



RESOLUTION NO. 190-2011

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO

WHEREAS, representatives of the County of El Dorado and representatives of the El Dorado County Managers' Association have met and negotiated in good faith before June 2010 and,

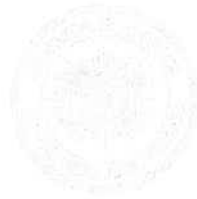
WHEREAS, said representatives have reached a tentative agreement on or about November 10, 2011 on a variety of economic cost saving and cost neutral issues in recognition of the tough economic times facing the County to be incorporated as the successor Memorandum of Understanding for the period covering July 1, 2010 through December 31, 2013 and,

WHEREAS, members of the El Dorado County Managers' Association, have held elections and voted to ratify on or about November 10, 2011, the negotiated terms and conditions contained within the tentative agreement for the successor Memorandum of Understanding and,

WHEREAS, the previous Memorandum of Understanding between the County of El Dorado and the El Dorado County Managers' Association expired June 30, 2010, and the County representatives are now bringing the negotiated and fully executed successor Memorandum of Understanding that is attached and incorporated herein to the Board of Supervisors for final approval,

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the County of El Dorado approve, adopt and authorize the Chair to sign this Resolution and the Successor Memorandum of Understanding that is attached and incorporated herein between the County of El Dorado and the El Dorado County Managers' Association, for the period July 1, 2010 through December 31, 2013, effective upon adoption of this agreement by the Board of Supervisors, with the terms and conditions of said successor Memorandum of Understanding to go into effect as soon as feasible and determined by the County of El Dorado, but no earlier than the first full pay period following approval and adoption by the Board of Supervisors, or in the case of amendments to the contract between CalPERS and the County of El Dorado upon completion and adoption of said amendments.

THEREFORE BE IT ALSO RESOLVED that the Board of Supervisors for the County of El Dorado direct the Human Resources Department and the Payroll Division of the Auditor/Controller's Office to implement the changes contained therein.



DEPARTMENT OF JUSTICE

OFFICE OF THE ATTORNEY GENERAL

MEMORANDUM FOR THE ATTORNEY GENERAL AND MEMBERS OF THE BOARD OF DIRECTORS

RE: [Illegible text]

1. [Illegible text]

2. [Illegible text]

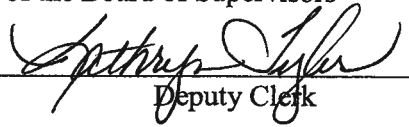
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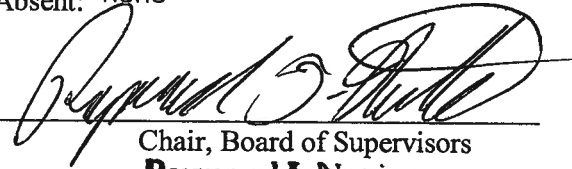
4. [Illegible text]

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 15 day of November, 2011 by the following vote of said Board:

Ayes: Knight, Santiago, Nutting, Sweeney, Briggs
Noes: none
Absent: none

Attest:
Suzanne Allen de Sanchez
Clerk of the Board of Supervisors

By: 
Deputy Clerk


Chair, Board of Supervisors
Raymond J. Nutting

I CERTIFY THAT:
THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

Attest: Suzanne Allen de Sanchez, Clerk of the Board of Supervisors of the County of El Dorado, State of California.

By: _____ Date: _____
Deputy Clerk

Proposed Contract Changes Summary

El Dorado County Managers' Association

Term July 1, 2010 - June 30, 2013

Article	Contract Page number	Description
Article 12 Section 1.	23	Retirement Issues
Article 13 Section 1.	24	Health Benefit changes
Article 16 Section A.	28	Layoff and Demotion Procedures upon Reduction in Force
Article 16 Section D Item 1.	28	Layoff Privileges

MEMORANDUM
OF
UNDERSTANDING
Between
The County of El Dorado
And
El Dorado County
Managers' Association
(EDCMA)

July 1, 2010 –December 31, 2013



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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE COUNTY OF EL DORADO
AND THE
EL DORADO COUNTY MANAGERS' ASSOCIATION**

PREAMBLE

It is the purpose of this Memorandum to set forth the wages, hours and other terms and conditions of employment for the employees of El Dorado County represented by the El Dorado County Managers' Association (hereinafter referred to as "EDCMA" or Association).

ARTICLE 1. TERMS & CONDITIONS OF EMPLOYMENT

Section 1. NEGOTIATIONS

El Dorado County Managers' Association (hereinafter referred to as "EDCMA") and representatives of the County of El Dorado (hereinafter referred to as "County") have met and conferred in good faith in regard to wages, hours, and other terms and conditions of employment covering employees in the Managers' Association Bargaining Unit and have exchanged freely information, opinions, and proposals and have reached agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

Section 2. MEYERS-MILIAS BROWN ACT

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias Brown Act (Government Code §3500-3510) and has been jointly prepared by the parties.

Section 3. RATIFICATION

This successor comprehensive Memorandum of Understanding (MOU) shall be presented by the EDCMA to the employees in the EDCMA for ratification and shall thereafter be presented to the Board of Supervisors, as the joint recommendations of the undersigned for salary and benefits adjustments for the period commencing on July 1, 2010 through December 31, 2013. Unless otherwise indicated herein, all provisions shall become effective on the date approved by the Board of Supervisors. Nothing herein shall be applicable on a retroactive basis.

Section 4. MERIT SYSTEM EXCLUSION

In the event any provision herein, as it may apply to any employee of the county subject to Section 19800 et. seq. of the California Government Code is determined by the Executive Officer of the State Personnel Board to be in conflict with Local Agency Personnel Standards (Title 2, Administration, Division 5. LAPS), such provision shall be null and void as regards those employees, and Local Agency Personnel Standards shall supersede and prevail.

Section 5. COMPLETE UNDERSTANDING

This MOU cancels all previous MOUs and letters of agreement. The Compensation Administration Resolution 227-84 and Personnel Management Resolution 228-84, and all other County policies and rules shall remain in force and effect other than where superseded by specific provisions of this existing MOU.

ARTICLE 2. AUTHORIZED AGENTS AND RECOGNITION

Section 1. AUTHORIZED AGENTS

The parties agree that the EDCMA may choose to designate a legal representative and will notify the County in writing of any change. For the purpose of administering the terms and provisions of this MOU, the following authorized agents have been designated:

County of El Dorado
Director of Human Resources
330 Fair Lane
Placerville, CA 95667

El Dorado County Managers' Association
Goyette & Associates, Attorneys at Law
2366 Gold Meadow Way Suite 200
Gold River, CA 95670

The Association shall provide in writing to the County and be responsible for keeping current the name, address and telephone number of the designated representative and a list of persons authorized to act on its behalf or receive service in its name.

Section 2. RECOGNITION

- A. County recognition - The Director of Human Resources is the representative of El Dorado County in matters related to employer-employee relations.
- B. The El Dorado County Managers' Association is the exclusively recognized employee organization for the Managers' Association Bargaining Unit.

ARTICLE 3. COUNTY RIGHTS

County retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this MOU, except as expressly limited by a specific provision of this MOU. Without limiting the generality of the foregoing, the rights, powers, and authority retained solely and exclusively by County and not abridged herein, included, but are not limited to, the following; to manage and direct its business and personnel; to manage, control and determine the mission of its departments, building facilities, and operations; to create, change, combine or abolish jobs, departments and facilities in whole or in part; to direct the work force; to increase

or decrease the work force and determine the number of employees needed; to hire, transfer, promote and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operation and reasonable work load; to specify or assign work requirements and require additional work hours; to schedule working hours and shifts; to adopt rules of conduct; to determine the type and scope of work to be performed by County employees and the services to be provided; to classify positions, to establish initial salaries of new classifications; to determine the methods, processes, means, and places of providing services and to take whatever action necessary to prepare for and operate in an emergency.

Nothing in this Article is intended to alter the post-agreement rights of the respective parties as established by law to meet and confer on changes which would effect the wages, hours and other terms and condition of employment, except, however that the scope of representation shall not include consideration of the merits, necessity or organization of any service or activity provided by law or executive order.

The County reserves the right to contract out services pursuant to the El Dorado County Charter. In the event that the County is considering contracting out services, which will directly result in the layoff of current employees, the County will notify the EDCMA and meet and confer prior to the implementation of the action. The parties agree that for contracts of less than \$50,000, and which will not result in layoffs; the County has no obligation to notify the EDCMA. The parties agree that if the County intends to contract out work which is being performed by classifications currently represented by the EDCMA and if the proposed contract exceeds \$50,000 and will not result in layoff of current employees, the County will notify the EDCMA and provide an opportunity for discussion prior to transmitting the item to the Board of Supervisors.

ARTICLE 4. EDCMA RIGHTS

Section 1. REPRESENTATION

This Memorandum covers the employees in the position classifications of County, which EDCMA is certified as representing, and EDCMA is the formally recognized employee organization which has the exclusive right to represent said employees during the term of this Memorandum.

Section 2. COMMUNICATIONS

Official EDCMA representatives shall be permitted access to County property to confer with County employees on matters of employer-employee relations. The designated representative shall give notice to the department head or his/her designee when contacting departmental employees during the duty period of employees, provided that solicitation for membership or other internal employee organization business shall be conducted only during the non-duty hours of all employees concerned. Non-duty hours are defined as before or after work, lunch periods and rest break periods.

Section 3. RELEASE TIME

- A. Official EDCMA representatives shall be released from duty during the grievance procedure or when meeting with County. EDCMA shall notify the Director of Human

Resources of the names of employees who are official representatives of EDCMA, not more than five (5) of whom can be released at any given time.

- B. EDCMA Presidential Release Time: Up to a cumulative total of 30 hours of Presidential Release time per fiscal year will be provided to members, shop stewards, officers and/or Board of Directors of EDCMA, to be used for approved Association/County business (non-organizing). Among other uses EDCMA release time may specifically be used for stewards training. The determination of eligible employees and use of this time will be at the discretion of the President of EDCMA. An employee entitled to release time under this section must provide advance notice and receive approval from the employee's supervisor regarding the employee's temporary absence from the workplace.

Section 4. USE OF COUNTY BUILDINGS

County Buildings and other facilities shall be made available for use of the EDCMA or its representatives during non-duty hours in accordance with availability and administrative procedures.

Section 5. EMAIL

The EDCMA may use the Department electronic mail (e-mail) for EDCMA business under the following conditions:

- A. Emails shall not be drafted during working hours (not including duty-free breaks and lunches);
- B. The subject line of the email shall read "EDCMA Information." E-mails shall be in good taste and shall not malign the County or its representatives.
- C. Subject matter shall be limited to brief Association announcements, inquiries, notices, agendas, minutes, and appropriate attachments.
- D. All email usage shall be consistent with Departmental policy, the El Dorado County Computer and Network Resource Usage Policies and Standards Guide and the provisions of this MOU.

Section 6. DUES DEDUCTIONS

- A. Payroll Deductions & Membership Maintenance - Managers' Association Bargaining Unit
 - 1. It is agreed that EDCMA membership is not a mandatory condition of employment for any employee in the Managers' Association Bargaining Unit covered by this agreement. The EDCMA may have the regular dues deductions of its members deducted from employees' paychecks under procedures prescribed by the County Auditor/Controller. Employees desirous of such deductions must sign and submit an Employee Payroll Deduction Authorization (PDA) for each type of deduction. All duly authorized PDA's will be processed promptly. Except as otherwise provided in Article 4, Section 6.A, employees are not entitled to revoke or alter such deductions by filing another signed payroll deduction card with the appropriate instructions affixed thereon. Deductions authorized in the above manner will be accumulated and forwarded on a regular basis to the authorized payees. Nothing herein shall prohibit the County from placing

reasonable limits as to the number of payees or deductions per employee for the purpose of efficient administration of the payroll system.

2. Any Managers' Association Bargaining Unit employee who has a dues deduction authorization on file with the Auditor/Controller's Office on the date this agreement is approved by the Board of Supervisors shall be subject to the Maintenance of Membership provisions of this agreement.
3. If employees in the Managers' Association Bargaining Unit have a dues deduction on file, it is understood that the dues will be deducted for the duration of this agreement, or until the last day of the last full pay period of the calendar month following the transfer of the employee to a unit represented by another recognized employee organization or to a class not contained in a representation unit, whichever occurs first. Employees in the Managers' Association Bargaining Unit are free to discontinue dues deduction by notifying the Payroll section of the Auditor/Controller's Office, in writing, during the period of May 15-31 of any year.
4. It is understood that employees in the Managers' Association Bargaining Unit are free to authorize dues deduction at any time. However, employees may not discontinue dues deduction during the term of this Memorandum of Understanding, except as otherwise provided in this section.
5. The County will provide to the Association a list of the new Managers' Association Bargaining Unit employees hired into regular positions represented by the Association on a monthly basis.
6. Dues deductions from employees who are in another bargaining unit will be allowed if there is no objection from the exclusive representative of that bargaining unit. Employees desirous of such deductions must sign and submit an Employee Payroll Deduction Authorization (PDA) for each type of deduction. All duly authorized PDA's will be processed promptly.
7. The County shall not be liable to the Association, employees, or any other party by reason of the requirements of this Section for the remittance or payment of any sum other than the constituted actual deductions made from employee' wages earned. The Association shall hold and keep the County harmless against any and all claims, demands, suits, orders, judgments or other forms of liability that may arise out of or by reason of action taken by the employer under this Article.

B. Hold Harmless

The County shall not be liable to EDCMA, employees, or any other party by reason of the requirements of this Article for the remittance or payment of any sum other than the constituted actual deductions made from an employee's wages earned. EDCMA shall hold harmless against any and all claims, demands, suits, orders, judgments or other forms of liability that may arise out of or by reason of action taken by the employer under this Article, including but not limited to the collection and procedures for collection of EDCMA dues, EDCMA fees, and reasonable cost of County's attorney fees and costs, along with reasonable cost of management preparation time as well. The County shall not be made a party to any administrative or court proceedings to determine EDCMA dues and/or fees.

ARTICLE 5. SALARY AND OTHER RELATED ISSUES

Section 1. SALARIES

Classifications within the Managers' Association Bargaining Unit shall receive the salaries as set forth in Attachment A.

Section 2. SALARY RESOLUTION

- A. A salary range consisting of five steps shall be assigned to all classifications.
- B. Base Salary Ranges and Adjustments

The parties jointly agree that the base salary ranges and rates as shown in Attachment A shall be applicable for classifications within this unit, on the dates indicated for job classifications in this Unit. Classification Titles and Salary Ranges may be amended from time to time by Resolution adopted by the Board of Supervisors.

For purposes of this MOU, base salary range shall mean the salary range assigned to a specific classification as provided in Attachment A. Base salary rate shall mean the hourly rate of pay established pursuant to the step placement within the base salary range as provided in this MOU.

Section 3. FULL TIME, PART-TIME

- A. Full-Time Employees - A full-time employee shall receive the full amount of salary based upon the step in the range for the classification to which the employee is assigned by his/her appointment, if the total hours in pay status for the biweekly pay period as shown equals or is greater than eighty (80) hours. A full-time employee who is not in pay status for 80 hours for a particular biweekly pay period as shown in the Payroll Time Report shall be entitled only to the total hours in pay status as shown by the Payroll Time Report.
- B. Part-Time Employees - A part-time employee shall receive that portion of the salary based upon the step in the range for his/her classification to which the employee is assigned and the number of hours in pay status in the pay period. Part-time employees shall earn vacation with pay and accrue sick leave and holiday pay on a prorated basis based upon the number of hours in pay status in the pay period. In other respects, provisions of this MOU applicable to full-time employees, such as management leave, cafeteria plan and health and dental benefits shall apply to part-time employees on a pro rated basis unless specifically defined otherwise herein.

Section 4. SALARY STEP ASSIGNMENTS

- A. INITIAL STEP PLACEMENT - Except as specified below, the entrance salary for a new employee entering County service shall be the first step of the salary range for the class to which the employee is appointed. In exceptional cases after reasonable effort has been made to obtain employees for a particular class, employment of individuals who possess special qualifications higher than the minimum qualification prescribed for the particular

class may be authorized at a higher step upon recommendation of the appointing authority.

- B. **ADVANCED STEP HIRING OF NEW EMPLOYEES** - A department head or appointing authority may hire a new employee (does not include promotions or transfers) at up to the third step of the salary range of the employee's classification. The department head shall only hire at an advanced step if the candidate possesses exceptional skills or qualifications that would be highly beneficial to the County or department, or if due to the difficult nature of the recruitment, few qualified candidates were available and it is necessary to hire at an advanced step in order to obtain a person to fill the vacancy. The department head shall file a written justification for any advance step hiring with the Department of Human Resources.
- C. **SALARY UPON REEMPLOYMENT** - A full-time or part-time employee who resigns in good standing and is reappointed in the same or closely related class within the same classification series within two (2) years of resignation, shall be eligible, with the approval of the appointing authority, to be reappointed at any step up to and including the step received prior to resignation. If the appointing authority wishes to rehire the employee at a step which exceeds the step paid at the time of resignation, approval shall be required consistent with the Early Salary Range Step Advancement Policy. For purposes of vacation accrual and longevity pay, such an employee shall receive credit for the amount of prior service in effect at the time of resignation and shall be restored to the place on the vacation accrual and longevity pay table in effect at the time of resignation. An employee that is reemployed after the effective date of this MOU will not be eligible for retiree health insurance.

A full time or part time employee who resigns in good standing and is reemployed by the County within two (2) years of resignation in a classification in a different class series or a higher class from which the employee resigned shall, for purposes of vacation accrual and longevity pay, receive credit for the amount of prior service in effect at the time of resignation and shall be restored to the place on the vacation accrual and longevity pay table in effect at the time of resignation.

For purposes of vacation accrual and longevity pay, such an employee shall receive credit for the amount of prior service in effect at the time of resignation and shall be restored to the place on the vacation accrual and longevity pay table in effect at the time of resignation.

- D. **APPOINTMENT OF EXTRA HELP TO AN ALLOCATED POSITION** – An Extra Help employee who is appointed a full-time or part-time position in the same class in which the employee was Extra Help shall receive the same step of the range the employee received in Extra Help capacity. Time as an Extra Help employee shall not count toward eligibility for salary step increases.
- E. **SALARY STEP PLAN** - Eligibility for salary step movement shall be based upon time in classification and based upon merit, at the sole discretion of the appointing authority, and with no right to appeal.
 - 1. **Salary Step Movement** - Employees hired at Step 1 shall be eligible for advancement to Step 2 after completion of 13 full pay periods of satisfactory performance at Step 1, and with the approval of the appointing authority. Employees at Step 2 or higher

shall be eligible for advancement to the next step in the range after completion of 26 full pay periods of satisfactory performance in the current step, and upon the approval of the appointing authority.

2. **Early Step Advancement** - A department head may advance employees from the second step to the third step of the salary range of the employee's classification after the employee has completed at least six months of service in the prior step of the salary range of that classification. If the department head has made the following determinations in writing to the Department of Human Resources:
 - (a) That the employee's performance and abilities are outstanding, as documented in an attached performance evaluation;
 - (b) That they are functioning as fully a qualified and advanced level employee;
 - (c) That the amount of the additional salary and benefit cost are available in the department's budget for the balance of the fiscal year (department's calculations to accompany the estimate);
 - (d) That should the County's financial condition require reductions in departmental appropriations during the fiscal year, the department agrees to identify departmental savings that will offset the added cost of the early step advancement.
3. **Fourth and Fifth Steps** - A department head may recommend to the Chief Administrative Officer or his or her designee that an employee be advanced from the third step of the salary range to the fourth step or from the fourth step of the salary range to the fifth step of the salary range after the employee has completed at least six (6) months of service at that step. The department head must submit justification to the Chief Administrative Officer which clearly demonstrates that the employee's skills, knowledge, and ability as evidenced by significant achievement of County-wide importance and/or their continuing outstanding performance is such that it places them clearly above the level of their fellow employees. The request should include the same salary and benefit cost estimation and financial condition disclaimer as provided in Subsections above.
4. **Procedure** - All merit salary step advancements must be initiated by the department head on a Payroll/Personnel Form accompanied by a employee evaluation filed with the Director of Human Resources prior to the proposed effective date of the merit salary step advancement. Salary step advancements shall be effective on the first day of the biweekly pay period following completion of the required period of service. The Director of Human Resources shall notify the County Auditor of every approved merit salary step advancement.
5. **Anniversary date** - Changes in an employee's salary because of promotion or upward reclassification, will set a new anniversary date for that employee. The salary anniversary date for an employee shall not be affected by a transfer or downward reclassification. Changes in salary ranges for a classification, as defined in Article 5, Section 8 below will not set a new salary anniversary date for employees.

Section 5. SALARY STEP ON PROMOTION

- A. Salary on Promotion - An employee who is appointed to a position in a class allocated to a salary range for which the top step is higher than the top step of the class which the employee formerly occupied, shall receive the nearest step within the new salary range which shall not be less than five percent more than his/her former salary step provided, however, that in no case shall the increased salary be more than the top step in the new range.

The effective date of a promotion shall be the first day of the first full pay period following the appointment.

- B. Advanced Salary Upon Promotion - Upon promotion of an employee from a position for which the County pays the full contribution or a portion of the employee contribution to PERS to a position for which the employee pays the employee contribution to PERS, such employee shall be placed at a salary step in the higher salary range which is closest to and provides an increase in compensation of no less than 5% above the combined former salary step and employee-paid PERS contribution. In no case shall the salary step placement exceed the top step of the new range.

Notwithstanding the above, upon promotion of a full-time or part-time employee to a management the appointing authority may recommend to the Chief Administrative Officer that the person being promoted shall receive one additional step beyond which the employee is entitled, but which in no way exceeds the top of the range.

Section 6. SALARY ON DEMOTION

- A. Salary upon Voluntary Demotion to Another Position or Class – An employee who voluntarily demotes to a position of a class having a lower salary range than the class previously occupied by the employee, shall have his/her salary reduced to the salary step within the lower range which is closest to, but not exceeding the salary received before the demotion. The employee's eligibility for salary step advancement shall not change as a result of demotion.
- B. Salary Upon Demotion During Probation - A full-time or part-time employee who, during the employee's probationary period, is demoted to a class which the employee formerly occupied in good standing during the same period of continuous service, shall have the employee's salary reduced to the salary the employee would have received if the employee had remained in the lower class. The employee's eligibility for salary step advancement shall be determined as if the employee had remained in the lower class throughout the employee's period of service in the higher class.
- C. Salary Upon Involuntary Demotion To A Lower Class - A full-time or part-time employee, to whom the circumstances described in Section 6, A or B above do not apply, who is demoted involuntarily to a position of a class which is allocated to a lower salary range than the class from which the employee is demoted, shall have the employee's salary reduced to the salary step in the lower range for the new class which is closest to but not exceeding the salary step received before the demotion except in cases of involuntary demotion as a result of discipline. In cases of discipline, an employee may be demoted to any step of the salary range in a lower class. The employee's eligibility for salary step advancement shall not change as a result of demotion.

- D. Demotion Within a Salary Range - An employee may only be demoted to a lower salary step within a salary range as a disciplinary action in accordance with County rules and regulations. The employee's eligibility for salary step advancement shall be based on the effectual date of the promotion in accordance with Section 4 E 2 above.

Section 7. SALARY ON TRANSFER

- A. A full-time or part-time employee may transfer from one allocated position in one class to another allocated position in the same class, or in another closely related class at the same salary range, or a class which has a salary range the top step of which is within five percent of the top step of the range of the previously occupied class. In such case an employee shall be paid at the salary step in the salary range for the new class which is the closest to, but not exceeding the salary step the employee previously received.
- B. For purposes of further annual increase within the salary range, his/her anniversary date shall remain the same as it was before the transfer. The effective date of all transfers shall be the first working day of the pay period.

Section 8. CHANGES IN SALARY RANGES

Whenever the salary range for a class is revised, each incumbent in a position to which the revised salary range applies shall remain at the step held in the previous range, unless otherwise specifically provided by the Board of Supervisors.

Section 9. SALARY STEP ON RECLASSIFICATION

The salary of an incumbent in a position which is reclassified shall be determined as follows:

- A. Lateral Reclassification - If the position is reclassified to a class which is allocated to the same salary range as is the class of the position before it was reclassified, the salary step and anniversary date of the employee shall not change.
- B. Upward Reclassification - If the position is reclassified to a class which is allocated to a higher salary range than the class of the position before it was reclassified, the salary step of the employee shall be governed by Section 5. Salary Step on Promotion, sub-section A.
- C. Downward Reclassification - If the position is reclassified to a class which is allocated to a lower salary range than the class of the position before it was reclassified, the employee shall receive the step, if any, in the new range which is the same as but does not exceed the salary he/she was receiving prior to reclassification and his/her anniversary date shall not change. If the salary step of the employee is greater than the maximum step of the new range, the salary step of the employee shall be designated as a "Y" rate and the salary will be frozen until the top step salary of the new classification equals or exceeds the present salary. At that time, the employee will be placed on the top step and will become eligible for cost of living increases granted to incumbents of that classification.

Section 10. SALARY PROVISIONS UPON RESTORATION

An employee who has been laid off or voluntarily demoted as a result of layoff and subsequently restored in their former classification within a two (2) year period from the date of his/her layoff or voluntary demotion, shall receive the following considerations and benefits:

- A. All sick leave credited to the employee's account when laid off shall be restored, unless the employee received compensation for such sick leave at the time of the layoff.
- B. All prior service shall be credited for the purpose of determining sick leave and vacation earning rated, longevity pay increases and time in step.
- C. The employee shall be placed on the step of the salary range that was held at the time of the layoff.

Section 11. PAYROLL RECORDS

The office of the County Auditor and Department of Human Resources shall be the office of record with respect to maintenance of payroll records to implement the payroll provisions of all ordinances and resolutions. Departmental payroll records shall be maintained in forms provided or approved by the County Auditor.

ARTICLE 6. PAY PERIOD DEFINITION

The date of payment shall be the first Friday following the close of the biweekly pay period, except that when such following Friday falls on a legal holiday, the date of payment shall be the first Thursday (or first Wednesday if Thursday is also a holiday) following the close of the biweekly pay period.

