



**COUNTY OF EL DORADO
Procurement & Contracts**

ATTN: Purchasing Agent
360 Fair Lane
Placerville, CA 95667

REQUEST FOR PROPOSAL #16-918-035

DUE: 3:00 p.m. – December 21, 2015

Sealed Proposals must be clearly marked on
the outside of the package with:
“RFP #16-918-035 MAILROOM DO NOT OPEN”

CLASSIFICATION AND COMPENSATION STUDY

Addendum I

The following changes have been made to the subject RFP:

Section V. Scope of Services refers to a current list of classifications as being attached. The list was not attached to the RFP. The current list of classifications is available on the County's website at: <http://www.edcgov.us/HumanResources/>. See the link titled "Salary Schedule" in the blue box on the left side of the Human Resources web page.

Section VIII. Proposers' Conference and Inquiries Proposers may submit written questions and will be accepted by email to Sue Hennike at sue.hennike@edcgov.us until no later than 5:00 p.m. on Tuesday, December 8, 2015.

Questions and answers will be posted to the Procurement & Contracts website by 5:00 p.m. on Friday, December 11, 2015.

Section IX. Proposal Submittal has been extended to 3:00 p.m. on Monday December 21, 2015.

Except as herein amended, all other parts and sections of RFP # 15-952-043 shall remain unchanged and in full force and effect.

This Addendum must be acknowledged below by the original signature of a company representative authorized to bind the company in execution of an agreement with the County and returned with your RFP response to the Procurement & Contracts Office. Failure to acknowledge and return this Addendum may result in disqualification.

Company Name: _____

By: _____ Dated: _____
(Signature)

Print Name: _____ Title: _____



**COUNTY OF EL DORADO
Procurement & Contracts**

ATTN: Purchasing Agent
360 Fair Lane
Placerville, CA 95667

REQUEST FOR PROPOSAL #16-918-035

DUE: 3:00 p.m. – December 16, 2015

Sealed Proposals must be clearly marked on
the outside of the package with:

“RFP #16-918-035 MAILROOM DO NOT OPEN”

CLASSIFICATION AND COMPENSATION STUDY

The County of El Dorado, through its Office of Procurement and Contracts (also referred to as “County”) is seeking qualified proposals to design, conduct, and assist in recommending an implementation approach of a comprehensive Classification and Compensation study for all County positions. A request for proposal that includes completion guidelines is attached.

This request for proposal (RFP) defines the scope of services and outlines the requirements that must be met by Proposers interested in providing such services. Proposers shall carefully examine the entire RFP and any addenda thereto, and all related materials and data reference in the RFP or otherwise available, and shall become fully aware of the nature and conditions to be encountered in performing the service. Proposers are advised to read all sections of this RFP prior to submitting a proposal.

Table of Contents

- I INTRODUCTION**
- II COUNTY OVERVIEW**
- III BACKGROUND**
- IV PURPOSE AND GOALS**
- V SCOPE OF SERVICES**
- VI. DELIVERABLES**
- VII. PROPOSAL CONTENT AND FORMAT**
- VIII. PROPOSERS’ CONFERENCE AND INQUIRIES**
- IX. PROPOSAL SUBMITTAL**
- X. EVALUATION**
- XI. AWARD**
- XII. COUNTY’S RIGHTS**
- XIII. PUBLIC RECORDS ACT**
- XIV. VALID OFFER**
- XV. WEBSITE REQUIREMENTS**
- XVI. BUSINESS LICENSE REQUIREMENT**
- XVII. PUBLIC AGENCY**

ATTACHMENT A – SAMPLE AGREEMENT

Notice to Proposers

The Procurement and Contracts Division does not mail out hard copy letters advising participating Proposers of RFP results. For RFP results, please visit our website at:

<http://edcapps.edcgov.us/contracts/bidresults.asp>

I. Introduction

The County is requesting proposals from qualified individuals and professional firms to design, conduct, and assist in the implementation of a comprehensive countywide classification and compensation study. The County currently has approximately 600 classifications (of which 445 are in use) and employs approximately 1,800 staff. The request for proposal does not obligate the County to award a contract or complete the project, and the County reserves the right to cancel the solicitation if considered to be in its best interest.

This request for proposal (RFP) defines the scope of services and outlines the requirements that must be met by Proposers interested in providing such services. Proposers shall carefully examine the entire RFP and any addenda thereto, and all related materials and data referenced in the RFP or otherwise available, and shall become fully aware of the nature and the conditions to be encountered in performing the service. Proposers are advised to read all sections of this RFP prior to submitting a proposal.

II. County Overview

El Dorado County is a Charter county with a population of approximately 180,000 people and two incorporated cities, the City of Placerville and the City of South Lake Tahoe. El Dorado County is one of the most scenic areas in California, extending from Folsom Lake and the surrounding foothills, through the pine-covered Sierra Nevada Range and to Lake Tahoe at the Nevada border.

The County has operated under a charter since 1994. The Board of Supervisors is comprised of five members, one elected from each County district. The term of office is four years. Board members are limited to two consecutive terms. Elections are held every two years with District One, Two and Three holding their next election in 2016 and District Four and Five in 2018. The Board of Supervisors has authority to perform all the duties vested in it by the Constitution, general law, and the charter. The Board of Supervisors appoints the Chief Administrative Officer, members of boards and commissions, and non-elected department heads.

The County has both unrepresented (management and confidential) and represented employees in 10 bargaining units.

III. Background

During the economic downturn in 2008 and 2009, the County was forced to make difficult fiscal decisions. Until the current negotiations, the County was engaged in concession bargaining with most of its employee groups. Various departments were consolidated and restructured with Departments developing their own classification specifications and compensation levels. A comprehensive classification and compensation study has not been performed since 2004.

The County's classification plan requires an update, with class specifications that are in line with current changes and legal requirements. Class specifications need to be updated to reflect current job duties and position requirements, including physical requirements, and essential functions to comply with the American with Disabilities Act (ADA), as well as Fair Labor Standards Act (FLSA) designations. The County intends to use the results of this study in negotiations that begin in February 2016.

IV. Purpose and Goals

The County's purpose in conducting this study is to develop an equitable, consistent, and competitive classification and compensation plan that allows for the attraction and retention of qualified individuals and opportunities for professional growth and development within an appropriate salary structure. The County would like to reduce and simplify its current classification structure.

The County's goals for conducting this classification and compensation study are:

- To create consistent titling, clear career development and promotional opportunities, and recognizable differences between classifications.
- To evaluate compensation linkages, compaction, and progressions.
- To ensure externally competitive and internally equitable salary ranges for each classification.
- To minimize the use of single position, conflicting, and duplicative classifications to promote consistency and thoughtful career development.
- To use flexibly staffed positions or classification series where appropriate and to the appropriate depth within each classification series.
- To create a classification plan that enables a nimble work force with classifications and procedures that allow for flexibility.
- To recommend a policy and procedure for processing requests for classification additions, deletions, and changes.
- To identify benchmark minimum qualifications that are logical, easy to understand, quantifiable, and from which other classifications in the series are clearly differentiated.
- To identify the survey labor market most meaningful and relevant to the County of El Dorado.
- To learn the methods and techniques needed to maintain the classification plan and replicate the salary analysis.

V. Scope of Services

The County of El Dorado has a diverse workforce that includes executive, management, professional, supervisory, and skilled full time and part time employees. Employees are either represented or unrepresented. Below is the approximate breakdown of employee types and job classifications by bargaining unit:

| Bargaining Unit | Employees | Classifications |
|---|------------------|------------------------|
| County Managers Association | 69 | 37 |
| Criminal Attorney Association | 33 | 10 |
| Deputy County Counsel Association | 10 | 3 |
| Deputy Sheriff's Association | 156 | 5 |
| Law Enforcement Manager Association | 15 | 5 |
| Operating Engineers, Local #3 - Corrections | 84 | 3 |
| Operating Engineers, Local #3 – Probation | 92 | 8 |
| Operating Engineers, Local #3 – Trades and Crafts | 176 | 56 |
| Public Employees, Local #1 | 962 | 241 |
| Unrepresented | 113 | 77 |
| Total | 1710 | 445 |

The County has provided a current salary schedule that includes job classification titles, salary ranges, and bargaining unit affiliation (Attachment A). The County anticipates the study will involve the following two broad phases of work (the classification study and the compensation study). While most of the County's workforce will be included in both phases of work, there are some exceptions. Below is the approximate breakdown of employee types and job classifications by work phase.

| Work Phase | Merit Classifications | Non-Merit Classifications | Article V, §504 Classifications |
|----------------------|------------------------------|----------------------------------|--|
| Classification Study | 0 | 410 | 5 |
| Compensation Study | 40 | 410 | 0 |

The successful Proposer will conduct a County-wide compensation and classification study. Services shall be at the direction of the project management team. Services may include, but not be limited to, the following.

A. Classification Study

1. Review background materials including existing classifications, organizational charts, budgets, salary resolutions and schedules, personnel rules and regulations, compensation policies, Memoranda of Understanding, Board of Supervisors personnel related actions, and related information.
2. Conduct orientation and briefing session(s) with employee organizations, department heads, managers, and supervisors. Sessions to be held in a variety of County facilities including those located in Shingle Springs and South Lake Tahoe.
3. Conduct orientation and briefing session(s) with employees. Sessions to be held in a variety of County facilities including those located in Shingle Springs and South Lake Tahoe.
4. Develop and administer a comprehensive job questionnaire to be completed by all non-merit employees and employees with comparable County classifications that provides necessary data for position classification purposes.

5. Review and analyze the completed job related questionnaires.
6. Interview a minimum of 30% of employees in each recommended job classification group or series. If less than 30% of employees are proposed to be interviewed, provide an explanation of why the lesser number of interviews is recommended. Interviews to be conducted in a variety of County facilities including those located in Shingle Springs and South Lake Tahoe.
7. Prepare up-to-date, standardized, and accurate job classification specifications for all County classifications in a format approved by the project management team. Class specifications shall include the following items:
 - a. Job classification definition
 - b. Distinguishing characteristics
 - c. Essential functions description
 - d. Measurable education, experience, knowledge, skills and abilities requirements
 - e. Supervision exercised and received with definition of lead or supervisory roles
 - f. Working environment/conditions
 - g. Licenses, certifications, driving requirements and physical requirements in compliance with the American with Disabilities Act (ADA)
 - h. Appropriate exempt and non-exempt designation under the Fair Labor Standards Act (FLSA)
8. Develop a classification structure that reflects the Counties purpose and goals for the study, ensures compliance with Federal and State regulations, includes the clear definition of terms, and provides for career development/promotional opportunities for County employees, including:
 - a. Update and revision of existing classes
 - b. Consolidation of classes
 - c. Creation of new classes
 - d. Abolishment of existing classes
9. Allocate all employees included within the scope of the study to an appropriate job title, job class, and exempt or non-exempt FLSA designation.
10. Complete an internal classification relationship analysis, including the development of appropriate internal relationship guidelines; organize classes into appropriate class series, ensuring consistency of class titles across series lines, with the goal of reducing the number of single series classes that now exist.
11. Prepare a draft classification plan that includes an introductory section describing class concepts and provides information about the distinctions of various levels within a class series and other pertinent information.
12. Prepare a draft written report of recommendations, including a discussion of methods, techniques, data used to develop the classification plan, and an employee appeal process. They employee appeal process must provide a clear description of the

process employees must follow and what they should expect in response to their appeal. This process must include personal contact with the vendor.

13. Present the draft classification plan, listing showing the recommended allocation of each position, and the draft written report of recommendations to the Project Management Team and Stakeholder groups.
14. Assist in the development of a recommended implementation strategy for the classification recommendations and plan.
15. The recommended classification implementation strategy must describe the benefits and disadvantages of implementation approaches and be knowledgeable of mandatory subjects of bargaining.
16. Administer the employee appeal process. Documentation of appeals and recommended resolution is required.
17. Provide appropriate implementation and maintenance manuals.
18. Conduct training sessions for designated Human Resources staff regarding the appropriate maintenance of the classification plan.
19. Conduct any other tasks as deemed necessary to complete deliverables.

B. Compensation Study

1. Review current compensation practices and related issues.
2. Analyze the County's recommended survey labor market; recommend changes to the comparator agencies and identify a survey labor market most meaningful to the County of El Dorado. This will include an explanation of the specific methodology (i.e., articulable factors) used to identify the survey agencies.
3. Analyze the County's recommended total compensation data points; recommend changes to the data points and recommend the compensation data points most meaningful to the County of El Dorado. This will include an explanation of the specific methodology (i.e., articulable factors) used to identify the compensation data points.
 - a. The County recommends that all pay differentials, incentives, retirement formulas, and employer paid benefits be included in total compensation data except for those Sheriff's Office classifications subject to County Charter Article 5, §504. Special attention should be paid to longevity pay and high turnover classifications.
4. Recommend salary survey benchmarks in conjunction with relevant benchmark classifications, using the California Public Agencies Compensation Survey (CALPACS) when warranted.
5. Complete an internal salary relationship analysis including the development of appropriate internal equity relationship guidelines.
6. Conduct a comprehensive compensation survey using the identified comparable survey agencies and data points, using not only job titles but also duties and responsibilities based on the classification specifications developed for the County of El Dorado.
7. Develop externally competitive and internally equitable salary recommendations for each classification.

8. Recommend a salary range and salary step plan for each classification that reflects the results of the market survey, the analysis of internal relationships, and is in accordance with the California Fair Pay Act (Labor Code §1197.5).
9. Prepare a written report of recommendations, including discussion of methods, techniques, and data used to develop the compensation plan.
10. Present the draft compensation plan to the Project Management Team and Stakeholder groups.
11. Assist in the development of a recommended implementation strategy for the compensation recommendations and plan.
12. The recommended compensation implementation strategy must describe the benefits and disadvantages of implementation approaches and be knowledgeable of mandatory subjects of bargaining.
13. Conduct any other tasks as deemed necessary to complete the deliverables.

The consultant or the County may propose additional tasks as deemed necessary to complete the assignment. Any additional work shall be compensated as agreed upon in the consultant's contract with the County.

VI. Deliverables

1. Monthly Reports: Provide monthly project status reports to the Project Manager on the first work day of each month including the following information:
 - a. The specific accomplishments achieved during the reporting period.
 - b. Specific tasks completed pursuant to the provisions of the contract and the completion of such tasks.
 - c. The project completion dates for the remaining specific tasks required by the consultant.
 - d. Any project component, activity, or problem that could result in a delay of the project.
 - e. Any current or future changes in project personnel or their assignments.
 - f. Delays caused by County personnel.
 - g. A statement from the contractor certifying the status report is true and accurate and that it accurately reflects the project's progress to date.
2. Benchmark Reports: Benchmarks of project completion are measured by the following deliverables:
 - a. Completion of all department and employee interviews.
 - b. Results of data gathering phase.
 - c. Draft preliminary findings and recommendations.
 - d. Final report of findings and recommendations.
 - e. Recommendations for improvements including revised classification specifications, proposed classification plan, proposed compensation plan, proposed evaluation process, and proposed revisions.

VII. Proposal Content and Format

The respondent is responsible for preparing an effective, clear, and concise proposal. In order to be considered for selection, vendors must submit a complete response to this Request for Proposal that includes the following mandatory information and/or requirements in the following order and format. Failure to provide any of the information requested below may be cause for the proposal to be rejected. Each proposal should include, at a minimum, the following information (provide additional information, as appropriate):

1. Cover Letter: a cover letter introducing the individual and/or firm who will be the primary contact. Include the name and address of the organization submitting the proposal, together with the name, address, telephone and fax numbers, and email address of the contact person who will be authorized to make representations for the organization, and an expression of the Proposers acceptance of general contract terms and insurance requirements contained in Attachment A.
2. Executive Summary: a one-page Executive Summary describing the highlights of the proposal including the proposed cost of the classification study, the compensation study, and the total cost for both components of this study.
3. Statement of Qualifications: Describe the firm's history and provide a statement of qualifications and experience providing the services identified in this RFP.
4. Staff Qualifications: include the resume of each individual who will be providing services, as well as a written description of the individual's experience. Identify the individual(s) who will have primary responsibility for contact and communication with the County and the person who is authorized to negotiate and contractually binding the firm. The County reserves the right to investigate and review the background of any or all personnel, and based on such investigations, to reject the use of any persons within the County's discretion. Any changes to personnel require formal written approval of the County.
5. Background Information: Include specific qualifications and experience in conducting classification and compensation studies for similar government or public sector entities. Information below must be included. Failure to provide this information may be cause for the proposal to be rejected.
 - a. Describe your organizational structure and explain how your organization qualifies to be responsive to the requirements of this Request for Proposal.
 - b. Provide proof of financial stability enabling the individual or firm to be capable of meeting the requirements of this Request for Proposal.
 - c. Provide proof of insurance and indemnify the County in accordance with the enclosed Services/Consultant Agreement (Attachment B).
 - d. Indicate any required or desired changes to the enclosed Services/Consultant Agreement (Attachment C).
 - e. Provide one copy of a classification and compensation study the respondent has completed that is closely related to the work contemplated in this Request for Proposal.
 - f. Provide a project staffing organizational chart listing proposed personnel assigned to this project. Include assigned duties and a listing of work performed comparable to that described within this Request for Proposal.

6. References: Include references from at least three clients for whom you have conducted a comprehensive classification and compensation study within the last five years comparable to that described within this Request for Proposal. Provide a contact person, mailing address, phone number, and email address for each client. In addition, provide a listing of all public sector clients for whom the firm has provided services similar to those solicited in this RFP, with a brief description of the services provided.
7. Approach: A discussion of any methodologies used or approaches taken for a classification and compensation study. Include a plan for performing the services that articulates what services and the level of effort that would be required. This should include a timeline for completing the study. The timeline should include the following elements:
 - a. Provide a project schedule identifying start and end dates – include milestones, submittal of deliverables, and each task required for the successful and timely completion of the project.
 - b. The desired time scheduled for the completion of the study is four calendar months. If the proposed project time line exceeds four calendar months, provide an explanation.
 - c. The earliest date the proposer would be able to commence work on this project.
 - d. Demonstrate the capability to ensure the project will be completed on time as proposed.
8. Subcontractors: indicate any portion of work that would be performed by a subcontractor. Provide information on all subcontractors as required in Section 7, Number 4 above.
9. Billing Rates and Structure: provide a detailed cost proposal for all services identified in this RFP. Include incidental, reimbursable, travel, and hourly fees/rates.
 - a. Fees should be categorized by: 1) cost to conduct the classification study; 2) cost to conduct the compensation study; 3) total cost for both components of this study.
10. Signature and Proposal Term: the signature of an authorized individual to bind the firm. The proposal must be a firm offer good for a 120-day period.

VIII. Proposers' Conference and Inquiries: Questions regarding this RFP will be addressed during a pre-proposal conference conducted by the Procurement and Contracts Office at **2:00 p.m. – on November 18, 2015.**

The phone number is (224) 501-3412; Access Code: 139-062-509

The County reserves the right to decline a response to any question if, in the County's assessment, the information cannot be obtained and shared with all potential organizations in a timely manner.

All inquiries shall be submitted to: sue.hennike@edcgov.us. The County reserves the right to decline a response to any question if, in the County's assessment, the information cannot be obtained and shared with all potential organizations in a timely manner.

Proposers are cautioned that they are not to rely upon any oral statements that they may have obtained. Proposers shall direct all inquiries to the County Purchasing Agent

and shall not contact the requesting department directly regarding any matter related to this Request for Proposal.

- IX. Proposal Submittal:** Proposers must submit one (1) original, five (5) hard copies, and one (1) PDF copy of their proposals, along with any addenda, in a sealed envelope or container, clearly marked “**RFP #16-918-035 – MAILROOM DO NOT OPEN**”, **no later than 3:00 p.m. – December 16, 2015**, to:

County of El Dorado
Procurement and Contracts
360 Fair Lane
Placerville, CA 95667

A Proposer may withdraw its final proposal at any time **prior** to the opening deadline date and time by submitting a written request for its withdrawal to the County Purchasing Agent, signed by an authorized agent of the firm. Proposers may thereafter submit a new or modified proposal **prior** to the opening deadline date and time. Modifications offered in any manner, oral or written, will not be considered.

Proposers submitting less than the required number of copies of their proposal may be rejected and considered “non-responsive.” Proposals received beyond the deadline will not be considered, and will be returned unopened.

It is the responsibility of the Proposer to assure that the proposal is received in the Procurement & Contracts Division prior to the proposal opening deadline date and time. **Proposals received beyond the proposal opening deadline will not be accepted and will be returned unopened.** The time stamp clock located in the office of the Procurement and Contracts Division will serve as the official time clock.

Failure to comply with any of the requirements contained herein may result in disqualification. It is the responsibility of all Proposers to read ALL sections of this RFP prior to submitting a response.

For questions regarding the Request for Proposal process, contact Sue Hennike, Purchasing Agent at (530) 621-5577.

- X. Proposal Evaluation:** After an initial evaluation of responsive proposals received, the County may request interviews with any or all of the proposers. The evaluation will be based on the following criteria:

1. Responsiveness to RFP requirements.
2. Experience and qualifications.
 - a. History and experience conducting classification of compensation studies
 - b. Experience of individuals to be assigned to the project
 - c. Experience conducting classification and compensation studies for public employers

- d. Familiarity with local government generally
 - e. References obtained from previous projects
3. Firm and staff's confidence and knowledge demonstrated during the interview process, if applicable.
 4. Price.

These evaluation criteria shall be used as the basis for an initial evaluation of the proposals. However, the final recommendation of the evaluation team shall be based on its evaluation of all relevant factors and its determination as to which proposals best comply with the intent of this RFP.

The evaluation team's recommendation need not be in strict conformance with the numerical results arrived at in applying the evaluation criteria.

