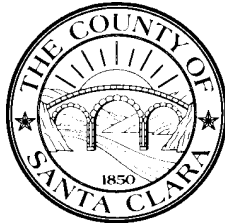


MEMORANDUM OF AGREEMENT

BETWEEN

COUNTY OF SANTA CLARA



AND

COUNTY EMPLOYEES MANAGEMENT ASSOCIATION



CEMA

**AFFILIATED WITH OPERATING ENGINEERS
LOCAL UNION NO. 3 OF THE INTERNATIONAL UNION OF
OPERATING ENGINEERS AFL-CIO**

JUNE 24, 2024 THROUGH DECEMBER 19, 2027

CEMA Recommends Version

TABLE OF CONTENTS

	<u>Page</u>
ARTICLE 1 – RECOGNITION	10
Section 1.1 – Exclusive Bargaining Representative	10
Section 1.2 – Workload.....	11
Section 1.3 – Documents Sent Electronically via E-Mail.....	12
Section 1.4 – Courtesy Copies	12
Section 1.5 – Full or Part Time Liaison.....	12
ARTICLE 2 – SALARIES AND OTHER COMPENSATION	14
Section 2.1 – Basic Wage	14
Section 2.2 – Evening/Night Shift Differential for Certain Nurse Classifications	15
Section 2.3 – Applicator/Pest Advisory Differential.....	16
Section 2.4 – Bilingual Differential	16
Section 2.5 – Nurse Longevity Pay.....	17
Section 2.6 – Nurse Realignments	18
Section 2.7 – Classification Study Window.....	19
Section 2.8 – Automatic Check Deposit	22
Section 2.9 – Secured Facility Differential.....	22
Section 2.10 – 24-hour Differential for Special Duties	23
Section 2.11 – Notary Public Differential.....	25
Section 2.12 – Career Incentive Program	25
Section 2.13 – Realignments.....	25
Section 2.14 – Department of Family and Children’s Services Differentials.....	26
Section 2.15 – Service Recognition Pay	27
Section 2.16 – Healthcare Service Line Director, Registered Nurse Differential	28
Section 2.17 – Overpayment Errors.....	28
ARTICLE 3 – RETIREMENT	29
ARTICLE 4 – SHIFT ROTATION.....	33
ARTICLE 5 – INSURANCE PREMIUMS	34
Section 5.1 – Medical Insurance	34
Section 5.2 – Dental Insurance	35
Section 5.3 – Life Insurance	35
Section 5.4 – Vision Care Plan	35
Section 5.5 – County-wide Benefits	35
Section 5.6 – Deferred Compensation Opt Out	35
Section 5.7 – Homebuyer Assistance Information	36
Section 5.8 – Medical Benefits for Retirees	36
ARTICLE 6 – DOMESTIC PARTNERS	38
ARTICLE 7 – STATE DISABILITY INSURANCE (SDI).....	39
ARTICLE 8 – PROFESSIONAL DEVELOPMENT ALLOWANCE AND EDUCATIONAL LEAVE.....	40
Section 8.1 – Tuition Reimbursement Program, Professional Development, and Educational Leave.....	40
Section 8.2 – Professional Development Program	40

ARTICLE 9 – TRAINING FUND.....	42
ARTICLE 10 – UNIFORM ALLOWANCE	43
ARTICLE 11 – FEDERAL, STATE and/or COUNTY MANDATED LICENSURE/CERTIFICATION FUND	44
Section 11.1 – General Provisions	44
Section 11.2 – Federal, State and/or County Mandated License and Certification Fee Reimbursement	44
ARTICLE 12 – WORK OUT OF CLASSIFICATION (WOOC)	46
ARTICLE 13 – LATERAL TRANSFER.....	47
ARTICLE 14 – STO AND SICK LEAVE	48
Section 14.1 – Scheduled Time Off.....	48
Section 14.2 – Sick Leave Bank Accrual.....	49
Section 14.3 – Administrative Leave.....	52
Section 14.4 – Administrative Time Off (ATO) and FLSA – Exempt Employees	52
ARTICLE 15 – LAYOFF PROCEDURES.....	54
Section 15.1 – Seniority Defined	54
Section 15.2 – Transfer of Prior Agency Service	54
Section 15.3 – Changes to Classes.....	54
Section 15.4 – Order of Layoff.....	55
Section 15.5 – Notice of Layoff.....	56
Section 15.6 – Reassignment in Lieu of Layoff.....	56
Section 15.7 – Layoff.....	57
Section 15.8 – Inplacement.....	57
Section 15.9 – Re-employment List.....	59
Section 15.10 – Temporary Work for Laid Off Employees	59
Section 15.11 – Names Dropped from Re-Employment List	59
Section 15.12 – Rights Restored	60
ARTICLE 16 – GRIEVANCE PROCEDURE.....	61
Section 16.1 – Grievance Defined	61
Section 16.2 – Grievance Presentation	61
Section 16.3 – Pre-Arbitration	63
Section 16.4 – Arbitration Panel.....	63
Section 16.5 – Mediation and Arbitration Release Time	64
ARTICLE 17 – LETTER OF REPRIMAND.....	65
ARTICLE 18 – PERFORMANCE APPRAISAL AND DEVELOPMENT PROCESS	66
ARTICLE 19 – ALTERNATE WORK SCHEDULES AND TELEWORKING	67
ARTICLE 20 – SAFETY SHOES	68
ARTICLE 21 – PROBATIONARY PERIOD	69
ARTICLE 22 – FAIR LABOR STANDARDS ACT.....	70
ARTICLE 23 – LABOR MANAGEMENT COLLABORATION	71
ARTICLE 24 – CONTRACTING OUT	72
Section 24.1 – Notice to the Union	72

Section 24.2 – Response to Notice.....	72
Section 24.3 – Meeting	72
ARTICLE 25 – STRIKES AND LOCKOUTS.....	73
ARTICLE 26 – MANAGEMENT RIGHTS.....	74
ARTICLE 27 – FULL AGREEMENT.....	75
ARTICLE 28 – SAVINGS CLAUSE	76
ARTICLE 29 – TERM OF AGREEMENT.....	77
APPENDIX A.....	78
APPENDIX B	84
LETTER OF UNDERSTANDING REGARDING BROAD RANGE INTEGRATION.....	147
LETTER OF UNDERSTANDING, LICENSURE AND CERTIFICATION REQUIREMENTS.....	148

Articles and Sections with *CEMA Recommends* are noted in color in the table of contents.



CEMA Bargaining Team

Zeb Feldman
 Adam Cole
 Lawrence Su
 Dolores Morales
 Lawrence-Michael Arias
 Dawna Mencimer
 Andrew Crockett
 Jim Piazza
 Robin Rivas-Romano
 Junalyn Francisco
 Marco Acosta Meza
 Geary Wong
 Mary Snow
 Mike Pfister

County Bargaining Team

Erin Kunze
 Jeff Gaskill
 Keesha Arnst
 Michelle Quon
 Laura Salas
 Jonathan Leung



A message from your CEMA Executive Board and Staff:

CEMA members, this is **your** MOA (contract), guaranteeing your rights and benefits as a County employee and CEMA member. It's a strong MOA and it was won through the hard work and dedication of your CEMA Bargaining Team, staff, and all members who showed up and put in time to fight in support of this agreement.

This MOA should work for you. We want to ensure all CEMA members get easy, timely access to all the benefits in this MOA. Toward that end, we are including, for the first time, guidance from CEMA for you to better understand your MOA and how to access its benefits.

Included, you will find helpful sections titled **CEMA Recommends** denoted in colored text like this one. These sections will ensure that you can make your MOA **work for you**.

Contract language can sometimes be confusing to interpret, or it might be unclear how you can access your benefits. These **CEMA Recommends** sections are your CEMA Bargaining Team and staff's guide for you to understand the CEMA MOA and to make sure you are getting access to all its benefits.

In the **CEMA Recommends** sections you will find the following types of helpful guidance:

- 1) **Language Interpretation:** Unfortunately, many sections of the MOA are not written in "plain English". The MOA prioritizes specificity of meaning over clarity. We will explain these confusing sections and provide a layperson's interpretation.
- 2) **Approval Processes/Forms:** Many benefits in the MOA are not automatically applied. Instead, you will need to self-identify to ensure that you receive the pay associated with

the benefit. We will explain how and where to submit the proper paperwork in order to receive these benefits.

- 3) **Best Practices:** Some benefits have best practices for how or when you should access them to maximize your benefit.
- 4) **When to Involve CEMA:** Regrettably, some sections in the contract reflect back to long-standing friction with the County on implementation and interpretation. We will highlight these sections and explain when it's important to involve CEMA in a dispute.

CEMA members, you are the glue that holds this County together. You work hard to support your staff, your programs, and our community services. We are here to support you. If you need assistance and do not know who to contact, please reach out to help@sccema.org.

NOTE: Everything you find in the ***CEMA Recommends*** sections is not considered binding contract language. These sections are your CEMA Bargaining Team and staff's recommendations to you. The official version of the MOA can be found on CEMA's website (www.sccema.org) and on the County's website. The actual contract language is unchanged between the official MOA and this one, but the inclusion of the ***CEMA Recommends*** content means that the **page numbers will not match between this version and the official MOA.** Always check the Article and Section when referring to contract language or benefits to ensure the correct language is identified and cited.

*Have feedback on something you think should have been included in **CEMA Recommends**? Let us know by emailing help@sccema.org or through the Contact Us page on CEMA's website (www.sccema.org).*

Glossary

Many terms in the MOA are not defined. As you read through the ***CEMA Recommends*** we will note words in red which have definitions included below in the Glossary. Some of these words have a common place definition but have a more specific definition in the world of labor agreements and are considered a term of art with specific meaning.

Coded Classification/Coded Employee

Coded employees are those employees who are in part-time or full-time positions with the County which are not Extra Help, Provisional, or Contract. It refers to the permanent staff of the County whose positions are reflected in the annual County budget. Employees in a coded position are automatically enrolled in CalPERS and earn service credit while working.

Contract/MOA/MOU

Contract/MOA/MOU all refer to this document: CEMA's agreement with Santa Clara County. MOA is the preferred term used here, but any are acceptable.

County Executive or Designee

When a section refers to the County Executive or Designee, it means the County Executive—James Williams at the time of the signing of this MOA. Where the County Executive has named authority or responsibility in the contract, he normally delegates responsibility and authority to a designee to let that subordinate act in his name and under his authority.

Department Head

Department Head refers to the head of Agency. Agencies include Health and Hospital, Social Services Agency, County Executive's Office, etc. This does not refer to the head of your individual department within an agency. (For example, the director of the Finance Department within Health and Hospital is not a "Department Head". Department Heads will always be executive management with an Executive or Director in their title.)

Effective (Date)

When a benefit is effective on a certain date (for example, Service Recognition Pay is effective on 6/22/26), that is **not** a deadline by which you need to qualify for receive the benefit or lose access to it. It is instead the day the benefit **begins** becoming available. Benefits in this contract do not have deadlines or termination dates unless explicitly written.

FLSA (Fair Labor Standards Act)

The Fair Labor Standards Act is a federal law from 1938 which regulates employment. Included in FLSA are the distinguishing definitions between Exempt and Non-Exempt employees. In this MOA, you will often see references to FLSA-Exempt status, denoting that under FLSA, a particular classification is defined as exempt from overtime.

FLSA Exempt/Non-Exempt

Exempt employees are salaried employees who do not earn overtime for working beyond forty (40) hours. Most CEMA members are exempt.

Non-exempt employees are eligible for overtime. This is based on your individual classification.

Non-exempt members must sign in and out each day and track their hours.

Manager/Supervisor

When the contract refers to a manager or supervisor, that refers to the person to whom you report, also known as your manager of record. This is true even if that person does not have “Manager” or “Supervisor” in their title.

For example, many “Nurse Managers” report to a “Director of Nursing”, even though their boss has “Director” in their title, for purposes of this contract, they are also the supervisor or manager of that “Nurse Manager”.

Merit System Rules

The Merit System Rules are a set of local ordinances that govern how the County functions as an employer. Terms and conditions of employment not covered in this MOA are often covered in the Merit System Rules.

PERB (Public Employee Relations Board)

PERB is the state agency that oversees relations between Public Employees, Public Sector Unions, and their Employer. They administer various labor laws and practices under their purview.

When the County violates Labor Law or accepted practices (for example, by failing to meet and confer) CEMA can and has filed “PERB Charges” against the County seeking a specific remedy. PERB then hears each case and makes a final ruling.

Personnel Board

The Personnel Board is a semi-independent, neutral body that makes a final binding decision on disputed discipline of County employees. It is a body of five members. They only hear disciplinary cases at the Suspension, Demotion, or Termination levels.

You can request a personnel board hearing once you have received a final disciplinary notice following a Skelly Hearing. You must request it within 10 days.

MEMORANDUM OF AGREEMENT

This is a Memorandum of Agreement (Agreement) between the County of Santa Clara (County) and the County Employees Management Association (CEMA) a California Corporation, which is affiliated with Operating Engineers, Local Union #3, AFL-CIO.

This Agreement is the result of both parties meeting and conferring in good faith. The parties agree that the rates of pay contained herein comply with Section 709 of the Charter of the County of Santa Clara for the full term of this Agreement, which is June 24, 2024 through December 19, 2027.

ARTICLE 1 – RECOGNITION

Section 1.1 – Exclusive Bargaining Representative

The County recognizes County Employees Management Association (CEMA) as exclusive bargaining representative for all classified and unclassified employees in coded classifications within the Supervisory-Administrative bargaining unit.

For the purposes of this Agreement, an employee shall be defined as a person employed in a coded classification in the bargaining unit covered by this Agreement.

These employees are considered management employees and are expected to perform the duties and responsibilities required to accomplish their job. Premium pay and other special compensation are inapplicable to CEMA represented employees (except for cash overtime or compensatory time off for those classifications designated by the County as non-exempt under the Fair Labor Standards Act (FLSA), and except for bilingual pay, uniform allowance, night shift differential, pest advisory differential and vacation add-back as provided in this Agreement).

Employees who are designated as exempt from overtime premium pay under FLSA in this Unit are considered salaried. The rates of pay shown in the Appendices reflect the appropriate salary which is due to the level of responsibility and the inapplicability of the various forms of premium pay and special compensations.

The County has designated the following classifications to be non-exempt under the provisions of the FLSA:

B1R	Associate Management Analyst
J30	Credentials Specialist
B9C	Health Care Financial Analyst Associate
B5Y	Health Care Program Analyst I
B5Z	Health Care Program Analyst Associate
B18	Human Relations Coordinator I
B1W	Management Aide
X20	Supervising Probation Counselor
T29	Park Ranger Supervisor

Employees in the above classifications shall receive overtime pay in accordance with FLSA.

For non-exempt employees who do not meet the FLSA criteria for different work periods, overtime is defined as time worked beyond forty (40) hours in any seven (7) consecutive day work period or eight (8) hours in any one-day (twenty-four hours) period. Non-exempt employees assigned under FLSA to work periods other than seven (7) or fourteen (14) consecutive day work periods, shall have work periods and daily overtime defined according to their assigned work period.

As allowed by the 7k exemption for law enforcement employees, the County has designated a fourteen-(14)day work period. Overtime for these employees is defined as time worked beyond eighty (80) hours in a fourteen consecutive day work period or a regular scheduled shift duration in any workday.

Time for which pay is received but not worked, such as holiday, STO, sick leave, and authorized compensatory time off, is counted towards the base period. Employees shall not be assigned irregular work hours to avoid the payment of overtime. The County Executive shall determine by administrative order those classes and positions which shall be eligible for overtime work and for cash payment.

When overtime is assigned and is authorized by an appointing authority to be worked, compensation for such time worked by non-exempt employees shall be provided as time off with pay computed at the rate of one and one-half (1 1/2) hours off for every hour of overtime worked, except that such overtime work shall be paid at the rate of one and one-half (1 1/2) times the regular hourly rate when specifically authorized by administrative order of the County Executive. Compensatory time off accruals/balance shall be limited to a maximum of two hundred and forty (240) hours.

All compensatory time off must be taken within twelve (12) months of the date the overtime was worked. Any balance remaining after twelve (12) months shall be paid to the employee at the employee's regular rate. Compensatory time balances shall be paid out on separation. An employee may elect in advance to receive compensatory time off credit in lieu of cash compensation for overtime where compensatory time off is allowed, if the appointing authority agrees.

Section 1.2 – Workload

Most employees in CEMA represented classifications are salaried employees who work the necessary hours to fulfill the duties of the position without overtime pay. Depending on the circumstances employees may work more or less than 40 hours in a particular work week. The County acknowledges that consistently working excess hours beyond a 40-hour work week may not be in the interest of employees or the County. If an employee thinks they are working excessive hours on a regular basis, they can request that CEMA and the County evaluate the impact of the workload on the employee.

The County and CEMA agree to jointly develop and offer to employees in CEMA represented classifications and Executive Managers training that would facilitate workload evaluation discussions including the following components:

- a) Communication skills between employee and employer,
- b) Reaffirmation and identification of priorities,
- c) Time management and its impact on workload,
- d) How to rebalance workload,
- e) Other issues as applicable.

CEMA Recommends

Based on polling data, the average CEMA employee works about forty-five (45) hours per week. This may be higher during busy times of the year for some employees, like the fiscal year end.

If your workload is consistently in excess of this level and you would like to address the workload and have duties removed, begin by having a conversation with your supervisor about your

workload.

If you are unable to resolve the problem, reach out to your CEMA Business Agent and we can trigger this contract language to address removing some duties.

Section 1.3 – Documents Sent Electronically via E-Mail

The parties agree that documents sent electronically via e-mail are an acceptable form of communication and proof of service for timeline requirements and is allowed specifically in place of Certified U.S. Mail, wherever required in the labor contract. The “timestamp” of the e-mail by the receiving party is controlling. If there is a dispute, the sending party’s e-mail record may be used to assist in resolving any timeline requirements. Still unresolved timeline requirements may be items of further dispute relative to the subject matter at hand. Items sent by Certified U.S. mail will still be acceptable, but not required.

The parties may designate which type of document will go to a specific e-mail address. Each party will give the other party the name or names of persons and their e-mail address as official recipient of such documents. Evidence of “full” mailboxes resulting in non-acceptance by the receiving party, or evidence of receiving party e-mail system malfunction experienced by the sending party automatically extends the timeline by one full County business day.

Section 1.4 – Courtesy Copies

The County shall send CEMA a courtesy copy of all Recommended Disciplinary Actions and Final Disciplinary Actions issued to CEMA represented employees. The form of delivery shall be via electronic mail. The courtesy copy shall be sent to CEMA’s designated point-of-contact within one (1) business day of issuing the Recommended Disciplinary Action or Final Disciplinary Action to the employee. For purposes of appeal, it shall be the employee’s responsibility to adhere to contractual timelines. CEMA agrees to indemnify the County for any claims alleging breach of privacy resulting from CEMA receiving courtesy copies of the Recommended Disciplinary Actions and Final Disciplinary Actions for CEMA represented employees who are not CEMA members.

Employees subject to the Public Safety Officers Procedural Bill of Rights Act (“POBAR”) of 1974 are excluded from this section.

CEMA Recommends

The correct email for notification purposes is cemanotifications@sccema.org

Section 1.5 – Full or Part Time Liaison

Each year the County shall grant CEMA the equivalent of one (1) Full Time Employee (FTE) leave to conduct CEMA business, for a period of up to one (1) year. CEMA may propose designating the leave to one (1) employee on a full-time basis, or two (2) employees on a half-time basis, by identifying the name and title of the proposed designee(s) and duration of proposed leave in writing to the County at least thirty (30) days prior to the commencement of the proposed leave. The County and CEMA must mutually agree upon the proposed designee(s) prior to the commencement of leave. The County will maintain the designated employee(s) compensation and

benefits during the term of the authorized leave.

The appointing authority may approve an extension of the designated employee(s) leave for a period of up to one (1) year, subject to notice from CEMA and at least (thirty (30) days prior to the conclusion of the approved leave. Either party may rescind its agreement regarding the designated employee(s) with thirty (30) days notice.

Disputes under this Section are not subject to grievance.

ARTICLE 2 – SALARIES AND OTHER COMPENSATION

Section 2.1 – Basic Wage

Salaries for the term of the agreement for represented classifications are contained in Appendix B.

General Wage Increases:

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors) and no sooner than Pay Period 24/14 (June 24, 2024), the County shall provide a five percent (5.0%) general wage increase for all employees in the bargaining unit, except for those employees in the classifications listed in Section 2.6 below, who shall not receive the five percent (5.0%) general wage increase.

Effective Pay Period 25/14 June 23, 2025, the County will provide a four percent (4.0%) wage increase for all employees in the bargaining unit, except for those employees in the classifications listed in Section 2.6 below, who shall not receive the four percent (4.0%) general wage increase.

Effective Pay Period 26/14 June 22, 2026, the County will provide a three percent (3.0%) general wage increase for all employees in the bargaining unit, except for those employees in the classifications listed in Section 2.6 below, who shall not receive the three percent (3.0%) general wage increase.

CEMA Recommends

General Wage Increases apply to CEMA classifications and increase the rate of pay for each pay step by the percentage of the general wage increase. Even if you were not employed in your current position at the time of a particular general wage increase, it is still reflected in your pay. For this contract for **non-nurse** CEMA classifications, the wage increases are as follows:

Date	CEMA Raise
June 2024, pay period 24/14	5%
June 2025, pay period 25/14	4%
June 2026, pay period 26/14	3%

CEMA **nursing-tied** classifications (see Section 2.6) will **instead** receive the following wage increases based on RNPA's contract:

Date	CEMA Nurse Raise
June 2024	3%
October 2024	3.5%
October 2025	4%
October 2026	4%
October 2027 (at end of RNPA's current contract)	0.5%

Section 2.2 – Evening/Night Shift Differential for Certain Nurse Classifications

- a) The following classifications, when assigned to work evening shifts on a regular, ongoing basis, shall receive an additional \$320.00 biweekly. Evening shift shall be defined as any scheduled shift of at least eight hours beginning on or after 2:00 p.m. and ending on or before 2:00 a.m.

S80 Admin Nurse II
S12 Utilization Review Coordinator

- b) The following classifications, when assigned to work night shifts on a regular, ongoing basis, shall receive an additional \$580.00 biweekly. Night shift shall be defined as any scheduled shift of at least eight hours beginning on or after 10:00 p.m. and ending on or before 10:00 a.m.

S80 Admin Nurse II
S12 Utilization Review Coordinator

- c) The following classifications, when assigned and approved by an executive manager to work evening shifts on a regular, ongoing basis shall receive an additional \$250.00 biweekly. Evening shift shall be defined as any scheduled shift of at least eight hours beginning on or after 2:00 p.m. and ending on or before 2:00 a.m.

D41 Law Enforcement Records Supervisor position
G70 Custody Support Assistance Supervisor position
G91 Supervising Communications Dispatcher position
H12 Janitor Supervisor position
U9D Supervising Protective Services Officer position
Program Manager position within SCVH only, if designated
Y32 Social Services Program Manager I DFCS position
M21 Fleet Maintenance Supervisor position

During the term of this agreement, the County may authorize additional classification(s) to be included in this section which may be assigned to an evening shift. If such an assignment is made, the evening shift differential will be \$250.00 paid bi-weekly.

Should an FLSA non-exempt CEMA represented classification be added to this section, the evening shift differential shall be \$3.12 per hour. The evening shift differential shall be paid for each hour worked during the qualifying hours stated in this section.

- d) The following classifications, when assigned and approved by an executive manager to work night shifts on a regular, ongoing basis shall receive an additional \$300.00 biweekly. Night shift shall be defined as any scheduled shift of at least eight hours beginning on or after 10:00 p.m. and ending on or before 10:00 a.m.

D41 Law Enforcement Records Supervisor position
G91 Supervising Communications Dispatcher position

H12 Janitor Supervisor position

U9D Supervising Protective Services Officer position

During the term of this agreement, the County may authorize additional classification(s) to be included in this section which may be assigned to a night shift. If such an assignment is made, the evening shift differential will be \$300.00 paid bi-weekly.

Should an FLSA non-exempt CEMA represented classification be added to this section, thenight shift differential shall be \$3.75 per hour. The night shift differential shall be paid for each hour worked during the qualifying hours stated in this section.

- e) The midnight shift differential shall be \$3.75 per hour for Supervising Probation Counselors assigned to a Modified 12 Plan. The midnight shift differential shall be payable to Supervising Probation Counselors for each hour worked after 6:00 p.m. and before 6:00 a.m. or after 10:00 p.m. and before 6:00 a.m. when the Supervising Probation Counselor is regularly assigned to a Modified 12 Plan.

CEMA Recommends

Not all departments know to add Night Shift Differential to qualifying positions. If you are in an eligible classification and are assigned night shift, email your manager and HR Service Center representative and ask them to add the Night Shift Differential to your pay.

If you are assigned night shift duties and are *not* included in the list above, contact your CEMA Business Agent and we will assert that you should be removed from a night shift assignment or included in the Night Shift Differential language.

