



RESOLUTION NO. 109-2011

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 Employees' Association Local 1, representing employees in the General (GE), Professional (PL) and Supervisory (SU) bargaining units have met and negotiated in good faith since June 2010 and,

WHEREAS, said representatives have reached an agreement 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 June 30, 2013 and,

WHEREAS, members of the El Dorado County Employees' Association, Local 1 have held elections and voted to ratify 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 Employees' Association, Local 1, 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 Employees' Association, Local 1, representing employees in the General (GE), Professional (PL) and Supervisory (SU) bargaining units, for the period July 1, 2010 through June 30, 2013, effective June 21, 2011.

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.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the 28 day of June, 2011, by the following vote of said Board:

Ayes: Sweeney, Santiago, Nutting, Knight, Briggs

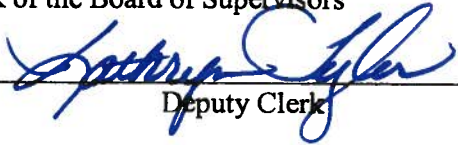
Noes: none

Absent: none

Attest:

Suzanne Allen de Sanchez
Clerk of the Board of Supervisors

By: _____



Deputy Clerk



Vice Chair, Board of Supervisors
John R. Knight

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: _____

Deputy Clerk

Date: _____

MEMORANDUM OF UNDERSTANDING

Between

The County of El Dorado

And

**El Dorado County Employees' Association,
Local 1**

**General, Professional, and
Supervisory Bargaining Units**

July 1, 2010 – June 30, 2013



MEMORANDUM OF UNDERSTANDING
GENERAL, PROFESSIONAL & SUPERVISORY BARGAINING UNITS

July 1, 2010 – June 30, 2013

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MEMORANDUM OF UNDERSTANDING
Between the County of El Dorado
And the
El Dorado County Employees' Association, Local 1
Representing the
General, Professional & Supervisory Bargaining Units

ARTICLE 1 TERMS AND CONDITIONS

Section 1 Negotiation and Ratification

El Dorado County Employees' Association, Public Employees Union, Local 1 (herein referenced to as "Local 1") and representatives of the County of El Dorado (herein referenced to as "County") have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the General (GE), Professional (PL) and Supervisory (SU) Bargaining Units, 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.

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

This successor Memorandum of Understanding (MOU) is for the period commencing on July 1, 2010 through and including June 30, 2013, and it shall become of full force and effect upon adoption of the Board of Supervisors and shall continue in full force and effect until midnight June 30, 2013. Nothing herein shall be applied on a retroactive basis unless specifically indicated in writing within the agreement.

This Memorandum of Understanding shall be presented to the Board of Supervisors, as the joint recommendations of the undersigned. Unless otherwise indicated herein, all provisions shall become effective on the date approved by the Board of Supervisors.

Section 2 Cancellation of Other Agreements

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

Section 3 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 to those employees, and Local Agency Personnel Standards shall supersede and prevail.

ARTICLE 2 AUTHORIZED AGENTS AND RECOGNITION

Section 1 Authorized Agents

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 Employees' Association

Public Employees Union, Local 1
Executive Director
2864 Ray Lawyer Drive, Suite 202
Placerville, CA 95667

Local 1 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 the County of El Dorado in matters related to employer-employee relations.
- B. The El Dorado County Employees Association, Public Employees Union, Local 1, is the exclusively recognized employee organization for the General (GE), Professional, (PL) and Supervisory (SU) Bargaining Units.

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, include, 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 overtime; 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 conditions 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 Local 1 and meet and confer prior to the implementation of the action. The parties agree that for contracts of less than \$40,000, and which will not result in layoffs the County has no obligation to notify Local 1. The parties agree that if the County intends to contract out work which is being performed by classifications currently represented by Local 1 and if the proposed contract exceeds \$40,000 and will not result in layoff of current employees, the County will notify Local 1 and provide an opportunity for discussion prior to transmitting the item to the Board of Supervisors.

ARTICLE 4 LOCAL 1 RIGHTS

Section 1 Payroll Deductions & Membership Maintenance - Supervisory Unit

- A. Local 1 may have the regular dues deductions of its members deducted from employees' paychecks under procedures prescribed by the County Auditor/Controller. Employees 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 1.C, 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.
- B. Any Supervisory (SU) 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.
- C. If employees in the Supervisory (SU) 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.
- D. Employees in the Supervisory (SU) Bargaining Unit may not discontinue dues deduction during the term of this Memorandum of Understanding, except as otherwise provided in this section.

- E. The County will provide to Local 1 a list of the new Supervisory (SU) Bargaining Unit employees hired into regular positions represented by Local 1 on a monthly basis.
- F. 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.
- G. The County shall not be liable to Local 1, 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. Local 1 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.

Section 2 Maintenance of Membership - GE, PL and SU Bargaining Units

Except as specified in this Article 4, Section 3.G., an employee in the GE and PL and SU Bargaining Units who has a dues deduction on file with the Auditor-Controller may not discontinue the employee's dues deduction during the term of this Memorandum of Understanding.

Section 3 Fair Share Fees

A. Scope of Coverage

The County of El Dorado and the El Dorado County Employees' Association, Public Employees Union, Local 1, have entered into a Fair Share Fee Agreement (hereinafter known as "the Agreement") for employees in the General (GE) and Professional (PL) and Supervisory (SU) Bargaining Units as authorized by Government Code 3502.5.

The parties affirm their commitment to an interest-based problem solving approach to issues and disputes which arise during the term of this Memorandum of Understanding.

The Fair Share Fee provision shall extend through the term of this Agreement as permitted by law. Absent agreement on a successor Memorandum of Understanding, and upon conclusion of the designated term of this Agreement, the parties may, in writing, extend the Fair Share Fee provision. Absent written agreement, this Article 4, Section 3, shall expire on June 30, 2013 with action by the Board of Supervisors or on another date mutually agreed to by the parties in writing.

B. Local 1 Responsibilities

Local 1 agrees that it has a duty to provide fair and nondiscriminatory representation to all employees in the General, Professional and Supervisory bargaining units, regardless of whether or not they are members of Local 1. All employees in, and all employees

subsequently hired, promoted, demoted or transferred into classifications in the General and Professional and Supervisory Bargaining Units shall as a condition of employment fulfill one of the following:

1. Become and remain a member of Local 1; or
2. Pay to Local 1 a fair share fee in an amount which does not exceed the amount which may be lawfully collected under applicable constitutional, statutory and case law, and which under no circumstances shall exceed the monthly dues, initiation fees and general assessments made during the term of this Agreement; or
3. Do both of the following:
 - a. Execute a written declaration to Local 1 with a copy to the Payroll Division of the Auditor/Controller, that the employee is a member of a bona fide religion, body or sect which has historically held a conscientious objection to joining or financially supporting any public employee organization as a condition of employment; and
 - b. Pay a sum equal to the fair share fee to a nonreligious, non-labor, charitable fund exempt from taxation under Internal Revenue Service Code Section 501(c) (3), chosen by the employee from the following charities:
 - i. United Way.
 - ii. Volunteer Center of El Dorado County
Volunteer Action Center (South Lake Tahoe)
 - iii. Center for Violent-Free Relationships, Placerville/South Lake Tahoe

The employee shall have, on a biweekly basis, a payroll deduction of Local 1 dues, fair share fees or charitable contribution.

C. Separation From Unit

The provisions of this Agreement shall not apply during any period that an employee is separated from the representation unit but shall be reinstated upon the return of the employee to the representation unit. The term "separation" includes transfer, promotion, demotion, or reclassification out of the unit, lay-off, and leave of absence with duration of more than thirty (30) days.

D. Compliance

An employee in or hired into, a job classification in the General or Professional or Supervisory Unit represented by Local 1 shall be provided with an Employee Authorization for Payroll Deduction form by Local 1. If the form authorizing payroll deduction for Local 1 dues, fair share fees, initiation fee, or charitable contribution is not returned to Local 1 within thirty (30) calendar days after notice of this fair share and initiation fee, Local 1 may, in writing, direct that the County withhold the fair share fee and the initiation fee from the employee's salary, in which case the employee's biweekly salary shall be reduced by an amount equal to the fair share and initiation fees, and the

County shall pay an equal amount to Local 1.

E. Forfeiture of Deductions

If the balance of an employee's wages, after all other involuntary and insurance premium deductions are made in any one pay period, is not sufficient to pay deductions required by this Agreement, no such deduction shall be made for that period.

F. Withdrawal From Local 1

Members shall be able to withdraw their membership by notifying the Local 1 in writing of their desire to withdraw their membership and to become fee payers during the period of May 15-31 of any year. Members may not withdraw from membership at any other time.

G. Advance Notice of Fair Shares Fees, Fair Share Fee Explanation and Right to Challenge

No fair share service fee shall be collected from any employee who is not paying dues or a fair share fee until the employee has received written notice from Local 1, which includes legally adequate information concerning the breakdown of "chargeable" and "non-chargeable" expenses as referenced in Article 4, Section 3.B.2 above. A prompt opportunity, as provided below, shall be established by Local 1 for challenge of the amount of the fee before an impartial arbitrator. An escrow account shall be set up by P.E.U., Local 1 for the amounts in dispute while such challenges are pending. Specifically, such notice shall, at a minimum, include a Fair Share Fee Explanation and Notice of Right to Challenge as follows:

1. An itemization of the expenditures of P.E.U., Local 1 reviewed and signed by an auditor from a certified public accounting firm in detail necessary for an employee to be able to reasonably determine what portion of regular membership dues would be allocated to the cost of negotiation and contract administration as referenced in Article 4, Section 3.B.2, above.
2. The amount of the fair share service fee. Such fee shall not exceed the proportion of dues calculated as referenced in Article 4, Section 3.B.2. Employees' request for a breakdown of "chargeable" and "non-chargeable" expenses shall be provided by P.E.U., Local 1.
3. The procedure on how non-members may file a challenge with P.E.U., Local 1 to the amount of the fair share fee. Such procedure shall include an escrow account for the monies reasonably in dispute and a final step of arbitration with a neutral arbitrator. Local 1 shall provide the County with copies of all challenges and arbitration decisions. The County shall not be made a party to any administrative or court proceedings to determine the fair share fee.

H. Failure to Provide Fair Share Fee Explanation and Notice of Right to Challenge

Should Local 1 fail to post the required annual Fair Share Fee Explanation and Notice of Right to Challenge set forth above within sixty (60) days after the end of the P.E.U., Local 1 fiscal year, the County shall have the right to give Local 1 two pay periods notice to provide the required notice. If Local 1 fails to provide the required notice by the expiration of the two pay periods, then the County shall make no further payroll deductions for fair share fees until such time as Local 1 provides the required notice.

I. Hold Harmless

The authorization for payroll deductions described in this Agreement shall specifically require the employee and Local 1 to agree to hold the County harmless from all claims, demands, suits or other forms of liability that may arise against the County for or on account of any deduction made from the wages of such employee.