- XI. Award:** Award shall be recommended to the Proposer whose proposal best meets the needs of the County. The County reserves the right to reject any or all proposals, and to solicit additional proposals if deemed in the best interest of the County to do so. The decision of the County Board of Supervisors shall be final in making such determination.

The successful Proposer will receive written notification of the award, along with instructions for finalizing the agreement documents. Receipt of the fully executed agreement will serve as Proposer's notice to proceed with services.

- XII. County's Rights:** The County reserves the right to:

- Request clarification of any submitted information
- Waive any informalities or irregularities in any qualification statement
- Not enter into any agreement
- Not select any consultant
- Cancel this process at any time
- Amend this process at any time
- To award more than one contract if it is in the best interest of the County
- Interview consultants prior to award
- To request additional information during an interview

- XIII. Public Records Act:** All proposals shall become public information at the conclusion of the selection process, with the exception of those portions of a proposal that are identified at the time of submittal by the Proposer as trade secrets and/or which are deemed by the County as not being public documents that must be disclosed under the Public Records Act, or other appropriate statutes and regulations. Pricing and service elements of the successful proposal will not be considered proprietary information. Proprietary information shall be submitted in a separate sealed envelope clearly labeled as proprietary with the RFP number on the outside of

the envelope. All materials submitted in response to this Request for Proposal shall become the property of the County and will not be returned.

- XIV. Valid Offer:** Proposals shall remain valid for 120 days from the due date. The County reserves the right to negotiate with the successful Proposer any additional terms or conditions not contained in their proposal which are in the best interest of the County or to otherwise revise the scope of this RFP.

This RFP does not constitute a contract nor an offer of employment. The cost of preparation of proposals shall be the obligation of the Proposer. All proposals, whether accepted or rejected, shall become the property of the County and will not be returned. Unnecessarily elaborate responses, enclosures and specialized binding are not desired, and may be construed as an indication of Proposer's lack of cost consciousness.

- XV. Web Site Requirements:** It is the bidder's responsibility to monitor the County's website for possible addenda to this bid to inform him/herself of the most current specifications, terms, and conditions, and to submit his/her bid in accordance with the original bid requirements and all addenda. All available bids and related addenda can be found at:

<http://edcapps.edcgov.us/contracts/invite.asp>

Failure of bidder to obtain this information shall not relieve him/her of the requirements contained therein. Those bidders not acknowledging and returning Addenda as required will not be considered and will be rejected as "non-responsive."

- XVI. Business License Requirement:** It is unlawful for any person to furnish supplies or services, or transact any kind of business in the unincorporated territory of El Dorado County without possessing a County business license unless exempt under County Code Section 5.08.070. Contact the Tax Collector's Office at 360 Fair Lane, Placerville, California 95667, or phone (530) 621-5800, for further information. El Dorado County is an equal opportunity employer (EOE). Minorities, females, and handicapped are encouraged to participate (M/F/H).

It is not a requirement to possess a County business license at the time of proposal submittal. Successful Proposers may be required to possess a County business license to award contract. The County of El Dorado is an equal opportunity employer (EOE). Minorities, Females and Handicapped are encouraged to participate.

- XVII. Public Agency:** It is intended that other public agencies (i.e., city, special district, public authority, public agency and other political subdivisions of the State of California) shall have the option to participate in any agreement created as a result of this Request for Proposal to Bid with the same terms and conditions specified there in, including pricing. The County shall incur no financial responsibility in connection with any agreement from another public agency. The public agency shall accept sole responsibility for contracting for services and making payment to the vendor.

Your participation in the RFP process is important to the County of El Dorado!

ATTACHMENT A

SAMPLE ONLY

AGREEMENT FOR SERVICES #____ - _____

THIS AGREEMENT made and entered by and between the County of El Dorado, a political subdivision of the State of California (hereinafter referred to as "County") and _____, a _____, duly qualified to conduct business in the State of California, whose principal place of business is _____, and whose Agent for Service of Process is *Company name, physical address*, (hereinafter referred to as "Consultant");

RECITALS

WHEREAS, County has determined that it is necessary to obtain a Consultant to provide _____; and

WHEREAS, Consultant has represented to County that it is specially trained, experienced, expert and competent to perform the special services required hereunder and County has determined to rely upon such representations; and

WHEREAS, it is the intent of the parties hereto that such services be in conformity with all applicable federal, state and local laws; and

WHEREAS, County has determined that the provision of these services provided by Consultant is in the public's best interest, and that these services are more economically and feasibly performed by outside independent Consultants as well as authorized by El Dorado County Charter, Section 210 (b) (6) and/or Government Code 31000;

NOW, THEREFORE, County and Consultant mutually agree as follows:

ARTICLE I

Scope of Services: Consultant agrees to furnish the personnel and equipment necessary to provide

ARTICLE II

Term: This Agreement shall become effective upon final execution by both parties hereto and shall expire _____.

ARTICLE III

Compensation for Services: For services provided herein, including any deliverables that may be identified herein, County agrees to pay Consultant upon the satisfactory completion and County's acceptance of work, monthly in arrears and within forty-five (45) days following the County's receipt and approval of itemized invoice(s) identifying services rendered.

For the purposes of this Agreement, the billing rate shall be _____.

Total amount of this Agreement shall not exceed _____.

Itemized invoices shall follow the format specified by County and shall reference this Agreement number on their faces and on any enclosures or backup documentation. Copies of documentation attached to invoices shall reflect Consultant's charges for the specific services billed on those invoices. Invoices shall be mailed to County at the following address:

County of El Dorado
Department
Address
Placerville, California 95667

or to such other location as County directs.

In the event that Consultant fails to deliver the documents or other deliverables required by the individual Work Orders issued pursuant to this Agreement, County at its sole option may delay the monthly payment for the period of time of the delay, cease all payments until such time as the deliverables are received, or proceed as set forth herein below in Article _____, Default, Termination, and Cancellation.

ARTICLE IV

Taxes: Consultant certifies that as of today's date, it is not in default on any unsecured property taxes or other taxes or fees owed by Consultant to County. Consultant agrees that it shall not default on any obligations to County during the term of this Agreement.

ARTICLE V

Changes to Agreement: This Agreement may be amended by mutual consent of the parties hereto. Said amendments shall become effective only when in writing and fully executed by duly authorized officers of the parties hereto.

ARTICLE VI

Consultant to County: It is understood that the services provided under this Agreement shall be prepared in and with cooperation from County and its staff. It is further agreed that in all matters pertaining to this Agreement, Consultant shall act as Consultant only to County and shall not act as Consultant to any other individual or entity affected by this Agreement nor provide information in any manner to any party outside of this Agreement that would conflict with Consultant's responsibilities to County during term hereof.

ARTICLE VII

Assignment and Delegation: Consultant is engaged by County for its unique qualifications and skills as well as those of its personnel. Consultant shall not subcontract, delegate or assign services to be provided, in whole or in part, to any other person or entity without prior written consent of County.

ARTICLE VIII

Independent Consultant/Liability: Consultant is, and shall be at all times, deemed independent and shall be wholly responsible for the manner in which it performs services required by terms of this Agreement. Consultant exclusively assumes responsibility for acts of its employees, associates, and subConsultants, if any are authorized herein, as they relate to services to be provided under this Agreement during the course and scope of their employment.

Consultant shall be responsible for performing the work under this Agreement in a safe, professional, skillful and workmanlike manner and shall be liable for its own negligence and negligent acts of its employees. County shall have no right of control over the manner in which work is to be done and shall, therefore, not be charged with responsibility of preventing risk to Consultant or its employees.

ARTICLE IX

Fiscal Considerations: The parties to this Agreement recognize and acknowledge that County is a political subdivision of the State of California. As such, El Dorado County is subject to the provisions of Article XVI, Section 18 of the California Constitution and other similar fiscal and procurement laws and regulations and may not expend funds for products, equipment or services not budgeted in a given fiscal year. It is further understood that in the normal course of County business, County will adopt a proposed budget prior to a given fiscal year, but that the final adoption of a budget does not occur until after the beginning of the fiscal year.

Notwithstanding any other provision of this Agreement to the contrary, County shall give notice of cancellation of this Agreement in the event of adoption of a proposed budget that does not provide for funds for the services, products or equipment subject herein. Such notice shall become effective upon the adoption of a final budget which does not provide funding for this Agreement. Upon the effective date of such notice, this Agreement shall be automatically terminated and County released from any further liability hereunder.

In addition to the above, should the Board of Supervisors during the course of a given year for financial reasons reduce, or order a reduction, in the budget for any County department for which services were contracted to be performed, pursuant to this paragraph in the sole discretion of the County, this Agreement may be deemed to be canceled in its entirety subject to payment for services performed prior to cancellation.

ARTICLE X

Audit by California State Auditor: Consultant acknowledges that if total compensation under this agreement is greater than \$10,000.00, this Agreement is subject to examination and audit by the California State Auditor for a period of three (3) years, or for any longer period required by law, after final payment under this Agreement, pursuant to California Government Code §8546.7. In order to facilitate these potential examinations and audits, Consultant shall maintain, for a period of at least three (3) years, or for any longer period required by law, after final payment under the contract, all books, records and documentation necessary to demonstrate performance under the Agreement.

ARTICLE XI

Default, Termination, and Cancellation:

- A. **Default:** Upon the occurrence of any default of the provisions of this Agreement, a party shall give written notice of said default to the party in default (notice). If the party in default does not cure the default within ten (10) days of the date of notice (time to cure), then such party shall be in default. The time to cure may be extended at the discretion of the party giving notice. Any extension of time to cure must be in writing, prepared by the party in default for signature by the party giving notice and must specify the reason(s) for the extension and the date on which the extension of time to cure expires.

Notice given under this section shall specify the alleged default and the applicable Agreement provision and shall demand that the party in default perform the provisions of this Agreement within the applicable period of time. No such notice shall be deemed a termination of this Agreement unless the party giving notice so elects in this notice, or the party giving notice so elects in a subsequent written notice after the time to cure has expired. In the event of termination for default, County reserves the right to take over and complete the work by contract or by any other means.

- B. **Bankruptcy:** This Agreement, at the option of the County, shall be terminable in the case of bankruptcy, voluntary or involuntary, or insolvency of Consultant.
- C. **Ceasing Performance:** County may terminate this Agreement in the event Consultant ceases to operate as a business, or otherwise becomes unable to substantially perform any term or condition of this Agreement.
- D. **Termination or Cancellation without Cause:** County may terminate this Agreement in whole or in part upon seven (7) calendar days written notice by County without cause. If such prior termination is effected, County will pay for satisfactory services rendered prior to the effective dates as set forth in the Notice of Termination provided to Consultant, and for such other services, which County may agree to in writing as necessary for contract resolution. In no event, however, shall County be obligated to pay more than the total amount of the contract. Upon receipt of a Notice of Termination, Consultant shall promptly discontinue all services affected, as of the effective date of termination set forth in such Notice of Termination, unless the notice directs otherwise.

ARTICLE XII

Notice to Parties: All notices to be given by the parties hereto shall be in writing and served by depositing same in the United States Post Office, postage prepaid and return receipt requested. Notices to County shall be addressed as follows:

COUNTY OF EL DORADO
(Department Name)
(Address)
(City, State, Zip)
ATTN: (Name), (Title)

or to such other location as the County directs.

Notices to Consultant shall be addressed as follows:

(COMPANY NAME)
(Address)
(City, State, Zip)
ATTN: (Name), (Title)

or to such other location as the Consultant directs.

ARTICLE XIII

Change of Address: In the event of a change in address for Consultant's principal place of business, Consultant's Agent for Service of Process, or Notices to Consultant, Consultant shall notify County in writing pursuant to the provisions contained in this Agreement under the Article titled "Notice to Parties". Said notice shall become part of this Agreement upon acknowledgment in writing by the County Contract Administrator, and no further amendment of the Agreement shall be necessary provided that such change of address does not conflict with any other provisions of this Agreement.

ARTICLE XIV

Indemnity: The Consultant shall defend, indemnify, and hold the County harmless against and from any and all claims, suits, losses, damages and liability for damages of every name, kind and description, including attorneys fees and costs incurred, brought for, or on account of, injuries to or death of any person, including but not limited to workers, County employees, and the public, or damage to property, or any economic or consequential losses, which are claimed to or in any way arise out of or are connected with the Consultant's services, operations, or performance hereunder, regardless of the existence or degree of fault or negligence on the part of the County, the Consultant, subConsultant(s) and employee(s) of any of these, except for the sole, or active negligence of the County, its officers and employees, or as expressly prescribed by statute. This duty of Consultant to indemnify and save County harmless includes the duties to defend set forth in California Civil Code Section 2778.

ARTICLE XV

Insurance: Consultant shall provide proof of a policy of insurance satisfactory to the County of El Dorado Risk Manager and documentation evidencing that Consultant maintains insurance that meets the following requirements:

- A. Full Worker's Compensation and Employer's Liability Insurance covering all employees of Consultant as required by law in the State of California.
- B. Commercial General Liability Insurance of not less than \$1,000,000.00 combined single limit per occurrence for bodily injury and property damage and a \$2,000,000.00 aggregate limit.
- C. Automobile Liability Insurance of not less than \$1,000,000.00 is required in the event motor vehicles are used by the Consultant in the performance of the Agreement.
- D. In the event Consultant is a licensed professional or professional consultant, and is performing professional services under this Agreement, professional liability is required with a limit of liability of not less than \$1,000,000.00 per occurrence.
- E. Consultant shall furnish a certificate of insurance satisfactory to the County of El Dorado Risk Manager as evidence that the insurance required above is being maintained.
- F. The insurance will be issued by an insurance company acceptable to Risk Management, or be provided through partial or total self-insurance likewise acceptable to Risk Management.
- G. Consultant agrees that the insurance required above shall be in effect at all times during the term of this Agreement. In the event said insurance coverage expires at any time or times during the term of this Agreement, Consultant agrees to provide at least thirty (30) days prior to said expiration date, a new certificate of insurance evidencing insurance coverage as provided for herein for not less than the remainder of term of the Agreement, or for a period of not less than one (1) year. New certificates of insurance are subject to the approval of Risk Management and Consultant agrees that no work or services shall be performed prior to the giving of such approval. In the event the Consultant fails to keep in effect at all times insurance coverage as herein provided, County may, in addition to any other remedies it may have, terminate this Agreement upon the occurrence of such event.
- H. The certificate of insurance must include the following provisions stating that:
 - 1. The insurer will not cancel the insured's coverage without prior written notice to County, and;
 - 2. The County of El Dorado, its officers, officials, employees and volunteers are included as additional insured on an additional insured endorsement, but only insofar as the operations under this Agreement are concerned. This provision shall apply to the general liability policy.
- I. The Consultant's insurance coverage shall be primary insurance as respects the County, its officers, officials, employees and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees or volunteers shall be in excess of the Consultant's insurance and shall not contribute with it.
- J. Any deductibles or self-insured retentions must be declared to and approved by the County, either: the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects the County, its officers, officials, employees and volunteers; or the Consultant shall

procure a bond guaranteeing payment of losses and related investigations, claim administration and defense expenses.

- K. Any failure to comply with the reporting provisions of the policies shall not affect coverage provided to the County, its officers, officials, employees or volunteers.
- L. The insurance companies shall have no recourse against the County of El Dorado, its officers and employees or any of them for payment of any premiums or assessments under any policy issued by any insurance company.
- M. Consultant's obligations shall not be limited by the foregoing insurance requirements and shall survive expiration of this Agreement.
- N. In the event Consultant cannot provide an occurrence policy, Consultant shall provide insurance covering claims made as a result of performance of this Agreement for not less than three (3) years following completion of performance of this Agreement.
- O. Certificate of insurance shall meet such additional standards as may be determined by the contracting County Department either independently or in consultation with Risk Management, as essential for protection of the County.

ARTICLE XVI

Interest of Public Official: No official or employee of County who exercises any functions or responsibilities in review or approval of services to be provided by Consultant under this Agreement shall participate in or attempt to influence any decision relating to this Agreement which affects personal interest or interest of any corporation, partnership, or association in which he/she is directly or indirectly interested; nor shall any such official or employee of County have any interest, direct or indirect, in this Agreement or the proceeds thereof.

ARTICLE XVII

Interest of Consultant: Consultant covenants that Consultant presently has no personal interest or financial interest, and shall not acquire same in any manner or degree in either: 1) any other contract connected with or directly affected by the services to be performed by this Agreement; or, 2) any other entities connected with or directly affected by the services to be performed by this Agreement. Consultant further covenants that in the performance of this Agreement no person having any such interest shall be employed by Consultant.

ARTICLE XVIII

Conflict of Interest: The parties to this Agreement have read and are aware of the provisions of Government Code Section 1090 et seq. and Section 87100 relating to conflict of interest of public officers and employees. Consultant attests that it has no current business or financial relationship with any County employee(s) that would constitute a conflict of interest with provision of services under this contract and will not enter into any such business or financial relationship with any such employee(s) during the term of this Agreement. County represents that it is unaware of any financial or economic interest of any public officer or employee of Consultant relating to this Agreement. It is further understood and agreed that if such a financial interest does exist at the inception of this Agreement either party may immediately terminate this Agreement by giving written notice as detailed in the Article in the Agreement titled, "Default, Termination and Cancellation".

ARTICLE XIX

Nondiscrimination:

- A. County may require Consultant's services on projects involving funding from various state and/or federal agencies, and as a consequence, Consultant shall comply with all applicable nondiscrimination statutes and regulations during the performance of this Agreement including but not limited to the following: Consultant and its employees and representatives shall not unlawfully discriminate against any employee or applicant for employment because of race, religion, color, national origin, ancestry, physical handicap, medical condition, marital status, age, or sex; Consultant shall, unless exempt, comply with the applicable provisions of the Fair Employment and Housing Act (Government Code, Sections 12900 et seq.) and applicable regulations promulgated thereunder (California Code of Regulations, Title 2, Sections 7285.0 et seq.); the applicable regulations of the Fair Employment and Housing Commission implementing Government Code, Section 12990, set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations incorporated into this Agreement by reference and made a part hereof as if set forth in full; and Title VI of the Civil Rights Act of 1964, as amended. Consultant and its employees and representatives shall give written notice of their obligations under this clause as required by law.
- B. Where applicable, Consultant shall include these nondiscrimination and compliance provisions in any of its agreements that affect or are related to the services performed herein.
- C. Consultant's signature shall provide any certifications necessary under the federal laws, the laws of the State of California, including but not limited to Government Code Section 12990 and Title 2, California Code of Regulations, Section 8103.

ARTICLE XX

California Residency (Form 590): If Consultant is a California resident, Consultant must file a State of California Form 590, certifying its California residency or, in the case of a corporation, certifying that it has a permanent place of business in California. The Consultant will be required to submit a Form 590 prior to execution of an Agreement or County shall withhold seven (7) percent of each payment made to the Consultant during term of the Agreement. This requirement applies to any agreement/contract exceeding \$1,500.00.

ARTICLE XXI

Nonresident Withholding: If Consultant is not a California resident, Consultant shall provide documentation that the State of California has granted a withholding exemption or authorized reduced withholding prior to execution of this Agreement or County shall withhold seven (7%) percent of each payment made to the Consultant during term of the Agreement as required by law. This requirement applies to any agreement/contract exceeding \$1,500.00. Consultant shall indemnify and hold the County harmless for any action taken by the California Franchise Tax Board.

ARTICLE XXII

Taxpayer Identification Number (Form W-9): All independent Consultants or corporations providing services to the County must file a Department of the Treasury Internal Revenue Service Form W-9, certifying their Taxpayer Identification Number.

ARTICLE XXIII

County Business License: It is unlawful for any person to furnish supplies or services, or transact any kind of business in the unincorporated territory of El Dorado County without possessing a County business license unless exempt under County Code Section 5.08.070.

ARTICLE XXIV

Licenses: Consultant hereby represents and warrants that Consultant and any of its subconsultants employed under this Agreement has all the applicable licenses, permits, and certifications that are legally required for Consultant and its subconsultants to practice its profession or provide the services or work contemplated under this Agreement in the State of California. Consultant and its subconsultants shall obtain or maintain said applicable licenses, permits, or certificates in good standing throughout the term of this Agreement.

ARTICLE XXV

Administrator: The County Officer or employee with responsibility for administering this Agreement is (name), (title), (department), or successor.

ARTICLE XXVI

Authorized Signatures: The parties to this Agreement represent that the undersigned individuals executing this Agreement on their respective behalf are fully authorized to do so by law or other appropriate instrument and to bind upon said parties to the obligations set forth herein.

ARTICLE XXVII

Partial Invalidity: If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will continue in full force and effect without being impaired or invalidated in any way.

ARTICLE XXVIII

Venue: Any dispute resolution action arising out of this Agreement, including, but not limited to, litigation, mediation, or arbitration, shall be brought in El Dorado County, California, and shall be resolved in accordance with the laws of the State of California.

ARTICLE XXIX

No Third Party Beneficiaries: Nothing in this Agreement is intended, nor will be deemed, to confer rights or remedies upon any person or legal entity not a party to this agreement.

ARTICLE XXX

Entire Agreement: This document and the documents referred to herein or exhibits hereto are the entire Agreement between the parties and they incorporate or supersede all prior written or oral Agreements or understandings.