Section 2.3 – Applicator/Pest Advisory Differential

A Central Services Supervisor or Road Maintenance Superintendent who obtains and maintains a valid Agricultural Pest Control Advisor License issued by the State of California and is assigned to perform pest control advisory functions shall be compensated at a range approximately seven and a half percent (7.5%) higher than that specified for regular positions in this classification. This differential shall be limited to one position in Parks and one position in Roads and Airport.

Section 2.4 – Bilingual Differential

CEMA represented employees who meet the requirements set forth in Section 52: Special Compensation F. Language Translations Differential of the Salary Ordinance shall continue to be eligible for bilingual pay. Such bilingual pay shall be two hundred dollars (\$200) per month.

CEMA Recommends

Be Aware: The Salary Ordinance requirements include that the department actually needs your particular language skills. Some less commonly spoken languages which are infrequently needed may not meet the threshold for bilingual pay.

Section 2.5 – Nurse Longevity Pay

Incumbents in these nursing-related classifications and any new or successor classifications, as determined by ESA/HR that are related to a nursing classification and allocated to CEMA shall be eligible for salary step six at a rate five percent (5%) higher than Step 5 after accumulation of thirty-six (36) months of competent service at the fifth step of the current classification.

S80	Administrative Nurse II
B56	Clinical Risk Prevention Program Manager
S90	Dir Nursing Acute Psych Svcs
H55	Dir Q&U Amb & Comm Hlth/Mng Cr
N56	Dir Valley Specialty Center
N5A	Dir of Care Management
B05	Dir of Cardiovascular Services
N54	Dir of Nursing Professional Practice
B5B	Manager of Care Management
B6F	Mgr Adult Custody M H
S66	Nurse Mgr Artificial Kidney Unit
S43	Nurse Mgr Burn Center
S31	Nurse Mgr Cld Shlt Cstdy Health
S42	Nurse Mgr Critical Care
S53	Nurse Mgr Emergency Department
S65	Nurse Mgr Labr Del Pernl Evl Prd
S63	Nurse Mgr Medical Surgical Nursing
S84	Nurse Mgr Mental Health Nursing
S64	Nurse Mgr Mother Infant Care Ctr
S81	Nurse Mgr Neonatal ICU
S55	Nurse Mgr Operating Room Services
S67	Nurse Mgr Pediatrics-ICU
S61	Nurse Mgr Post Anesthesia Cr Unt
S62	Nurse Mgr Rehabilitation
C87	Q I Coord – SCVMC
S20	Q I Mgr - A&D Serv
S72	Q I Mgr – Acute Psych Svcs
S07	Q I Mgr - Ambulatory CHS
S01	Q I Mgr – Hospital
S69	Q I Mgr – Inpatient Nursing
S13	Q I Mgr – MH Outpt Progs
S6G	Rehabilitation Case Manager
P62	Specialty Programs Nurse Coordinator
	Specialty Services Manager, RN
S71	Trauma Program Coordinator
S12	Utilization Review Coordinator
S19	Utilization Review Coord-VHP
S78	Chief of Quality Management
S1M	Utilization Review Supervisor – VHP
S6D	Inpatient Case Manager
S10	Utilization Review Supervisor

CEMA Recommends

Be aware: The current HR and payroll software do not automatically advance CEMA nursing-tied classifications to Step 6 when they reach thirty-six (36) months at Step 5. The change must be made manually and sometimes it is missed! Be sure to track your time at Step 5 and alert your supervisor/manager if you do not receive Step 6 pay during the appropriate pay period. If you miss any time at Step 6 you are entitled to retro pay; if the County does not correct its error, contact your CEMA Business Agent and we can file a grievance to correct the issue.

Section 2.6 – Nurse Realignments

- a) The following classifications and any new or successor classifications, as determined by ESA/HR that are related to a nursing classification and allocated to CEMA, during the term of this Agreement, shall be aligned with the appropriate classes in RNPA:

S80	Administrative Nurse II
B56	Clinical Risk Prevention Prog Mgr
B05	Director of Cardiovascular Svcs
S03	Infection Control Nurse Supervisor
S56	Infection Control Nurse Manager
B6F	Manager, Adult Custody Mental Health Services
S66	Nurse Manager Artificial Kidney
Unit	
S43	Nurse Manager Burn Center
S31	Nurse Manager Children Shelter Custody Health
S42	Nurse Manager Critical Care
S53	Nurse Manager Emergency Department
S65	Nurse Manager Labor Del Pernal Evl Prd
S63	Nurse Manager Medical Surgical Nursing
S84	Nurse Manager Mental Health Nursing
S64	Nurse Manager Mother Infant Care Center
S81	Nurse Manager Neonatal ICU
S55	Nurse Manager Operating Room Services
S67	Nurse Manager Pediatrics-ICU
S61	Nurse Manager Post Anesthesia Care Unit
S62	Nurse Manager Rehabilitation
P70	Nursing Info Systems Mgr
C87	Quality Improvement Coordinator - SCVMC
S20	Quality Improvement Manager - Alc & Drug Srv
S07	Quality Improvement Manager - AMB CHS
S01	Quality Improvement Manager - Hospital
S69	Quality Improvement Manager Inpt Nursing
S13	Quality Improvement Manager - MH Ops
S72	Quality Improvement Manager - A P SV
S6G	Rehabilitation Case Manager
P62	Specialty Programs Nurse Coordinator
	Specialty Services Manager, RN

S71	Trauma Program Coordinator
B12	Utilization Management QA Mgr
S12	Utilization Review Coordinator
S19	Utilization Review Coordinator - VHP
S10	Utilization Review Supervisor
H55	DIR Q&U Amb & Comm Hlth/Mng Cr
S90	DIR Nursing Acute Psych Svcs
N56	DIR Valley Specialty Center
N5A	DIR of Care Management
N54	DIR of Nursing Professional Practice
B5B	Mgr of Care Management
S78	Chief of Quality Management
S1M	Utilization Review Supervisor – VHP
S6D	Inpatient Case Manager

- b) All of the classifications identified in Section 2.6(a) are excluded from all wage provisions identified in Section 2.1 of this Agreement.
- c) In addition to being excluded from all wage provisions identified in Section 2.1 of this Agreement (as asserted in Section 2.6(b)), the_Infection Control Nurse Manager classification (S56) identified in Section 2.6(a) will not be entitled to any wage increases provided to classifications represented by RNPA under this Section 2.6 until the top-step salary of other Nurse Manager classifications identified in this section meet the top-step salary of the Infection Control Nurse Manager classification.

CEMA Recommends

See Section 2.1 for the wage increases which CEMA nursing-tied classifications will receive in this contract cycle.

Be Aware: If RNPA fails to negotiate a contract on time, the delay will impact CEMA nursing-tied classifications.

Section 2.7 – Classification Study Window

During the term of this Agreement, workers may request a classification study during the month of March, or such time as designated by the Director of Personnel, but in any event no less than one (1) month per calendar year. Requests shall be submitted to ESA-Human Resources (ESA-HR) on the authorized online request form.

A Committee, made up of representatives from ESA-HR and CEMA, will meet annually one (1) month after the close of the window, to determine which submitted requests will be accepted for study, which requests will be placed in a deferred status, and which requests will be denied. The Committee will base their consideration on a number of factors, which may include classification levels, compaction, recruitment or retention difficulties, fiscal impact, and new responsibilities assigned but not covered on existing job specifications. The Committee will finalize the list and the scope of each study (e.g. full classification study, job specification revision, salary review, etc.) within three (3) months after the first meeting. The maximum number of requests accepted by the

committee for study shall be capped at twenty (20) per year, but upon completion of the accepted studies, ESA-HR may continue to work studies in the deferred status. Requests in the deferred status not initiated for study by ESA-HR before the next window may be considered by the committee without requiring a new request, however, an updated PCQ and job application may be requested.

If the request is incomplete, ESA-HR will notify the worker to complete the request, along with a due date for completing the request.

ESA-HR will notify workers of the status of their request (accepted, deferred, or denied) and the scope where appropriate.

Workers who are under study shall not be permitted to submit a request. Workers whose classification study was denied shall not be permitted to request another classification study until one additional window has passed.

If the study is denied, the worker may appeal to the Director of Personnel. The appeal shall be submitted in writing within ten (10) working days of the receipt of the denial. The Director of Personnel shall determine the procedure of the appeal. The Director shall provide CEMA with the list of the appeal decisions.

The Director will provide a list of accepted studies, including those accepted on appeal, and the expected completion date.

If ESA-HR determines some assigned duties fall outside of the worker's classification, ESA-HR will notify the appointing authority to remove such duties within ten (10) working days of that determination.

Any duties performed at a higher-level while receiving work-out-of-class pay will not be considered.

If a study is accepted or approved on appeal, the completed study shall be posted to CEMA no later than twelve (12) months after the date of acceptance or favorable appeal determination, unless otherwise agreed to by both parties.

If it is recommended that the worker be reclassified, all Merit System Rules that apply to regular classification studies, such as test requirements, meeting the employment standards, serving a new probation period, etc. shall apply.

All classification studies identified in Appendix A to this Agreement, shall be completed within one (1) year of ratification of this Agreement. Completion shall mean a classification study report posted to CEMA.

Compaction Defined

For the purposes of this Section, compaction is defined as a below ten percent (10%) base pay rate difference when comparing top step to top step between a supervisor's highest paid non-CEMA represented subordinate's classification and that supervisor's classification. Compaction only

applies where the supervisor's classification can perform the same work as the subordinate classification.

When compaction is identified in a salary review pursuant to this Section, the compacted classification shall receive a realignment bringing the top step of the supervisor's classification to no less than ten percent (10%) higher than the top step of that subordinate classification.

This definition shall only apply to new classification studies initiated and submitted under this Section upon implementation of this Agreement, and ending on December 19, 2027.

CEMA Recommends

Purpose of Class Studies

Class studies primarily address three issues:

- 1) **Reclassification:** Employees performing substantial work at a higher level, outside their job description. Employees in this situation may be reclassified to a new job classification.
- 2) **Under Market Rate Pay:** If your job classification is paid below the market rate, the County may adjust the pay rate to be competitive. HR will compare your position to nearby Counties: San Francisco, Santa Cruz, San Mateo, Alameda, and Contra Costa.
- 3) **Compaction:** Positions which make less than 10% more than their highest paid subordinate position. To qualify for compaction, the manager must be able to perform the same work as the subordinate. HR will compare base rate of pay at the equivalent step.

This process is only concerned with uncompetitive pay or duties outside of your current classification. Performing a lot of work, deserving a promotion, or being overqualified will not be considered as relevant factors for reclassification.

See CEMA's YouTube page for more information on what makes a strong reclassification study application.

Submission Forms

Members must fill out the Position Classification Questionnaire (PCQ) as part of the application process. The form can be found on CEMA's website.

Submission Window

Submit your application to CEMA at classificationstudy@sccema.org by the end of January of each year. CEMA's classification committee will review your application and work with you to strengthen the request for submission to ESA. The committee identifies 20+ studies with a strong chance of success and will direct those members to submit their finalized applications to ESA in March.

CEMA asks that you **do not** submit directly to ESA without first submitting to the CEMA classification committee. The reason for this is that **repeat submissions are not allowed** under this contract language in successive years. So, if 40 members submit for study, 20 will be denied and then **barred** from submitting in the following year.

Section 2.8 – Automatic Check Deposit

As of January 1, 2007, all employees covered by this agreement shall be paid by automatic check deposit.

Section 2.9 – Secured Facility Differential

Section 2.9 shall be implemented beginning in Pay Period 25/1.

During the term of this Agreement, the County may authorize a non-PERSable secure services payment when an employee has badge, key, or keypad access to a secured facility, which, for the purposes of this payment, is:

The Main Jail
Elmwood
JPD Hall
JPD Ranches
Barbara Arons Pavilion (BAP)
Emergency Psychiatric Services (EPS)
Or any successor to the above facilities, following meet and confer.

If such an assignment is made for an FLSA-overtime exempt employee, the payment will be two hundred and twenty-five dollars (\$225.00) per pay period, paid with the employee's bi-weekly pay during the pay period the employee is regularly assigned to and actually carries out the duties of their position in an above-described facility. An employee is regularly assigned to a secured facility when the assignment is ongoing and not a temporary or limited term assignment to the secured facility.

If such assignment is made for a non-exempt employee, the payment will be two dollars and eight-five cents (\$2.85) per hour for each hour actually worked in an above-described facility.

CEMA Safety employees and any employees whose classification requires the assignment to secured facilities shall not receive this differential. For example, Supervising Custody Support Assistant, Nurse Manager Children's Shelter and Custody Health Services, Correctional Food Services Director, Supervising Probation Counselor, and Probation Food Services Manager, among others, shall not receive this differential.

Employees whose classification requires the assignment to psychiatric inpatient and emergency psychiatric services, for example, Director Nursing Acute Psychiatric Services, and Nurse Manager, Mental Health Nursing, among others, shall not receive this differential.

The parties agree that the secured facility differential will not be reported to CalPERS for pension purposes.

CEMA Recommends

“Regular” duties in a secured facility does not necessarily mean you work in that facility every day. However, you should have duties that you are assigned as part of your core function that require you to be in the locked facility. This could include supervising subordinates in those

facilities.

Having occasional projects which require you to work in a secured facility will not qualify you for this differential.

Be Aware: You are required to self-identify that you qualify for this differential. Reach out to your supervisor/manager and HR Service Center representative if you qualify and notify them that the differential should be turned on. If you have any trouble, contact your CEMA Business Agent.

Section 2.10 – 24-hour Differential for Special Duties

24-hour differential for Certain Exempt Employees

- a) Employees in the Supervisory-Administrative bargaining unit who are exempt from FLSA overtime are, and shall continue to be, expected to perform required duties without additional compensation regardless of the number of hours worked. There may be a limited number of unique, exempt positions that have been authorized in advance by the County Executive or designee where an employee may be required to perform duties or to remain available to perform duties at any time over a continuous 24-hour period. No employee shall receive this differential for work in a position that has not been authorized in advance to receive this differential, or for performing duties or remaining available to perform duties for less than 24 continuous hours. No employee who is eligible for overtime pay, either under the FLSA or by the terms of this Agreement, shall be eligible for this differential.

Employees who are on an approved Voluntary Reduced Work Hour (VRWH) agreement shall not be eligible for this differential. CEMA may recommend positions for the County Executive to consider authorizing for this differential, but the decision on eligible positions will be made solely by the County Executive or designee, in writing.

The purpose of this section is to establish a differential for employees in authorized positions who are required in writing, by an Executive Manager, to be available for a continuous 24 hours of duty. The 24 hours may or may not include some of the employee's regular core hours. It is the sole discretion of the County to determine the need for or to assign an individual employee to these 24-hour assignments.

Assignments eligible for compensation shall be for one or more days, and an employee who is assigned pursuant to this section shall receive four hundred and ninety dollars (\$490) when assigned for a full pay period. Such assignments shall be solely at the discretion of the County Executive or designee. Employees assigned for less than a full pay period shall receive thirty-five dollars (\$35) for each assigned day, up to a maximum of four hundred and ninety dollars (\$490) per pay period. Assignments to authorized positions may be made to one employee, or rotated among two or more employees, at the Executive Manager's sole discretion. Assignments are based on specific individual responsibilities and business need, and therefore duties may be added, at management's discretion. Duties required while assigned to a 24-hour special assignment covered by this section shall be limited to duties within the scope of the job specification of the employee assigned.

Employees assigned to a qualifying assignment on a continuous and on-going basis shall be

authorized to receive the 24-hour Differential for Special Duties prior to commencing the assignment. Employees assigned to a qualifying assignment on an intermittent or short term basis are excluded from this section.

- b) Employees exempt from FLSA overtime eligibility may continue to be required to work beyond 40 hours in a workweek with no additional compensation, except as specifically provided in this section. The County will continue to expect-and may require-exempt employees, whether directed in writing or not, to perform tasks outside of the employee's regular core hours, without additional compensation.
- c) When assigned to 24-hour Special Duties, the employee must remain reachable by phone and email, and cannot engage in any conduct that could impair the employee's ability to perform their job duties, including physically returning to a work site, decision making or completing required job tasks.
- d) Employees in positions assigned to work Special Duties as described in this section, may request not to be assigned for any reason. The Executive Manager shall consider the request for either temporary or permanent exemption from assignment to 24-hour duties covered by this section, but the decision to grant the request shall be within the County's sole discretion and shall not be subject to the grievance procedure.
- e) An employee exempt from FLSA overtime eligibility who has been assigned 24-hour duty on a continuous basis for six months or more may request not to be assigned 24-hour duty for a four-month period. Approved paid or unpaid absences of one pay period or less shall not be considered a break in a continuous assignment of 24-hour duty. The employee's request must be in writing and must be provided to the employee's Executive Manager at least thirty (30) calendar days before the time requested for relief from 24-hour duty. The Executive Manager shall grant the request when possible. If the employee's request is not granted, the rate of compensation for 24-hour duty for that employee shall be increased beginning with the date that the requested relief would have begun, to fifty-one dollars (\$51) for each assigned day, up to a maximum of seven hundred fourteen dollars (\$714) per pay period; and this increased rate will continue for each 24-hour duty period the employee is assigned to work, until the employee has not been assigned 24-hour duty for at least four consecutive pay periods.
- f) Only the provisions of this section related to determinations of "continuous basis of an assignment," "relief from 24-hour duty," or "correct payment of differential pay" may be grieved; and such grievances shall be in accordance with the provisions of Section 16.2 Grievance Presentation a) Informal Resolution, and b) Formal Grievance 1) Step One, and shall not be subject to arbitration or the arbitration process in the Agreement, or to any other appeals. No other provisions of this section may be grieved.
- g) The Department shall request from ESA authorization for 24-Hour Differential qualifying assignment(s) based on operational needs. Once ESA authorizes the request, the Department, at its sole discretion, shall assign and/or unassign the 24-Hour Differential assignment(s) to specific employee(s). The Department shall notify payroll of specific employee(s) who have been assigned and/or unassigned the 24-Hour Differential. ESA may conduct an annual

review of the 24-Hour Differential qualifying assignments allocated to each department and renew or modify the number of assignments allocated to a specific department.

CEMA Recommends

This benefit, 24-hour Differential for Special Duties, is commonly known as “On Call Pay”.

If your supervisor/manager requires you to be available to answer phone calls or emails after hours, you qualify for this differential. If the County refuses to authorize you for this differential, you do not need to be available outside of your core working hours **unless your job description requires 24-hour availability**.

Job descriptions which require 24-hour availability will state something like: “responsible for a 24-hour facility”.

If you are expected to be available after hours and are not being paid this differential, contact your CEMA Business Agent.

Section 2.11 – Notary Public Differential

Notary Public differential of \$60 per biweekly pay period shall be paid to CEMA represented employees who are duly authorized Notary Publics and are assigned by an executive manager to perform the function of a Notary Public on behalf of the County.

Section 2.12 – Career Incentive Program

Employees in the classification of Supervising Public Defender Investigator (V96) who meet the Public Defender Investigation Career Incentive Program requirements shall be paid a biweekly rate as follows:

Basic: 2.5% of base salary;
Intermediate: 5% of base salary;
Advanced: 7.5% of base salary.

Section 2.13 – Realignments

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors) and no sooner than Pay Period 24/14 (June 24, 2024), the following classifications shall receive the corresponding salary realignment:

Code	Classification	Realignment
C59	Ambulatory Services Manager	2%
B2Q	Assistant Administrative Director, Laboratory	1.5%
A2P	Assistant Director of County Airports	3%
R26	Assistant Director of Pharmacy Services	5%
K09	Biomedical Equipment Supervisor	3%
R01	Chief CCS (California Children’s Services) Therapist	1%

P9C	Chief Psychologist	1%
B3B	Clinical Administrative Support Officer II	1%
B8D	Debt Management Officer	2%
V2H	Deputy Agricultural Commissioner/Sealer	2%
R25	Director of Pharmacy Services, SCVHHS	5%
B48	Division Manager Clerk of the Board	1%
V90	Fingerprint Identification Director	1.5%
M07	Fleet Manager	3%
H30	Health Center Manager	1%
X9E	Inmate Rehabilitation Manager	1%
V4S	Latent Fingerprint Examiner Supervisor	3%
J59	Library Circulation Supervisor	2%
K40	Mapping & I.D. Supervisor	1.5%
B1W	Management Aide	11.55%
B9S	Professional Coding Analyst	2%
N60	Road Maintenance Superintendent	3%
B9G	Senior Department Fiscal Officer	3%
J1G	Senior Epic Systems Analyst	1%
V39	Supervising Criminalist	1.5%
G70	Supervising Custody Support Assistant	2%
V2G	Supervising Hazardous Materials Specialist	2%
R56	Supervising Pharmacist	5%
V96	Supervising Public Defender Investigator	2%
B9R	Healthcare Compliance Analyst	1%
M6A	Traffic Signal Systems Supervisor	2%

Section 2.14 – Department of Family and Children’s Services Differentials

- a) CEMA represented employees in the classification of Social Services Program Manager (I, II, or III) or Program Manager (I, II or III) who are regularly assigned to units in the Department of Family and Children’s Services (DFCS), other than Emergency Response Units, shall receive a differential of six percent (6%) of base wage.
- b) CEMA represented employees in the classification of Social Services Program Manager (I, II, or III) or Program Manager (I, II, or III) who are regularly assigned to an Emergency Response Unit in the Department of Family and Children Services (DFCS) shall receive a differential of nine percent (9%) of base wage.
- c) Employees identified in subsection (a) or (b) of this section are only entitled to the differential identified in subsection (a) or (b), and not both (a) and (b) at any time.

CEMA Recommends

Be Aware: For this differential and other classification or employee specific differentials, you must identify yourself to HR and Payroll to ensure the differential is added to your pay. Contact your HR Service Center representative and copy your manager for visibility and confirmation. If you have any trouble, contact your CEMA Business Agent.

Section 2.15 –Service Recognition Pay

In the specific context of extending this Agreement through December 19, 2027 (the last day of Pay Period 27/26), effective Pay Period 26/14 (June 22, 2026), eligible CEMA represented employees who have completed fifteen (15) years of service (measured as 3,915 days of accrued service) or more with the County may receive a Service Recognition Pay differential equal to three and one-half percent (3.5%) of the employee’s base pay, paid on a pay-period by pay-period basis, subject to the following conditions:

- a) To be eligible for the pay, the employee must have received three (3) consecutive, annual performance evaluations in which the employee “meets or exceeds expectations” in the years immediately prior to their application for the pay. The addition of the “meets or exceeds expectations” to the Employee and Appraisal Development form shall occur upon implementation of the contract;
- b) The employee must complete and submit a County-provided application form to the Employee Services Agency to initiate the pay once they become eligible to receive it;
- c) The payment will be processed prospectively only, in the second payroll period following ESA’s approval of an eligible employee’s completed application; and
- d) The payment will cease, and the employee is no longer eligible for the pay, if the employee receives an annual performance evaluation indicating the employee “needs improvement,” and the employee will only requalify for the pay following receipt of three (3) subsequent, consecutive, annual performance evaluations in which the employee “meets or exceeds expectations,” at which point they may reapply for the pay.

Employees in classifications covered by Section 2.5 (Nurse Longevity Pay) or 2.6 (Nurse Realignments) of this Agreement are not eligible for this Service Recognition Pay, nor will the pay apply to retired annuitants or anyone in uncoded positions (e.g., extra-help and per-diem employees).

The parties agree that the pay will not be reported to CalPERS for pension purposes.

An annual performance evaluation completed by the employee but not completed by the direct supervisor within twenty (20) calendar days can be escalated by the employee to the Department Head for completion. Should the Department Head subsequently fail to complete the annual performance evaluation within thirty (30) days from the date of escalation, the evaluation may be escalated by the employee to the County Executive or designee for completion.

The CEMA performance appraisal/evaluation form referenced in Article 18 shall have two check boxes added to the bottom stating that the employee “needs improvement” or “meets or exceeds expectations;” and annual performance evaluations received prior to June 24, 2024 shall not be considered towards eligibility for this pay.

Disputes under this section, other than section 2.15(c), are not subject to grievance.

CEMA Recommends

See Article 18 for the process to contest an annual evaluation.

Employees who hit twelve (12) years of service credit or more should be sure to complete annual evaluations (and ensure your manager completes it as well) in their 12th, 13th, and 14th years so that they are eligible for Service Recognition pay immediately upon reaching fifteen (15) years of service with three years of favorable evaluations.

You can see your years of service credit on your pay advice (full paycheck). Service credit is all the hours that you’ve worked for the County in a coded position, regardless of which union or position.

Promoting or transferring will not cause you to lose Service Recognition Pay for which you have already qualified.

An annual evaluation may be completed in less than twelve (12) months following the prior annual evaluation where appropriate.

Section 2.16 – Healthcare Service Line Director, Registered Nurse Differential

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors), and no sooner than Pay Period 24/14 (June 24, 2024), Healthcare Service Line Directors (B5E) who are Registered Nurses that use their RN license as part of their regular duties, and who directly supervise Registered Nurses, shall receive a differential of six percent (6%) of base pay.

Section 2.17 – Overpayment Errors

When the County has overpaid an employee, the County shall provide the employee notice of the amount of the overpayment as well as a repayment schedule.