Local 1 shall defend, indemnify and hold harmless, release and save the County and its agents and employees against any and all claims, demands, suits, orders, judgments or other forms of liability that shall arise out of, or by reason of, action taken or not taken by the County under this Agreement. This includes but is not limited to the collection and procedures for collection of fair share fees and reasonable cost of County's attorney fees and costs, along with reasonable cost of management preparations time as well.

J. Financial Report

P.E.U., Local 1 shall keep adequate itemized records of its financial transactions and shall make available annually, to the County and to the employees who are members of Local 1, within 60 days after the end of P.E.U., Local 1's fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by P.E.U., Local 1's president and treasurer, or by a certified public accountant.

Failure to provide such a report within sixty (60) days after the end of the P.E.U., Local 1's fiscal year shall result in the termination of all fair share fee deductions without jeopardy to any employee, until said report is filed.

Employees who fail to provide Local 1 with a correct mailing address or who fail to notify Local 1 of changes in their mailing address and who because of such failure do not receive this required notice shall be entitled to such notice only upon contacting Local 1 to request such notice.

K. Rescind Fair Share Fee

This section may be rescinded by a majority vote of the employees in a bargaining unit in accordance with the provisions of Government Code Section 3502.5(b).

Section 4 Communications with Employees

Local 1 shall be allowed by a County department, in which it represents employees, use of available bulletin board space for communications having to do with official organization business. All material posted shall be in good taste and shall not malign the County or its representatives. Such use shall not interfere with the legitimate needs of the department. The designated representative of Local 1 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 5 Use of County Buildings

County buildings and other facilities shall be made available for use of Local 1 or its representatives during non-duty hours in accordance with such administrative procedures as may be established by the Chief Administrative Officer or Department Heads concerned.

Section 6 Duplicating Equipment

The County agrees to allow Local 1 to use County duplicating equipment and facilities subject only to the following conditions:

- A. Local 1 purchases any required access keys.
- B. Local 1 reimburses the County promptly upon demand for the actual costs of the use of the equipment and material.
- C. Local 1 use of such equipment and facilities does not interfere with the use by County employees for County business.

Section 7 Attendance at Meet and Confer Sessions

County employees who are official representatives of Local 1 shall be given reasonable time off with pay to attend formal meet and confer sessions with management representatives. If selected to participate in negotiations, employees who are assigned to work a night shift, as defined in Article 7, Section 8, shall be provided commensurate release time to be split between two shifts if necessary. Local 1 shall notify the Director of Human Resources of the names and departments of employees who are official representatives of Local 1. Such representatives shall notify their supervisors in writing on the first business day after a meeting has been scheduled of the dates of excused absences. This advance notice may be waived by the Director of Human Resources in unusual circumstances. Except by agreement with the Director of Human Resources, the number of employees released for such purposes shall be two (2) per unit plus the President of Local 1. Local 1 may elect to have one (1) representative from the Supervisory Unit and three (3) representatives from the General Unit.

Section 8 Local 1 Presidential Release Time

Up to a cumulative total of 200 hours per fiscal year will be provided to members, shop

stewards, officers and/or Board of Directors of El Dorado County Employees Association Local 1, to be used for approved Local 1/County business (non-organizing). Among other uses, Local 1 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 Local 1. 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 9 Orientation

During the County orientation program, provided to new employees by the Department of Human Resources, Local 1 shall be given the opportunity to provide information to new employees who are in classifications covered by this M.O.U. Local 1 presentation shall be informational and in good taste.

ARTICLE 5 NON-DISCRIMINATION

There shall be no discrimination in the implementation of this document because of race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, sexual orientation, age or, participation or non-participation in Local 1 activities against any employee covered hereby by Local 1 or the County.

ARTICLE 6 WAGES & OTHER RELATED ISSUES

Section 1 Salary Increase

- A. Classifications within the General, Professional or Supervisory Bargaining Units shall receive the salaries as set forth in Appendix "A".
- B. During the term of this Memorandum of Understanding, the County has the non-appealable right to increase compensation for classifications covered by this Agreement. Prior to the implementing any wage increase, the County shall notify, and provide the opportunity to discuss, its intention(s) with Local 1.

Section 2 Salary Resolution

A salary range consisting of five steps shall be assigned to all classifications.

- A. Entrance Salary
 - 1. New Hires: Except as provided by the Advanced Step Placement policy, the entrance salary for a new employee will be the first step of the range, for the class to which he/she is appointed.
 - 2. Promotions: Employees who are promoted are eligible for advance step placement under the same provisions as newly hired employees.
- B. Salary Step Increases
 - 1. After completion of thirteen (13) biweekly pay periods of service which meets

standards at step 1 of the salary range, and upon recommendation of the appointing authority, the employee shall be advanced to the next higher step. If an employee is appointed at a step higher than the first step of the salary range for that classification, the first increase shall be after completion of twenty six (26) full pay periods of service which meets standards.

2. After the completion of twenty six (26) biweekly pay periods of service which meets standards in each of the salary steps above step 1, and upon the recommendation of the appointing authority, the employee shall be advanced to the next higher step in the salary range of that classification until the top of the range is reached.
3. All increases shall be effective on the first day of the biweekly pay period following completion of the required period of service.
4. A change 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, downward reclassification or a demotion. Salary range adjustments for a classification will not set a new salary anniversary date for employees.
5. Unless otherwise provided for herein, Resolutions #227 & 228-84 shall apply and determine anniversary dates, pay change dates, etc.

C. Leave Without Pay

Authorized leave without pay shall not extend an employee's date of eligibility for longevity pay increases and vacation accrual rates. Notwithstanding Article 6, Section 2.B.1.& 2., 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.

D. Salary Status 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 years of resignation shall be eligible, with the approval of the appointing authority, to be reappointed at any step up to and including the salary 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.

A full time or part time employee who resigns in good standing and is re-employed by the County 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.

ARTICLE 7 DAYS AND HOURS OF WORK, PREMIUMS & BONUSES

Section 1 Work Schedule

- A. 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.
- B. The County agrees to assign employees to a regular work schedule, the County may change that schedule at its discretion. If the change is of short term duration, i.e., less than two (2) weeks, the County agrees to give employees a minimum of a five (5) working day advance notice of work schedule changes unless agreed to by the employee and department.
- C. Except in an emergency, departments which determine to change a work schedule on a long term basis (for more than two (2) weeks) from a standard work schedule to an alternate work schedule (e.g., 4/10s, 9/80s) or from an alternative work schedule to a standard work schedule (5/8s), or to a different alternative work schedule, the department shall give notice to the affected employee(s) and Local 1 and provide the opportunity to meet with the department to discuss the proposed change. Implementation of such change will not occur prior to two full pay periods from the date of notice to Local 1 and employee(s) unless agreed to by affected employees.
- D. In no case may an employee's work schedule be changed during the work week when the purpose of such change is to avoid overtime compensation, unless agreed to by the employee.
- E. Employees shall work eight (8) hours per day, five days per week unless an alternative work schedule is approved in accordance with the procedures set forth herein.
- F. The Chief Administrative Officer at his/her discretion and upon recommendation of a Department Head may approve alternative work schedules. Alternative work schedules proposed by Local 1 shall be submitted to the Department Head and the Chief Administrative Officer. Department initiated alternative work schedules shall be submitted to Local 1. Upon request by the Union Local 1, management shall discuss any proposed alternative work schedules before reaching a decision on implementation. Decisions on implementation and the reasons therefore shall be communicated to Local 1.
- G. Employees shall be allowed rest periods of fifteen (15) minutes during each four (4) consecutive hours of work. Such rest periods shall be scheduled in accordance with the requirements of the individual department but shall generally occur near the middle of each four (4) hour shift. Rest periods are not accumulative and if not taken during the four (4) hour shift, are lost. Rest periods if not taken are lost and may not be accumulated to extend lunch hours or to shorten the work day. Neither shall any additional pay accrue to an employee who misses or loses a rest period.

Section 2 Overtime

- A. Authorization: The Department Head or his/her designee may require and shall authorize the performance of any overtime work in advance of being worked. If prior authorization is not feasible because of emergency conditions, a confirming authorization must be made on the next regular working day.
- B. Definition: Except as provided in Section 4 below, overtime shall be defined as any authorized time worked beyond forty (40) hours in one work week. "Time worked" shall not be defined to include holidays, administrative leave, vacation, authorized compensatory time off, sick leave for work related illness or injury and sick leave. Effective the first pay period containing July 1, 2011, holidays will be included in the calculation of "time worked".
- C. Compensation: Overtime shall be compensated at one and one half (1-1/2) times the employee's basic hourly rate of pay, or at the employee's request and with the department's approval, compensating time off (CTO) may be taken at the rate of one and one half (1-1/2) times off for each hour worked in lieu of overtime pay.
- D. Accumulation and Use of Compensatory Time Off: The maximum accumulation of Compensating Time off (CTO) shall be 160 hrs. The maximum accumulation shall increase to 200 hours effective the first full pay period following adoption of this MOU by the Board of Supervisors.
1. Use of accumulated CTO shall be a time mutually agreeable to the Department Head and the employee.
 2. Upon termination, any employee with accumulated CTO shall have it paid off.
- E. Other Provisions
1. In no case may an employee's work schedule be changed during the work week when the purpose of such change is to avoid overtime compensation, unless agreed to by the employee.
 2. Time worked as overtime shall not be used to earn fringe benefits such as but not limited to, sick leave, vacation or PERS service credit, or to serve out probation or merit increase periods. Compensatory time off taken may be used as part of the established work week to earn fringe benefits and to serve out probationary and merit step increases.
 3. Employees assigned to positions requiring continuous coverage on a twenty-four (24) hour per day, seven (7) days per week basis who are held over at the conclusion of their shift for more than thirty (30) minutes without twenty-four (24) hours advance notice will be paid time and one half from the time they are required/ordered to remain at work regardless of the number of hours actually worked during the work week.
 4. Overtime shall be paid in accordance with these rules and the provision of the Fair Labor Standards Act.

Section 3 On-Call Duty Compensation

- A. When warranted and in the interest of the County's operations, Department Heads or their designee may assign employees, in writing to "on-call" duty.
- B. "On-call Duty" is an assigned duty outside the normal work week assignment during which an employee must remain where they can be contacted by telephone and be ready for immediate call-back to his/her department to perform an essential service.
- C. An employee assigned on-call duty shall be compensated at the rate of \$1.20 per hour for each hour of such duty. Effective the first full pay period following adoption of this MOU by the Board of Supervisors, the rate shall increase to \$1.60 per hour.

