

KERN COUNTY CHILDREN AND FAMILIES COMMISSION
SALARY STEP SCHEDULE rounded annually
APPROVED TIERED COLA¹ - Commission Approved 06/02/21 for Effective date 06/19/21

Position	Salary step >	1	2	3	4	5	6	7	8	9	10
Administration											
Executive Director	annually	\$114,796	\$118,469	\$122,261	\$126,173	\$130,210	\$134,377	\$138,677	\$143,115	\$147,694	\$152,422
	bi-weekly	\$4,415.23	\$4,556.50	\$4,702.36	\$4,852.81	\$5,008.08	\$5,168.34	\$5,333.74	\$5,504.43	\$5,680.54	\$5,862.37
Admin Assistant ²	annually	\$41,802	\$43,139	\$44,519	\$45,944	\$47,416	\$48,932	\$50,498	\$52,114	\$53,782	\$55,502
Office Manager ²	hourly	\$20.10	\$20.74	\$21.40	\$22.09	\$22.80	\$23.53	\$24.28	\$25.06	\$25.86	\$26.68
	bi-weekly	\$1,607.76	\$1,659.20	\$1,712.28	\$1,767.08	\$1,823.68	\$1,882.00	\$1,942.24	\$2,004.40	\$2,068.52	\$2,134.68
Finance											
Chief Finance Officer	annually	\$80,792	\$83,377	\$86,045	\$88,798	\$91,638	\$94,572	\$97,597	\$100,721	\$103,943	\$107,269
	bi-weekly	\$3,107.37	\$3,206.79	\$3,309.41	\$3,415.30	\$3,524.54	\$3,637.37	\$3,753.75	\$3,873.87	\$3,997.82	\$4,125.74
Senior Finance Officer	annually	\$69,355	\$71,574	\$73,864	\$76,228	\$78,667	\$81,186	\$83,783	\$86,464	\$89,231	\$92,085
	bi-weekly	\$2,667.50	\$2,752.83	\$2,840.94	\$2,931.86	\$3,025.66	\$3,122.52	\$3,222.43	\$3,325.55	\$3,431.96	\$3,541.73
Principal Accountant	annually	\$63,712	\$65,750	\$67,854	\$70,026	\$72,266	\$74,579	\$76,965	\$79,428	\$81,969	\$84,593
	bi-weekly	\$2,450.45	\$2,528.85	\$2,609.78	\$2,693.29	\$2,779.46	\$2,868.43	\$2,960.18	\$3,054.94	\$3,152.67	\$3,253.57
Finance Officer	annually	\$61,145	\$63,101	\$65,121	\$67,203	\$69,355	\$71,574	\$73,864	\$76,228	\$78,667	\$81,186
	bi-weekly	\$2,351.73	\$2,426.96	\$2,504.64	\$2,584.75	\$2,667.50	\$2,752.83	\$2,840.94	\$2,931.86	\$3,025.66	\$3,122.52
Finance Specialist Administrative Finance Specialist	annually	\$52,487	\$54,167	\$55,900	\$57,690	\$59,535	\$61,442	\$63,407	\$65,437	\$67,530	\$69,692
	bi-weekly	\$2,018.73	\$2,083.34	\$2,150.01	\$2,218.84	\$2,289.82	\$2,363.14	\$2,438.74	\$2,516.80	\$2,597.29	\$2,680.45
Accountant ²	annually	\$44,667	\$46,097	\$47,573	\$49,095	\$50,665	\$52,287	\$53,959	\$55,687	\$57,469	\$59,307
	bi-weekly	\$1,717.96	\$1,772.96	\$1,829.72	\$1,888.28	\$1,948.64	\$2,011.04	\$2,075.36	\$2,141.80	\$2,210.36	\$2,281.04
Evaluation											
Senior Research Analyst	annually	\$69,355	\$71,574	\$73,864	\$76,228	\$78,667	\$81,186	\$83,783	\$86,464	\$89,231	\$92,085
	bi-weekly	\$2,667.50	\$2,752.83	\$2,840.94	\$2,931.86	\$3,025.66	\$3,122.52	\$3,222.43	\$3,325.55	\$3,431.96	\$3,541.73
Research Analyst	annually	\$61,145	\$63,101	\$65,121	\$67,203	\$69,355	\$71,574	\$73,864	\$76,228	\$78,667	\$81,186
	bi-weekly	\$2,351.73	\$2,426.96	\$2,504.64	\$2,584.75	\$2,667.50	\$2,752.83	\$2,840.94	\$2,931.86	\$3,025.66	\$3,122.52
Research Associate	annually	\$52,487	\$54,167	\$55,900	\$57,690	\$59,535	\$61,442	\$63,407	\$65,437	\$67,530	\$69,692
	bi-weekly	\$2,018.73	\$2,083.34	\$2,150.01	\$2,218.84	\$2,289.82	\$2,363.14	\$2,438.74	\$2,516.80	\$2,597.29	\$2,680.45
Research Assistant ²	annually	\$41,802	\$43,139	\$44,519	\$45,944	\$47,416	\$48,932	\$50,498	\$52,114	\$53,782	\$55,502
	bi-weekly	\$1,607.76	\$1,659.20	\$1,712.28	\$1,767.08	\$1,823.68	\$1,882.00	\$1,942.24	\$2,004.40	\$2,068.52	\$2,134.68
Program											
Chief Evaluation/Program Officer	annually	\$80,792	\$83,377	\$86,045	\$88,798	\$91,638	\$94,572	\$97,597	\$100,721	\$103,943	\$107,269
	bi-weekly	\$3,107.37	\$3,206.79	\$3,309.41	\$3,415.30	\$3,524.54	\$3,637.37	\$3,753.75	\$3,873.87	\$3,997.82	\$4,125.74
Senior Program Officer Strategic Initiatives Specialist	annually	\$69,355	\$71,574	\$73,864	\$76,228	\$78,667	\$81,186	\$83,783	\$86,464	\$89,231	\$92,085
	bi-weekly	\$2,667.50	\$2,752.83	\$2,840.94	\$2,931.86	\$3,025.66	\$3,122.52	\$3,222.43	\$3,325.55	\$3,431.96	\$3,541.73
Program Officer ¹ Communications & Media Specialist ¹	annually	\$61,442	\$63,407	\$65,437	\$67,530	69,582	71,695	\$73,864	\$76,228	\$78,667	\$81,186
	bi-weekly	\$2,363.14	\$2,438.74	\$2,516.80	\$2,597.29	\$2,676.24	\$2,757.51	\$2,840.94	\$2,931.86	\$3,025.66	\$3,122.52
Program Specialist	annually	\$52,487	\$54,167	\$55,900	\$57,690	\$59,535	\$61,442	\$63,407	\$65,437	\$67,530	\$69,692
	bi-weekly	\$2,018.73	\$2,083.34	\$2,150.01	\$2,218.84	\$2,289.82	\$2,363.14	\$2,438.74	\$2,516.80	\$2,597.29	\$2,680.45

Notes:

1. Tiered COLA to average 3%

2. Non-exempt employees

Exempt status for 25 employees or less

Exempt status must earn a min. salary of no less than two times the state min. wage (1/01/21=\$13/hrx2080x2=\$54,080). Effective 01/01/21 per DOL exempt status must earn \$54,080+ annually.