Employees may be allowed to use accrued Schedule Time Off (STO) to repay either in part, or whole, any overpayments.

CEMA Recommends

The County will not automatically include CEMA in communication with you regarding an overpayment. Reach out to your CEMA Business Agent if you need assistance.

ARTICLE 3 – RETIREMENT

Effective June 22, 1992, (pay period 92/14), employees in the California Public Employees' Retirement System (CalPERS or PERS) who are classified as miscellaneous members became eligible for the 2% at 55 Retirement Plan. The County of Santa Clara's increased contribution to PERS as a result of implementation of the 2% at 55 Retirement Plan, as well as existing Employer Paid Member Contribution (EPMC) was reflected as part of the effective wages.

The County will maintain the lump sum death benefit of \$5,000 and will continue to implement the pre-retirement optional settlement 2 death benefits.

Effective December 17, 2007, the County amended its contract with PERS for a 2.5% at 55 Plan for miscellaneous employees. In consideration for this amendment, the County and CEMA agreed for that each employee covered under this enhanced benefit plan, the employee would contribute to PERS, through payroll deduction effective December 17, 2007, an amount equal to 2.931% of PERS reportable wages towards the employer's PERS share. The County and CEMA further agreed to eliminate all of the EPMC.

Classic miscellaneous employees shall refer to those employees who are eligible for and are placed in the 2.5% at age 55 retirement tier. Classic safety employees shall refer to those employees who are eligible for and are placed in the 3% at age 50 retirement tier. Public Employee Pension Reform Act (PEPRA) miscellaneous employees shall refer to those employees who are eligible for and placed in the 2% at age 62 retirement plan. PEPRA safety employees shall refer to those employees who are eligible for and are placed in the 2.7% at age 57 retirement tier.

PERS Contribution Amounts

Classic Miscellaneous:

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors), and no sooner than Pay Period 24/14 (June 24, 2024), Classic miscellaneous employees shall receive a 0.08% reduction to their PERS contribution rate, from 11.011% to 10.931%. This 10.931% PERS contribution rate represents the following: 8.0% employee share and 2.931% employer share for the 2.5 at 55 enhancement to the Retirement Plan..

Classic Safety Probation:

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors) and no sooner than Pay Period 24/14 (June 24, 2024), Classic Safety employees in the classifications of Probation Division Manager (X44) and Supervising Probation Counselor (X20) shall receive a 0.08% reduction to their PERS contribution rate, from 9.08% to 9.0%. This 9.0% PERS contribution rate represents the following: 9.0% employee share.

Classic Safety Parks:

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors) and no sooner than Pay Period 24/14 (June 24, 2024), Classic Safety employees in the classifications of Manager of Park Ranger Operations (B6K) and Park Ranger Supervisor (T29) shall receive a 0.08% reduction to their PERS contribution rate, from 14.08% to 14.0%. This 14.0% PERS contribution rate represents the following: 9.0% employee share and 5.0% employer share for prior years' self-funded wage increases.

PEPRA Miscellaneous:

Effective Pay Period 20/14 (June 15, 2020), PEPRA miscellaneous employees received a 2.25% reduction to the portion of their PERS contribution rate that represents earlier self-funded wage increases, decreasing that portion of their contribution from 6.511% to 4.261%. This 4.261% is a fixed amount which will not fluctuate. PEPRA miscellaneous employees additionally contribute one-half of the "normal cost" rate determined by PERS actuaries each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013. As of April 6, 2020, half of the "normal cost" rate was 6.75%, which, when combined with the above fixed amount, resulted in a total employee contribution rate of 11.011%. This combined percentage amount may fluctuate based on the normal cost rate as set forth immediately above.

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors) and no sooner than Pay Period 24/14 (June 24, 2024), PEPRA miscellaneous employees will continue to contribute half of the "normal cost" rate to their PERS retirement, as determined by PERS actuaries each fiscal year. In addition, PEPRA miscellaneous members shall continue to contribute 4.261% towards the employer's share of the normal cost. Effective Pay Period 26/14 (June 22, 2026), PEPRA miscellaneous members shall receive a 4.261% reduction of their contribution towards the employer's share of the normal cost, from 4.261% to 0%, and make no contribution towards the employer's share of the normal cost determined by PERS actuaries each fiscal year. Miscellaneous members will continue to contribute the employee share, which is half of the normal cost rate determined by PERS actuaries each fiscal year.

PEPRA Safety:

Effective Pay Period 20/14 (June 15, 2020), PEPRA safety employees received a 2.25% reduction to the portion of their PERS contribution rate that represents earlier self-funded wage increases, decreasing that portion of their contribution from 5.33% to 3.08%. This 3.08% is a fixed amount which will not fluctuate. PEPRA safety employees additionally contribute one-half of the "normal cost" rate determined by PERS actuaries each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013. As of April 6, 2020, half of the "normal cost" rate, for PEPRA safety members was 11.25%, which, when combined with the above fixed amount, resulted in a total employee contribution rate of 14.33%. This combined percentage amount may fluctuate based on the normal cost rate as set forth immediately above.

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the

first pay period after the second reading by the Board of Supervisors) and no sooner than Pay Period 24/14 (June 24, 2024), PEPRAs safety employees will continue to contribute half of the “normal cost” rate to their PERS retirement, as determined by PERS actuaries each fiscal year. In addition, PEPRAs safety members shall continue to contribute 3.08% towards the employer’s share of the normal cost. Effective Pay Period 26/14 (June 22, 2026), PEPRAs safety members shall receive a 3.08% reduction of their contribution towards the employer’s share of the normal cost, from 3.08% to 0%, and make no contribution towards the employer’s share of the normal cost determined by PERS actuaries each fiscal year.

CEMA Recommends

See the following table for the effective contribution rates in each year:

	Current Contribution	Future Contribution	Contribution Reduction	Effective Date
PEPRA Miscellaneous	11.76%	7.50%	4.26%	22-Jun-26
PEPRA Safety	14.83%	11.75%	3.08%	22-Jun-26
Classic Miscellaneous	11.01%	10.93%	0.08%	24-Jun-24
Classic Probation	9.08%	9.00%	0.08%	24-Jun-24
Classic Parks	14.08%	9.00%	5.08%	24-Jun-24

Definitions

PEPRA are those employees hired since January 1st, 2013.

Classic are those employees hired prior to January 1st, 2013.

(PEPRA) Safety are those employees who are peace officers (Supervising Probation Counselors, Supervising Park Rangers, etc.).

(PEPRA/Classic) Miscellaneous are those employees who are not in the Safety category (i.e. any classification that are not considered peace officers).

One Half Normal Cost is the minimum PEPRA employee contribution. This number is tied to the actual cost of the CalPERS pension and may change from year to year. Historically, the number has floated at less than a full percentage point up and down. At the time of implementation of this MOA it is 7.5%. The CalPERS website is the best place to check future changes to the “one half normal cost” rate. CalPERS projects changes to this amount for the upcoming year.

Retirement Formulae

It takes five (5) years in a participating County position to vest in CalPERS (you will get partial, prorated credit if working in a part time code). Once vested, you can quit your job with the County and still retain your CalPERS retirement.

The CalPERS retirement formula is based off two numbers. First, your highest year’s pay, and

second, the number of years which you have contributed to CalPERS. For example, Classic Miscellaneous employees will receive 2.5% for each year worked and can retire at 55 and receive their full pension benefit. A Classic Employee who worked for 10 years would receive 25% (10*2.5%) of her highest year's pay as a pension if she retired at 55. For each tier, the formula is as follows:

Classic Miscellaneous

2.5% per year worked based on the highest year's pay, retirement age of 55.

PEPRA Miscellaneous

2% per year worked based on the average of the highest three year's pay, retirement age of 62.

Classic Probation/Parks

3% per year worked of the highest year's pay, normal retirement age of 50.

PEPRA Safety

2.5% per year worked of the highest three years pay averaged together with a normal retirement age of 55.

You can retire earlier/younger than the listed age, however, it will be for a reduced benefit formula.

You get to select the twelve-month period with the highest base rate of pay when you retire, it does not necessarily need to be your final year worked with the County.

Planning for Retirement?

Once you begin thinking about retirement, schedule an appointment with CalPERS to review your expected benefit and begin planning a retirement date. Generally, retiring just before the end of the calendar year is advantageous as CalPERS increases pension rates by a set percentage at the end of each calendar year.

Also note that CEMA retirees are able to join the CEMA Retiree Chapter for a small annual fee. Refer to www.sccema.org/retiree_committee for more information.

Questions?

For any questions regarding your individual retirement or CalPERS formula, CalPERS is extremely helpful and schedules individual, virtual appointments with members through their website: calpers.ca.gov

For general questions, reach out to your CEMA Business Agent.

ARTICLE 4 – SHIFT ROTATION

For employees in this unit, who are assigned shift work, the matter of shift rotation is a proper subject for discussion with their manager. If the manner in which shifts are assigned is not agreeable to a majority of the employees, or if CEMA requests, a meeting shall be held with an executive level manager of that area. If, following this meeting, issues still remain for discussion, upon request, CEMA may meet with the appropriate department/agency head and the Department of Labor Relations. The department/agency head will make the final decision on all unresolved issues.

ARTICLE 5 – INSURANCE PREMIUMS

Section 5.1 – Medical Insurance

The County and covered employees shall share in the cost of medical plan premiums. The County, in order to provide one health plan where there is not premium sharing, shall continue to offer Valley Health Plan without premium sharing.

The employee share per pay period shall be as follows:

Valley Health Plan (VHP) \$0 Employee only, \$0 Employee and Adult; \$0 Employee and child(ren), \$0 Family

HMO (currently Kaiser) plan \$6.73 of the cost of the medical plan premium for Employee only, \$12.12 of the cost of the medical plan premium for Employee and child(ren), \$14.14 of the cost of the medical plan premium for Employee and Adult, \$19.52 of the cost of the medical plan premium for Family.

Point of Service Plan \$12.85 of the cost of the medical plan premium for Single, \$27.21 of the cost of the medical plan premium for Family.

For County employees occupying permanent part-time positions who work a minimum of 40 hours per pay period, the County will pay a prorated portion of the medical plan premiums described above based upon the covered worker's standard hours.

The HMO plan design shall be:

- \$10 co-payment for office visits,
- \$35 co-payment for emergency room visits,
- \$5-\$10 co-payment for prescriptions (30-day supply)
- \$10-\$20 co-payment for prescriptions (100-day supply)
- \$100 co-payment for hospital admission

The Point of Service Plan design shall be:

- \$15/\$20/30% (Tiers 1/2/3) co-payment for office visits
- \$50/\$75/30% co-payment for emergency room visits
- \$5/\$15/\$30 (generic/brand/formulary) co-payment for prescription (30-day supply)
- \$10/\$30/\$60 co-payment for prescription (90-day supply).

Hearing aid coverage shall be continued in all health plans.

Effective June 23, 2014, the County will pay the total premium for the employee-only premium while on medical, maternity or industrial injury leave of absence up to thirteen (13) pay periods.

Upon request, the parties agree to meet to discuss the possibility of modifying VHP into two separate plan designs. No change to the plan designs listed above may occur except by mutual agreement of the parties.

Section 5.2 – Dental Insurance

The County agrees to contribute the amount of the current monthly insurance premium for dental coverage to cover the employee and full dependent contribution. The existing Delta Dental Plan coverage will be continued in accordance with the following schedule:

Basic and Prosthodontics: 75/25 - no deductible. \$2,000 maximum per patient per calendar year.

Orthodontics: 60/40 - no deductible. \$2,000 lifetime maximum per patient (no age limit).

The County will pick up inflationary costs for the term of the agreement.

The County will continue to provide an alternative dental plan. The current alternative dental plan is Liberty Dental. The County will contribute up to the same dollar amount to this alternative dental plan premium as is paid to the Delta Dental Plan.

CEMA Recommends

If you are on leave without pay for an extended period of time, the County may begin billing you for your portion of the health insurance premiums to maintain your benefits.

If this is a financial hardship for you while on leave without pay, and if you intend to return to work at some point, contact your CEMA Business Agent for assistance. The ESA-Benefits may agree to wait to charge you until you return to work and put you on a payment plan to repay the missed premiums, this will depend on your individual circumstances.

Section 5.3 – Life Insurance

The County agrees to provide the same Basic Group Life Insurance Plan for the term of the Agreement as is provided under agreements with other bargaining units. The present policy is \$50,000 per employee.

Section 5.4 – Vision Care Plan

The County agrees to provide a Vision Care Plan for all employees and dependents. The Plan will be the Vision Service Plan - Plan A with benefits at 12/12/24 month intervals with twenty dollar (\$20.00) deductible for examinations and twenty dollar (\$20.00) deductible for materials. The County will fully pay the monthly premium for employee and dependents and pick up inflationary costs during the term of this agreement.

Section 5.5 – County-wide Benefits

The parties agree that, during the term of this Agreement, County-wide changes in benefits, such as medical, dental, life insurance, vacation, sick leave, holidays, or retirement, shall be applied to employees in this unit.

Section 5.6 – Deferred Compensation Opt Out

Subject to and pending the County's establishment of a County-wide system for automatic deferred compensation plan enrollment, the County and CEMA agree to automatically enroll new hires in the County's deferred compensation plan at a rate of one percent (1%) of the employees' pre-tax wages, unless the employee elects to opt out, or voluntarily changes their

deferral rate, subject to limitations established by the plan and law.

Section 5.7 – Homebuyer Assistance Information

The County shall provide CEMA represented employees, at the time of hire, information about its Empower Homebuyers SCC program, which provides information and assistance to first time homebuyers residing or working in Santa Clara County.

Section 5.8 – Medical Benefits for Retirees

- a) For employees hired on or after August 12, 1996.

The County shall contribute an amount equal to the cost of Kaiser retiree-only medical plan premium to the cost of the medical plan of employees who have completed eight (8) years of service (2088 days of accrued service) or more with the County and who retire on PERS directly from the County. Retirees over 65 or otherwise eligible for Medicare Part B must be enrolled in such a plan, and the County shall reimburse the retiree for the cost of Medicare partB premium on a quarterly basis. This reimbursement is subject to the maximum County contribution for retiree medical. The surviving spouse or domestic partner (as defined in the Domestic Partner section of this Agreement) of an employee eligible for retiree medical benefits may continue to purchase medical coverage after the death of the retiree.

- b) For employees hired on or after June 19, 2006.

The County shall contribute an amount equal to the cost of Kaiser retiree-only medical plan premium to the cost of the medical plan of employees who have completed ten (10) years of service (2610 days of accrued service) or more with the County and who retire on PERS directly from the County. Retirees over 65 or otherwise eligible for Medicare Part B must be enrolled in such a plan, and the County shall reimburse the retiree for the cost of Medicare partB premium on a quarterly basis. This reimbursement is subject to the maximum County contribution for retiree medical. The surviving spouse or domestic partner (as defined in the Domestic Partner section of this Agreement) of an employee eligible for retiree medical benefits may continue to purchase medical coverage after the death of the retiree.

- c) For employees hired on or after August 19, 2013.

The County shall contribute an amount equal to the cost of Kaiser retiree-only medical plan premium to the cost of the medical plan of employees who have completed fifteen (15) years of service (3,915 days of accrued service) or more with the County and who retire on PERS directly from the County. Retirees over 65 or otherwise eligible for Medicare Part B must be enrolled in such a plan, and the County shall reimburse the retiree for the cost of Medicare partB premium on a quarterly basis. This reimbursement is subject to the maximum County contribution for retiree medical. The surviving spouse or domestic partner (as defined in the Domestic Partner section of this agreement) of an employee eligible for retiree medical benefits may continue to purchase medical coverage after the death of the retiree.

- d) Such years of service expressed in a), b) and c) above must be continuous service with the County and shall have been completed immediately preceding retirement directly on PERS from the County.

e) Employee Contribution Toward Retiree Medical Obligation Unfunded Liability.

All coded employees shall contribute on a biweekly basis an amount of \$15.00. Such contributions are to be made on an after-tax basis and employees shall have no vested right to the contributions made by the employees. Such contributions shall be used by the County exclusively to offset a portion of the County's annual required contribution amount to the California Employers Retirement Benefit Trust established for the express purpose of meeting the County's other post employment benefits (OPEB) obligations and shall not be used for any other purpose.

CEMA Recommends

You *must* retire from the County and from CalPERS on the same day to qualify for retiree healthcare. If you fail to do so, you will not receive retiree healthcare. Inform CalPERS first of the date you intend to retire, once you receive a response from CalPERS, notify the County that you will be retiring on that date as well.

ARTICLE 6 – DOMESTIC PARTNERS

Registered Domestic Partners

County employees who have filed a Declaration of Registered Domestic Partnership in accordance with the provisions of Family Code 297-297.5 shall have the same rights, and shall be subject to the same responsibilities, obligations as are granted to and imposed upon spouses. The terms spouse in this contract shall apply to Registered Domestic Partners.

Tax Liability

Employees are solely responsible for paying any tax liability resulting from benefits provided as a result of their domestic partnership.

ARTICLE 7 – STATE DISABILITY INSURANCE (SDI)

State Disability Insurance (SDI) shall be provided, at employee cost, to all employees in the bargaining unit in compliance with California State Employment Development Department regulations and applicable laws.

ARTICLE 8 – PROFESSIONAL DEVELOPMENT ALLOWANCE AND EDUCATIONAL LEAVE

The County will fund a Tuition Reimbursement Program and a Professional Development Program. The maximum County expenditures for these programs shall not exceed five hundred thousand dollars (\$500,000) per fiscal year during the term of this Agreement. The amount will be rolled over from year to year during the term of the agreement. The County shall provide an accounting of funds on a quarterly basis.

Employees in CEMA represented classifications shall not be required to utilize professional development or tuition reimbursement for County mandated training.

Section 8.1 – Tuition Reimbursement Program, Professional Development, and Educational Leave

Employees who enroll in educational or professional development programs related to the employee's occupational area, or that have demonstrated value to the County, are eligible to seek reimbursement for the cost of tuition, books, and related expenses, limited to forty-five hundred dollars (\$4,500) each fiscal year, while funds under this Article are available. In order to receive reimbursement under this Section, employees must present proof of cost, proof of payment, and proof of completion with a passing grade to the employee's supervisor for approval. A passing grade shall be "pass" for a pass/fail course, or a letter grade of C or better if the course is graded on a letter system. Supervisors may accept an alternate proof of completion (e.g. a signed certificate of attendance, or receipt of credits earned) for ungraded courses that do not operate on a pass/fail, or letter grade system. All requests regardless of their status (approved/denied by the supervisor) shall be forwarded within ten (10) business days to the Controller-Treasurer Employee Reimbursement Program (ERP) for review. The County will notify CEMA of denied requests through the quarterly reports from the Controller-Treasurer.

If authorized courses are only available during working hours the employee must use accrued STO, Compensatory time off, or leave without pay to make up twenty-five percent (25%) of the time away from the job. Make-up time will not be allowed when it results in the payment of overtime for non-exempt employees.

Below are examples of expenses eligible for reimbursement under this section which must be professionally related in the employee's occupational area:

- Online courses
- Digital media courses and materials
- Digital or print professional journals, magazine subscriptions and/or books
- Licenses, certificates, and certifications

Section 8.2 – Professional Development Program

The fund established by this Article shall additionally cover group programs selected by and subject to the approval of a County/CEMA committee. CEMA and the County will share in the cost of such programs on a 25/75 CEMA/County basis.

CEMA Recommends

Always submit as early in the fiscal year as possible for your reimbursement. The available monies for Professional Development and Tuition Reimbursement sometimes run out before the end of the fiscal year.

For tuition reimbursement, the courses/degree must be reasonably related to your current job with the County (as defined by your supervisor/manager). The County is not obligated under this section to reimburse you for a certification/training/degree which will allow you to promote or transfer to a position unrelated from your current one. However, reaching the education level necessary to promote within your current series is covered.

If the certification/license you have is required for your job, you should not seek reimbursement under this section, instead, see Article 11 for reimbursement of mandatory certifications/licenses.

The forms for reimbursement should be available on:

connect.sccgov.org/sites/resources/erp/Pages/default.aspx.

For questions, please email to ERP, erpadmin@fin.sccgov.org.

Education Leave is afforded to CEMA employees through this section. With departmental approval, CEMA employees can take an unlimited amount of education leave. The only restriction is that 25% of the time away from work must be covered with accrued leave, comp time, or ATO.

ARTICLE 9 – TRAINING FUND

The County has established a Manager/Supervisor Program for the purpose of training all managerial and administrative professional staff. All CEMA represented employees will have an opportunity to attend the Manager/Supervisor Program courses.

The County has set aside eighty-five thousand dollars (\$85,000) per fiscal year during the term of this Agreement to conduct this training program for all CEMA represented employees. The County shall maintain control of program design, and funds not expended shall be rolled over from year to year during the term of the Agreement. Specifics of any program beyond the Manager/Supervisor Program will be set by the CEMA/County committee listed in Section 8.2 - Professional Development Program.

The County shall provide an accounting of the funds on a semi-annual basis to CEMA. The County agrees to meet no less than quarterly with the CEMA Professional Development Committee to discuss input to the training program.

ARTICLE 10 – UNIFORM ALLOWANCE

A yearly uniform allowance of five hundred and fifty Dollars (\$550) shall be payable to the following eligible employees: Park Maintenance Supervisor, Parks Natural Resource Program Manager, Parks Natural Resource Program Supervisor, Parks Program Coordinator, Parks Central Services Supervisor, Supervising Custody Support Assistant, Supervising Protective Services Officer, Supervising Probation Counselors, Emergency Medical Services Specialist, Law Enforcement Records Manager and Law Enforcement Records Supervisor. The following safety employees shall receive eight hundred fifty dollars (\$850) annually: Manager of Park Ranger Operations and Park Ranger Supervisor. Said uniform allowances shall be payable as follows during the term of the Memorandum of Agreement.

The uniform allowance (\$550 or \$850) shall be divided by the number of pay periods in the payroll calendar year (26 or 27 pay periods depending on payroll calendar year) and the quotient shall be paid to the employee each pay period.

The uniform allowance shall not be paid for any pay periods in which the employee is in an unpaid status for the complete pay period. The uniform allowance shall be prorated for code status (full time employee or part time employee).

Newly hired employees shall receive the uniform allowance beginning on their pay period of hire. Newly hired employees shall not be paid the uniform allowance retroactively to the first pay period of the payroll calendar year.

During the term of this agreement, the County may designate specific classification(s) which may be required to wear a standardized uniform or standardized uniform items for business purposes. If such a designation is made, the union shall be afforded an opportunity to meet and confer with the County over the amount of the annual uniform allowance, which will not exceed eight hundred fifty dollars (\$850) annually. The meet and confer process shall not be subject to impasse procedures or fact finding.

ARTICLE 11 – FEDERAL, STATE and/or COUNTY MANDATED LICENSURE/CERTIFICATION FUND

The County shall provide up to one hundred percent (100%) reimbursement to all CEMA represented employees for the cost of Federal, State and/or County mandated license(s) and/or certificate(s) (excluding driver licenses) that are required pursuant to the employment standards stated in the job specifications, or that are required by a County Department specific to the employee's position, as described in Section 11.1 (d) below.

Section 11.1 – General Provisions

- a) Employees shall not lose any rights to this reimbursement due to reclassification or retitling of a classification provided that the new classification continues to require Federal, State or County mandated license(s) and/or certificate(s) pursuant to the job specification employment standards.
- b) During the term of this Agreement, should Federal, State and/or County Legislation be passed mandating licensure and/or certification for additional classifications represented by CEMA, or modifying existing mandated licensure and/or certification for any of the classes represented by CEMA, the County and CEMA shall meet and confer over their inclusions in this provision.
- c) This reimbursement shall apply to all employees in classifications represented by CEMA who are required to pay for the cost of Federal, State, Professional Board, and/or County mandated license(s) and/or certificate(s) (excluding driver licenses) that are required pursuant to the employment standards stated in the job specification. Eligible employees may only apply for license/certificate reimbursement once per annum per job-required license/certificate during the term of this Agreement.
- d) This reimbursement shall apply to all employees in classifications represented by CEMA who are required to pay for the cost of Federal, State, and/or County mandated license(s) and/or certificate(s) (excluding driver licenses) that are required for the specific position they are currently occupying, but which is not listed within the employment standards stated in the job specification. In order to obtain reimbursement under this section, eligible employees must provide written documentation from their Department manager/supervisor stating that their current position requires the license/certificate at issue for continued employment. Eligible employees may only apply for license/certificate reimbursement once per annum during the term of this Agreement.
- e) Total reimbursement for each eligible employee will not exceed one hundred percent (100%).

Section 11.2 – Federal, State and/or County Mandated License and Certification Fee Reimbursement

- a) During the term of this Agreement, all eligible employees whose Federal, State and/or County mandated license/certificate expires during the term of this Agreement, **must** present a receipt showing proof of payment and/or the renewed license/certificate within thirty (30) working

days after the expiration of the license/certificate to receive reimbursement.

- b) Requests for reimbursement are to be submitted on the form provided by the County.

CEMA Recommends

See Article 8 for reimbursement of non-mandated licenses and certifications.