Section 4 Call-Back Compensation

- A. When an employee returns to work because of a department request made after the employee has completed his/her normal work shift and left the work station, the employee shall be credited with two (2) hours plus any hours of work in excess of two (2) hours in which the employee is continuously engaged in work for which he/she was called back.
- B. An employee who is called back, shall be entitled to the aforementioned two-hour minimum only once during a single on-call period or twice during a weekend on-call period.
- C. There shall be no duplication or pyramiding of rates paid under this section. No employee shall be compensated for on-call duty and call-back duty simultaneously. Hours worked on call-back duty shall be deducted from the prescribed on-call duty to determine the appropriate on-call pay.
- D. "Call-back" time is overtime and shall be paid in accordance with overtime pay provisions.
- E. The two-hour minimum shall apply only when an employee is required to physically return to work (e.g. leave home or another off duty location) in order to perform required duties. An employee who performs work after regular work hours, but who is not required to leave home, shall be compensated with a (1) hour minimum or actual time spent at time and one half pay or compensatory time as per the overtime provisions. The parties agree the one (1) hour minimum is not meant to be provided on a per phone call basis and the duplication and/or pyramiding of pay will be prohibited in this instance.
- F. Call-back provisions, including the two-hour minimum, shall not apply if an employee is called to work within one hour of their normal starting time. If an employee is called to work within the one hour prior to their normal starting time, they shall be compensated under normal overtime provisions.

Section 5 Tahoe Employment Differential

In recognition of limited choices of health care plans and providers and associated costs, employees whose primary work location is in the Tahoe Basin, in addition to their regular biweekly salary, shall receive a total of ninety-two dollars and thirty cents (\$92.30) biweekly. Employees working 20 hours or less in a week shall receive half of this amount.

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 6 Longevity Pay

Longevity pay shall be granted for continuous service with the County as follows:

After 10 years	5% of base salary*
After 15 years	7.5% of base salary*
After 20 years	10% of base salary*

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

Longevity pay increases shall be based upon continuous service with the County in an allocated position or service as described in Article 6. Section 2.D. of this Agreement and shall be effective on the first day of the biweekly pay period following completion of the required period of service.

Base salary is defined as the hourly rate as listed in the Salary Resolution for the employee's classification and step.

Section 7 Acting Pay Assignments

When an employee in a permanent position 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 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 pursuant to Section 206 Salary On Promotion of El Dorado County Resolution 227-84, under the following conditions:

- A. 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 Personnel 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 within 5 working days after start of the assignment.

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 Section 7.A. 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 at the discretion of the Chief Administrative Officer, the employee will be entitled to pay for a higher classification in accordance with the other provisions of this Section.
- 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 agreement.
- 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 overtime pay will be paid on the basis of the rate of pay for the higher class.

Section 8 Shift Differential

- A. Any regular employee who is assigned to work and actually works a regular shift that is designated as the Swing Shift, shall receive an additional fifty cents (\$.50) per hour over their regular rate of pay for all hours actually worked and overtime hours actually worked during the shift.
- B. Any regular employee who is assigned to work and actually works a regular shift that is designated as the Night Shift, shall receive an additional seventy-five cents (\$.75) per hour over their regular rate of pay for all hours actually worked and overtime hours actually worked during the shift.
- C. Notwithstanding A. or B. above, an employee in a 24 hour facility who is required to work a minimum of four hours of an additional assigned swing or night shift, shall receive shift differential for the hours actually worked by the employee during the shift.
- D. Department Heads shall, with the advance written approval of the Chief Administrative Officer, determine which work hours will be designated as either a Swing or a Night Shift within their respective departments.

Section 9 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, an 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 and renewed annually.

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 10 After Hours Social Workers

An employee in the classification of Social Worker II/III/IV or an employee of the Mental Health Department who is assigned by the appointing authority to be available by phone during the hours the department is closed, in order to respond to emergency calls and perform call back duties as assigned, shall be entitled to the following compensation.

- A. An employee assigned to duties under this Section, shall be entitled to receive, for each workday, a minimum of two hours at the base hourly rate, or pay for the actual hours worked, whichever is greater.
- B. In addition to A. above an employee assigned to duties under this Section shall receive \$1.20 for each hour on call in this assignment. Effective the first full pay period following adoption of this MOU by the Board of Supervisors, the rate shall increase to \$1.60 per hour.
- C. A part-time employee in the classification of Social Worker III/IV shall accrue eligibility for merit increases based upon an accumulation of hours worked in pay status, excluding on-call hours, and shall be considered for an initial merit increase when the employee's hours in pay status (excluding on-call hours) equals 1040. Each employee shall be considered for subsequent merit increases when the employee's total hours in pay status (excluding on-call hours) equals 2080 hours.

Section 11 Protective Services Premium

Employees in the classification of Social Worker III who are assigned to Protective Services Programs within the Department of Social Services shall be paid a premium of five percent (5%) below the base salary range for the classification of Social Worker IV-B. This premium shall be paid only for all hours in pay status while the employee is assigned to perform the duties of the following programs/functions: Child Protective Services and Adult Protective Services. Effective the first full pay period of July 2011, the Protective Service Premium is discontinued.

Effective the first full pay period of July 2011, employees in the classification of Social Worker III shall be placed on the salary schedule with a range equal to that of Social Work IVA, at their current step. At such time as all existing Social Worker IVA's are no longer at that level, the classification of IVA will be deleted and the Classification of IVB will be renamed as Social Worker IV. It is the intent of this change to have two classifications, Social Worker III and Social Worker IV and to delete the Protective Services Premium.

Section 12 Certification Program

- A. The County shall provide a certification program for all eligible Development Services Department 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:

(Dollar amounts represent monthly amounts for certification listed.)

ICBO	Building Inspector Certificate (\$25.00) or
ICBO	Combination Inspector Certificate (\$50.00)
ICBO	Combination Dwelling Inspector Certificate (\$25.00)
ICBO	Combination Light Commercial Inspector Certificate (\$50.00)
ICBO	Permit Technician (\$25.00)
IFCI	Uniform Fire Code Inspector Certificate (\$25.00)
CEC	Energy Plans Examiner Certificate (\$25.00)
ICBO or IAPMO	Plumbing Inspector Certificate (\$25.00)
ICBO or IAPMO	Mechanical Inspector Certificate (\$25.00)
ICBO	Electrical Inspector Certificate (\$25.00)
ICBO	Plans Examiner Certificate (\$50.00)
CABO	Building Official Certificate (\$75.00)
ICBO	Reinforced Concrete Special Inspector Certificate (\$25.00)
ICBO	Priestesses Concrete Special Inspector Certificate (\$10.00)
ICBO	Structural Masonry Special Inspector Certificate (\$25.00)
ICBO	Structural Steel/Welding Special Inspector Certificate (\$25.00)
CCEC or SCACEO	or
AACE	Code Enforcement Officer (\$25.00)
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
CCEC	= California Code Enforcement Corporation
SCACEO	= So. California Code Enforcement Official
AACE	= American Association of Code Enforcement

- B. 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.

- C. 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 13 Psychiatrist On-Call Pay

A. FLSA Status

1. The parties agree that Psychiatrists are exempt employees under the Fair Labor Standards Act (FLSA) but subject to the provisions of this MOU. An employee in the class of Psychiatrist who is assigned to be in an "on-call" (i.e., medical backup) status to provide emergency psychiatric services shall receive two (2) hours of pay at the Psychiatric Clinician Extra Help rate for each on-call shift so assigned. An "on-call", (i.e., medical backup) shift shall include all hours within a 24 hour period in which the Psychiatrist is assigned to be medical backup.
2. 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 at the Psychiatric Clinician Extra Help rate.
3. This provision codifies the historical pay practice of the Mental Health Division of the Health Services Department and reflects the full and complete understanding of the parties regarding pay entitlement for Psychiatrist(s) assigned to such on-call duty.

B. In addition to the provision of A.1, and 2 above, an employee assigned to a 24 hour on-call shift (i.e., medical backup) and returns to the Psychiatric Health Facility on a weekend and/or holiday to make "rounds" shall, in addition to the on-call pay specified in A.2, above, receive pay at the Psychiatric Clinician Extra Help rate for any additional hours actually worked over two hours in which the employee is continuously engaged in work for which the employee is called back.

C. A Psychiatrist who is called back to work, other than on weekends or holidays shall receive callback pay in accordance with the provisions of Article 7, Section 4 A, B, D, and F of the MOU.

Section 14 Hazardous Material Assignment Differential

Effective the beginning of the first full pay period following adoption by the Board of Supervisors, employees in the Senior Environmental Health Specialist classification in the Environmental Management Department who are assigned by the Director of Environmental Management the responsibility to perform the full scope of hazardous materials duties under the Certified Unified Program Agency (CUPA) shall receive a 9.5% pay differential over the

employee's base hourly rate (for all pay status hours during the term of such assignment). When such an assignment is terminated at the discretion of the Department Head and the employee in the classification of Senior Environmental Health Specialist is no longer performing hazardous material duties, the employee will no longer be entitled to the 9.5% differential. Such loss of this differential pay shall not be considered a performance issue and as such is not subject to appeal or to the grievance procedure.

Section 15 POST Certificate Pay

Employees in the class of Senior Investigator (Public Defender) shall, in lieu of longevity pay, receive 3.5% of base salary for possession of an Intermediate POST Certificate, and 5.0% of base salary for possession of an Advanced Certificate, for a total of 8.5%.

Section 16 CPA and CPA-G Certification

An employee in the classes of Accountant, Senior Accountant, Accountant/Auditor, Supervising Accountant/Auditor, Cost Accountant, or directly related classes who are charged with performing professional accounting responsibilities and who are California Certified Public Accountants holding a current California CPA certificate shall receive a differential of 10% of base salary for possessing such certification.

An employee in the classes of Accountant, Senior Accountant, Accountant/Auditor, Supervising Accountant/Auditor, Cost Accountant, or directly related classes who 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 5% of base salary for possessing such certification.

ARTICLE 8 ALLOWANCES FOR WORK-RELATED EXPENDITURES

Section 1 Tuition Reimbursement for Accredited Academic Courses

A. Employee-Requested Courses

1. Applicability:

This Section shall apply only to courses requested by the employee in accordance with the criteria set forth below and submitted on a form to be provided by the County.

2. Requirements for Partial Reimbursement of Tuition:

- a. The requesting employee must be and have been in a regular full-time position in the County for at least two (2) years prior to the start of the course in question.
- b. The subject matter of the course must be directly related to the employee's present position or to a position within the normal line of promotion within County service for the employee's current classification.

- c. The employee's attendance at the course will not interfere with his/her normal duties, responsibilities or work hours.
- d. The employee agrees in writing to repay the County, upon termination, any tuition reimbursement received from the County within a twelve (12) month period prior to his/her termination.
- e. Requests for reimbursement shall be submitted to the County and approved prior to the commencement of the course in question.

3. Limitations

- a. In order for requests to be granted, funds for tuition reimbursement must be available for that purpose in the departmental budget.
- b. Reimbursement shall be available at the rate of fifty percent (50%) of actual costs of the tuition fee (Does not include books, documents, other materials, mileage, travel costs, or other incidental expenses incurred by the employee.)
- c. The County may limit its reimbursement to the actual amount not reimbursed to the employee by some other source if such amount is less than fifty percent (50%) of the tuition fee.
- d. Nothing shall prohibit the County from placing a reasonable dollar limit on tuition reimbursement which may be received by an employee in one fiscal year.
- e. To be eligible for reimbursement, the employee must present satisfactory proof of a final grade of "C" or better for the approved course and of the amount of tuition paid by the employee.