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2215 | ACCOUNT CLERK I | 16.0000 2773.33 | 16.8000 2912.00 | 17.6400 3057.60 | 18.5200 3210.13 | 19.4500 3371.33 | GE |
| 2216 | ACCOUNT CLERK II | 17.7800 3081.86 | 18.6700 3236.13 | 19.6000 3397.33 | 20.5800 3567.20 | 21.6100 3745.73 | GE |
| 2217 | ACCOUNT CLERK III | 19.1100 3312.40 | 20.0700 3478.80 | 21.0700 3652.13 | 22.1200 3834.13 | 23.2300 4026.53 | GE |
| 2218 | ACCOUNT CLERK SUPERVISOR I | 25.2100 4369.73 | 26.4700 4588.13 | 27.7900 4816.93 | 29.1800 5057.86 | 30.6400 5310.93 | SU |
| 3301 | ACCOUNTANT I | 23.4000 4056.00 | 24.5700 4258.80 | 25.8000 4472.00 | 27.0900 4695.60 | 28.4400 4929.60 | PL |
| 3302 | ACCOUNTANT II | 26.0100 4508.40 | 27.3100 4733.73 | 28.6800 4971.20 | 30.1100 5219.06 | 31.6200 5480.80 | PL |
| 3305 | ACCOUNTANT/AUDITOR | 28.6200 4960.80 | 30.0500 5208.66 | 31.5500 5468.66 | 33.1300 5742.53 | 34.7900 6030.26 | PL |
| 0190 | ACCOUNTING DIVISION MANAGER | 45.5800 7900.53 | 47.8600 8295.73 | 50.2500 8710.00 | 52.7600 9145.06 | 55.4000 9602.66 | UM |
| 0191 | ACCOUNTING DIVISION MNGR-T/TC | 46.9500 8138.00 | 49.3000 8545.33 | 51.7700 8973.46 | 54.3600 9422.40 | 57.0800 9893.86 | MA |
| 3307 | ACCOUNTING SYSTEMS ADMINISTRAT | 41.1800 7137.86 | 43.2400 7494.93 | 45.4000 7869.33 | 47.6700 8262.80 | 50.0500 8675.33 | MA |
| 2213 | ACCOUNTING TECHNICIAN | 21.0100 3641.73 | 22.0600 3823.73 | 23.1600 4014.40 | 24.3200 4215.46 | 25.5400 4426.93 | GE |
| 1306 | ADMINISTRATIVE ANALYST I | 28.0200 4856.80 | 29.4200 5099.46 | 30.8900 5354.26 | 32.4300 5621.20 | 34.0500 5902.00 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1307 | ADMINISTRATIVE ANALYST II | 31.1300 5395.86 | 32.6900 5666.26 | 34.3200 5948.80 | 36.0400 6246.93 | 37.8400 6558.93 | MA |
| 2111 | ADMINISTRATIVE SECRETARY | 17.0000 2946.66 | 17.8500 3094.00 | 18.7400 3248.26 | 19.6800 3411.20 | 20.6600 3581.06 | GE |
| 1301 | ADMINISTRATIVE SERVICE OFFICER | 35.8100 6207.06 | 37.6000 6517.33 | 39.4800 6843.20 | 41.4500 7184.66 | 43.5200 7543.46 | MA |
| 1305 | ADMINISTRATIVE TECHNICIAN | 24.4900 4244.93 | 25.7100 4456.40 | 27.0000 4680.00 | 28.3500 4914.00 | 29.7700 5160.13 | GE |
| 4401 | AG BIOLOGIST/STANDARDS INSP I | 20.6600 3581.06 | 21.6900 3759.60 | 22.7700 3946.80 | 23.9100 4144.40 | 25.1100 4352.40 | PL |
| 4402 | AG BIOLOGIST/STANDARDS INSP II | 22.9500 3978.00 | 24.1000 4177.33 | 25.3100 4387.06 | 26.5800 4607.20 | 27.9100 4837.73 | PL |
| 4404 | AG BIOLOGY TECHNICIAN | 19.6400 3404.26 | 20.6200 3574.13 | 21.6500 3752.66 | 22.7300 3939.86 | 23.8700 4137.46 | GE |
| 1201 | AG COMM/SEALER WTS AND MEASURE | 53.1000 9204.00 | 55.7600 9665.06 | 58.5500 10148.66 | 61.4800 10656.53 | 64.5500 11188.66 | UD |
| 1238 | AIR POLLUTION CONTROL OFFICER | 49.1100 8512.40 | 51.5700 8938.80 | 54.1500 9386.00 | 56.8600 9855.73 | 59.7000 10348.00 | UD |
| 4109 | AIR QUALITY ENGINEER | 37.0400 6420.26 | 38.8900 6740.93 | 40.8300 7077.20 | 42.8700 7430.80 | 45.0100 7801.73 | PL |
| 4641 | AIR QUALITY SPECIALIST I | 25.9600 4499.73 | 27.2600 4725.06 | 28.6200 4960.80 | 30.0500 5208.66 | 31.5500 5468.66 | PL |
| 4642 | AIR QUALITY SPECIALIST II | 28.8100 4993.73 | 30.2500 5243.33 | 31.7600 5505.06 | 33.3500 5780.66 | 35.0200 6070.13 | PL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 6504 | AIRPORT OPERATIONS SUPERVISOR | 23.5500 4082.00 | 24.7300 4286.53 | 25.9700 4501.46 | 27.2700 4726.80 | 28.6300 4962.53 | SU |
| 6501 | AIRPORT TECHNICIAN I | 18.9600 3286.40 | 19.9100 3451.06 | 20.9100 3624.40 | 21.9600 3806.40 | 23.0600 3997.06 | TC |
| 6502 | AIRPORT TECHNICIAN II | 21.0800 3653.86 | 22.1300 3835.86 | 23.2400 4028.26 | 24.4000 4229.33 | 25.6200 4440.80 | TC |
| 0202 | ALCOHOL/DRUG PROGRAM DIV MGR | 42.9300 7441.20 | 45.0800 7813.86 | 47.3300 8203.86 | 49.7000 8614.66 | 52.1900 9046.26 | MA |
| 5801 | ANIMAL CONTROL OFFICER I | 16.4700 2854.80 | 17.2900 2996.93 | 18.1500 3146.00 | 19.0600 3303.73 | 20.0100 3468.40 | TC |
| 5802 | ANIMAL CONTROL OFFICER II | 18.2700 3166.80 | 19.1800 3324.53 | 20.1400 3490.93 | 21.1500 3666.00 | 22.2100 3849.73 | TC |
| 0107 | ANIMAL CONTROL OPERATIONS MGR | 32.2000 5581.33 | 33.8100 5860.40 | 35.5000 6153.33 | 37.2800 6461.86 | 39.1400 6784.26 | MA |
| 5816 | ANIMAL SHELTER ATTENDANT | 14.4800 2509.86 | 15.2000 2634.66 | 15.9600 2766.40 | 16.7600 2905.06 | 17.6000 3050.66 | TC |
| 5815 | ANIMAL SHELTER SUPERVISOR | 19.6500 3406.00 | 20.6300 3575.86 | 21.6600 3754.40 | 22.7400 3941.60 | 23.8800 4139.20 | TC |
| 4300 | APPRAISER AIDE | 19.7800 3428.53 | 20.7700 3600.13 | 21.8100 3780.40 | 22.9000 3969.33 | 24.0500 4168.66 | GE |
| 4301 | APPRAISER I | 21.9800 3809.86 | 23.0800 4000.53 | 24.2300 4199.86 | 25.4400 4409.60 | 26.7100 4629.73 | PL |
| 4302 | APPRAISER II | 24.4100 4231.06 | 25.6300 4442.53 | 26.9100 4664.40 | 28.2600 4898.40 | 29.6700 5142.80 | PL |

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 4215 | ARCHITECTURAL PROJECT MANAGER | 37.0400 6420.26 | 38.8900 6740.93 | 40.8300 7077.20 | 42.8700 7430.80 | 45.0100 7801.73 | PL |
| 0116 | ASSESSMENT OFFICE MANAGER | 30.0300 5205.20 | 31.5300 5465.20 | 33.1100 5739.06 | 34.7700 6026.80 | 36.5100 6328.40 | MA |
| 4321 | ASSESSMENT STANDARDS SUPV | 31.2100 5409.73 | 32.7700 5680.13 | 34.4100 5964.40 | 36.1300 6262.53 | 37.9400 6576.26 | SU |
| 2601 | ASSESSMENT TECHNICIAN I | 17.1900 2979.60 | 18.0500 3128.66 | 18.9500 3284.66 | 19.9000 3449.33 | 20.9000 3622.66 | GE |
| 2602 | ASSESSMENT TECHNICIAN II | 19.1100 3312.40 | 20.0700 3478.80 | 21.0700 3652.13 | 22.1200 3834.13 | 23.2300 4026.53 | GE |
| 1101 | ASSESSOR | 69.2300 11999.86 | 69.2300 11999.86 | 69.2300 11999.86 | 69.2300 11999.86 | 69.2300 11999.86 | EL |
| 0101 | ASSISTANT AG COMM/SEALER WT&M | 37.2200 6451.46 | 39.0800 6773.86 | 41.0300 7111.86 | 43.0800 7467.20 | 45.2300 7839.86 | UM |
| 0121 | ASSISTANT ASSESSOR | 46.4700 8054.80 | 48.7900 8456.93 | 51.2300 8879.86 | 53.7900 9323.60 | 56.4800 9789.86 | UM |
| 4500 | ASSISTANT BUILDING INSPECTOR | 20.6400 3577.60 | 21.6700 3756.13 | 22.7500 3943.33 | 23.8900 4140.93 | 25.0800 4347.20 | TC |
| 0141 | ASSISTANT CHIEF ADMIN OFFICER | 72.2600 12525.06 | 75.8700 13150.80 | 79.6600 13807.73 | 83.6400 14497.60 | 87.8200 15222.13 | UD |
| 0153 | ASSISTANT CHIEF PROBATION OFCR | 47.1500 8172.66 | 49.5100 8581.73 | 51.9900 9011.60 | 54.5900 9462.26 | 57.3200 9935.46 | UM |
| 0151 | ASSISTANT COUNTY RECORDER | 32.2000 5581.33 | 33.8100 5860.40 | 35.5000 6153.33 | 37.2800 6461.86 | 39.1400 6784.26 | UM |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1252 | ASSISTANT DIR HEALTH SERVICES | 55.6300 9642.53 | 58.4100 10124.40 | 61.3300 10630.53 | 64.4000 11162.66 | 67.6200 11720.80 | UM |
| 0113 | ASSISTANT DIR HUMAN SERVICES | 55.6300 9642.53 | 58.4100 10124.40 | 61.3300 10630.53 | 64.4000 11162.66 | 67.6200 11720.80 | UM |
| 0207 | ASSISTANT DIR INFORMATION TECH | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | 61.2300 10613.20 | UM |
| 0194 | ASSISTANT DIR OF ADM & FINANCE | 62.8300 10890.53 | 65.9700 11434.80 | 69.2700 12006.80 | 72.7300 12606.53 | 76.3700 13237.46 | UD |
| 0174 | ASSISTANT DIR OF COMMUNITY DEV | 62.8300 10890.53 | 65.9700 11434.80 | 69.2700 12006.80 | 72.7300 12606.53 | 76.3700 13237.46 | UD |
| 0195 | ASSISTANT DIR OF PUBLIC HEALTH | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | 61.2300 10613.20 | UM |
| 0149 | ASSISTANT DIR TRANSPORTATION | 57.3600 9942.40 | 60.2300 10439.86 | 63.2400 10961.60 | 66.4000 11509.33 | 69.7200 12084.80 | UM |
| 5205 | ASSISTANT DISTRICT ATTORNEY | 56.6900 9826.26 | 59.5200 10316.80 | 62.5000 10833.33 | 65.6300 11375.86 | 68.9100 11944.40 | MA |
| 4104 | ASSISTANT IN CIVIL ENGINEERING | 30.4300 5274.53 | 31.9500 5538.00 | 33.5500 5815.33 | 35.2300 6106.53 | 36.9900 6411.60 | PL |
| 4115 | ASSISTANT IN LAND SURVEYING | 31.4900 5458.26 | 33.0600 5730.40 | 34.7100 6016.40 | 36.4500 6318.00 | 38.2700 6633.46 | PL |
| 4118 | ASSISTANT IN RIGHT OF WAY | 25.6500 4446.00 | 26.9300 4667.86 | 28.2800 4901.86 | 29.6900 5146.26 | 31.1700 5402.80 | PL |
| 4201 | ASSISTANT PLANNER | 26.6600 4621.06 | 27.9900 4851.60 | 29.3900 5094.26 | 30.8600 5349.06 | 32.4000 5616.00 | PL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2714 | ASSISTANT PUBLIC ADMINISTRATOR | 29.0200 5030.13 | 30.4700 5281.46 | 31.9900 5544.93 | 33.5900 5822.26 | 35.2700 6113.46 | MA |
| 5305 | ASSISTANT PUBLIC DEFENDER | 56.6900 9826.26 | 59.5200 10316.80 | 62.5000 10833.33 | 65.6300 11375.86 | 68.9100 11944.40 | MA |
| 0152 | ASSISTANT REGISTRAR OF VOTERS | 32.2000 5581.33 | 33.8100 5860.40 | 35.5000 6153.33 | 37.2800 6461.86 | 39.1400 6784.26 | UM |
| 5700 | ASSISTANT SUPERINTENDENT-INSTITUTIONAL | 36.0100 6241.73 | 37.8100 6553.73 | 39.7000 6881.33 | 41.6900 7226.26 | 43.7700 7586.80 | SM |
| 0311 | ASSISTANT TREAS/TAX COLLECTOR | 49.2900 8543.60 | 51.7500 8970.00 | 54.3400 9418.93 | 57.0600 9890.40 | 59.9100 10384.40 | UM |
| 4105 | ASSOCIATE CIVIL ENGINEER | 37.0400 6420.26 | 38.8900 6740.93 | 40.8300 7077.20 | 42.8700 7430.80 | 45.0100 7801.73 | PL |
| 5100 | ASSOCIATE COUNTY COUNSEL | 43.3700 7517.46 | 45.5400 7893.60 | 47.8200 8288.80 | 50.2100 8703.06 | 52.7200 9138.13 | CC |
| 4110 | ASSOCIATE LAND SURVEYOR | 37.0400 6420.26 | 38.8900 6740.93 | 40.8300 7077.20 | 42.8700 7430.80 | 45.0100 7801.73 | SU |
| 4202 | ASSOCIATE PLANNER | 29.6200 5134.13 | 31.1000 5390.66 | 32.6600 5661.06 | 34.2900 5943.60 | 36.0000 6240.00 | PL |
| 4119 | ASSOCIATE RIGHT OF WAY AGENT | 31.9100 5531.06 | 33.5100 5808.40 | 35.1900 6099.60 | 36.9500 6404.66 | 38.8000 6725.33 | PL |
| 1106 | AUDITOR-CONTROLLER | 71.4900 12391.60 | 71.4900 12391.60 | 71.4900 12391.60 | 71.4900 12391.60 | 71.4900 12391.60 | EL |
| 4311 | AUDITOR/APPRaiser | 24.4100 4231.06 | 25.6300 4442.53 | 26.9100 4664.40 | 28.2600 4898.40 | 29.6700 5142.80 | PL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 4305 | BRANCH SUPERVISING APPRAISER | 32.7700 5680.13 | 34.4100 5964.40 | 36.1300 6262.53 | 37.9400 6576.26 | 39.8400 6905.60 | SU |
| 6114 | BRIDGE MAINTENANCE SUPERVISOR | 30.0200 5203.46 | 31.5200 5463.46 | 33.1000 5737.33 | 34.7600 6025.06 | 36.5000 6326.66 | TC |
| 6111 | BRIDGE MAINTENANCE WORKER I | 18.4500 3198.00 | 19.3700 3357.46 | 20.3400 3525.60 | 21.3600 3702.40 | 22.4300 3887.86 | TC |
| 6112 | BRIDGE MAINTENANCE WORKER II | 20.5100 3555.06 | 21.5400 3733.60 | 22.6200 3920.80 | 23.7500 4116.66 | 24.9400 4322.93 | TC |
| 6113 | BRIDGE MAINTENANCE WORKER III | 22.7400 3941.60 | 23.8800 4139.20 | 25.0700 4345.46 | 26.3200 4562.13 | 27.6400 4790.93 | TC |
| 4501 | BUILDING INSPECTOR I | 24.3100 4213.73 | 25.5300 4425.20 | 26.8100 4647.06 | 28.1500 4879.33 | 29.5600 5123.73 | TC |
| 4502 | BUILDING INSPECTOR II | 26.9900 4678.26 | 28.3400 4912.26 | 29.7600 5158.40 | 31.2500 5416.66 | 32.8100 5687.06 | TC |
| 4503 | BUILDING INSPECTOR III | 29.6900 5146.26 | 31.1700 5402.80 | 32.7300 5673.20 | 34.3700 5957.46 | 36.0900 6255.60 | TC |
| 6601 | BUILDING MAINTENANCE WORKER I | 18.5100 3208.40 | 19.4400 3369.60 | 20.4100 3537.73 | 21.4300 3714.53 | 22.5000 3900.00 | TC |
| 6602 | BUILDING MAINTENANCE WORKER II | 20.5500 3562.00 | 21.5800 3740.53 | 22.6600 3927.73 | 23.7900 4123.60 | 24.9800 4329.86 | TC |
| 6612 | BUILDING OPERATIONS MANAGER | 32.8000 5685.33 | 34.4400 5969.60 | 36.1600 6267.73 | 37.9700 6581.46 | 39.8700 6910.80 | MA |
| 6610 | BUILDING OPERATIONS SUPERVISOR | 27.3200 4735.46 | 28.6900 4972.93 | 30.1200 5220.80 | 31.6300 5482.53 | 33.2100 5756.40 | TC |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 6605 | BUILDING OPERATIONS TECHNICIAN | 23.7500 4116.66 | 24.9400 4322.93 | 26.1900 4539.60 | 27.5000 4766.66 | 28.8800 5005.86 | TC |
| 6139 | BUILDING/GROUNDS SUPERINTENDEN | 39.3100 6813.73 | 41.2800 7155.20 | 43.3400 7512.26 | 45.5100 7888.40 | 47.7900 8283.60 | MA |
| 3401 | BUYER I | 24.4900 4244.93 | 25.7100 4456.40 | 27.0000 4680.00 | 28.3500 4914.00 | 29.7700 5160.13 | GE |
| 3402 | BUYER II | 27.2100 4716.40 | 28.5700 4952.13 | 30.0000 5200.00 | 31.5000 5460.00 | 33.0800 5733.86 | GE |
| 4721 | CADASTRAL DRAFTER | 23.8700 4137.46 | 25.0600 4343.73 | 26.3100 4560.40 | 27.6300 4789.20 | 29.0100 5028.40 | GE |
| 1316 | CAO ADMINISTRATIVE ANALYST I | 34.9800 6063.20 | 36.7300 6366.53 | 38.5700 6685.46 | 40.5000 7020.00 | 42.5300 7371.86 | UM |
| 1317 | CAO ADMINISTRATIVE ANALYST II | 38.8600 6735.73 | 40.8000 7072.00 | 42.8400 7425.60 | 44.9800 7796.53 | 47.2300 8186.53 | UM |
| 1315 | CAO ADMINISTRATIVE TECHNICIAN | 25.7100 4456.40 | 27.0000 4680.00 | 28.3500 4914.00 | 29.7700 5160.13 | 31.2600 5418.40 | CO |
| 0184 | CAPITAL PROGRAMS MANAGER | 44.3900 7694.26 | 46.6100 8079.06 | 48.9400 8482.93 | 51.3900 8907.60 | 53.9600 9353.06 | MA |
| 7421 | CARE MANAGEMENT COUNSELOR I | 20.5100 3555.06 | 21.5400 3733.60 | 22.6200 3920.80 | 23.7500 4116.66 | 24.9400 4322.93 | PL |
| 7422 | CARE MANAGEMENT COUNSELOR II | 22.7700 3946.80 | 23.9100 4144.40 | 25.1100 4352.40 | 26.3700 4570.80 | 27.6900 4799.60 | PL |
| 7425 | CARE MANAGEMENT SUPERVISOR | 26.2000 4541.33 | 27.5100 4768.40 | 28.8900 5007.60 | 30.3300 5257.20 | 31.8500 5520.66 | SU |

