

EXHIBIT 1
Tehama County
Animal Services
Productive Hourly Wages
2024/2025

| <u>EMPLOYEE</u> | | <u>AS Coordinator E</u> | <u>AS Coordinator E</u> | <u>AS Office Assistant E</u> | <u>AS Office Assistant A</u> |
|--------------------------------|----------|-------------------------|-------------------------|------------------------------|------------------------------|
| ANNUAL SALARY | | \$ 51,584.00 | \$ 51,584.00 | \$ 42,328.00 | \$ 34,819.20 |
| OASDI | 7.6500% | \$ 4,001.26 | \$ 4,001.26 | \$ 3,293.17 | \$ 2,718.75 |
| PERS | 9.9300% | \$ 5,122.29 | \$ 5,122.29 | \$ 4,203.17 | \$ 3,457.55 |
| UNFUNDED PERS | 13.8795% | \$ 7,159.60 | \$ 7,159.60 | \$ 5,874.92 | \$ 4,832.73 |
| ADP PERS | 4.1529% | \$ 2,142.22 | \$ 2,142.22 | \$ 1,757.83 | \$ 1,446.00 |
| GROUP INS | | \$ 22,243.92 | \$ 22,243.92 | \$ - | \$ - |
| UNEMPLOYMENT | 0.2000% | \$ 103.17 | \$ 103.17 | \$ 84.66 | \$ 69.64 |
| WORK COMP | 3.4165% | \$ 1,762.35 | \$ 1,762.35 | \$ 1,446.12 | \$ 1,189.59 |
| DEFERRED COMP | | \$ 720.00 | \$ 720.00 | \$ - | \$ - |
| WAGES + BENEFITS | | \$ 94,838.81 | \$ 94,838.81 | \$ 58,987.87 | \$ 48,533.45 |
| | | | | | |
| REGULAR HOURS | | 2,080.00 | 2,080.00 | 2,080.00 | 2,080.00 |
| LESS | | | | | |
| HOLIDAYS | | (112.00) | (112.00) | (112.00) | (112.00) |
| VACATION | | (144.00) | (96.00) | (168.00) | (96.00) |
| SICK LEAVE | | (96.00) | (96.00) | (96.00) | (96.00) |
| MANAGEMENT LEAVE | | | | | |
| AUTHORIZED BREAKS | | (108.00) | (111.00) | (106.50) | (111.00) |
| HOURS | | 1,620.00 | 1,665.00 | 1,597.50 | 1,665.00 |
| | | | | | |
| HOURLY WAGE | | \$58.54 | \$56.96 | \$36.93 | \$29.15 |
| | | | | | |
| Avg. Annual | | \$74,299.74 | | | |
| Avg. Annual Prod. Hours | | 1637 | | | |
| Avg. Hourly | | \$45.39 | | | |