ARTICLE 12 – WORK OUT OF CLASSIFICATION (WOOC)

WOOC to Fill a Temporary Absence (Non-Vacant Position)

Employees within the bargaining unit will receive compensation for additional higher level duties assigned and performed during the temporary absence of an incumbent in a higher classification. The temporary absence may be the result of the higher level employee being absent from duty or as a result of the higher level employee being temporarily re-assigned to perform a special assignment. Such payment will be made consistent with the promotional pay procedures under the Merit System Rules and will only apply where the assignment is made for a period of one (1) working day or more. Employees on an approved vacation are excluded from receiving WOOC pay.

WOOC pay shall be pre-approved and commence on the first day of the assignment and continue throughout. Application of WOOC as a result of the higher classification's incumbent's temporary reassignment requires the approval of the County Executive. It shall be the responsibility of the appointing authority to ensure that there are sufficient appropriations for the WOOC assignment. No WOOC assignment may be made to a position for longer than twenty-six pay periods.

WOOC to Occupy an Unfilled Vacancy (Vacant Position)

Application of WOOC may be extended to vacancies only upon the approval of the County Executive. The provisions described above are also applicable to WOOC coverage for vacant positions, except that WOOC coverage for vacant positions will be limited to and shall not exceed 960 hours in any fiscal year. An employee assigned WOOC to fill a vacant position must meet the employment standards for the higher-level position.

CEMA Recommends

If you are assigned WOOC duties without compensation, or if compensation is delayed in implementation, reach out to your CEMA Business Agent for assistance, you are now entitled to retro pay.

Managers can select employees for WOOC opportunities without any competitive process. They have no obligation to rotate WOOC opportunities, but CEMA strongly encourages rotation or a fair process by all CEMA supervisors/managers and executives who approve WOOC opportunities. WOOC opportunities are *extremely beneficial* for employees seeking to further promote up the chain of command.

If you are interested in future WOOC opportunities, you should notify your manager in advance. If you are not selected, ask your supervisor/manager what you can do to set yourself up for the next WOOC opportunity that becomes available.

ARTICLE 13 – LATERAL TRANSFER

When making a lateral transfer or demotion to another class, an application review by the Personnel Director shall be deemed an appropriate qualifying examination for CEMA employees in instances where a qualifying examination is required. If otherwise qualified under this provision and the only prohibition to lateral transfer is the salary of the new class, it shall be deemed to be a lateral transfer if the move from one classification to another does not exceed fifteen percent (15%) upward range movement.

CEMA Recommends

The fifteen percent (15%) transfer band compares the same step between two classifications (i.e. Step 1 to Step 1 of the two classifications). The County has a Transfer Band Calculator that will calculate whether your position falls within the transfer band of a currently posted position. Only the base rate of pay is compared.

ARTICLE 14 – STO AND SICK LEAVE

Section 14.1 – Scheduled Time Off

The parties have agreed to a Scheduled Time Off (STO) program which covers all former paid leave.

a) *STO Bank Accrual*

Each employee shall be entitled to annual Scheduled Time Off. Scheduled time off is earned on an hourly basis. For purposes of this section, a day is defined as eight (8) work hours. Effective the first pay period following Labor Day, September 4, 2006 holidays shall be separated from STO and paid as they are observed. If an employee is required to or assigned to work a holiday, the employee shall have the option of taking an alternate day off at a time mutually agreed upon by the appropriate supervisor or receiving an STO add-back of one day. The accrual schedule shall be as follows:

Total Service Years & Work Day Equivalent	Yearly Accrual in Work Days	Accrual Factor Per Hour	Accrual Factor Per PP	Maximum* Allowable Balance
1 st year 1 st through 261 days	19	.073075	5.846	57 work days (456 hours)
2 nd through 4 th year 262 through 1044 days	21	.080769	6.461	63 work days (504 hours)
5 th through 9 th year 1045 through 2349 days	25	.096153	7.692	75 work days (600 hours)
10 th through 14 th year 2350 through 3654 days	27	.103846	8.307	81 work days (648 hours)
15 th through 19 th year 3655 through 4959 days	29	.111538	8.923	87 work days (696 hours)
20 th and thereafter 4960 days	31	.119230	9.538	93 work days (744 hours)

*Base (includes one additional day).

b) *Separate STO Bank*

Any STO hours that exceed the cap when it is lowered, will be placed into a separate leave bank and the hours will be available to be used as STO. The separate leave bank will have a “sunset” date in twenty (20) years (from June 25, 2012); however, unused hours in the bank cannot be lost. Excess hours and a few additional hours will be moved into the separate leavebank so that employees who are very near, but not over, the reduced cap will not immediately be at the cap in the first pay period.

c) *Pre-Scheduled Usage*

Scheduled Time Off may be used for any lawful purpose by the employee; the time requested shall require the approval of management with due consideration of employee convenience and administrative requirements.

d) *Scheduled Time Off Bank Carry Over*

In the event the employee does not take all the scheduled time off to which entitled in the succeeding twenty-six (26) pay periods, the employee shall be allowed to carry over the unused portion, provided that the employee may not accumulate more than three (3) years' earnings except:

1. When absent on full salary due to work-related compensation injury which prevents the employee reducing credits to the maximum allowable amount, or
2. In the case of inability to take paid time off because of extreme emergency, such as fire, flood or other similar disaster, an additional accumulation may be approved by the County Executive.

If the appointing authority does not provide vacation for an employee sufficient to reduce accumulated STO balance to the maximum allowable balance permitted, the employee may take vacation as a matter of right immediately before the end of the pay period in which the STO would be lost.

e) *Scheduled Time Off Bank Pay-Off*

Upon termination of employment an employee shall be paid the monetary value of the earned Scheduled Time Off balance as of the actual date of termination of employment.

CEMA Recommends

Under California Labor Law, private employers are required to pay all final pay and accrued vacation balances on the last day of employment. Public sector employers, including the County of Santa Clara, are exempted from this requirement. Final pay and accrued leave balances are typically paid 1 to 2 pay periods after separation.

Section 14.2 – Sick Leave Bank Accrual

a) *Sick leave Bank Accrual*

Each employee shall be entitled to an annual sick leave bank accrual. Sick leave is accrued on an hourly basis and computed at the rate of sixty-four (64) hours per year and may be accrued without limitation. The accrual factor per hour is .030769 and the accrual factor per full pay period is 2.462.

CEMA Recommends

Use of scheduled time off (STO) or administrative time off (ATO) needs your manager's approval and can be denied based on the business needs of the department. However, if you need sick leave, you just need to inform your manager that you are taking sick leave; you do not need to request it. If you have regular doctor's appointments during work hours, your manager may ask you to schedule future doctor appointments outside of normal working hours, but they cannot deny your use of sick leave. You should always inform your department as soon as you are aware you will need time off for an appointment during work time.

If you have a regular need to use sick leave for an ongoing condition either for yourself or your family, put in a request for FMLA. The Family Medical Leave Act protects your time off and ensures the County cannot discipline you for use of leave they might otherwise consider excessive and in violation of the County policy on time and attendance.

As a general rule, you **should not** disclose to your employer the specific reason you need sick leave. You are not required to do so, and there is no benefit to doing so.

b) *Prior Contract History*

Four days (32 hours) of sick leave were converted into the STO accrual leaving employees to accrue 8 days (64 hours) of sick leave instead of 12 days (96 hours). These additional four days of STO were integrated into the STO yearly accrual rate (Section 14.1 a).

c) *Family Care Usage*

An employee is entitled to use one-half (1/2) of the employee's annual accrual amount in order to care for a sick or injured member of the employee's immediate family requiring care. For the purposes of section 14.2(c) of this Agreement, "immediate family" shall mean the parent or grandparent of the employee or of the employee's spouse or domestic partner, and the spouse, domestic partner, child, grandchild, child-in-law, or sibling of the employee, a designated person, or any other person living in the immediate household of the employee. For the purposes of this paragraph, a "designated person" means a person the employee identifies at the time the employee requests paid sick days. Employees are limited to one designee per 12-month period for use of paid sick days.

d) *Doctor's Notes*

Request for sick leave with pay in excess of three (3) working days must be supported by a statement from an accredited physician. Management may require such a supporting statement for absences less than three (3) days.

CEMA Recommends

Requiring doctor's notes after three (3) days is not a consistent practice across all County departments. If you are a CEMA supervisor/manager, you need to make sure you are consistent in your application of this section with your employees. You cannot pick and choose when to require the doctor's notes based on the employee and their particular circumstances.

e) *Bereavement Leave*

Leaves of absence with pay shall be granted to employees in order that they may discharge the customary obligations arising from the death of a family member. For the purposes of section 14.2 (e) of this Agreement, "family member" shall mean the child, spouse, parent, sibling, grandparent, grandchild, domestic partner, parent-in-law, stepparent, son-in-law, daughter-in-law, brother-in-law, sister-in-law, any person living in the immediate household of the worker, and any other family member for whom bereavement leave is required by law. Up to five (5) days with pay shall be granted. The first two (2) days shall not be charged to any employee bank. If necessary, the third, fourth and fifth days shall be charged to the sick leave bank. Up to an additional three days, two of which are chargeable to sick leave and the third day not charged to any accumulated balance, is authorized if out-of-state travel

is required.

f) *Sick Leave Bank Pay Off*

Upon death, retirement or resignation in good standing, an employee shall be paid for any balance in the sick leave bank at the following rate.

<u>Days of Service</u>	<u>% Paid at</u>
0 through 2610	0%
2611 " 2871	20%
2872 " 3132	22%
3133 " 3393	24%
3394 " 3654	26%
3655 " 3915	28%
3916 " 4176	30%
4177 " 4437	32%
4438 " 4698	34%
4699 " 4959	36%
4960 " 5220	38%
5221 " 5481	40%
5482 " 5742	42%
5743 " 6003	44%
6004 " 6264	46%
6265 " 6525	48%
6526 " accumulation	50%

g) *Reinstatement Pay Back*

Employees receiving a sick leave bank payoff in accordance with Section f) may, if reinstated within one (1) year, repay the full amount of sick leave bank payoff received and have the former sick leave bank balance restored. Repayment in full must be made prior to reinstatement.

h) *STO Cash Out*

Employees may request to cash out up to eighty (80) STO hours earned during the calendar year, paid out at the employee's current pay rate exclusive of any premium pays or differentials, but to do so, employees must make an irrevocable election on a form provided by the County in November of the preceding calendar year of the number of hours to cash out in the upcoming calendar year in which they are earned. An employee's failure to elect a specific cash out amount in November for the following year shall preclude the employee from cashing out any STO hours. Employees may elect to receive payment of the elected hours at any time during the calendar year for which the election was made, up to the amount the employee has actually accrued that year. Hours that have been accrued and elected for cash out, and that remain uncashed, will be cashed out to the employee by the Controller's Office in pay period 25 of the payroll calendar year.

CEMA Recommends

You **must** elect to cashout STO in November for the upcoming year if you wish to cash out

vacation.

If your STO bank reaches the cap and your department **refuses** to let you take STO to reduce your STO below the cap, contact your CEMA Business Agent. In such cases, the County may authorize a one-time cashout outside of the normal STO Cash Out process to reduce your banks below the cap, or your department will be directed to allow you to take vacation.

Section 14.3 – Administrative Leave

- a) The County will supply the Union with a list of represented employees who are placed on paid administrative leave on a monthly basis. The list will include the type of administrative leave and current status. The list will be supplied via e-mail to cemanotifications@sccema.org.
- b) The County will make reasonable efforts to limit the length of time that employees are placed on paid administrative leave to twenty-six (26) pay periods or less. The County and the Union recognize that there may be circumstances warranting paid administrative leave for a period of time greater than 26 pay periods. Such circumstances include, but are not limited to, administrative investigations, Fitness for Duty, law enforcement investigation, adjudication of Civil or Criminal trials or investigations involving outside agencies such as an Equal Employment Opportunity Commission (EEOC) or Civil Rights Department (CRD) complaint against a subject employee. The Appointing Authority (or designee) may use an extra help assignment or a WOOC assignment to perform the work of the employee(s) placed on paid administrative leave. If such an assignment is made, it shall be made in compliance with MOA Article 12 or Ordinance Section A25-188.

Employees subject to the Public Safety Officers Procedural Bill of Rights Act (“POBAR”) of 1974 are excluded from this section.

Section 14.4 – Administrative Time Off (ATO) and FLSA – Exempt Employees

Most CEMA represented employees are designated by the County as “exempt” employees under the Fair Labor Standards Act (FLSA). Employees who are designated as “exempt” are salaried employees who are expected to work the number of hours necessary to fulfill the duties of the position without overtime pay. Depending on the circumstances, employees may work more or less than forty (40) hours in any particular week.

- a) **ATO Defined**
Recognizing the above, FLSA-exempt employees may be granted ATO without charge to any leave bank. ATO may be granted regardless of hours worked from their regular schedule.
- b) **ATO Requests**
An employee may request ATO for any purpose without the necessity to state a reason. Employees shall request ATO in advance when possible. ATO is typically in increments of less than one day. For a full day’s ATO absence, an executive manager’s written approval is required. Although individual requests for ATO may be granted or denied in the County’s sole discretion, the County may temporarily issue a blanket ATO usage denial for a

legitimate business reason.

CEMA Recommends

If your department has a blanket ban or denial of ATO requests, contact your CEMA Business Agent. Individual ATO requests can be denied for any business-related reason. However, approvals and denials must be done in an equitable way amongst department staff.

CEMA expects its members to have **reasonable** access to ATO. As a member, you should expect greater flexibility with ATO approval if you are regularly working more than 40 hours per week.

If you are an “on call” employee who is called in to work substantial hours on your evening or weekend, it is appropriate that you be approved for ATO in the coming days or weeks to account for the extra hours worked (this is not required to be in an hour for hour manner). For salaried employees, some departments may simply allow “flexing” your schedule without specifically qualifying that time as ATO as well. Flexing your schedule means working longer hours one day and shorter hours another day in that pay period.

As a practical reality, there is unequal access to ATO as a benefit across the County depending on department and agency practices. The employer retains the right to approve and deny individual ATO requests as long as it is not done in a discriminatory fashion or as a department wide ban.

ARTICLE 15 – LAYOFF PROCEDURES

When the County determines that a layoff is imminent within the bargaining unit, it shall give CEMA such advance notice as is reasonable under the circumstances. Such notice shall describe the general areas which may be affected and the circumstances requiring the layoff. Upon request, CEMA shall be afforded the opportunity to meet with the County to discuss these matters and any proposed alternatives, including but not limited to the identification of contract work that may be performed by CEMA staff. The County and CEMA seek to prioritize avoidance of layoffs of existing staff over use of contractors for the same work, while acknowledging the need for specialized skills. This preamble shall not be subject to grievance.

CEMA Recommends

If you have received a layoff notice: **don't panic**. Most CEMA members who have received layoff notices in the past have been able to maintain employment with the County in their same classification or a similar classification through use of the rights in this section.

Contact your CEMA Business Agent for representation through the layoff process and exercise of your rights.

Section 15.1 – Seniority Defined

Except as otherwise provided in Section 15.2, seniority is defined as days of accrued service within any coded classification with the County. For layoff purposes all time in paid status or when a statute specifically requires that seniority accrue during a period of leave, shall be added to this computation.

Should a tie exist between two or more employees, CEMA and the County shall meet and conduct a tie breaker that shall only apply for the current layoff cycle.

CEMA Recommends

CEMA members get seniority credit for any time worked in non-CEMA represented classifications (RNPA, SEIU, unrepresented, etc.). This ensures that County employees are not punished for being promoted into a management level position by taking on a greater risk of layoff.

The tie breaker for seniority that CEMA recommends in each case is a coin flip.

Section 15.2 – Transfer of Prior Agency Service

If a function of another agency is transferred to the County, the seniority of employees who transfer with the function shall be computed based upon application of the definition of Section 15.1, to each employee's prior service with the other agency.

Section 15.3 – Changes to Classes

To the extent possible, employees should not lose their rights under this article because classes have been revised, established, abolished or retitled.

Section 15.4 – Order of Layoff

- a) Except as set forth later in this section regarding special skills and bilingual designation, when one (1) or more employees performing in the same class in a County department/agency are to be laid off, the order of layoff in the affected department/agency shall be as follows:

1. Provisional employees in inverse order of seniority.
2. Probationary employees with no underlying permanent status in inverse order of seniority.
3. Permanent employees in inverse order of seniority.

For the purposes of this Article, the County will consider classifications created by the Information Technology Career Compass (ITCC) Study in federated departments/agencies that also exist in the County's centralized Technology Services and Solutions (TSS) as a single department/agency. For example, a Data Analyst with the County's Social Services Agency will be treated as part of TSS for layoff purposes.

- b) Bilingual Designation - The department shall at least annually determine the number of positions in each classification that require a specific skill paid for through a differential. The number of such positions must be approved by the Director of Personnel. In all cases the employees in the department certified in that skill shall be retained in order of seniority until the requisite number of skill-positions are filled. The parties agree that the term "skill" as used in this paragraph relates to bilingual skills.
- c) Special Skills – Before each layoff, the department may identify one or more position(s) that require one or more special skills, abilities or knowledge areas (for simplicity "skills") that it believes must be retained. The list of criteria below is not an exhaustive list, and management may provide other criteria if it can demonstrate the operational need for the particular skills(s).
- 1) Cannot perform the work without the special skill as determined by an outside entity (e.g., legal, regulatory, certification).
 - 2) The skill is tied to grant funding.
 - 3) The skill is required and/or was recruited for as part of selective certification or the recruitment process when the position was last filled.
 - 4) The position has previously been designated as requiring a special skill and the underlying conditions remain the same.

ESA will review the request to retain the position that requires the special skill(s) and send the recommendation to retain the position to CEMA. CEMA will have ten (10) County business days to review the recommendation and request to meet and confer. If there is no agreement, the employee shall remain in seniority order for the purposes of the layoff.

If the parties agree that the skill(s) required to perform the duties of the position are to be retained, there shall be a determination of which employees within the classification possess the required skills. This may result in an employee, with the skill(s), being retained out of seniority order.

If there is more than one employee within the classification who possesses the skill(s), and is subject to layoff, then seniority as defined under section 15.1 and order of layoff outlined in section 15.4 a) will determine the layoff between the employees who possess the skills.

If a less-senior employee's layoff notice is rescinded, and the less-senior employee is recalled due to the special skill and in that process the employee with more seniority is bypassed and laid off from the classification, then the more-senior affected employee will be placed on the re-employment list.

In addition, the more senior affected employee shall be eligible for additional consideration in the layoff and re-employment process:

- 1) Inplacement – The employee can elect to be considered for inplacement – as defined in section 15.8 – instead of returning to former class.
- 2) Second-Inplacement – The employee may be considered for another inplacement if the first inplacement was not a good fit as determined by ESA and CEMA.
- 3) Probationary Period – The parties may mutually agree to extend the probationary period for the inplacement.
- 4) Re-Employment List – The affected employee will remain on the re-employment list until re-employed, provided the employee has not declined two offers of re-employment within the same classification or equivalent classification. Refusal to accept one of the two offers of re-employment shall cause the name of the person to be dropped from the re-employment list.
- 5) Training – ESA will make every effort to work with the Department to develop a training plan to assist the employee in the new inplacement position.

Section 15.5 – Notice of Layoff

Employees subject to the provisions of this article shall be given at least twenty (20) working days written notice prior to the effective date of layoff. The procedures listed below shall be applied prior to the effective date of the layoff.

Section 15.6 – Reassignment in Lieu of Layoff

a) *Vacant Code in County*

In the event of notice of layoff, any employee so affected will be allowed to transfer to a vacant position the County has determined to be filled in the same classification in any County

department/agency.

b) *Former Classification*

In the event there are no vacancies as listed in a) above, an employee will be offered a vacant position in any classification at the same level in which permanent status had formerly been held, first in the affected department/agency and then County-wide.

c) *Displacement*

In the event there are no vacancies as listed in a) or b) above, the employee shall have the right, upon request, to be returned to any classification in the department/agency at the same level in which permanent status had formerly been held and the regular layoff procedure in that same level shall apply.

Employees whose formerly held positions were mapped to new classifications as part of the ITCC Study, shall be able to claim positions in the mapped classification, as long as the employee has the skills necessary to perform the duties of the mapped position. This shall not interfere with non-ITCC displacement rights.

d) *Lower Level Classifications*

In the event that an employee does not have enough seniority to claim a position under b) or c) above, those sections shall be applied to each subsequent lower level classification in which permanent status had formerly been held.

CEMA Recommends

The County is not obligated to let an impacted employee pick the vacant code into which they would like to claim. However, CEMA will work with you to identify the positions in which you believe you are most likely to be successful and will present those to the County. CEMA and the County have a good history of working together to find successful placements for CEMA members.

The County has a stated preference to try and keep employees with their same budget unit or agency if possible.

Section 15.7 – Layoff

In the event that an employee is not reassigned in lieu of layoff as in Section 15.6 above, the employee shall be laid off. If an employee elects not to exercise the rights in Section 15.6 c) the employee may be deemed to have been offered and to have declined such work.

Section 15.8 – Inplacement

If an employee has been issued a layoff notice pursuant to Section 15.5, Notice of Layoff, and has no reassignment in lieu of layoff rights pursuant to Section 15.6 or 15.7 then that employee shall be considered for inplacement.

Inplacement is an offer of transfer (within specific wage bands) or demotion to an employee with

a layoff notice to a vacant position which the County intends to fill during the layoff notice period.

The following conditions apply to the inplacement process:

- a) An employee must be qualified to transfer or demote. The Director of Personnel shall determine qualifications.
 - 1) Testing requirements will be the same as if the employee had been reclassified.
 - 2) In determining qualifications and possible positions, transfers, and demotions to both related and non-related classes may be considered.
- b) Transfer will be deemed a “lateral transfer” if movement from one class to another does not exceed an upward salary change of fifteen percent (15%).
- c) Normal transfer (ordinance code) rules apply (i.e.: the employee can be taken on a permanent or probationary basis at the discretion of the appointing authority). If an employee has underlying permanent status the probationary period following the transfer shall be considered a subsequent probation. Consistent with this status, the employee on a subsequent probation with underlying permanent status, has Personnel Board appeal rights.
- d) The employee may express a preference for certain occupational fields, appointments, or departments. However, the employee has no right to claim any position nor is the County required to offer inplacement.
- e) The position shall not be considered "vacant" for inplacement purposes if the position has been identified as claimable under Section 15.6 a), or c) by another employee who has been issued a layoff notice under Section 15.5, Notice of Layoff, or by an employee on a re-employment list established pursuant to Section 15.9, Re-employment List.
- f) An employee who is placed under this inplacement section or laid off under Section 15.7 shall have their name placed on all re-employment lists pursuant to the appropriate classification.
- g) In determining placement offers, CEMA and the County, on a case by case basis, may by mutual agreement include as part of the placement offer:
 - 1) basic skill competency training and/or;
 - 2) literacy training and/or;
 - 3) other methods (other than transfer or demotion) of filling vacant positions that do not violate Merit System principles or County Ordinance Code provisions.

- h) All inplacement offers must be made and accepted or rejected prior to the effective date of the layoff notice. Time permitting, the Personnel Department may assist employees on there-employment list in addition to those workers with layoff notices. Such employees shallbe entitled to all provisions of this Agreement.
- i) If an employee is not placed by the effective date of the layoff notice, the employee shall be laid off under the provisions of the layoff notice.

CEMA Recommends

Inplacement is more commonly known as “bumping”. If you are bumped out of your position, that triggers your right to claim a vacant code or inplace/bump into another position. In this way, large layoffs sometimes take multiple “rounds” of placement and position claiming until they are resolved.

When claiming a vacancy, a CEMA member can claim a vacancy in *any* County department. When inplacing/bumping, you are limited to positions within your own department/agency. This likewise means that you cannot be bumped by an employee *outside* your department/agency.

Section 15.9 – Re-employment List

- a) The names of such probationary and permanent employees reassigned or laid off in accordance with Section 15.6 b), c), or Section 15.7 of this article shall be entered upon a re-employment list in inverse order as specified under Section 15.4. Upon certification of the re-employment list to the appointing authority, the person standing highest on a re-employment list for a particular classification when a vacancy exists in that classification in any department/agency shall be offered the appointment. Employees on re-employment lists shall retain the right to take promotional exams and/or receive promotional preference on exams. The re-employment lists shall take precedence over all other methods of appointment.
- b) When required by the needs of the department and approved by the Director of Personnel, selective certification may be utilized to re-employ employees with particular skills as listed in Section 15.4.

Section 15.10 – Temporary Work for Laid Off Employees

Interested employees who are placed upon the re-employment list due to layoff and who elect to be available for temporary work shall be given preference for such work in their former department/agency in the classification from which they were laid off. The election to be available for temporary work must be made at the time of layoff. Employees may decline to be available for temporary work or may decline such work itself without affecting any rights under this article.

Section 15.11 – Names Dropped from Re-Employment List

No name shall be carried on a re-employment list for a period longer than two (2) years, and the names of persons re-employed in a permanent position within the same classification shall, upon re-employment, be dropped from the list. Refusal to accept the one of two offers of re-employment within the same classification, shall cause the name of the person to be dropped from the re-employment list.