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 3504 | CENTRAL SERVICES SUPERVISOR | 20.1100 3485.73 | 21.1200 3660.80 | 22.1800 3844.53 | 23.2900 4036.93 | 24.4500 4238.00 | SU |
| 1226 | CHIEF ADMINISTRATIVE OFFICER | 85.0100 14735.06 | 89.2600 15471.73 | 93.7200 16244.80 | 98.4100 17057.73 | 103.3300 17910.53 | UD |
| 0106 | CHIEF ANIMAL CONTROL OFFICER | 42.9300 7441.20 | 45.0800 7813.86 | 47.3300 8203.86 | 49.7000 8614.66 | 52.1900 9046.26 | MA |
| 0126 | CHIEF ASST AUDITOR/CONTROLLER | 57.4000 9949.33 | 60.2700 10446.80 | 63.2800 10968.53 | 66.4400 11516.26 | 69.7600 12091.73 | UM |
| 0146 | CHIEF ASST COUNTY COUNSEL | 66.0700 11452.13 | 69.3700 12024.13 | 72.8400 12625.60 | 76.4800 13256.53 | 80.3000 13918.66 | UD |
| 1283 | CHIEF ASST DIR HEALTH/HUMAN SV | 62.8300 10890.53 | 65.9700 11434.80 | 69.2700 12006.80 | 72.7300 12606.53 | 76.3700 13237.46 | UD |
| 0156 | CHIEF ASST DISTRICT ATTORNEY | 58.1700 10082.80 | 61.0800 10587.20 | 64.1300 11115.86 | 67.3400 11672.26 | 70.7100 12256.40 | UM |
| 0241 | CHIEF ASST PUBLIC DEFENDER | 58.8100 10193.73 | 61.7500 10703.33 | 64.8400 11238.93 | 68.0800 11800.53 | 71.4800 12389.86 | UM |
| 0142 | CHIEF BUDGET OFFICER | 60.2200 10438.13 | 63.2300 10959.86 | 66.3900 11507.60 | 69.7100 12083.06 | 73.2000 12688.00 | UD |
| 7466 | CHIEF DEP PUB GUARD/PUB CNSRVT | 35.8100 6207.06 | 37.6000 6517.33 | 39.4800 6843.20 | 41.4500 7184.66 | 43.5200 7543.46 | MA |
| 4103 | CHIEF ENGINEERING TECHNICIAN | 34.1500 5919.33 | 35.8600 6215.73 | 37.6500 6526.00 | 39.5300 6851.86 | 41.5100 7195.06 | MA |
| 0325 | CHIEF FISCAL OFFICER | 47.3600 8209.06 | 49.7300 8619.86 | 52.2200 9051.46 | 54.8300 9503.86 | 57.5700 9978.80 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 0327 | CHIEF FISCAL OFFICER - UM | 45.9800 7969.86 | 48.2800 8368.53 | 50.6900 8786.26 | 53.2200 9224.80 | 55.8800 9685.86 | UM |
| 5601 | CHIEF INVESTIGATOR (D.A.) | 56.3300 9763.86 | 59.1500 10252.66 | 62.1100 10765.73 | 65.2200 11304.80 | 68.4800 11869.86 | SM |
| 1256 | CHIEF PROBATION OFFICER | 62.8300 10890.53 | 65.9700 11434.80 | 69.2700 12006.80 | 72.7300 12606.53 | 76.3700 13237.46 | UD |
| 7217 | CHILD ABUSE PREVENTION CRD I | 23.2300 4026.53 | 24.3900 4227.60 | 25.6100 4439.06 | 26.8900 4660.93 | 28.2300 4893.20 | GE |
| 7218 | CHILD ABUSE PREVENTION CRD II | 25.5500 4428.66 | 26.8300 4650.53 | 28.1700 4882.80 | 29.5800 5127.20 | 31.0600 5383.73 | GE |
| 5001 | CHILD SUPPORT ATTORNEY I | 31.7200 5498.13 | 33.3100 5773.73 | 34.9800 6063.20 | 36.7300 6366.53 | 38.5700 6685.46 | CA |
| 5002 | CHILD SUPPORT ATTORNEY II | 37.2400 6454.93 | 39.1000 6777.33 | 41.0600 7117.06 | 43.1100 7472.40 | 45.2700 7846.80 | CA |
| 5003 | CHILD SUPPORT ATTORNEY III | 43.8400 7598.93 | 46.0300 7978.53 | 48.3300 8377.20 | 50.7500 8796.66 | 53.2900 9236.93 | CA |
| 5004 | CHILD SUPPORT ATTORNEY IV | 51.5300 8931.86 | 54.1100 9379.06 | 56.8200 9848.80 | 59.6600 10341.06 | 62.6400 10857.60 | CA |
| 0164 | CHILD SUPPORT BRANCH MANAGER | 28.6800 4971.20 | 30.1100 5219.06 | 31.6200 5480.80 | 33.2000 5754.66 | 34.8600 6042.40 | MA |
| 5605 | CHILD SUPPORT INVESTIGATOR I | 18.5100 3208.40 | 19.4400 3369.60 | 20.4100 3537.73 | 21.4300 3714.53 | 22.5000 3900.00 | GE |
| 5606 | CHILD SUPPORT INVESTIGATOR II | 20.5600 3563.73 | 21.5900 3742.26 | 22.6700 3929.46 | 23.8000 4125.33 | 24.9900 4331.60 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 7125 | CHILD SUPPORT PROGRAM MANAGER | 42.2800 7328.53 | 44.3900 7694.26 | 46.6100 8079.06 | 48.9400 8482.93 | 51.3900 8907.60 | MA |
| 7709 | CHILD SUPPORT SPEC PROG COORD | 24.2100 4196.40 | 25.4200 4406.13 | 26.6900 4626.26 | 28.0200 4856.80 | 29.4200 5099.46 | GE |
| 7701 | CHILD SUPPORT SPECIALIST I | 17.2200 2984.80 | 18.0800 3133.86 | 18.9800 3289.86 | 19.9300 3454.53 | 20.9300 3627.86 | GE |
| 7702 | CHILD SUPPORT SPECIALIST II | 19.1400 3317.60 | 20.1000 3484.00 | 21.1100 3659.06 | 22.1700 3842.80 | 23.2800 4035.20 | GE |
| 7703 | CHILD SUPPORT SPECIALIST III | 21.0400 3646.93 | 22.0900 3828.93 | 23.1900 4019.60 | 24.3500 4220.66 | 25.5700 4432.13 | GE |
| 7705 | CHILD SUPPORT SUPERVISOR | 24.2100 4196.40 | 25.4200 4406.13 | 26.6900 4626.26 | 28.0200 4856.80 | 29.4200 5099.46 | SU |
| 1420 | CLERICAL OPERATIONS MANAGER | 29.4200 5099.46 | 30.8900 5354.26 | 32.4300 5621.20 | 34.0500 5902.00 | 35.7500 6196.66 | MA |
| 1206 | CLERK OF THE BOARD OF SUPV | 38.5700 6685.46 | 40.5000 7020.00 | 42.5300 7371.86 | 44.6600 7741.06 | 46.8900 8127.60 | UD |
| 2114 | CLERK OF THE PLANNING COMMSN | 24.4900 4244.93 | 25.7100 4456.40 | 27.0000 4680.00 | 28.3500 4914.00 | 29.7700 5160.13 | SU |
| 4511 | CODE ENFORCEMENT OFFICER I | 25.5300 4425.20 | 26.8100 4647.06 | 28.1500 4879.33 | 29.5600 5123.73 | 31.0400 5380.26 | TC |
| 4512 | CODE ENFORCEMENT OFFICER II | 28.3500 4914.00 | 29.7700 5160.13 | 31.2600 5418.40 | 32.8200 5688.80 | 34.4600 5973.06 | TC |
| 8516 | COMMUNITY HEALTH ADVOCATE | 18.7200 3244.80 | 19.6600 3407.73 | 20.6400 3577.60 | 21.6700 3756.13 | 22.7500 3943.33 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 0201 | COMMUNITY PH NURSING DIV MGR | 44.0400 7633.60 | 46.2400 8014.93 | 48.5500 8415.33 | 50.9800 8836.53 | 53.5300 9278.53 | MA |
| 2801 | COMMUNITY SERVICES OFFICER | 18.8400 3265.60 | 19.7800 3428.53 | 20.7700 3600.13 | 21.8100 3780.40 | 22.9000 3969.33 | GE |
| 4101 | CONSTRUCTION MANAGER | 43.4400 7529.60 | 45.6100 7905.73 | 47.8900 8300.93 | 50.2800 8715.20 | 52.7900 9150.26 | MA |
| 4195 | CONSULT HEALTH PROF - X HELP | 46.2600 8018.40 | 48.5700 8418.80 | 51.0000 8840.00 | 53.5500 9282.00 | 56.2300 9746.53 | EH |
| 4196 | CONSULT PROFESSIONAL - X HELP | 30.0000 5200.00 | 31.5000 5460.00 | 33.0800 5733.86 | 34.7300 6019.86 | 36.4700 6321.46 | EH |
| 1313 | CONTRACT SERVICES OFFICER | 41.1800 7137.86 | 43.2400 7494.93 | 45.4000 7869.33 | 47.6700 8262.80 | 50.0500 8675.33 | MA |
| 5907 | COOK I | 14.3900 2494.26 | 15.1100 2619.06 | 15.8700 2750.80 | 16.6600 2887.73 | 17.4900 3031.60 | GE |
| 5908 | COOK II | 16.0000 2773.33 | 16.8000 2912.00 | 17.6400 3057.60 | 18.5200 3210.13 | 19.4500 3371.33 | GE |
| 5905 | CORRECTIONAL COOK | 16.8300 2917.20 | 17.6700 3062.80 | 18.5500 3215.33 | 19.4800 3376.53 | 20.4500 3544.66 | GE |
| 5909 | CORRECTIONAL FOOD SERVICE COOR | 25.5300 4425.20 | 26.8100 4647.06 | 28.1500 4879.33 | 29.5600 5123.73 | 31.0400 5380.26 | SU |
| 5906 | CORRECTIONAL FOOD SERVICE SUPV | 19.3600 3355.73 | 20.3300 3523.86 | 21.3500 3700.66 | 22.4200 3886.13 | 23.5400 4080.26 | SU |
| 5511 | CORRECTIONAL LIEUTENANT | 34.4900 5978.26 | 36.2100 6276.40 | 38.0200 6590.13 | 39.9200 6919.46 | 41.9200 7266.13 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 5501 | CORRECTIONAL OFFICER I | 22.0300 3818.53 | 23.1300 4009.20 | 24.2900 4210.26 | 25.5000 4420.00 | 26.7800 4641.86 | CR |
| 5502 | CORRECTIONAL OFFICER II | 24.2200 4198.13 | 25.4300 4407.86 | 26.7000 4628.00 | 28.0400 4860.26 | 29.4400 5102.93 | CR |
| 5510 | CORRECTIONAL SERGEANT | 29.5400 5120.26 | 31.0200 5376.80 | 32.5700 5645.46 | 34.2000 5928.00 | 35.9100 6224.40 | CR |
| 3308 | COST ACCOUNTANT | 34.5600 5990.40 | 36.2900 6290.26 | 38.1000 6604.00 | 40.0100 6935.06 | 42.0100 7281.73 | PL |
| 1231 | COUNTY COUNSEL | 77.7400 13474.93 | 81.6300 14149.20 | 85.7100 14856.40 | 90.0000 15600.00 | 94.5000 16380.00 | UD |
| 1116 | COUNTY RECORDER/CLERK | 65.1800 11297.86 | 65.1800 11297.86 | 65.1800 11297.86 | 65.1800 11297.86 | 65.1800 11297.86 | EL |
| 3171 | CRIME ANALYST | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 6627 | CUSTODIAL SUPERVISOR | 18.0200 3123.46 | 18.9200 3279.46 | 19.8700 3444.13 | 20.8600 3615.73 | 21.9000 3796.00 | TC |
| 6625 | CUSTODIAN | 14.3000 2478.66 | 15.0200 2603.46 | 15.7700 2733.46 | 16.5600 2870.40 | 17.3900 3014.26 | TC |
| 7901 | DEPARTMENT ANALYST I | 27.2100 4716.40 | 28.5700 4952.13 | 30.0000 5200.00 | 31.5000 5460.00 | 33.0800 5733.86 | PL |
| 7902 | DEPARTMENT ANALYST II | 30.2300 5239.86 | 31.7400 5501.60 | 33.3300 5777.20 | 35.0000 6066.66 | 36.7500 6370.00 | PL |
| 3170 | DEPARTMENT SYSTEMS ANALYST | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 4405 | DEPUTY AG COMM/SEALER WTS&MEAS | 29.0400 5033.60 | 30.4900 5284.93 | 32.0100 5548.40 | 33.6100 5825.73 | 35.2900 6116.93 | SU |
| 0249 | DEPUTY BUILDING OFFICIAL | 33.5400 5813.60 | 35.2200 6104.80 | 36.9800 6409.86 | 38.8300 6730.53 | 40.7700 7066.80 | UM |
| 0236 | DEPUTY CHIEF PROBATION OFFICER | 40.0200 6936.80 | 42.0200 7283.46 | 44.1200 7647.46 | 46.3300 8030.53 | 48.6500 8432.66 | SM |
| 2905 | DEPUTY CLERK OF THE BOARD I | 16.8300 2917.20 | 17.6700 3062.80 | 18.5500 3215.33 | 19.4800 3376.53 | 20.4500 3544.66 | CO |
| 2906 | DEPUTY CLERK OF THE BOARD II | 18.7100 3243.06 | 19.6500 3406.00 | 20.6300 3575.86 | 21.6600 3754.40 | 22.7400 3941.60 | CO |
| 5104 | DEPUTY COUNTY COUNSEL | 51.2200 8878.13 | 53.7800 9321.86 | 56.4700 9788.13 | 59.2900 10276.93 | 62.2500 10790.00 | CC |
| 0281 | DEPUTY DIR DEV SVCS-BLDG OFCL | 47.3300 8203.86 | 49.7000 8614.66 | 52.1900 9046.26 | 54.8000 9498.66 | 57.5400 9973.60 | UM |
| 0291 | DEPUTY DIR ENGINEERING | 55.5200 9623.46 | 58.3000 10105.33 | 61.2200 10611.46 | 64.2800 11141.86 | 67.4900 11698.26 | MA |
| 0251 | DEPUTY DIR MENTAL HEALTH | 47.7400 8274.93 | 50.1300 8689.20 | 52.6400 9124.26 | 55.2700 9580.13 | 58.0300 10058.53 | UM |
| 0262 | DEPUTY DIR OF CHILD SPPT SVCS | 48.0800 8333.86 | 50.4800 8749.86 | 53.0000 9186.66 | 55.6500 9646.00 | 58.4300 10127.86 | UM |
| 0173 | DEPUTY DIR OF ENVIRONTL MGMT | 49.1100 8512.40 | 51.5700 8938.80 | 54.1500 9386.00 | 56.8600 9855.73 | 59.7000 10348.00 | UM |
| 0235 | DEPUTY DIR OF INFORMATION TECH | 47.6000 8250.66 | 49.9800 8663.20 | 52.4800 9096.53 | 55.1000 9550.66 | 57.8600 10029.06 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|---------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 0301 | DEPUTY DIR OF MAINT & OPS | 55.5200 9623.46 | 58.3000 10105.33 | 61.2200 10611.46 | 64.2800 11141.86 | 67.4900 11698.26 | MA |
| 7122 | DEPUTY DIRECTOR | 47.8000 8285.33 | 50.1900 8699.60 | 52.7000 9134.66 | 55.3400 9592.26 | 58.1100 10072.40 | MA |
| 5201 | DEPUTY DISTRICT ATTORNEY I | 31.7200 5498.13 | 33.3100 5773.73 | 34.9800 6063.20 | 36.7300 6366.53 | 38.5700 6685.46 | CA |
| 5202 | DEPUTY DISTRICT ATTORNEY II | 37.2400 6454.93 | 39.1000 6777.33 | 41.0600 7117.06 | 43.1100 7472.40 | 45.2700 7846.80 | CA |
| 5203 | DEPUTY DISTRICT ATTORNEY III | 43.8400 7598.93 | 46.0300 7978.53 | 48.3300 8377.20 | 50.7500 8796.66 | 53.2900 9236.93 | CA |
| 5204 | DEPUTY DISTRICT ATTORNEY IV | 51.5300 8931.86 | 54.1100 9379.06 | 56.8200 9848.80 | 59.6600 10341.06 | 62.6400 10857.60 | CA |
| 5721 | DEPUTY PROBATION OFCR I-INSTIT | 20.3900 3534.26 | 21.4100 3711.06 | 22.4800 3896.53 | 23.6000 4090.66 | 24.7800 4295.20 | PR |
| 5722 | DEPUTY PROBATION OFCR II-INSTIT | 22.7500 3943.33 | 23.8900 4140.93 | 25.0800 4347.20 | 26.3300 4563.86 | 27.6500 4792.66 | PR |
| 5701 | DEPUTY PROBATION OFFICER I | 21.4700 3721.46 | 22.5400 3906.93 | 23.6700 4102.80 | 24.8500 4307.33 | 26.0900 4522.26 | PR |
| 5702 | DEPUTY PROBATION OFFICER II | 23.9600 4153.06 | 25.1600 4361.06 | 26.4200 4579.46 | 27.7400 4808.26 | 29.1300 5049.20 | PR |
| 5301 | DEPUTY PUBLIC DEFENDER I | 31.7200 5498.13 | 33.3100 5773.73 | 34.9800 6063.20 | 36.7300 6366.53 | 38.5700 6685.46 | CA |
| 5302 | DEPUTY PUBLIC DEFENDER II | 37.2400 6454.93 | 39.1000 6777.33 | 41.0600 7117.06 | 43.1100 7472.40 | 45.2700 7846.80 | CA |

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|--------------------|-----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| 5303 | DEPUTY PUBLIC DEFENDER III | 43.8400 7598.93 | 46.0300 7978.53 | 48.3300 8377.20 | 50.7500 8796.66 | 53.2900 9236.93 | CA |
| 5304 | DEPUTY PUBLIC DEFENDER IV | 51.5300 8931.86 | 54.1100 9379.06 | 56.8200 9848.80 | 59.6600 10341.06 | 62.6400 10857.60 | CA |
| 7410 | DEPUTY PUBLIC GUARDIAN ASST | 16.8500 2920.66 | 17.6900 3066.26 | 18.5700 3218.80 | 19.5000 3380.00 | 20.4800 3549.86 | GE |
| 7411 | DEPUTY PUBLIC GUARDIAN I | 22.7700 3946.80 | 23.9100 4144.40 | 25.1100 4352.40 | 26.3700 4570.80 | 27.6900 4799.60 | GE |
| 7412 | DEPUTY PUBLIC GUARDIAN II | 25.3200 4388.80 | 26.5900 4608.93 | 27.9200 4839.46 | 29.3200 5082.13 | 30.7900 5336.93 | GE |
| 5401 | DEPUTY SHERIFF I | 30.5700 5298.80 | 32.1000 5564.00 | 33.7100 5843.06 | 35.4000 6136.00 | 37.1700 6442.80 | SA |
| 5402 | DEPUTY SHERIFF II | 32.0500 5555.33 | 33.6500 5832.66 | 35.3300 6123.86 | 37.1000 6430.66 | 38.9600 6753.06 | SA |
| 0124 | DEPUTY SURVEYOR | 44.5400 7720.26 | 46.7700 8106.80 | 49.1100 8512.40 | 51.5700 8938.80 | 54.1500 9386.00 | UM |
| 5915 | DETENTION AIDE | 15.8900 2754.26 | 16.6800 2891.20 | 17.5100 3035.06 | 18.3900 3187.60 | 19.3100 3347.06 | GE |
| 4701 | DEVELOPMENT AIDE I | 16.2600 2818.40 | 17.0700 2958.80 | 17.9200 3106.13 | 18.8200 3262.13 | 19.7600 3425.06 | GE |
| 4702 | DEVELOPMENT AIDE II | 17.9800 3116.53 | 18.8800 3272.53 | 19.8200 3435.46 | 20.8100 3607.06 | 21.8500 3787.33 | GE |
| 4507 | DEVELOPMENT SVS BRANCH MGR | 40.5400 7026.93 | 42.5700 7378.80 | 44.7000 7748.00 | 46.9400 8136.26 | 49.2900 8543.60 | MA |