ARTICLE 7. HOLIDAYS

Section 1. DESIGNATED HOLIDAYS

The County shall designate specific days as County holidays. Paid holidays shall be authorized for only full-time and part-time employees.

The following days shall be the official County holidays:

- January 1 - New Year's Day
- January (Third Monday) - Martin Luther King Jr.'s Birthday
- February (Third Monday) - Washington's Birthday
- May (Last Monday) - Memorial Day
- July 4 - Independence Day
- September (First Monday) - Labor Day
- November 11 - Veterans Day
- November - Thanksgiving Day
- November - Friday after Thanksgiving
- December 24 - Christmas Eve * (When Christmas Day falls on a Thursday, the day after Christmas shall be observed as a holiday in lieu of Christmas Eve).
- December 25 - Christmas Day

- A. In addition to which, every day appointed by the President or Governor, upon concurrence by the County Board of Supervisors, for a public fast, Thanksgiving, or holiday shall also be considered as a holiday for purposes herein.
- B. Floating Holidays - In Lieu of Lincoln's Birthday and Columbus Day regular employees shall be entitled to up to sixteen (16) hours of floating holiday time. This time will be credited in pay period 01 of each year. Floating holidays shall be taken at a time agreeable to both the employee and the appointing authority. Part-time employees shall receive this holiday time on a prorated basis.

Lincoln's Birthday and Columbus Day will not be considered holidays for payroll purposes. Floating holiday time must be used by the last day of pay period 26 of each year and is not subject to the payoff provisions. Any unused floating holiday time will be lost.

Section 2. DAY OBSERVED

If a holiday falls on a Sunday, the following Monday shall be observed as the holiday in lieu thereof. If a holiday falls on a Saturday, the preceding Friday shall be observed as the holiday in lieu thereof.

All full-time and part-time employees who are on an irregular work week schedule shall be entitled to the same number of paid holiday hours as those employees on a regular work week schedule. If an employee works a non-standard (rather than Monday through Friday) work schedule, their first day off shall be treated as if it was a Saturday and their second day off as if it was a Sunday.

Section 3. COMPENSATION FOR HOLIDAYS

Full-time and part-time employees shall receive holiday pay for all authorized holidays at their current hourly rate, not to exceed eight (8) hours for any one (1) day, provided they are in a pay status on both their regularly scheduled work days immediately preceding and following the holiday. Part-time employees shall be entitled to receive holiday pay in proportion to the percentage of full-time hours worked during the biweekly pay period which includes a holiday.

Section 4. HOLIDAY IN LIEU PAY

Employees in the classifications of: Correctional Lieutenant, Manager of Public Safety Dispatch, Sheriff's Communication Manager, Sheriff's Technology Manager, Sheriff's Records Manager who is required to work in a 24 hour 7 day a week operation as designated by the Sheriff may each calendar year elect Holiday pay in lieu of having the official County holidays as designated days off. Employees must make their election by December 15 for each calendar year. [Historical Note: No retroactive rights or benefits are created by this provision.]

Section 5. LIMITATIONS

The following provisions as to administration of holidays shall apply to all full-time and part-time employees:

- A. A new employee whose first working day is the day after a paid holiday shall not be paid for that holiday.

- B. An employee who is terminating his/her employment and whose last day as a paid employee is the day before a holiday, shall not be entitled to holiday pay for that holiday.

ARTICLE 8. VACATION

For purposes of this section, one year shall be equivalent to twenty-six (26) biweekly pay periods of continuous service.

Section 1. ACCRUAL RATES AND MAXIMUM ACCUMULATION

Every full-time and part-time employee shall accrue and accumulate vacation leave with pay as follows:

- A. Employees with less than four years continuous service shall accrue vacation credit at the rate of .03875 an hour for each full hour in pay status (equal to 3.1 hours for full-time in a full pay period). In no case shall an employee with less than four years continuous service accumulate more than 240 hours vacation leave.
- B. Employees with over four years of continuous service shall accrue vacation credit at the rate of .05875 hour for each full hour in pay status (equal to 4.7 hours per full-time in a pay period). In no case shall an employee with more than four years continuous service accumulate more than 320 hours vacation leave.
- C. Employees with over eleven years of continuous service shall accrue vacation credit at the rate of .07750 hour for each full hour in pay status (equal to 6.2 hours per full-time in a pay period). In no case shall an employee with more than eleven years continuous service accumulate more than 320 hours vacation leave.

Section 2. PROVISIONS

Vacation leave shall be accrued from each eligible full-time or part-time employee's date of hire. Employees shall be entitled to use accrued vacation leave upon completion of two (2) full pay periods of continuous service. Upon termination of an employee's employment, for any cause, the employee shall be paid for any unused vacation hours accumulated, up to the maximum amount permitted to be accumulated. No employee in this bargaining unit shall receive any payment in lieu of vacation while remaining a County employee.

Section 3. VACATION SCHEDULING

It is the policy of the County that employees take their vacation each year; provided, however, that for reasons deemed sufficient by the Department Head, an employee may take less than the normal vacation accrued that year. All vacations shall be taken at such times during the calendar year as may be approved by the Department Head.

In the event a member is not permitted to take all of the vacation to which he or she is entitled in a calendar year, the member shall be permitted to accumulate the unused portion to the member's credit, provided that the member shall not have a total vacation credit of more than the maximum allowed herein.

All requests for vacation must be approved by the employee's Department Head or designee; the Department Head is responsible for insuring that the employee is eligible for the vacation requested. No person shall be allowed vacation in excess of that actually accrued at the time such vacation is taken. It shall be the responsibility of the Department Head to require vacation leave is taken in order to avoid excessive accumulation or forfeiture.

Section 4. DONATION OF VACATION

An employee may donate accumulated vacation time to another employee who has exhausted his or her sick leave and vacation leave due to an extended or catastrophic illness or serious medical condition of the employee, or member of the employee's immediate family (child, spouse, parent, or person for which the employee has been designated as legal guardian). An employee may also donate vacation time, pursuant to the form above, in the event of the death of an employee. Such donations shall be made on a form prescribed by the County Auditor and shall be in four (4) hour increments. The hours donated will be deducted from the donating employee's accumulated balance and credited to the accumulation vacation account of the employee receiving the donation. If the donation of hours is accepted, the accepting employee shall be responsible for payment of any applicable taxes. County shall withhold any amounts authorized or required by law.

ARTICLE 9. SICK LEAVE

Section 1. ACCRUAL

Employees shall accrue sick leave at the rate of .04625 per hour in pay status, calculated on the basis of actual service (3.7 hours earned per full pay period paid).

Section 2. ELIGIBILITY

Employees shall not be entitled to use accrued sick leave with pay until the employee has two (2) full bi-weekly pay periods of continuous service with the County.

Section 3. USAGE

Employees are entitled to use accrued sick leave, with the approval of the Department Head, to a maximum of the time accrued, for the following conditions:

- A. The employee's illness, injury, disability, or exposure to contagious disease, which incapacitates him/her from performance of duties.
- B. The employee's receipt of required medical, dental, chiropractic or optical care or consultation.
- C. The employee's care of a member of the immediate family, as defined by law, i.e., Family Medical Leave Act, California Family Rights Act, who is ill or disabled.
- D. The employee's preparation for or attendance at the funeral of a member of the immediate family. Immediate family means parent, spouse, registered domestic partner, son, daughter, sibling, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents

or grandchildren by blood or marriage or person which the employee has been designated the legal guardian.

Section 4. EXCEPTION TO USE OF SICK LEAVE

No County employee shall be entitled to sick leave when absent from duty for any of the following reasons:

- A. Disability arising from any sickness or injury purposely self-inflicted or caused by the employee's willful misconduct.
- B. Sickness or disability, while on leave of absence with or without pay, other than the employee's regular vacation or regular paid holidays.

Section 5. INTEGRATION WITH OTHER BENEFITS

- A. Workers' Compensation – An employee of the County who is entitled to receive temporary disability indemnity under the California Labor Code (Workers' Compensation) may elect to take only that portion of the employee's accumulated leave balances as when added to the employee's disability indemnity will total the employee's full pay.
- B. State Disability Insurance – An employee of the County who is entitled to receive State Disability Insurance may elect to take only that portion of the employee's accumulated leave balances as when added to his/her S.D.I. will equal one hundred (100) percent of the total base salary. It is the employee's responsibility to file for State Disability and make all arrangements with the Auditor's Office for leave integration.

Section 6. ADMINISTRATION OF SICK LEAVE

Each Department Head is charged with the responsibility of administering sick leave within their department consistent with applicable practices and policies adopted by the County.

Employees upon return to work may be required to submit a sick leave request form or record of sick leave use to his/her Department Head for approval.

- A. Departments may request information in order to aid in the determination of whether the sick leave use is legitimate. A Department Head may require a physician's statement or acceptable substitute from an employee who applies for sick leave, or make whatever reasonable investigation into the circumstances that appears warranted before taking action on a sick leave request.
- B. Departments may require a prescribed affidavit or medical report form. When an employee is absent for longer than ten (10) consecutive working days, the employee will be required to submit a statement from the employee's physician releasing the employee for normal duty.
- C. When an employee has been determined to have used sick leave for illegitimate purposes, the County may recover such funds.
- D. Proof of illness or medical certification may be requested as authorized by law.

- E. Each Department Head shall maintain complete and current records of sick leave and vacation time accumulated and taken by each employee.

Section 7. INCAPACITY TO PERFORM DUTIES

If the appointing authority has reasonable cause to believe that an employee is not capable of properly performing the duties of the position, the appointing authority may require the employee to absent himself/herself from work until the incapacity is remedied. During such absence the employee may utilize any appropriate accumulated paid leaves.

Section 8. FITNESS FOR DUTY EXAMINATION

An appointing authority that has reasonable cause to believe that an employee is not capable of properly performing the duties of the position may require an employee to submit to a fitness-for-duty examination.

Section 9. PAYMENT FOR UNUSED SICK LEAVE

In order to receive payment for unused sick leave at the time of lay-off or voluntary separation, an employee must have five or more years of County service.

- A. Employees shall be entitled to receive a payoff of their unused sick leave up to a maximum of 504 hours. Payment shall be made at the employee's last hourly rate of pay.
- B. In the event an employee dies while in active service with the County, their sick leave payoff will be made in accordance with these provisions.

Section 10. PAYMENT FOR UNUSED SICK LEAVE AT RETIREMENT

At the time of retirement, a member with five or more years of County service may elect to receive a payoff of their unused sick leave up to a maximum of 504 hours. Payment shall be made at the employee's last hourly rate of pay.

Section 11. RETIREES CONVERSION OF SICK LEAVE TO HEALTH INSURANCE

An employee who is retiring under the PERS system may, at his/her option, in lieu of Section 10, Payment for Unused Sick Leave at Retirement (above), receive the equivalent value of that benefit in paid health plan premiums. Employees shall be responsible for whatever taxes as are appropriate for this benefit.

ARTICLE 10. LEAVES

Section 1. MANAGEMENT LEAVE

Employees shall receive eighty (80) hours of management leave in pay period 01 of each year.

- A. Part-time employees shall receive a prorated share of management leave based upon their ongoing work schedule.
- B. Employees hired after July 1 of each year shall receive half the designated entitlement of management leave.

- C. Payment for any unused management leave may be requested by the employee in writing only during the pay periods which include March 31, June 15, September 30, and the last pay period of each year, in eight (8) hour increments, with appropriate notification to the Auditor's Department. Any eligible employee who does not use the full entitlement of management leave by pay period 26 of each year may be paid, at the base hourly rate for any remaining unused management leave. Any unused hours remaining over the maximum allowable will be lost. Such leave will not be carried over from one year to another.

Section 2. JURY DUTY

An employee who shall be summoned for attendance to any court for jury duty during his/her normal working hours shall be deemed to be on duty and there shall be no loss in salary, but any jury fees received by him shall be paid forthwith to the Auditor/Controller to be deposited in the General Fund of the County, together with any mileage allowed if he/she shall use County transportation. Employees released from Jury Duty during their normal duty hours shall report back to their departments. Employees scheduled to work the evening or late night shift and who serve four (4) or more hours on jury duty, will not be required to report for duty on the evening or late night shift and shall be deemed to be on duty and there shall be no loss in salary, but any fees received shall be paid forthwith to the Auditor/Controller to be deposited in the General Fund of the County.

Section 3. COURT APPEARANCES

- A. On Duty Time - An employee who shall be called as a witness arising out of and in the course of the employee's County employment or prior employment, shall be deemed to be on duty and there shall be no loss of salary, but any witness fees received by him/her shall be paid forthwith to the County Auditor/Controller to be deposited in the General Fund of the County, together with any mileage allowed if he/she shall use County transportation. Employees released from witness duty during their normal duty hours shall report back to their department.
- B. Off Duty Time – An employee who shall be called as a witness arising out of and in the course of the employee's County employment during the employee's off duty hours shall be compensated for the time spent, or shall be compensated for a two hour minimum, whichever is greater.
- C. Private Litigation - An employee who shall be called as a witness in a private or civil matter unconnected with the course of their employment shall not be compensated by the County, excepting upon the approval of the Department Head, earned vacation or compensating time off may be utilized. It is the employee's responsibility to make arrangements for payment from the involved parties in accordance with the California Code of Civil Procedures for witnesses.

Section 4. LEAVES OF ABSENCE WITH PAY

The appointing authority, with the approval of the Chief Administrative Officer, may place an employee on leave of absence with pay (suspended with pay) for a period not to exceed ten (10) working days. Such leave may be extended with justification with approval of the Chief Administrative Officer. This leave with pay (suspension with pay) shall be used when an employee is under investigation or for other necessary or emergent need such as when the employee's continued presence at the work site may be hazardous or disruptive.

Section 5. WORKERS' COMPENSATION FOLLOW-UP DOCTOR VISITS

Employees who return to work and are receiving Workers' Compensation benefits and have follow-up doctor appointments related to their Workers' Compensation injury/illness, may use County-paid time for these doctor visits. Eligibility for use of County-paid time for these doctor visits is limited to up to 48 hours.

Section 6. LEAVE OF ABSENCE WITHOUT PAY

Employees who are granted a leave of absence without pay shall have the option to exhaust any accumulated vacation time or to leave such vacation time in their accumulated account. Employees requesting a leave of absence due to illness or disability may use any accumulated sick leave prior to the requested beginning date of such leave.

Employees on leave of absence without pay due to illness or injury for a period of ten (10) days or more may be required by their Department Head to present a statement by the employee's physician releasing the employee for normal duty prior to returning to work.

Authorized leave without pay shall not extend an employee's date of eligibility for longevity pay increases and vacation accrual rates. An employee's eligibility for merit salary step increase shall be extended commensurately for each full pay period an employee is on authorized leave without pay except as provided by law.

ARTICLE 11. SPECIAL PAYS

Section 1. LONGEVITY PAY

A regular full-time or part-time employee shall, for all hours in pay status, be paid longevity pay for continuous service with the County as follows:

10 years 5.0% of base salary
After 15 years 10.0% of base salary*
After 20 years 13.0% of base salary*
After 25 years 15.0% of base salary*
After 30 years 16.0% of base salary*

* Represents total amount of longevity granted; amount shown is not cumulative.

Longevity pay increases shall be based upon continuous service with the County in an allocated position and shall be effective on the first day of the biweekly pay period following completion of the required period of service.

Section 2. ON-CALL ASSIGNMENT

A. ASSISTANT DISTRICT ATTORNEY ON-CALL PAY

The District Attorney may assign an employee in the class of Assistant District Attorney to be in an "on call" status in order to provide immediate legal advice and search and arrest warrants to law enforcement officers investigating complex criminal cases. "On-call" is an assigned duty outside the normal work week assignment during which an employee must remain where the employee can be contacted by telephone or pager and is ready to immediately respond to perform an essential service for the department. An employee in the classes defined above who is assigned on-call duty shall be compensated at the rate of \$196.80 per weekly assignment of such duty.

B. MENTAL HEALTH MEDICAL DIRECTOR

When the Health Services Director assigns an employee in the class of Mental Health Medical Director to be in an "on-call" (i.e., medical backup) status to provide emergency psychiatric services, when so assigned, an employee shall receive two (2) hours of pay for each on-call shift so assigned. An on-call (medical backup) shift shall include all hours within a 24-hour period in which the employee is assigned to be medical backup.

1. On weekends and/or holidays, an employee assigned to a 24-hour on-call shift and who returns to the Psychiatric Health Facility to make "rounds" shall, in addition to the above, receive an additional two (2) hours of pay.
2. When authorized by the Health Services Director, an employee who is required to return to the Psychiatric Health Facility shall, in addition to the on-call (medical backup) pay specified in B above, receive two (2) hours pay and receive pay for any additional hours actually worked over two (2) hours for which the employee is continuously engaged in work for which the employee is called back.

Section 3. CERTIFIED PUBLIC ACCOUNTANT (CPA) INCENTIVE

- A. Employees in the classes of Accountant, Senior Accountant, Accountant Auditor, Supervising Accountant, Auditor, Cost Accountant, Administrative Services Officer, Fiscal Administrative Manager, Accounting Division Manager or directly related classes which are charged with performing professional accounting responsibilities and who are Certified Public Accountants shall receive a differential of ten percent (10%) of base salary for possessing such certification.*
- B. Employees in the classes of Accountant, Senior Accountant, Accountant Auditor, Supervising Accountant, Auditor, Cost Accountant, Administrative Services Officer, Fiscal Administrative Manager, Accounting Division Manager or directly related classes which are charged with performing professional accounting responsibilities and who are California Certified Public Accountants holding a current California CPA-G certificate shall receive a differential of five percent (5%) of base salary for possessing such certification.*

* Represents total amount of incentive granted; amount shown is not cumulative.

Section 4. DEVELOPMENT SERVICES CERTIFICATION PROGRAM

A. The County shall provide a certification program for all eligible Development Services employees. Compensation for possession of one or more valid certificates as specified below, provided, however, no employee may receive more than \$200 per month, for possession of any or all of the following certificates on a quarterly basis. The titles of the certificates as well as the issuing organization and compensation are as follows:

ICBO or ICC	Building Inspector Certificate (\$25.00) or
ICBO or ICC	Combination Inspector Certificate (\$50.00)
ICBO or ICC	Combination Dwelling Inspector Certificate (\$25.00)
ICBO or ICC	Combination Light Commercial Inspector Certificate (\$50.00)
IFCI	Uniform Fire Code Inspector Certificate (\$25.00)
CEC	Energy Plans Examiner Certificate (\$25.00)
ICBO	or ICC or
IAPMO	Plumbing Inspector Certificate (\$25.00)
ICBO or ICC	or
IAPMO	Mechanical Inspector Certificate (\$25.00)
ICBO or ICC	Electrical Inspector Certificate (\$25.00)
ICBO or ICC	Plans Examiner Certificate (\$50.00)
CABO or ICC	Building Official Certificate (\$75.00)
ICBO or ICC	Reinforced Concrete Special Inspector Certificate (\$25.00)
ICBO or ICC	Prestressed Concrete Special Inspector Certificate (\$10.00)
ICBO or ICC	Structural Masonry Special Inspector Certificate (\$25.00)
ICBO or ICC	Structural Steel/Welding Special Inspector Certificate (\$25.00)
ICBO or ICC	Permit Technician (\$25.00)
AACE	Code Enforcement Officer (\$25.00)

Note: Dollar amounts represent monthly amounts for certification listed.

ICBO = International Conference of Building Officials

IAPMO= International Association of Plumbing and Mechanical Officials

IFCI = International Fire Code Institute

CEC = California Energy Commission

CABO = Council of American Building Officials

SCACEO = So. California Code Enforcement Official

AACE = American Association of Code Enforcement

1. Proof of a valid certificate shall be accomplished by providing the actual certificate or an official notification letter from the certifying agency stating that the employee has successfully passed the examination for that certificate. Current employees shall not be eligible for retroactive payment of certification pay, but only shall become eligible for the additional compensation effective the first of the month in which acceptable proof is submitted to the County.
2. Eligibility for compensation under this program will cease on the date specified on the certificate or upon such date the issuing agency withdraws, decertifies, or

terminates such certificate, unless proof of successful passage of the certification renewal examination is provided to the County. If compensation is terminated for any of the foregoing reasons, eligibility will be reinstated only upon proof of renewal of certification, and then only on the first of the month following the month in which the renewal certification is provided.

Section 5. UNIFORM ALLOWANCE

A. SHERIFF'S DEPARTMENT

Where required by the Sheriff to wear, or maintain a uniform employees shall be paid a uniform allowance of \$700 per fiscal year to be paid as \$26.92 per pay period.

B. ANIMAL CONTROL EMPLOYEES

Employees in the Animal Control Department in the classifications of Chief Animal Control Officer and Animal Control Operations Manager shall be provided uniforms.

Section 6. BILINGUAL DIFFERENTIAL

When a Department Head designates in writing that an employee must utilize bilingual skill as a required component of the employee's job duties and necessary in the delivery of County services, the employee will be paid a bilingual differential of \$1.00 per hour for all hours in pay status. The bilingual differential shall be paid for bilingual proficiency in Spanish, Sign Language, or any language determined by the Department Head in writing as necessary to provide primary services to the public. In order to be eligible to receive such differential an employee must demonstrate language proficiency acceptable to the Department Head, as certified in writing to the Director of Human Resources. Written authorizations shall be reviewed periodically. This differential shall only apply when an eligible employee is in paid status for a majority of their assigned hours in a pay period.

Section 7. TAHOE EMPLOYMENT DIFFERENTIAL

Employees whose primary work location is in the Tahoe Basin shall receive a total of ninety-two dollars and thirty cents (\$92.30) bi-weekly, part-time employees shall receive a bi-weekly total of forty-six dollars and fifteen cents (\$46.15). This differential shall only apply when an eligible employee is in paid status for a majority of their assigned hours in a pay period.

Section 8. MILEAGE REIMBURSEMENT

Any and all mileage reimbursement shall be in compliance with Board of Supervisor Policy D-1.

Section 9. ACTING PAY ASSIGNMENTS

- A. When an employee is assigned to work in a higher classification for which the compensation is greater than that to which the employee is regularly assigned, and the employee works in such assignment for more than (fifteen) 15 work days, the employee shall receive compensation for such work retroactive to the first day of the assignment at the rate of pay established for the higher classification, under the following conditions:

1. The employee is assigned to a program, service or activity established by the Board of Supervisors which is reflected in an authorized position which has been classified and assigned to the Salary Schedule and listed in the County's Authorized Human Resources Resolution and such authorized position has become vacant due to the temporary or permanent absence of the position's incumbent. A copy of the Department Head's written approval of this assignment must be submitted to the Director of Human Resources at the start of the assignment.
 2. The nature of the departmental assignment is such that the employee in the lower classification becomes fully responsible for the duties of the position of the higher classification.
- B. Notwithstanding (A.1) above, in an exceptional circumstance when a vacancy does not exist but an employee has been assigned to perform duties which exceed the scope of that employee's classification, and when determined and justified by the Chief Administrative Officer, in his/her sole discretion, a employee will be entitled to pay for a higher classification, which shall not be less than five percent (5%) of the employee's base salary.
 - C. Employees selected for the assignment will normally be expected to meet the minimum qualifications for the higher classification.
 - D. Pay for work in a higher classification shall not be utilized as a substitute for regular promotional procedures provided in this MOU.
 - E. Higher pay assignments shall not exceed six (6) months except through reauthorization.
 - F. If approval is granted for pay for work in a higher classification and the assignment is terminated and later reapproved for the same employee within thirty (30) days, no additional waiting period will be required.
 - G. Allowable work location differentials will be paid on the basis of the rate of pay for the higher class.

Section 10. DEFERRED COMPENSATION

A. DEFERRED COMPENSATION MATCHING CONTRIBUTION

The County will make a dollar for dollar matching contribution to deferred compensation (457 Plan) accounts on behalf of participating members in the amount not to exceed \$400 of the annual contribution by the member during the prior calendar year.

B. DEFERRED COMPENSATION CONTRIBUTION

The County will provide two and one-half percent (2.5%) of base salary in each pay period to deferred compensation for eligible employees. Eligible employees are those employees who have ten or more years of County service.

C. CONTRIBUTIONS AT SEPARATION

A person who separates from employment with the County prior to the County making its contribution in January of each year shall receive a commensurate contribution to the employee's deferred compensation account based upon contributions made up to the date of separation and in accordance with the provisions set forth in this section.

ARTICLE 12. RETIREMENT

Section 1. PERS RETIREMENT PLANS

- A. The County shall continue its contract with Public Employees' Retirement System (PERS) to provide three percent at fifty (3% @ 50), Single Highest Year, retirement plan for Correctional Lieutenant, employed prior to the effective date of the PERS contract amendment in regard to newly hired employees described below.

As soon as feasible, the County will amend its contract with PERS to provide 2% @ 50 benefit formula, with Three Year Final Compensation, applicable to all newly hired employees, designated as "Local Safety Member" by the County, as of the date of the PERS contract amendment.

- B. The County shall continue its contract with Public Employees' Retirement System (PERS) to provide two percent at fifty-five (2% @ 55), Single Highest Year, retirement plan for employees who are PERS "Local Miscellaneous Member" employees prior to the effective date of the PERS contract amendment in regard to newly hired employees described below.

As soon as feasible, the County will amend its contract with PERS to provide 2% @ 60 benefit formula, with Three-Year Final Compensation, applicable to all newly hired employees designated as "Local Miscellaneous Member" by the County, as of the date of the PERS contract amendment.