B. County-Required Training

Education or training required by the County as a condition of continued employment in the employee's present position shall be reimbursable at 100% or paid directly by the County and shall take place on County time if possible. Reimbursement shall be in accordance with the Board Travel Policy, D-1.

Section 2 Mileage Reimbursement

The rate of reimbursement for employees' use of private vehicles on County business shall be the rate as determined by the Internal Revenue Service.

Section 3 Sheriff's Department Employees - Uniforms and Meals

- A. Full-time employees in the following classes or work units who are required to wear a uniform shall receive a uniform allowance of \$340 per year: Work Program Supervisors, Community Service Officers, clerical employees who work as booking clerks, the Placerville department receptionist, and clerical employees in the Records

section. This uniform allowance shall be paid in January of each year.

Such employees shall be required to wear the prescribed uniform and comply with the Sheriff's department policy related to wearing of such uniforms. In no way shall the application of this provision be construed to imply any expectation of performance in active law enforcement nor eligibility for benefits associated with law enforcement or correctional activities.

- B. Notwithstanding Section 3.A. above, uniforms or work clothes shall be provided to employees and replaced as necessary as determined by the Department Head or designee in classifications other than those specified above who are required by the Sheriff to wear uniforms or work clothes.
- C. The County will provide to employees covered by this Agreement, who work in the Jail, one meal per shift if the employee is required to remain on-site during the meal period. The provided meal shall be the same meal which is prepared for inmates.

Section 4 Uniforms and Uniform Allowances

- A. For Department of Transportation employees assigned to work for a majority of their assigned hours in the Soils Lab, the County will pay Eleven Dollars and Fifty-Three Cents (\$11.53) biweekly for each employee who is required to wear a County provided uniform/work clothes, and where the employee must maintain those uniforms/work clothes.
- B. Department of Transportation employees whose duty assignment primarily involves field work shall receive, upon request, six (6) uniform shirts. Department of Transportation employees whose duty assignment primarily consists of office work and only occasional field work shall receive, upon request, two (2) uniform shirts. Employees who receive uniform shirts shall be required to wear them in the performance of their field work duties. Uniform shirts shall be replaced as necessary as determined by the Department Head.

It is understood that the Department Head retains the right to mandate the wearing of specific clothing when it addresses specific safety needs of the employee, the public and/or the Department.

Section 5 Boot Allowance

Employees in the Department of Transportation, who are required by the Department to wear boots, or other specific footwear for safety, shall receive on the pay days of Pay Periods 02 and 15 of each year, a boot allowance of fifty dollars (\$50.00). Effective after adoption of this MOU by the Board of Supervisors, payment shall be made on the payday of Pay Period 15 only, in the amount of one-hundred dollars (\$100.00).

ARTICLE 9 EMPLOYEE BENEFITS & RETIREMENT

Section 1 Medical/Dental

- A. A mutual goal of the County and the Local 1 is to limit and manage the impacts of health plan costs on both County employees and the County's budget.
1. The County and the Local 1 agree to continue during the terms of the MOU, to meet and work on long term options for payment of health care costs. For the term of this MOU, the parties agree to implement a standardized cost sharing for the health insurance premium contribution rates, with the County paying 80% of the premium for full-time employees and the employee paying 20% of the premium.
 2. Effective July 1, 2011, the County will join 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 pay period containing July 1, 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 pay period containing January 1.
 3. Effective the pay period containing July 1st, the contributions shall be as follows:

General, Professional and Supervisory Units- July 1, 2011 – December 31, 2011			
	Employee only	Employee + 1	Employee + 2 or more
County Contribution	\$317.60	\$592.80	\$816.00
Employee Contribution	\$ 79.40	\$148.20	\$204.00

4. For part-time employees, hired on or after September 7, 1991 the County will contribute a prorated share of the costs listed as specified in Article 9, Section 1.C, below. The sum of the County and Employee Contribution shall constitute full payment, excluding deductibles, co-payments, and other fees and charges as specified in the Plan.
5. For purposes of the Article, a full-time employee is defined as an employee in an allocated position whose regular work schedule on an ongoing basis is 80 hours of work in each pay period; a part-time employee is defined as an employee who is in an allocated position and whose regular work schedule on an ongoing basis is less than 80 hours of work in a pay period.
6. In order to be eligible for County Contribution, other than required by law, a full-time employee must be in pay status, i.e., where the employee is receiving pay from work hours, compensatory time off, vacation or sick leave in accordance with Paragraph 5, above. An employee who is receiving Worker's Compensation, temporary disability shall be eligible for continuation of the County's Contribution

until such time as eligibility for Worker's Compensation, temporary disability ceases.

7. An employee who ceases to be eligible for County Contributions must pay directly to the Auditor's Office the full amount of employee and County Contribution in order to retain benefit coverage under the County-sponsored Health/Dental benefit plan.
8. The County will not contribute toward the cost of any plan other than those specifically sponsored by the County.

B. Health Plan Benefits: Effective July 1, 2002, benefit structure for the County's self-funded Health Plan administered by Blue Shield:

Deductible:	\$200 per person/\$400 per family
Out of Pocket Maximum:	\$1,000 per person/\$2,000 per family
Co-Insurance:	80%/20% In Plan Provider 60%/40% Out of Plan Provider
Prescription Drugs Co-pays:	\$10 generic \$15 formulary brand \$30 non-formulary brand
Emergency Room Co-pay:	\$50 (waived if admitted)

C. Part-time Employees: Any part-time employee and dependents, who, on September 6, 1991, are being provided with the same benefit contribution as full-time employees, will continue to receive full-time benefit contribution throughout the term of this Memorandum. A part-time employee, hired on or after September 7, 1991, whose regular work schedule is more than 32 hours per pay period shall be eligible to participate in the health/dental insurance programs on a pro rata basis according to the following schedule.

1. The County shall pay the full County Contribution to the health/dental costs as specified in Article 9. Section 1.A.2 above for a part-time employee whose regular work schedule as documented on the payroll personnel form is between 64 to 79 hours per pay period on an ongoing basis; the Employee Contribution will be automatically deducted from the biweekly pay check.
2. The County shall pay 75% of the County Contribution to the health/dental costs as specified in Article 9. Section 1.A.2 above for a part-time employee whose regular work schedule as documented on the payroll personnel form is 40 to 63 hours per pay period on an ongoing basis; the remaining 25% of the County Contribution plus the Employee Contribution will be automatically deducted from the biweekly pay check.
3. The County shall pay 50% of the County Contribution to the health/dental costs as specified in Article 9. Section 1.A.2 above for a part-time employee whose regular work schedule as documented on the payroll personnel form is 32 to 39 hours per pay period on an ongoing basis; the remaining 50% of the County Contribution plus the Employee Contribution will be automatically deducted from the biweekly pay check.

4. Part-time employees whose regular work schedule is less than 32 hours per pay period shall not be eligible for participation in the County health/dental insurance program.

A part-time employee may work additional or fewer hours than the employee's "ongoing" work schedule without changing the pro rata contribution. The pro rata contribution level may only be changed by amending the Payroll Personnel Form which documents the change to the ongoing work schedule. An employee, who believes the employee's regular ongoing work schedule has been modified, can submit a written request to the Department Head to formally change the ongoing work schedule.

5. Full-time employees, who are required to reduce their work schedule (to part time) as a result of a compensable injury under the Workers Compensation law that occurred during their employment with the County, shall maintain the same health insurance contributions as full-time employees.

D. 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 9. Section 1.A or C above, as allowed by law.

2. Open Enrollment: The parties acknowledge that due to the County's intent to join the CSAC-EIA EIAHealth Program, for the County self funded PPO plan, the health care coverage term will change for all County sponsored health plans from a fiscal year (July-June) to a calendar year (January-December). In order to accommodate the transition to the CSAC-EIA 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-November 2011 for the calendar year beginning January 2012. Thereafter, Open Enrollment Periods will occur once every calendar year. During an Open Enrollment Period, eligible employees may enroll themselves and eligible dependents in the County-Sponsored health plan of their choice.

E. Terms & Conditions

1. County sponsored medical/dental plan coverage starts the first day of employment and ends the last day of employment. Retirees, at their own expense, may continue to be enrolled in the County-sponsored plan, or may be eligible for contributions pursuant to Article 9, Section 9.D. Health Plan coverage shall be in accordance with the provisions of the Plan. Employees who retire or who separate from County service may, at their own expense, continue to be enrolled in the County sponsored plan in accordance with provisions of the plan or as provided by law.

2. The parties agree that the County Medical/Dental Plan is a Defined Benefit Plan, and that the County is required to provide the specified benefits during the term of this Memorandum of Understanding regardless of the level of contribution by the County and its employees.
3. The County will, during the term of this Memorandum of Understanding, maintain a vision care component (\$25 deductible, exam every 12 months, lenses and frames every 24 months) for employees and their dependents that are enrolled in the County Medical/Dental Plan.

F. Development & Implementation of a New Healthcare Plan

The parties agree that the County may elect to modify the County Self Insured Plan, may change to a fully insured Health Plan or may elect to make no change. Prior to making such determination, the County shall provide the Health Plan Advisory Committee a reasonable amount of time, not to exceed fifteen (15) calendar days to evaluate and make recommendations regarding the options being considered by the County. When one of the above-described options is selected by the County, then the amount of County and employee contributions shall be negotiated by the parties; the benefits shall be those currently provided or those provided by either the modified Self Insured Plan or the new Plan.

The parties agree to hold Health Plan Advisory Committee meetings as necessary to review and address future healthcare options. The County and Local 1 will exert their best good faith efforts to reach a resolution.

In the event that a new healthcare plan is implemented, Article 9, Section 1, of this Memorandum of Understanding is waived.

G. Continuation of Medical/Dental Plan - Military Call-Up

An employee who is a member of the United States Reserve Armed Forces or the National Guard and is called to or volunteers for active military duty in response to a call-up by the President of the United States as provided for by law, shall continue to be eligible for coverage under the applicable medical/dental plan, notwithstanding the employee's absence due to the call-up or ineligibility due to such absence. Coverage shall continue for a period of time as specified by the Board of Supervisors. In no case shall the coverage continuation be less than one (1) year from the date the employee commences an approved military leave of absence, or until the employee returns from active duty, whichever occurs first. Such continuation of coverage is contingent upon being allowed under the respective health care plan of the employee.

The County shall continue the same level of its contributions for the employee absent on military leave and that employee's dependents as would apply to other employees in the same classification and bargaining unit. The employee will be responsible for any contribution toward dependant coverage specified in the MOU. Pursuant to these provisions, the employee absent on military leave shall not be required to use accumulated paid leave in order to be eligible for continuation of coverage and the county's contribution to the medical/dental plan.

Prior to being considered eligible for continued coverage under these provisions an employee shall be required to provide documentary evidence, satisfactory to the County, of the employee's active duty status and shall also be required to notify the County in writing within ten (10) days of the employee's return to inactive duty status. Upon the employee's discharge from active duty status, the standard provisions of Article 9 of this Memorandum of Understanding shall apply with full force and effect.

Section 2 Life Insurance

The County shall provide a \$20,000 Group Life Insurance Plan for each employee who is regularly scheduled to work at least 60 hours per pay period. Accidental Death and Dismemberment coverage is included in this Plan.