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1285 | DEVELOPMENT SVS DIV DIRECTOR | 59.5900 10328.93 | 62.5700 10845.46 | 65.7000 11388.00 | 68.9900 11958.26 | 72.4400 12556.26 | UM |
| 4709 | DEVELOPMENT TECHNICIAN I | 19.8100 3433.73 | 20.8000 3605.33 | 21.8400 3785.60 | 22.9300 3974.53 | 24.0800 4173.86 | GE |
| 4710 | DEVELOPMENT TECHNICIAN II | 21.8800 3792.53 | 22.9700 3981.46 | 24.1200 4180.80 | 25.3300 4390.53 | 26.6000 4610.66 | GE |
| 1284 | DIRECTOR COMMUNITY DEV AGENCY | 72.2600 12525.06 | 75.8700 13150.80 | 79.6600 13807.73 | 83.6400 14497.60 | 87.8200 15222.13 | UD |
| 1282 | DIRECTOR HEALTH & HUMAN SVC AG | 72.2600 12525.06 | 75.8700 13150.80 | 79.6600 13807.73 | 83.6400 14497.60 | 87.8200 15222.13 | UD |
| 1262 | DIRECTOR OF CHILD SUPPORT SVCS | 60.5300 10491.86 | 63.5600 11017.06 | 66.7400 11568.26 | 70.0800 12147.20 | 73.5800 12753.86 | UD |
| 0231 | DIRECTOR OF HUMAN RESOURCES | 68.8200 11928.80 | 72.2600 12525.06 | 75.8700 13150.80 | 79.6600 13807.73 | 83.6400 14497.60 | UD |
| 0206 | DIRECTOR OF INFORMATION TECH | 60.6800 10517.86 | 63.7100 11043.06 | 66.9000 11596.00 | 70.2500 12176.66 | 73.7600 12785.06 | UD |
| 1246 | DIRECTOR OF LIBRARY SERVICES | 50.2200 8704.80 | 52.7300 9139.86 | 55.3700 9597.46 | 58.1400 10077.60 | 61.0500 10582.00 | UD |
| 8119 | DISEASE INV & CONTROL SPEC I | 24.7600 4291.73 | 26.0000 4506.66 | 27.3000 4732.00 | 28.6700 4969.46 | 30.1000 5217.33 | PL |
| 8120 | DISEASE INV & CONTROL SPEC II | 27.5300 4771.86 | 28.9100 5011.06 | 30.3600 5262.40 | 31.8800 5525.86 | 33.4700 5801.46 | PL |
| 4655 | DISPOSAL SITE SUPERVISOR | 38.1500 6612.66 | 40.0600 6943.73 | 42.0600 7290.40 | 44.1600 7654.40 | 46.3700 8037.46 | SU |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1121 | DISTRICT ATTORNEY | 88.8100 15393.73 | 88.8100 15393.73 | 88.8100 15393.73 | 88.8100 15393.73 | 88.8100 15393.73 | EL |
| 7607 | EARLY CHILDHOOD LITERACY SPEC | 16.6100 2879.06 | 17.4400 3022.93 | 18.3100 3173.73 | 19.2300 3333.20 | 20.1900 3499.60 | GE |
| 1314 | ECONOMIC & BUSI RELATIONS MGR | 47.9700 8314.80 | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | UM |
| 2607 | ELECTIONS TECHNICIAN I | 16.8300 2917.20 | 17.6700 3062.80 | 18.5500 3215.33 | 19.4800 3376.53 | 20.4500 3544.66 | GE |
| 2608 | ELECTIONS TECHNICIAN II | 18.7100 3243.06 | 19.6500 3406.00 | 20.6300 3575.86 | 21.6600 3754.40 | 22.7400 3941.60 | GE |
| 2610 | ELECTIONS WORKER - X HELP | 12.0500 2088.66 | 12.6500 2192.66 | 13.2800 2301.86 | 13.9400 2416.26 | 14.6400 2537.60 | EH |
| 7110 | ELIGIBILITY SUPERVISOR I | 22.2200 3851.46 | 23.3300 4043.86 | 24.5000 4246.66 | 25.7300 4459.86 | 27.0200 4683.46 | SU |
| 7109 | ELIGIBILITY SYSTEMS SPECIALIST | 21.1100 3659.06 | 22.1700 3842.80 | 23.2800 4035.20 | 24.4400 4236.26 | 25.6600 4447.73 | GE |
| 7101 | ELIGIBILITY WORKER I | 15.8000 2738.66 | 16.5900 2875.60 | 17.4200 3019.46 | 18.2900 3170.26 | 19.2000 3328.00 | GE |
| 7102 | ELIGIBILITY WORKER II | 17.5700 3045.46 | 18.4500 3198.00 | 19.3700 3357.46 | 20.3400 3525.60 | 21.3600 3702.40 | GE |
| 7103 | ELIGIBILITY WORKER III | 19.3200 3348.80 | 20.2900 3516.93 | 21.3000 3692.00 | 22.3700 3877.46 | 23.4900 4071.60 | GE |
| 7501 | EMPLOYMENT & TRAINING WKR I | 17.7900 3083.60 | 18.6800 3237.86 | 19.6100 3399.06 | 20.5900 3568.93 | 21.6200 3747.46 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 7502 | EMPLOYMENT & TRAINING WKR II | 19.7600 3425.06 | 20.7500 3596.66 | 21.7900 3776.93 | 22.8800 3965.86 | 24.0200 4163.46 | GE |
| 7503 | EMPLOYMENT & TRAINING WKR III | 21.7500 3770.00 | 22.8400 3958.93 | 23.9800 4156.53 | 25.1800 4364.53 | 26.4400 4582.93 | GE |
| 7505 | EMPLOYMENT & TRAINING WKR SUPV | 24.9900 4331.60 | 26.2400 4548.26 | 27.5500 4775.33 | 28.9300 5014.53 | 30.3800 5265.86 | SU |
| 0166 | EMS AGENCY ADMINISTRATOR | 39.6300 6869.20 | 41.6100 7212.40 | 43.6900 7572.93 | 45.8700 7950.80 | 48.1600 8347.73 | MA |
| 0167 | EMS AGENCY MEDICAL DIRECTOR | 83.1000 14404.00 | 87.2600 15125.06 | 91.6200 15880.80 | 96.2000 16674.66 | 101.0100 17508.40 | PL |
| 7838 | ENERGY/WEATHERIZATION SUPV | 23.3900 4054.26 | 24.5600 4257.06 | 25.7900 4470.26 | 27.0800 4693.86 | 28.4300 4927.86 | TC |
| 7836 | ENERGY/WEATHERIZATION TECH I | 16.6600 2887.73 | 17.4900 3031.60 | 18.3600 3182.40 | 19.2800 3341.86 | 20.2400 3508.26 | TC |
| 7835 | ENERGY/WEATHERIZATION TECH II | 18.5100 3208.40 | 19.4400 3369.60 | 20.4100 3537.73 | 21.4300 3714.53 | 22.5000 3900.00 | TC |
| 4715 | ENGINEERING AIDE | 21.4800 3723.20 | 22.5500 3908.66 | 23.6800 4104.53 | 24.8600 4309.06 | 26.1000 4524.00 | GE |
| 4713 | ENGINEERING STUDENT INT X-HELP | 13.1500 2279.33 | 13.8100 2393.73 | 14.5000 2513.33 | 15.2300 2639.86 | 15.9900 2771.60 | EH |
| 4717 | ENGINEERING TECHNICIAN | 23.8700 4137.46 | 25.0600 4343.73 | 26.3100 4560.40 | 27.6300 4789.20 | 29.0100 5028.40 | GE |
| 4611 | ENVIRONMENTAL BRANCH MANAGER | 41.0800 7120.53 | 43.1300 7475.86 | 45.2900 7850.26 | 47.5500 8242.00 | 49.9300 8654.53 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 4607 | ENVIRONMENTAL HEALTH MANAGER | 41.0800 7120.53 | 43.1300 7475.86 | 45.2900 7850.26 | 47.5500 8242.00 | 49.9300 8654.53 | MA |
| 4601 | ENVIRONMENTAL HEALTH SPEC I | 23.6000 4090.66 | 24.7800 4295.20 | 26.0200 4510.13 | 27.3200 4735.46 | 28.6900 4972.93 | PL |
| 4602 | ENVIRONMENTAL HEALTH SPEC II | 26.2200 4544.80 | 27.5300 4771.86 | 28.9100 5011.06 | 30.3600 5262.40 | 31.8800 5525.86 | PL |
| 1236 | ENVIRONMENTAL MGT DIV DIRECTOR | 60.6800 10517.86 | 63.7100 11043.06 | 66.9000 11596.00 | 70.2500 12176.66 | 73.7600 12785.06 | UM |
| 8509 | EPIDEMIOLOGIST I | 30.7200 5324.80 | 32.2600 5591.73 | 33.8700 5870.80 | 35.5600 6163.73 | 37.3400 6472.26 | PL |
| 8510 | EPIDEMIOLOGIST II | 34.1400 5917.60 | 35.8500 6214.00 | 37.6400 6524.26 | 39.5200 6850.13 | 41.5000 7193.33 | PL |
| 6203 | EQUIPMENT MAINTENANCE SUPV | 25.9600 4499.73 | 27.2600 4725.06 | 28.6200 4960.80 | 30.0500 5208.66 | 31.5500 5468.66 | TC |
| 6205 | EQUIPMENT MECHANIC HELPER | 18.2700 3166.80 | 19.1800 3324.53 | 20.1400 3490.93 | 21.1500 3666.00 | 22.2100 3849.73 | TC |
| 6201 | EQUIPMENT MECHANIC I | 20.3100 3520.40 | 21.3300 3697.20 | 22.4000 3882.66 | 23.5200 4076.80 | 24.7000 4281.33 | TC |
| 6202 | EQUIPMENT MECHANIC II | 22.5500 3908.66 | 23.6800 4104.53 | 24.8600 4309.06 | 26.1000 4524.00 | 27.4100 4751.06 | TC |
| 6206 | EQUIPMENT MECHANIC III | 23.6900 4106.26 | 24.8700 4310.80 | 26.1100 4525.73 | 27.4200 4752.80 | 28.7900 4990.26 | TC |
| 6135 | EQUIPMENT SUPERINTENDENT | 39.3100 6813.73 | 41.2800 7155.20 | 43.3400 7512.26 | 45.5100 7888.40 | 47.7900 8283.60 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2113 | EXECUTIVE ASSISTANT | 19.1700 3322.80 | 20.1300 3489.20 | 21.1400 3664.26 | 22.2000 3848.00 | 23.3100 4040.40 | CO |
| 1322 | EXECUTIVE ASSISTANT TO THE CAO | 20.5700 3565.46 | 21.6000 3744.00 | 22.6800 3931.20 | 23.8100 4127.06 | 25.0000 4333.33 | CO |
| 2112 | EXECUTIVE SECRETARY | 18.7100 3243.06 | 19.6500 3406.00 | 20.6300 3575.86 | 21.6600 3754.40 | 22.7400 3941.60 | GE |
| 2721 | EXECUTIVE SECRETARY-LAW JUSTCE | 20.7700 3600.13 | 21.8100 3780.40 | 22.9000 3969.33 | 24.0500 4168.66 | 25.2500 4376.66 | GE |
| 0188 | FACILITIES MANAGER | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | 61.2300 10613.20 | UM |
| 0186 | FACILITIES PROJECT MANAGER I | 30.4300 5274.53 | 31.9500 5538.00 | 33.5500 5815.33 | 35.2300 6106.53 | 36.9900 6411.60 | UM |
| 0187 | FACILITIES PROJECT MANAGER II | 37.0400 6420.26 | 38.8900 6740.93 | 40.8300 7077.20 | 42.8700 7430.80 | 45.0100 7801.73 | UM |
| 7104 | FAIR HEARING OFFICER | 20.7700 3600.13 | 21.8100 3780.40 | 22.9000 3969.33 | 24.0500 4168.66 | 25.2500 4376.66 | GE |
| 0193 | FISCAL ADMIN MANAGER | 41.1800 7137.86 | 43.2400 7494.93 | 45.4000 7869.33 | 47.6700 8262.80 | 50.0500 8675.33 | MA |
| 2201 | FISCAL ASSISTANT I | 16.0000 2773.33 | 16.8000 2912.00 | 17.6400 3057.60 | 18.5200 3210.13 | 19.4500 3371.33 | GE |
| 2202 | FISCAL ASSISTANT II | 17.7800 3081.86 | 18.6700 3236.13 | 19.6000 3397.33 | 20.5800 3567.20 | 21.6100 3745.73 | GE |
| 2205 | FISCAL SERVICES SUPERVISOR | 25.2100 4369.73 | 26.4700 4588.13 | 27.7900 4816.93 | 29.1800 5057.86 | 30.6400 5310.93 | SU |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2203 | FISCAL TECHNICIAN | 21.0100 3641.73 | 22.0600 3823.73 | 23.1600 4014.40 | 24.3200 4215.46 | 25.5400 4426.93 | GE |
| 6307 | FLEET SERVICES MANAGER | 43.1200 7474.13 | 45.2800 7848.53 | 47.5400 8240.26 | 49.9200 8652.80 | 52.4200 9086.13 | MA |
| 6305 | FLEET SERVICES SUPERVISOR | 23.9900 4158.26 | 25.1900 4366.26 | 26.4500 4584.66 | 27.7700 4813.46 | 29.1600 5054.40 | TC |
| 6300 | FLEET SERVICES TECHNICIAN I | 18.7700 3253.46 | 19.7100 3416.40 | 20.7000 3588.00 | 21.7400 3768.26 | 22.8300 3957.20 | TC |
| 6301 | FLEET SERVICES TECHNICIAN II | 20.8400 3612.26 | 21.8800 3792.53 | 22.9700 3981.46 | 24.1200 4180.80 | 25.3300 4390.53 | TC |
| 7825 | FOOD SERVICE AIDE | 11.5200 1996.80 | 12.1000 2097.33 | 12.7100 2203.06 | 13.3500 2314.00 | 14.0200 2430.13 | GE |
| 7824 | FOOD SERVICES SUPERVISOR | 18.3900 3187.60 | 19.3100 3347.06 | 20.2800 3515.20 | 21.2900 3690.26 | 22.3500 3874.00 | SU |
| 4075 | GENERAL TRAINEE - X HELP | 10.0000 1733.33 | 10.0000 1733.33 | 10.0000 1733.33 | 10.0000 1733.33 | 10.0000 1733.33 | EH |
| 4111 | GEOLOGIST | 37.0400 6420.26 | 38.8900 6740.93 | 40.8300 7077.20 | 42.8700 7430.80 | 45.0100 7801.73 | PL |
| 3181 | GIS ANALYST I | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | PL |
| 3182 | GIS ANALYST II | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 3109 | GIS SPECIALIST I | 22.6500 3926.00 | 23.7800 4121.86 | 24.9700 4328.13 | 26.2200 4544.80 | 27.5300 4771.86 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 3110 | GIS SPECIALIST II | 25.1700 4362.80 | 26.4300 4581.20 | 27.7500 4810.00 | 29.1400 5050.93 | 30.6000 5304.00 | GE |
| 5200 | GRADUATE LEGAL ASSISTANT X-HLP | 18.0000 3120.00 | 18.9000 3276.00 | 19.8500 3440.66 | 20.8400 3612.26 | 21.8800 3792.53 | EH |
| 6621 | GROUNDS MAINTENANCE WORKER I | 16.6600 2887.73 | 17.4900 3031.60 | 18.3600 3182.40 | 19.2800 3341.86 | 20.2400 3508.26 | TC |
| 6622 | GROUNDS MAINTENANCE WORKER II | 18.5100 3208.40 | 19.4400 3369.60 | 20.4100 3537.73 | 21.4300 3714.53 | 22.5000 3900.00 | TC |
| 4616 | HAZ MAT/RECYCLING SPECIALIST | 33.1600 5747.73 | 34.8200 6035.46 | 36.5600 6337.06 | 38.3900 6654.26 | 40.3100 6987.06 | PL |
| 4653 | HAZ MAT/RECYCLING TECHNICIAN | 24.9100 4317.73 | 26.1600 4534.40 | 27.4700 4761.46 | 28.8400 4998.93 | 30.2800 5248.53 | TC |
| 8501 | HEALTH EDUCATION COORDINATOR | 27.5300 4771.86 | 28.9100 5011.06 | 30.3600 5262.40 | 31.8800 5525.86 | 33.4700 5801.46 | PL |
| 1509 | HEALTH PROGRAM MANAGER | 34.3200 5948.80 | 36.0400 6246.93 | 37.8400 6558.93 | 39.7300 6886.53 | 41.7200 7231.46 | MA |
| 8215 | HEALTH PROGRAM SPECIALIST | 22.0200 3816.80 | 23.1200 4007.46 | 24.2800 4208.53 | 25.4900 4418.26 | 26.7600 4638.40 | GE |
| 6124 | HIGHWAY MAINTENANCE SUPERVISOR | 30.0200 5203.46 | 31.5200 5463.46 | 33.1000 5737.33 | 34.7600 6025.06 | 36.5000 6326.66 | TC |
| 6121 | HIGHWAY MAINTENANCE WORKER I | 18.4500 3198.00 | 19.3700 3357.46 | 20.3400 3525.60 | 21.3600 3702.40 | 22.4300 3887.86 | TC |
| 6122 | HIGHWAY MAINTENANCE WORKER II | 20.5100 3555.06 | 21.5400 3733.60 | 22.6200 3920.80 | 23.7500 4116.66 | 24.9400 4322.93 | TC |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 6123 | HIGHWAY MAINTENANCE WORKER III | 22.7400 3941.60 | 23.8800 4139.20 | 25.0700 4345.46 | 26.3200 4562.13 | 27.6400 4790.93 | TC |
| 6126 | HIGHWAY MAINTENANCE WORKER IV | 23.9000 4142.66 | 25.1000 4350.66 | 26.3600 4569.06 | 27.6800 4797.86 | 29.0600 5037.06 | TC |
| 6132 | HIGHWAY SUPERINTENDENT | 39.3100 6813.73 | 41.2800 7155.20 | 43.3400 7512.26 | 45.5100 7888.40 | 47.7900 8283.60 | MA |
| 7811 | HOMEMAKER | 13.8300 2397.20 | 14.5200 2516.80 | 15.2500 2643.33 | 16.0100 2775.06 | 16.8100 2913.73 | GE |
| 7812 | HOMEMAKER SUPERVISOR | 15.9100 2757.73 | 16.7100 2896.40 | 17.5500 3042.00 | 18.4300 3194.53 | 19.3500 3354.00 | SU |
| 7307 | HOUSING PROGRAM COORDINATOR | 21.6200 3747.46 | 22.7000 3934.66 | 23.8400 4132.26 | 25.0300 4338.53 | 26.2800 4555.20 | SU |
| 7305 | HOUSING PROGRAM SPECIALIST I | 18.7200 3244.80 | 19.6600 3407.73 | 20.6400 3577.60 | 21.6700 3756.13 | 22.7500 3943.33 | GE |
| 7306 | HOUSING PROGRAM SPECIALIST II | 19.6600 3407.73 | 20.6400 3577.60 | 21.6700 3756.13 | 22.7500 3943.33 | 23.8900 4140.93 | GE |
| 1401 | HUMAN RESOURCES ANALYST I | 26.3900 4574.26 | 27.7100 4803.06 | 29.1000 5044.00 | 30.5600 5297.06 | 32.0900 5562.26 | UM |
| 1402 | HUMAN RESOURCES ANALYST II | 29.3300 5083.86 | 30.8000 5338.66 | 32.3400 5605.60 | 33.9600 5886.40 | 35.6600 6181.06 | UM |
| 0252 | HUMAN RESOURCES MANAGER | 47.9700 8314.80 | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | UM |
| 1410 | HUMAN RESOURCES SPECIALIST | 18.9900 3291.60 | 19.9400 3456.26 | 20.9400 3629.60 | 21.9900 3811.60 | 23.0900 4002.26 | CO |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1406 | HUMAN RESOURCES TECHNICIAN | 23.7600 4118.40 | 24.9500 4324.66 | 26.2000 4541.33 | 27.5100 4768.40 | 28.8900 5007.60 | CO |
| 1902 | IHSS PUB AUTH REG/TRNG SPCLST | 18.7200 3244.80 | 19.6600 3407.73 | 20.6400 3577.60 | 21.6700 3756.13 | 22.7500 3943.33 | GE |
| 1901 | IHSS PUBLIC AUTHORITY PROG MGR | 37.0500 6422.00 | 38.9000 6742.66 | 40.8500 7080.66 | 42.8900 7434.26 | 45.0300 7805.20 | MA |
| 7111 | INFORMATION SYSTEMS COORD | 25.1700 4362.80 | 26.4300 4581.20 | 27.7500 4810.00 | 29.1400 5050.93 | 30.6000 5304.00 | GE |
| 7135 | INFORMATION SYSTEMS SUPERVISOR | 37.9800 6583.20 | 39.8800 6912.53 | 41.8700 7257.46 | 43.9600 7619.73 | 46.1600 8001.06 | SU |
| 3152 | INFORMATION TECH ANALYST II | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 1299 | INTERNAL AUDITOR | 47.9700 8314.80 | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | UM |
| 5607 | INVESTIGATIVE ASSISTANT | 20.5600 3563.73 | 21.5900 3742.26 | 22.6700 3929.46 | 23.8000 4125.33 | 24.9900 4331.60 | GE |
| 5603 | INVESTIGATOR (DIST. ATTNY) | 39.5500 6855.33 | 41.5300 7198.53 | 43.6100 7559.06 | 45.7900 7936.93 | 48.0800 8333.86 | SA |
| 5613 | INVESTIGATOR (PUBLIC DEFENDER) | 31.8900 5527.60 | 33.4800 5803.20 | 35.1500 6092.66 | 36.9100 6397.73 | 38.7600 6718.40 | GE |
| 3115 | IT ANALYST I - NETWORKING | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | PL |
| 3118 | IT ANALYST I - OFFICE SYSTEMS | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | PL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 3121 | IT ANALYST I - OPERATING SYST | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | PL |
| 3124 | IT ANALYST I - SERVER ADMIN | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | PL |
| 3127 | IT ANALYST I - TELECOMM | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | PL |
| 3112 | IT ANALYST I-APP/WEB DEV/SUPT | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | PL |
| 3116 | IT ANALYST II - NETWORKING | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 3119 | IT ANALYST II - OFFICE SYSTEMS | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 3122 | IT ANALYST II - OPERATING SYST | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 3125 | IT ANALYST II - SERVER ADMIN | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 3128 | IT ANALYST II - TELECOMM | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 3113 | IT ANALYST II-APP/WEB DEV/SUPT | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | PL |
| 3114 | IT ANALYST TR - NETWORKING | 25.1700 4362.80 | 26.4300 4581.20 | 27.7500 4810.00 | 29.1400 5050.93 | 30.6000 5304.00 | PL |
| 3117 | IT ANALYST TR - OFFICE SYSTEMS | 25.1700 4362.80 | 26.4300 4581.20 | 27.7500 4810.00 | 29.1400 5050.93 | 30.6000 5304.00 | PL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 3120 | IT ANALYST TR - OPERATING SYST | 25.1700 4362.80 | 26.4300 4581.20 | 27.7500 4810.00 | 29.1400 5050.93 | 30.6000 5304.00 | PL |
| 3123 | IT ANALYST TR - SERVER ADMIN | 25.1700 4362.80 | 26.4300 4581.20 | 27.7500 4810.00 | 29.1400 5050.93 | 30.6000 5304.00 | PL |
| 3126 | IT ANALYST TR - TELECOMM | 25.1700 4362.80 | 26.4300 4581.20 | 27.7500 4810.00 | 29.1400 5050.93 | 30.6000 5304.00 | PL |
| 3111 | IT ANALYST TR-APP/WEB DEV/SUPT | 25.1700 4362.80 | 26.4300 4581.20 | 27.7500 4810.00 | 29.1400 5050.93 | 30.6000 5304.00 | PL |
| 3176 | IT DEPARTMENT COORDINATOR | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | 40.1400 6957.60 | PL |
| 3175 | IT DEPARTMENT SPECIALIST | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | PL |
| 3174 | IT OFFICER | 42.2900 7330.26 | 44.4000 7696.00 | 46.6200 8080.80 | 48.9500 8484.66 | 51.4000 8909.33 | SU |
| 3161 | IT TECHNICIAN I | 18.9200 3279.46 | 19.8700 3444.13 | 20.8600 3615.73 | 21.9000 3796.00 | 23.0000 3986.66 | GE |
| 3162 | IT TECHNICIAN II | 21.0200 3643.46 | 22.0700 3825.46 | 23.1700 4016.13 | 24.3300 4217.20 | 25.5500 4428.66 | GE |
| 3166 | IT TECHNICIAN TRAINEE | 15.1300 2622.53 | 15.8900 2754.26 | 16.6800 2891.20 | 17.5100 3035.06 | 18.3900 3187.60 | GE |
| 1400 | LABOR RELATIONS MANAGER | 45.4100 7871.06 | 47.6800 8264.53 | 50.0600 8677.06 | 52.5600 9110.40 | 55.1900 9566.26 | UM |
| 2421 | LEGAL CLERK I | 14.0600 2437.06 | 14.7600 2558.40 | 15.5000 2686.66 | 16.2800 2821.86 | 17.0900 2962.26 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|-----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2422 | LEGAL CLERK II | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 2423 | LEGAL CLERK III | 16.6100 2879.06 | 17.4400 3022.93 | 18.3100 3173.73 | 19.2300 3333.20 | 20.1900 3499.60 | GE |
| 2411 | LEGAL OFFICE ASSISTANT I | 14.0600 2437.06 | 14.7600 2558.40 | 15.5000 2686.66 | 16.2800 2821.86 | 17.0900 2962.26 | GE |
| 2412 | LEGAL OFFICE ASSISTANT II | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 2425 | LEGAL OFFICE SUPERVISOR | 19.2300 3333.20 | 20.1900 3499.60 | 21.2000 3674.66 | 22.2600 3858.40 | 23.3700 4050.80 | SU |
| 2405 | LEGAL SECRETARIAL SRVS SUPV | 23.5700 4085.46 | 24.7500 4290.00 | 25.9900 4504.93 | 27.2900 4730.26 | 28.6500 4966.00 | SU |
| 2401 | LEGAL SECRETARY I | 17.1600 2974.40 | 18.0200 3123.46 | 18.9200 3279.46 | 19.8700 3444.13 | 20.8600 3615.73 | GE |
| 2402 | LEGAL SECRETARY II | 19.0600 3303.73 | 20.0100 3468.40 | 21.0100 3641.73 | 22.0600 3823.73 | 23.1600 4014.40 | GE |
| 7616 | LIBRARIAN I | 21.1200 3660.80 | 22.1800 3844.53 | 23.2900 4036.93 | 24.4500 4238.00 | 25.6700 4449.46 | PL |
| 7617 | LIBRARIAN II | 23.4600 4066.40 | 24.6300 4269.20 | 25.8600 4482.40 | 27.1500 4706.00 | 28.5100 4941.73 | PL |
| 7601 | LIBRARY ASSISTANT I | 14.0600 2437.06 | 14.7600 2558.40 | 15.5000 2686.66 | 16.2800 2821.86 | 17.0900 2962.26 | GE |
| 7602 | LIBRARY ASSISTANT II | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 7621 | LIBRARY CIRCULATION SUPERVISOR | 19.1200 3314.13 | 20.0800 3480.53 | 21.0800 3653.86 | 22.1300 3835.86 | 23.2400 4028.26 | SU |
| 7608 | LIBRARY SYSTEMS TECHNICIAN | 19.1200 3314.13 | 20.0800 3480.53 | 21.0800 3653.86 | 22.1300 3835.86 | 23.2400 4028.26 | GE |
| 7606 | LIBRARY TECHNICIAN | 17.8600 3095.73 | 18.7500 3250.00 | 19.6900 3412.93 | 20.6700 3582.80 | 21.7000 3761.33 | GE |
| 8106 | LICENSED VOCATIONAL NURSE | 19.4600 3373.06 | 20.4300 3541.20 | 21.4500 3718.00 | 22.5200 3903.46 | 23.6500 4099.33 | GE |
| 3136 | MANAGER OF GIS | 45.7300 7926.53 | 48.0200 8323.46 | 50.4200 8739.46 | 52.9400 9176.26 | 55.5900 9635.60 | MA |
| 0226 | MANAGER OF MENTAL HEALTH PROG | 44.2700 7673.46 | 46.4800 8056.53 | 48.8000 8458.66 | 51.2400 8881.60 | 53.8000 9325.33 | MA |
| 3804 | MANAGER OF PUB SAFETY DISPATCH | 34.2400 5934.93 | 35.9500 6231.33 | 37.7500 6543.33 | 39.6400 6870.93 | 41.6200 7214.13 | MA |
| 7831 | MEALSITE COORDINATOR | 13.8300 2397.20 | 14.5200 2516.80 | 15.2500 2643.33 | 16.0100 2775.06 | 16.8100 2913.73 | GE |
| 0204 | MEDICAL ADMINISTRATIVE OFFICER | 41.4800 7189.86 | 43.5500 7548.66 | 45.7300 7926.53 | 48.0200 8323.46 | 50.4200 8739.46 | MA |
| 2525 | MEDICAL BILLING SUPERVISOR | 24.1300 4182.53 | 25.3400 4392.26 | 26.6100 4612.40 | 27.9400 4842.93 | 29.3400 5085.60 | SU |
| 2501 | MEDICAL OFFICE ASSISTANT I | 14.0600 2437.06 | 14.7600 2558.40 | 15.5000 2686.66 | 16.2800 2821.86 | 17.0900 2962.26 | GE |
| 2502 | MEDICAL OFFICE ASSISTANT II | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2504 | MEDICAL OFFICE SERVICES SUPV | 19.9400 3456.26 | 20.9400 3629.60 | 21.9900 3811.60 | 23.0900 4002.26 | 24.2400 4201.60 | SU |
| 8635 | MEDICAL RECORDS TECHNICIAN | 17.8600 3095.73 | 18.7500 3250.00 | 19.6900 3412.93 | 20.6700 3582.80 | 21.7000 3761.33 | GE |
| 8630 | MENTAL HEALTH AIDE | 12.6500 2192.66 | 13.2800 2301.86 | 13.9400 2416.26 | 14.6400 2537.60 | 15.3700 2664.13 | GE |
| 8123 | MENTAL HEALTH CLINICAL NURSE | 35.3200 6122.13 | 37.0900 6428.93 | 38.9400 6749.60 | 40.8900 7087.60 | 42.9300 7441.20 | PL |
| 8200 | MENTAL HEALTH CLINICIAN IA | 25.6900 4452.93 | 26.9700 4674.80 | 28.3200 4908.80 | 29.7400 5154.93 | 31.2300 5413.20 | PL |
| 8203 | MENTAL HEALTH CLINICIAN IB | 28.2700 4900.13 | 29.6800 5144.53 | 31.1600 5401.06 | 32.7200 5671.46 | 34.3600 5955.73 | PL |
| 8201 | MENTAL HEALTH CLINICIAN II | 29.6800 5144.53 | 31.1600 5401.06 | 32.7200 5671.46 | 34.3600 5955.73 | 36.0800 6253.86 | PL |
| 1251 | MENTAL HEALTH DIRECTOR | 60.1100 10419.06 | 63.1200 10940.80 | 66.2800 11488.53 | 69.5900 12062.26 | 73.0700 12665.46 | UD |
| 5160 | MENTAL HEALTH DRIVER - X HELP | 10.8500 1880.66 | 11.3900 1974.26 | 11.9600 2073.06 | 12.5600 2177.06 | 13.1900 2286.26 | EH |
| 2516 | MENTAL HEALTH FISCAL/REC ASST | 20.0700 3478.80 | 21.0700 3652.13 | 22.1200 3834.13 | 23.2300 4026.53 | 24.3900 4227.60 | GE |
| 0221 | MENTAL HEALTH MEDICAL DIRECTOR | 98.3100 17040.40 | 103.2300 17893.20 | 108.3900 18787.60 | 113.8100 19727.06 | 119.5000 20713.33 | MA |
| 8111 | MENTAL HEALTH NURSE PRAC | 42.3900 7347.60 | 44.5100 7715.06 | 46.7400 8101.60 | 49.0800 8507.20 | 51.5300 8931.86 | PL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 8621 | MENTAL HEALTH PATIENTS RTS ADV | 25.6900 4452.93 | 26.9700 4674.80 | 28.3200 4908.80 | 29.7400 5154.93 | 31.2300 5413.20 | GE |
| 5184 | MENTAL HEALTH PROF - X HELP | 20.0000 3466.66 | 21.0000 3640.00 | 22.0500 3822.00 | 23.1500 4012.66 | 24.3100 4213.73 | EH |
| 8205 | MENTAL HEALTH PROGRAM COORD IA | 32.6400 5657.60 | 34.2700 5940.13 | 35.9800 6236.53 | 37.7800 6548.53 | 39.6700 6876.13 | SU |
| 8204 | MENTAL HEALTH PROGRAM COORD IB | 34.2700 5940.13 | 35.9800 6236.53 | 37.7800 6548.53 | 39.6700 6876.13 | 41.6500 7219.33 | SU |
| 8206 | MENTAL HEALTH PROGRAM COORD II | 35.9800 6236.53 | 37.7800 6548.53 | 39.6700 6876.13 | 41.6500 7219.33 | 43.7300 7579.86 | SU |
| 5182 | MENTAL HEALTH THRPY CONS-X HLP | 40.7100 7056.40 | 42.7500 7410.00 | 44.8900 7780.93 | 47.1300 8169.20 | 49.4900 8578.26 | EH |
| 8631 | MENTAL HEALTH WORKER I | 16.8700 2924.13 | 17.7100 3069.73 | 18.6000 3224.00 | 19.5300 3385.20 | 20.5100 3555.06 | GE |
| 8632 | MENTAL HEALTH WORKER II | 18.7300 3246.53 | 19.6700 3409.46 | 20.6500 3579.33 | 21.6800 3757.86 | 22.7600 3945.06 | GE |
| 2621 | MICROFILM/IMAGING TECH I | 13.9100 2411.06 | 14.6100 2532.40 | 15.3400 2658.93 | 16.1100 2792.40 | 16.9200 2932.80 | GE |
| 2622 | MICROFILM/IMAGING TECH II | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 7628 | MUSEUM ADMINISTRATOR | 26.9900 4678.26 | 28.3400 4912.26 | 29.7600 5158.40 | 31.2500 5416.66 | 32.8100 5687.06 | PL |
| 7819 | NUTRITION SERVICES SUPERVISOR | 30.4100 5271.06 | 31.9300 5534.53 | 33.5300 5811.86 | 35.2100 6103.06 | 36.9700 6408.13 | SU |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 7816 | NUTRITIONIST | 27.6400 4790.93 | 29.0200 5030.13 | 30.4700 5281.46 | 31.9900 5544.93 | 33.5900 5822.26 | PL |
| 8411 | OCCUPATIONAL THERAPIST | 38.1600 6614.40 | 40.0700 6945.46 | 42.0700 7292.13 | 44.1700 7656.13 | 46.3800 8039.20 | PL |
| 2101 | OFFICE ASSISTANT I | 12.6500 2192.66 | 13.2800 2301.86 | 13.9400 2416.26 | 14.6400 2537.60 | 15.3700 2664.13 | GE |
| 2102 | OFFICE ASSISTANT II | 14.0600 2437.06 | 14.7600 2558.40 | 15.5000 2686.66 | 16.2800 2821.86 | 17.0900 2962.26 | GE |
| 2103 | OFFICE ASSISTANT III | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 2121 | OFFICE ASSISTANT SUPV I | 17.7900 3083.60 | 18.6800 3237.86 | 19.6100 3399.06 | 20.5900 3568.93 | 21.6200 3747.46 | SU |
| 2122 | OFFICE ASSISTANT SUPV II | 19.5500 3388.66 | 20.5300 3558.53 | 21.5600 3737.06 | 22.6400 3924.26 | 23.7700 4120.13 | SU |
| 2125 | OFFICE SERVICES SUPV | 17.7900 3083.60 | 18.6800 3237.86 | 19.6100 3399.06 | 20.5900 3568.93 | 21.6200 3747.46 | SU |
| 2106 | OFFICE TECHNICIAN | 16.6100 2879.06 | 17.4400 3022.93 | 18.3100 3173.73 | 19.2300 3333.20 | 20.1900 3499.60 | GE |
| 4505 | OPERATIONS SUPERVISOR | 32.6700 5662.80 | 34.3000 5945.33 | 36.0200 6243.46 | 37.8200 6555.46 | 39.7100 6883.06 | TC |
| 5115 | PARALEGAL I | 20.2900 3516.93 | 21.3000 3692.00 | 22.3700 3877.46 | 23.4900 4071.60 | 24.6600 4274.40 | GE |
| 5116 | PARALEGAL II | 21.9200 3799.46 | 23.0200 3990.13 | 24.1700 4189.46 | 25.3800 4399.20 | 26.6500 4619.33 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 6220 | PARK OPERATIONS ASSISTANT - EH | 10.7100 1856.40 | 11.2500 1950.00 | 11.8100 2047.06 | 12.4000 2149.33 | 13.0200 2256.80 | EH |
| 0181 | PARKS MANAGER | 47.9700 8314.80 | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | UM |
| 4207 | PARKS PROJECT COORDINATOR | 29.6200 5134.13 | 31.1000 5390.66 | 32.6600 5661.06 | 34.2900 5943.60 | 36.0000 6240.00 | PL |
| 3511 | PARTS TECHNICIAN | 19.1700 3322.80 | 20.1300 3489.20 | 21.1400 3664.26 | 22.2000 3848.00 | 23.3100 4040.40 | TC |
| 3304 | PAYROLL BENEFITS SPECIALIST | 26.0100 4508.40 | 27.3100 4733.73 | 28.6800 4971.20 | 30.1100 5219.06 | 31.6200 5480.80 | CO |
| 8405 | PHYSICAL THERAPIST | 38.1600 6614.40 | 40.0700 6945.46 | 42.0700 7292.13 | 44.1700 7656.13 | 46.3800 8039.20 | PL |
| 0168 | PHYSICIAN | 62.3700 10810.80 | 65.4900 11351.60 | 68.7600 11918.40 | 72.2000 12514.66 | 75.8100 13140.40 | PL |
| 8199 | POST-DOC PSYCHOLOGY INTERN-EH | 15.5300 2691.86 | 15.5300 2691.86 | 15.5300 2691.86 | 15.5300 2691.86 | 15.5300 2691.86 | EH |
| 9992 | PRECINCT PLANNING SPECIALIST | 22.6500 3926.00 | 23.7800 4121.86 | 24.9700 4328.13 | 26.2200 4544.80 | 27.5300 4771.86 | GE |
| 5187 | PRIMARY INTERVENTION AIDE - EH | 12.4600 2159.73 | 12.4600 2159.73 | 12.4600 2159.73 | 12.4600 2159.73 | 12.4600 2159.73 | EH |
| 1309 | PRINCIPAL ADMIN ANALYST | 47.9700 8314.80 | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | UM |
| 5105 | PRINCIPAL ASST COUNTY COUNSEL | 60.9000 10556.00 | 63.9500 11084.66 | 67.1500 11639.33 | 70.5100 12221.73 | 74.0400 12833.60 | CC |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 4102 | PRINCIPAL ENGINEERING TECH | 33.6700 5836.13 | 35.3500 6127.33 | 37.1200 6434.13 | 38.9800 6756.53 | 40.9300 7094.53 | SU |
| 1300 | PRINCIPAL FINANCIAL ANALYST | 47.9700 8314.80 | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | UM |
| 1403 | PRINCIPAL HUMAN RSRCS ANALYST | 38.7900 6723.60 | 40.7300 7059.86 | 42.7700 7413.46 | 44.9100 7784.40 | 47.1600 8174.40 | UM |
| 3155 | PRINCIPAL INFO TECH ANALYST | 42.2900 7330.26 | 44.4000 7696.00 | 46.6200 8080.80 | 48.9500 8484.66 | 51.4000 8909.33 | SU |
| 4204 | PRINCIPAL PLANNER | 38.6100 6692.40 | 40.5400 7026.93 | 42.5700 7378.80 | 44.7000 7748.00 | 46.9400 8136.26 | MA |
| 1505 | PRINCIPAL RISK MGNT ANALYST | 38.7900 6723.60 | 40.7300 7059.86 | 42.7700 7413.46 | 44.9100 7784.40 | 47.1600 8174.40 | UM |
| 7807 | PRINCIPAL STAFF SRVCS ANALYST | 38.1500 6612.66 | 40.0600 6943.73 | 42.0600 7290.40 | 44.1600 7654.40 | 46.3700 8037.46 | MA |
| 0185 | PROCUREMENT AND CONTRACTS MGR | 43.2200 7491.46 | 45.3800 7865.86 | 47.6500 8259.33 | 50.0300 8671.86 | 52.5300 9105.20 | MA |
| 7300 | PROGRAM AIDE | 13.8300 2397.20 | 14.5200 2516.80 | 15.2500 2643.33 | 16.0100 2775.06 | 16.8100 2913.73 | GE |
| 7301 | PROGRAM ASSISTANT | 18.7200 3244.80 | 19.6600 3407.73 | 20.6400 3577.60 | 21.6700 3756.13 | 22.7500 3943.33 | GE |
| 7302 | PROGRAM COORDINATOR | 21.5400 3733.60 | 22.6200 3920.80 | 23.7500 4116.66 | 24.9400 4322.93 | 26.1900 4539.60 | SU |
| 7121 | PROGRAM MANAGER | 41.1800 7137.86 | 43.2400 7494.93 | 45.4000 7869.33 | 47.6700 8262.80 | 50.0500 8675.33 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 7120 | PROGRAM MANAGER-PROTECTIVE SVC | 44.2700 7673.46 | 46.4800 8056.53 | 48.8000 8458.66 | 51.2400 8881.60 | 53.8000 9325.33 | MA |
| 2605 | PROPERTY TRANSFER SPECIALIST | 22.0800 3827.20 | 23.1800 4017.86 | 24.3400 4218.93 | 25.5600 4430.40 | 26.8400 4652.26 | GE |
| 2606 | PROPERTY TRANSFER SUPV | 25.4000 4402.66 | 26.6700 4622.80 | 28.0000 4853.33 | 29.4000 5096.00 | 30.8700 5350.80 | SU |
| 5925 | PROPERTY-EVIDENCE TECHNICIAN | 22.8100 3953.73 | 23.9500 4151.33 | 25.1500 4359.33 | 26.4100 4577.73 | 27.7300 4806.53 | GE |
| 8213 | PSYCHIATRIC CASE MANAGER | 23.1300 4009.20 | 24.2900 4210.26 | 25.5000 4420.00 | 26.7800 4641.86 | 28.1200 4874.13 | GE |
| 5648 | PSYCHIATRIC CLINICIAN - X HELP | 91.0900 15788.93 | 91.0900 15788.93 | 91.0900 15788.93 | 91.0900 15788.93 | 91.0900 15788.93 | EH |
| 8121 | PSYCHIATRIC NURSING SUPV | 35.3200 6122.13 | 37.0900 6428.93 | 38.9400 6749.60 | 40.8900 7087.60 | 42.9300 7441.20 | SU |
| 8211 | PSYCHIATRIC TECHNICIAN I | 20.8100 3607.06 | 21.8500 3787.33 | 22.9400 3976.26 | 24.0900 4175.60 | 25.2900 4383.60 | GE |
| 8212 | PSYCHIATRIC TECHNICIAN II | 23.1300 4009.20 | 24.2900 4210.26 | 25.5000 4420.00 | 26.7800 4641.86 | 28.1200 4874.13 | GE |
| 8227 | PSYCHIATRIST - EXTRA HELP | 170.0000 29466.66 | 170.0000 29466.66 | 170.0000 29466.66 | 170.0000 29466.66 | 170.0000 29466.66 | EH |
| 8225 | PSYCHIATRIST I | 96.9500 16804.66 | 101.8000 17645.33 | 106.8900 18527.60 | 112.2300 19453.20 | 117.8400 20425.60 | UM |
| 8226 | PSYCHIATRIST II | 114.0700 19772.13 | 119.7700 20760.13 | 125.7600 21798.40 | 132.0500 22888.66 | 138.6500 24032.66 | UM |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1261 | PUBLIC DEFENDER | 68.8000 11925.33 | 72.2400 12521.60 | 75.8500 13147.33 | 79.6400 13804.26 | 83.6200 14494.13 | UD |
| 8611 | PUBLIC HLTH AIDE | 14.0600 2437.06 | 14.7600 2558.40 | 15.5000 2686.66 | 16.2800 2821.86 | 17.0900 2962.26 | GE |
| 5738 | PUBLIC HLTH CLINICIAN - X HELP | 47.4800 8229.86 | 49.8500 8640.66 | 52.3400 9072.26 | 54.9600 9526.40 | 57.7100 10003.06 | EH |
| 5739 | PUBLIC HLTH CLINICIAN BRD CERT | 79.1400 13717.60 | 83.1000 14404.00 | 87.2600 15125.06 | 91.6200 15880.80 | 96.2000 16674.66 | EH |
| 8301 | PUBLIC HLTH LAB DIRECTOR | 44.0400 7633.60 | 46.2400 8014.93 | 48.5500 8415.33 | 50.9800 8836.53 | 53.5300 9278.53 | MA |
| 8305 | PUBLIC HLTH LAB TECH I | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 8306 | PUBLIC HLTH LAB TECH II | 17.0000 2946.66 | 17.8500 3094.00 | 18.7400 3248.26 | 19.6800 3411.20 | 20.6600 3581.06 | GE |
| 8311 | PUBLIC HLTH MICROBIOLOGIST | 30.7200 5324.80 | 32.2600 5591.73 | 33.8700 5870.80 | 35.5600 6163.73 | 37.3400 6472.26 | PL |
| 8110 | PUBLIC HLTH NURS PRAC/PHY ASST | 42.3900 7347.60 | 44.5100 7715.06 | 46.7400 8101.60 | 49.0800 8507.20 | 51.5300 8931.86 | PL |
| 8115 | PUBLIC HLTH NURSE I | 27.6400 4790.93 | 29.0200 5030.13 | 30.4700 5281.46 | 31.9900 5544.93 | 33.5900 5822.26 | PL |
| 8116 | PUBLIC HLTH NURSE II | 30.7200 5324.80 | 32.2600 5591.73 | 33.8700 5870.80 | 35.5600 6163.73 | 37.3400 6472.26 | PL |
| 1241 | PUBLIC HLTH OFFICER | 79.7800 13828.53 | 83.7700 14520.13 | 87.9600 15246.40 | 92.3600 16009.06 | 96.9800 16809.86 | UD |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 4606 | PUBLIC INFORMATION SPECIALIST | 30.1600 5227.73 | 31.6700 5489.46 | 33.2500 5763.33 | 34.9100 6051.06 | 36.6600 6354.40 | PL |
| 3801 | PUBLIC SAFETY DISPATCHER I | 21.0700 3652.13 | 22.1200 3834.13 | 23.2300 4026.53 | 24.3900 4227.60 | 25.6100 4439.06 | TC |
| 3802 | PUBLIC SAFETY DISPATCHER II | 23.4300 4061.20 | 24.6000 4264.00 | 25.8300 4477.20 | 27.1200 4700.80 | 28.4800 4936.53 | TC |
| 2115 | PUBLIC SERVICES ASSISTANT | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 5900 | QUALITY IMPROVEMENT COORD | 26.9500 4671.33 | 28.3000 4905.33 | 29.7200 5151.46 | 31.2100 5409.73 | 32.7700 5680.13 | PL |
| 3814 | RADIO MAINTENANCE TECHNICIAN | 23.3500 4047.33 | 24.5200 4250.13 | 25.7500 4463.33 | 27.0400 4686.93 | 28.3900 4920.93 | TC |
| 2611 | RECORDABLE DOC EXAM/INDEXER I | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 2612 | RECORDABLE DOC EXAM/INDEXER II | 17.0000 2946.66 | 17.8500 3094.00 | 18.7400 3248.26 | 19.6800 3411.20 | 20.6600 3581.06 | GE |
| 2641 | RECORDABLE DOC TECHNICIAN | 18.7100 3243.06 | 19.6500 3406.00 | 20.6300 3575.86 | 21.6600 3754.40 | 22.7400 3941.60 | GE |
| 2645 | RECORDER-CLERK SERVICES SUPERV | 21.5100 3728.40 | 22.5900 3915.60 | 23.7200 4111.46 | 24.9100 4317.73 | 26.1600 4534.40 | SU |
| 8113 | REGISTERED NURSE | 26.9500 4671.33 | 28.3000 4905.33 | 29.7200 5151.46 | 31.2100 5409.73 | 32.7700 5680.13 | PL |
| 3601 | REPROGRAPHICS TECH I | 15.5300 2691.86 | 16.3100 2827.06 | 17.1300 2969.20 | 17.9900 3118.26 | 18.8900 3274.26 | TC |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 3602 | REPROGRAPHICS TECH II | 17.2600 2991.73 | 18.1200 3140.80 | 19.0300 3298.53 | 19.9800 3463.20 | 20.9800 3636.53 | TC |
| 3701 | REVENUE RECOVERY OFFICER I | 18.9600 3286.40 | 19.9100 3451.06 | 20.9100 3624.40 | 21.9600 3806.40 | 23.0600 3997.06 | GE |
| 3702 | REVENUE RECOVERY OFFICER II | 21.0700 3652.13 | 22.1200 3834.13 | 23.2300 4026.53 | 24.3900 4227.60 | 25.6100 4439.06 | GE |
| 4121 | RIGHT OF WAY PROGRAM MANAGER | 44.3900 7694.26 | 46.6100 8079.06 | 48.9400 8482.93 | 51.3900 8907.60 | 53.9600 9353.06 | MA |
| 4122 | RIGHT OF WAY SUPERVISOR | 34.9500 6058.00 | 36.7000 6361.33 | 38.5400 6680.26 | 40.4700 7014.80 | 42.4900 7364.93 | SU |
| 1501 | RISK MANAGEMENT ANALYST I | 26.3900 4574.26 | 27.7100 4803.06 | 29.1000 5044.00 | 30.5600 5297.06 | 32.0900 5562.26 | UM |
| 1502 | RISK MANAGEMENT ANALYST II | 29.3300 5083.86 | 30.8000 5338.66 | 32.3400 5605.60 | 33.9600 5886.40 | 35.6600 6181.06 | UM |
| 1506 | RISK MANAGEMENT TECHNICIAN | 23.7600 4118.40 | 24.9500 4324.66 | 26.2000 4541.33 | 27.5100 4768.40 | 28.8900 5007.60 | CO |
| 0253 | RISK MANAGER | 47.9700 8314.80 | 50.3700 8730.80 | 52.8900 9167.60 | 55.5300 9625.20 | 58.3100 10107.06 | UM |
| 3195 | RIVER INSTRUCT - X HELP | 14.7100 2549.73 | 15.4500 2678.00 | 16.2200 2811.46 | 17.0300 2951.86 | 17.8800 3099.20 | EH |
| 4626 | RIVER RECREATION SUPV | 21.5400 3733.60 | 22.6200 3920.80 | 23.7500 4116.66 | 24.9400 4322.93 | 26.1900 4539.60 | GE |
| 2105 | SCREENER | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2110 | SECRETARY | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 5609 | SENIOR CITIZENS ATTORNEY I | 31.7200 5498.13 | 33.3100 5773.73 | 34.9800 6063.20 | 36.7300 6366.53 | 38.5700 6685.46 | CA |
| 5610 | SENIOR CITIZENS ATTORNEY II | 37.2400 6454.93 | 39.1000 6777.33 | 41.0600 7117.06 | 43.1100 7472.40 | 45.2700 7846.80 | CA |
| 5611 | SENIOR CITIZENS ATTORNEY III | 43.8400 7598.93 | 46.0300 7978.53 | 48.3300 8377.20 | 50.7500 8796.66 | 53.2900 9236.93 | CA |
| 7311 | SENIORS' DAYCARE PROGRAM SUPV | 24.7600 4291.73 | 26.0000 4506.66 | 27.3000 4732.00 | 28.6700 4969.46 | 30.1000 5217.33 | SU |
| 6290 | SERVICES OPERATIONS COORD | 19.1700 3322.80 | 20.1300 3489.20 | 21.1400 3664.26 | 22.2000 3848.00 | 23.3100 4040.40 | TC |
| 2131 | SERVICES SUPPORT ASSISTANT I | 13.9200 2412.80 | 14.6200 2534.13 | 15.3500 2660.66 | 16.1200 2794.13 | 16.9300 2934.53 | GE |
| 2132 | SERVICES SUPPORT ASSISTANT II | 15.4700 2681.46 | 16.2400 2814.93 | 17.0500 2955.33 | 17.9000 3102.66 | 18.8000 3258.66 | GE |
| 2133 | SERVICES SUPPORT ASSISTANT III | 17.0000 2946.66 | 17.8500 3094.00 | 18.7400 3248.26 | 19.6800 3411.20 | 20.6600 3581.06 | GE |
| 1126 | SHERIFF/CORONER/PUBLIC ADMIN | 85.5700 14832.13 | 85.5700 14832.13 | 85.5700 14832.13 | 85.5700 14832.13 | 85.5700 14832.13 | EL |
| 5420 | SHERIFF'S CAPTAIN | 59.1700 10256.13 | 62.1300 10769.20 | 65.2400 11308.26 | 68.5000 11873.33 | 71.9300 12467.86 | SM |
| 3809 | SHERIFF'S COMMUNICATION MGR | 41.1700 7136.13 | 43.2300 7493.20 | 45.3900 7867.60 | 47.6600 8261.06 | 50.0400 8673.60 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2711 | SHERIFF'S FISCAL TECHNICIAN | 20.7700 3600.13 | 21.8100 3780.40 | 22.9000 3969.33 | 24.0500 4168.66 | 25.2500 4376.66 | GE |
| 5415 | SHERIFF'S LIEUTENANT | 53.2900 9236.93 | 55.9500 9698.00 | 58.7500 10183.33 | 61.6900 10692.93 | 64.7700 11226.80 | SM |
| 2707 | SHERIFF'S RECORDS MANAGER | 34.2400 5934.93 | 35.9500 6231.33 | 37.7500 6543.33 | 39.6400 6870.93 | 41.6200 7214.13 | MA |
| 2706 | SHERIFF'S RECORDS SUPV | 25.5300 4425.20 | 26.8100 4647.06 | 28.1500 4879.33 | 29.5600 5123.73 | 31.0400 5380.26 | SU |
| 5512 | SHERIFF'S SECURITY OFFICER | 23.3500 4047.33 | 24.5200 4250.13 | 25.7500 4463.33 | 27.0400 4686.93 | 28.3900 4920.93 | GE |
| 5410 | SHERIFF'S SERGEANT | 39.5500 6855.33 | 41.5300 7198.53 | 43.6100 7559.06 | 45.7900 7936.93 | 48.0800 8333.86 | SA |
| 2708 | SHERIFF'S SUPPORT SERVICES MGR | 63.5400 11013.60 | 66.7200 11564.80 | 70.0600 12143.73 | 73.5600 12750.40 | 77.2400 13388.26 | MA |
| 2716 | SHERIFF'S TECHNICIAN I | 18.8400 3265.60 | 19.7800 3428.53 | 20.7700 3600.13 | 21.8100 3780.40 | 22.9000 3969.33 | GE |
| 2717 | SHERIFF'S TECHNICIAN II | 20.7700 3600.13 | 21.8100 3780.40 | 22.9000 3969.33 | 24.0500 4168.66 | 25.2500 4376.66 | GE |
| 3178 | SHERIFF'S TECHNOLOGY MANAGER | 45.7300 7926.53 | 48.0200 8323.46 | 50.4200 8739.46 | 52.9400 9176.26 | 55.5900 9635.60 | MA |
| 2709 | SHERIFF'S TRAINING COORDINATOR | 22.8100 3953.73 | 23.9500 4151.33 | 25.1500 4359.33 | 26.4100 4577.73 | 27.7300 4806.53 | GE |
| 6142 | SNOW REMOVAL WKR - EXTRA HELP | 20.5100 3555.06 | 21.5400 3733.60 | 22.6200 3920.80 | 23.7500 4116.66 | 24.9400 4322.93 | EH |