Section 15.12 – Rights Restored

Upon re-employment of an employee from a re-employment list, all rights acquired by an employee prior to the employee's placement on such list shall be restored.

CEMA Recommends

Rights restored includes your seniority and vacation accrual rate. CalPERS may allow you to purchase service credit for the time elapsed on the re-employment list.

ARTICLE 16 – GRIEVANCE PROCEDURE

Section 16.1 – Grievance Defined

a) *Definition*

A grievance is defined as an alleged violation, misinterpretation or misapplication of the provisions of this Memorandum of Agreement, Side Letters to this Agreement, Merit System Rules, or other County ordinances, except as excluded under Section 16.1 b) below.

b) *Matters Excluded from Consideration Under the Grievance Procedure*

- 1) Performance Evaluations/Management Planning and Appraisal Report
- 2) Probationary release of employees
- 3) Position Classification
- 4) Caseload
- 5) Merit System Examinations
- 6) Items requiring capital expenditures
- 7) Items within the scope of representation and subject to the meet and confer process
- 8) Disciplinary Actions taken under Section 708 of the County Charter
- 9) Denials of Alternate Work Schedules and Telework
- 10) Compaction Review Process and Outcomes
- 11) Workload

Section 16.2 – Grievance Presentation

a) *Informal Resolution*

The employee(s) shall discuss the alleged grievance with their immediate supervisor to reach an informal resolution within fifteen (15) working days after the occurrence or discovery of the alleged grievance. Within ten (10) working days after the discussion, the supervisor shall give their decision to the employee(s). A group grievance shall proceed in the same manner.

b) *Formal Grievance*

- 1) Step One - Within ten (10) working days after the immediate supervisor has given their decision to the employee(s), if the employee(s) is/are not satisfied with the response from the supervisor or the employee(s) has/have not received a response within the ten (10) working day limit, the employee(s) or CEMA may present the grievance in writing to the Labor Relations Department. The grievance document shall contain information that identifies:

- a. The aggrieved;
- b. The specific nature of the grievance;
- c. The time or place of its occurrence(s);
- d. The section of the MOA or other sections identified in Section 16.1 alleged to have been violated, improperly interpreted, applied or misapplied;
- e. The consideration given or steps taken to secure an informal resolution;
- f. The corrective action desired; and,
- g. The name of any person or representative chosen by the employee(s) to file the grievance on their behalf.

A decision shall be made by Labor Relations in writing within twenty (20) working days of receipt of the grievance. A copy shall be sent to CEMA and this copy shall dictate the time limits.

At the request of either party, a meeting will be held within twenty (20) working days of receiving the grievance, for the purpose of a mutual exchange of information. If such a meeting is requested, the decision shall be due twenty (20) working days from the date of the meeting.

Existing grievances shall not be amended to include additional alleged violations.

- 2) Step Two - Prior to advancing to arbitration under Step Three, the parties shall jointly consider whether the subject of the grievance lends itself to immediate mediation. If the parties agree to do so, the parties shall jointly request that a mediator be assigned by the State Mediation and Conciliation Service. If the mediation process does not result in an acceptable resolution to the parties, the grievance shall advance to Step Three. The parties shall equally share any costs relating to mediation. If there is no agreement to proceed through the mediation, or if resolution is not reached in mediation, either party may advance the grievance to Step Three.
- 3) Step Three - If the aggrieved continues to be dissatisfied, CEMA may, within twenty (20) working days after receipt of the Step One Decision, request that the grievance be referred to an impartial arbitrator mutually agreed upon or jointly selected from a panel provided in section 16.4. The arbitrator's compensation and expenses shall be borne equally by the Union and the County.

The decision made by the arbitrator shall be final and binding.

CEMA Recommends

An effective written grievance should follow the following format:

1. A narrative explanation of what happened
2. A citation to contract language or policy which was violated
3. An explanation of how that language/policy was violated
4. A request for a specific remedy that can be granted by the employer

NOTE: “repay my unpaid differential” is an actionable remedy, “discipline my coworker” is not an actionable remedy. Where there are behavioral or treatment issues, the appropriate remedy is “the County shall take appropriate/corrective action to ensure this behavior/treatment does not repeat”.

Section 16.3 – Pre-Arbitration

All parties will attempt to stipulate or agree on the issue(s)/question(s) to be submitted to an arbitrator.

The arbitrator shall be advised of and agree to the following provisions:

- 1) Within twenty (20) working days of receipt of the grievance at Step Three, one (1) arbitrator shall be selected from the panel described in Section 16.4 below, and the parties shall use their best efforts to schedule a hearing within thirty (30) calendar days. At this time the parties will stipulate whether to provide pre-hearing briefs.
- 2) If the selected arbitrator cannot be scheduled within one hundred twenty (120) calendar days, the parties will mutually agree to either another arbitrator or extend the time limits for the hearing.
- 3) Arbitration proceedings shall be recorded but not transcribed except at the request of either party or the arbitrator. If a transcript is prepared, the parties shall share equally in the cost. Upon mutual agreement, the County and CEMA may submit written briefs to the arbitrator for a decision in lieu of the hearing. The parties may submit pre- and or post-hearing briefs to the arbitrator and provide copies to the parties. Pre- hearing briefs shall be submitted thirty (30) calendar days in advance of the hearing.
- 4) No issue that was not specified in the grievance may be raised in the arbitration. This Memorandum of Agreement shall be submitted as a joint exhibit. Nothing in the Agreement shall be construed to empower any arbitrator to change, modify, or amend any of its provisions.

Section 16.4 – Arbitration Panel

Unless mutually agreed, for the term of this agreement the County and CEMA shall use the following panel:

Paul D. Roose
John Kagel
Norman Brand
Catherine Harris

Katherine Thomson
Najeeb Khoury
Yuvall Miller

The parties may also mutually agree to choose another arbitrator not on the above list.

Section 16.5 – Mediation and Arbitration Release Time

The following statement on employee participation in grievance mediation and arbitration hearings is agreed to:

- a) The employee on whose behalf the grievance has been filed will be granted release time for the entire hearing and any mediation pursued in advance of arbitration. Release time to serve as a witness will be granted on a scheduled basis, i.e., when the employee is scheduled to appear. In the case of a group grievance, release time will be granted for the designated spokesperson for the entire hearing and for any mediation pursued in advance of arbitration.
- b) Other requests for leave for the purpose of defending the grievance in mediation or in the arbitration hearing will also be granted provided the absence does not unduly interfere with the performance of service.

ARTICLE 17 – LETTER OF REPRIMAND

A letter of reprimand shall be retained in an employee's personnel file for a period of two (2) years from the date of issue. At the end of the two (2) year period, it shall be removed from the personnel file provided that no related disciplinary action or letter of reprimand has been issued during the intervening period.

CEMA Recommends

The County **will not** automatically remove the Letter of Reprimand from your file after two years. **You must** request that it be removed from your file. If you fail to request its removal, it will still be visible to hiring managers when you seek to transfer or promote.

ARTICLE 18 – PERFORMANCE APPRAISAL AND DEVELOPMENT PROCESS

Performance appraisals shall be completed annually by the employee's immediate Supervisor /Manager on ESA-approved forms. A copy of the completed appraisal shall be retained in the employee's personnel file.

An employee who is dissatisfied with their appraisal may request and receive a review from the next highest level manager. This request must be received in writing within twenty (20) working days of the receipt of the completed appraisal. If still dissatisfied, the employee may request a further review from the Department/Agency Head. If the employee reports directly to the Department Head, the employee may request a further review from the next highest level person. Changes made as a result of the review process will be included in the appraisal document.

The performance appraisal document may be used by either party in the transfer and promotion process but may not be used in the disciplinary process, the oral board process or in a probationary release.

Only the mutually agreed upon employee evaluation process may be used which is listed on the County Website. Modifications, if any, to the employee evaluation process must be mutually agreed upon in writing.

CEMA Recommends

To CEMA supervisors/managers, your employees should never be surprised to receive a negative performance evaluation. If your employee is failing to meet your expectations, you should be meeting with them to identify roadblocks and ensure that the expectations and workload are reasonable.

For members who have received a negative evaluation, see CEMA's YouTube page for guidance on the best way to contest that evaluation. For further guidance, contact your CEMA Business Agent.

ARTICLE 19 – ALTERNATE WORK SCHEDULES AND TELEWORKING

The County of Santa Clara recognizes that flexible work arrangements and reduced commutes can benefit the employee, the department and the public by making the most efficient use of staff time.

The County shall provide alternate work schedules and telework opportunities to CEMA represented classifications. Eligibility for these opportunities shall be in accordance with the County of Santa Clara Alternate Work Schedule Policy or Teleworking Policy for CEMA represented classifications.

The County shall explore streamlined renewal processes that reduce paperwork requirements for those on previously approved telework or alternate work schedules.

County and CEMA representatives will additionally meet as a working group to discuss, study, and make recommendations to the County Executive regarding the viability of site-specific alternative work schedules, whereby an entire County facility would maintain alternate operating hours (e.g., being open from 7AM to 6PM, Monday through Thursday, rather than 8AM to 5:00PM, Monday through Friday). The working group will be comprised of four (4) County representatives and four (4) CEMA representatives, who shall meet at agreed upon times during the term of this Agreement for the purpose described herein. Recommendations from the working group, if any, will be presented to the County Executive for review and consideration. The County has the sole discretion to implement any recommendations, subject to its meet and confer obligations with impacted bargaining units.

This section is not subject to the grievance procedure.

CEMA Recommends

CEMA members have a demonstrated ability to telework effectively and with high productivity. Enhancing and improving telework is an ongoing priority for CEMA and for our members. If your department is reducing the amount of telework allowed across the board, please reach out to your CEMA Business Agent.

Telework is a privilege and not a substitute for time off. Childcare, home repair needs and other personal tasks are not appropriate while on telework. It is incumbent upon all CEMA members to telework responsibly and help maintain this as a county-wide benefit for CEMA members.

ARTICLE 20 – SAFETY SHOES

CEMA represented employees shall be eligible for County approved safety shoes, as authorized and approved by the County Executive, in accordance with the Protective Footwear Policy and Safety Shoes Reimbursement Program. Classification eligibility shall be determined by review/approval of the Agency/Department Head, Risk Management, and the Office of Labor Relations. Employees may appeal denials through the County-wide Safety Committee. The decision of the Committee is final.

Supervising Probation Counselors shall receive an annual safety shoe allowance in the form of a two hundred fifty-dollar (\$250) voucher.

ARTICLE 21 – PROBATIONARY PERIOD

1. Original probationary period for employees shall be nine (9) months to be counted by pay periods. The ending date shall be counted as nine (9) calendar months moved to the beginning of the next pay period.
2. Subsequent probationary period for employees shall be six (6) months, to be counted by pay periods. The ending date shall be counted as six (6) calendar months moved to the beginning of the next pay period.

CEMA Recommends

DO NOT promote or transfer during your initial nine (9) month probation. You will reset the nine (9) month clock back to zero if you promote or transfer during those months. Once you pass your initial probation, you will only have to serve the subsequent six (6) month probation upon transferring or promoting.

Being on a subsequent probationary period no longer negatively impact employees during budget cuts/layoff procedures, nor does it prioritize them for layoff.

ARTICLE 22 – FAIR LABOR STANDARDS ACT

The County and Union will comply with FLSA provisions with regards to discipline for FLSA exempt employees.

The County and Union will meet to develop the guidelines to implement the exceptions of disciplining for less than one work week.

ARTICLE 23 – LABOR MANAGEMENT COLLABORATION

The County and CEMA agree to establish regular labor-management meetings as often as necessary to address needs in a timely way, but no less than twice a year. The purpose of the meetings between CEMA business representatives, including liaisons, and County department management is to proactively address mutually agreed upon agenda items, which may include:

1. Strategic Planning,
2. Initiatives,
3. Budget,
4. External legislative regulatory updates,
5. Staffing issues and trends,
6. Discussion of classifications/individuals consistently working excess hours beyond a 40 hour work week,
7. Other items.

CEMA business representatives and liaisons shall be invited to meetings that any other bargaining groups are invited to when the outcome could impact CEMA represented employees.

ARTICLE 24 – CONTRACTING OUT

Section 24.1 – Notice to the Union

The County shall give the Union prior written notice of all new proposed contracts valued at the total average cost, including benefits, of one full time equivalent (FTE) CEMA represented employee, as calculated by the County, or more per fiscal year between the County and private third parties for work currently being done by classifications represented by the bargaining unit.

Section 24.2 – Response to Notice

Notice from County as described in Section 24.1 is to be given to the Union by electronic mail. To request a meeting regarding the impact to the bargaining unit, the Union shall respond by electronic mail within five (5) working days from date of receipt of the County's notice, with a request to meet on the impact to the bargaining unit.

Section 24.3 – Meeting

The County and the Union shall meet on the impact for not more than twenty (20) working days from receipt of written request from the Union. If concerns are not alleviated or agreement is not reached, the County may proceed.

The Board of Supervisors may proceed without giving prior written notice if it determines circumstances exist or will exist that justify urgency action. Reasonable advance written notice of intention to proceed on such a basis shall be provided the Union prior to the Board meeting to accept and/or approve the County's contract with the third party; but nothing herein shall hamper the Board's lawful exercise of authority under state law in emergency situations.

CEMA Recommends

At implementation of the contract, the average CEMA FTE costs the County approximately \$170,000 with benefits.

ARTICLE 25 – STRIKES AND LOCKOUTS

During the term of this Agreement the County will not lock out the employees who are covered by this Agreement. CEMA and CEMA-represented employees, both individually and collectively, shall not organize, carryout, cause, encourage, or condone any job actions, such as strikes, work stoppages, slowdowns, blue flu, sickouts, work-to-rule, sit-ins/sit-downs, intermittent strikes, partial strikes, sympathy strikes, or secondary actions such as refusing to cross picket lines or any other individual or concerted refusal to render services (including refusal to work overtime or any other curtailment or restriction of work at any time) or to obstruct efficient operations of the County, collectively (“Strike Activity”) by CEMA- represented employees during the term of this Agreement.

If CEMA learns that bargaining unit employees intend to engage in Strike Activity, either through notice from the County or through other means, CEMA will send a notice to all bargaining unit employees, with a copy to the Labor Relations Director, indicating: (1) the Strike Activity is not authorized or supported by CEMA; and (2) Strike Activity may violate County or Departmental rules and result in disciplinary action. CEMA shall take all other steps reasonably necessary to induce employees to cease any and all Strike Activity.

ARTICLE 26 – MANAGEMENT RIGHTS

It is the exclusive right of the County to determine the mission of each of its constituent departments, boards, and commissions, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the exclusive right of the County to direct its employees, take disciplinary action, relieve its employees from duty because of lack of work or for other legitimate reasons, determine the methods, means, and personnel by which the County's operations are to be conducted, to reorganize any County department during the term of this Memorandum of Agreement; however, Management shall, at the earliest time possible, meet and confer with CEMA on the impact of any decision to reorganize when such issues are not covered by the Personnel Rules (Ordinance Code Section A25) or Memorandum of Agreement; provided, however, that the exercise of such rights does not preclude employees or their representatives from conferring or raising grievances about the practical consequences that decisions on these matters may have on wages, hours, and other terms and conditions of employment.

ARTICLE 27 – FULL AGREEMENT

It is understood this Agreement represents a complete and final understanding on all negotiable issues between the County and CEMA. This Agreement supersedes all previous memoranda of understanding or memoranda of agreement between the County and CEMA except as specifically referred to in this Agreement. All ordinances or rules covering any practice, subject or matter not specifically referred to in this Agreement shall not be superseded, modified or repealed by implication or otherwise by the provisions hereof. The parties, for the term of this Agreement, voluntarily and unqualifiedly agree to waive the obligation to negotiate with respect to any practice, subject or matter not specifically referred to or covered in this Agreement even though such practice, subject or matter may not have been within the knowledge of the parties at the time this Agreement was negotiated and signed. In the event any new practice, subject or matter arises during the term of this Agreement and an action is proposed by the County, CEMA shall be afforded all possible notice and shall have the right to meet and confer upon request. In the absence of agreement on such a proposed action, the County reserves the right to take necessary action by Management direction.

ARTICLE 28 – SAVINGS CLAUSE

If any provision of this Agreement should be held invalid by operation of law or by any court of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by any tribunal, the remainder of this Agreement shall not be affected thereby, and the parties shall enter into negotiations for the sole purpose of arriving at a mutually satisfactory replacement for such provision.

If the State of California notifies the County of Santa Clara that legislation has been implemented which assesses monetary penalties to local governments which settle wages and/or benefits with increases in excess of certain limits (such as AB 1040), those benefits and/or wages shall not be implemented or continue to be paid. The parties shall immediately enter into negotiations for the sole purpose of arriving at a mutually agreed upon alternative.

The County reserves the right to cease payment or seek repayment of wages and/or benefits upon which the State of California is basing the monetary penalty. CEMA reserves the right to contest the legality of the payment cessation or repayment.

It is understood that the purpose of this Section is to ensure that the County does not incur any liability or penalties on either the original Agreement provisions, or the negotiated alternate provisions.

ARTICLE 29 – TERM OF AGREEMENT

This Agreement shall become effective only upon ratification by CEMA and approval by the Board of Supervisors and shall remain in full force and effect through December 19, 2027 and from year to year thereafter; provided, however, that either party may serve written notice on the other at least sixty (60) days prior to , December 19, 2027 or any subsequent December 19th of its desire to terminate this Agreement or amend any provision thereof.

Upon request of either party, the parties shall commence negotiations for the successor agreement no later than 120 days prior to the expiration of this agreement.

COUNTY OF SANTA CLARA

CEMA, Affiliated with OPERATING
ENGINEERS, Local Union #3, AFL-CIO

ERIN KUNZE Date

ZEB FELDMAN Date

JEFF GASKILL Date

ADAM COLE Date

KEESHA ARNST Date

LAWRENCE SU Date

MICHELLE QUON Date

DOLORES MORALES Date

LAURA SALAS Date

LAWRENCE-MICHAEL ARIAS Date

JONATHAN LEUNG Date

DAWNA MENCIMER Date

ANDREW CROCKETT Date

JIM PIAZZA Date

ROBIN RIVAS-ROMANA Date

APPROVED AS TO FORM AND LEGALITY:

By: _____
MASA SHIOHIRA Date
Deputy County Counsel

APPENDIX A

Index #	Posting Status	Type of Study	Budget Unit	Status	Current Class	Barg Unit	Fiscal Year
1524	In HR Review	Class Study	603 - ROADS DEPARTMENT	Active	N/A, G80 - Supervising Materials Supply Specialist	92 - CEMA	FY 22
26	In Progress	Class Study	501 - SOCIAL SERVICES AGENCY	Active	V65 - SSA APPLCTN DEC SUPP MGR	92 - CEMA	FY 17
24	Posted to Department	Admin Spec Revision	501 - SOCIAL SERVICES AGENCY	Active	V45 - SUPV DEPUTY PUBLIC GUARDIAN	92 - CEMA	FY 17
32	Posted to Department	Class Study	410 - PUBLIC HEALTH DEPARTMENT / 414 - CUSTODY HEALTH SERVICES / 415 - BEHAVIORAL HEALTH SERVICES / 418 - COMMUNITY HEALTH SERVICES / 725 - VALLEY HEALTH PLAN / 921 - SANTA CLARA VALLEY MED CENTER	Active	B5Z - HEALTH CARE PROG ANALYST ASSOC, B5Y - HEALTH CARE PROGRAM ANALYST I, B5X - HEALTH CARE PROGRAM ANALYST II, W71 - SR HEALTH CARE PROG ANALYST	92 - CEMA	FY 17

100	In Progress	Class Study	921 - SANTA CLARA VALLEY MED CENTER	Active	C2A - Clinical Research Program Director, C2B - Clinical Research Program Manager	92 - CEMA	FY 18
60	In Progress	Salary Review	COUNTYWIDE	Active	B2N - ADMIN SUPPORT OFFICER III, B2P - ADMIN SUPPORT OFFICER II, B2R - ADMIN SUPPORT OFFICER I	92 - CEMA	FY 18
171	In HR Review	Admin Spec Revision	710 - PARKS & RECREATION	Active	B6J - MGR OF PARK MAINTENANCE SVCS, T30 - PARK MAINTENANCE SUPERVISOR	92 - CEMA	FY 18
56	In HR Review	Admin Spec Revision	710 - PARKS & RECREATION	Active	T34 - PARKS INTERPRETIVE PRG SUPV	92 - CEMA	FY 18

85	In Progress	Class Study	410 - PUBLIC HEALTH DEPARTMENT / 107 - COUNTY EXECUTIVE / 115 - ASSESSOR / 140 - REGISTRAR OF VOTERS / 204 - PUBLIC DEFENDER / 210 - PRETRIAL SERVICES / 246 - PROBATION DEPARTMENT / 414 - CUSTODY HEALTH SERVICES / 501 - SOCIAL SERVICES AGENCY / 603 - ROADS DEPARTMENT / 710 - PARKS & RECREATION / 921 - SANTA CLARA VALLEY MED CENTER / COUNTYWIDE	Active	D60 - CLERICAL OFFICE SUPV, C76 - OFFICE MGMT COORD, D34 - SUPV CLERK	92 - CEMA	FY 19
86	In Progress	Class Study	921 - SANTA CLARA VALLEY MED CENTER	Active	D22 - MEDICAL STAFF COORD	92 - CEMA	FY 19
87	In HR Review	Class Study	263 - FACILITIES / 710 - PARKS & RECREATION / 603 - ROADS DEPARTMENT	Active	C72 - SR REAL ESTATE AGENT, C75 - JUNIOR REAL ESTATE AGENT, C74 - ASST REAL ESTATE AGENT, C34 - PRINCIPAL REAL ESTATE AGENT, C73 - REAL ESTATE AGENT, Z78 - Manager of Real Estate Assets	01 - SEIU 521 APT / 92 - CEMA	FY 19

180	On Hold	CEMA Review	145 - TECHNOLOGY SVCS & SOLUTIONS	On Hold	G6J - IT PROJECT MANAGER	92 - CEMA	FY 20
233	On Hold	CEMA Review	145 - TECHNOLOGY SVCS & SOLUTIONS	On Hold	G6J - IT PROJECT MANAGER	92 - CEMA	FY 20
156	In Progress	Admin Spec Revision	921 - SANTA CLARA VALLEY MED CENTER	Active	Z1D - SCVHHS REIMBMNT MGR/ASST CTRL	92 - CEMA	FY 20
158	In Progress	Admin Spec Revision	921 - SANTA CLARA VALLEY MED CENTER / 414 - CUSTODY HEALTH SERVICES	Active	P9C - CHIEF PSYCHOLOGIST	92 - CEMA	FY 20
173	In Progress	Admin Spec Revision	501 - SOCIAL SERVICES AGENCY / 921 - SANTA CLARA VALLEY MED CENTER	Active	U9D - SUPV PROTECTIVE SVCS OFFICER	92 - CEMA	FY 20
204	In Progress	Spec Abolishment Project	110 - CONTROLLER - TREASURER	Active	B1M - BOND AND INVESTMENT ANALYST	92 - CEMA	FY 20
205	In Progress	Spec Abolishment Project	118 - PROCUREMENT DEPARTMENT	Active	C20 - ASST DIR OF PROCUREMENT	92 - CEMA	FY 20

148	In HR Review	Admin Spec Revision	246 - PROBATION DEPARTMENT	Active	X20 - SUPV PROBATION COUNSELOR, W82 - Supervising Probation Officer - U, EJ6 - Supervising Probation Officer - EH	92 - CEMA	FY 20
149	In HR Review	Admin Spec Revision	725 - VALLEY HEALTH PLAN	Active	J30 - CREDENTIALS SPECIALIST	92 - CEMA	FY 20

166	In HR Review	Class Study	420 - EMERGENCY MEDICAL SERVICES	Active	P62 - SPECIALTY PROGRAMS NURSE COORD	92 - CEMA	FY 20
1482	Posted to Department	Class Study	921 - SANTA CLARA VALLEY MED CENTER	Active	C87 - Quality Improvement Coordinator - SCVMC	92 - CEMA	FY 21
1349	In HR Review	Class Study	921 - SANTA CLARA VALLEY MED CENTER	Active	R33 - DIR OF THERAPY SERVICES	92 - CEMA	FY 21
268	In HR Review	Salary Review	921 - SANTA CLARA VALLEY MED CENTER	Active	N56 - DIR VALLEY SPECIALITY CENTER	92 - CEMA	FY 21
164	In Progress	Admin Spec Revision	921 - SANTA CLARA VALLEY MED CENTER	Active	B9R - HEALTH CARE COMPLIANCE ANALYST	92 - CEMA	FY 20
263	In Progress	Spec Abolishment Project	145 - TECHNOLOGY SVCS & SOLUTIONS	Active	G4T - ASSC IT STRATEGIC SOURCING SPC, G4S - IT STRATEGIC SOURCING SPECIALT, G4Q - SENIOR IT STRATEGIC SOURC SPC	92 - CEMA	FY 21
255	Posted to Department	Admin Spec Revision	921 - SANTA CLARA VALLEY MED CENTER	Active	R56 - SUPV PHARMACIST	92 - CEMA	FY 21
14	In Progress	Class Study	608 - AIRPORTS	Active	T89 - AIRPORT OPERATIONS SUPV	92 - CEMA	FY 16