Section 3 Long Term Disability

The County shall provide a Long Term Disability (LTD) Insurance Plan with a maximum LTD benefit of \$3,000/month for eligible employees.

Section 4 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 5 Plan Documents or Contracts Controlling

While mention may be made in this MOU 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.

Section 6 Injury or Illness Leave Time

The County and Local 1 agree to the following in regard to "leave time" associated with employee injury and illness:

- A. When an employee is off work due to an illness or injury, the County will work with Local 1 to offer a plan that allows for crediting of service time to the extent possible under the law and PERS rules. The parties understand that employees; use of their accrued time, i.e., sick leave, vacation, etc., counts as service credits for PERS purposes.
- B. Family Medical Leave Act (FMLA) and California Family Medical Rights Act (CFRA) leave shall begin to count towards an employee's twelve (12) week entitlement from the first day of the FMLA/CFRA qualifying event, with notice to the employee. All terms and conditions of the FMLA/CFRA shall apply.
- C. Employees off work due to a medical leave of absence shall be required to use accumulated sick leave, which may include being integrated with SDI, LTD, Worker's Compensation, etc., if necessary, before going on any other County paid or unpaid

leaves. Employees may elect to “bank” up to eighty (80) hours of their sick leave for use upon their return to work. Employees will be allowed to use accumulated vacation, compensatory time off, etc., during a medical leave.

- D. For employees who are off work and eligible for FMLA, the County will continue its health insurance contribution, as defined in Article 9, Section 1, on the employee’s behalf (employees will be responsible for their portion), up to the time of the employee’s separation from County service, not to exceed an aggregate of twenty-six (26) pay periods from the first day of the employee’s absence due to the injury/illness. The “16 hour” requirement for health insurance is no longer in effect.
- E. The County will conduct periodic assessments of the status of an employee on medical leave. Assessments will be conducted at thirty (30) days of leave (or 90 days of limited duty) and at least every ninety (90) days thereafter. The employee will be provided with the opportunity to provide input into the assessment.
- F. At any point the medical condition of an employee appears to be permanent, long term, of uncertain duration or likely to preclude the employee’s ability to return to work, the County will move to separate the employee and, if appropriate, make application to PERS for a disability retirement on behalf of the employee who is eligible for a PERS disability retirement. If an employee is not eligible for PERS retirement, then the County will move to refer the employee to long-term disability (LTD). Notwithstanding Article 10, Section 3.F., Payment for unused Sick Leave, employees medically separated under disability retirement shall be paid all of their unused accrued sick leave. If an employee is denied disability under PERS or LTD, the employee will return to work.
- G. Employees who return to work and are receiving Worker’s Compensation benefits, and have follow-up doctor’s appointments related to their Workers Compensation injury/illness, may use County paid time for these doctor’s visits. Eligibility for use of County paid time for these doctor’s visits is limited to up to forty-eight (48) hours per injury.
- H. The County and Local 1 agree to encourage employees on medical leaves to return to work as soon as possible, in a “light duty or “modified duty” capacity if possible.

Section 7 Employee Assistance Program

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

Section 8 IRC 125 Plan

The County agrees to provide an IRC 125 Plan for employees covered by this Memorandum of Understanding who are in the County self-funded Health Plan for the sole purpose of providing for employee paid Health Plan contributions to be paid through the IRC 125 account.

Section 9 Retirement Issues

- A. **Employees' PERS Contributions.** For the period July 1, 2010 to the first full pay period of July, 2011, the County will pay that portion of each employee's PERS contribution equal to 7% of reportable compensation except that employees within the first 26 pay periods of employment will pay the full 7% of the employee's share of the PERS contribution, and that employees within the 26-52 pay periods of employment shall pay 3.5% of the employee's share of the PERS contribution. Effective the first full pay period of July, 2011, the County will pay that portion of each employee's PERS contribution equal to 4% of reportable compensation and the employee will pay 3% of reportable compensation.
- B. **PERS Retirement Formula.** Retirement benefits for employees hired prior to the effective date of the amendment to the County's contract with PERS, referenced below, shall be calculated using the retirement formula of 2% @ 55 with Single-Highest Year Final Compensation. Retirement benefits for employees hired on or after the effective date of the amendment to the County's contract with PERS, referenced below, shall be calculated using the retirement formula of 2% @ 60, with Average of Three-Year Final Compensation. As soon as feasible after the execution of the Agreement, County will amend its contract with PERS to revise the retirement formula for all Local 1 employees as stated above hired on or after the effective date of the contract amendment.

The County agrees to continue the provisions contained in Section 414(h) (2) of the Internal Revenue Code concerning the tax treatment of employee retirement contributions to PERS.

- C. **Retiree Health Contribution-** Effective January 1, 2001 and subject to the provisions of the Retiree health Benefits Contribution Plan Document, any employee hired prior to January 1, 2009, who retires from County service after July 1, 1999, and who has attained a cumulative total completed years of service (excluding extra help service and provisional) with the County of El Dorado 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%

The parties agree to continue working on an employee funded retiree health benefit program for those employees hired after January 1, 2009, with the intent of implementing the program no later than January 2012.

Part-time employment (excluding extra help and provisional) shall be treated in accordance with the Retiree Health Benefits Contribution Plan Document.

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.

In lieu of the above, a retiring employee with 20 or more years of service with the

County of El Dorado shall have a one-time irrevocable option to elect four (4) years of contributions, at the Blue Shield employee-only rate, toward a County-Sponsored Health Plan or Alternate County-Sponsored Health Plan in which the retiree is otherwise eligible to enroll. Retired employees have the option to include eligible dependents at additional cost.

This Section C titled Retiree Health Insurance as stated above shall be discontinued for all newly hired employees effective the first full pay period following approval by the Board of Supervisors of the effective date November 10, 2009.

- D. Medicare Option, Employees Currently Not Enrolled - As soon as feasible, but no later than January 1, 2001, and as permitted by law, the County shall implement an option for employees currently not participating in Medicare.
- E. 1959 Survivors Benefits - The County will provide to employees Level 3 of the 1959 Survivors Benefits, as defined in PERS Section 21573. Each employee shall contribute .93 cents per pay period as required by PERS regulations. This benefit applies to employees currently enrolled in the 1959 Survivor Benefits option.

ARTICLE 10 PAID LEAVES

Section 1 Holidays

A. The following days shall be the official County holidays:

1. January 1 - New Year's Day
2. January (Third Monday) - Martin Luther King Jr.'s Birthday
3. February (Third Monday) - Washington's Birthday
4. May (Last Monday) - Memorial Day
5. July 4 - Independence Day
6. September (First Monday) - Labor Day
7. November 11 - Veteran's Day
8. November - Thanksgiving Day
9. November - Friday after Thanksgiving
10. December 24 - Christmas Eve *
(When December 25 falls on a Thursday, December 26, the day after Christmas, shall be observed as a County holiday in lieu of Christmas Eve.)
11. December 25 - Christmas Day

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.

Newly hired regular employees (hired after pay period 01 but before pay period 13) shall be entitled to eight (8) hours of floating holiday time in their first year of employment.

This time will be credited in pay period 13 of the new employee's first 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 pro rated 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 in pay period 26 and is not subject to the payoff provisions. Any unused floating holiday time will be lost.

- C. 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. In years in which December 24th falls on a Sunday, the County shall also observe December 26th as a holiday (Tuesday). In years in which December 25th falls on a Saturday, the County shall also observe December 23 as a holiday (Thursday).
 - 1. If an employee works a nonstandard (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.
 - 2. It is the intent of this section to give all full time unit employees the same number of days off [thirteen (13) eight (8) hour days] with pay for holidays.
 - 3. Employees occupying positions which must be staffed seven (7) days per week regardless of holidays shall observe holidays on the actual day.
- D. If a full-time or part-time employee is required to work on a holiday, the employee shall be entitled to be compensated at the overtime rate. Overtime shall be compensated in cash or in compensatory time off (CTO) in accordance with the provisions of Article 7, Section 2.C.
- E. Regular employees shall be entitled to take all authorized holidays at their base pay, including longevity, 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 holiday pay in proportion to the percentage of full time hours worked during the biweekly pay period which includes a holiday.

Section 2 Vacations

Unit employees receive vacation benefits consistent with the provisions of Resolution 227-84, Section 302-302.3 of the El Dorado County Compensation Administration Resolution, summarized below, subject to the provisions herein:

- A. Accumulation Earned
 - 1. Under four years employment: .03875 per hour on pay status (3.1 hours earned per full pay period paid.)
Maximum accumulation of 240 hours.

- 2. Between the fourth and eleventh years: .05875 per hour on pay status (4.7 hours earned per full pay period paid).
Maximum accumulation of 320 hours.
- 3. Over eleven years: .0775 per hour on pay status (6.2 hours earned per full pay period paid).
Maximum accumulation of 320 hours.

B. Limitations

Extra-help, CETA or other employment time may not count toward the required continuous service for vacation benefits.

C. Donation of Vacation Time

An employee may donate in four (4) hour increments his/her accumulated vacation time to another employee who has exhausted their sick leave and vacation leave due to an extended, catastrophic 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 donation shall be on a form prescribed by the County Auditor. 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. The accepting employee shall be responsible for payment of any applicable taxes. The County shall withhold any amounts authorized or required by law.

Section 3 Sick Leave

A. Accrual

Every regular employee shall accumulate sick leave at the rate of .04625 per hour on a pay status, calculated on the basis of actual service (3.7 hours earned per full pay period paid). There is no maximum accumulation. The accumulation rate for sick leave is based upon regular hours worked, not overtime hours.

B. Eligibility

New employees are eligible to use sick leave with pay after completion of two (2) full biweekly periods of continuous service with the County of El Dorado.

C. Verification

Employees are required to notify their supervisor as soon as possible of their absence due to illness or injury. A department, depending on its internal record keeping, may require an employee upon returning after an absence due to illness or injury, to fill out a sick leave request form or record of sick leave use. 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 the sick leave request. Requests for a physician's

statement or acceptable substitute shall normally be made prior to any absence. Requests for physician's statements or acceptable substitute may be requested during an absence if the employee is given notice prior to returning and the absence is longer than three days.

D. Usage

Employees are entitled to be paid for sick leave used, to a maximum of the time accrued, under the following conditions:

1. The employee's illness, injury, disability or exposure to contagious disease which incapacitates him/her from performance of duties.
2. The employee's receipt of required medical, dental or optical care or consultation.
3. Employees may integrate their sick leave with their Worker's Compensation as provided for by State Workers Compensation laws. In addition, employees may integrate this sick leave with their S.D.I. Benefits in accord with Article 9, Section 4.
4. The employee's attendance to care for a member of the immediate family as defined by the FMLA and CFRA (Family Medical Leave Act and California Family Rights Act, currently define immediate family as child, spouse/registered domestic partner, or dependent parent), who is ill.
5. The employee's preparation for or attendance at the funeral of a member of the immediate family. (Funeral Leave) For the purpose of this paragraph D.5., immediate family means: parent, spouse, son, daughter, sibling, mother-in-law, father-in-law, brother-in law, sister-in-law, grandparents or grandchildren by blood or marriage, or any person who is a regular member of the employee's household or for which the employee has been designated legal guardian. Under this paragraph D.5., an employee shall be allowed a reasonable amount of sick leave time to travel, attend and return from the funeral.