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 7124 | SOCIAL SERVICE PROGRAM MANAGER | 44.2700 7673.46 | 46.4800 8056.53 | 48.8000 8458.66 | 51.2400 8881.60 | 53.8000 9325.33 | MA |
| 7208 | SOCIAL SERVICES AIDE | 14.9500 2591.33 | 15.7000 2721.33 | 16.4900 2858.26 | 17.3100 3000.40 | 18.1800 3151.20 | GE |
| 7211 | SOCIAL SERVICES SUPV I | 26.6500 4619.33 | 27.9800 4849.86 | 29.3800 5092.53 | 30.8500 5347.33 | 32.3900 5614.26 | SU |
| 7212 | SOCIAL SERVICES SUPV II | 29.3300 5083.86 | 30.8000 5338.66 | 32.3400 5605.60 | 33.9600 5886.40 | 35.6600 6181.06 | SU |
| 7206 | SOCIAL WORKER CLINICIAN | 27.9300 4841.20 | 29.3300 5083.86 | 30.8000 5338.66 | 32.3400 5605.60 | 33.9600 5886.40 | PL |
| 7201 | SOCIAL WORKER I | 18.3500 3180.66 | 19.2700 3340.13 | 20.2300 3506.53 | 21.2400 3681.60 | 22.3000 3865.33 | PL |
| 7202 | SOCIAL WORKER II | 20.1300 3489.20 | 21.1400 3664.26 | 22.2000 3848.00 | 23.3100 4040.40 | 24.4800 4243.20 | PL |
| 7203 | SOCIAL WORKER III | 25.3200 4388.80 | 26.5900 4608.93 | 27.9200 4839.46 | 29.3200 5082.13 | 30.7900 5336.93 | PL |
| 7205 | SOCIAL WORKER IV | 26.6500 4619.33 | 27.9800 4849.86 | 29.3800 5092.53 | 30.8500 5347.33 | 32.3900 5614.26 | PL |
| 6624 | SOLID WASTE TECHNICIAN | 16.5900 2875.60 | 17.4200 3019.46 | 18.2900 3170.26 | 19.2000 3328.00 | 20.1600 3494.40 | TC |
| 5608 | SPECIAL INVESTIGATOR-DIST ATNY | 31.8900 5527.60 | 33.4800 5803.20 | 35.1500 6092.66 | 36.9100 6397.73 | 38.7600 6718.40 | GE |
| 3303 | SR. ACCOUNTANT | 28.6200 4960.80 | 30.0500 5208.66 | 31.5500 5468.66 | 33.1300 5742.53 | 34.7900 6030.26 | PL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1308 | SR. ADMINISTRATIVE ANALYST | 35.8100 6207.06 | 37.6000 6517.33 | 39.4800 6843.20 | 41.4500 7184.66 | 43.5200 7543.46 | MA |
| 4403 | SR. AG BIOLOGIST/STANDARD INSP | 25.2600 4378.40 | 26.5200 4596.80 | 27.8500 4827.33 | 29.2400 5068.26 | 30.7000 5321.33 | PL |
| 4643 | SR. AIR QUALITY SPECIALIST | 33.0500 5728.66 | 34.7000 6014.66 | 36.4400 6316.26 | 38.2600 6631.73 | 40.1700 6962.80 | PL |
| 5803 | SR. ANIMAL CONTROL OFFICER | 19.6500 3406.00 | 20.6300 3575.86 | 21.6600 3754.40 | 22.7400 3941.60 | 23.8800 4139.20 | TC |
| 4303 | SR. APPRAISER | 27.1300 4702.53 | 28.4900 4938.26 | 29.9100 5184.40 | 31.4100 5444.40 | 32.9800 5716.53 | PL |
| 2603 | SR. ASSESSMENT TECHNICIAN | 20.5400 3560.26 | 21.5700 3738.80 | 22.6500 3926.00 | 23.7800 4121.86 | 24.9700 4328.13 | GE |
| 4312 | SR. AUDITOR/APPRaiser | 27.1300 4702.53 | 28.4900 4938.26 | 29.9100 5184.40 | 31.4100 5444.40 | 32.9800 5716.53 | PL |
| 6115 | SR. BRIDGE MAINTENANCE WORKER | 25.0300 4338.53 | 26.2800 4555.20 | 27.5900 4782.26 | 28.9700 5021.46 | 30.4200 5272.80 | TC |
| 6608 | SR. BUILDING MAINTENANCE WKR | 22.1100 3832.40 | 23.2200 4024.80 | 24.3800 4225.86 | 25.6000 4437.33 | 26.8800 4659.20 | TC |
| 3403 | SR. BUYER | 29.9300 5187.86 | 31.4300 5447.86 | 33.0000 5720.00 | 34.6500 6006.00 | 36.3800 6305.86 | GE |
| 4719 | SR. CADD TECHNICIAN | 29.1000 5044.00 | 30.5600 5297.06 | 32.0900 5562.26 | 33.6900 5839.60 | 35.3700 6130.80 | GE |
| 1318 | SR. CAO ADMINISTRATIVE ANALYST | 43.1900 7486.26 | 45.3500 7860.66 | 47.6200 8254.13 | 50.0000 8666.66 | 52.5000 9100.00 | UM |