APPENDIX B

Effective 06.24.2024

JobTitle	Jobcode	Step1	Step2	Step3	Step4	Step5	Min Bi-Weekly	Max Bi-Weekly
ACCOUNTANT III	B77	52.418	55.043	57.806	60.702	63.738	4193.44	5099.04
ACCOUNTANT III-U	U79	52.418	55.043	57.806	60.702	63.738	4193.44	5099.04
ACCOUNTING MANAGER	B8B	65.276	68.542	71.970	75.568	79.346	5222.08	6347.68
ACCOUNTING MANAGER-SCVHHS	Z1B	65.276	68.542	71.970	75.568	79.346	5222.08	6347.68
ACCOUNTING MANAGER-SCVHHS-U	Q9H	65.276	68.542	71.970	75.568	79.346	5222.08	6347.68
ACCOUNTS PAYBLE MGR HL HOS SY	C91	50.131	52.643	55.289	58.057	60.964	4010.48	4877.12
ADMIN BOOKING MANAGER	C03	63.410	66.582	69.912	73.409	77.080	5072.80	6166.40
ADMIN DIRECTOR, LAB	B2H	105.285	110.666	116.315	122.257	128.500	8422.80	10280.00
ADMIN SERVICES MANAGER I - U	Q0B	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
ADMIN SERVICES MGR I	B2L	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
ADMIN SERVICES MGR II	B2J	64.633	67.866	71.262	74.827	78.570	5170.64	6285.60
ADMIN SERVICES MGR II - U	Q0A	64.633	67.866	71.262	74.827	78.570	5170.64	6285.60
ADMIN SUPPORT OFFICER I	B2R	44.820	47.054	49.404	51.865	54.465	3585.60	4357.20
ADMIN SUPPORT OFFICER I-U	Q29	44.176	46.379	48.695	51.121	53.684	3534.08	4294.72
ADMIN SUPPORT OFFICER II	B2P	47.757	50.140	52.649	55.289	58.065	3820.56	4645.20
ADMIN SUPPORT OFFICER II-U	Q28	47.070	49.421	51.894	54.496	57.231	3765.60	4578.48
ADMIN SUPPORT OFFICER III	B2N	52.649	55.289	58.065	60.973	64.025	4211.92	5122.00
ADMIN SUPPORT OFFICER III-U	Q25	51.894	54.496	57.231	60.098	63.106	4151.52	5048.48
AIRPORT OPERATIONS SUPV	T89	44.402	46.615	48.942	51.390	53.964	3552.16	4317.12
AMBULATORY SERVICE MGR	C59	71.594	75.172	78.936	82.884	87.030	5727.52	6962.40
ANIMAL CENTER OPERATIONS MGR.	V99	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
ANIMAL SERVICES FIELD MANAGER	B6V	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
ASSC IT STRATEGIC SOURCING SPC	G4T	62.995	66.145	69.454	72.925	76.573	5039.60	6125.84
ASSET DEVELOPMENT MANAGER	N08	78.961	82.908	87.054	91.431	96.097	6316.88	7687.76
ASSIST CHIEF ASSESSMT SSE DIV	C4C	72.300	75.913	79.714	83.699	87.890	5784.00	7031.20

ASSIST DIR, PUB HEALTH LAB	B8G	75.196	78.969	82.935	87.098	91.470	6015.68	7317.60
ASSISTANT CLAIMS MANAGER	V10	41.864	43.963	46.151	48.454	50.872	3349.12	4069.76
ASSISTANT CLAIMS MANAGER-U	Z1E	41.864	43.963	46.151	48.454	50.872	3349.12	4069.76
ASSISTANT TAX COLLECTOR	C96	74.148	77.859	81.753	85.841	90.145	5931.84	7211.60
ASSOC BUS INTELLIGENCE ANALYST	J1F	62.407	65.528	68.806	72.247	75.859	4992.56	6068.72
ASSOC BUSINESS CONF ANALYST	F8A	53.163	55.828	58.558	61.560	64.644	4253.04	5171.52
ASSOC EQUAL OPP OFFICER	B2C	43.537	45.702	47.988	50.375	52.903	3482.96	4232.24
ASSOC IT BUSINESS ANALYST - U	G7Y	55.488	58.265	61.178	64.236	67.449	4439.04	5395.92
ASSOC MGMT ANALYST	B1R	45.713	47.987	50.386	52.894	55.547	3657.04	4443.76
ASSOC MGMT ANALYST - U	W1R	45.713	47.987	50.386	52.894	55.547	3657.04	4443.76
ASSOC TRNG & STAFF DEV SPEC	B2F	42.290	44.402	46.615	48.942	51.390	3383.20	4111.20
ASSOCIATE DATA ANALYST	G1G	72.047	75.651	79.435	83.406	87.577	5763.76	7006.16
ASSOCIATE DATA ANALYST - U	Q1G	72.047	75.651	79.435	83.406	87.577	5763.76	7006.16
ASSOCIATE DATA ENGINEER	G9E	75.382	79.151	83.110	87.265	91.628	6030.56	7330.24
ASSOCIATE DEMOGRAPHER	J2K	72.047	75.651	79.435	83.406	87.577	5763.76	7006.16
ASSOCIATE HEALTH ECONOMIST	J2G	72.047	75.651	79.435	83.406	87.577	5763.76	7006.16
ASSOCIATE INFORMATICIST	J2A	72.047	75.651	79.435	83.406	87.577	5763.76	7006.16
ASSOCIATE INFORMATION ARCHITCT	G3P	85.422	89.696	94.179	98.890	103.833	6833.76	8306.64
ASSOCIATE INFRASTRUCTURE ENGR	G3S	67.791	71.183	74.742	78.481	82.402	5423.28	6592.16
ASSOCIATE IT BUSINESS ANALYST	G3I	55.488	58.265	61.178	64.236	67.449	4439.04	5395.92
ASSOCIATE IT KNOWLEDGE MGR	G3X	55.154	57.912	60.806	63.848	67.040	4412.32	5363.20
ASSOCIATE IT SECURITY ANALYST	G3Z	68.995	72.446	76.070	79.872	83.866	5519.60	6709.28
ASSOCIATE IT SECURITY ENGINEER	G4K	80.182	84.192	88.401	92.821	97.463	6414.56	7797.04
ASSOCIATE IT VENDOR MANAGER	G4Z	68.427	71.846	75.441	79.214	83.175	5474.16	6654.00
ASSOCIATE LAFCO ANALYST	D4B	40.491	42.675	44.860	47.033	49.218	3239.28	3937.44
ASSOCIATE MEDIATOR	B18	35.968	37.769	39.670	41.660	43.746	2877.44	3499.68
ASSOCIATE PRIVACY ANALYST	B5U	53.032	55.704	58.492	61.417	64.486	4242.56	5158.88
ASSOCIATE RESEARCH AND EVAL SP	P7C	45.282	47.530	49.906	52.397	55.018	3622.56	4401.44
ASSOCIATE STATISTICIAN	J2D	72.047	75.651	79.435	83.406	87.577	5763.76	7006.16
ASST ADMIN DIRECTOR LAB	B2Q	96.542	101.412	106.588	112.035	117.751	7723.36	9420.08

ASST CHIEF APPRAISER	C46	72.300	75.913	79.714	83.699	87.890	5784.00	7031.20
ASST CHIEF AUDITOR APPRAISER	C56	72.300	75.913	79.714	83.699	87.890	5784.00	7031.20
ASST CHIEF RESPIRATORY CR PRC	R47	54.496	57.231	60.098	63.106	66.260	4359.68	5300.80
ASST CRIME LABORATORY DIR	V66	79.758	83.745	87.936	92.343	97.058	6380.64	7764.64
ASST DIR FOOD SERVICES	H39	57.781	60.680	63.718	66.906	70.253	4622.48	5620.24
ASST DIR OF COMM & PUB AFFAIRS	KD2	84.038	88.239	92.653	97.284	102.148	6723.04	8171.84
ASST DIR OF COUNTY AIRPORTS	A2P	61.511	64.588	67.819	71.210	74.769	4920.88	5981.52
ASST DIR OF PHARMACY SERVICES	R26	130.953	137.640	144.668	152.059	159.819	10476.24	12785.52
ASST DIR OF PROCUREMENT	C20	72.692	76.329	80.149	84.158	88.363	5815.36	7069.04
ASST LAND DEVELOPMENT COORD	L78	62.488	65.617	68.897	72.340	75.961	4999.04	6076.88
ASST MANAGER BUILDING OPS	M67	74.809	78.552	82.481	86.608	90.939	5984.72	7275.12
ASST MANAGER,VECTOR CNTL DIST	X75	64.247	67.462	70.835	74.380	78.102	5139.76	6248.16
BEHAVIORAL HEALTH DIV DIR	S1R	81.220	85.276	89.540	94.044	98.849	6497.60	7907.92
BEHAVIORAL HEALTH MANAGED CARE	S2Q	78.855	82.793	86.933	91.305	95.970	6308.40	7677.60
BIOMEDICAL EQUIPMENT SUP	K09	61.713	64.743	67.886	71.176	74.669	4937.04	5973.52
BOND AND INVESTMENT ANALYST	B1M	58.346	61.260	64.330	67.546	70.924	4667.68	5673.92
BUDGET & FINANCIAL PLANNING MG	C92	86.390	90.710	95.246	100.009	105.010	6911.20	8400.80
BUDGET & PUBLIC POL ANALYST-U	C6B	61.301	64.367	67.586	70.966	74.515	4904.08	5961.20
BUILDING OPERATIONS SUPV	M05	60.098	63.106	66.260	69.570	73.054	4807.84	5844.32
BUS CONFIGURATION ANALYST - U	Q0H	57.231	60.098	63.106	66.260	69.667	4578.48	5573.36
BUS INTELLIGENCE ANALYST - U	Q0K	71.767	75.359	79.126	83.083	87.238	5741.36	6979.04
BUSINESS CONFIGURATION ANALYST	F8B	57.231	60.098	63.106	66.260	69.667	4578.48	5573.36
BUSINESS INTELLIGENCE ANALYST	J1E	71.767	75.359	79.126	83.083	87.238	5741.36	6979.04
BUSINESS IT STRAT PLANNER - U	Q0J	77.080	80.935	84.984	89.273	93.826	6166.40	7506.08
BUSINESS IT STRATEGIC PLANNER	G53	77.080	80.935	84.984	89.273	93.826	6166.40	7506.08
BUSINESS RELATIONSHIP MANAGER	G5B	79.680	83.666	87.852	92.243	96.855	6374.40	7748.40
BUSINESS SYSTEMS ANALYST	G5Q	74.441	78.167	82.076	86.179	90.491	5955.28	7239.28
BUSINESS SYSTEMS ANALYST-U	G8Q	74.441	78.167	82.076	86.179	90.491	5955.28	7239.28
CENTRAL SUPPLY DISTRIBTN SUPV	G84	42.290	44.402	46.615	48.942	51.390	3383.20	4111.20
CHANGE-RELEASE COORDINATOR	G5S	72.398	76.017	79.821	83.811	88.003	5791.84	7040.24

CHIEF CCS THERAPIST	R01	92.881	97.526	102.410	107.529	112.905	7430.48	9032.40
CHIEF COMMUNICATIONS DISP	G87	78.577	82.506	86.636	91.005	95.651	6286.16	7652.08
CHIEF MED EXAM-CORONER INVEST	V84	70.415	73.936	77.632	81.518	85.594	5633.20	6847.52
CHIEF MEDICAL PHYSICIST	D1L	124.860	131.093	137.655	144.533	151.762	9988.80	12140.96
CHIEF NUCLEAR MEDICAL TECH	R92	54.761	57.512	60.391	63.410	66.582	4380.88	5326.56
CHIEF OF CONSTRUCTION SRV	L21	85.792	90.164	94.768	99.578	104.695	6863.36	8375.60
CHIEF OF FACILITIES PLNG SVCS	Y5B	85.792	90.164	94.768	99.578	104.695	6863.36	8375.60
CHIEF PSYCHOLOGIST	P9C	91.525	96.014	100.746	105.714	110.921	7322.00	8873.68
CHIEF RADIATION THERAPIST	S54	94.267	98.982	103.933	109.155	114.727	7541.36	9178.16
CHIEF REGISTRAR OF VITAL STAT	E06	41.068	43.121	45.279	47.533	49.905	3285.44	3992.40
CHIEF RESPIRATORY CARE PRACTNR	R18	96.182	100.990	106.067	111.478	117.170	7694.56	9373.60
CHS BEHAVIORAL HEALTH OP OFFCR	P9J	90.662	95.467	100.269	105.071	109.878	7252.96	8790.24
CIRCULATION SYSTEMS SUPERVISOR	J5A	44.841	47.076	49.425	51.891	54.487	3587.28	4358.96
CLAIMS MGR	B33	62.488	65.617	68.897	72.340	75.961	4999.04	6076.88
CLERICAL OFFICE SUPV	D60	37.230	39.104	41.068	43.121	45.279	2978.40	3622.32
CLERICAL OFFICE SUPV - U	Z6A	37.230	39.104	41.068	43.121	45.279	2978.40	3622.32
CLERK-RECORDER MANAGER	F1H	72.340	75.961	79.758	83.750	87.946	5787.20	7035.68
CLERK-RECORDER SUPERVISOR	F1G	45.924	48.220	50.624	53.163	55.828	3673.92	4466.24
CLIMATE CHANGE/SUSTAIN PRG MGR	L49	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04
CLIN ADMIN SUPP OFFICR III - U	Q3D	51.894	54.496	57.231	60.098	63.106	4151.52	5048.48
CLINICAL ADMIN SERVICES MGR	B4A	57.231	60.098	63.106	66.260	69.570	4578.48	5565.60
CLINICAL ADMIN SUPPT OFFCR I	B3A	44.176	46.379	48.695	51.121	53.684	3534.08	4294.72
CLINICAL ADMIN SUPPT OFFCR II	B3B	47.518	49.892	52.388	55.015	57.776	3801.44	4622.08
CLINICAL ADMIN SUPPT OFFCR III	B3C	51.894	54.496	57.231	60.098	63.106	4151.52	5048.48
CLINICAL BIOCHEMIST	R52	102.120	107.333	112.815	118.577	124.633	8169.60	9970.64
CLINICAL DOCUMENTATION SPEC	J07	70.911	74.389	78.053	81.904	85.940	5672.88	6875.20
CLINICAL MICROBIOLOGIST	R51	102.120	107.333	112.815	118.577	124.633	8169.60	9970.64
CLINICAL NUTRITION SVCS MGR	R2N	66.046	69.350	72.816	76.457	80.284	5283.68	6422.72
CLINICAL RESEARCH PROG DIR	C2A	77.080	80.935	84.984	89.273	93.826	6166.40	7506.08
CLINICAL RESEARCH PROG MGR	C2B	52.463	55.086	57.839	60.739	63.784	4197.04	5102.72

CLINICAL STANDARDS COORD	P30	58.346	61.260	64.330	67.546	70.924	4667.68	5673.92
CODE ENFORCEMENT PRG MGR	C5B	65.292	68.559	71.986	75.588	79.369	5223.36	6349.52
CODING QUALITY & EDUCATION MGR	J08	73.360	77.031	80.883	84.930	89.174	5868.80	7133.92
COMMUNICATIONS ENGINEER	K05	70.575	74.106	77.813	81.706	85.792	5646.00	6863.36
COMMUNICATIONS ENGINEERING MGR	K02	77.078	80.935	84.980	89.241	93.797	6166.24	7503.76
COMMUNICATIONS OFFICER	C5G	52.914	55.563	58.335	61.274	64.340	4233.12	5147.20
COMMUNICATIONS OFFICER - U	Q0P	52.914	55.563	58.335	61.274	64.340	4233.12	5147.20
COMMUNITY LIBRARIAN	J55	64.644	67.873	71.268	74.832	78.576	5171.52	6286.08
COMMUNITY LIBRARIAN - U	W55	64.644	67.873	71.268	74.832	78.576	5171.52	6286.08
COMPLIANCE OFFICER	C41	82.505	86.643	91.067	95.715	100.605	6600.40	8048.40
COMPLIANCE OFFICER - U	Q0R	82.505	86.643	91.067	95.715	100.605	6600.40	8048.40
CONSUMER PROTECTION COORD	V23	47.533	49.905	52.405	55.030	57.773	3802.64	4621.84
CONTROLLER TRS ACCTING MGR	B81	77.264	81.129	85.184	89.444	93.917	6181.12	7513.36
CORR SUPPORT SERVICES MGR	M03	59.511	62.488	65.617	68.897	72.340	4760.88	5787.20
CORRECTIONAL FOOD SERVICES DIR	S32	71.618	75.203	78.961	82.909	87.078	5729.44	6966.24
COUNTY COUNSEL INVESTIGATOR	V86	60.910	63.961	67.168	70.558	74.112	4872.80	5928.96
COUNTY SURVEYOR SUPV SURV MAP	L11	72.340	75.961	79.758	83.750	87.946	5787.20	7035.68
COUNTY TRANSPORTATION PLANNER	L12	71.675	75.259	79.022	82.974	87.123	5734.00	6969.84
CREDENTIALS SPECIALIST	J30	41.462	43.537	45.702	47.988	50.375	3316.96	4030.00
CREDENTIALS SPECIALIST - U	Q3K	41.462	43.537	45.702	47.988	50.375	3316.96	4030.00
CRIME ANALYST	V7G	52.405	55.030	57.773	60.684	63.722	4192.40	5097.76
CTY CONTRACTING POLICY ANALYST	C6D	63.141	66.299	69.614	73.095	76.750	5051.28	6140.00
CTY INFO TECH SECURITY OFFICER	G8D	79.346	83.315	87.511	91.976	96.674	6347.68	7733.92
CUSTODIAL SERVICES MANAGER	B13	49.426	51.888	54.491	57.223	60.096	3954.08	4807.68
DATA ANALYST	G1F	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
DATA ANALYST - U	Q1F	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
DATA ENGINEER	G9H	86.688	91.024	95.578	100.355	105.374	6935.04	8429.92
DATA ENGINEER - U	Q9J	86.688	91.024	95.578	100.355	105.374	6935.04	8429.92
DATA SCIENTIST	G5U	101.242	106.303	111.620	117.202	123.060	8099.36	9844.80
DATA SCIENTIST - U	Q0V	101.242	106.303	111.620	117.202	123.060	8099.36	9844.80

DEBT MANAGEMENT OFFICER	B8D	66.597	69.930	73.427	77.096	80.949	5327.76	6475.92
DEBT MANAGEMENT OFFICER - U	Q0W	66.597	69.930	73.427	77.096	80.949	5327.76	6475.92
DEMOGRAPHER	J2L	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
DEMOGRAPHER - U	Q0X	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
DENTAL NETWORK MANAGER	P80	73.044	76.699	80.527	84.561	88.801	5843.52	7104.08
DEP DIR, CODING & CLIN DOC IMP	J09	86.153	90.473	95.090	99.946	105.052	6892.24	8404.16
DEPT FISCAL OFFICER	B96	65.614	68.896	72.340	75.959	79.760	5249.12	6380.80
DEPT FISCAL OFFICER - U	Q14	65.614	68.896	72.340	75.959	79.760	5249.12	6380.80
DEPUTY AG COMMISSIONER/SEALER	V2H	62.313	65.430	68.701	72.136	75.742	4985.04	6059.36
DEVOPS ENGINEER	G5W	89.359	93.826	98.521	103.446	108.620	7148.72	8689.60
DIAGNOSTIC IMAGING ASST DIR	R84	99.674	104.765	110.115	115.736	121.649	7973.92	9731.92
DIAGNOSTIC IMAGING INFO SYS MG	R30	83.315	87.511	91.976	96.674	101.610	6665.20	8128.80
DIR -DIV HAZ MAT COMPLIANCE	V09	84.797	89.037	93.489	98.164	103.073	6783.76	8245.84
DIR DIV CONSMR PROTECTION	V08	79.168	83.127	87.284	91.649	96.232	6333.44	7698.56
DIR OF COUNTY AIRPORTS	B7N	72.692	76.332	80.150	84.158	88.387	5815.36	7070.96
DIR OF DIAGNOSTIC IMAGING	R81	110.591	116.237	122.174	128.416	134.973	8847.28	10797.84
DIR OF MEDICAL SOCIAL SERVICES	Y01	72.340	75.961	79.758	83.750	87.946	5787.20	7035.68
DIR OF PATIENT BUSINESS SRVC	B5C	78.684	82.623	86.755	91.093	95.652	6294.72	7652.16
DIR OF PHARMACY SVCS SCVHHS	R25	147.578	155.173	163.033	171.462	180.118	11806.24	14409.44
DIR OF PROGRAM DEVELOPMENT - U	U87	71.268	74.832	78.576	82.505	86.643	5701.44	6931.44
DIR OF PUBLIC COMMUNICATION	T33	73.054	76.706	80.545	84.571	88.825	5844.32	7106.00
DIR OF RESEARCH & OUTCOME MEAS	P7B	72.340	75.961	79.758	83.750	87.946	5787.20	7035.68
DIR OF THERAPY SERVICES	R33	99.005	103.960	109.261	114.843	120.710	7920.40	9656.80
DIR PATIENT ACCESS	B3G	78.684	82.623	86.755	91.093	95.652	6294.72	7652.16
DIR, CODING DOC & HIMIS	J10	99.946	105.052	110.414	116.056	121.983	7995.68	9758.64
DIR, LICENSING AND REG AFFAIRS	B5D	97.047	101.900	106.995	112.341	117.960	7763.76	9436.80
DIR, NUTRITION & FOOD SERVICES	R06	73.322	76.989	80.842	84.882	89.127	5865.76	7130.16
DIR, OFFICE OF VETERANS SVC	D1H	77.101	80.953	84.999	89.252	93.715	6168.08	7497.20
DIR, PUBLIC HEALTH LABORATORY	R42	82.219	86.331	90.648	95.182	99.985	6577.52	7998.80
DIRECTOR OF MARKETING SCVMC	A88	92.066	96.669	101.502	106.576	111.919	7365.28	8953.52

DIRECTOR OF REENTRY SERVICES	D1J	70.414	73.936	77.633	81.516	85.594	5633.12	6847.52
DIV DIR, COMM ENG & TECH SVCS	B36	83.750	87.946	92.438	97.158	102.120	6700.00	8169.60
DIV MGR, CHILD SUPPORT SVCS	B45	66.956	70.306	73.823	77.514	81.392	5356.48	6511.36
DIVISION MGR-CLK OF THE BOARD	B48	58.323	61.262	64.329	67.548	70.925	4665.84	5674.00
E-DISCOVERY MANAGER	B3K	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04
ELECTION DIVISION COORD	G90	58.941	61.892	64.987	68.240	71.659	4715.28	5732.72
ELECTION SERVICES COORD	G86	55.558	58.346	61.260	64.330	67.546	4444.64	5403.68
ELECTIONS PROCESS SUPV	G63	49.036	51.484	54.047	56.746	59.590	3922.88	4767.20
EMERGENCY MEDICAL SERV SPCLST	S09	70.019	73.527	77.202	81.062	85.116	5601.52	6809.28
EMERGENCY PLANNING COORD	B10	52.410	55.038	57.803	60.700	63.733	4192.80	5098.64
EMPLOYEE ASSISTANCE PROG MGR	C8A	60.964	64.012	67.215	70.575	74.106	4877.12	5928.48
EMPLOYMENT PROGRAM SUPV	Y25	55.030	57.773	60.684	63.722	66.911	4402.40	5352.88
EMPLOYMENT PROGRAM SUPV - U	Q22	55.030	57.773	60.684	63.722	66.911	4402.40	5352.88
ENGINEERING & SCHEDULING SUPV	M02	62.794	65.935	69.232	72.692	76.332	5023.52	6106.56
ENTERPRISE ARCHITECT	G5Y	116.195	122.004	128.106	134.511	141.235	9295.60	11298.80
ENTERPRISE ARCHITECT - U	Q5Y	116.195	122.004	128.106	134.511	141.235	9295.60	11298.80
ENTERPRISE FUND BUDGET MGR	C2G	82.105	86.213	90.613	95.242	100.105	6568.40	8008.40
ENVIRONMENTAL HEALTH PROG MGR	V11	71.619	75.197	78.962	82.906	87.054	5729.52	6964.32
EPIC SYSTEMS ANALYST	J1A	75.735	79.521	83.503	87.678	92.060	6058.80	7364.80
EPIC SYSTEMS ANALYST - U	Q1W	75.735	79.521	83.503	87.678	92.060	6058.80	7364.80
EPIDEMIOLOGY MANAGER	J2P	99.428	104.401	109.621	115.101	120.858	7954.24	9668.64
EPIDEMIOLOGY SUPERVISOR	J2N	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
EQUAL OPPORTUNITY OFFICER	B2A	52.405	55.030	57.773	60.684	63.722	4192.40	5097.76
EXEMPTION MANAGER	C61	56.367	59.195	62.164	65.274	68.539	4509.36	5483.12
FACILITIES SECURITY MANAGER	M2A	68.897	72.340	75.961	79.758	83.750	5511.76	6700.00
FACILITIES SECURITY SPEC - U	Q1Y	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
FACILITIES SECURITY SPECIALIST	M2B	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
FIELD SURVEY SUPERVISOR	K62	59.511	62.488	65.617	68.897	72.340	4760.88	5787.20
FINANCIAL ANALYST I	A6C	43.537	45.702	47.988	50.375	52.903	3482.96	4232.24
FINANCIAL ANALYST II	A6B	52.405	55.030	57.773	60.684	63.722	4192.40	5097.76