Section 2. PERS CONTRIBUTION

- A. For the period July 1, 2010 to the first full pay period after the adoption of this MOU the County shall pay the seven percent (7%) employee portion of PERS "Local Miscellaneous Member" employee contribution. Effective the first full pay period following adoption of this MOU by the Board of Supervisors, the County will pay that portion of each "Local Miscellaneous Member" employee's PERS contribution equal to four percent (4%) of reportable compensation and the employee will pay three percent (3%) of reportable compensation.
- B. "Local Miscellaneous Member" employees hired after adoption of this MOU by the Board of Supervisors shall pay the full employee portion of seven percent (7%) of the PERS "Local Miscellaneous Member" contribution for the first 5 years or 130 pay periods of employment. Effective at the beginning of the sixth (6th) year, or pay period 131 of employment, employees shall pay three percent (3%) and the County shall pay four percent (4%) of the employee share of the PERS "Local Miscellaneous Member" employee contribution.
- C. For the period July 1, 2010 to the first full pay period after adoption of this MOU the County shall pay the nine percent (9%) employee portion of PERS "Local Safety Member" employee contribution. Effective the first full pay period following adoption of this MOU by the Board of

Supervisors, the County will pay that portion of each "Local Safety Member" employee PERS contribution equal to five percent (5%) of reportable compensation and the employee will pay four percent (4%) of reportable compensation.

- D. "Local Safety Member" employees hired after adoption of this MOU by the Board of Supervisors shall pay the full employee portion of 9% of the PERS "Local Safety Member" contribution for the first five (5) years or 130 pay periods of employment. Effective at the beginning of the sixth (6th) year, or pay period 131 of employment, employees shall pay four percent (4%) and the County shall pay five percent (5%) of the employee share of the PERS "Local Safety Member" contribution.

Section 3. SURVIVORS BENEFITS

- A. The County will provide members Level III tier of the 1959 Survivors Benefits for employees other than Correctional Lieutenant. Each employee shall contribute ninety-three cents (\$.93) per pay period plus any additional employee contribution required by PERS regulations.
- B. The County will provide members Level IV tier of the 1959 Survivors Benefits for the classification of Correctional Lieutenant. Each employee shall contribute ninety-three cents (\$.93) per pay period plus any additional employee contribution required by PERS regulations.

ARTICLE 13. INSURANCE

Section 1. MEDICAL, DENTAL & VISION PLAN

Effective July 1, 2011, the County joined the CSAC-EIA EIAHealth Program for the County Self-Funded PPO plan. The health care coverage year will change for all County health plans from a fiscal year (July – June) to a calendar year (January – December). To effectuate the transition to a calendar year, the County contribution levels to the health plan for employees covered by this MOU shall be effective upon approval of the Board of Supervisors but no earlier than the first full pay period containing July 2011, effective for July 1, 2011 through December 31, 2011. Rates for the ensuing calendar year for this bargaining unit shall be effective upon approval of the Board of Supervisors but no earlier than the first full pay period containing January 1.

Annually, in the event of a rate increase, the County shall increase its contribution to the County's medical/dental plan by up to seven and one-half percent (7.5%) of the total rate in order to offset the increase. Any remaining cost shall be paid by the employee.

- A. Contribution rates for July 1, 2011 through December 31, 2011 are:

County Health Plans – July 1, 2011 – December 31, 2011			
	Employee Only	Employee Plus One	Employee Plus Two or More
County Contribution	\$235.03	\$443.59	\$625.14
Employee	161.97	297.41	394.86
Total	\$397.00	\$741.00	\$1020.00
Note: Employees in this unit receive Optional Benefits Plan credits which can be used to offset the employee contribution. The amount of \$6,000 per year or \$230.77 per Pay Period.			

C. Enrollment

1. Employees may enroll themselves and their eligible dependents in accordance with the provisions of the Plan. Employees may opt not to be covered by a County sponsored medical/dental plan as allowed by law. In such case, neither the County nor the employee shall be required to make the contributions specified in Article 13, Section 1, above or Section 2 below as allowed by law.
2. Open Enrollment - In order to accommodate the transition to the EIAHealth Program, there will be an Open Enrollment Period during May 2011, for the period July 1, 2011 through December 31, 2011, and another Open Enrollment Period in October 2011 for the calendar year beginning January 2012. Thereafter, Open Enrollment Periods will occur once every calendar year.
3. Annually, the County and EDCMA shall meet and confer on any impacts of the Patient Protection and Affordable Care Act (Federal Health Care Legislation).

Section 2. OPTIONAL BENEFIT PLAN

The County shall provide each eligible full-time employee a contribution of \$6,000 per fiscal year, prorated over 26 pay periods, toward the purchase of benefits included within the Optional Benefit Plan (OBP), prorated over 26 pay periods. These benefits are specifically defined in the Optional Benefit Plan. Provisions generally include the following:

- A. **EI Dorado County Health Care Account** – Eligible employees may elect to receive medical and dental benefits under the County Optional Benefits Plan.
- B. **Supplemental Life Insurance** – An employee eligible under this section may use the Optional Benefit Plan to purchase additional life insurance subject to the provisions of the Optional Benefits Plan and respective life insurance plans.
- C. **Dependent Care** – An employee eligible under this section may use the Optional Benefit Plan for reimbursing dependent care expenses subject to the provisions of the Optional Benefit Plan.
- D. **Un-reimbursed Health Care** – An employee eligible under this section may use the Optional Benefit Plan to establish an account for reimbursing uninsured health care expenses subject to the provisions of the Plan.
- E. **Cash** – An employee eligible under this section, who has elected to receive the employee's optional benefit or portion thereof in cash, may receive cash, which is taxable income, subject to the provision of the Plan.
- F. **Part-time Employee** – A part-time employee, who on December 31, 1989 is being provided with the full Optional Plan benefit as a full-time employee, shall continue to be eligible for the full Optional Benefit Plan benefit.
 1. An employee who is hired on or after January 1, 1990, and whose regular work schedule as documented on the Payroll Personnel Form is between 64-79 hours per pay period, will be entitled to the same Optional Plan benefit for a full-time employee.

2. A part-time employee who is hired on or after January 1, 1990, and whose regular work schedule as documented on the Payroll Personnel Form is between 40-63 hours per pay period, will be entitled to receive 75% of the Optional Plan benefit for a full-time employee.
3. A part-time employee who is hired on or after January 1, 1990, and whose regular work schedule as documented on the Payroll Personnel Form is between 34-39 hours per pay period, will be entitled to receive 50% of the Optional Plan benefit for a full-time employee.
4. A part-time employee who is hired on or after January 1, 1990, and whose regular work schedule is less than 34 hours per pay period shall not be eligible for participation in the Optional Benefit Plan.
5. A part-time employee may work additional or fewer hours than the employee's "ongoing" work schedule without change to the level of entitlement based upon the number of hours initially set forth on the Payroll Personnel Form prorated contribution.

The prorated entitlement level may only be changed by amending the Payroll Personnel Form which documents a change to the ongoing work schedule.

Section 3. EMPLOYEE ASSISTANCE PLAN

The County agrees to maintain the Employee Assistance Program for employees in the bargaining unit.

Section 4. RETIREE HEALTH INSURANCE

Subject to the provisions of the Retiree Health Benefits Contribution Plan Document, an employee who retires from County service who has attained a cumulative total completed years of service with El Dorado County as specified below shall be entitled to the percentage monthly contribution of the "employee only" Blue Shield rate toward a County-Sponsored Health Plan as follows:

Level 3	20 years plus	67%
Level 2	15 – 19 years	50%
Level 1	12 – 14 years	33%

A. Part-time employees shall be treated in accordance with the Retiree Health Benefits Contribution Plan Document.

1. Miscellaneous Provisions.

- (a) An employee who retires may substitute up to 50% of the required County service required above with prior public service time with any county or city in the State of California.
- (b) County contributions for all bargaining units under this program shall not exceed 1.2% of total County payroll costs during any given fiscal year pursuant to the provisions of the Retiree Health Benefits Contribution Plan Document.

- B. This Section 4, Titled Retiree Health Insurance, as stated above shall be discontinued for all newly hired employees effective no later than the first full pay period within June 30, 2009, or no later than the end of pay period 14.
- C. In the event the County creates or allows participation in a new Retiree Health Insurance Plan for any other recognized bargaining unit, the parties agree to meet and confer on participation of EDCMA employees after June 30, 2009.

Section 5. LIFE INSURANCE

The County shall provide a group term life insurance plan in the amount of \$40,000.00 for each employee whose ongoing regular work schedule as designated on the Payroll Personnel Form is at least 60 hours of work per pay period. Accidental Death & Dismemberment coverage is included in this Plan.

Section 6. STATE DISABILITY INSURANCE

The County shall allow employees to integrate their sick leave and/or vacation benefits with their SDI coverage to provide up to 100% of the employee gross base salary. The individual employee shall pay the cost of State Disability Insurance.

Section 7. PLAN DOCUMENTS OR CONTRACTS CONTROLLING

While mention may be made in this Memorandum of various benefits and provisions of benefit programs, specific details of benefits provided under the County Health/Dental Plan, Life, Worker's Compensation and Long-Term Disability Programs shall be governed solely by the various plan documents or insurance contracts and/or policies maintained by the County.

ARTICLE 14. HOURS & WORK SCHEDULES

Section 1. WORK SCHEDULES

The appointing authority shall fix the hours of work with due regard for the convenience of the public and the laws of the State and the County. The appointing authority shall assign employees to a regular work schedule and may change that schedule at the appointing authority's discretion.

The appointing authority shall give reasonable advance notice of any change in work schedule. Upon the recommendation of the Department Head, an alternate work schedule which differs from the standard work schedule of the department may, at the sole discretion of the Chief Administrative Officer, be approved provided that service to the public is not adversely affected.

Section 2. OVERTIME

Employees shall work the necessary hours to perform their duties and responsibilities and shall not be entitled to receive overtime compensation.

ARTICLE 15. PROBATION

Section 1. DURATION

Employees shall serve a one year probationary period from the date of appointment to a specific classification. An employee shall have his/her individual probationary period extended commensurately by each hour an employee is on authorized leave for more than ten (10) consecutive work days. Leaves include, but are not limited to, vacation, sick leave, compensatory time off, and leaves without pay, including leaves granted under the Family Medical Leave Act, California Family Rights Act, Pregnancy Disability Leave, Americans with Disabilities Act, and Workers' Compensation Laws. Employees who request and receive a temporary modified duty assignment due to medical conditions such that they are not performing the essential job functions of their position shall have their probationary period extended for each hour of such modified duty assignment.

ARTICLE 16. LAYOFF AND DEMOTION PROCEDURES UPON REDUCTION IN FORCE

The following Reduction in Force policy is hereby included as a part of this MOU. Such inclusion, however, shall not provide avenues of appeal beyond those contained in this Article. This Reduction in Force policy does not apply to employees who are covered by the Reduction in Force procedure defined in the California Administrative Code, Title 2. Division 5. Local Agency Personnel Standards.

A. POLICY

When necessary, and directed by the Board of Supervisors, a reduction in the County's work force may be initiated by (1) lack of work, (2) lack of funds, (3) program or organizational changes resulting in a surplus of employees, or (4) elimination of a specific program or service. Insofar as possible, a reduction in force shall be accomplished by attrition. When it is determined by the Board of Supervisors that attrition will not provide relief for the condition warranting a reduction in the number of County employees, the Board may direct (1) a temporary layoff of up to ten (10) working days of specific employees or classifications without invoking the provisions of this policy, or (2) a specific layoff by classification, number of employees and department(s) pursuant to this policy.

The temporary layoff provision as found and described above in Article 16 paragraph A. shall be suspended upon the adoption of this MOU until December 31, 2012. All other provisions shall remain in full force and effect. For FY2012-13 any temporary layoffs shall be limited to five (5) days.

B. PROCEDURE FOR PERMANENT LAYOFFS

Reduction in Force occurs when the Board of Supervisors by Resolution amends the Authorized Personnel Allocation Resolution and/or adopts a Proposed or Final Budget that deletes specific positions by classification from a department.

1. The Department of Human Resources, with the assistance of the affected department, determines the individuals to be laid off for the initial classification in which a layoff is to occur and for succeeding lower level classification(s) if displacement by demoting in lieu of layoff is anticipated in accordance with this

Article based on employee retention points. A list of the classifications in which positions have been deleted along with the names and total retention points of employees in those classes shall be posted in the affected department and a copy mailed to the Association's current address. It is the Department Head's responsibility to insure posting.

2. Layoffs and displacements are made within the department involved and are not County-wide.
3. Written notice of layoff shall be served on affected employees in person or by certified letter mailed to the last address on file with the Department of Human Resources. Notice will be served or mailed no later than thirty (30) calendar days prior to the effective date of separation. The thirty (30) calendar days shall include the effective date and the date served. Notice shall be deemed served upon the postmarking and logging of the certified letter by the County's mailroom or upon personal serving of the notice to the individual.
4. The written layoff notice shall include the effective date of the separation (layoff), the reasons for the layoff, displacement rights, if any, rehire or restoration rights and the appeal rights. Such notice shall also set a specific deadline of not less than five (5) working days for when the affected employee must notify the Department of Human Resources that they will be exercising their displacement rights.

C. ORDER OF LAYOFFS

Layoffs will be determined based on an inverse order of retention points computed as per provisions listed below by the classification within the individual department. Any required reduction in the number of employees shall be in the following order within the same classification:

- (1) Extra-help and provisional,
 - (2) Probationary employees serving an initial probationary period,
 - (3) Regular permanent full-time and part-time employees.
1. Longevity - A full-time employee shall receive one point for each full month of continuous service as a regular County employee in his/her classification. Time spent in other classifications which are at the same or higher rate of pay based upon the current salary plan applicable at the time of the layoff and which the employee occupied shall be included in the service time in the affected class. This includes probationary time and GAIN sponsored training. Part-time employees shall receive a proportional amount of longevity points based upon the number of hours worked. Less than a full month of service shall be prorated. It does not include service prior to employment, interruptions caused by resignation, dismissal, or transfer to extra-help status or disciplinary actions as defined in 2, below. It does include periods covered by authorized leaves of absences and such service accrued before a previous layoff.
 2. Performance/Disciplinary Action - An employee who receives an involuntary demotion as a disciplinary action will have twelve (12) points deducted from that employee's retention points. An employee who receives a suspension will have one (1) point per day of suspension deducted from the employee's retention points, with

a maximum deduction of twelve (12) points. This will sunset after three years from the effective date of the action, and the lost retention points will be restored to the employee.

3. **Alternate Classes** - Classes which are budgeted as alternate classes (e.g. Office Assistant II/I), as stated in the Personnel Allocation Resolution, shall be treated as one class for purposes of determining retention points.
4. **Ties** - In cases where two or more employees are tied with the same number of retention points, the following factors shall be considered in order for the purpose of breaking the tie: total County service (including El Dorado County service prior to the most current period of employment); letters of reprimand; Department Head determination. Letters of reprimand will be considered as a tie breaking criteria for up to three years from the date of issuance.
5. **Volunteers For Layoff** - An employee who occupies a position within a class within a department affected by a layoff and/or displacement may volunteer to be laid off in place of another employee who has fewer retention points and who would otherwise be laid off. Such employee shall be entitled to the same rights and restoration privileges as other employees in accordance with this Article.

D. LAYOFF PRIVILEGES

The following are the options open to affected individuals in each layoff instance:

1. Displacing in a Lower Class - An employee affected by layoff may, at his/her discretion, in lieu of layoff, displace an employee in a class previously held by the employee. Retention point computation for displacement purposes are made as determined for the original layoff. This is considered a voluntary demotion.
2. Restoration - Restoration shall be in inverse order of layoff. Names of employees with permanent status who have been laid off will be placed on an appropriate restoration list for their classification and department in order of Retention Points. The list will extend for a period of two (2) years. Employees shall also have restoration rights to a classification which has been replaced by a reclassification of the classification which the person previously had permanent status, provided that the duties have remained essentially the same. This list shall be maintained in the Department of Human Resources. This includes employees taking voluntary demotions in lieu of layoff who shall be placed on a restoration list for the class from which they were reduced. Three refusals to accept restoration from a departmental layoff list will remove the eligible individual's name from that list unless the offer of restoration is in excess of twenty five (25) miles from the geographical location of the position from which the employee was laid off.

A person notified of an offer of restoration must respond within ten (10) working days from the mailing date. Offers of reemployment shall be sent by first class mail to the last address on file in the Department of Human Resources. It is the employee's responsibility to insure that a current address is provided to the County Department of Human Resources.

3. Transfer and Demotion - Employees to be laid off may be permitted to transfer or demote at the discretion of the appropriate Department Head(s) prior to the layoff effective date. Transfer or demotion may be made to any funded vacant position where the employee meets the minimum qualifications. However, transfer will not be permitted to a position in another County department if a departmental layoff list exists for that class. When an employee transfers or demotes in accord with provisions of this Article and is required by the Department Head to complete a new probationary period, which results in his rejection during probation, he shall not be required to forfeit his status on any layoff list.
4. Placement in Other Departments - In accordance with rules on order of layoff, an employee who shall be laid off shall have a right to be placed in a vacant position in the same class in another department which the department has determined to fill. Referral to vacant positions shall be offered based upon the inverse order of layoff. The new appointing authority shall have up to 90 days to evaluate the employee's performance. If the appointing authority determines that the employee's performance does not meet job standards, the employee will be returned to the layoff list. The employee will, in accordance with the rules on restoration, be eligible for placement in another vacant position in the same class which a department has determined to fill, according to the provisions above.
5. Separation from County Service - Employees who are to be laid off have the option of leaving County service rather than displacing in a lower class, transferring or demoting. In the event an employee is laid off for an indefinite period, he/she may, upon request, receive payment for those benefits normally given to terminated employees.
6. Employment Interviews - Department Heads who are referred the names of individuals designated for layoff and who have requested transfers shall personally ensure that such persons are provided an employment interview.
7. Status on Restoration - An employee who has been laid off or voluntarily reduced under the provisions of this Article and subsequently restored in their former classification within a two (2) year period from the date of his/her layoff or voluntary reduction shall receive the following considerations and benefits:
 - a. All sick leave credited to the employee's account when laid off shall be restored, unless the employee received compensation for such sick leave at the time of the layoff.
 - b. All Retention Points held upon layoff shall be restored.
 - c. All prior service shall be credited for the purpose of determining sick leave and vacation earning rates, longevity pay increases, and time in step.
 - d. The employee shall be placed on the step of the salary range that was held at the time of the layoff.
8. Meet and Confer - Prior to the actual layoffs, the County's representatives and the Association shall, at the request of the Union meet and confer over the practical effects of the proposed layoffs.

E. DEVIATION FROM RETENTION POINTS

The Board of Supervisors may approve deviations from the order of layoff by retention points or demotions in lieu of layoff (bumping) when retention points order alone would result in retaining employees unable to maintain a satisfactory level of performance in the department affected. In such cases, the Department Head shall fully justify and document the reasons therefore. The affected employees shall be provided a written notice of the department's request, reasons therefore and the date the Board of Supervisors shall consider the department's request.

F. APPEAL OF LAYOFF

1. Right of Appeal

- a. Permanent employees receiving a notice of layoff shall have the right to appeal solely on the issue of whether or not there was compliance with the procedures prescribed in this Article.
- b. The right of appeal is limited to the scope and process provided in this paragraph F, "Appeal of Layoff".
- c. The scope of any appeal shall not include such issues as the need for layoff, the reasons for layoff, or the exercise of other County prerogatives involved in layoff.
- d. Probation, Provisional, Temporary and Extra Help employees have no right of appeal of a notice of layoff. Questions and disputes regarding permanent status shall be determined by the Civil Service Commission in accordance with their rules, regulations and procedures.

2. Notice and Timing of Appeal

- a. Appeals shall be filed in writing with the Director of Human Resources.
- b. Appeals shall be filed within five (5) working days after the date of service of the notice of layoff as provided in Article 16.B.3.
- c. The notice of appeal shall state the employee's reasons for the appeal consistent with Article 16.F.1.

3. Responsibilities of the Director of Human Resources

- a. The Director of Human Resources shall within three (3) working days of receipt of an appeal, forward a copy of the appeal to the Association.
- b. The Director of Human Resources shall within three (3) working days of receipt of an appeal, determine which employees, if any, will be adversely affected if the appeal is successful and notify all employees potentially adversely affected of the appeal.

4. Layoff Arbitration Panel

A tripartite Layoff Arbitration Panel shall be appointed to hear all appeals having the same effective date for layoff.

- a. Appeals shall be heard by a tripartite panel consisting of:
 1. A representative designated by the County Director of Human Resources.
 2. A representative designated by the Association.
 3. A neutral member selected in accordance with Article 16.F.4.b.
- b. The neutral Layoff Arbitration Panel member shall be chosen by:
 1. Mutual agreement between the County and Association or their designated representatives within five (5) working days of notification to the Association of an appeal.
 2. If the County and the Association fail to name a neutral arbitration panel member within five (5) working days of notification to the Association of the appeal, a member of the Civil Service Commission (CSC) shall serve as the neutral third member of the arbitration panel.
 - a) Either party may notify the Chair of the CSC of their inability to agree on a neutral;
 - b) Either party may notify the Chair of the CSC of their desire that a member of the CSC serve as the neutral member of the Layoff Arbitration Panel in lieu of agreement on a third party;
 - c) The Chair of the CSC shall name a member of the CSC to serve as the neutral member of the Layoff Arbitration Panel and an alternate.
- c. The Layoff Arbitration Panel shall convene and open the hearing within fifteen (15) working days of the initial filing of the appeal. Representatives to the arbitration panel shall be named with primary consideration being given to their availability to meet within the fifteen (15) working day time limit.
 1. If either or both parties fail to name a representative who can meet within the time limit, the CSC Chair shall name a member(s) of the CSC to service as a 2nd, and if necessary, 3rd neutral in lieu of the failure of either or both parties to provide an available representative.
 2. If the Civil Service Commissioner(s) designated, or the alternate, cannot serve within the time limit, the Chair shall designate another Civil Service Commission(s) who can serve within the time limit.

5. Hearing Process

- a. The employee filing the appeal and all other potentially affected employees will be notified of the date, time and place of the hearing not less than two (2) working days in advance of the hearing.

- b. The neutral member shall serve as Chair of the Layoff Arbitration Panel.
 - c. The hearing shall be conducted in accordance with standard administrative hearing procedures used by the Civil Service Commission.
 - d. In addition to hearing such evidence and witnesses as the parties, including any employees potentially affected by the appeal, may call, the Layoff Arbitration Panel may question witnesses and call such witnesses as they deem appropriate.
6. Decision
- a. The Layoff Arbitration Panel shall issue their written decision within two (2) working days of closing the hearing.
 - b. The decision of the Layoff Arbitration Panel shall be final and binding on all parties.

ARTICLE 17. DISCIPLINARY APPEALS

Section 1. RIGHT OF APPEAL

An employee represented by this unit, having obtained permanent status in the County's Civil Service System, shall have the right to appeal a termination, demotion in class or salary step, or suspension without pay. Such appeal shall be in accordance with the provisions of County Resolution 228-84, Section 207.

Section 2. MERIT SYSTEM EXCLUSION

In the event any provision herein, as it may apply to any employee of the county subject to Section 19800 et. seq. of the California Government Code is determined by the Executive Officer of the State Personnel Board to be in conflict with Local Agency Personnel Standards (Title 2, Administration, Division 5. LAPS), such provision shall be null and void as regards those employees, and Local Agency Personnel Standards shall supersede and prevail.

ARTICLE 18. GRIEVANCE PROCEDURE

A. INTENT

It is the intent of this procedure to provide for an orderly and equitable procedure for the resolution of misunderstanding and disputes between the County and its employees and/or the Association. The use of this procedure in resolving employee grievances shall not be held against any employee.

B. INFORMAL DISCUSSION

Every effort should be made to settle grievances, performance issues, and related disputes at the lowest level of supervision possible. If an employee has a complaint

relating to a work situation, the employee is encouraged to request a meeting with his/her immediate supervisor and may seek assistance from a shop steward and/or labor representative to discuss the problem in an effort to clarify the issue and to work cooperatively toward settlement.

C. SCOPE OF GRIEVANCES

1. A grievance is a claimed violation, misapplication or misinterpretation of the provisions of a Memorandum of Understanding or employee protections contained in ordinances, resolutions, written Personnel Rules or written policies, adversely affecting an employee's wages, hours or conditions of employment.
2. Specifically, excluded from the scope of grievances are:
 - (a) Subjects involving the amendment or change of Board of Supervisor's resolutions and ordinances, which do not incorporate the provisions of this Memorandum of Understanding or other employee protections contained in ordinances, resolutions, personnel rules or written policies.
 - (b) Discrimination complaints that allege violations of equal employment opportunity laws or employment discrimination. Such complaints shall be processed pursuant to the County Policy Prohibiting Discrimination, Harassment and Retaliation for employees who are not covered by the State Merit System and will be processed under the California Administration Code, Title 2, Division 5, Local Agency Personnel Standards for employees who are covered by the State Merit System.
 - (c) Appeals of the Reduction in Force Articles and Policies which fall under the appeal process contained within that policy.
 - (d) Appeals of disciplinary actions resulting in termination, demotion, or suspensions without pay. Such appeals shall be processed pursuant to the County's Civil Service Appeal Procedure for employees who are not covered by the State Merit System and will be processed under the California Administrative Code, Title 2, Division 5, Local Agency Personnel Standards for employees who are covered by the State Merit System.
 - (e) Internal department operational policies and procedures which determine the methods, processes, means and places of providing services except as those policies affect the terms and conditions of employment.

D. DEFINITIONS

1. Grievant - A grievant is (1) an employee in the unit who is filing a grievance as defined herein or (2) if two or more employees have essentially the same grievance, they may, if approved by the Director of Human Resources, submit their combined grievances as one grievant. The Association may initiate a grievance where actions or policies directly affect employees in the bargaining units represented by EDCMA.
2. Working Day - shall mean day(s) in which the County's main administration office is open for business.

E. GRIEVANCE PROCEDURE

The grievance procedure shall consist of the following steps, each of which must be completed prior to any request for further consideration of the matter unless waived by mutual consent or as otherwise provided herein.