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 5604 | SR. CHILD SUPPORT INVESTIGATOR | 21.5500 3735.33 | 22.6300 3922.53 | 23.7600 4118.40 | 24.9500 4324.66 | 26.2000 4541.33 | GE |
| 4107 | SR. CIVIL ENGINEER | 42.7800 7415.20 | 44.9200 7786.13 | 47.1700 8176.13 | 49.5300 8585.20 | 52.0100 9015.06 | SU |
| 5503 | SR. CORRECTIONAL OFFICER | 21.4800 3723.20 | 22.5500 3908.66 | 23.6800 4104.53 | 24.8600 4309.06 | 26.1000 4524.00 | CR |
| 6626 | SR. CUSTODIAN | 15.7000 2721.33 | 16.4900 2858.26 | 17.3100 3000.40 | 18.1800 3151.20 | 19.0900 3308.93 | TC |
| 7903 | SR. DEPARTMENT ANALYST | 34.7700 6026.80 | 36.5100 6328.40 | 38.3400 6645.60 | 40.2600 6978.40 | 42.2700 7326.80 | PL |
| 3173 | SR. DEPARTMENT SYSTEMS ANALYST | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | PL |
| 2908 | SR. DEPUTY CLERK OF THE BOARD | 20.1100 3485.73 | 21.1200 3660.80 | 22.1800 3844.53 | 23.2900 4036.93 | 24.4500 4238.00 | CO |
| 5106 | SR. DEPUTY COUNTY COUNSEL | 59.4300 10301.20 | 62.4000 10816.00 | 65.5200 11356.80 | 68.8000 11925.33 | 72.2400 12521.60 | CC |
| 4703 | SR. DEVELOPMENT AIDE | 19.3200 3348.80 | 20.2900 3516.93 | 21.3000 3692.00 | 22.3700 3877.46 | 23.4900 4071.60 | GE |
| 4711 | SR. DEVELOPMENT TECHNICIAN | 23.4500 4064.66 | 24.6200 4267.46 | 25.8500 4480.66 | 27.1400 4704.26 | 28.5000 4940.00 | GE |
| 5723 | SR. DPTY PROBATION OFCR-INSTIT | 24.4500 4238.00 | 25.6700 4449.46 | 26.9500 4671.33 | 28.3000 4905.33 | 29.7200 5151.46 | PR |
| 5705 | SR. DPTY PROBATION OFFICER | 25.7300 4459.86 | 27.0200 4683.46 | 28.3700 4917.46 | 29.7900 5163.60 | 31.2800 5421.86 | PR |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 2609 | SR. ELECTIONS TECHNICIAN | 20.1100 3485.73 | 21.1200 3660.80 | 22.1800 3844.53 | 23.2900 4036.93 | 24.4500 4238.00 | GE |
| 7837 | SR. ENERGY/WEATHERIZATION TECH | 20.3400 3525.60 | 21.3600 3702.40 | 22.4300 3887.86 | 23.5500 4082.00 | 24.7300 4286.53 | TC |
| 4718 | SR. ENGINEERING TECHNICIAN | 29.1000 5044.00 | 30.5600 5297.06 | 32.0900 5562.26 | 33.6900 5839.60 | 35.3700 6130.80 | GE |
| 4603 | SR. ENVIRONMENTAL HEALTH SPEC | 30.1600 5227.73 | 31.6700 5489.46 | 33.2500 5763.33 | 34.9100 6051.06 | 36.6600 6354.40 | PL |
| 6204 | SR. EQUIPMENT MECHANIC | 24.2600 4205.06 | 25.4700 4414.80 | 26.7400 4634.93 | 28.0800 4867.20 | 29.4800 5109.86 | TC |
| 2204 | SR. FISCAL ASSISTANT | 19.1100 3312.40 | 20.0700 3478.80 | 21.0700 3652.13 | 22.1200 3834.13 | 23.2300 4026.53 | GE |
| 6303 | SR. FLEET SERVICES TECHNICIAN | 21.8800 3792.53 | 22.9700 3981.46 | 24.1200 4180.80 | 25.3300 4390.53 | 26.6000 4610.66 | TC |
| 3183 | SR. GIS ANAYLST | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | GE |
| 6623 | SR. GROUNDS MAINTENANCE WORKER | 19.8900 3447.60 | 20.8800 3619.20 | 21.9200 3799.46 | 23.0200 3990.13 | 24.1700 4189.46 | TC |
| 6125 | SR. HIGHWAY MAINTENANCE WORKER | 25.0300 4338.53 | 26.2800 4555.20 | 27.5900 4782.26 | 28.9700 5021.46 | 30.4200 5272.80 | TC |
| 1404 | SR. HUMAN RESOURCES ANALYST | 33.7300 5846.53 | 35.4200 6139.46 | 37.1900 6446.26 | 39.0500 6768.66 | 41.0000 7106.66 | UM |
| 3163 | SR. INFORMATION TECHNO TECH | 22.7200 3938.13 | 23.8600 4135.73 | 25.0500 4342.00 | 26.3000 4558.66 | 27.6200 4787.46 | GE |