E. Incapacity to Perform Duties

If the appointing authority has been informed through a doctor's report of a medical examination, that an employee is not capable of properly performing his/her duties, he/she may require the employee to absent himself/herself from work until the incapacity is remedied. During such absence the employee may utilize any accumulated sick leave, vacation, holiday and compensatory time or leave without pay. If the incapacity is not of a temporary nature, the appointing authority may take such actions as appropriate under the County rules on medical retirement, termination or demotion.

F. Payment for Unused Sick Leave

1. In order to receive payment for unused sick leave at the time of retirement, layoff, or voluntary termination, a County employee must have five or more years of County service.

- a. Employees with Over 5 years of service:
Shall receive 20% of their unused sick leave paid.
 - b. Employees with Over 10 years of service:
Shall receive 40% of their unused sick leave paid.
 - c. Employees with Over 15 years of service:
Shall receive 70% of their unused sick leave paid.
 - d. Employees with Over 20 years of service:
Shall receive 100% of their unused sick leave paid.
 - e. In the event an employee dies while in active service with the County their sick leave payoff will be made in accord with the above schedule and the limitation of this Section and will paid in the same manner as the final check.
2. Maximum number of hours paid shall not exceed 500. Employee's last hourly rate of pay shall be used in computing payment.

G. Retirees Conversion of Sick Leave to Health Insurance Premium

An employee who is retiring under the PERS system may, at his/her option, in lieu of Section F. Payment for Unused Sick Leave (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.

This Section G titled Retirees Conversion of Sick Leave to Health Insurance Premium as stated above shall be discontinued for all newly hired employees effective the first full pay period following approval by the Board of Supervisors of the effective date of this agreement.

Section 4 Supervisory Leave

Employees in the Supervisory (SU) Unit will receive up to sixteen (16) hours of Supervisory Leave in pay period 01 of each year. Part time supervisory employees shall receive this leave time on a pro-rated basis. Such leave does not accrue from year to year and must be used by the last day of pay period 26 of each year. This benefit is forfeited immediately upon leaving the Supervisory (SU) Unit.

Section 5 Court Appearances

The provisions of Article 308.1 and 308.2 of the Compensation Administration Resolution will apply to any employee who shall be called as a witness arising out of and in the course of his/her employment with another governmental agency.

Section 6 Contracts with State for Employee Services

A department may, when it determines it is in the best interests of the County, enter into a contract with the State to outstation a department employee for a temporary period to perform services and tasks to the State pursuant to contract. Such temporary reassignment shall be

with the concurrence of the employee and in no case exceed one year, except by mutual agreement between the County and Local 1.

The State shall, pursuant to contract, reimburse the County for all salary and benefits received by the employee, as prescribed by the Memorandum of Understanding, during the temporary period of reassignment.

ARTICLE 11 PERSONNEL PRACTICES

Section 1 Probationary Periods

A. Duration

Probationary periods are considered as a continuation of the selection process and apply to all initial appointments, promotions employee initiated lateral transfers to a different position, and as provided in Article 11, Section 1.B.1., below. Nothing herein is intended to create a "For Cause Standard" for release during a probationary period.

1. Employees in the General (GE) unit shall have an initial probationary period of twenty-six (26) biweekly pay periods.

There shall be no probationary period for employees promoted to the higher classification(s) in positions established as alternately staffed positions in the personnel allocation list, provided the employee has completed the probationary period in the lower classification. If the employee has not completed the probationary period in the lower classification, the probationary period will continue until the employee has worked the required number of pay periods in the position.

2. Employees initially hired into or promoted into classifications in the Professional (PL) and Supervisory (SU) Units shall have a probationary period of twenty-six (26) biweekly pay periods.

Except as provided below, there shall be no probationary period for employees promoted to the higher classification(s) in positions established as alternately staffed positions in the personnel allocation list, provided the employee has completed the probationary period in the lower classification. If the employee has not completed the probationary period in the lower classification, the probationary period will continue until the employee has worked the required number of pay periods in the position.

Employees covered by the California Administrative Code, Title 2, Division 5, Local Agency Personnel Standards (LAPS) will have probationary periods as required by LAPS regulations.

3. Employees promoted from one County classification to another in the same classification series shall have a promotional probationary period of thirteen (13) biweekly pay periods unless otherwise provided in this Section.

4. For all employees, individual probationary periods shall be extended commensurately by each hour an employee is on authorized leave for more than

ten 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.

5. Time worked by an employee while receiving acting pay pursuant to Article 7, Section 7, shall count toward completion of the probationary period only under the following conditions:
 - a. At the time the employee was designated as eligible for acting pay pursuant to Article 7, Section 7, the employee shall have been reachable on an employment list for the position compiled by Human Resources or Merit Systems.
 - b. There is no break in service between the employee's work in an acting status and the employee's promotion into the position.
 - c. To the extent that the probationary period, when combined with employment in such status, shall not exceed one year.
 - d. Notwithstanding subparagraph c., the employee shall serve a minimum of a six month probationary period.
6. Time worked in a position by an employee in a temporary, extra help position shall count toward completion of the probationary period only under the following conditions:
 - a. The employee shall have been reachable on an employment list compiled by Human Resources at the time the employee was appointed to the position as a temporary, extra help employee.
 - b. There is no break in service between the employee's work as a temporary, extra help employee and their appointment as a regular employee.
 - c. To the extent that the probationary period, when combined with employment in such status, shall not exceed one year.
 - d. Notwithstanding subparagraph c., the employee shall serve a minimum of a six-month probationary period.
7. An employee who is not rejected prior to completion of the prescribed probationary period, unless extended per the provision herein shall acquire permanent status automatically.

B. Status of Employee

1. Probationary Period Required

A probationary period is required in the following circumstances:

- upon initial appointment to a position in a class in the classified service;
- upon promotion to a position in a class in the classified service;
- upon voluntary demotion or transfer to a position in a different class series in which the employee has not previously achieved civil service status unless a Department Head and employee agree to waive or reduce the probationary period;
- upon displacement to a classification in a different class series where the employee has not completed probation at the lower level;
- upon displacement resulting from layoff or release from probation after promotion where total time in the higher and lower level classes is less than the required probationary period at the lower level;
- upon transfer to a position in the same classification in a different department when the employee has not attained permanent status in the class, except that the total time in the probationary period in the class shall not exceed one year;
- upon reclassification to a class at the same or higher salary range unless waived by the appointing authority;
- in any other circumstance not specifically excluded in B.2.

2. Probationary Period Not Required

A probationary period shall not be required:

- upon involuntary demotion;
- upon displacement resulting from layoff or release from probation after promotion where time in higher and lower level classes satisfies the required probationary period at the lower level;
- upon voluntary demotion to a position in a class in the same class series when the employee has completed the required probationary period in a higher level class;
- upon reassignment to a position in the same class in the same department;
- upon transfer of the employee to a position in the same class in a different department when the employee has previously achieved permanent status in the class except where the Department Head and employee concur on a probationary period not to exceed thirteen (13) pay periods;
- upon restoration resulting from a layoff to their former position or lower position in their class series where the employee had completed a probationary period;
- upon reclassification to a classification in which the incumbent is Y-rated.

C. Right of Return

1. An employee shall have the right of return to a position in a class in the GE, PL and SU bargaining units which the employee previously occupied when the employee fails to satisfactorily complete the probationary period after being promoted.

2. An employee who fails to satisfactorily complete a probationary period in a new class as a result of a voluntary demotion or transfer to a class in a new class series or transfer in the same class in a different department where the parties have agreed upon a probationary period, shall have the right of return to a position in the class and department from which the employee previously occupied if the employee had achieved Civil Service status in the class and provided such right shall be exercised within ninety (90) days of the effective date of the transfer or voluntary demotion. After ninety (90) days, an employee who does not satisfactorily complete the new probationary period shall have a right of return to any vacant position in the former class and department for a period not to exceed six (6) months.

D. Expectations for Probationary Employees

At the beginning of all probationary periods, the employee will receive a written statement of expectations signed by the supervisor and the employee. The supervisor shall retain the copy signed by the employee and provide a copy to the employee.

Not less than monthly the supervisor shall meet with the employee to review the employee's progress toward meeting the supervisor's expectations. The supervisor shall provide the employee with a written summary of the meeting.

The employee will acknowledge receipt of the summary of his/her progress by signing a copy of the summary. The supervisor will retain the copy signed by the employee.

The employee shall be considered to have met expectations in any month in which the supervisor does not meet with the employee and provide the employee with a written summary of his/her progress.

All written summaries, containing the employee's acknowledgment of receipt, shall be submitted to Human Resources with the appropriate forms for successful completion of probation or of the employee's failure to complete the probationary period.

E. Rejection During Probation

The appointing authority may reject a probationary employee at any time during the probationary period without the right of appeal in any manner and without recourse to either the Grievance or Appeal Procedure; except when the employee alleges and substantiates in writing that the rejection was due to political or religious or union activities, race, color, national origin, sex, age, disability or sexual orientation, or as otherwise protected by law. For employees not in the Department of Health Services, Division of Social Services, appeals on this basis shall be processed through the County's Discrimination Complaint Procedure. For employees in the Department of Health Services, Division of Social Services, appeals on this basis shall be processed through the California Administrative Code, Title 2, Division 5, Local Agency Personnel Standards. The appointing authority shall notify the employee in writing that he/she is rejected during probation. No reasons for the action are necessary.

F. Rejection During Secondary Probation

Should an employee who has been promoted fail to satisfactorily complete his/her probationary period, such employee may elect to return to a position in the classification in the department from which the employee was promoted. If the employee held permanent status in such former classification, the employee shall not be required to serve a new probationary period. The employee's step and anniversary date shall be restored to their pre-promotion status.

Section 2 Performance Evaluations of Employees with Civil Service Status

Employees with civil service status shall be evaluated at least once each calendar year. Such evaluations shall be in writing on the prescribed form and shall be due on the anniversary date of the employee's most recent merit increase.

Supervisors are encouraged to provide regular and comprehensive feedback to employees on their performance and to maintain a record of feedback given to employees.

Merit step increases are provided in accordance with Article 6 Section 2(B) of the MOU and are accomplished by the Department submitting a Payroll/Personnel form and a recommendation from the appointing authority to the Human Resources Department that the employee meets standards for the position and is eligible for step advancement. Merit step advancements shall be effective on the first day of the biweekly pay period following completion of the required period of service. Failure to grant a Merit Step increase is appealable in accordance with Section 205.3 of the Compensation Administration Resolution.

Good performance is to be acknowledged by use of letters of commendation and/or recognition which are submitted to Human Resources for inclusion in employee's personnel files. Letters of commendation and/or recognition from outside the department are to be forwarded to Human Resources with a copy to the department for inclusion in the employee's personnel file. Failure to provide letters of commendation and/or recognition is not grievable or appealable.