1. Employee-Initiated Grievance

- (a) The employee shall prepare a written grievance within twenty-five (25) working days of the incident or occurrence giving rise to the complaint. The employee shall submit the grievance to the immediate supervisor and Department Head or designated manager. The grievance shall describe the issue, identify the Article of the Memorandum of Understanding or section of written policy, rule, resolution or ordinance which the employee feels has been violated and the requested remedy.
- (b) The Department Head or designated manager shall investigate the grievance. The Department Head or designated manager's investigation should include a meeting with the grievant and their representative. The Department Head or designated manager shall respond to the grievance in writing within ten (10) working days of receipt of the grievance. The Department Head shall sign the response to the grievance.
- (c) If the Department Head or designated manager's written response does not resolve the grievance, the grievant, within five working days, shall submit the grievance to the Director of Human Resources or his/her designee. The Director of Human Resources' designee shall not be from the same Department(s) where the grievance arose.
- (d) The Director of Human Resources or designee shall investigate the grievance. The Director of Human Resources or his/her designee's investigation should include meeting with the grievant or his/her representative. The Director of Human Resources or designee shall respond to the grievance in writing within fifteen (15) working days.

2. Association Initiated Grievance

- (a) The Association shall submit a written grievance to the Director of Human Resources within twenty-five (25) working days of the incident giving rise to the grievance, with copies to affected department heads.
- (b) The Director of Human Resources shall investigate the grievance and, within twenty (20) working days, shall issue a written response to the grievance.

F. ARBITRATION

1. If the Director of Human Resources' written response to either an employee or Association initiated grievance fails to resolve the grievance, the Association may submit the grievance to arbitration for resolution. The decision of the arbitrator is final and binding on all parties, subject to ratification by the Board of Supervisors if the decision requires an unbudgeted expenditure.

2. The grievant's representative and the Director of Human Resources shall attempt to mutually agree on an acceptable arbitrator for the dispute. If no agreement can be reached on an arbitrator within five (5) working days, a list of seven (7) names from the California State Conciliation and Mediation Service shall be obtained. The parties shall alternately strike names until only one name remains, which name shall be the arbitrator in the dispute. The party to strike the first name shall be chosen by lot.

The arbitrator shall have no power to add to, subtract from, alter, modify or go beyond the applicable provisions of the Memorandum of Understanding.

3. Upon mutual agreement, in lieu of arbitration, the parties may determine to submit the matter to the Civil Service Commission for final resolution subject to ratification by the Board of Supervisors if the decision requires an unbudgeted expenditure.

G. BASIC RULES

1. **Costs**

All costs of arbitration or Civil Service Commission incurred jointly by both parties to the final resolution process shall be borne equally by the parties. Costs incurred separately shall be borne by the party incurring them. Upon expiration of this Memorandum of Understanding, the County shall bear the cost of any grievance heard by the Civil Service Commission. The County and Association shall continue to share equally in the cost incurred jointly by both parties for arbitration heard after the expiration of this Memorandum of Understanding.

2. **Time Limits**

If a grievant or the Association fails to carry his/her grievance forward to the next level within the prescribed time period, the grievance shall be considered settled based upon the decision rendered at the most recent step utilized. If a supervisor or manager fails to respond with an answer within the given time period, the grievant may appeal his/her grievance to the next higher level. Time limits may be waived by mutual written consent of the parties.

3. **Representation**

The grievant may be accompanied by a shop steward or one other County employee of his/her choice at the informal level of this procedure. At the formal and final stages of this grievance procedure, an employee may be represented by a shop steward or person designated by the Association unless otherwise agreed upon by the Association and Director of Human Resources.

4. **Shop Stewards**

The Association may designate a reasonable number of shop stewards who will be available to assist employees with grievances. Only such shop stewards as are recognized by the Director of Human Resources will be given release time as provided below.

5. Release Time

The grievant may take reasonable County time without loss of pay to prepare his/her grievance and meet with County representatives regarding the grievance.

Association designated shop stewards may take a reasonable amount of time, as determined by the Director of Human Resources, without loss of pay to assist a grievant in preparing and presenting a grievance. Only one shop steward will be allowed release time to assist any one grievant or on any one grievance.

ARTICLE 19. RENEGOTIATIONS

Section 1. SUCCESSOR AGREEMENT

In the event that either party desires to negotiate a successor Memorandum, the party shall serve upon the other its written request to commence negotiations, provided that negotiations shall begin no later than 90 calendar days prior to the termination date of this Memorandum absent mutual agreement to the contrary.

Section 2. NOTIFICATION OF REPRESENTATIVES

The parties shall notify one another of the names of their designated representatives at least thirty (30) days in advance of the first meeting.

Section 3. NEGOTIATIONS DURING WORK HOURS

EDCMA representatives, not to exceed five (5) in number, shall be granted reasonable time off without loss of compensation or other benefits in order to participate in negotiations. Every effort shall be made to schedule negotiations during regular business hours to the extent practicable. Participation in negotiations does not release any employee from responsibilities of their full time employment requiring immediate attention or action (for example, scheduled court appearances or emergency callback).

ARTICLE 20. PEACEFUL PERFORMANCE

The parties to this Memorandum of Understanding recognize and acknowledge that the services performed by the County employees covered by this MOU are essential to the public health, safety, and general welfare of the residents of the County of El Dorado. The Association agrees that under no circumstances will the Association recommend, encourage, cause or permit its members to initiate, participate in, nor will any member of the bargaining unit take part in any strike, sit-down, stay-in, sick-out, slowdown or picketing (hereinafter collectively referred to as work stoppage) in any office or department of the County, nor to curtail any work or restrict any production, or interfere with any operation of the County. Nor will this organization recognize the strike or job action of any organization or engage in any sympathy strike by recognizing the strike, job action or picket lines of any other organization. In the event of any such work stoppage by any member of the bargaining unit, the County shall not be required to negotiate on the merits of any dispute which may have given rise to such work stoppage until said work stoppage has ceased.

In the event of any work stoppage, during the term of this Memorandum of Understanding, whether by the Association or by any member of the bargaining unit, the Association by its officers, shall immediately declare in writing and publicize that such work stoppage is illegal and unauthorized, and further direct its members in writing to cease the said conduct and resume work. Copies of such written notice shall be served upon the County. In the event of any work stoppage the Association had not otherwise authorized, permitted or encouraged such work stoppage, the Association shall not be liable for any damages caused by the violation of this provision. However, the County shall have the right to discipline, to include discharge, any employee who instigates, participates in, or gives leadership to, any work stoppage activity herein prohibited, and the County shall have the right to seek full legal redress, including damages, as against any such employee.

A. Job Action - Sick Outs

1. Amending Resolution #227-84, Section 304

Whenever the CAO or his/her designee determines that an increase in absenteeism due to a job action or sick out is significantly and detrimentally affecting the ability of one or more departments to carry out their functions, he/she may declare that this Section shall be in force and the following rules shall apply. These requirements shall stay in effect for all purposes until after the CAO determines that the increased incidence of absenteeism and the threat of such increased incidence of absenteeism have abated.

- (a) The department heads of the departments specified in the CAO declaration shall require that each employee who is unable to report for duty due to illness or injury that is requesting sick leave shall provide a certificate completed and signed by a licensed physician or other qualified medical professional. This certificate shall show that the physician examined the employee during the period of absence from work, state the date of each examination, describe the physician's diagnosis of the employee's illness or nature and extent of the employee's injury and certify that the physician has recommended that the employee be excused from work for medical reasons, and the specific number of days of the recommended excuse. Such medical verification shall be provided to the department head within three (3) working days of the employee's return to work.
- (b) The employee shall also provide a sworn affidavit justifying their claim of sick leave. Such affidavit shall be provided to the employee by the department head upon their return to work. Each request for sick leave time will be evaluated individually at the time the required documentation is received.
- (c) An employee shall not be allowed sick leave credit and shall not be compensated for any period of absence unless he/she has complied with the requirements of this policy and unless the information provided therein and otherwise required of or provided by the employee is deemed to substantiate the claimed illness or injury. The employee may appeal a denial of sick leave through the County's Grievance Procedure.

- (d) It is recognized that the facts which constitute the basis for use of sick leave may vary considerably from employee to employee and that in rare instances, the specific requirements of this rule may not be appropriate or feasible. Accordingly, discretionary variances, (but not waivers from the requirements of these rules) may be considered and allowed by the CAO or his/her designee. Any such variance shall, if feasible, provide for an acceptable alternative means by which the employee involved shall provide assurance of the existence of facts which are adequate as a basis for proper use of sick leave.

ARTICLE 21. FULL UNDERSTANDING, MODIFICATION, WAIVER

This Memorandum of Understanding sets forth the full and entire understanding regarding the matters set forth herein, and any other prior or existing understandings or agreements relating to such matters are hereby superseded or terminated as appropriate. It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right to negotiate, and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein during the term of this Memorandum of Understanding.

No agreement, alteration, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties, unless made and executed in writing by all the parties hereto, and if required, approved and implemented by the County.

ARTICLE 22. SEVERABILITY

If any provisions of this Memorandum of Understanding are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.


ARTICLE 23. ECONOMIC HARDSHIP

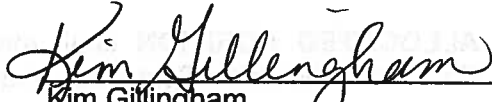
At any time after the effective date of this comprehensive MOU, upon 30 calendar days written notice to the Association, the County may reopen this agreement for renegotiation regarding future increases in compensation if a financial shortfall in the County budget has occurred that caused the Board of Supervisors to actually reopen negotiations with other employee groups with negotiated MOUs or adopted Salary and Benefit Resolution, except with respect to any salaries governed by Section 504 of the El Dorado County Charter. Any notice provided subject to this section must include evidence demonstrating the basis for the claim of financial hardship.

In witness whereof, the parties hereto have caused this Memorandum of Understanding to be executed by affixing their signatures below.

COUNTY OF EL DORADO

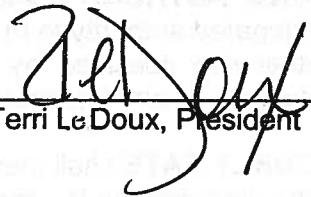
EL DORADO COUNTY MANAGERS' ASSOCIATION EDCMA

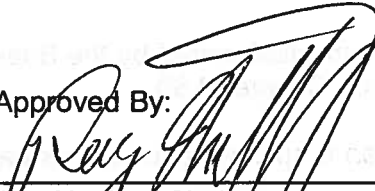

Karl Knoblauch
Director of Human Resources


Kim Gillingham,
Labor Representative
Goyette & Associates

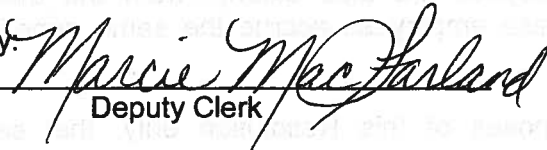
11/10/2011
Date

11/10/11
Date


Terri LeDoux, President

Approved By:

Ray Nutting, Chairman
Board of Supervisors

Date: 11/15/11
ATTEST: Suzanne Allen de Sanchez,
Clerk for the Board of Supervisors

By: 
Deputy Clerk

Date 11/15/11

DEFINITION OF TERMS

ACTUAL SERVICE for the purposes of determining the amount of sick leave and vacation earned by an employee shall mean the number of hours worked in an allocated position within a biweekly pay period or while absent from work with pay but shall not include compensatory time earned or overtime.

ALLOCATED POSITION shall mean a position within a classification established by the Personnel Allocation Resolution and funded through the County's budget process.

ANNIVERSARY DATE of an employee shall be the first day of the biweekly pay period following their employment date or their previously established anniversary date for employees hired before January 1, 1971.

APPOINTING AUTHORITY shall mean the board, officer, or person having the power by lawfully delegated authority to make appointment to or removal from positions in County service. Unless otherwise specified by law, Department Heads shall have delegated to them the authority to appoint and terminate employees in classifications within their department.

BASE HOURLY RATE shall mean the hourly rate corresponding to the salary step in the salary range of the classification to which the employee is appointed.

BOARD when used alone means the Board of Supervisors of El Dorado County.

CIVIL SERVICE means those positions in County service which are designated by the Board of Supervisors as subject to the provisions of Civil Service Ordinance Chapter 2.60.

COMPENSATORY TIME OFF means time off with pay which an employee accrues instead of cash compensation.

CONFIDENTIAL EMPLOYEE means, for purposes of this Resolution, an unrepresented employee who occupies a classification listed in Attachment A as Unrepresented Confidential.

ELECTED OFFICIAL'S PERSONAL STAFF means, employees who are selected and appointed by the elected official, serve at the elected official's pleasure, and are not subject to the County's civil service system. These employees are also exempt from the overtime provisions of the Fair Labor Standards Act. These employees accrue the same benefits as Unrepresented Confidential employees.

CONTINUOUS SERVICE means, for the purposes of this Resolution only, that service commencing with the employee's anniversary date and continuing until broken by resignation or dismissal from County service for the purpose of determining eligibility for sick leave allowance, eligibility for longevity advances, vacation eligibility and accruals, and eligibility for merit step advancement. Service as an Extra Help, CETA, Provisional employee or Reserve Deputy shall not count toward continuous service.

COUNTY OFFICER means those officers enumerated in Section 24000 of the Government Code.

COUNTY SERVICE means all positions in all departments as herein defined that are subject to control and regulation of the Board of Supervisors.

DEMOTION means the movement of an employee to another position in a class where the top step of the salary range is at least 5% lower than the top step of the employee's current class, or the movement to a lower salary step within the employee's salary range.

DEPARTMENT means any of those offices, departments, or organizational units of County government.

DEPARTMENT HEAD shall mean an officer enumerated in Government Code 24000 or otherwise designated by the Board of Supervisors to serve as the administrative head of a department.

EXECUTIVE MANAGEMENT EMPLOYEE means an Unrepresented Administrative Management employee who has been designated to have responsibility for advising the Board of Supervisors on multi-department organizational and operational issues and County-wide Board policy issues.

EXEMPT EMPLOYEE means an employee who has been designated by the County to be elective, executive, administrative, professional or other category specifically exempted from the overtime pay requirements of the Fair Labor Standards Act and interpretive and administrative regulations.

EXTRA HELP EMPLOYEE means a person who is hired for temporary, sporadic, seasonal, etc. employment by the County and who has not been appointed as a result of a competitive process to an allocated position.

FULL-TIME EMPLOYEE means an employee who is appointed to an allocated position which requires full-time work as defined herein.

FULL-TIME WORK shall normally mean eight (8) hours per day and five (5) days per calendar week, however, specific departments may be utilize a ten (10) hour per day, four (4) day per week work schedule or other approved alternate work schedule.

HOLIDAYS means those days enumerated in this Resolution applicable to the individual employee.

MANAGEMENT EMPLOYEE refers to department heads, elected officials and administrative management. Management employees are responsible for formulation, administration or managing the implementation of County policies or programs.

NON-CIVIL SERVICE means the performance of duties by employees in a position or capacity to which civil service status does not attach, and who are exempted by the El Dorado County Ordinance 2.60, Section 2.60.060 or those involving:

- The rendering of professional, scientific, technical or expert contract services;
- Services of a temporary or extra help nature;
- Services, which by reason of unusual or special employment conditions are contracted for on a special flat rate or fee basis.

NON-EXEMPT EMPLOYEE means an employee designated by the County to be in a category other than professional, administrative, elective or executive or other related capacity and subject to the overtime pay requirements of the FLSA and interpretive and administrative regulations.

PART-TIME EMPLOYEE means an employee who is appointed to an allocated position which requires a total number of hours to be worked which is less than fulltime work.

PAY PERIOD means 14 designated calendar days which includes the normal eighty (80) hour biweekly pay cycle.

PAY STATUS means whenever an employee is at work, absent on a paid holiday, absent on leave with pay, or absent on authorized compensatory time off.

PROMOTION means the change of an employee to a position in a class allocated to a salary range where the top step is at least 5% higher than the top step of the class which the employee formerly occupied.

PROVISIONAL EMPLOYEES are categorized as Extra Help employees who have worked in excess of 1000 hours during one (1) year from date of hire and whose continued employment has been approved by the Chief Administrative Officer in accordance with policy. Provisional status employees shall be compensated in the same manner as extra help employees except that they shall receive PERS Retirement and Health/Dental Insurance benefits only.

RECLASSIFICATION means the act of changing the allocation of a position by raising it to a higher class or reducing it to a lower class on the basis of significant changes which have occurred over time and are reflected in the nature, difficulty or responsibility of duties performed in the position.

REGULAR EMPLOYEE means a person who has been appointed to an allocated position as a result of a competitive recruitment process, or in accordance with law. Extra help, provisional, and/or contract employees are not regular employees.

SATISFACTORY SERVICE means meeting the work, performance and conduct standards established by the department. Eligibility as to periods of service required for merit step advancements shall be verified by the Human Resources Department.

VETERAN means a person satisfying the definition specified in the Military and Veterans Code.

ATTACHMENT A

Salary Schedule

AMENDED DATE: 08/10/11
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EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 07/30/2011

POSITION NUMBER	POSITION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	UNION CODE
1307	ADMINISTRATIVE ANALYST II	26.1100	27.4200	28.7900	30.2300	31.7400	MA
		4525.73	4752.80	4990.26	5239.86	5501.60	
2111	ADMINISTRATIVE SECRETARY	14.6900	15.4200	16.1900	17.0000	17.8500	GE
		2546.26	2672.80	2806.26	2946.66	3094.00	
1301	ADMINISTRATIVE SERVICE OFFICER	30.0300	31.5300	33.1100	34.7700	36.5100	MA
		5205.20	5465.20	5739.06	6026.80	6328.40	
1305	ADMINISTRATIVE TECHNICIAN	21.1500	22.2100	23.3200	24.4900	25.7100	GE
		3666.00	3849.73	4042.13	4244.93	4456.40	
4401	AG BIOLOGIST/STANDARDS INSP I	17.8500	18.7400	19.6800	20.6600	21.6900	PL
		3094.00	3248.26	3411.20	3581.06	3759.60	
4402	AG BIOLOGIST/STANDARDS INSP II	19.8300	20.8200	21.8600	22.9500	24.1000	PL
		3437.20	3608.80	3789.06	3978.00	4177.33	
4404	AG BIOLOGY TECHNICIAN	16.9600	17.8100	18.7000	19.6400	20.6200	GE
		2939.73	3087.06	3241.33	3404.26	3574.13	
1201	AG COMM/SEALER WTS AND MEASURE	45.8700	48.1600	50.5700	53.1000	55.7600	UD
		7950.80	8347.73	8765.46	9204.00	9665.06	
1238	AIR POLLUTION CONTRL OFFICER	42.4200	44.5400	46.7700	49.1100	51.5700	UM
		7352.80	7720.26	8106.80	8512.40	8938.80	
4109	AIR QUALITY ENGINEER	32.0000	33.6000	35.2800	37.0400	38.8900	PL
		5546.66	5824.00	6115.20	6420.26	6740.93	
4641	AIR QUALITY SPECIALIST I	22.4200	23.5400	24.7200	25.9600	27.2600	PL
		3886.13	4080.26	4284.80	4499.73	4725.06	
4642	AIR QUALITY SPECIALIST II	24.8900	26.1300	27.4400	28.8100	30.2500	PL
		4314.26	4529.20	4756.26	4993.73	5243.33	

AMENDED DATE: 08/10/11
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EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 07/30/2011

POSITION NUMBER	POSITION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	UNION CODE
2215	ACCOUNT CLERK I	13.8200	14.5100	15.2400	16.0000	16.8000	GE
		2395.46	2515.06	2641.60	2773.33	2912.00	
2216	ACCOUNT CLERK II	15.3500	16.1200	16.9300	17.7800	18.6700	GE
		2660.66	2794.13	2934.53	3081.86	3236.13	
2217	ACCOUNT CLERK III	16.5000	17.3300	18.2000	19.1100	20.0700	GE
		2860.00	3003.86	3154.66	3312.40	3478.80	
2218	ACCOUNT CLERK SUPV I	21.7800	22.8700	24.0100	25.2100	26.4700	SU
		3775.20	3964.13	4161.73	4369.73	4588.13	
3301	ACCOUNTANT I	20.2200	21.2300	22.2900	23.4000	24.5700	PL
		3504.80	3679.86	3863.60	4056.00	4258.80	
3302	ACCOUNTANT II	22.4700	23.5900	24.7700	26.0100	27.3100	PL
		3894.80	4088.93	4293.46	4508.40	4733.73	
3305	ACCOUNTANT/AUDITOR	24.7200	25.9600	27.2600	28.6200	30.0500	PL
		4284.80	4499.73	4725.06	4960.80	5208.66	
0190	ACCOUNTING DIVISION MANAGER	39.3700	41.3400	43.4100	45.5800	47.8600	UM
		6824.13	7165.60	7524.40	7900.53	8295.73	
0191	ACCOUNTING DIVISION MNGR-T/TC	39.3700	41.3400	43.4100	45.5800	47.8600	MA
		6824.13	7165.60	7524.40	7900.53	8295.73	
3307	ACCOUNTING SYSTEMS ADMINISTRAT	34.5300	36.2600	38.0700	39.9700	41.9700	MA
		5985.20	6285.06	6598.80	6928.13	7274.80	
2213	ACCOUNTING TECHNICIAN	18.1500	19.0600	20.0100	21.0100	22.0600	GE
		3146.00	3303.73	3468.40	3641.73	3823.73	
1306	ADMINISTRATIVE ANALYST I	23.5000	24.6800	25.9100	27.2100	28.5700	MA
		4073.33	4277.86	4491.06	4716.40	4952.13	

AMENDED DATE: 08/10/11
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EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 07/30/2011

POSITION NUMBER	POSITION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	UNION CODE
6504	AIRPORT OPERATIONS SUPERVISOR	20.3400	21.3600	22.4300	23.5500	24.7300	SU
		3525.60	3702.40	3887.86	4082.00	4286.53	
6501	AIRPORT TECHNICIAN I	15.9000	16.7000	17.5400	18.4200	19.3400	TC
		2756.00	2894.66	3040.26	3192.80	3352.26	
6502	AIRPORT TECHNICIAN II	17.6800	18.5600	19.4900	20.4600	21.4800	TC
		3064.53	3217.06	3378.26	3546.40	3723.20	
0202	ALCOHOL/DRUG PROGRAM DIV MGR	36.0100	37.8100	39.7000	41.6900	43.7700	MA
		6241.73	6553.73	6881.33	7226.26	7586.80	
5801	ANIMAL CONTROL OFFICER I	13.8100	14.5000	15.2300	15.9900	16.7900	TC
		2393.73	2513.33	2639.86	2771.60	2910.26	
5802	ANIMAL CONTROL OFFICER II	15.3200	16.0900	16.8900	17.7300	18.6200	TC
		2655.46	2788.93	2927.60	3073.20	3227.46	
0107	ANIMAL CONTROL OPERATIONS MGR	27.0100	28.3600	29.7800	31.2700	32.8300	MA
		4681.73	4915.73	5161.86	5420.13	5690.53	
4300	APPRAISER AIDE	17.0900	17.9400	18.8400	19.7800	20.7700	GE
		2962.26	3109.60	3265.60	3428.53	3600.13	
4301	APPRAISER I	18.9800	19.9300	20.9300	21.9800	23.0800	PL
		3289.86	3454.53	3627.86	3809.86	4000.53	
4302	APPRAISER II	21.0900	22.1400	23.2500	24.4100	25.6300	PL
		3655.60	3837.60	4030.00	4231.06	4442.53	
4215	ARCHITECTURAL PROJECT MGR	32.0000	33.6000	35.2800	37.0400	38.8900	PL
		5546.66	5824.00	6115.20	6420.26	6740.93	
0116	ASSESSMENT OFFICE MGR	25.1900	26.4500	27.7700	29.1600	30.6200	MA
		4366.26	4584.66	4813.46	5054.40	5307.46	

EL DORADO COUNTY
 SALARY SCHEDULE
 EFFECTIVE 07/30/2011

POSITION NUMBER	POSITION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	UNION CODE
4321	ASSESSMENT STANDARDS SUPV	26.9500	28.3000	29.7200	31.2100	32.7700	SU
		4671.33	4905.33	5151.46	5409.73	5680.13	
2601	ASSESSMENT TECHNICIAN I	14.8500	15.5900	16.3700	17.1900	18.0500	GE
		2574.00	2702.26	2837.46	2979.60	3128.66	
2602	ASSESSMENT TECHNICIAN II	16.5000	17.3300	18.2000	19.1100	20.0700	GE
		2860.00	3003.86	3154.66	3312.40	3478.80	
1101	ASSESSOR	61.4300	61.4300	61.4300	61.4300	61.4300	EL
		10647.86	10647.86	10647.86	10647.86	10647.86	
0101	ASSISTANT AG COMM/SEALER WT&M	32.1500	33.7600	35.4500	37.2200	39.0800	UM
		5572.66	5851.73	6144.66	6451.46	6773.86	
0121	ASSISTANT ASSESSOR	40.1400	42.1500	44.2600	46.4700	48.7900	UM
		6957.60	7306.00	7671.73	8054.80	8456.93	
4500	ASSISTANT BLDG INSPECTOR	17.3000	18.1700	19.0800	20.0300	21.0300	TC
		2998.66	3149.46	3307.20	3471.86	3645.20	
0141	ASSISTANT CHIEF ADMIN OFFICER	62.4200	65.5400	68.8200	72.2600	75.8700	UD
		10819.46	11360.26	11928.80	12525.06	13150.80	
0153	ASSISTANT CHIEF PROBATION OFCR	40.7200	42.7600	44.9000	47.1500	49.5100	UM
		7058.13	7411.73	7782.66	8172.66	8581.73	
0151	ASSISTANT COUNTY RECORDER	27.8200	29.2100	30.6700	32.2000	33.8100	UM
		4822.13	5063.06	5316.13	5581.33	5860.40	
1252	ASSISTANT DIR HEALTH SERVICES	48.0600	50.4600	52.9800	55.6300	58.4100	UM
		8330.40	8746.40	9183.20	9642.53	10124.40	
0113	ASSISTANT DIR HUMAN SERVICES	48.0600	50.4600	52.9800	55.6300	58.4100	UM
		8330.40	8746.40	9183.20	9642.53	10124.40	

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EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 07/30/2011