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 5612 | SR. INVESTIGATOR (PUBLIC DEF) | 43.6300 7562.53 | 45.8100 7940.40 | 48.1000 8337.33 | 50.5100 8755.06 | 53.0400 9193.60 | GE |
| 3154 | SR. IT ANALYST | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | PL |
| 3142 | SR. IT ANALYST - NETWORKING | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | PL |
| 3141 | SR. IT ANALYST-APP/WEB DEV/SUP | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | PL |
| 3143 | SR. IT ANALYST-OFFICE SYSTEMS | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | PL |
| 3144 | SR. IT ANALYST-OPERATING SYST | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | PL |
| 3145 | SR. IT ANALYST-SERVER ADMIN | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | PL |
| 3146 | SR. IT ANALYST-TELECOM | 37.5600 6510.40 | 39.4400 6836.26 | 41.4100 7177.73 | 43.4800 7536.53 | 45.6500 7912.66 | PL |
| 3177 | SR. IT DEPARTMENT COORDINATOR | 35.5000 6153.33 | 37.2800 6461.86 | 39.1400 6784.26 | 41.1000 7124.00 | 43.1600 7481.06 | PL |
| 2413 | SR. LEGAL OFFICE ASSISTANT | 16.6100 2879.06 | 17.4400 3022.93 | 18.3100 3173.73 | 19.2300 3333.20 | 20.1900 3499.60 | GE |
| 2403 | SR. LEGAL SECRETARY | 20.5100 3555.06 | 21.5400 3733.60 | 22.6200 3920.80 | 23.7500 4116.66 | 24.9400 4322.93 | GE |
| 7605 | SR. LIBRARY ASSISTANT | 16.6100 2879.06 | 17.4400 3022.93 | 18.3100 3173.73 | 19.2300 3333.20 | 20.1900 3499.60 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 8107 | SR. LICENSED VOCATIONAL NURSE | 20.4300 3541.20 | 21.4500 3718.00 | 22.5200 3903.46 | 23.6500 4099.33 | 24.8300 4303.86 | GE |
| 2523 | SR. MEDICAL BILLING ASSISTANT | 20.5400 3560.26 | 21.5700 3738.80 | 22.6500 3926.00 | 23.7800 4121.86 | 24.9700 4328.13 | GE |
| 2503 | SR. MEDICAL OFFICE ASSISTANT | 16.6100 2879.06 | 17.4400 3022.93 | 18.3100 3173.73 | 19.2300 3333.20 | 20.1900 3499.60 | GE |
| 2623 | SR. MICROFILM/IMAGING TECH | 17.0000 2946.66 | 17.8500 3094.00 | 18.7400 3248.26 | 19.6800 3411.20 | 20.6600 3581.06 | GE |
| 7817 | SR. NUTRITIONIST | 29.0300 5031.86 | 30.4800 5283.20 | 32.0000 5546.66 | 33.6000 5824.00 | 35.2800 6115.20 | PL |
| 2104 | SR. OFFICE ASSISTANT | 15.4600 2679.73 | 16.2300 2813.20 | 17.0400 2953.60 | 17.8900 3100.93 | 18.7800 3255.20 | GE |
| 4203 | SR. PLANNER | 34.2200 5931.46 | 35.9300 6227.86 | 37.7300 6539.86 | 39.6200 6867.46 | 41.6000 7210.66 | PL |
| 5926 | SR. PROPERTY-EVIDENCE TECH | 23.9500 4151.33 | 25.1500 4359.33 | 26.4100 4577.73 | 27.7300 4806.53 | 29.1200 5047.46 | GE |
| 3803 | SR. PUBLIC SAFETY DISPATCHER | 24.5900 4262.26 | 25.8200 4475.46 | 27.1100 4699.06 | 28.4700 4934.80 | 29.8900 5180.93 | TC |
| 2613 | SR. RECORDABLE DOCUMENT EXAMIN | 18.7100 3243.06 | 19.6500 3406.00 | 20.6300 3575.86 | 21.6600 3754.40 | 22.7400 3941.60 | GE |
| 2633 | SR. RECORDABLE DOCUMENT INDEXR | 18.7100 3243.06 | 19.6500 3406.00 | 20.6300 3575.86 | 21.6600 3754.40 | 22.7400 3941.60 | GE |
| 3703 | SR. REVENUE RECOVERY OFFICER | 22.6500 3926.00 | 23.7800 4121.86 | 24.9700 4328.13 | 26.2200 4544.80 | 27.5300 4771.86 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1503 | SR. RISK MANAGEMENT ANALYST | 33.7300 5846.53 | 35.4200 6139.46 | 37.1900 6446.26 | 39.0500 6768.66 | 41.0000 7106.66 | UM |
| 2718 | SR. SHERIFF'S TECHNICIAN | 21.8100 3780.40 | 22.9000 3969.33 | 24.0500 4168.66 | 25.2500 4376.66 | 26.5100 4595.06 | GE |
| 7803 | SR. STAFF SERVICES ANALYST | 34.7700 6026.80 | 36.5100 6328.40 | 38.3400 6645.60 | 40.2600 6978.40 | 42.2700 7326.80 | PL |
| 4112 | SR. TRAFFIC CIVIL ENGINEER | 43.8100 7593.73 | 46.0000 7973.33 | 48.3000 8372.00 | 50.7200 8791.46 | 53.2600 9231.73 | SU |
| 6105 | SR. TRAFFIC CONTROL MAINT WKR | 25.0300 4338.53 | 26.2800 4555.20 | 27.5900 4782.26 | 28.9700 5021.46 | 30.4200 5272.80 | TC |
| 4634 | SR. VECTOR CONTROL TECHNICIAN | 22.2200 3851.46 | 23.3300 4043.86 | 24.5000 4246.66 | 25.7300 4459.86 | 27.0200 4683.46 | GE |
| 7402 | SR. VETERANS SERVICE REPRESENT | 20.5700 3565.46 | 21.6000 3744.00 | 22.6800 3931.20 | 23.8100 4127.06 | 25.0000 4333.33 | GE |
| 7801 | STAFF SERVICES ANALYST I | 27.2100 4716.40 | 28.5700 4952.13 | 30.0000 5200.00 | 31.5000 5460.00 | 33.0800 5733.86 | PL |
| 7802 | STAFF SERVICES ANALYST II | 30.2300 5239.86 | 31.7400 5501.60 | 33.3300 5777.20 | 35.0000 6066.66 | 36.7500 6370.00 | PL |
| 7805 | STAFF SERVICES MANAGER | 41.1800 7137.86 | 43.2400 7494.93 | 45.4000 7869.33 | 47.6700 8262.80 | 50.0500 8675.33 | MA |
| 7800 | STAFF SERVICES SPECIALIST | 24.4900 4244.93 | 25.7100 4456.40 | 27.0000 4680.00 | 28.3500 4914.00 | 29.7700 5160.13 | GE |
| 3501 | STOREKEEPER I | 15.5300 2691.86 | 16.3100 2827.06 | 17.1300 2969.20 | 17.9900 3118.26 | 18.8900 3274.26 | TC |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|-----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 3502 | STOREKEEPER II | 17.2600 2991.73 | 18.1200 3140.80 | 19.0300 3298.53 | 19.9800 3463.20 | 20.9800 3636.53 | TC |
| 3505 | STOREKEEPER/COURIER | 13.9800 2423.20 | 14.6800 2544.53 | 15.4100 2671.06 | 16.1800 2804.53 | 16.9900 2944.93 | TC |
| 6961 | STUDENT INTERN - X HELP | 10.0000 1733.33 | 10.5000 1820.00 | 11.0300 1911.86 | 11.5800 2007.20 | 12.1600 2107.73 | EH |
| 1141 | SUPERVISOR - BOARD OF SUPVS | 36.9600 6406.40 | 36.9600 6406.40 | 36.9600 6406.40 | 36.9600 6406.40 | 36.9600 6406.40 | EL |
| 3906 | SUPERVISOR'S ASSISTANT | 27.7100 4803.06 | 29.1000 5044.00 | 30.5600 5297.06 | 32.0900 5562.26 | 33.6900 5839.60 | CO |
| 0182 | SUPPORT SERVICES MANAGER | 43.2200 7491.46 | 45.3800 7865.86 | 47.6500 8259.33 | 50.0300 8671.86 | 52.5300 9105.20 | MA |
| 3306 | SUPV ACCOUNTANT/AUDITOR | 32.9000 5702.66 | 34.5500 5988.66 | 36.2800 6288.53 | 38.0900 6602.26 | 39.9900 6931.60 | SU |
| 5810 | SUPV ANIMAL CONTROL OFFICER | 22.6100 3919.06 | 23.7400 4114.93 | 24.9300 4321.20 | 26.1800 4537.86 | 27.4900 4764.93 | TC |
| 4304 | SUPV APPRAISER | 31.2100 5409.73 | 32.7700 5680.13 | 34.4100 5964.40 | 36.1300 6262.53 | 37.9400 6576.26 | SU |
| 2604 | SUPV ASSESSMENT TECHNICIAN | 23.6100 4092.40 | 24.7900 4296.93 | 26.0300 4511.86 | 27.3300 4737.20 | 28.7000 4974.66 | SU |
| 4314 | SUPV AUDITOR/APPRaiser | 31.2100 5409.73 | 32.7700 5680.13 | 34.4100 5964.40 | 36.1300 6262.53 | 37.9400 6576.26 | SU |
| 4722 | SUPV CADAstral DRAFTER | 26.2500 4550.00 | 27.5600 4777.06 | 28.9400 5016.26 | 30.3900 5267.60 | 31.9100 5531.06 | SU |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 4106 | SUPV CIVIL ENGINEER | 48.2700 8366.80 | 50.6800 8784.53 | 53.2100 9223.06 | 55.8700 9684.13 | 58.6600 10167.73 | MA |
| 4514 | SUPV CODE ENFORCEMENT OFFICER | 32.6700 5662.80 | 34.3000 5945.33 | 36.0200 6243.46 | 37.8200 6555.46 | 39.7100 6883.06 | TC |
| 7414 | SUPV DEPUTY PUBLIC GUARDIAN | 29.1200 5047.46 | 30.5800 5300.53 | 32.1100 5565.73 | 33.7200 5844.80 | 35.4100 6137.73 | SU |
| 4712 | SUPV DEVELOPMENT TECH | 26.0800 4520.53 | 27.3800 4745.86 | 28.7500 4983.33 | 30.1900 5232.93 | 31.7000 5494.66 | SU |
| 5725 | SUPV DPTY PROBATION OFCR-INSTI | 28.0200 4856.80 | 29.4200 5099.46 | 30.8900 5354.26 | 32.4300 5621.20 | 34.0500 5902.00 | PR |
| 5710 | SUPV DPTY PROBATION OFFICER | 29.5100 5115.06 | 30.9900 5371.60 | 32.5400 5640.26 | 34.1700 5922.80 | 35.8800 6219.20 | PR |
| 4604 | SUPV ENVIRONMENTAL HEALTH SPEC | 34.6700 6009.46 | 36.4000 6309.33 | 38.2200 6624.80 | 40.1300 6955.86 | 42.1400 7304.26 | SU |
| 6620 | SUPV GROUNDS MAINT WORKER | 22.8700 3964.13 | 24.0100 4161.73 | 25.2100 4369.73 | 26.4700 4588.13 | 27.7900 4816.93 | TC |
| 8505 | SUPV HEALTH EDUCATION COORD | 30.2900 5250.26 | 31.8000 5512.00 | 33.3900 5787.60 | 35.0600 6077.06 | 36.8100 6380.40 | SU |
| 3153 | SUPV INFO TECHNOLOGY ANALYST | 40.1900 6966.26 | 42.2000 7314.66 | 44.3100 7680.40 | 46.5300 8065.20 | 48.8600 8469.06 | SU |
| 3165 | SUPV INFORMATION TECHNO TECH | 26.7200 4631.46 | 28.0600 4863.73 | 29.4600 5106.40 | 30.9300 5361.20 | 32.4800 5629.86 | SU |
| 5600 | SUPV INVESTIGATOR (DA) | 44.0600 7637.06 | 46.2600 8018.40 | 48.5700 8418.80 | 51.0000 8840.00 | 53.5500 9282.00 | SA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 7618 | SUPV LIBRARIAN | 26.9900 4678.26 | 28.3400 4912.26 | 29.7600 5158.40 | 31.2500 5416.66 | 32.8100 5687.06 | SU |
| 7611 | SUPV LIBRARY ASSISTANT | 18.2800 3168.53 | 19.1900 3326.26 | 20.1500 3492.66 | 21.1600 3667.73 | 22.2200 3851.46 | SU |
| 8633 | SUPV MENTAL HEALTH WORKER | 21.5500 3735.33 | 22.6300 3922.53 | 23.7600 4118.40 | 24.9500 4324.66 | 26.2000 4541.33 | SU |
| 8412 | SUPV OCCUP'L/PHYS THERAPIST | 43.8800 7605.86 | 46.0700 7985.46 | 48.3700 8384.13 | 50.7900 8803.60 | 53.3300 9243.86 | SU |
| 8118 | SUPV PUBLIC HEALTH NURSE | 35.3200 6122.13 | 37.0900 6428.93 | 38.9400 6749.60 | 40.8900 7087.60 | 42.9300 7441.20 | SU |
| 3806 | SUPV PUBLIC SAFETY DISPATCHER | 27.0400 4686.93 | 28.3900 4920.93 | 29.8100 5167.06 | 31.3000 5425.33 | 32.8700 5697.46 | TC |
| 3704 | SUPV REVENUE RECOVERY OFFICER | 24.3400 4218.93 | 25.5600 4430.40 | 26.8400 4652.26 | 28.1800 4884.53 | 29.5900 5128.93 | SU |
| 7806 | SUPV STAFF SERVICES ANALYST | 34.7700 6026.80 | 36.5100 6328.40 | 38.3400 6645.60 | 40.2600 6978.40 | 42.2700 7326.80 | SU |
| 4619 | SUPV WASTE SPECIALIST | 38.1500 6612.66 | 40.0600 6943.73 | 42.0600 7290.40 | 44.1600 7654.40 | 46.3700 8037.46 | SU |
| 4731 | SURVEY TECHNICIAN I | 21.4800 3723.20 | 22.5500 3908.66 | 23.6800 4104.53 | 24.8600 4309.06 | 26.1000 4524.00 | GE |
| 4732 | SURVEY TECHNICIAN II | 23.8700 4137.46 | 25.0600 4343.73 | 26.3100 4560.40 | 27.6300 4789.20 | 29.0100 5028.40 | GE |
| 1131 | SURVEYOR | 56.8500 9854.00 | 56.8500 9854.00 | 56.8500 9854.00 | 56.8500 9854.00 | 56.8500 9854.00 | EL |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 3131 | SYSTEMS SUPPORT SPECIALIST I | 28.6000 4957.33 | 30.0300 5205.20 | 31.5300 5465.20 | 33.1100 5739.06 | 34.7700 6026.80 | GE |
| 3132 | SYSTEMS SUPPORT SPECIALIST II | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | GE |
| 3168 | TELECOMMUNICATIONS TECH I | 28.6000 4957.33 | 30.0300 5205.20 | 31.5300 5465.20 | 33.1100 5739.06 | 34.7700 6026.80 | GE |
| 3169 | TELECOMMUNICATIONS TECH II | 31.4600 5453.06 | 33.0300 5725.20 | 34.6800 6011.20 | 36.4100 6311.06 | 38.2300 6626.53 | GE |
| 6104 | TRAFFIC CONTROL MAINT SUPV | 30.0200 5203.46 | 31.5200 5463.46 | 33.1000 5737.33 | 34.7600 6025.06 | 36.5000 6326.66 | TC |
| 6101 | TRAFFIC CONTROL MAINT WKR I | 18.4500 3198.00 | 19.3700 3357.46 | 20.3400 3525.60 | 21.3600 3702.40 | 22.4300 3887.86 | TC |
| 6102 | TRAFFIC CONTROL MAINT WKR II | 20.5100 3555.06 | 21.5400 3733.60 | 22.6200 3920.80 | 23.7500 4116.66 | 24.9400 4322.93 | TC |
| 6103 | TRAFFIC CONTROL MAINT WKR III | 22.7400 3941.60 | 23.8800 4139.20 | 25.0700 4345.46 | 26.3200 4562.13 | 27.6400 4790.93 | TC |
| 6106 | TRAFFIC CONTROL MAINT WKR IV | 23.9000 4142.66 | 25.1000 4350.66 | 26.3600 4569.06 | 27.6800 4797.86 | 29.0600 5037.06 | TC |
| 4113 | TRAFFIC ENGINEER | 39.8200 6902.13 | 41.8100 7247.06 | 43.9000 7609.33 | 46.1000 7990.66 | 48.4100 8391.06 | PL |
| 4117 | TRAFFIC OPERATIONS TECHNICIAN | 30.4900 5284.93 | 32.0100 5548.40 | 33.6100 5825.73 | 35.2900 6116.93 | 37.0500 6422.00 | GE |
| 6137 | TRAFFIC SUPERINTENDENT | 39.3100 6813.73 | 41.2800 7155.20 | 43.3400 7512.26 | 45.5100 7888.40 | 47.7900 8283.60 | MA |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 1405 | TRAINING & ORGNZTNL DEV SPEC | 38.7900 6723.60 | 40.7300 7059.86 | 42.7700 7413.46 | 44.9100 7784.40 | 47.1600 8174.40 | UM |
| 1286 | TRANSPORTATION DIV DIRECTOR | 61.3600 10635.73 | 64.4300 11167.86 | 67.6500 11726.00 | 71.0300 12311.86 | 74.5800 12927.20 | UM |
| 1311 | TRANSPORTATION FISCAL SVCS MGR | 41.1800 7137.86 | 43.2400 7494.93 | 45.4000 7869.33 | 47.6700 8262.80 | 50.0500 8675.33 | MA |
| 7116 | TRANSPORTATION OFFICER-X HELP | 10.8500 1880.66 | 11.3900 1974.26 | 11.9600 2073.06 | 12.5600 2177.06 | 13.1900 2286.26 | EH |
| 4114 | TRANSPORTATION PLANNER | 34.2200 5931.46 | 35.9300 6227.86 | 37.7300 6539.86 | 39.6200 6867.46 | 41.6000 7210.66 | PL |
| 1320 | TRANSPORTATION TRNG/SAFETY TCH | 24.4900 4244.93 | 25.7100 4456.40 | 27.0000 4680.00 | 28.3500 4914.00 | 29.7700 5160.13 | GE |
| 1136 | TREASURER/TAX COLLECTOR | 69.9700 12128.13 | 69.9700 12128.13 | 69.9700 12128.13 | 69.9700 12128.13 | 69.9700 12128.13 | EL |
| 0314 | TREASURY QUANTITATIVE SPECLST | 49.4100 8564.40 | 51.8800 8992.53 | 54.4700 9441.46 | 57.1900 9912.93 | 60.0500 10408.66 | MA |
| 0271 | UNDERSHERIFF | 66.6700 11556.13 | 70.0000 12133.33 | 73.5000 12740.00 | 77.1800 13377.86 | 81.0400 14046.93 | UD |
| 8125 | UTILIZATION REVIEW COORD | 39.7400 6888.26 | 41.7300 7233.20 | 43.8200 7595.46 | 46.0100 7975.06 | 48.3100 8373.73 | PL |
| 4633 | VECTOR CONTROL SUPV | 23.7700 4120.13 | 24.9600 4326.40 | 26.2100 4543.06 | 27.5200 4770.13 | 28.9000 5009.33 | SU |
| 4631 | VECTOR CONTROL TECH I | 18.5900 3222.26 | 19.5200 3383.46 | 20.5000 3553.33 | 21.5300 3731.86 | 22.6100 3919.06 | GE |

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|-----------------|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------|
| 4632 | VECTOR CONTROL TECH II | 20.6600 3581.06 | 21.6900 3759.60 | 22.7700 3946.80 | 23.9100 4144.40 | 25.1100 4352.40 | GE |
| 1267 | VETERANS SERVICE OFFICER | 27.8000 4818.66 | 29.1900 5059.60 | 30.6500 5312.66 | 32.1800 5577.86 | 33.7900 5856.93 | SU |
| 7401 | VETERANS SERVICE REPRESENTATIV | 19.1400 3317.60 | 20.1000 3484.00 | 21.1100 3659.06 | 22.1700 3842.80 | 23.2800 4035.20 | GE |
| 5913 | VICTIM WITNESS CLAIMS SPEC I | 15.8000 2738.66 | 16.5900 2875.60 | 17.4200 3019.46 | 18.2900 3170.26 | 19.2000 3328.00 | GE |
| 5914 | VICTIM WITNESS CLAIMS SPEC II | 17.5700 3045.46 | 18.4500 3198.00 | 19.3700 3357.46 | 20.3400 3525.60 | 21.3600 3702.40 | GE |
| 5912 | VICTIM WITNESS PROG COORD | 20.8100 3607.06 | 21.8500 3787.33 | 22.9400 3976.26 | 24.0900 4175.60 | 25.2900 4383.60 | SU |
| 5911 | VICTIM WITNESS PROG SPECIALIST | 17.6800 3064.53 | 18.5600 3217.06 | 19.4900 3378.26 | 20.4600 3546.40 | 21.4800 3723.20 | GE |
| 7511 | VOCATIONAL COUNSELOR | 21.6400 3750.93 | 22.7200 3938.13 | 23.8600 4135.73 | 25.0500 4342.00 | 26.3000 4558.66 | PL |
| 4651 | WASTE MANAGEMENT TECH I | 22.1100 3832.40 | 23.2200 4024.80 | 24.3800 4225.86 | 25.6000 4437.33 | 26.8800 4659.20 | TC |
| 4652 | WASTE MANAGEMENT TECH II | 24.2900 4210.26 | 25.5000 4420.00 | 26.7800 4641.86 | 28.1200 4874.13 | 29.5300 5118.53 | TC |
| 4654 | WASTE MANAGEMENT TECH III | 26.2100 4543.06 | 27.5200 4770.13 | 28.9000 5009.33 | 30.3500 5260.66 | 31.8700 5524.13 | TC |
| 3711 | WELFARE COLLECTIONS OFFICER | 21.0700 3652.13 | 22.1200 3834.13 | 23.2300 4026.53 | 24.3900 4227.60 | 25.6100 4439.06 | GE |

AMENDED DATE: 01/05/16
PAGE 54

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 12/26/2015

| POSITION NUMBER | POSITION TITLE | STEP1HRLY STEP1MTH | STEP2HRLY STEP2MTH | STEP3HRLY STEP3MTH | STEP4HRLY STEP4MTH | STEP5HRLY STEP5MTH | UNION CODE |
|--------------------|-------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| 5805 | WILDLIFE SPECIALIST | 23.1200 4007.46 | 24.2800 4208.53 | 25.4900 4418.26 | 26.7600 4638.40 | 28.1000 4870.66 | TC |
| 5920 | WORK PROGRAM OFFICER | 18.8400 3265.60 | 19.7800 3428.53 | 20.7700 3600.13 | 21.8100 3780.40 | 22.9000 3969.33 | GE |
| 5922 | WORK PROGRAM SUPERVISOR | 20.7600 3598.40 | 21.8000 3778.66 | 22.8900 3967.60 | 24.0300 4165.20 | 25.2300 4373.20 | SU |