Performance or issues which need improvement are to be documented by memorandum, e.g., letters of warning or counseling, reprimands and notices of disciplinary action. See Article 13.

Section 3 Closure of County Buildings Policy

The Chief Administrative Officer or his/her designee shall determine when County facilities shall be temporarily closed in an emergency.

- A. Any and all twenty-four seven facilities and/or operations are exempt from Article 11, Section 3.
- B. Employees whose buildings have been temporarily closed may be re-assigned to work sites in the same geographic area.
- C. Regular County employees directed to not report to work or who are sent home from work due to the closure of their work site, shall receive their regular pay for that

scheduled shift.

- D. After the first day of closure of a County building, if the County is unable to re-open a work site, or is unable to obtain an alternative work site in the same geographical area, an employee will be paid for that day(s).
- E. During a temporary closure of County buildings, those regular employees who are still required to come to work as part of our essential services, as defined by the County Administrative Officer, would receive compensation at time and one half.
- F. Should the closure of a County facility last longer than five (5) working days the County reserves the right to reassign employees outside their geographical area. In the event of re-assignment outside the geographical area, the employee may at his/her request utilize accumulated vacation and/or compensatory time off in lieu of re-assignment unless the Chief Administrative Officer makes a finding that the employee's services are essential to the continued operation of the County. In the event the Chief Administrative Officer finds the employee's services are essential, the employee will be compensated for the time it takes to get from the employee's ordinary work site to the alternate work site and will be paid for mileage in accordance with the County's established rate.
- G. Geographical area is generally defined as
 - 1. Tahoe Basin
 - 2. Western Slope

Section 4 Drug Free Work Place

The County and Local 1 agree that they are committed to providing and maintaining a drug free work place in accord with the Drug Free Work Place Act of 1988. It is understood that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the work place and that violation of this provision would subject the employee to disciplinary action. It is also agreed that every reasonable effort will be made to inform employees about the dangers of drug abuse in the work place, the availability of any counseling or rehabilitation, as well as the Employee Assistance Program, and that disciplinary action may be imposed upon employees for drug abuse violations occurring in the work place or affecting work performance.

ARTICLE 12 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.

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 Local 1 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 Countywide.
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 for a period of time after July, 1990 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 Actions

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 the County of El Dorado 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 or in succeeding lower classes in the class series who has less retention

points. 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 Local 1 shall, at the request of Local 1 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 in writing no later than two (2) weeks prior to submittal to the Board with the reasons therefore. All deviation from retention points must be approved by the Director of Human Resources or designee. 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 12.B.3.
- c. The notice of appeal shall state the employee's reasons for the appeal consistent with Article 12.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 Local 1.
- 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 Local 1.
 - 3. A neutral member selected in accordance with Article 12.F.4.b.
- b. The neutral Layoff Arbitration Panel member shall be chosen by:
 - 1. Mutual agreement between the County and Local 1 or their designated representatives within five (5) working days of notification to Local 1 of an appeal.
 - 2. If the County and Local 1 fail to name a neutral arbitration panel member within five (5) working days of notification to Local 1 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 13 APPEALS

Section 1 Letters of Reprimand

A. Definition

Letters of counseling and letters of reprimand are issued to an employee by a supervisor or manager for the purpose of recording and/or correcting inappropriate behavior or job performance. Letters of reprimand are differentiated from letters of counseling in that letters of reprimand are placed in the employee's official personnel file. Letters of counseling are not placed in the employee's permanent personnel file except as supporting documentation for a letter of reprimand, a disciplinary action or a performance report.

B. Appeal Procedure

1. An employee receiving a letter of reprimand may appeal the reprimand by filing a notice of appeal with the Director of Human Resources within fifteen (15) working days of receipt of the letter of reprimand. The employee, or employee representative, shall send a copy of the notice of appeal to the Department Head (appointing authority) and the manager or supervisor signing the letter of reprimand if other than the Department Head.

2. The Director of Human Resources shall convene a hearing panel to hear the employee's appeal. The hearing panel shall consist of:

One member appointed by Local 1.

One member appointed by the Director of Human Resources.

A neutral member who shall chair the hearing panel.

3. The neutral member of the hearing panel shall be chosen by:

a. Agreement between the employee's representative and the Director of Human Resources.

b. If agreement on the neutral panel member has not been reached within five (5) business days of the receipt of the notice of appeal by the Director of Human Resources, the neutral panel member will be chosen from the then currently sitting members of the El Dorado County Civil Service Commission by alternately striking names, with the final remaining name serving as the neutral panel member. The party striking first will be chosen by lot. In the event that at the time of selection of a neutral panel member, there are even numbers of Civil Service Commissioners, the final name remaining on the list will be the neutral member notwithstanding that the parties have made an unequal number of strikes.

c. The hearing panel shall convene at such time and place as shall be determined by the chair of the panel. The panel shall take such testimony and other evidence as is presented by the employee or employee

representative and Department Head or their representative, as the panel deems appropriate.

d. The hearing panel shall issue a written advisory opinion to the Department Head and shall provide a copy of their advisory opinion to the employee and the employee's representative. The hearing panel may recommend that the letter of reprimand stand as written, be modified as specifically recommended by the hearing panel, or be withdrawn.

4. Within fifteen (15) working days of receipt of the hearing panel's advisory opinion, the Department Head shall notify the employee of his/her decision to accept, or accept with modifications, or reject the hearing panel's recommendation. If the Department Head fails to act on the hearing panel's recommendation within the allotted time, the hearing panel's recommendation will be implemented.

5. The Department Head or his/her designee may take action to resolve the appeal either before or after the hearing.

C. Sole Remedy

1. Notwithstanding any other provision of this Memorandum of Understanding, the provisions under this Section 1 constitute the sole right of an employee to grieve or appeal the content or procedural aspects associated with a letter of reprimand.

2. An employee who believes that a letter of reprimand is based upon unlawful discrimination may, in lieu of the appeal procedure described above, file a discrimination complaint in accordance with the County Handbook on Discrimination & Harassment, adopted June 1986, or as revised.

D. Procedure-The parties agree to utilize the following procedure:

In addition, as this is an informal hearing, as differentiated from a formal "for cause" hearing, the intent is to provide each party the opportunity to present a clear and concise explanation of the events and considerations surrounding the reprimand. Thus, in lieu of formal rules of discovery, evidence and examination, the following procedures will be used:

1. The departmental representative will present the background and facts giving rise to the incident, and issues considered in determining the appropriateness of the written reprimand. Time: 20 minutes.

2. The employee's representative and/or employee will present the employee's explanation of facts and circumstances and issues they believe bear on the determination. Time: 20 minutes.

3. The departmental representative and employee representative can each present a response to points raised by the other party. Time: 15 minutes.

4. If a substantive dispute of facts exists, each party may have one witness available for the purpose of providing factual and relevant information. Additional witnesses

shall require concurrence of the Director of Human Resources (or Designee) in consultation with the panel chair. If either party intends to utilize an additional witness (es), said party shall provide at least 48 hours notice to the other party.

5. The hearing panel shall be free to ask questions as it deems appropriate. The hearing panel shall also determine whether presentation by a corroborating witness is appropriate and necessary. Any such presentation shall be limited to 15 minutes, during which time the party calling the witness may ask questions subject to discretion of the hearing panel.
6. Members of the hearing panel may ask questions of any of the presenters as it deems appropriate.
7. At the close of presentation, the panel will recess to deliberate in private. The panel will render a verbal decision that the written reprimand stand as written, be modified, or be withdrawn. Absent a unanimous decision (the most desirable), the majority will prevail. A brief written decision will be issued within 2 weeks subsequent to the hearing.

Section 2 Appeals of Disciplinary Actions

- A. Except as specified in B. below, an employee in the GE, PL, or SU Units, 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 No. 228-84, Section 207.
- B. GE, PL, or SU Unit employees who are covered by the State Merit System shall have the right to appeal a termination, demotion or suspension without pay in accordance with the definitions and procedures provided for in the California Administrative Code, Title 2, Division 5, Local Agency Personnel Standards.
- C. If the County takes any adverse action against an employee, the employee will have a right to any County document which is job related and which might have an exculpatory effect.

ARTICLE 14 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 Local 1.

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, to discuss the problem in an effort to clarify the issue and to work cooperatively toward settlement.

C. Early Intervention Process

If a matter remains unresolved, at the written request of the employee or a department, an early intervention team may be requested to attempt to facilitate resolution of the matter. The Early Intervention Team (EIT) shall be composed of a representative of Local 1 and a representative of management and/or Human Resources. The EIT shall meet with the employee and designated representative of the department having authority to resolve the dispute (subject to final approval of the Department Head and/or County). If the parties agree to participate in the EIT process, the parties agree to extend the timelines for filing a formal grievance by up to an additional twenty-five (25) working days.

If the matter remains unresolved, an employee may utilize the formal grievance procedure or other appropriate process defined by County policy and/or provisions of the Memorandum of Understanding. Designated Local 1 representatives will be provided release time to participate in this process.

D. 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.

E. 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. Local 1 may initiate a grievance where actions or policies directly affect employees in the bargaining units represented by Local 1.
2. **Working Day** - shall mean day(s) in which the County's main administration office is open for business.

F. 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. If the parties elect to engage in the E.I.T. process as defined in paragraph C, the timelines shall be extended up to an additional twenty-five (25) days not to exceed a total of fifty (50) working days. 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. Local 1 Initiated Grievance

- a. Local 1 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.

G. Arbitration

1. If the Director of Human Resource's written response to either an employee or Local 1 initiated grievance fails to resolve the grievance, Local 1 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.

H. 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 Local 1 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 Local 1 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 Local 1 unless otherwise agreed upon by Local 1 and Director of Human Resources.

4. Shop Stewards

Local 1 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 management representatives regarding the grievance.

Local 1 designated shop steward(s) 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 15 EMPLOYEE RELATIONS POLICY AND PRACTICES

A. Employee Relations Policy

Local 1 and the County agree to meet and confer on the Employer/Employee Relations Policy for the purpose of updating the policy and providing for a locally selected, neutral, third party dispute resolution process for unit modification and/or representation petition issues.

B. Unfair Labor Relations Practices

Local 1 and the County agree to submit allegations of unfair employer-employee

relations practices to binding arbitration in accordance with the arbitration clause of the grievance procedure.

ARTICLE 16 PEACEFUL PERFORMANCE

The parties to this Memorandum of Understanding recognize and acknowledge that the services performed by the County employees covered by this Agreement are essential to the public health, safety, and general welfare of the residents of the County of El Dorado. Local 1 agrees that under no circumstances will Local 1 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 Local 1 or by any member of the bargaining unit, Local 1 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 Local 1 had not otherwise authorized, permitted or encouraged such work stoppage, Local 1 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 17 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 18 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 19 SUCCESSOR AGREEMENT

Negotiations for a successor agreement shall begin no later than January 2013. Local 1 and the County will share the cost of refresher training in the Interest & Principled Based Negotiations.