FINANCIAL ANALYST II - U	Q1Z	52.405	55.030	57.773	60.684	63.722	4192.40	5097.76
FINGERPRINT IDENTIFICATION DIR	V90	70.160	73.667	77.339	81.221	85.285	5612.80	6822.80
FIXED INCOME PORTFOLIO MANAGER	B6A	79.052	83.006	87.155	91.511	96.088	6324.16	7687.04
FLEET LOGISTICS SUPERVISOR	M2S	52.463	55.086	57.870	60.739	63.784	4197.04	5102.72
FLEET LOGISTICS SUPERVISOR - U	Q2X	52.463	55.086	57.870	60.739	63.784	4197.04	5102.72
FLEET MAINTENANCE SUPERVISOR	M21	63.044	66.203	69.514	72.988	76.635	5043.52	6130.80
FLEET MGR	M07	77.330	81.198	85.259	89.521	94.024	6186.40	7521.92
FLEET OPERATIONS MANAGER	M2M	68.907	72.355	75.979	79.775	83.767	5512.56	6701.36
FOOD PRODUCTION CAFETERIA MGR	H41	45.924	48.220	50.624	53.163	55.828	3673.92	4466.24
FOOD SERVICE SUPERVISOR	H56	43.121	45.279	47.533	49.905	52.405	3449.68	4192.40
FORENSIC ACCOUNTANT	V7F	67.752	71.141	74.702	78.438	82.360	5420.16	6588.80
GROUNDS SUPERVISOR	H27	44.838	47.070	49.421	51.894	54.496	3587.04	4359.68
HAZARDOUS MATERIALS PRGM MGR	V52	77.080	80.935	84.984	89.273	93.826	6166.40	7506.08
HAZARDOUS MATERIALS PROG MGR-U	Z52	77.080	80.935	84.984	89.273	93.826	6166.40	7506.08
HEALTH CARE COMPLIANCE ANALYST	B9R	52.388	55.032	57.782	60.672	63.707	4191.04	5096.56
HEALTH CARE COMPLIANCE ANLY-U	Q3R	52.388	55.032	57.782	60.672	63.707	4191.04	5096.56
HEALTH CARE FIN ANALYST ASSOC	B9C	37.406	39.288	41.257	43.321	45.478	2992.48	3638.24
HEALTH CARE FIN ANALYST I	B9D	43.537	45.702	47.988	50.375	52.903	3482.96	4232.24
HEALTH CARE FIN ANALYST I - U	Q9D	43.537	45.702	47.988	50.375	52.903	3482.96	4232.24
HEALTH CARE FIN ANALYST II	B9E	52.405	55.030	57.773	60.684	63.722	4192.40	5097.76
HEALTH CARE FIN ANALYST II - U	Q9E	52.405	55.030	57.773	60.684	63.722	4192.40	5097.76
HEALTH CARE FINANCIAL MANAGER	B9Q	64.330	67.546	70.924	74.468	78.196	5146.40	6255.68
HEALTH CARE FINANCIAL MGR - U	Z1F	64.330	67.546	70.924	74.468	78.196	5146.40	6255.68
HEALTH CARE PROG ANALYST ASSOC	B5Z	37.050	38.911	40.864	42.914	45.056	2964.00	3604.48
HEALTH CARE PROG ANALYST I - U	Z4P	43.121	45.279	47.533	49.905	52.405	3449.68	4192.40
HEALTH CARE PROG ANYST ASC - U	Z5P	37.050	38.911	40.864	42.914	45.056	2964.00	3604.48
HEALTH CARE PROGRAM ANALYST I	B5Y	43.121	45.279	47.533	49.905	52.405	3449.68	4192.40
HEALTH CARE PROGRAM ANALYST II	B5X	51.894	54.496	57.231	60.098	63.106	4151.52	5048.48
HEALTH CARE PROGRAM MGR I	C84	56.376	59.204	62.166	65.276	68.542	4510.08	5483.36
HEALTH CARE PROGRAM MGR II	C83	61.563	64.644	67.873	71.268	74.832	4925.04	5986.56

HEALTH CARE SERVICE LINE DIR	B5E	119.268	125.357	131.757	138.490	145.412	9541.44	11632.96
HEALTH CENTER MANAGER	H30	110.556	116.201	122.138	128.372	134.927	8844.48	10794.16
HEALTH ECONOMIST	J2H	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
HEALTH ECONOMIST - U	Q3S	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
HEALTH INFO MGMT SVCS MGR	J75	72.466	76.092	79.897	83.895	88.088	5797.28	7047.04
HEALTH PLANNING SPEC III	B01	49.385	51.844	54.444	57.176	60.046	3950.80	4803.68
HEALTH PLANNING SPEC III - U	W01	49.385	51.844	54.444	57.176	60.046	3950.80	4803.68
HEALTH PROGRAM SPECIALIST-OVF	ZHP	61.260	64.330	67.546	70.924	74.468	4900.80	5957.44
HEALTH SERVICES OFFICE SUPV	D1F	41.053	43.113	45.271	47.526	49.899	3284.24	3991.92
HEALTHCARE SERV BSNS DEV ANAL	C13	61.861	64.960	68.208	71.618	75.203	4948.88	6016.24
HLTH CARE FIN ANALYST ASC - U	Q9C	37.406	39.288	41.257	43.321	45.478	2992.48	3638.24
HLTH CARE PROG ANALYST II - U	Z3P	51.894	54.496	57.231	60.098	63.106	4151.52	5048.48
HLTHCR SVC BUS DEV ANALYST - U	Q1C	61.861	64.960	68.208	71.618	75.203	4948.88	6016.24
HOMELESS & HOUSING CON COORD-U	Q3T	61.861	64.960	68.208	71.618	75.203	4948.88	6016.24
HOMELESS AND HSING CONCERNS CO	A2K	61.861	64.960	68.208	71.618	75.203	4948.88	6016.24
HOSPITAL ADMIN SUPPORT OFCER	C68	50.131	52.643	55.289	58.057	60.964	4010.48	4877.12
HOSPITAL EM PREPAREDNESS MGR	B9T	71.493	75.067	78.821	82.762	86.900	5719.44	6952.00
HOUSING & COMM DEV SPEC - U	Q3V	52.914	55.563	58.335	61.274	64.340	4233.12	5147.20
HOUSING AND COMMUNITY DEV SPEC	L7A	52.914	55.563	58.335	61.274	64.340	4233.12	5147.20
IMMIGRANT SERVICES COOR	H95	54.496	57.231	60.098	63.106	66.260	4359.68	5300.80
INFORMATICIST	J2B	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
INFORMATICIST - U	Q3Z	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
INFORMATION ARCHITECT	G3N	98.236	103.150	108.306	113.722	119.409	7858.88	9552.72
INFRASTRUCTURE ENGINEER	G3R	77.961	81.860	85.955	90.251	94.764	6236.88	7581.12
INFRASTRUCTURE ENGINEER-U	G8Y	77.961	81.860	85.955	90.251	94.764	6236.88	7581.12
INMATE REHABILITATION MANAGER	X9E	70.439	73.962	77.660	81.544	85.624	5635.12	6849.92
INSTIT REV BOARD ADMINISTRATOR	N9A	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
INSTRUCTIONAL DESIGNER	J1B	71.506	75.083	78.837	82.779	86.919	5720.48	6953.52
INSTRUCTIONAL DESIGNER-U	G7T	71.506	75.083	78.837	82.779	86.919	5720.48	6953.52
INSURANCE CNTRCT & CLAIMS MGR	B49	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04

INTEGRATION ANALYST	G6B	77.961	81.860	85.955	90.251	94.764	6236.88	7581.12
INTEGRATION ANALYST - U	Q4Q	77.961	81.860	85.955	90.251	94.764	6236.88	7581.12
INTERNAL AUDIT MANAGER	B4B	79.506	83.482	87.582	92.041	96.642	6360.48	7731.36
INTERNAL AUDITOR I	B45	36.692	38.535	40.469	42.496	44.618	2935.36	3569.44
INTERNAL AUDITOR II	B30	44.838	47.070	49.421	51.894	54.496	3587.04	4359.68
INTERNAL AUDITOR III	B28	51.640	54.233	56.949	59.802	62.794	4131.20	5023.52
INTERNAL AUDITOR III - U	Q4T	51.640	54.233	56.949	59.802	62.794	4131.20	5023.52
IT ASSET MANAGER	G6D	66.307	69.624	73.104	76.761	80.598	5304.56	6447.84
IT ASSET MANAGER-U	G8Z	66.307	69.624	73.104	76.761	80.598	5304.56	6447.84
IT AUDIT & COMPLIANCE SPEC - U	Q4W	73.077	76.730	80.567	84.596	88.825	5846.16	7106.00
IT AUDIT & COMPLIANCE SPECIALT	G6G	73.077	76.730	80.567	84.596	88.825	5846.16	7106.00
IT BUSINESS ANALYST	G9F	63.811	67.002	70.355	73.873	77.567	5104.88	6205.36
IT BUSINESS ANALYST-U	G7X	63.811	67.002	70.355	73.873	77.567	5104.88	6205.36
IT FELLOW	G2Z	136.975	143.825	151.018	158.568	166.497	10958.00	13319.76
IT KNOWLEDGE MANAGER	G3W	63.428	66.599	69.930	73.426	77.097	5074.24	6167.76
IT KNOWLEDGE MANAGER-U	G7U	63.428	66.599	69.930	73.426	77.097	5074.24	6167.76
IT MANAGER	G6L	90.237	94.748	99.486	104.460	109.683	7218.96	8774.64
IT PROCESS ANALYST	G6P	78.288	82.202	86.313	90.627	95.160	6263.04	7612.80
IT PROCESS ANALYST - U	Q5P	78.288	82.202	86.313	90.627	95.160	6263.04	7612.80
IT PROGRAM MANAGER	G7L	104.394	109.615	115.096	120.851	126.894	8351.52	10151.52
IT PROGRAM MANAGER - U	Q9W	104.394	109.615	115.096	120.851	126.894	8351.52	10151.52
IT PROJECT MANAGER	G6J	80.675	84.709	88.947	93.394	98.065	6454.00	7845.20
IT PROJECT MANAGER-U	G7W	80.675	84.709	88.947	93.394	98.065	6454.00	7845.20
IT SECURITY ANALYST	G3D	79.346	83.315	87.511	91.976	96.674	6347.68	7733.92
IT SECURITY ANALYST - U	Q4X	79.346	83.315	87.511	91.976	96.674	6347.68	7733.92
IT SECURITY ARCHITECT	G6R	87.432	91.804	96.396	101.215	106.276	6994.56	8502.08
IT SECURITY ARCHITECT - U	Q4Y	87.432	91.804	96.396	101.215	106.276	6994.56	8502.08
IT SECURITY ENGINEER	G4E	92.208	96.819	101.662	106.745	112.083	7376.64	8966.64
IT SECURITY ENGINEER - U	Q4Z	92.208	96.819	101.662	106.745	112.083	7376.64	8966.64
IT SERVICE MANAGEMENT SPEC - U	Q5L	76.127	79.935	83.932	88.129	92.536	6090.16	7402.88

IT SERVICE MANAGEMENT SPECIALT	G6W	76.127	79.935	83.932	88.129	92.536	6090.16	7402.88
IT STRATEGIC SOURCING SPEC - U	Q5M	72.133	75.741	79.530	83.506	87.682	5770.64	7014.56
IT STRATEGIC SOURCING SPECIALT	G4S	72.133	75.741	79.530	83.506	87.682	5770.64	7014.56
IT STRATEGY ANALYST	G4V	83.413	87.584	91.964	96.562	101.391	6673.04	8111.28
IT STRATEGY ANALYST - U	Q5S	83.413	87.584	91.964	96.562	101.391	6673.04	8111.28
IT SUPERVISOR	G3E	75.195	78.956	82.903	87.049	91.400	6015.60	7312.00
IT VENDOR MANAGER	G4X	78.691	82.627	86.758	91.095	95.652	6295.28	7652.16
JANITOR SUPERVISOR	H12	42.286	44.405	46.624	48.945	51.391	3382.88	4111.28
JANITOR SUPERVISOR - U	H1E	42.286	44.405	46.624	48.945	51.391	3382.88	4111.28
JUVENILE PROBATION RECORDS SUP	F3A	42.092	44.202	46.408	48.717	51.152	3367.36	4092.16
LAFCO ANALYST	D4F	61.875	64.990	68.247	71.658	75.244	4950.00	6019.52
LAFCO EXECUTIVE OFFICER	D6F	76.907	80.749	84.785	89.026	93.474	6152.56	7477.92
LATENT FINGERPRINT EXAM SUPV	V4S	67.167	70.471	73.917	77.518	81.265	5373.36	6501.20
LAW ENFORCEMENT RECDS DIV MGR	B62	69.570	73.054	76.706	80.545	84.571	5565.60	6765.68
LAW ENFORCEMENT RECDS MGR	B63	58.630	61.563	64.644	67.873	71.268	4690.40	5701.44
LAW ENFORCEMENT RECORDS SUPV	D41	51.640	54.233	56.949	59.802	62.794	4131.20	5023.52
LEGAL SUPPORT SUPERVISOR	D1K	49.482	51.956	54.553	57.279	60.152	3958.56	4812.16
LEGISLATIVE REPRESENTATIVE-U	Q19	85.645	89.928	94.425	99.147	104.105	6851.60	8328.40
LIABILITY CLAIMS ADJUSTER	B94	43.537	45.702	47.988	50.375	52.903	3482.96	4232.24
LIBRARY CIRCULATION SUPV	J59	43.520	45.692	47.967	50.362	52.882	3481.60	4230.56
LIBRARY CIRCULATION SUPV - U	W1J	43.520	45.692	47.967	50.362	52.882	3481.60	4230.56
LIBRARY SERVICES MANAGER	J41	67.910	71.308	74.872	78.618	82.551	5432.80	6604.08
LICENSED CLINICAL SUPERVISOR	S8B	55.903	58.698	61.632	64.715	67.949	4472.24	5435.92
LITERACY PROGRAM MANAGER	J61	55.558	58.346	61.260	64.330	67.546	4444.64	5403.68
MAIL ROOM SUPERVISOR	E30	32.310	33.927	35.621	37.406	39.288	2584.80	3143.04
MAINTENANCE PROJECT MANAGER	B5M	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
MANAGEMENT ANALYST - U	W1P	52.914	55.563	58.335	61.274	64.340	4233.12	5147.20
MANAGER OF CONSTRUCTION	N26	74.016	77.715	81.600	85.681	89.965	5921.28	7197.20
MANAGER OF MEDICAL SOCIAL SVCS	Y02	65.617	68.897	72.340	75.961	79.758	5249.36	6380.64
MANAGER OF REAL ESTATE ASSETS	Z78	78.961	82.909	87.078	91.523	96.192	6316.88	7695.36

MANAGER, OFFICE OF IM RELATION	K4B	64.026	67.230	70.594	74.125	77.834	5122.08	6226.72
MANAGER, VIRTUAL LIBRARY	E4K	58.746	61.712	64.806	68.046	71.455	4699.68	5716.40
MANAGING DIETITIAN	R20	53.684	56.376	59.204	62.166	65.276	4294.72	5222.08
MANAGING DIETITIAN - U	Q2N	53.684	56.376	59.204	62.166	65.276	4294.72	5222.08
MAPPING & I. D. SUPERVISOR	K40	52.231	54.831	57.570	60.450	63.482	4178.48	5078.56
MATERIALS TESTING SUPV	N25	53.964	56.673	59.511	62.488	65.617	4317.12	5249.36
MEANINGFUL USE PROGRAM MANAGER	J1T	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04
MEDIATOR	B16	41.462	43.537	45.702	47.988	50.375	3316.96	4030.00
MEDICAL ADMIN SUPPORT OFFCR I	B1V	45.702	47.988	50.375	52.903	55.558	3656.16	4444.64
MEDICAL LIBRARIAN	J70	55.558	58.346	61.260	64.330	67.546	4444.64	5403.68
MEDICAL STAFF COORD	D22	46.406	48.717	51.149	53.709	56.402	3712.48	4512.16
MEDICAL TRANSLATOR COORD	C01	46.151	48.454	50.872	53.405	56.101	3692.08	4488.08
MGMT AIDE	B1W	39.720	41.672	43.668	45.779	48.018	3177.60	3841.44
MGMT AIDE - U	W1W	39.720	41.672	43.668	45.779	48.018	3177.60	3841.44
MGMT ANALYST	B1P	52.914	55.563	58.335	61.274	64.340	4233.12	5147.20
MGR INTEGRATED PEST MGMT	B73	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04
MGR OF ADMITTING & REGISTRATN	B6C	66.448	69.774	73.264	76.928	80.775	5315.84	6462.00
MGR OF LICENSING & REG COMPL	C5K	87.352	91.719	96.304	101.121	106.176	6988.16	8494.08
MGR OF PARK MAINTENANCE SVCS	B6J	66.582	69.912	73.409	77.080	80.935	5326.56	6474.80
MGR OF VOLUNTEER SERVICES	C94	55.558	58.346	61.260	64.330	67.546	4444.64	5403.68
MGR OFFICE WOMEN'S ADVOCACY	A2H	64.026	67.230	70.594	74.125	77.834	5122.08	6226.72
MGR PARK RANGER OPERATIONS	B6K	66.582	69.912	73.409	77.080	80.935	5326.56	6474.80
MGR PATIENT ACCOUNTING SCVHHS	B54	64.879	68.124	71.533	75.112	78.864	5190.32	6309.12
MGR TECH OPR-ARTFCL KIDNY UNIT	R68	49.662	52.146	54.761	57.512	60.391	3972.96	4831.28
MGR, OFFICE OF LGBTQ AFFAIRS	K4C	64.026	67.230	70.594	74.125	77.834	5122.08	6226.72
MGR, OFFICE OF SUSTAINABILITY	K4A	72.340	75.961	79.758	83.750	87.946	5787.20	7035.68
MULTIMEDIA COMMUNICATIONS OFFC	B0F	64.628	67.864	71.261	74.817	78.570	5170.24	6285.60
Mgr, Office of Med and Omb Svc	B17	68.897	72.340	75.961	79.758	83.750	5511.76	6700.00
NUTRITION SERVICES MGR	H54	61.563	64.644	67.873	71.268	74.832	4925.04	5986.56

OCC SFTY ENVIR COMPL MGR	X88	75.246	79.006	82.961	87.108	91.491	6019.68	7319.28
OFFICE MANAGEMENT COORD - U	Q5Z	43.746	45.924	48.220	50.624	53.163	3499.68	4253.04
OFFICE MGMT COORD	C76	43.746	45.924	48.220	50.624	53.163	3499.68	4253.04
PARK CENTRAL SERVICES SUPERVSR	T03	55.828	58.630	61.563	64.644	67.873	4466.24	5429.84
PARK MAINTENANCE SUPERVISOR	T30	55.828	58.630	61.563	64.644	67.873	4466.24	5429.84
PARK RANGER SUPERVISOR	T29	58.619	61.560	64.642	67.876	71.268	4689.52	5701.44
PARKS INTERPRETIVE PRG SUPV	T34	55.828	58.630	61.563	64.644	67.873	4466.24	5429.84
PARKS NATURAL RESOURCES PG SUP	T35	55.828	58.630	61.563	64.644	67.873	4466.24	5429.84
PARKS PROGRAM COORDINATOR	T2A	46.558	48.830	51.224	53.743	56.347	3724.64	4507.76
PATIENT TRANSPORT SUPERVISOR	S9U	42.286	44.405	46.624	48.945	51.391	3382.88	4111.28
PAYROLL AUDIT SUPERVISOR	C8K	46.154	48.454	50.872	53.405	56.101	3692.32	4488.08
PERMIT CENTER MANAGER	L82	73.450	77.123	80.980	85.029	89.281	5876.00	7142.48
PH COMMUNICATIONS OFFICER	C9A	66.247	69.562	73.040	76.699	80.530	5299.76	6442.40
PLANNER/ESTIMATOR	L52	52.903	55.558	58.346	61.260	64.330	4232.24	5146.40
PLANNER/ESTIMATOR - U	L5A	52.903	55.558	58.346	61.260	64.330	4232.24	5146.40
POSTDOCTORAL FELLOW - U	Q9U	43.919	46.286	48.652	51.020	53.384	3513.52	4270.72
PR CTY CONTRACT POLICY ANALYST	C6C	70.986	74.536	78.263	82.177	86.286	5678.88	6902.88
PRC PUB HEALTH INFORMATICIST	J2V	99.362	106.398	113.433	120.469	127.504	7948.96	10200.32
PRETRIAL PRG MGMT SPEC	V40	62.488	65.617	68.897	72.340	75.961	4999.04	6076.88
PREVENTION PROG ANALYST II - U	U14	56.949	59.802	62.794	65.935	69.232	4555.92	5538.56
PREVENTION PROGRAM ANALYST I	C24	50.872	53.405	56.101	58.914	61.861	4069.76	4948.88
PREVENTION PROGRAM ANALYST I-U	U19	50.872	53.405	56.101	58.914	61.861	4069.76	4948.88
PREVENTION PROGRAM ANALYST II	C23	56.949	59.802	62.794	65.935	69.232	4555.92	5538.56
PRINCIPAL CONSTRUCTION INSP	N30	67.907	71.304	74.868	78.611	82.544	5432.56	6603.52
PRINCIPAL DEV SVCS INSPECTOR	L79	69.705	73.191	76.848	80.691	84.924	5576.40	6793.92
PRINCIPAL IT MANAGER	G7M	124.526	130.754	137.291	144.156	151.363	9962.08	12109.04
PRINCIPAL PLANNER	L76	73.080	76.734	80.571	84.600	88.831	5846.40	7106.48
PRINCIPAL REAL ESTATE AGENT	C34	73.078	76.732	80.566	84.595	88.831	5846.24	7106.48
PRINTING SUPERVISOR	F78	58.346	61.260	64.330	67.546	70.924	4667.68	5673.92
PRIVACY ANALYST	B5V	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88

PRIVACY ANALYST - U	Q7T	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
PROBATION DIVISION MANAGER	X44	74.841	78.589	82.516	86.646	90.999	5987.28	7279.92
PROBATION FOOD SERVICES MGR	H3A	60.964	64.012	67.215	70.575	74.106	4877.12	5928.48
PROCUREMENT CONTRACTS SPCLST	P09	60.663	63.719	66.907	70.256	73.766	4853.04	5901.28
PROCUREMENT CONTRACTS SPCLST-U	X1P	60.663	63.719	66.907	70.256	73.766	4853.04	5901.28
PROCUREMENT MANAGER	P07	67.214	70.575	74.105	77.811	81.704	5377.12	6536.32
PROFESSIONAL CODING ANALYST	B9S	52.882	55.551	58.327	61.244	64.308	4230.56	5144.64
PROFESSIONAL CODING ANALYST-U	Q7W	52.882	55.551	58.327	61.244	64.308	4230.56	5144.64
PROGRAM MANAGER III	B3H	73.044	76.698	80.531	84.562	88.801	5843.52	7104.08
PROGRAM MANAGER III - U	W3H	73.044	76.698	80.531	84.562	88.801	5843.52	7104.08
PROGRAM MGR I	B3P	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
PROGRAM MGR I - U	Q03	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
PROGRAM MGR II	B3N	64.633	67.866	71.262	74.827	78.570	5170.64	6285.60
PROGRAM MGR II - U	Q07	64.633	67.866	71.262	74.827	78.570	5170.64	6285.60
PROJECT MANAGER - U	Y5A	61.861	64.960	68.208	71.618	75.203	4948.88	6016.24
PROJECT MGR	Y50	61.861	64.960	68.208	71.618	75.203	4948.88	6016.24
PROPERTY TRANSFER SUPV	K41	45.056	47.299	49.662	52.146	54.761	3604.48	4380.88
PROTOCOL OFFICER	E13	58.330	61.268	64.331	67.554	70.928	4666.40	5674.24
PROVIDER RELATIONS MANAGER	J29	61.260	64.330	67.546	70.924	74.468	4900.80	5957.44
PROVIDER RELATIONS MANAGER - U	Z1G	61.260	64.330	67.546	70.924	74.468	4900.80	5957.44
PROVIDER RELATIONS SPEC - U	Z1J	49.662	52.146	54.761	57.512	60.391	3972.96	4831.28
PROVIDER RELATIONS SPECIALIST	J31	49.662	52.146	54.761	57.512	60.391	3972.96	4831.28
PUBLIC HEALTH NURSE MGR I	C70	109.688	115.173	121.054	127.236	133.731	8775.04	10698.48
PUBLIC HEALTH NURSE MGR I-U	Q7F	109.688	115.173	121.054	127.236	133.731	8775.04	10698.48
PUBLIC HEALTH NURSE MGR II	C69	118.625	124.685	131.051	137.744	144.774	9490.00	11581.92
PUBLIC HEALTH PREPAREDNESS MGR	B7T	67.215	70.575	74.106	77.813	81.706	5377.20	6536.48
QI IMPROVEMENT MGR-PH	J2Q	54.835	57.517	60.321	63.248	66.343	4386.80	5307.44
RECORDING DIVISION SUPV I	F10	40.469	42.496	44.618	46.841	49.184	3237.52	3934.72
REHABILITATION SVCS PROG MGR	P61	79.326	83.293	87.458	91.831	96.423	6346.08	7713.84
RESEARCH & EVALUATION SPEC	P7D	55.025	57.781	60.661	63.718	66.909	4402.00	5352.72