POSITION NUMBER	POSITION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	UNION CODE
0207	ASSISTANT DIR INFORMATION TECH	41.6400 7217.60	43.7200 7578.13	45.9100 7957.73	48.2100 8356.40	50.6200 8774.13	UM
0195	ASSISTANT DIR OF PUBLIC HEALTH	43.5100 7541.73	45.6900 7919.60	47.9700 8314.80	50.3700 8730.80	52.8900 9167.60	UM
0149	ASSISTANT DIR TRANSPORTATION	49.5500 8588.66	52.0300 9018.53	54.6300 9469.20	57.3600 9942.40	60.2300 10439.86	UM
5205	ASSISTANT DISTRICT ATTORNEY	47.5400 8240.26	49.9200 8652.80	52.4200 9086.13	55.0400 9540.26	57.7900 10016.93	MA
4104	ASSISTANT IN CIVIL ENGINEERING	26.2900 4556.93	27.6000 4784.00	28.9800 5023.20	30.4300 5274.53	31.9500 5538.00	PL
4115	ASSISTANT IN LAND SURVEYING	27.2000 4714.66	28.5600 4950.40	29.9900 5198.26	31.4900 5458.26	33.0600 5730.40	PL
4118	ASSISTANT IN RIGHT OF WAY	22.1600 3841.06	23.2700 4033.46	24.4300 4234.53	25.6500 4446.00	26.9300 4667.86	PL
4201	ASSISTANT PLANNER	23.0300 3991.86	24.1800 4191.20	25.3900 4400.93	26.6600 4621.06	27.9900 4851.60	PL
2714	ASSISTANT PUBLIC ADMINISTRATOR	24.3300 4217.20	25.5500 4428.66	26.8300 4650.53	28.1700 4882.80	29.5800 5127.20	MA
5305	ASSISTANT PUBLIC DEFENDER	47.5400 8240.26	49.9200 8652.80	52.4200 9086.13	55.0400 9540.26	57.7900 10016.93	UM
0152	ASSISTANT REGISTRAR OF VOTERS	27.8200 4822.13	29.2100 5063.06	30.6700 5316.13	32.2000 5581.33	33.8100 5860.40	UM
0311	ASSISTANT TREAS/TAX COLLECTOR	42.5700 7378.80	44.7000 7748.00	46.9400 8136.26	49.2900 8543.60	51.7500 8970.00	UM

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4105	ASSOCIATE CIVIL ENGINEER	32.0000	33.6000	35.2800	37.0400	38.8900	PL
		5546.66	5824.00	6115.20	6420.26	6740.93	
4110	ASSOCIATE LAND SURVEYOR	32.0000	33.6000	35.2800	37.0400	38.8900	SU
		5546.66	5824.00	6115.20	6420.26	6740.93	
4202	ASSOCIATE PLANNER	25.5900	26.8700	28.2100	29.6200	31.1000	PL
		4435.60	4657.46	4889.73	5134.13	5390.66	
4119	ASSOCIATE RIGHT OF WAY AGENT	27.5600	28.9400	30.3900	31.9100	33.5100	PL
		4777.06	5016.26	5267.60	5531.06	5808.40	
1106	AUDITOR-CONTROLLER	75.8700	75.8700	75.8700	75.8700	75.8700	EL
		13150.80	13150.80	13150.80	13150.80	13150.80	
4311	AUDITOR/APPRaiser	21.0900	22.1400	23.2500	24.4100	25.6300	PL
		3655.60	3837.60	4030.00	4231.06	4442.53	
1840	BAILIFF - X HELP	09.2800	09.7400	10.2300	10.7400	11.2800	EH
		1608.53	1688.26	1773.20	1861.60	1955.20	
4305	BRANCH SUPERVISING APPRAISER	28.3000	29.7200	31.2100	32.7700	34.4100	SU
		4905.33	5151.46	5409.73	5680.13	5964.40	
6114	BRIDGE MAINTENANCE SUPV	25.1800	26.4400	27.7600	29.1500	30.6100	TC
		4364.53	4582.93	4811.73	5052.66	5305.73	
6111	BRIDGE MAINTENANCE WKR I	15.4700	16.2400	17.0500	17.9000	18.8000	TC
		2681.46	2814.93	2955.33	3102.66	3258.66	
6112	BRIDGE MAINTENANCE WKR II	17.2000	18.0600	18.9600	19.9100	20.9100	TC
		2981.33	3130.40	3286.40	3451.06	3624.40	
6113	BRIDGE MAINTENANCE WKR III	19.0800	20.0300	21.0300	22.0800	23.1800	TC
		3307.20	3471.86	3645.20	3827.20	4017.86	

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4501	BUILDING INSPECTOR I	20.3900	21.4100	22.4800	23.6000	24.7800	TC
		3534.26	3711.06	3896.53	4090.66	4295.20	
4502	BUILDING INSPECTOR II	22.6400	23.7700	24.9600	26.2100	27.5200	TC
		3924.26	4120.13	4326.40	4543.06	4770.13	
6601	BUILDING MAINTENANCE WKR I	15.5200	16.3000	17.1200	17.9800	18.8800	TC
		2690.13	2825.33	2967.46	3116.53	3272.53	
6602	BUILDING MAINTENANCE WKR II	17.2400	18.1000	19.0100	19.9600	20.9600	TC
		2988.26	3137.33	3295.06	3459.73	3633.06	
6612	BUILDING OPERATIONS MANAGER	27.5000	28.8800	30.3200	31.8400	33.4300	MA
		4766.66	5005.86	5255.46	5518.93	5794.53	
6610	BUILDING OPERATIONS SUPV	22.9100	24.0600	25.2600	26.5200	27.8500	TC
		3971.06	4170.40	4378.40	4596.80	4827.33	
6605	BUILDING OPERATIONS TECH	19.9100	20.9100	21.9600	23.0600	24.2100	TC
		3451.06	3624.40	3806.40	3997.06	4196.40	
6139	BUILDING/GROUNDS SUPERINTENDEN	32.9700	34.6200	36.3500	38.1700	40.0800	MA
		5714.80	6000.80	6300.66	6616.13	6947.20	
3401	BUYER I	21.1500	22.2100	23.3200	24.4900	25.7100	GE
		3666.00	3849.73	4042.13	4244.93	4456.40	
3402	BUYER II	23.5000	24.6800	25.9100	27.2100	28.5700	GE
		4073.33	4277.86	4491.06	4716.40	4952.13	
4721	CADASTRAL DRAFTER	20.6200	21.6500	22.7300	23.8700	25.0600	GE
		3574.13	3752.66	3939.86	4137.46	4343.73	
1316	CAO ADMINISTRATIVE ANALYST I	30.2100	31.7200	33.3100	34.9800	36.7300	UM
		5236.40	5498.13	5773.73	6063.20	6366.53	

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1317	CAO ADMINISTRATIVE ANALYST II	33.5700	35.2500	37.0100	38.8600	40.8000	UM
		5818.80	6110.00	6415.06	6735.73	7072.00	
0184	CAPITAL PROGRAMS MANAGER	37.2400	39.1000	41.0600	43.1100	45.2700	MA
		6454.93	6777.33	7117.06	7472.40	7846.80	
7421	CARE MANAGEMENT COUNSELOR I	17.7100	18.6000	19.5300	20.5100	21.5400	PL
		3069.73	3224.00	3385.20	3555.06	3733.60	
7422	CARE MANAGEMENT COUNSELOR II	19.6800	20.6600	21.6900	22.7700	23.9100	PL
		3411.20	3581.06	3759.60	3946.80	4144.40	
7425	CARE MANAGEMENT SUPERVISOR	22.6300	23.7600	24.9500	26.2000	27.5100	SU
		3922.53	4118.40	4324.66	4541.33	4768.40	
3504	CENTRAL SERVICES SUPERVISOR	17.3700	18.2400	19.1500	20.1100	21.1200	SU
		3010.80	3161.60	3319.33	3485.73	3660.80	
1226	CHIEF ADMINISTRATIVE OFFICER	73.4300	77.1000	80.9600	85.0100	89.2600	UD
		12727.86	13364.00	14033.06	14735.06	15471.73	
0106	CHIEF ANIMAL CONTROL OFFICER	36.0100	37.8100	39.7000	41.6900	43.7700	MA
		6241.73	6553.73	6881.33	7226.26	7586.80	
0126	CHIEF ASST AUDITOR/CONTROLLER	49.5900	52.0700	54.6700	57.4000	60.2700	UM
		8595.60	9025.46	9476.13	9949.33	10446.80	
0146	CHIEF ASST COUNTY COUNSEL	57.0700	59.9200	62.9200	66.0700	69.3700	UD
		9892.13	10386.13	10906.13	11452.13	12024.13	
0156	CHIEF ASST DISTRICT ATTORNEY	50.2500	52.7600	55.4000	58.1700	61.0800	UM
		8710.00	9145.06	9602.66	10082.80	10587.20	
0241	CHIEF ASST PUBLIC DEFENDER	50.8000	53.3400	56.0100	58.8100	61.7500	UM
		8805.33	9245.60	9708.40	10193.73	10703.33	

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4103	CHIEF ENGINEERING TECHNICIAN	28.6400	30.0700	31.5700	33.1500	34.8100	MA
		4964.26	5212.13	5472.13	5746.00	6033.73	
0325	CHIEF FISCAL OFFICER	39.7100	41.7000	43.7900	45.9800	48.2800	MA
		6883.06	7228.00	7590.26	7969.86	8368.53	
0324	CHIEF FISCAL OFFICER (HUM SVCS)	39.7100	41.7000	43.7900	45.9800	48.2800	MA
		6883.06	7228.00	7590.26	7969.86	8368.53	
5601	CHIEF INVESTIGATOR (D.A.)	56.3300	59.1500	62.1100	65.2200	68.4800	SM
		9763.86	10252.66	10765.73	11304.80	11869.86	
1256	CHIEF PROBATION OFFICER	52.2200	54.8300	57.5700	60.4500	63.4700	UD
		9051.46	9503.86	9978.80	10478.00	11001.46	
7217	CHILD ABUSE PREVENTION CRD I	20.0700	21.0700	22.1200	23.2300	24.3900	GE
		3478.80	3652.13	3834.13	4026.53	4227.60	
7218	CHILD ABUSE PREVENTION CRD II	22.0700	23.1700	24.3300	25.5500	26.8300	GE
		3825.46	4016.13	4217.20	4428.66	4650.53	
5001	CHILD SUPPORT ATTORNEY I	26.6000	27.9300	29.3300	30.8000	32.3400	CA
		4610.66	4841.20	5083.86	5338.66	5605.60	
5002	CHILD SUPPORT ATTORNEY II	31.2400	32.8000	34.4400	36.1600	37.9700	CA
		5414.93	5685.33	5969.60	6267.73	6581.46	
5003	CHILD SUPPORT ATTORNEY III	36.7600	38.6000	40.5300	42.5600	44.6900	CA
		6371.73	6690.66	7025.20	7377.06	7746.26	
5004	CHILD SUPPORT ATTORNEY IV	43.2200	45.3800	47.6500	50.0300	52.5300	CA
		7491.46	7865.86	8259.33	8671.86	9105.20	
0164	CHILD SUPPORT BRANCH MANAGER	24.0500	25.2500	26.5100	27.8400	29.2300	MA
		4168.66	4376.66	4595.06	4825.60	5066.53	

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5605	CHILD SUPPORT INVESTIGATOR I	15.9900	16.7900	17.6300	18.5100	19.4400	GE
		2771.60	2910.26	3055.86	3208.40	3369.60	
5606	CHILD SUPPORT INVESTIGATOR II	17.7600	18.6500	19.5800	20.5600	21.5900	GE
		3078.40	3232.66	3393.86	3563.73	3742.26	
7709	CHILD SUPPORT SPEC PROG COORD	20.9100	21.9600	23.0600	24.2100	25.4200	GE
		3624.40	3806.40	3997.06	4196.40	4406.13	
7701	CHILD SUPPORT SPECIALIST I	14.8800	15.6200	16.4000	17.2200	18.0800	GE
		2579.20	2707.46	2842.66	2984.80	3133.86	
7702	CHILD SUPPORT SPECIALIST II	16.5300	17.3600	18.2300	19.1400	20.1000	GE
		2865.20	3009.06	3159.86	3317.60	3484.00	
7703	CHILD SUPPORT SPECIALIST III	18.1800	19.0900	20.0400	21.0400	22.0900	GE
		3151.20	3308.93	3473.60	3646.93	3828.93	
7705	CHILD SUPPORT SUPERVISOR	20.9100	21.9600	23.0600	24.2100	25.4200	SU
		3624.40	3806.40	3997.06	4196.40	4406.13	
1420	CLERICAL OPERATIONS MANAGER	24.6800	25.9100	27.2100	28.5700	30.0000	MA
		4277.86	4491.06	4716.40	4952.13	5200.00	
1206	CLERK OF THE BOARD OF SUPV	33.3100	34.9800	36.7300	38.5700	40.5000	UD
		5773.73	6063.20	6366.53	6685.46	7020.00	
2114	CLERK OF THE PLANNING COMMSN	21.1500	22.2100	23.3200	24.4900	25.7100	SU
		3666.00	3849.73	4042.13	4244.93	4456.40	
8516	COMMUNITY HEALTH ADVOCATE	16.1700	16.9800	17.8300	18.7200	19.6600	GE
		2802.80	2943.20	3090.53	3244.80	3407.73	
0201	COMMUNITY PH NURSING DIV MGR	36.9300	38.7800	40.7200	42.7600	44.9000	MA
		6401.20	6721.86	7058.13	7411.73	7782.66	

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2801	COMMUNITY SERVICES OFFICER	16.2800	17.0900	17.9400	18.8400	19.7800	GE
		2821.86	2962.26	3109.60	3265.60	3428.53	
4101	CONSTRUCTION MANAGER	36.4300	38.2500	40.1600	42.1700	44.2800	MA
		6314.53	6630.00	6961.06	7309.46	7675.20	
4195	CONSULT HEALTH PROF - X HELP	46.2600	48.5700	51.0000	53.5500	56.2300	EH
		8018.40	8418.80	8840.00	9282.00	9746.53	
4196	CONSULT PROFESSIONAL - X HELP	30.0000	31.5000	33.0800	34.7300	36.4700	EH
		5200.00	5460.00	5733.86	6019.86	6321.46	
1313	CONTRACT SERVICES OFFICER	34.5300	36.2600	38.0700	39.9700	41.9700	MA
		5985.20	6285.06	6598.80	6928.13	7274.80	
5907	COOK I	12.4300	13.0500	13.7000	14.3900	15.1100	GE
		2154.53	2262.00	2374.66	2494.26	2619.06	
5908	COOK II	13.8200	14.5100	15.2400	16.0000	16.8000	GE
		2395.46	2515.06	2641.60	2773.33	2912.00	
5905	CORRECTIONAL COOK	14.5400	15.2700	16.0300	16.8300	17.6700	GE
		2520.26	2646.80	2778.53	2917.20	3062.80	
5906	CORRECTIONAL FOOD SERVICE SUPV	16.7200	17.5600	18.4400	19.3600	20.3300	SU
		2898.13	3043.73	3196.26	3355.73	3523.86	
5511	CORRECTIONAL LIEUTENANT	28.7200	30.1600	31.6700	33.2500	34.9100	MA
		4978.13	5227.73	5489.46	5763.33	6051.06	
5501	CORRECTIONAL OFFICER I	18.3400	19.2600	20.2200	21.2300	22.2900	CR
		3178.93	3338.40	3504.80	3679.86	3863.60	
5502	CORRECTIONAL OFFICER II	20.1700	21.1800	22.2400	23.3500	24.5200	CR
		3496.13	3671.20	3854.93	4047.33	4250.13	

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5510	CORRECTIONAL SERGEANT	24.5900 4262.26	25.8200 4475.46	27.1100 4699.06	28.4700 4934.80	29.8900 5180.93	CR
3308	COST ACCOUNTANT	29.8500 5174.00	31.3400 5432.26	32.9100 5704.40	34.5600 5990.40	36.2900 6290.26	PL
1231	COUNTY COUNSEL	67.1500 11639.33	70.5100 12221.73	74.0400 12833.60	77.7400 13474.93	81.6300 14149.20	UD
1116	COUNTY RECORDER/CLERK	55.6600 9647.73	55.6600 9647.73	55.6600 9647.73	55.6600 9647.73	55.6600 9647.73	EL
3171	CRIME ANALYST	30.1900 5232.93	31.7000 5494.66	33.2900 5770.26	34.9500 6058.00	36.7000 6361.33	PL
6627	CUSTODIAL SUPERVISOR	15.1000 2617.33	15.8600 2749.06	16.6500 2886.00	17.4800 3029.86	18.3500 3180.66	TC
6625	CUSTODIAN	11.9900 2078.26	12.5900 2182.26	13.2200 2291.46	13.8800 2405.86	14.5700 2525.46	TC
7901	DEPARTMENT ANALYST I	23.5000 4073.33	24.6800 4277.86	25.9100 4491.06	27.2100 4716.40	28.5700 4952.13	PL
7902	DEPARTMENT ANALYST II	26.1100 4525.73	27.4200 4752.80	28.7900 4990.26	30.2300 5239.86	31.7400 5501.60	PL
3170	DEPARTMENT SYSTEMS ANALYST	30.1900 5232.93	31.7000 5494.66	33.2900 5770.26	34.9500 6058.00	36.7000 6361.33	PL
4405	DEPUTY AG COMM/SEALER WTS&MEAS	25.0900 4348.93	26.3400 4565.60	27.6600 4794.40	29.0400 5033.60	30.4900 5284.93	SU
0236	DEPUTY CHIEF PROBATION OFFICER	33.5600 5817.06	35.2400 6108.26	37.0000 6413.33	38.8500 6734.00	40.7900 7070.26	SM

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2905	DEPUTY CLERK OF THE BOARD I	14.5400	15.2700	16.0300	16.8300	17.6700	CO
		2520.26	2646.80	2778.53	2917.20	3062.80	
2906	DEPUTY CLERK OF THE BOARD II	16.1600	16.9700	17.8200	18.7100	19.6500	CO
		2801.06	2941.46	3088.80	3243.06	3406.00	
5101	DEPUTY COUNTY COUNSEL I	26.6000	27.9300	29.3300	30.8000	32.3400	CC
		4610.66	4841.20	5083.86	5338.66	5605.60	
5102	DEPUTY COUNTY COUNSEL II	31.2400	32.8000	34.4400	36.1600	37.9700	CC
		5414.93	5685.33	5969.60	6267.73	6581.46	
5103	DEPUTY COUNTY COUNSEL III	36.7600	38.6000	40.5300	42.5600	44.6900	CC
		6371.73	6690.66	7025.20	7377.06	7746.26	
5104	DEPUTY COUNTY COUNSEL IV	43.2200	45.3800	47.6500	50.0300	52.5300	CC
		7491.46	7865.86	8259.33	8671.86	9105.20	
0262	DEPUTY DIR CHILD SUPPORT SVCS	41.5300	43.6100	45.7900	48.0800	50.4800	UM
		7198.53	7559.06	7936.93	8333.86	8749.86	
0283	DEPUTY DIR DEV SVCS-ADMIN	37.9900	39.8900	41.8800	43.9700	46.1700	MA
		6584.93	6914.26	7259.20	7621.46	8002.80	
0281	DEPUTY DIR DEV SVCS-BLDG OFCL	40.8900	42.9300	45.0800	47.3300	49.7000	UM
		7087.60	7441.20	7813.86	8203.86	8614.66	
0282	DEPUTY DIR DEV SVCS-PLANNING	40.8900	42.9300	45.0800	47.3300	49.7000	UM
		7087.60	7441.20	7813.86	8203.86	8614.66	
0291	DEPUTY DIR ENGINEERING	46.5600	48.8900	51.3300	53.9000	56.6000	MA
		8070.40	8474.26	8897.20	9342.66	9810.66	
0173	DEPUTY DIR ENVIRONMENTAL MGMT	42.4200	44.5400	46.7700	49.1100	51.5700	UM
		7352.80	7720.26	8106.80	8512.40	8938.80	

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0180	DEPUTY DIR GENERAL SERVICES	43.5100 7541.73	45.6900 7919.60	47.9700 8314.80	50.3700 8730.80	52.8900 9167.60	UM
0301	DEPUTY DIR MAINTENANCE	41.8900 7260.93	43.9800 7623.20	46.1800 8004.53	48.4900 8404.93	50.9100 8824.40	MA
0251	DEPUTY DIR MENTAL HEALTH	41.2400 7148.26	43.3000 7505.33	45.4700 7881.46	47.7400 8274.93	50.1300 8689.20	UM
0293	DEPUTY DIR OF ADMIN (DOT)	39.7100 6883.06	41.7000 7228.00	43.7900 7590.26	45.9800 7969.86	48.2800 8368.53	MA
0143	DEPUTY DIR OF HUMAN RESOURCES	39.2300 6799.86	41.1900 7139.60	43.2500 7496.66	45.4100 7871.06	47.6800 8264.53	UM
0296	DEPUTY DIR TRANS PLAN/SYSTEMS	46.5600 8070.40	48.8900 8474.26	51.3300 8897.20	53.9000 9342.66	56.6000 9810.66	MA
5201	DEPUTY DISTRICT ATTORNEY I	26.6000 4610.66	27.9300 4841.20	29.3300 5083.86	30.8000 5338.66	32.3400 5605.60	CA
5202	DEPUTY DISTRICT ATTORNEY II	31.2400 5414.93	32.8000 5685.33	34.4400 5969.60	36.1600 6267.73	37.9700 6581.46	CA
5203	DEPUTY DISTRICT ATTORNEY III	36.7600 6371.73	38.6000 6690.66	40.5300 7025.20	42.5600 7377.06	44.6900 7746.26	CA
5204	DEPUTY DISTRICT ATTORNEY IV	43.2200 7491.46	45.3800 7865.86	47.6500 8259.33	50.0300 8671.86	52.5300 9105.20	CA
5721	DEPUTY PROBATION OFCR I-INSTIT	17.0400 2953.60	17.8900 3100.93	18.7800 3255.20	19.7200 3418.13	20.7100 3589.73	PR
5722	DEPUTY PROBATION OFCR II-INSTI	19.0100 3295.06	19.9600 3459.73	20.9600 3633.06	22.0100 3815.06	23.1100 4005.73	PR

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5701	DEPUTY PROBATION OFFICER I	17.9400	18.8400	19.7800	20.7700	21.8100	PR
		3109.60	3265.60	3428.53	3600.13	3780.40	
5702	DEPUTY PROBATION OFFICER II	20.0200	21.0200	22.0700	23.1700	24.3300	PR
		3470.13	3643.46	3825.46	4016.13	4217.20	
5301	DEPUTY PUBLIC DEFENDER I	26.6000	27.9300	29.3300	30.8000	32.3400	CA
		4610.66	4841.20	5083.86	5338.66	5605.60	
5302	DEPUTY PUBLIC DEFENDER II	31.2400	32.8000	34.4400	36.1600	37.9700	CA
		5414.93	5685.33	5969.60	6267.73	6581.46	
5303	DEPUTY PUBLIC DEFENDER III	36.7600	38.6000	40.5300	42.5600	44.6900	CA
		6371.73	6690.66	7025.20	7377.06	7746.26	
5304	DEPUTY PUBLIC DEFENDER IV	43.2200	45.3800	47.6500	50.0300	52.5300	CA
		7491.46	7865.86	8259.33	8671.86	9105.20	
7410	DEPUTY PUBLIC GUARDIAN ASST	14.5600	15.2900	16.0500	16.8500	17.6900	GE
		2523.73	2650.26	2782.00	2920.66	3066.26	
7411	DEPUTY PUBLIC GUARDIAN I	19.6800	20.6600	21.6900	22.7700	23.9100	GE
		3411.20	3581.06	3759.60	3946.80	4144.40	
7412	DEPUTY PUBLIC GUARDIAN II	21.8700	22.9600	24.1100	25.3200	26.5900	GE
		3790.80	3979.73	4179.06	4388.80	4608.93	
5401	DEPUTY SHERIFF I	27.5100	28.8900	30.3300	31.8500	33.4400	SA
		4768.40	5007.60	5257.20	5520.66	5796.26	
5402	DEPUTY SHERIFF II	28.8300	30.2700	31.7800	33.3700	35.0400	SA
		4997.20	5246.80	5508.53	5784.13	6073.60	
0124	DEPUTY SURVEYOR	38.4800	40.4000	42.4200	44.5400	46.7700	UM
		6669.86	7002.66	7352.80	7720.26	8106.80	

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5915	DETENTION AIDE	13.7200	14.4100	15.1300	15.8900	16.6800	GE
		2378.13	2497.73	2622.53	2754.26	2891.20	
4701	DEVELOPMENT AIDE I	14.0500	14.7500	15.4900	16.2600	17.0700	GE
		2435.33	2556.66	2684.93	2818.40	2958.80	
4702	DEVELOPMENT AIDE II	15.5200	16.3000	17.1200	17.9800	18.8800	GE
		2690.13	2825.33	2967.46	3116.53	3272.53	
4507	DEVELOPMENT SVS BRANCH MGR	34.0000	35.7000	37.4900	39.3600	41.3300	MA
		5893.33	6188.00	6498.26	6822.40	7163.86	
4709	DEVELOPMENT TECHNICIAN I	17.1100	17.9700	18.8700	19.8100	20.8000	GE
		2965.73	3114.80	3270.80	3433.73	3605.33	
4710	DEVELOPMENT TECHNICIAN II	18.9000	19.8500	20.8400	21.8800	22.9700	GE
		3276.00	3440.66	3612.26	3792.53	3981.46	
1262	DIRECTOR OF CHILD SUPPORT SVCS	52.2900	54.9000	57.6500	60.5300	63.5600	UD
		9063.60	9516.00	9992.66	10491.86	11017.06	
1285	DIRECTOR OF DEVELOPMENT SRVCS	51.4800	54.0500	56.7500	59.5900	62.5700	UD
		8923.20	9368.66	9836.66	10328.93	10845.46	
1236	DIRECTOR OF ENVIRONMENTAL MGMT	52.4200	55.0400	57.7900	60.6800	63.7100	UD
		9086.13	9540.26	10016.93	10517.86	11043.06	
0176	DIRECTOR OF FACILITIES/FLEET	49.7400	52.2300	54.8400	57.5800	60.4600	UD
		8621.60	9053.20	9505.60	9980.53	10479.73	
1250	DIRECTOR OF HEALTH SERVICES	60.5000	63.5300	66.7100	70.0500	73.5500	UD
		10486.66	11011.86	11563.06	12142.00	12748.66	
0231	DIRECTOR OF HUMAN RESOURCES	49.3700	51.8400	54.4300	57.1500	60.0100	UD
		8557.46	8985.60	9434.53	9906.00	10401.73	