ARTICLE 20 ECONOMIC HARDSHIP

At any time after July 9, 2006 upon 30 calendar days written notice to Local 1, the County may reopen this agreement for renegotiation regarding future increases in compensation if a financial shortfall in the County budget has occurred that has caused the Board of Supervisors to actually reopen negotiations with all 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 substantial evidence demonstrating the basis for the claim of 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 EMPLOYEES ASSOCIATION, LOCAL 1



Allyn Bulzomi,
Director of Human Resources



Jere Copeland, Executive Director

Date: 6/16/11

Date: June 16, 2011



Chris Little
Principal Personnel Analyst




Walter Davies, President

Date: 07/12/11




Gene Harter, Sr. Business Rep.




Bonnie H. Rich, Vice President



Jeff Whitford



Loren Massaro



Kathy Edwards



Larry Hobson



Rebecca Klare



Vice Chairman, Board of Supervisors
John R. Knight

Date: 6-28-11

ATTEST: Suzanne Allen de Sanchez,
Clerk of the Board of Supervisors

not available

Lucy Sandoval

By: 

Deputy Clerk

RECEIVED
JUL 29 PM 3:03

AMENDED DATE: 07/05/11
PAGE 1

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 06/21/2011

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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0167	EMS AGENCY MEDICAL DIRECTOR	53.8800 9339.20	56.5700 9805.46	59.4000 10296.00	62.3700 10810.80	65.4900 11351.60	PL
7836	ENERGY/WEATHERIZATION TECH I	13.9700 2421.46	14.6700 2542.80	15.4000 2669.33	16.1700 2802.80	16.9800 2943.20	TC
7835	ENERGY/WEATHERIZATION TECH II	15.5200 2690.13	16.3000 2825.33	17.1200 2967.46	17.9800 3116.53	18.8800 3272.53	TC
4715	ENGINEERING AIDE	18.5600 3217.06	19.4900 3378.26	20.4600 3546.40	21.4800 3723.20	22.5500 3908.66	GE
4717	ENGINEERING TECHNICIAN	20.6200 3574.13	21.6500 3752.66	22.7300 3939.86	23.8700 4137.46	25.0600 4343.73	GE
4611	ENVIRONMENTAL BRANCH MANAGER	34.4500 5971.33	36.1700 6269.46	37.9800 6583.20	39.8800 6912.53	41.8700 7257.46	MA
4607	ENVIRONMENTAL HEALTH MANAGER	34.4500 5971.33	36.1700 6269.46	37.9800 6583.20	39.8800 6912.53	41.8700 7257.46	MA
4601	ENVIRONMENTAL HEALTH SPEC I	20.3900 3534.26	21.4100 3711.06	22.4800 3896.53	23.6000 4090.66	24.7800 4295.20	PL
4602	ENVIRONMENTAL HEALTH SPEC II	22.6500 3926.00	23.7800 4121.86	24.9700 4328.13	26.2200 4544.80	27.5300 4771.86	PL
8509	EPIDEMIOLOGIST	26.5400 4600.26	27.8700 4830.80	29.2600 5071.73	30.7200 5324.80	32.2600 5591.73	PL
6203	EQUIPMENT MAINTENANCE SUPV	21.7600 3771.73	22.8500 3960.66	23.9900 4158.26	25.1900 4366.26	26.4500 4584.66	TC
6205	EQUIPMENT MECHANIC HELPER	15.3200 2655.46	16.0900 2788.93	16.8900 2927.60	17.7300 3073.20	18.6200 3227.46	TC

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

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

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

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

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3174	INFORMATION TECHNOLOGY OFFICER	36.5300 6331.86	38.3600 6649.06	40.2800 6981.86	42.2900 7330.26	44.4000 7696.00	SU
1299	INTERNAL AUDITOR	41.4400 7182.93	43.5100 7541.73	45.6900 7919.60	47.9700 8314.80	50.3700 8730.80	UM
5607	INVESTIGATIVE ASSISTANT	17.7600 3078.40	18.6500 3232.66	19.5800 3393.86	20.5600 3563.73	21.5900 3742.26	GE
5603	INVESTIGATOR (DIST. ATTN)	35.5900 6168.93	37.3700 6477.46	39.2400 6801.60	41.2000 7141.33	43.2600 7498.40	SA
5613	INVESTIGATOR (PUBLIC DEFENDER)	27.5400 4773.60	28.9200 5012.80	30.3700 5264.13	31.8900 5527.60	33.4800 5803.20	GE
3115	IT ANALYST I - NETWORKING	27.1700 4709.46	28.5300 4945.20	29.9600 5193.06	31.4600 5453.06	33.0300 5725.20	PL
3118	IT ANALYST I - OFFICE SYSTEMS	27.1700 4709.46	28.5300 4945.20	29.9600 5193.06	31.4600 5453.06	33.0300 5725.20	PL
3121	IT ANALYST I - OPERATING SYST	27.1700 4709.46	28.5300 4945.20	29.9600 5193.06	31.4600 5453.06	33.0300 5725.20	PL
3124	IT ANALYST I - SERVER ADMIN	27.1700 4709.46	28.5300 4945.20	29.9600 5193.06	31.4600 5453.06	33.0300 5725.20	PL
3127	IT ANALYST I - TELECOMM	27.1700 4709.46	28.5300 4945.20	29.9600 5193.06	31.4600 5453.06	33.0300 5725.20	PL
3112	IT ANALYST I-APP/WEB DEV/SUPT	27.1700 4709.46	28.5300 4945.20	29.9600 5193.06	31.4600 5453.06	33.0300 5725.20	PL
3116	IT ANALYST II - NETWORKING	30.1900 5232.93	31.7000 5494.66	33.2900 5770.26	34.9500 6058.00	36.7000 6361.33	PL

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

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

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

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

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

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8411	OCCUPATIONAL THERAPIST	32.9600 5713.06	34.6100 5999.06	36.3400 6298.93	38.1600 6614.40	40.0700 6945.46	PL
2101	OFFICE ASSISTANT I	10.9300 1894.53	11.4800 1989.86	12.0500 2088.66	12.6500 2192.66	13.2800 2301.86	GE
2102	OFFICE ASSISTANT II	12.1400 2104.26	12.7500 2210.00	13.3900 2320.93	14.0600 2437.06	14.7600 2558.40	GE
2103	OFFICE ASSISTANT III	13.3500 2314.00	14.0200 2430.13	14.7200 2551.46	15.4600 2679.73	16.2300 2813.20	GE
2121	OFFICE ASSISTANT SUPV I	15.3600 2662.40	16.1300 2795.86	16.9400 2936.26	17.7900 3083.60	18.6800 3237.86	SU
2122	OFFICE ASSISTANT SUPV II	16.8900 2927.60	17.7300 3073.20	18.6200 3227.46	19.5500 3388.66	20.5300 3558.53	SU
2125	OFFICE SERVICES SUPV	15.3600 2662.40	16.1300 2795.86	16.9400 2936.26	17.7900 3083.60	18.6800 3237.86	SU
2106	OFFICE TECHNICIAN	14.3500 2487.33	15.0700 2612.13	15.8200 2742.13	16.6100 2879.06	17.4400 3022.93	GE
4505	OPERATIONS SUPERVISOR	27.4000 4749.33	28.7700 4986.80	30.2100 5236.40	31.7200 5498.13	33.3100 5773.73	TC
5115	PARALEGAL I	17.5200 3036.80	18.4000 3189.33	19.3200 3348.80	20.2900 3516.93	21.3000 3692.00	GE
5116	PARALEGAL II	18.9400 3282.93	19.8900 3447.60	20.8800 3619.20	21.9200 3799.46	23.0200 3990.13	GE
6220	PARK OPERATIONS ASSISTANT - EH	10.7100 1856.40	11.2500 1950.00	11.8100 2047.06	12.4000 2149.33	13.0200 2256.80	EH

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

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

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

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

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

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

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

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6142	SNOW REMOVAL WKR - EXTRA HELP	15.6200 2707.46	16.4000 2842.66	17.2200 2984.80	18.0800 3133.86	18.9800 3289.86	EH
7208	SOCIAL SERVICES AIDE	12.9100 2237.73	13.5600 2350.40	14.2400 2468.26	14.9500 2591.33	15.7000 2721.33	GE
7211	SOCIAL SERVICES SUPV I	21.5300 3731.86	22.6100 3919.06	23.7400 4114.93	24.9300 4321.20	26.1800 4537.86	SU
7212	SOCIAL SERVICES SUPV II	25.3300 4390.53	26.6000 4610.66	27.9300 4841.20	29.3300 5083.86	30.8000 5338.66	SU
7201	SOCIAL WORKER I	15.8600 2749.06	16.6500 2886.00	17.4800 3029.86	18.3500 3180.66	19.2700 3340.13	PL
7202	SOCIAL WORKER II	17.3900 3014.26	18.2600 3165.06	19.1700 3322.80	20.1300 3489.20	21.1400 3664.26	PL
7203	SOCIAL WORKER III	19.1100 3312.40	20.0700 3478.80	21.0700 3652.13	22.1200 3834.13	23.2300 4026.53	PL
7204	SOCIAL WORKER IV A	21.8700 3790.80	22.9600 3979.73	24.1100 4179.06	25.3200 4388.80	26.5900 4608.93	PL
7205	SOCIAL WORKER IV B	23.0200 3990.13	24.1700 4189.46	25.3800 4399.20	26.6500 4619.33	27.9800 4849.86	PL
6624	SOLID WASTE TECHNICIAN	13.9100 2411.06	14.6100 2532.40	15.3400 2658.93	16.1100 2792.40	16.9200 2932.80	TC
3303	SR. ACCOUNTANT	24.7200 4284.80	25.9600 4499.73	27.2600 4725.06	28.6200 4960.80	30.0500 5208.66	PL
1308	SR. ADMINISTRATIVE ANALYST	30.0300 5205.20	31.5300 5465.20	33.1100 5739.06	34.7700 6026.80	36.5100 6328.40	MA

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

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

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

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

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

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

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

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

EL DORADO COUNTY
SALARY SCHEDULE
EFFECTIVE 06/21/2011

POSITION NUMBER	POSITION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	UNION CODE
9002	WATER AGENCY ADMIN MGR/CLERK	39.0100 6761.73	40.9600 7099.73	43.0100 7455.06	45.1600 7827.73	47.4200 8219.46	
9005	WATER AGENCY DEPUTY CLERK	18.7000 3241.33	19.6400 3404.26	20.6200 3574.13	21.6500 3752.66	22.7300 3939.86	
9003	WATER AGENCY FINANCIAL ANALYST	29.1300 5049.20	30.5900 5302.26	32.1200 5567.46	33.7300 5846.53	35.4200 6139.46	
9001	WATER AGENCY RESOURCES ENG	43.7700 7586.80	45.9600 7966.40	48.2600 8365.06	50.6700 8782.80	53.2000 9221.33	
9004	WATER AGENCY TECHNICIAN	19.9100 3451.06	20.9100 3624.40	21.9600 3806.40	23.0600 3997.06	24.2100 4196.40	
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

