

**KERN COUNTY CHILDREN AND FAMILIES COMMISSION**  
**SALARY STEP SCHEDULE**      rounded annually  
**APPROVED 3.0% COLA - Commission Approved 8/05/15 for Effective date 8/08/15**  
**APPROVED 3.5% COLA - Commission Approved 4/05/17 for Effective date 4/01/17**

Position	Salary step >	1	2	3	4	5	6	7	8	9	10	each step
<b>Administration</b>												
Executive Director	annually	\$110,338	\$113,869	\$117,514	\$121,274	\$125,154	\$129,159	\$133,292	\$137,558	\$141,959	\$146,503	3.2%
	bi-weekly	\$4,243.78	\$4,379.58	\$4,519.76	\$4,664.38	\$4,813.63	\$4,967.67	\$5,126.63	\$5,290.68	\$5,459.98	\$5,634.73	
Admin Assistant *	annually	\$39,406	\$40,667	\$41,968	\$43,311	\$44,698	\$46,127	\$47,604	\$49,127	\$50,699	\$52,321	3.2%
Office Manager *	hourly	\$18.95	\$19.55	\$20.18	\$20.82	\$21.49	\$22.18	\$22.89	\$23.62	\$24.37	\$25.15	
	bi-weekly	\$1,515.62	\$1,564.10	\$1,614.15	\$1,665.80	\$1,719.14	\$1,774.12	\$1,830.93	\$1,889.50	\$1,949.98	\$2,012.35	
<b>Finance</b>												
Chief Finance Officer	annually	\$77,275	\$79,748	\$82,300	\$84,933	\$87,650	\$90,456	\$93,350	\$96,337	\$99,420	\$102,601	3.2%
	bi-weekly	\$2,972.12	\$3,067.22	\$3,165.37	\$3,266.64	\$3,371.17	\$3,479.07	\$3,590.39	\$3,705.27	\$3,823.85	\$3,946.20	
Senior Finance Officer	annually	\$66,015	\$68,126	\$70,307	\$72,557	\$74,878	\$77,275	\$79,748	\$82,300	\$84,933	\$87,650	3.2%
	bi-weekly	\$2,539.03	\$2,620.24	\$2,704.11	\$2,790.65	\$2,879.93	\$2,972.12	\$3,067.22	\$3,165.37	\$3,266.64	\$3,371.17	
Principal Accountant	annually	\$60,643	\$62,583	\$64,586	\$66,653	\$68,785	\$70,987	\$73,258	\$75,603	\$78,022	\$80,519	3.2%
	bi-weekly	\$2,332.43	\$2,407.05	\$2,484.09	\$2,563.57	\$2,645.58	\$2,730.26	\$2,817.63	\$2,907.80	\$3,000.84	\$3,096.87	
Finance Officer	annually	\$58,200	\$60,062	\$61,984	\$63,967	\$66,015	\$68,126	\$70,307	\$72,557	\$74,878	\$77,275	3.2%
	bi-weekly	\$2,238.46	\$2,310.09	\$2,384.00	\$2,460.27	\$2,539.03	\$2,620.24	\$2,704.11	\$2,790.65	\$2,879.93	\$2,972.12	
Finance Specialist	annually	\$49,718	\$51,309	\$52,951	\$54,646	\$56,394	\$58,200	\$60,062	\$61,984	\$63,967	\$66,015	3.2%
	Administrative Finance Specialist	bi-weekly	\$1,912.22	\$1,973.42	\$2,036.60	\$2,101.76	\$2,168.99	\$2,238.46	\$2,310.09	\$2,383.99	\$2,460.27	\$2,539.03
Accountant *	annually	\$42,107	\$43,455	\$44,846	\$46,281	\$47,761	\$49,290	\$50,867	\$52,495	\$54,175	\$55,908	3.2%
	bi-weekly	\$1,619.51	\$1,671.33	\$1,724.84	\$1,780.04	\$1,836.96	\$1,895.75	\$1,956.44	\$2,019.03	\$2,083.64	\$2,150.33	
<b>Evaluation</b>												
Senior Research Analyst	annually	\$66,015	\$68,126	\$70,307	\$72,557	\$74,878	\$77,275	\$79,748	\$82,300	\$84,933	\$87,650	3.2%
	bi-weekly	\$2,539.03	\$2,620.24	\$2,704.11	\$2,790.65	\$2,879.93	\$2,972.12	\$3,067.22	\$3,165.37	\$3,266.64	\$3,371.17	
Research Analyst	annually	\$58,200	\$60,062	\$61,984	\$63,967	\$66,015	\$68,126	\$70,307	\$72,557	\$74,878	\$77,275	3.2%
	bi-weekly	\$2,238.46	\$2,310.09	\$2,384.00	\$2,460.27	\$2,539.03	\$2,620.24	\$2,704.11	\$2,790.65	\$2,879.93	\$2,972.12	
Research Associate	annually	\$49,718	\$51,309	\$52,951	\$54,646	\$56,394	\$58,200	\$60,062	\$61,984	\$63,967	\$66,015	3.2%
	bi-weekly	\$1,912.22	\$1,973.42	\$2,036.60	\$2,101.76	\$2,168.99	\$2,238.46	\$2,310.09	\$2,383.99	\$2,460.27	\$2,539.03	
Research Assistant *	annually	\$39,406	\$40,667	\$41,968	\$43,311	\$44,698	\$46,127	\$47,604	\$49,127	\$50,699	\$52,321	3.2%
	bi-weekly	\$1,515.62	\$1,564.10	\$1,614.15	\$1,665.80	\$1,719.14	\$1,774.12	\$1,830.93	\$1,889.50	\$1,949.98	\$2,012.35	
<b>Program</b>												
Chief Evaluation/Program Officer	annually	\$77,275	\$79,748	\$82,300	\$84,933	\$87,650	\$90,456	\$93,350	\$96,337	\$99,420	\$102,601	3.2%
	bi-weekly	\$2,972.12	\$3,067.22	\$3,165.37	\$3,266.64	\$3,371.17	\$3,479.07	\$3,590.39	\$3,705.27	\$3,823.85	\$3,946.20	
Senior Program Officer	annually	\$66,015	\$68,126	\$70,307	\$72,557	\$74,878	\$77,275	\$79,748	\$82,300	\$84,933	\$87,650	3.2%
	bi-weekly	\$2,539.03	\$2,620.24	\$2,704.11	\$2,790.65	\$2,879.93	\$2,972.12	\$3,067.22	\$3,165.37	\$3,266.64	\$3,371.17	
Program Officer	annually	\$58,200	\$60,062	\$61,984	\$63,967	\$66,015	\$68,126	\$70,307	\$72,557	\$74,878	\$77,275	3.2%
	Communications & Media Specialist	bi-weekly	\$2,238.46	\$2,310.09	\$2,384.00	\$2,460.27	\$2,539.03	\$2,620.24	\$2,704.11	\$2,790.65	\$2,879.93	\$2,972.12
Program Specialist	annually	\$49,718	\$51,309	\$52,951	\$54,646	\$56,394	\$58,200	\$60,062	\$61,984	\$63,967	\$66,015	3.2%
	bi-weekly	\$1,912.22	\$1,973.42	\$2,036.60	\$2,101.76	\$2,168.99	\$2,238.46	\$2,310.09	\$2,383.99	\$2,460.27	\$2,539.03	

\*Exempt status must earn a min. salary of no less than two times the state min. wage (1/01/16=\$10/hrx2080x2=\$41,600). Effective 12/01/16 per DOL exempt status must earn \$47,476+ annually.