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1281	DIRECTOR OF HUMAN SERVICES	60.5000	63.5300	66.7100	70.0500	73.5500	UD
		10486.66	11011.86	11563.06	12142.00	12748.66	
0206	DIRECTOR OF INFORMATION TECH	52.4200	55.0400	57.7900	60.6800	63.7100	UD
		9086.13	9540.26	10016.93	10517.86	11043.06	
1246	DIRECTOR OF LIBRARY SERVICES	43.3800	45.5500	47.8300	50.2200	52.7300	UD
		7519.20	7895.33	8290.53	8704.80	9139.86	
1240	DIRECTOR OF PUBLIC HEALTH	54.7800	57.5200	60.4000	63.4200	66.5900	UD
		9495.20	9970.13	10469.33	10992.80	11542.26	
1286	DIRECTOR OF TRANSPORTATION	56.9900	59.8400	62.8300	65.9700	69.2700	UD
		9878.26	10372.26	10890.53	11434.80	12006.80	
8119	DISEASE INV & CONTROL SPEC I	21.3900	22.4600	23.5800	24.7600	26.0000	PL
		3707.60	3893.06	4087.20	4291.73	4506.66	
8120	DISEASE INV & CONTROL SPEC II	23.7800	24.9700	26.2200	27.5300	28.9100	PL
		4121.86	4328.13	4544.80	4771.86	5011.06	
4655	DISPOSAL SITE SUPERVISOR	32.9500	34.6000	36.3300	38.1500	40.0600	SU
		5711.33	5997.33	6297.20	6612.66	6943.73	
1121	DISTRICT ATTORNEY	76.8800	76.8800	76.8800	76.8800	76.8800	EL
		13325.86	13325.86	13325.86	13325.86	13325.86	
7607	EARLY CHILDHOOD LITERACY SPEC	14.3500	15.0700	15.8200	16.6100	17.4400	GE
		2487.33	2612.13	2742.13	2879.06	3022.93	
1310	ECONOMIC DEVELOPMENT COORD	34.5300	36.2600	38.0700	39.9700	41.9700	UM
		5985.20	6285.06	6598.80	6928.13	7274.80	
2607	ELECTIONS TECHNICIAN I	14.5400	15.2700	16.0300	16.8300	17.6700	GE
		2520.26	2646.80	2778.53	2917.20	3062.80	

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2608	ELECTIONS TECHNICIAN II	16.1600	16.9700	17.8200	18.7100	19.6500	GE
		2801.06	2941.46	3088.80	3243.06	3406.00	
7110	ELIGIBILITY SUPERVISOR I	19.1900	20.1500	21.1600	22.2200	23.3300	SU
		3326.26	3492.66	3667.73	3851.46	4043.86	
7109	ELIGIBILITY SYSTEMS SPECIALIST	18.2300	19.1400	20.1000	21.1100	22.1700	GE
		3159.86	3317.60	3484.00	3659.06	3842.80	
7101	ELIGIBILITY WORKER I	13.6500	14.3300	15.0500	15.8000	16.5900	GE
		2366.00	2483.86	2608.66	2738.66	2875.60	
7102	ELIGIBILITY WORKER II	15.1700	15.9300	16.7300	17.5700	18.4500	GE
		2629.46	2761.20	2899.86	3045.46	3198.00	
7103	ELIGIBILITY WORKER III	16.6900	17.5200	18.4000	19.3200	20.2900	GE
		2892.93	3036.80	3189.33	3348.80	3516.93	
7501	EMPLOYMENT & TRAINING WKR I	15.3600	16.1300	16.9400	17.7900	18.6800	GE
		2662.40	2795.86	2936.26	3083.60	3237.86	
7502	EMPLOYMENT & TRAINING WKR II	17.0700	17.9200	18.8200	19.7600	20.7500	GE
		2958.80	3106.13	3262.13	3425.06	3596.66	
7503	EMPLOYMENT & TRAINING WKR III	18.7800	19.7200	20.7100	21.7500	22.8400	GE
		3255.20	3418.13	3589.73	3770.00	3958.93	
7505	EMPLOYMENT & TRAINING WKR SUPV	21.5900	22.6700	23.8000	24.9900	26.2400	SU
		3742.26	3929.46	4125.33	4331.60	4548.26	
0166	EMS AGENCY ADMINISTRATOR	33.2300	34.8900	36.6300	38.4600	40.3800	MA
		5759.86	6047.60	6349.20	6666.40	6999.20	
0165	EMS AGENCY ASST ADMINISTRATOR	26.1100	27.4200	28.7900	30.2300	31.7400	SU
		4525.73	4752.80	4990.26	5239.86	5501.60	

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0167	EMS AGENCY MEDICAL DIRECTOR	53,880.00	56,570.00	59,400.00	62,370.00	65,490.00	PL
7836	ENERGY/WEATHERIZATION TECH I	13,970.00	14,670.00	15,400.00	16,170.00	16,980.00	TC
7835	ENERGY/WEATHERIZATION TECH II	15,520.00	16,300.00	17,120.00	17,980.00	18,880.00	TC
4715	ENGINEERING AIDE	18,560.00	19,490.00	20,460.00	21,480.00	22,550.00	GE
4717	ENGINEERING TECHNICIAN	20,620.00	21,650.00	22,730.00	23,870.00	25,060.00	GE
4611	ENVIRONMENTAL BRANCH MANAGER	34,450.00	36,170.00	37,980.00	39,880.00	41,870.00	MA
4607	ENVIRONMENTAL HEALTH MANAGER	34,450.00	36,170.00	37,980.00	39,880.00	41,870.00	MA
4601	ENVIRONMENTAL HEALTH SPEC I	20,390.00	21,410.00	22,480.00	23,600.00	24,780.00	PL
4602	ENVIRONMENTAL HEALTH SPEC II	22,650.00	23,780.00	24,970.00	26,220.00	27,530.00	PL
8509	EPIDEMIOLOGIST	26,540.00	27,870.00	29,260.00	30,720.00	32,260.00	PL
6203	EQUIPMENT MAINTENANCE SUPV	21,760.00	22,850.00	23,990.00	25,190.00	26,450.00	TC
6205	EQUIPMENT MECHANIC HELPER	15,320.00	16,090.00	16,890.00	17,730.00	18,620.00	TC

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6201	EQUIPMENT MECHANIC I	17.0300	17.8800	18.7700	19.7100	20.7000	TC
		2951.86	3099.20	3253.46	3416.40	3588.00	
6202	EQUIPMENT MECHANIC II	18.9100	19.8600	20.8500	21.8900	22.9800	TC
		3277.73	3442.40	3614.00	3794.26	3983.20	
6206	EQUIPMENT MECHANIC III	19.8700	20.8600	21.9000	23.0000	24.1500	TC
		3444.13	3615.73	3796.00	3986.66	4186.00	
6135	EQUIPMENT SUPERINTENDENT	32.9700	34.6200	36.3500	38.1700	40.0800	MA
		5714.80	6000.80	6300.66	6616.13	6947.20	
2113	EXECUTIVE ASSISTANT	16.5600	17.3900	18.2600	19.1700	20.1300	CO
		2870.40	3014.26	3165.06	3322.80	3489.20	
1322	EXECUTIVE ASST TO THE CAO	17.7700	18.6600	19.5900	20.5700	21.6000	CO
		3080.13	3234.40	3395.60	3565.46	3744.00	
2112	EXECUTIVE SECRETARY	16.1600	16.9700	17.8200	18.7100	19.6500	GE
		2801.06	2941.46	3088.80	3243.06	3406.00	
0188	FACILITIES MANAGER	43.5100	45.6900	47.9700	50.3700	52.8900	MA
		7541.73	7919.60	8314.80	8730.80	9167.60	
7104	FAIR HEARING OFFICER	17.9400	18.8400	19.7800	20.7700	21.8100	GE
		3109.60	3265.60	3428.53	3600.13	3780.40	
0193	FISCAL ADMIN MANAGER	34.5300	36.2600	38.0700	39.9700	41.9700	MA
		5985.20	6285.06	6598.80	6928.13	7274.80	
2201	FISCAL ASSISTANT I	13.8200	14.5100	15.2400	16.0000	16.8000	GE
		2395.46	2515.06	2641.60	2773.33	2912.00	
2202	FISCAL ASSISTANT II	15.3500	16.1200	16.9300	17.7800	18.6700	GE
		2660.66	2794.13	2934.53	3081.86	3236.13	

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2205	FISCAL SERVICES SUPV	21.7800	22.8700	24.0100	25.2100	26.4700	SU
		3775.20	3964.13	4161.73	4369.73	4588.13	
2203	FISCAL TECHNICIAN	18.1500	19.0600	20.0100	21.0100	22.0600	GE
		3146.00	3303.73	3468.40	3641.73	3823.73	
6307	FLEET SERVICES MANAGER	36.1600	37.9700	39.8700	41.8600	43.9500	MA
		6267.73	6581.46	6910.80	7255.73	7618.00	
6305	FLEET SERVICES SUPERVISOR	20.1200	21.1300	22.1900	23.3000	24.4700	TC
		3487.46	3662.53	3846.26	4038.66	4241.46	
6300	FLEET SERVICES TECHNICIAN I	15.7400	16.5300	17.3600	18.2300	19.1400	TC
		2728.26	2865.20	3009.06	3159.86	3317.60	
6301	FLEET SERVICES TECHNICIAN II	17.4800	18.3500	19.2700	20.2300	21.2400	TC
		3029.86	3180.66	3340.13	3506.53	3681.60	
7825	FOOD SERVICE AIDE	09.9500	10.4500	10.9700	11.5200	12.1000	GE
		1724.66	1811.33	1901.46	1996.80	2097.33	
7824	FOOD SERVICES SUPERVISOR	15.8900	16.6800	17.5100	18.3900	19.3100	SU
		2754.26	2891.20	3035.06	3187.60	3347.06	
1221	GENERAL MGR EDC WATER AGENCY	37.0300	38.8800	40.8200	42.8600	45.0000	SU
		6418.53	6739.20	7075.46	7429.06	7800.00	
4075	GENERAL TRAINEE - X HELP	08.0000	08.0000	08.0000	08.0000	08.0000	EH
		1386.66	1386.66	1386.66	1386.66	1386.66	
4111	GEOLOGIST	32.0000	33.6000	35.2800	37.0400	38.8900	PL
		5546.66	5824.00	6115.20	6420.26	6740.93	
3181	GIS ANALYST I	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	

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3182	GIS ANALYST II	30.1900	31.7000	33.2900	34.9500	36.7000	PL
		5232.93	5494.66	5770.26	6058.00	6361.33	
3109	GIS SPECIALIST I	19.5600	20.5400	21.5700	22.6500	23.7800	GE
		3390.40	3560.26	3738.80	3926.00	4121.86	
3110	GIS SPECIALIST II	21.7400	22.8300	23.9700	25.1700	26.4300	GE
		3768.26	3957.20	4154.80	4362.80	4581.20	
5200	GRADUATE LEGAL ASSISTANT X-HLP	18.0000	18.9000	19.8500	20.8400	21.8800	EH
		3120.00	3276.00	3440.66	3612.26	3792.53	
6621	GROUNDS MAINTENANCE WORKER I	13.9700	14.6700	15.4000	16.1700	16.9800	TC
		2421.46	2542.80	2669.33	2802.80	2943.20	
6622	GROUNDS MAINTENANCE WORKER II	15.5200	16.3000	17.1200	17.9800	18.8800	TC
		2690.13	2825.33	2967.46	3116.53	3272.53	
4616	HAZ MAT/RECYCLING SPECIALIST	28.6500	30.0800	31.5800	33.1600	34.8200	PL
		4966.00	5213.86	5473.86	5747.73	6035.46	
4653	HAZ MATERIALS/RECYCLING TECH	20.8900	21.9300	23.0300	24.1800	25.3900	TC
		3620.93	3801.20	3991.86	4191.20	4400.93	
8501	HEALTH EDUCATION COORDINATOR	23.7800	24.9700	26.2200	27.5300	28.9100	PL
		4121.86	4328.13	4544.80	4771.86	5011.06	
1509	HEALTH PROGRAM MANAGER	28.7800	30.2200	31.7300	33.3200	34.9900	MA
		4988.53	5238.13	5499.86	5775.46	6064.93	
8215	HEALTH PROGRAM SPECIALIST	19.0200	19.9700	20.9700	22.0200	23.1200	GE
		3296.80	3461.46	3634.80	3816.80	4007.46	
8521	HEALTH PROMOTIONS AIDE	14.9700	15.7200	16.5100	17.3400	18.2100	GE
		2594.80	2724.80	2861.73	3005.60	3156.40	

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0203	HEALTH PROMOTIONS DIV MGR	36.0100 6241.73	37.8100 6553.73	39.7000 6881.33	41.6900 7226.26	43.7700 7586.80	MA
6124	HIGHWAY MAINTENANCE SUPERVISOR	25.1800 4364.53	26.4400 4582.93	27.7600 4811.73	29.1500 5052.66	30.6100 5305.73	TC
6121	HIGHWAY MAINTENANCE WORKER I	15.4700 2681.46	16.2400 2814.93	17.0500 2955.33	17.9000 3102.66	18.8000 3258.66	TC
6122	HIGHWAY MAINTENANCE WORKER II	17.2000 2981.33	18.0600 3130.40	18.9600 3286.40	19.9100 3451.06	20.9100 3624.40	TC
6123	HIGHWAY MAINTENANCE WORKER III	19.0800 3307.20	20.0300 3471.86	21.0300 3645.20	22.0800 3827.20	23.1800 4017.86	TC
6126	HIGHWAY MAINTENANCE WORKER IV	20.0500 3475.33	21.0500 3648.66	22.1000 3830.66	23.2100 4023.06	24.3700 4224.13	TC
6132	HIGHWAY SUPERINTENDENT	32.9700 5714.80	34.6200 6000.80	36.3500 6300.66	38.1700 6616.13	40.0800 6947.20	MA
7811	HOMEMAKER	11.9400 2069.60	12.5400 2173.60	13.1700 2282.80	13.8300 2397.20	14.5200 2516.80	GE
7812	HOMEMAKER SUPERVISOR	13.7400 2381.60	14.4300 2501.20	15.1500 2626.00	15.9100 2757.73	16.7100 2896.40	SU
7307	HOUSING PROGRAM COORDINATOR	18.6800 3237.86	19.6100 3399.06	20.5900 3568.93	21.6200 3747.46	22.7000 3934.66	SU
7305	HOUSING PROGRAM SPECIALIST I	16.1700 2802.80	16.9800 2943.20	17.8300 3090.53	18.7200 3244.80	19.6600 3407.73	GE
7306	HOUSING PROGRAM SPECIALIST II	16.9800 2943.20	17.8300 3090.53	18.7200 3244.80	19.6600 3407.73	20.6400 3577.60	GE

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1902	IHSS PUB AUTH REG/TRNG SPCLST	16.1700	16.9800	17.8300	18.7200	19.6600	GE
		2802.80	2943.20	3090.53	3244.80	3407.73	
1901	IHSS PUBLIC AUTHORITY PROG MGR	31.0800	32.6300	34.2600	35.9700	37.7700	MA
		5387.20	5655.86	5938.40	6234.80	6546.80	
7111	INFORMATION SYSTEMS COORD	21.7400	22.8300	23.9700	25.1700	26.4300	GE
		3768.26	3957.20	4154.80	4362.80	4581.20	
3151	INFORMATION TECH ANALYST I	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	
3152	INFORMATION TECH ANALYST II	30.1900	31.7000	33.2900	34.9500	36.7000	PL
		5232.93	5494.66	5770.26	6058.00	6361.33	
3156	INFORMATION TECH ANALYST TRNEE	21.7400	22.8300	23.9700	25.1700	26.4300	PL
		3768.26	3957.20	4154.80	4362.80	4581.20	
3176	INFORMATION TECH DEPT COORD	28.5300	29.9600	31.4600	33.0300	34.6800	PL
		4945.20	5193.06	5453.06	5725.20	6011.20	
3175	INFORMATION TECH DEPT SPEC	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	
3161	INFORMATION TECHNO TECH I	16.3400	17.1600	18.0200	18.9200	19.8700	GE
		2832.26	2974.40	3123.46	3279.46	3444.13	
3162	INFORMATION TECHNO TECH II	18.1600	19.0700	20.0200	21.0200	22.0700	GE
		3147.73	3305.46	3470.13	3643.46	3825.46	
3166	INFORMATION TECHNO TECH TRNEE	13.0700	13.7200	14.4100	15.1300	15.8900	GE
		2265.46	2378.13	2497.73	2622.53	2754.26	
3135	INFORMATION TECHNOLOGY MANAGER	38.3600	40.2800	42.2900	44.4000	46.6200	MA
		6649.06	6981.86	7330.26	7696.00	8080.80	

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31174	INFORMATION TECHNOLOGY OFFICER	36.5300	38.3600	40.2800	42.2900	44.4000	SU
		6331.86	6649.06	6981.86	7330.26	7696.00	
1299	INTERNAL AUDITOR	41.4400	43.5100	45.6900	47.9700	50.3700	UM
		7182.93	7541.73	7919.60	8314.80	8730.80	
5607	INVESTIGATIVE ASSISTANT	17.7600	18.6500	19.5800	20.5600	21.5900	GE
		3078.40	3232.66	3393.86	3563.73	3742.26	
5603	INVESTIGATOR (DIST. ATTYN)	35.5900	37.3700	39.2400	41.2000	43.2600	SA
		6168.93	6477.46	6801.60	7141.33	7498.40	
5613	INVESTIGATOR (PUBLIC DEFENDER)	27.5400	28.9200	30.3700	31.8900	33.4800	GE
		4773.60	5012.80	5264.13	5527.60	5803.20	
3115	IT ANALYST I - NETWORKING	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	
3118	IT ANALYST I - OFFICE SYSTEMS	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	
3121	IT ANALYST I - OPERATING SYST	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	
3124	IT ANALYST I - SERVER ADMIN	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	
3127	IT ANALYST I - TELECOMM	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	
3112	IT ANALYST I-APP/WEB DEV/SUPT	27.1700	28.5300	29.9600	31.4600	33.0300	PL
		4709.46	4945.20	5193.06	5453.06	5725.20	
3116	IT ANALYST II - NETWORKING	30.1900	31.7000	33.2900	34.9500	36.7000	PL
		5232.93	5494.66	5770.26	6058.00	6361.33	

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3119	IT ANALYST II - OFFICE SYSTEMS	30.1900 5232.93	31.7000 5494.66	33.2900 5770.26	34.9500 6058.00	36.7000 6361.33	PL
3122	IT ANALYST II - OPERATING SYST	30.1900 5232.93	31.7000 5494.66	33.2900 5770.26	34.9500 6058.00	36.7000 6361.33	PL
3125	IT ANALYST II - SERVER ADMIN	30.1900 5232.93	31.7000 5494.66	33.2900 5770.26	34.9500 6058.00	36.7000 6361.33	PL
3128	IT ANALYST II - TELECOMM	30.1900 5232.93	31.7000 5494.66	33.2900 5770.26	34.9500 6058.00	36.7000 6361.33	PL
3113	IT ANALYST II-APP/WEB DEV/SUPT	30.1900 5232.93	31.7000 5494.66	33.2900 5770.26	34.9500 6058.00	36.7000 6361.33	PL
3114	IT ANALYST TR - NETWORKING	21.7400 3768.26	22.8300 3957.20	23.9700 4154.80	25.1700 4362.80	26.4300 4581.20	PL
3117	IT ANALYST TR - OFFICE SYSTEMS	21.7400 3768.26	22.8300 3957.20	23.9700 4154.80	25.1700 4362.80	26.4300 4581.20	PL
3120	IT ANALYST TR - OPERATING SYST	21.7400 3768.26	22.8300 3957.20	23.9700 4154.80	25.1700 4362.80	26.4300 4581.20	PL
3123	IT ANALYST TR - SERVER ADMIN	21.7400 3768.26	22.8300 3957.20	23.9700 4154.80	25.1700 4362.80	26.4300 4581.20	PL
3126	IT ANALYST TR - TELECOMM	21.7400 3768.26	22.8300 3957.20	23.9700 4154.80	25.1700 4362.80	26.4300 4581.20	PL
3111	IT ANALYST TR-APP/WEB DEV/SUPT	21.7400 3768.26	22.8300 3957.20	23.9700 4154.80	25.1700 4362.80	26.4300 4581.20	PL
5816	KENNEL ATTENDANT	12.1400 2104.26	12.7500 2210.00	13.3900 2320.93	14.0600 2437.06	14.7600 2558.40	TC

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5815	KENNEL SUPERVISOR	16.4800	17.3000	18.1700	19.0800	20.0300	TC
		2856.53	2998.66	3149.46	3307.20	3471.86	
1400	LABOR RELATIONS MANAGER	39.2300	41.1900	43.2500	45.4100	47.6800	UM
		6799.86	7139.60	7496.66	7871.06	8264.53	
2421	LEGAL CLERK I	12.1400	12.7500	13.3900	14.0600	14.7600	GE
		2104.26	2210.00	2320.93	2437.06	2558.40	
2422	LEGAL CLERK II	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
2423	LEGAL CLERK III	14.3500	15.0700	15.8200	16.6100	17.4400	GE
		2487.33	2612.13	2742.13	2879.06	3022.93	
2411	LEGAL OFFICE ASSISTANT I	12.1400	12.7500	13.3900	14.0600	14.7600	GE
		2104.26	2210.00	2320.93	2437.06	2558.40	
2412	LEGAL OFFICE ASSISTANT II	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
2406	LEGAL OFFICE SERVICES MANAGER	24.6700	25.9000	27.2000	28.5600	29.9900	MA
		4276.13	4489.33	4714.66	4950.40	5198.26	
2404	LEGAL OFFICE SERVICES SUPV	16.6100	17.4400	18.3100	19.2300	20.1900	SU
		2879.06	3022.93	3173.73	3333.20	3499.60	
2425	LEGAL OFFICE SUPERVISOR	16.6100	17.4400	18.3100	19.2300	20.1900	SU
		2879.06	3022.93	3173.73	3333.20	3499.60	
2405	LEGAL SECRETARIAL SRVS SUPV	20.3600	21.3800	22.4500	23.5700	24.7500	SU
		3529.06	3705.86	3891.33	4085.46	4290.00	
2401	LEGAL SECRETARY I	14.8200	15.5600	16.3400	17.1600	18.0200	GE
		2568.80	2697.06	2832.26	2974.40	3123.46	

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2402	LEGAL SECRETARY II	16.4700	17.2900	18.1500	19.0600	20.0100	GE
		2854.80	2996.93	3146.00	3303.73	3468.40	
7616	LIBRARIAN I	18.2400	19.1500	20.1100	21.1200	22.1800	PL
		3161.60	3319.33	3485.73	3660.80	3844.53	
7617	LIBRARIAN II	20.2700	21.2800	22.3400	23.4600	24.6300	PL
		3513.46	3688.53	3872.26	4066.40	4269.20	
7601	LIBRARY ASSISTANT I	12.1400	12.7500	13.3900	14.0600	14.7600	GE
		2104.26	2210.00	2320.93	2437.06	2558.40	
7602	LIBRARY ASSISTANT II	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
7621	LIBRARY CIRCULATION SUPV	16.5100	17.3400	18.2100	19.1200	20.0800	SU
		2861.73	3005.60	3156.40	3314.13	3480.53	
7606	LIBRARY TECHNICIAN	15.4300	16.2000	17.0100	17.8600	18.7500	GE
		2674.53	2808.00	2948.40	3095.73	3250.00	
8106	LICENSED VOCATIONAL NURSE	16.8100	17.6500	18.5300	19.4600	20.4300	GE
		2913.73	3059.33	3211.86	3373.06	3541.20	
7626	LITERACY SERVICES COORDINATOR	15.7900	16.5800	17.4100	18.2800	19.1900	GE
		2736.93	2873.86	3017.73	3168.53	3326.26	
7303	LONG TERM CARE OMBUDSMAN	18.6000	19.5300	20.5100	21.5400	22.6200	GE
		3224.00	3385.20	3555.06	3733.60	3920.80	
0181	MANAGER OF AIRPORT/PARKS/GRNDS	36.2500	38.0600	39.9600	41.9600	44.0600	MA
		6283.33	6597.06	6926.40	7273.06	7637.06	
3136	MANAGER OF GIS	38.3500	40.2700	42.2800	44.3900	46.6100	MA
		6647.33	6980.13	7328.53	7694.26	8079.06	

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0226	MANAGER OF MENTAL HEALTH PROG	37.1200	38.9800	40.9300	42.9800	45.1300	MA
		6434.13	6756.53	7094.53	7449.86	7822.53	
3804	MANAGER OF PUB SAFETY DISPATCH	28.7200	30.1600	31.6700	33.2500	34.9100	MA
		4978.13	5227.73	5489.46	5763.33	6051.06	
7831	MEALSITE COORDINATOR	11.9400	12.5400	13.1700	13.8300	14.5200	GE
		2069.60	2173.60	2282.80	2397.20	2516.80	
2506	MEDICAL ADMIN SECRETARY	15.7900	16.5800	17.4100	18.2800	19.1900	GE
		2736.93	2873.86	3017.73	3168.53	3326.26	
0204	MEDICAL ADMINISTRATIVE OFFICER	34.5300	36.2600	38.0700	39.9700	41.9700	MA
		5985.20	6285.06	6598.80	6928.13	7274.80	
2521	MEDICAL BILLING ASSISTANT I	14.8500	15.5900	16.3700	17.1900	18.0500	GE
		2574.00	2702.26	2837.46	2979.60	3128.66	
2522	MEDICAL BILLING ASSISTANT II	16.5000	17.3300	18.2000	19.1100	20.0700	GE
		2860.00	3003.86	3154.66	3312.40	3478.80	
2525	MEDICAL BILLING SUPERVISOR	20.8500	21.8900	22.9800	24.1300	25.3400	SU
		3614.00	3794.26	3983.20	4182.53	4392.26	
2501	MEDICAL OFFICE ASSISTANT I	12.1400	12.7500	13.3900	14.0600	14.7600	GE
		2104.26	2210.00	2320.93	2437.06	2558.40	
2502	MEDICAL OFFICE ASSISTANT II	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
2504	MEDICAL OFFICE SERVICES SUPV	17.2300	18.0900	18.9900	19.9400	20.9400	SU
		2986.53	3135.60	3291.60	3456.26	3629.60	
8635	MEDICAL RECORDS TECHNICIAN	15.4300	16.2000	17.0100	17.8600	18.7500	GE
		2674.53	2808.00	2948.40	3095.73	3250.00	

