed for Township officers and assistants, on an annual basis:

Justice of the Peace, Benicia Twp | $1,800
Justice of the Peace, Suisun Twp | 1,800
Justice of the Peace, Vacaville Twp | 1,800
Justice of the Peace, Rio Vista Twp | 1,800
Justice of the Peace, Green Valley Twp | 1,800
Justice of the Peace, Elmira Twp | 120
Justice of the Peace, Tremont Twp | 120
Justice of the Peace, Maine Prairie Twp | 120
Justice of the Peace, Montezuma Twp | 120
Justice of the Peace, Denver Twp | 120

Constable, Vallejo Twp | 2,000
Constable, Benicia Twp | 2,000
Constable, Suisun Twp | 2,000
Constable, Vacaville Twp | 2,000
Constable, Rio Vista Twp | 2,000
Constable, Elmira Twp | 120
Constable, Tremont Twp | 120
Constable, Maine Prairie Twp | 120
Constable, Montezuma Twp | 120
Constable, Denver Twp | 120

SECTION 10. OVERTIME AND SPECIAL SHELTERS.

(A) Overtime shall be compensated for by either equivalent time off or compensation on an hourly rate established in Section 2A.

(B) Employees holding positions of Staff Nurse and Head Nurse at the County Hospital are authorized a shift differential of ten dollars per month for evening or night duty and ten dollars a month in addition to their basic rate when assigned to isolation or surgical duty, night or evening shift is hereby defined as any full-time shift which commences after 2:00 p.m. and prior to 6:00 a.m.

SECTION 11. If any section, subsection, paragraph, sentence, clause or phrase of this ordinance is for any reason held to be invalid or unconstitutional, such invalidity or unconstitutionality shall not affect the validity or constitutionality of the remaining portions of this ordinance, it being herein expressly declared that this ordinance and each section, subsection, paragraph, sentence, clause and phrase thereof would have been adopted irrespective of the fact that any one or more other sections, subsections, paragraphs, sentences, clauses or phrases be declared invalid or unconstitutional.

SECTION 12. This ordinance shall be in full force and effect on and after October 1, 1949, and all ordinances and parts of ordinances in conflict herewith are hereby repealed.

SECTION 13. This ordinance shall be published once on or before the eighth day after its passage in VACAVILLE REPORTER, a newspaper of general circulation printed, published and circulated in the County of Solano.

ATTEST:

FRANK C. BELL (SEAL)
Chairman of the Board of Supervisors of the County of Solano, State of California.

LEWIS NORTILL (SEAL)
County Clerk and ex-officio Clerk of said Board of Supervisors.
I, LEWIS MORRILL, County Clerk of the County of Solano, State of California, and Clerk of the Board of Supervisors of said County, hereby certify that the above and foregoing Ordinance was regularly introduced, passed and adopted by said Board on the 29th day of August, 1949, by the following vote:

AYES: Supervisors Coheen, Holmes, Morrison, Mowers and Bell.
NOES: Supervisors None.
ABSENT: Supervisors None.

WITNESS my hand and the Seal of said Board this 29th day of August, 1949.

LEWIS MORRILL
Clerk (SEAL)