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2510	MEDICAL SERVICES COORDINATOR	18.0900	18.9900	19.9400	20.9400	21.9900	SU
		3135.60	3291.60	3456.26	3629.60	3811.60	
8630	MENTAL HEALTH AIDE	10.9300	11.4800	12.0500	12.6500	13.2800	GE
		1894.53	1989.86	2088.66	2192.66	2301.86	
8123	MENTAL HEALTH CLINICAL NURSE	30.5100	32.0400	33.6400	35.3200	37.0900	PL
		5288.40	5553.60	5830.93	6122.13	6428.93	
8200	MENTAL HEALTH CLINICIAN IA	22.1900	23.3000	24.4700	25.6900	26.9700	PL
		3846.26	4038.66	4241.46	4452.93	4674.80	
8203	MENTAL HEALTH CLINICIAN IB	24.4200	25.6400	26.9200	28.2700	29.6800	PL
		4232.80	4444.26	4666.13	4900.13	5144.53	
8201	MENTAL HEALTH CLINICIAN II	25.6400	26.9200	28.2700	29.6800	31.1600	PL
		4444.26	4666.13	4900.13	5144.53	5401.06	
1251	MENTAL HEALTH DIRECTOR	51.9200	54.5200	57.2500	60.1100	63.1200	UD
		8999.46	9450.13	9923.33	10419.06	10940.80	
5160	MENTAL HEALTH DRIVER - X HELP	10.8500	11.3900	11.9600	12.5600	13.1900	EH
		1880.66	1974.26	2073.06	2177.06	2286.26	
2516	MENTAL HEALTH FISCAL/REC ASST	17.3300	18.2000	19.1100	20.0700	21.0700	GE
		3003.86	3154.66	3312.40	3478.80	3652.13	
0221	MENTAL HEALTH MEDICAL DIRECTOR	82.4500	86.5700	90.9000	95.4500	100.2200	MA
		14291.33	15005.46	15756.00	16544.66	17371.46	
8111	MENTAL HEALTH NURSE PRAC	36.6200	38.4500	40.3700	42.3900	44.5100	PL
		6347.46	6664.66	6997.46	7347.60	7715.06	
8621	MENTAL HEALTH PATIENTS RTS ADV	22.1900	23.3000	24.4700	25.6900	26.9700	GE
		3846.26	4038.66	4241.46	4452.93	4674.80	

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5184	MENTAL HEALTH PROF - X HELP	20.0000	21.0000	22.0500	23.1500	24.3100	EH
		3466.66	3640.00	3822.00	4012.66	4213.73	
8205	MENTAL HEALTH PROGRAM COORD IA	28.2000	29.6100	31.0900	32.6400	34.2700	SU
		4888.00	5132.40	5388.93	5657.60	5940.13	
8204	MENTAL HEALTH PROGRAM COORD IB	29.6100	31.0900	32.6400	34.2700	35.9800	SU
		5132.40	5388.93	5657.60	5940.13	6236.53	
8206	MENTAL HEALTH PROGRAM COORD II	31.0900	32.6400	34.2700	35.9800	37.7800	SU
		5388.93	5657.60	5940.13	6236.53	6548.53	
5182	MENTAL HEALTH THRPY CONS-X HLP	40.7100	42.7500	44.8900	47.1300	49.4900	EH
		7056.40	7410.00	7780.93	8169.20	8578.26	
8631	MENTAL HEALTH WORKER I	14.5700	15.3000	16.0700	16.8700	17.7100	GE
		2525.46	2652.00	2785.46	2924.13	3069.73	
8632	MENTAL HEALTH WORKER II	16.1800	16.9900	17.8400	18.7300	19.6700	GE
		2804.53	2944.93	3092.26	3246.53	3409.46	
2621	MICROFILM/IMAGING TECH I	12.0200	12.6200	13.2500	13.9100	14.6100	GE
		2083.46	2187.46	2296.66	2411.06	2532.40	
2622	MICROFILM/IMAGING TECH II	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
7628	MUSEUM ADMINISTRATOR	23.3100	24.4800	25.7000	26.9900	28.3400	PL
		4040.40	4243.20	4454.66	4678.26	4912.26	
7819	NUTRITION SERVICES SUPERVISOR	26.2700	27.5800	28.9600	30.4100	31.9300	SU
		4553.46	4780.53	5019.73	5271.06	5534.53	
7816	NUTRITIONIST	23.8800	25.0700	26.3200	27.6400	29.0200	PL
		4139.20	4345.46	4562.13	4790.93	5030.13	

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8411	OCCUPATIONAL THERAPIST	32,960.00	34,610.00	36,340.00	38,160.00	40,070.00	PL
		5713.06	5999.06	6298.93	6614.40	6945.46	
2101	OFFICE ASSISTANT I	10,930.00	11,480.00	12,050.00	12,650.00	13,280.00	GE
		1894.53	1989.86	2088.66	2192.66	2301.86	
2102	OFFICE ASSISTANT II	12,140.00	12,750.00	13,390.00	14,060.00	14,760.00	GE
		2104.26	2210.00	2320.93	2437.06	2558.40	
2103	OFFICE ASSISTANT III	13,350.00	14,020.00	14,720.00	15,460.00	16,230.00	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
2121	OFFICE ASSISTANT SUPV I	15,360.00	16,130.00	16,940.00	17,790.00	18,680.00	SU
		2662.40	2795.86	2936.26	3083.60	3237.86	
2122	OFFICE ASSISTANT SUPV II	16,890.00	17,730.00	18,620.00	19,550.00	20,530.00	SU
		2927.60	3073.20	3227.46	3388.66	3558.53	
2125	OFFICE SERVICES SUPV	15,360.00	16,130.00	16,940.00	17,790.00	18,680.00	SU
		2662.40	2795.86	2936.26	3083.60	3237.86	
2106	OFFICE TECHNICIAN	14,350.00	15,070.00	15,820.00	16,610.00	17,440.00	GE
		2487.33	2612.13	2742.13	2879.06	3022.93	
4505	OPERATIONS SUPERVISOR	27,400.00	28,770.00	30,210.00	31,720.00	33,310.00	TC
		4749.33	4986.80	5236.40	5498.13	5773.73	
5115	PARALEGAL I	17,520.00	18,400.00	19,320.00	20,290.00	21,300.00	GE
		3036.80	3189.33	3348.80	3516.93	3692.00	
5116	PARALEGAL II	18,940.00	19,890.00	20,880.00	21,920.00	23,020.00	GE
		3282.93	3447.60	3619.20	3799.46	3990.13	
6220	PARK OPERATIONS ASSISTANT - EH	10,710.00	11,250.00	11,810.00	12,400.00	13,020.00	EH
		1856.40	1950.00	2047.06	2149.33	2256.80	

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4207	PARKS PROJECT COORDINATOR	25.5900	26.8700	28.2100	29.6200	31.1000	PL
		4435.60	4657.46	4889.73	5134.13	5390.66	
3511	PARTS TECHNICIAN	16.0800	16.8800	17.7200	18.6100	19.5400	TC
		2787.20	2925.86	3071.46	3225.73	3386.93	
3304	PAYROLL BENEFITS SPECIALIST	22.4700	23.5900	24.7700	26.0100	27.3100	CO
		3894.80	4088.93	4293.46	4508.40	4733.73	
1401	PERSONNEL ANALYST I	22.7900	23.9300	25.1300	26.3900	27.7100	UM
		3950.26	4147.86	4355.86	4574.26	4803.06	
1402	PERSONNEL ANALYST II	25.3300	26.6000	27.9300	29.3300	30.8000	UM
		4390.53	4610.66	4841.20	5083.86	5338.66	
1408	PERSONNEL ASSISTANT	18.4600	19.3800	20.3500	21.3700	22.4400	CO
		3199.73	3359.20	3527.33	3704.13	3889.60	
1410	PERSONNEL SPECIALIST	16.4100	17.2300	18.0900	18.9900	19.9400	CO
		2844.40	2986.53	3135.60	3291.60	3456.26	
1406	PERSONNEL TECHNICIAN	20.5200	21.5500	22.6300	23.7600	24.9500	CO
		3556.80	3735.33	3922.53	4118.40	4324.66	
8405	PHYSICAL THERAPIST	32.9600	34.6100	36.3400	38.1600	40.0700	PL
		5713.06	5999.06	6298.93	6614.40	6945.46	
0168	PHYSICIAN	53.8800	56.5700	59.4000	62.3700	65.4900	PL
		9339.20	9805.46	10296.00	10810.80	11351.60	
4221	PLANS EXAMINATION ENGINEER	32.0000	33.6000	35.2800	37.0400	38.8900	PL
		5546.66	5824.00	6115.20	6420.26	6740.93	
8199	POST-DOC PSYCHOLOGY INTERN-EH	15.5300	15.5300	15.5300	15.5300	15.5300	EH
		2691.86	2691.86	2691.86	2691.86	2691.86	

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9992	PRECINCT PLANNING SPECIALIST	19.5600	20.5400	21.5700	22.6500	23.7800	GE
		3390.40	3560.26	3738.80	3926.00	4121.86	
5187	PRIMARY INTERVENTION AIDE - EH	12.4600	12.4600	12.4600	12.4600	12.4600	EH
		2159.73	2159.73	2159.73	2159.73	2159.73	
1309	PRINCIPAL ADMIN ANALYST	41.4400	43.5100	45.6900	47.9700	50.3700	UM
		7182.93	7541.73	7919.60	8314.80	8730.80	
5105	PRINCIPAL ASST COUNTY COUNSEL	46.4600	48.7800	51.2200	53.7800	56.4700	CC
		8053.06	8455.20	8878.13	9321.86	9788.13	
4102	PRINCIPAL ENGINEERING TECH	29.0900	30.5400	32.0700	33.6700	35.3500	SU
		5042.26	5293.60	5558.80	5836.13	6127.33	
1300	PRINCIPAL FINANCIAL ANALYST	41.4400	43.5100	45.6900	47.9700	50.3700	UM
		7182.93	7541.73	7919.60	8314.80	8730.80	
3155	PRINCIPAL INFO TECH ANALYST	36.5300	38.3600	40.2800	42.2900	44.4000	SU
		6331.86	6649.06	6981.86	7330.26	7696.00	
1403	PRINCIPAL PERSONNEL ANALYST	33.5000	35.1800	36.9400	38.7900	40.7300	UM
		5806.66	6097.86	6402.93	6723.60	7059.86	
4204	PRINCIPAL PLANNER	32.3800	34.0000	35.7000	37.4900	39.3600	MA
		5612.53	5893.33	6188.00	6498.26	6822.40	
1505	PRINCIPAL RISK MGMT ANALYST	33.5000	35.1800	36.9400	38.7900	40.7300	UM
		5806.66	6097.86	6402.93	6723.60	7059.86	
1312	PRIVACY/COMPLIANCE OFFICER	30.0300	31.5300	33.1100	34.7700	36.5100	MA
		5205.20	5465.20	5739.06	6026.80	6328.40	
0185	PROCUREMENT & CONTRACT MANAGER	36.2500	38.0600	39.9600	41.9600	44.0600	MA
		6283.33	6597.06	6926.40	7273.06	7637.06	

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7300	PROGRAM AIDE	11.9400	12.5400	13.1700	13.8300	14.5200	GE
		2069.60	2173.60	2282.80	2397.20	2516.80	
7301	PROGRAM ASSISTANT	16.1700	16.9800	17.8300	18.7200	19.6600	GE
		2802.80	2943.20	3090.53	3244.80	3407.73	
7302	PROGRAM COORDINATOR	18.6000	19.5300	20.5100	21.5400	22.6200	SU
		3224.00	3385.20	3555.06	3733.60	3920.80	
7121	PROGRAM MANAGER I	34.5300	36.2600	38.0700	39.9700	41.9700	MA
		5985.20	6285.06	6598.80	6928.13	7274.80	
7122	PROGRAM MANAGER II	40.0900	42.0900	44.1900	46.4000	48.7200	MA
		6948.93	7295.60	7659.60	8042.66	8444.80	
7120	PROGRAM MANAGER-PROTECTIVE SVC	37.1200	38.9800	40.9300	42.9800	45.1300	MA
		6434.13	6756.53	7094.53	7449.86	7822.53	
2605	PROPERTY TRANSFER SPECIALIST	19.0800	20.0300	21.0300	22.0800	23.1800	GE
		3307.20	3471.86	3645.20	3827.20	4017.86	
2606	PROPERTY TRANSFER SUPV	21.9400	23.0400	24.1900	25.4000	26.6700	SU
		3802.93	3993.60	4192.93	4402.66	4622.80	
5925	PROPERTY-EVIDENCE TECHNICIAN	19.7000	20.6900	21.7200	22.8100	23.9500	GE
		3414.66	3586.26	3764.80	3953.73	4151.33	
8213	PSYCHIATRIC CASE MANAGER	19.9800	20.9800	22.0300	23.1300	24.2900	GE
		3463.20	3636.53	3818.53	4009.20	4210.26	
5648	PSYCHIATRIC CLINICIAN - X HELP	91.0900	91.0900	91.0900	91.0900	91.0900	EH
		15788.93	15788.93	15788.93	15788.93	15788.93	
8121	PSYCHIATRIC NURSING SUPV	30.5100	32.0400	33.6400	35.3200	37.0900	SU
		5288.40	5553.60	5830.93	6122.13	6428.93	

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8211	PSYCHIATRIC TECHNICIAN I	17.9800	18.8800	19.8200	20.8100	21.8500	GE
		3116.53	3272.53	3435.46	3607.06	3787.33	
8212	PSYCHIATRIC TECHNICIAN II	19.9800	20.9800	22.0300	23.1300	24.2900	GE
		3463.20	3636.53	3818.53	4009.20	4210.26	
8225	PSYCHIATRIST	78.6900	82.6200	86.7500	91.0900	95.6400	PL
		13639.60	14320.80	15036.66	15788.93	16577.60	
1261	PUBLIC DEFENDER	59.4300	62.4000	62.5200	68.8000	72.2400	UD
		10301.20	10816.00	10836.80	11925.33	12521.60	
8611	PUBLIC HLTH AIDE	12.1400	12.7500	13.3900	14.0600	14.7600	GE
		2104.26	2210.00	2320.93	2437.06	2558.40	
5738	PUBLIC HLTH CLINICIAN - X HELP	47.4800	49.8500	52.3400	54.9600	57.7100	EH
		8229.86	8640.66	9072.26	9526.40	10003.06	
5739	PUBLIC HLTH CLINICIAN BRD CERT	79.1400	83.1000	87.2600	91.6200	96.2000	EH
		13717.60	14404.00	15125.06	15880.80	16674.66	
8301	PUBLIC HLTH LAB DIRECTOR	36.9300	38.7800	40.7200	42.7600	44.9000	MA
		6401.20	6721.86	7058.13	7411.73	7782.66	
8305	PUBLIC HLTH LAB TECH I	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
8306	PUBLIC HLTH LAB TECH II	14.6900	15.4200	16.1900	17.0000	17.8500	GE
		2546.26	2672.80	2806.26	2946.66	3094.00	
8311	PUBLIC HLTH MICROBIOLOGIST	26.5400	27.8700	29.2600	30.7200	32.2600	PL
		4600.26	4830.80	5071.73	5324.80	5591.73	
8110	PUBLIC HLTH NURS PRAC/PHY ASST	36.6200	38.4500	40.3700	42.3900	44.5100	PL
		6347.46	6664.66	6997.46	7347.60	7715.06	

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8115	PUBLIC HLTH NURSE I	23.8800	25.0700	26.3200	27.6400	29.0200	PL
		4139.20	4345.46	4562.13	4790.93	5030.13	
8116	PUBLIC HLTH NURSE II	26.5400	27.8700	29.2600	30.7200	32.2600	PL
		4600.26	4830.80	5071.73	5324.80	5591.73	
1241	PUBLIC HLTH OFFICER	58.2500	61.1600	64.2200	67.4300	70.8000	UM
		10096.66	10601.06	11131.46	11687.86	12272.00	
1242	PUBLIC HLTH PREPAREDNESS DV MG	36.0100	37.8100	39.7000	41.6900	43.7700	MA
		6241.73	6553.73	6881.33	7226.26	7586.80	
0326	PUBLIC HLTH SERVICES MANAGER	33.5700	35.2500	37.0100	38.8600	40.8000	MA
		5818.80	6110.00	6415.06	6735.73	7072.00	
4606	PUBLIC INFORMATION SPECIALIST	26.0500	27.3500	28.7200	30.1600	31.6700	PL
		4515.33	4740.66	4978.13	5227.73	5489.46	
3801	PUBLIC SAFETY DISPATCHER I	17.6700	18.5500	19.4800	20.4500	21.4700	TC
		3062.80	3215.33	3376.53	3544.66	3721.46	
3802	PUBLIC SAFETY DISPATCHER II	19.6500	20.6300	21.6600	22.7400	23.8800	TC
		3406.00	3575.86	3754.40	3941.60	4139.20	
2115	PUBLIC SERVICES ASSISTANT	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
5900	QUALITY IMPROVEMENT COORD	23.2900	24.4500	25.6700	26.9500	28.3000	PL
		4036.93	4238.00	4449.46	4671.33	4905.33	
3814	RADIO MAINTENANCE TECH	19.5800	20.5600	21.5900	22.6700	23.8000	TC
		3393.86	3563.73	3742.26	3929.46	4125.33	
2611	RECORDABLE DOC EXAM/INDEXER I	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	

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2612	RECORDABLE DOC EXAM/INDEXER II	14.6900	15.4200	16.1900	17.0000	17.8500	GE
		2546.26	2672.80	2806.26	2946.66	3094.00	
2641	RECORDABLE DOC TECHNICIAN	16.1600	16.9700	17.8200	18.7100	19.6500	GE
		2801.06	2941.46	3088.80	3243.06	3406.00	
2645	RECORDER-CLERK SERVICES SUPERV	18.5800	19.5100	20.4900	21.5100	22.5900	SU
		3220.53	3381.73	3551.60	3728.40	3915.60	
8113	REGISTERED NURSE	23.2900	24.4500	25.6700	26.9500	28.3000	PL
		4036.93	4238.00	4449.46	4671.33	4905.33	
3601	REPROGRAPHICS TECH I	13.0300	13.6800	14.3600	15.0800	15.8300	TC
		2258.53	2371.20	2489.06	2613.86	2743.86	
3602	REPROGRAPHICS TECH II	14.4800	15.2000	15.9600	16.7600	17.6000	TC
		2509.86	2634.66	2766.40	2905.06	3050.66	
3701	REVENUE RECOVERY OFFICER I	16.3800	17.2000	18.0600	18.9600	19.9100	GE
		2839.20	2981.33	3130.40	3286.40	3451.06	
3702	REVENUE RECOVERY OFFICER II	18.2000	19.1100	20.0700	21.0700	22.1200	GE
		3154.66	3312.40	3478.80	3652.13	3834.13	
4121	RIGHT OF WAY PROGRAM MANAGER	37.2400	39.1000	41.0600	43.1100	45.2700	MA
		6454.93	6777.33	7117.06	7472.40	7846.80	
1501	RISK MANAGEMENT ANALYST I	22.7900	23.9300	25.1300	26.3900	27.7100	UM
		3950.26	4147.86	4355.86	4574.26	4803.06	
1502	RISK MANAGEMENT ANALYST II	25.3300	26.6000	27.9300	29.3300	30.8000	UM
		4390.53	4610.66	4841.20	5083.86	5338.66	
1506	RISK MANAGEMENT TECHNICIAN	20.5200	21.5500	22.6300	23.7600	24.9500	CO
		3556.80	3735.33	3922.53	4118.40	4324.66	

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0253	RISK MANAGER	41.4400 7182.93	43.5100 7541.73	45.6900 7919.60	47.9700 8314.80	50.3700 8730.80	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
5495	RIVER RECREATION AIDE	09.4600 1639.73	09.9300 1721.20	10.4300 1807.86	10.9500 1898.00	11.5000 1993.33	GE
4626	RIVER RECREATION SUPV	18.6000 3224.00	19.5300 3385.20	20.5100 3555.06	21.5400 3733.60	22.6200 3920.80	GE
2110	SECRETARY	13.3500 2314.00	14.0200 2430.13	14.7200 2551.46	15.4600 2679.73	16.2300 2813.20	GE
7304	SENIOR ACTIVITY COORDINATOR	16.1700 2802.80	16.9800 2943.20	17.8300 3090.53	18.7200 3244.80	19.6600 3407.73	GE
5609	SENIOR CITIZENS ATTORNEY I	26.6000 4610.66	27.9300 4841.20	29.3300 5083.86	30.8000 5338.66	32.3400 5605.60	CA
5610	SENIOR CITIZENS ATTORNEY II	31.2400 5414.93	32.8000 5685.33	34.4400 5969.60	36.1600 6267.73	37.9700 6581.46	CA
5611	SENIOR CITIZENS ATTORNEY III	36.7600 6371.73	38.6000 6690.66	40.5300 7025.20	42.5600 7377.06	44.6900 7746.26	CA
7311	SENIORS' DAYCARE PROGRAM SUPV	21.3900 3707.60	22.4600 3893.06	23.5800 4087.20	24.7600 4291.73	26.0000 4506.66	SU
6290	SERVICES OPERATIONS COORD.	16.0800 2787.20	16.8800 2925.86	17.7200 3071.46	18.6100 3225.73	19.5400 3386.93	TC
1126	SHERIFF/CORONER/PUBLIC ADMIN	94.6900 16412.93	94.6900 16412.93	94.6900 16412.93	94.6900 16412.93	94.6900 16412.93	EL

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5420	SHERIFF'S CAPTAIN	59.1700	62.1300	65.2400	68.5000	71.9300	SM
		10256.13	10769.20	11308.26	11873.33	12467.86	
3809	SHERIFF'S COMMUNICATION MGR	34.5200	36.2500	38.0600	39.9600	41.9600	MA
		5983.46	6283.33	6597.06	6926.40	7273.06	
2721	SHERIFF'S EXECUTIVE SECRETARY	17.9400	18.8400	19.7800	20.7700	21.8100	GE
		3109.60	3265.60	3428.53	3600.13	3780.40	
2711	SHERIFF'S FISCAL TECHNICIAN	17.9400	18.8400	19.7800	20.7700	21.8100	GE
		3109.60	3265.60	3428.53	3600.13	3780.40	
5415	SHERIFF'S LIEUTENANT	53.2900	55.9500	58.7500	61.6900	64.7700	SM
		9236.93	9698.00	10183.33	10692.93	11226.80	
2707	SHERIFF'S RECORDS MANAGER	28.7200	30.1600	31.6700	33.2500	34.9100	MA
		4978.13	5227.73	5489.46	5763.33	6051.06	
2706	SHERIFF'S RECORDS SUPV	22.0500	23.1500	24.3100	25.5300	26.8100	SU
		3822.00	4012.66	4213.73	4425.20	4647.06	
5410	SHERIFF'S SERGEANT	35.5900	37.3700	39.2400	41.2000	43.2600	SA
		6168.93	6477.46	6801.60	7141.33	7498.40	
2716	SHERIFF'S TECHNICIAN I	16.2800	17.0900	17.9400	18.8400	19.7800	GE
		2821.86	2962.26	3109.60	3265.60	3428.53	
2717	SHERIFF'S TECHNICIAN II	17.9400	18.8400	19.7800	20.7700	21.8100	GE
		3109.60	3265.60	3428.53	3600.13	3780.40	
3178	SHERIFF'S TECHNOLOGY MANAGER	38.3500	40.2700	42.2800	44.3900	46.6100	MA
		6647.33	6980.13	7328.53	7694.26	8079.06	
2709	SHERIFF'S TRAINING COORDINATOR	19.7000	20.6900	21.7200	22.8100	23.9500	GE
		3414.66	3586.26	3764.80	3953.73	4151.33	

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6142	SNOW REMOVAL WKR - EXTRA HELP	15.6200	16.4000	17.2200	18.0800	18.9800	EH
		2707.46	2842.66	2984.80	3133.86	3289.86	
7208	SOCIAL SERVICES AIDE	12.9100	13.5600	14.2400	14.9500	15.7000	GE
		2237.73	2350.40	2468.26	2591.33	2721.33	
7211	SOCIAL SERVICES SUPV I	21.5300	22.6100	23.7400	24.9300	26.1800	SU
		3731.86	3919.06	4114.93	4321.20	4537.86	
7212	SOCIAL SERVICES SUPV II	25.3300	26.6000	27.9300	29.3300	30.8000	SU
		4390.53	4610.66	4841.20	5083.86	5338.66	
7201	SOCIAL WORKER I	15.8600	16.6500	17.4800	18.3500	19.2700	PL
		2749.06	2886.00	3029.86	3180.66	3340.13	
7202	SOCIAL WORKER II	17.3900	18.2600	19.1700	20.1300	21.1400	PL
		3014.26	3165.06	3322.80	3489.20	3664.26	
7203	SOCIAL WORKER III	21.8700	22.9600	24.1100	25.3200	26.5900	PL
		3790.80	3979.73	4179.06	4388.80	4608.93	
7204	SOCIAL WORKER IV A	21.8700	22.9600	24.1100	25.3200	26.5900	PL
		3790.80	3979.73	4179.06	4388.80	4608.93	
7205	SOCIAL WORKER IV B	23.0200	24.1700	25.3800	26.6500	27.9800	PL
		3990.13	4189.46	4399.20	4619.33	4849.86	
6624	SOLID WASTE TECHNICIAN	13.9100	14.6100	15.3400	16.1100	16.9200	TC
		2411.06	2532.40	2658.93	2792.40	2932.80	
3303	SR. ACCOUNTANT	24.7200	25.9600	27.2600	28.6200	30.0500	PL
		4284.80	4499.73	4725.06	4960.80	5208.66	
1308	SR. ADMINISTRATIVE ANALYST	30.0300	31.5300	33.1100	34.7700	36.5100	MA
		5205.20	5465.20	5739.06	6026.80	6328.40	

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4403	SR. AG BIOLOGIST/STANDARD INSP	21.8200 3782.13	22.9100 3971.06	24.0600 4170.40	25.2600 4378.40	26.5200 4596.80	PL
4643	SR. AIR QUALITY SPECIALIST	28.5500 4948.66	29.9800 5196.53	31.4800 5456.53	33.0500 5728.66	34.7000 6014.66	PL
5803	SR. ANIMAL CONTROL OFFICER	16.4800 2856.53	17.3000 2998.66	18.1700 3149.46	19.0800 3307.20	20.0300 3471.86	TC
4303	SR. APPRAISER	23.4400 4062.93	24.6100 4265.73	25.8400 4478.93	27.1300 4702.53	28.4900 4938.26	PL
2603	SR. ASSESSMENT TECHNICIAN	17.7400 3074.93	18.6300 3229.20	19.5600 3390.40	20.5400 3560.26	21.5700 3738.80	GE
4312	SR. AUDITOR/APPRaiser	23.4400 4062.93	24.6100 4265.73	25.8400 4478.93	27.1300 4702.53	28.4900 4938.26	PL
6115	SR. BRIDGE MAINTENANCE WKR	20.9900 3638.26	22.0400 3820.26	23.1400 4010.93	24.3000 4212.00	25.5200 4423.46	TC
4503	SR. BUILDING INSPECTOR	24.9000 4316.00	26.1500 4532.66	27.4600 4759.73	28.8300 4997.20	30.2700 5246.80	TC
6608	SR. BUILDING MAINTENANCE WKR	18.5500 3215.33	19.4800 3376.53	20.4500 3544.66	21.4700 3721.46	22.5400 3906.93	TC
3403	SR. BUYER	25.8500 4480.66	27.1400 4704.26	28.5000 4940.00	29.9300 5187.86	31.4300 5447.86	GE
4719	SR. CADD TECHNICIAN	25.1300 4355.86	26.3900 4574.26	27.7100 4803.06	29.1000 5044.00	30.5600 5297.06	GE
1318	SR. CAO ADMINISTRATIVE ANALYST	37.3000 6465.33	39.1700 6789.46	41.1300 7129.20	43.1900 7486.26	45.3500 7860.66	UM

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5604	SR. CHILD SUPPORT INVESTIGATOR	18.6100	19.5400	20.5200	21.5500	22.6300	GE
		3225.73	3386.93	3556.80	3735.33	3922.53	
4107	SR. CIVIL ENGINEER	36.9500	38.8000	40.7400	42.7800	44.9200	SU
		6404.66	6725.33	7061.60	7415.20	7786.13	
5503	SR. CORRECTIONAL OFFICER	17.8900	18.7800	19.7200	20.7100	21.7500	CR
		3100.93	3255.20	3418.13	3589.73	3770.00	
6626	SR. CUSTODIAN	13.1700	13.8300	14.5200	15.2500	16.0100	TC
		2282.80	2397.20	2516.80	2643.33	2775.06	
7903	SR. DEPARTMENT ANALYST	30.0300	31.5300	33.1100	34.7700	36.5100	PL
		5205.20	5465.20	5739.06	6026.80	6328.40	
2908	SR. DEPUTY CLERK OF THE BOARD	17.3700	18.2400	19.1500	20.1100	21.1200	CO
		3010.80	3161.60	3319.33	3485.73	3660.80	
4703	SR. DEVELOPMENT AIDE	16.6900	17.5200	18.4000	19.3200	20.2900	GE
		2892.93	3036.80	3189.33	3348.80	3516.93	
4711	SR. DEVELOPMENT TECHNICIAN	20.2600	21.2700	22.3300	23.4500	24.6200	GE
		3511.73	3686.80	3870.53	4064.66	4267.46	
5723	SR. DPTY PROBATION OFCR-INSTIT	20.4300	21.4500	22.5200	23.6500	24.8300	PR
		3541.20	3718.00	3903.46	4099.33	4303.86	
5705	SR. DPTY PROBATION OFFICER	21.5000	22.5800	23.7100	24.9000	26.1500	PR
		3726.66	3913.86	4109.73	4316.00	4532.66	
2609	SR. ELECTIONS TECHNICIAN	17.3700	18.2400	19.1500	20.1100	21.1200	GE
		3010.80	3161.60	3319.33	3485.73	3660.80	
7837	SR. ENERGY/WEATHERIZATION TECH	17.0600	17.9100	18.8100	19.7500	20.7400	TC
		2957.06	3104.40	3260.40	3423.33	3594.93	

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4718	SR. ENGINEERING TECHNICIAN	25.1300	26.3900	27.7100	29.1000	30.5600	GE
		4355.86	4574.26	4803.06	5044.00	5297.06	
4603	SR. ENVIRONMENTAL HEALTH SPEC	26.0500	27.3500	28.7200	30.1600	31.6700	PL
		4515.33	4740.66	4978.13	5227.73	5489.46	
6204	SR. EQUIPMENT MECHANIC	20.3400	21.3600	22.4300	23.5500	24.7300	TC
		3525.60	3702.40	3887.86	4082.00	4286.53	
2204	SR. FISCAL ASSISTANT	16.5000	17.3300	18.2000	19.1100	20.0700	GE
		2860.00	3003.86	3154.66	3312.40	3478.80	
6303	SR. FLEET SERVICES TECHNICIAN	18.3500	19.2700	20.2300	21.2400	22.3000	TC
		3180.66	3340.13	3506.53	3681.60	3865.33	
3183	SR. GIS ANALYST	32.4500	34.0700	35.7700	37.5600	39.4400	GE
		5624.66	5905.46	6200.13	6510.40	6836.26	
6623	SR. GROUNDS MAINTENANCE WORKER	16.6800	17.5100	18.3900	19.3100	20.2800	TC
		2891.20	3035.06	3187.60	3347.06	3515.20	
6125	SR. HIGHWAY MAINTENANCE WORKER	20.9900	22.0400	23.1400	24.3000	25.5200	TC
		3638.26	3820.26	4010.93	4212.00	4423.46	
3154	SR. INFORMATION TECH ANALYST	32.4500	34.0700	35.7700	37.5600	39.4400	PL
		5624.66	5905.46	6200.13	6510.40	6836.26	
3177	SR. INFORMATION TECH DEPT COOR	30.6700	32.2000	33.8100	35.5000	37.2800	PL
		5316.13	5581.33	5860.40	6153.33	6461.86	
3163	SR. INFORMATION TECHNO TECH	19.6300	20.6100	21.6400	22.7200	23.8600	GE
		3402.53	3572.40	3750.93	3938.13	4135.73	
5612	SR. INVESTIGATOR (PUBLIC DEF)	35.5900	37.3700	39.2400	41.2000	43.2600	GE
		6168.93	6477.46	6801.60	7141.33	7498.40	

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3142	SR. IT ANALYST - NETWORKING	32.4500 5624.66	34.0700 5905.46	35.7700 6200.13	37.5600 6510.40	39.4400 6836.26	PL
3141	SR. IT ANALYST-APP/WEB DEV/SUP	32.4500 5624.66	34.0700 5905.46	35.7700 6200.13	37.5600 6510.40	39.4400 6836.26	PL
3143	SR. IT ANALYST-OFFICE SYSTEMS	32.4500 5624.66	34.0700 5905.46	35.7700 6200.13	37.5600 6510.40	39.4400 6836.26	PL
3144	SR. IT ANALYST-OPERATING SYST	32.4500 5624.66	34.0700 5905.46	35.7700 6200.13	37.5600 6510.40	39.4400 6836.26	PL
3145	SR. IT ANALYST-SERVER ADMIN	32.4500 5624.66	34.0700 5905.46	35.7700 6200.13	37.5600 6510.40	39.4400 6836.26	PL
3146	SR. IT ANALYST-TELECOM	32.4500 5624.66	34.0700 5905.46	35.7700 6200.13	37.5600 6510.40	39.4400 6836.26	PL
2413	SR. LEGAL OFFICE ASSISTANT	14.3500 2487.33	15.0700 2612.13	15.8200 2742.13	16.6100 2879.06	17.4400 3022.93	GE
2403	SR. LEGAL SECRETARY	17.7100 3069.73	18.6000 3224.00	19.5300 3385.20	20.5100 3555.06	21.5400 3733.60	GE
7605	SR. LIBRARY ASSISTANT	14.3500 2487.33	15.0700 2612.13	15.8200 2742.13	16.6100 2879.06	17.4400 3022.93	GE
8107	SR. LICENSED VOCATIONAL NURSE	17.6500 3059.33	18.5300 3211.86	19.4600 3373.06	20.4300 3541.20	21.4500 3718.00	GE
2523	SR. MEDICAL BILLING ASSISTANT	17.7400 3074.93	18.6300 3229.20	19.5600 3390.40	20.5400 3560.26	21.5700 3738.80	GE
2503	SR. MEDICAL OFFICE ASSISTANT	14.3500 2487.33	15.0700 2612.13	15.8200 2742.13	16.6100 2879.06	17.4400 3022.93	GE

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2623	SR. MICROFILM/IMAGING TECH	14.6900	15.4200	16.1900	17.0000	17.8500	GE
		2546.26	2672.80	2806.26	2946.66	3094.00	
7817	SR. NUTRITIONIST	25.0800	26.3300	27.6500	29.0300	30.4800	PL
		4347.20	4563.86	4792.66	5031.86	5283.20	
2104	SR. OFFICE ASSISTANT	13.3500	14.0200	14.7200	15.4600	16.2300	GE
		2314.00	2430.13	2551.46	2679.73	2813.20	
3309	SR. PAYROLL SPECIALIST	24.7200	25.9600	27.2600	28.6200	30.0500	CO
		4284.80	4499.73	4725.06	4960.80	5208.66	
1404	SR. PERSONNEL ANALYST	29.1300	30.5900	32.1200	33.7300	35.4200	UM
		5049.20	5302.26	5567.46	5846.53	6139.46	
4203	SR. PLANNER	29.5600	31.0400	32.5900	34.2200	35.9300	PL
		5123.73	5380.26	5648.93	5931.46	6227.86	
5926	SR. PROPERTY-EVIDENCE TECH	20.6900	21.7200	22.8100	23.9500	25.1500	GE
		3586.26	3764.80	3953.73	4151.33	4359.33	
3803	SR. PUBLIC SAFETY DISPATCHER	20.6200	21.6500	22.7300	23.8700	25.0600	TC
		3574.13	3752.66	3939.86	4137.46	4343.73	
2613	SR. RECORDABLE DOCUMENT EXAMIN	16.1600	16.9700	17.8200	18.7100	19.6500	GE
		2801.06	2941.46	3088.80	3243.06	3406.00	
2633	SR. RECORDABLE DOCUMENT INDEXR	16.1600	16.9700	17.8200	18.7100	19.6500	GE
		2801.06	2941.46	3088.80	3243.06	3406.00	
3703	SR. REVENUE RECOVERY OFFICER	19.5600	20.5400	21.5700	22.6500	23.7800	GE
		3390.40	3560.26	3738.80	3926.00	4121.86	
1503	SR. RISK MANAGEMENT ANALYST	29.1300	30.5900	32.1200	33.7300	35.4200	UM
		5049.20	5302.26	5567.46	5846.53	6139.46	

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2715	SR. SHERIFF'S FISCAL ASSISTANT	15.8800	16.6700	17.5000	18.3800	19.3000	GE
		2752.53	2889.46	3033.33	3185.86	3345.33	
2718	SR. SHERIFF'S TECHNICIAN	18.8400	19.7800	20.7700	21.8100	22.9000	GE
		3265.60	3428.53	3600.13	3780.40	3969.33	
7803	SR. STAFF SERVICES ANALYST	30.0300	31.5300	33.1100	34.7700	36.5100	PL
		5205.20	5465.20	5739.06	6026.80	6328.40	
4112	SR. TRAFFIC CIVIL ENGINEER	37.8400	39.7300	41.7200	43.8100	46.0000	SU
		6558.93	6886.53	7231.46	7593.73	7973.33	
6105	SR. TRAFFIC CONTROL MAINT WKR	20.9900	22.0400	23.1400	24.3000	25.5200	TC
		3638.26	3820.26	4010.93	4212.00	4423.46	
4634	SR. VECTOR CONTROL TECH	19.1900	20.1500	21.1600	22.2200	23.3300	GE
		3326.26	3492.66	3667.73	3851.46	4043.86	
7402	SR. VETERANS SERVICE REPRESENT	17.7700	18.6600	19.5900	20.5700	21.6000	GE
		3080.13	3234.40	3395.60	3565.46	3744.00	
7801	STAFF SERVICES ANALYST I	23.5000	24.6800	25.9100	27.2100	28.5700	PL
		4073.33	4277.86	4491.06	4716.40	4952.13	
7802	STAFF SERVICES ANALYST II	26.1100	27.4200	28.7900	30.2300	31.7400	PL
		4525.73	4752.80	4990.26	5239.86	5501.60	
7805	STAFF SERVICES MANAGER	34.5300	36.2600	38.0700	39.9700	41.9700	MA
		5985.20	6285.06	6598.80	6928.13	7274.80	
3501	STOREKEEPER I	13.0300	13.6800	14.3600	15.0800	15.8300	TC
		2258.53	2371.20	2489.06	2613.86	2743.86	
3502	STOREKEEPER II	14.4800	15.2000	15.9600	16.7600	17.6000	TC
		2509.86	2634.66	2766.40	2905.06	3050.66	

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3505	STOREKEEPER/COURIER	11.7200 2031.46	12.3100 2133.73	12.9300 2241.20	13.5800 2353.86	14.2600 2471.73	TC
6961	STUDENT INTERN - X HELP	08.0000 1386.66	08.4000 1456.00	08.8200 1528.80	09.2600 1605.06	09.7200 1684.80	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	23.9300 4147.86	25.1300 4355.86	26.3900 4574.26	27.7100 4803.06	29.1000 5044.00	CO
0182	SUPPORT SERVICES MANAGER	36.2500 6283.33	38.0600 6597.06	39.9600 6926.40	41.9600 7273.06	44.0600 7637.06	MA
3306	SUPV ACCOUNTANT/AUDITOR	28.4200 4926.13	29.8400 5172.26	31.3300 5430.53	32.9000 5702.66	34.5500 5988.66	SU
5810	SUPV ANIMAL CONTROL OFFICER	18.9500 3284.66	19.9000 3449.33	20.9000 3622.66	21.9500 3804.66	23.0500 3995.33	TC
4304	SUPV APPRAISER	26.9500 4671.33	28.3000 4905.33	29.7200 5151.46	31.2100 5409.73	32.7700 5680.13	SU
2604	SUPV ASSESSMENT TECHNICIAN	20.4000 3536.00	21.4200 3712.80	22.4900 3898.26	23.6100 4092.40	24.7900 4296.93	SU
4314	SUPV AUDITOR/APPRaiser	26.9500 4671.33	28.3000 4905.33	29.7200 5151.46	31.2100 5409.73	32.7700 5680.13	SU
4722	SUPV CADASTRAL DRAFTER	22.6800 3931.20	23.8100 4127.06	25.0000 4333.33	26.2500 4550.00	27.5600 4777.06	SU
4106	SUPV CIVIL ENGINEER	40.4800 7016.53	42.5000 7366.66	44.6300 7735.86	46.8600 8122.40	49.2000 8528.00	MA

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7414	SUPV DEPUTY PUBLIC GUARDIAN	25.1500	26.4100	27.7300	29.1200	30.5800	SU
		4359.33	4577.73	4806.53	5047.46	5300.53	
4712	SUPV DEVELOPMENT TECH	22.5300	23.6600	24.8400	26.0800	27.3800	SU
		3905.20	4101.06	4305.60	4520.53	4745.86	
5725	SUPV DPTY PROBATION OFCR-INSTI	23.4100	24.5800	25.8100	27.1000	28.4600	PR
		4057.73	4260.53	4473.73	4697.33	4933.06	
5710	SUPV DPTY PROBATION OFFICER	24.6500	25.8800	27.1700	28.5300	29.9600	PR
		4272.66	4485.86	4709.46	4945.20	5193.06	
4604	SUPV ENVIRONMENTAL HEALTH SPEC	29.9500	31.4500	33.0200	34.6700	36.4000	SU
		5191.33	5451.33	5723.46	6009.46	6309.33	
5625	SUPV FRAUD INVESTIGATOR	25.5200	26.8000	28.1400	29.5500	31.0300	SA
		4423.46	4645.33	4877.60	5122.00	5378.53	
6620	SUPV GROUNDS MAINT WORKER	19.1800	20.1400	21.1500	22.2100	23.3200	TC
		3324.53	3490.93	3666.00	3849.73	4042.13	
4619	SUPV HAZ MAT SPECIALIST	32.9500	34.6000	36.3300	38.1500	40.0600	SU
		5711.33	5997.33	6297.20	6612.66	6943.73	
8505	SUPV HEALTH EDUCATION COORD	26.1700	27.4800	28.8500	30.2900	31.8000	SU
		4536.13	4763.20	5000.66	5250.26	5512.00	
3153	SUPV INFO TECHNOLOGY ANALYST	34.7200	36.4600	38.2800	40.1900	42.2000	SU
		6018.13	6319.73	6635.20	6966.26	7314.66	
3165	SUPV INFORMATION TECHNO TECH	23.0900	24.2400	25.4500	26.7200	28.0600	SU
		4002.26	4201.60	4411.33	4631.46	4863.73	
5600	SUPV INVESTIGATOR (DA)	39.6400	41.6200	43.7000	45.8900	48.1800	SA
		6870.93	7214.13	7574.66	7954.26	8351.20	

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7618	SUPV LIBRARIAN	23.3100	24.4800	25.7000	26.9900	28.3400	SU
		4040.40	4243.20	4454.66	4678.26	4912.26	
7611	SUPV LIBRARY ASSISTANT	15.7900	16.5800	17.4100	18.2800	19.1900	SU
		2736.93	2873.86	3017.73	3168.53	3326.26	
8633	SUPV MENTAL HEALTH WORKER	18.6100	19.5400	20.5200	21.5500	22.6300	SU
		3225.73	3386.93	3556.80	3735.33	3922.53	
8412	SUPV OCCUP'L/PHYS THERAPIST	37.9000	39.8000	41.7900	43.8800	46.0700	SU
		6569.33	6898.66	7243.60	7605.86	7985.46	
8118	SUPV PUBLIC HEALTH NURSE	30.5100	32.0400	33.6400	35.3200	37.0900	SU
		5288.40	5553.60	5830.93	6122.13	6428.93	
3806	SUPV PUBLIC SAFETY DISPATCHER	22.6800	23.8100	25.0000	26.2500	27.5600	TC
		3931.20	4127.06	4333.33	4550.00	4777.06	
3704	SUPV REVENUE RECOVERY OFFICER	21.0300	22.0800	23.1800	24.3400	25.5600	SU
		3645.20	3827.20	4017.86	4218.93	4430.40	
4731	SURVEY TECHNICIAN I	18.5600	19.4900	20.4600	21.4800	22.5500	GE
		3217.06	3378.26	3546.40	3723.20	3908.66	
4732	SURVEY TECHNICIAN II	20.6200	21.6500	22.7300	23.8700	25.0600	GE
		3574.13	3752.66	3939.86	4137.46	4343.73	
1131	SURVEYOR	58.8700	58.8700	58.8700	58.8700	58.8700	EL
		10204.13	10204.13	10204.13	10204.13	10204.13	
6104	TRAFFIC CONTROL MAINT SUPV	25.1800	26.4400	27.7600	29.1500	30.6100	TC
		4364.53	4582.93	4811.73	5052.66	5305.73	
6101	TRAFFIC CONTROL MAINT WKR I	15.4700	16.2400	17.0500	17.9000	18.8000	TC
		2681.46	2814.93	2955.33	3102.66	3258.66	

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6102	TRAFFIC CONTROL MAINT WKR II	17.2000	18.0600	18.9600	19.9100	20.9100	TC
		2981.33	3130.40	3286.40	3451.06	3624.40	
6103	TRAFFIC CONTROL MAINT WKR III	19.0800	20.0300	21.0300	22.0800	23.1800	TC
		3307.20	3471.86	3645.20	3827.20	4017.86	
6106	TRAFFIC CONTROL MAINT WKR IV	20.0500	21.0500	22.1000	23.2100	24.3700	TC
		3475.33	3648.66	3830.66	4023.06	4224.13	
4117	TRAFFIC OPERATIONS TECHNICIAN	26.3400	27.6600	29.0400	30.4900	32.0100	GE
		4565.60	4794.40	5033.60	5284.93	5548.40	
6137	TRAFFIC SUPERINTENDENT	32.9700	34.6200	36.3500	38.1700	40.0800	MA
		5714.80	6000.80	6300.66	6616.13	6947.20	
1311	TRANSPORTATION FISCAL SVCS MGR	34.5300	36.2600	38.0700	39.9700	41.9700	MA
		5985.20	6285.06	6598.80	6928.13	7274.80	
7116	TRANSPORTATION OFFICER-X HELP	10.8500	11.3900	11.9600	12.5600	13.1900	EH
		1880.66	1974.26	2073.06	2177.06	2286.26	
1320	TRANSPORTATION TRNG/SAFETY TCH	21.1500	22.2100	23.3200	24.4900	25.7100	GE
		3666.00	3849.73	4042.13	4244.93	4456.40	
1136	TREASURER/TAX COLLECTOR	65.1300	65.1300	65.1300	65.1300	65.1300	EL
		11289.20	11289.20	11289.20	11289.20	11289.20	
0314	TREASURY QUANTITATIVE SPECLST	41.4400	43.5100	45.6900	47.9700	50.3700	MA
		7182.93	7541.73	7919.60	8314.80	8730.80	
0271	UNDERSHERIFF	66.2200	69.5300	73.0100	76.6600	80.4900	UD
		11478.13	12051.86	12655.06	13287.73	13951.60	
8125	UTILIZATION REVIEW COORD	34.3300	36.0500	37.8500	39.7400	41.7300	PL
		5950.53	6248.66	6560.66	6888.26	7233.20	

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POSITION NUMBER	POSITION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	UNION CODE
4633	VECTOR CONTROL SUPV	20.5300	21.5600	22.6400	23.7700	24.9600	SU
		3558.53	3737.06	3924.26	4120.13	4326.40	
4631	VECTOR CONTROL TECH I	16.0600	16.8600	17.7000	18.5900	19.5200	GE
		2783.73	2922.40	3068.00	3222.26	3383.46	
4632	VECTOR CONTROL TECH II	17.8500	18.7400	19.6800	20.6600	21.6900	GE
		3094.00	3248.26	3411.20	3581.06	3759.60	
1267	VETERANS SERVICE OFFICER	24.0200	25.2200	26.4800	27.8000	29.1900	SU
		4163.46	4371.46	4589.86	4818.66	5059.60	
7401	VETERANS SERVICE REPRESENTATIV	16.5300	17.3600	18.2300	19.1400	20.1000	GE
		2865.20	3009.06	3159.86	3317.60	3484.00	
5913	VICTIM WITNESS CLAIMS SPEC I	13.6500	14.3300	15.0500	15.8000	16.5900	GE
		2366.00	2483.86	2608.66	2738.66	2875.60	
5914	VICTIM WITNESS CLAIMS SPEC II	15.1700	15.9300	16.7300	17.5700	18.4500	GE
		2629.46	2761.20	2899.86	3045.46	3198.00	
5912	VICTIM WITNESS PROG COORD	17.9800	18.8800	19.8200	20.8100	21.8500	SU
		3116.53	3272.53	3435.46	3607.06	3787.33	
5911	VICTIM WITNESS PROG SPECIALIST	15.2800	16.0400	16.8400	17.6800	18.5600	GE
		2648.53	2780.26	2918.93	3064.53	3217.06	
4651	WASTE MANAGEMENT TECH I	18.5500	19.4800	20.4500	21.4700	22.5400	TC
		3215.33	3376.53	3544.66	3721.46	3906.93	
4652	WASTE MANAGEMENT TECH II	20.3700	21.3900	22.4600	23.5800	24.7600	TC
		3530.80	3707.60	3893.06	4087.20	4291.73	
4654	WASTE MANAGEMENT TECH III	21.9800	23.0800	24.2300	25.4400	26.7100	TC
		3809.86	4000.53	4199.86	4409.60	4629.73	

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SALARY SCHEDULE
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POSITION NUMBER	POSITION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	UNION CODE
3711	WELFARE COLLECTIONS OFFICER	18.2000 3154.66	19.1100 3312.40	20.0700 3478.80	21.0700 3652.13	22.1200 3834.13	GE
5621	WELFARE INVESTIGATOR I	20.7200 3591.46	21.7600 3771.73	22.8500 3960.66	23.9900 4158.26	25.1900 4366.26	SA
5622	WELFARE INVESTIGATOR II	23.0200 3990.13	24.1700 4189.46	25.3800 4399.20	26.6500 4619.33	27.9800 4849.86	SA
5805	WILDLIFE SPECIALIST	19.3900 3360.93	20.3600 3529.06	21.3800 3705.86	22.4500 3891.33	23.5700 4085.46	TC
5920	WORK PROGRAM OFFICER	16.2800 2821.86	17.0900 2962.26	17.9400 3109.60	18.8400 3265.60	19.7800 3428.53	GE
5922	WORK PROGRAM SUPERVISOR	17.9300 3107.86	18.8300 3263.86	19.7700 3426.80	20.7600 3598.40	21.8000 3778.66	SU