REVENUE CONTROL ANALYST	C48	49.707	52.191	54.802	57.541	60.418	3976.56	4833.44
REVENUE CONTROL ANALYST - U	Q4E	49.707	52.191	54.802	57.541	60.418	3976.56	4833.44
ROAD MAINT SUPERINTENDENT	N60	67.452	70.827	74.368	78.086	81.993	5396.16	6559.44
ROADS OPS SUPT-PEST CONRL ADVS	M34	70.598	74.128	77.835	81.726	85.814	5647.84	6865.12
SCRUM MASTER	G5Z	93.212	97.872	102.766	107.906	113.301	7456.96	9064.08
SCRUM MASTER - U	Q9N	93.212	97.872	102.766	107.906	113.301	7456.96	9064.08
SCVHHS COMM OFFICER	B7P	69.562	73.040	76.699	80.530	84.559	5564.96	6764.72
SCVHHS ENV SVCS ASST DIRECTOR	V1G	64.589	67.844	71.241	74.806	78.546	5167.12	6283.68
SCVHHS ENVIR SVCS DIRECTOR	S9E	70.415	73.936	77.632	81.518	85.594	5633.20	6847.52
SCVHHS ENVIR SVCS MANAGER	S9M	49.426	51.888	54.491	57.223	60.096	3954.08	4807.68
SCVHHS REIMBMNT MGR/ASST CTRL	Z1D	82.105	86.213	90.613	95.242	100.105	6568.40	8008.40
SECURITIES ANALYST	K17	64.197	67.385	70.762	74.301	78.019	5135.76	6241.52
SECURITIES ANALYST - U	Q9P	64.197	67.385	70.762	74.301	78.019	5135.76	6241.52
SENIOR APPLICATION DEVELOPER	G07	90.938	95.485	100.261	105.274	110.537	7275.04	8842.96
SENIOR BUSINESS SYSTEMS ANALYST	G5P	89.332	93.800	98.493	103.416	108.587	7146.56	8686.96
SENIOR CHANGE-RELEASE COORD	G5R	86.878	91.222	95.785	100.573	105.603	6950.24	8448.24
SENIOR COMMUNICATIONS OFFICER	C5H	64.633	67.866	71.262	74.827	78.570	5170.64	6285.60
SENIOR CRIME ANALYST	V7H	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SENIOR DATA ANALYST	G1E	99.428	104.401	109.621	115.101	120.858	7954.24	9668.64
SENIOR DATA ENGINEER	G9G	104.027	109.231	114.692	120.427	126.449	8322.16	10115.92
SENIOR DATA SCIENTIST	G5T	121.490	127.565	133.944	140.642	147.674	9719.20	11813.92
SENIOR DEVOPS ENGINEER	G5V	107.231	112.595	118.224	124.136	130.343	8578.48	10427.44
SENIOR ENTERPRISE ARCHITECT	G5X	139.433	146.406	153.727	161.414	169.484	11154.64	13558.72
SENIOR EPIC SYSTEMS ANALYST	J1G	82.189	86.305	90.621	95.150	99.910	6575.12	7992.80
SENIOR HEALTH ECONOMIST	J2J	99.362	106.398	113.433	120.469	127.504	7948.96	10200.32
SENIOR HEALTH ECONOMIST - U	QA2	99.362	106.398	113.433	120.469	127.504	7948.96	10200.32
SENIOR INFORMATICIST	J2C	99.428	104.401	109.621	115.101	120.858	7954.24	9668.64
SENIOR INFORMATION ARCHITECT	G3M	117.884	123.779	129.970	136.468	143.291	9430.72	11463.28
SENIOR INFRASTRUCTURE ENGINEER	G3Q	93.553	98.232	103.146	108.303	113.718	7484.24	9097.44
SENIOR INSTRUCTIONAL DESIGNER	J1H	77.433	81.305	85.373	89.640	94.123	6194.64	7529.84

SENIOR INTEGRATION ANALYST	G6A	93.553	98.232	103.146	108.303	113.718	7484.24	9097.44
SENIOR INTEGRATION ANALYST U	Q5N	93.553	98.232	103.146	108.303	113.718	7484.24	9097.44
SENIOR IT ASSET MANAGER	G6C	79.569	83.548	87.726	92.113	96.717	6365.52	7737.36
SENIOR IT ASSET MANAGER - U	U6G	79.569	83.548	87.726	92.113	96.717	6365.52	7737.36
SENIOR IT AUDIT & COMPLC SPEC	G6E	87.691	92.077	96.680	101.518	106.591	7015.28	8527.28
SENIOR IT KNOWLEDGE MANAGER	G3V	76.113	79.918	83.917	88.110	92.518	6089.04	7401.44
SENIOR IT MANAGER	G6K	103.771	108.961	114.410	120.130	126.137	8301.68	10090.96
SENIOR IT MANAGER - U	Q9X	103.771	108.961	114.410	120.130	126.137	8301.68	10090.96
SENIOR IT PROCESS ANALYST	G6N	93.944	98.644	103.577	108.753	114.192	7515.52	9135.36
SENIOR IT PROCESS ANALYST - U	QA4	93.944	98.644	103.577	108.753	114.192	7515.52	9135.36
SENIOR IT PROJECT MANAGER	G6H	96.813	101.652	106.735	112.073	117.677	7745.04	9414.16
SENIOR IT PROJECT MANAGER-U	G7V	96.813	101.652	106.735	112.073	117.677	7745.04	9414.16
SENIOR IT SECURITY ANALYST	G3Y	95.215	99.977	104.975	110.225	115.738	7617.20	9259.04
SENIOR IT SECURITY ANALYST - U	QA5	95.215	99.977	104.975	110.225	115.738	7617.20	9259.04
SENIOR IT SECURITY ARCHITECT	G6Q	104.920	110.166	115.675	121.459	127.531	8393.60	10202.48
SENIOR IT SECURITY ENGINEER	G4F	110.652	116.184	121.994	128.094	134.498	8852.16	10759.84
SENIOR IT SERVICE MGMT SPECIAL	G6V	91.355	95.923	100.718	105.756	111.042	7308.40	8883.36
SENIOR IT STRATEGIC SOURC SPC	G4Q	86.564	90.892	95.436	100.207	105.219	6925.12	8417.52
SENIOR IT STRATEGY ANALYST	G4U	100.097	105.102	110.358	115.874	121.669	8007.76	9733.52
SENIOR IT STRATEGY ANALYST-U	QA6	100.097	105.102	110.358	115.874	121.669	8007.76	9733.52
SENIOR IT VENDOR MANAGER	G4W	94.431	99.152	104.109	109.317	114.781	7554.48	9182.48
SENIOR IT VENDOR MANAGER - U	Q4J	94.431	99.152	104.109	109.317	114.781	7554.48	9182.48
SENIOR LAFCO ANALYST	D4C	68.063	71.490	75.071	78.823	82.767	5445.04	6621.36
SENIOR LIABILITY CLAIMS ADJUST	B93	52.405	55.030	57.773	60.684	63.722	4192.40	5097.76
SENIOR MEDIATOR	B14	49.905	52.405	55.030	57.773	60.684	3992.40	4854.72
SENIOR MEDIATOR - U	Q1H	49.905	52.405	55.030	57.773	60.684	3992.40	4854.72
SENIOR NETWORK ENGINEER-U	Q4K	99.346	104.315	109.530	115.008	120.758	7947.68	9660.64
SENIOR PRIVACY ANALYST	B5W	64.633	67.866	71.262	74.827	78.570	5170.64	6285.60
SENIOR SOFTWARE ASSET MANAGER	G6X	89.107	93.564	98.241	103.155	108.313	7128.56	8665.04
SENIOR SOLUTION ARCHITECT	G7G	117.960	123.858	130.051	136.554	143.383	9436.80	11470.64

SENIOR STATISTICIAN	J2F	99.428	104.401	109.621	115.101	120.858	7954.24	9668.64
SENIOR SYSTEMS ADMINISTRATOR	G6Z	84.925	89.171	93.630	98.312	103.228	6794.00	8258.24
SENIOR SYSTEMS ADMINISTRATOR-U	G9K	84.925	89.171	93.630	98.312	103.228	6794.00	8258.24
SENIOR TECHNOLOGY ARCHITECT	G7J	104.854	110.098	115.603	121.385	127.454	8388.32	10196.32
SHERIFF TRAINING SPECIALIST	U92	50.872	53.405	56.101	58.914	61.861	4069.76	4948.88
SOCIAL SERVICES FISCAL OFFCR-U	QB1	64.644	67.873	71.268	74.832	78.576	5171.52	6286.08
SOCIAL SERVICES FISCAL OFFICER	B9B	64.644	67.873	71.268	74.832	78.576	5171.52	6286.08
SOCIAL SERVICES PRG CNTRL SUPV	E53	55.275	58.047	60.963	64.014	67.214	4422.00	5377.12
SOCIAL SERVICES PRG MGR I	Y32	60.065	63.071	66.227	69.541	73.018	4805.20	5841.44
SOCIAL SERVICES PRG MGR I - U	Q3N	60.065	63.071	66.227	69.541	73.018	4805.20	5841.44
SOCIAL SERVICES PRG MGR II	Y31	66.414	69.733	73.218	76.882	80.726	5313.12	6458.08
SOCIAL SERVICES PRG MGR II - U	QB2	66.414	69.733	73.218	76.882	80.726	5313.12	6458.08
SOCIAL SERVICES PRG MGR III	Y30	73.218	76.882	80.726	84.765	89.014	5857.44	7121.12
SOCIAL SERVICES PRG MGR III-U	Y35	73.218	76.882	80.726	84.765	89.014	5857.44	7121.12
SOFTWARE ASSET MANAGER	G6Y	74.254	77.967	81.867	85.962	90.260	5940.32	7220.80
SOFTWARE ASSET MANAGER - U	Q6Y	74.254	77.967	81.867	85.962	90.260	5940.32	7220.80
SOLUTION ARCHITECT	G7H	98.299	103.215	108.376	113.794	119.485	7863.92	9558.80
SR ACCOUNTANT	B76	58.346	61.260	64.330	67.546	70.924	4667.68	5673.92
SR ACCOUNTANT - U	Q72	58.346	61.260	64.330	67.546	70.924	4667.68	5673.92
SR APPLICATION DEVELOPER-U	Q9I	90.938	95.485	100.261	105.274	110.537	7275.04	8842.96
SR BUS INTELLIGENCE ANALYST	J1J	86.124	90.430	94.952	99.701	104.686	6889.92	8374.88
SR BUSINESS CONF ANALYST	F8C	61.260	64.330	67.546	70.924	74.468	4900.80	5957.44
SR BUSINESS RELATIONSHIP MGR	G5A	95.620	100.401	105.423	110.694	116.228	7649.60	9298.24
SR BUSINESS SYSTEMS ANLST - U	U5P	89.332	93.800	98.493	103.416	108.587	7146.56	8686.96
SR CASHIER	D80	34.774	36.511	38.349	40.272	42.290	2781.92	3383.20
SR CHANGE-RELEASE COORD - U	Q5R	86.878	91.222	95.785	100.573	105.603	6950.24	8448.24
SR COMMUNICATIONS OFFICER - U	Q9Y	64.633	67.866	71.262	74.827	78.570	5170.64	6285.60
SR DEPARTMENTAL FISCAL OFFICER	B9G	72.783	76.424	80.244	84.256	88.475	5822.64	7078.00
SR EMERGENCY PLANNING COORD	B06	59.251	62.218	65.331	68.598	72.030	4740.08	5762.40
SR EPIC SYSTEMS ANALYST - U	Q9Z	81.413	85.491	89.766	94.253	98.967	6513.04	7917.36

SR EQUAL OPPORTUNITY OFFICER	C11	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SR FINANCIAL ANALYST	A6A	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SR HEALTH CARE FIN ANALYST	B9F	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SR HEALTH CARE PROG ANALYST	W71	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SR HEALTH CARE PROG ANALYST-U	Q3E	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SR HEALTH CARE PROGRAM MGR	C82	68.557	71.986	75.588	79.368	83.340	5484.56	6667.20
SR HOUSING & COMMUNITY DEV SPC	L7B	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
SR INFRASTRUCTURE ENGINEER-U	G8X	93.553	98.232	103.146	108.303	113.718	7484.24	9097.44
SR INSTRUCTIONAL DESIGNER-U	G7R	77.433	81.305	85.373	89.640	94.123	6194.64	7529.84
SR INTERNAL AUDITOR	B31	58.914	61.861	64.960	68.208	71.618	4713.12	5729.44
SR INTERNAL AUDITOR - U	X51	58.914	61.861	64.960	68.208	71.618	4713.12	5729.44
SR IT KNOWLEDGE MANAGER-U	G7S	76.113	79.918	83.917	88.110	92.518	6089.04	7401.44
SR LIABILITY CLAIMS ADJUST-U	QA7	52.405	55.030	57.773	60.684	63.722	4192.40	5097.76
SR LOSS PREVENTION SPEC	V72	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SR MGMT ANALYST	B1N	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
SR MGMT ANALYST - U	W1N	58.335	61.274	64.340	67.560	70.936	4666.80	5674.88
SR NETWORK ENGINEER	G45	99.346	104.315	109.530	115.008	120.758	7947.68	9660.64
SR REAL ESTATE AGENT	C72	64.330	67.546	70.924	74.468	78.196	5146.40	6255.68
SR RESEARCH & EVALUATION SPC-U	Q7E	60.661	63.718	66.909	70.255	73.769	4852.88	5901.52
SR RESEARCH & EVALUATION SPEC	P7E	60.661	63.718	66.909	70.255	73.769	4852.88	5901.52
SR STRATEGIC SOURCING OFFICER	P0C	86.567	90.892	95.437	100.207	105.219	6925.36	8417.52
SR TRAINING & STAFF DEV SPEC-U	QA8	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SR TRAINING & STAFF DEVELOPMNT	B23	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
SSA APPLCTN DEC SUPP MGR	V65	72.796	76.436	80.258	84.271	88.485	5823.68	7078.80
SSA SECURITY AND SAFETY MGR	Y34	57.231	60.098	63.106	66.260	69.570	4578.48	5565.60
SSA TRAINING AND STAFF DEV MGR	B8F	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04
STATISTICIAN	J2E	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
STATISTICIAN - U	QB4	82.856	86.999	91.352	95.918	100.713	6628.48	8057.04
STERILE PROCESS EDUCATION CORD	J32	42.290	44.402	46.615	48.942	51.390	3383.20	4111.20
STERILE PROCESSING MANAGER	J33	55.836	58.632	61.560	64.639	67.868	4466.88	5429.44

STERILE PROCESSING MANAGER-U	QB5	55.836	58.632	61.560	64.639	67.868	4466.88	5429.44
STERILE PROCESSING SUPERVISOR	G8U	45.956	48.254	50.667	53.200	55.861	3676.48	4468.88
STRATEGIC SOURCING MANAGER	P0D	95.221	99.982	104.981	110.229	115.741	7617.68	9259.28
STRATEGIC SOURCING OFFICER	P0B	72.133	75.741	79.530	83.506	87.714	5770.64	7017.12
STRATEGIC SOURCING OFFICER-U	QB7	72.133	75.741	79.530	83.506	87.714	5770.64	7017.12
SUP HAZ MAT SPECIALIST	V2G	71.601	75.180	78.940	82.886	87.032	5728.08	6962.56
SUP PUBLIC HEALTH NUTRITIONIST	R2U	56.376	59.131	62.030	65.067	68.237	4510.08	5458.96
SUPERVISING CCS THERAPIST	R02	85.190	89.450	93.929	98.625	103.554	6815.20	8284.32
SUPERVISING LIBRARIAN	J62	53.405	56.101	58.914	61.861	64.960	4272.40	5196.80
SUPERVISING LIBRARIAN - U	W84	53.405	56.101	58.914	61.861	64.960	4272.40	5196.80
SUPERVISING PARALEGAL - CC	V7N	54.496	57.231	60.098	63.106	66.260	4359.68	5300.80
SUPERVISING VICTIM ADVOCATE	D6I	48.999	51.451	54.021	56.722	59.557	3919.92	4764.56
SUPERVISING VICTIM CLAIMS SPEC	D6L	48.999	51.451	54.021	56.722	59.557	3919.92	4764.56
SUPERVISING WELFARE FRAUD INVE	V8A	62.150	65.262	68.537	71.994	75.617	4972.00	6049.36
SUPV ACCOUNT CLERK I	D95	43.523	45.694	47.973	50.368	52.887	3481.84	4230.96
SUPV ACCOUNT CLERK I - U	Q1K	42.290	44.402	46.615	48.942	51.390	3383.20	4111.20
SUPV ACCOUNT CLERK II	D94	47.496	49.864	52.353	54.961	57.735	3799.68	4618.80
SUPV ACCOUNT CLERK II - U	Q2K	46.151	48.454	50.872	53.405	56.101	3692.08	4488.08
SUPV APPRAISAL DATA COORD	C80	44.838	47.070	49.421	51.894	54.496	3587.04	4359.68
SUPV APPRAISER	C45	64.644	67.873	71.268	74.832	78.576	5171.52	6286.08
SUPV APPRAISER - U	Q5E	64.644	67.873	71.268	74.832	78.576	5171.52	6286.08
SUPV ASSESSMENT CLERK	D86	42.264	44.378	46.596	48.918	51.358	3381.12	4108.64
SUPV ASSESSMENT CLERK - U	Q52	41.068	43.121	45.279	47.533	49.905	3285.44	3992.40
SUPV AUDITOR-APPRAISER	C54	64.644	67.873	71.268	74.832	78.576	5171.52	6286.08
SUPV AUDITOR-APPRAISER - U	Q53	64.644	67.873	71.268	74.832	78.576	5171.52	6286.08
SUPV CHILD SUPP OFFICER - U	Z8A	52.903	55.558	58.346	61.260	64.330	4232.24	5146.40
SUPV CHILD SUPPORT OFFICER	E84	52.903	55.558	58.346	61.260	64.330	4232.24	5146.40
SUPV CLERK	D34	43.109	45.266	47.530	49.897	52.385	3448.72	4190.80
SUPV COMMUNICATIONS DISPATCHER	G91	71.268	74.833	78.577	82.506	86.636	5701.44	6930.88
SUPV CONSTRUCTION INSPECTOR	N27	62.297	65.412	68.681	72.116	75.724	4983.76	6057.92

SUPV CRIMINALIST	V39	73.014	76.665	80.501	84.529	88.754	5841.12	7100.32
SUPV CUSTODY SUPPORT ASSISTANT	G70	42.043	44.147	46.344	48.660	51.086	3363.44	4086.88
SUPV DEPUTY PUBLIC GUARDIAN	V45	58.346	61.260	64.330	67.546	70.924	4667.68	5673.92
SUPV DIAGNOSTIC IMAG TECH	R83	91.092	95.653	100.467	105.598	110.989	7287.36	8879.12
SUPV ENVIRONMENTAL HEALTH SPEC	V14	67.560	70.936	74.483	78.212	82.124	5404.80	6569.92
SUPV ESTATE ADMINISTRATOR	V24	58.346	61.260	64.330	67.546	70.924	4667.68	5673.92
SUPV HEALTH SERVICES REP I	D10	37.588	39.480	41.462	43.537	45.702	3007.04	3656.16
SUPV HEALTH SERVICES REP II	D08	43.313	45.478	47.755	50.132	52.634	3465.04	4210.72
SUPV INTERNAL AUDITOR	B21	68.896	72.340	75.959	79.760	83.745	5511.68	6699.60
SUPV MATERIALS SUPPLY SPC	G80	41.068	43.121	45.279	47.533	49.905	3285.44	3992.40
SUPV MATERIALS SUPPLY SPC - U	Q8M	41.068	43.121	45.279	47.533	49.905	3285.44	3992.40
SUPV PARALEGAL	V82	54.496	57.231	60.098	63.106	66.260	4359.68	5300.80
SUPV PATIENT BUSINESS SV CLK	D44	50.549	53.074	55.718	58.511	61.452	4043.92	4916.16
SUPV PATIENT BUSINESS SV CLK-U	Z44	49.116	51.571	54.142	56.856	59.712	3929.28	4776.96
SUPV PHARMACIST	R56	117.949	123.971	130.303	136.957	143.952	9435.92	11516.16
SUPV PRETRIAL SERVICES	V51	54.761	57.512	60.391	63.410	66.582	4380.88	5326.56
SUPV PROBATION COUNSELOR	X20	66.261	69.577	73.055	76.705	80.546	5300.88	6443.68
SUPV PROTECTIVE SVCS OFFICER	U9D	41.770	43.777	45.904	48.099	50.434	3341.60	4034.72
SUPV PUBLIC DEFENDER INVEST	V96	75.163	78.922	82.871	87.015	91.369	6013.04	7309.52
SUPV PUBLIC HEALTH NURSE	S44	70.256	73.767	77.460	81.335	85.403	5620.48	6832.24
SUPV RESPIRATORY CARE PRACTNR	R17	78.059	81.959	86.061	90.366	94.882	6244.72	7590.56
SUPV REVENUE COLLECTIONS OFC	V32	49.905	52.405	55.030	57.773	60.684	3992.40	4854.72
SUPV REVENUE COLLECTIONS OFC-U	X56	49.905	52.405	55.030	57.773	60.684	3992.40	4854.72
SUPV SURVEY MAP PROG	L15	62.488	65.617	68.897	72.340	75.961	4999.04	6076.88
SUPV TAX COLLECTION CLERK	C90	41.068	43.121	45.279	47.533	49.905	3285.44	3992.40
SUPV, HLTH INFO MGMT SVCS	D56	50.138	52.643	55.285	58.056	60.965	4011.04	4877.20
TAX AND COLLECTIONS MANAGER	V3E	72.340	75.961	79.758	83.750	87.946	5787.20	7035.68
TAX ROLL MGR	C77	51.640	54.233	56.949	59.802	62.794	4131.20	5023.52
TECHNOLOGY ARCHITECT	G7K	87.378	91.750	96.336	101.152	106.212	6990.24	8496.96
TELECOMM/FACILITIES MGR-SCVHHS	E2D	79.260	83.226	87.385	91.760	96.386	6340.80	7710.88

TELECOMMUNICATIONS ENGINEER	K16	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04
TELECOMMUNICATIONS OPS MGR	E27	73.409	77.080	80.935	84.984	89.273	5872.72	7141.84
THERAPY SERVICES ADMIN MGR	R16	62.488	65.617	68.897	72.340	75.961	4999.04	6076.88
THERAPY SERVICES PROGRAM MGR	R31	89.325	93.794	98.490	103.415	108.583	7146.00	8686.64
TRAFFIC PAINTER SUPV	N77	48.942	51.390	53.964	56.673	59.511	3915.36	4760.88
TRAFFIC SIGNAL SYSTEMS SUPVR	M6A	59.345	62.312	65.428	68.700	72.135	4747.60	5770.80
TRAINING & STAFF DEV SPEC	B2E	51.390	53.964	56.673	59.511	62.488	4111.20	4999.04
TRAINING & STAFF DEV SPEC - U	B9Z	51.390	53.964	56.673	59.511	62.488	4111.20	4999.04
TRAINING AND STAFF DEV MGR	B7K	65.935	69.232	72.692	76.332	80.150	5274.80	6412.00
TREASURY COORDINATOR	T39	46.347	48.660	51.081	53.635	56.317	3707.76	4505.36
TRUST & FIDUCIARY ACCNTNG MGR	B87	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
UROLOGY INTERVENTIONAL MANAGER	R6D	71.296	75.136	78.977	82.818	86.658	5703.68	6932.64
VALLEY CONNECTION SVC CNT MGR	G1B	74.106	77.813	81.706	85.792	90.164	5928.48	7213.12
VECTOR CONTROL DISTRICT MGR	X74	79.392	83.362	87.534	91.950	96.640	6351.36	7731.20
VECTOR CONTROL OPERS SUPV	X84	53.062	55.715	58.490	61.423	64.503	4244.96	5160.24
VECTOR CONTROL SCI-TECH SRV MG	X85	58.942	61.892	64.986	68.239	71.654	4715.36	5732.32
VHP MARKETING & COMM REP	Y5C	45.759	48.619	51.479	54.339	57.198	3660.72	4575.84
VHP MEMBER SERVICES SUPERVISOR	D2S	45.801	48.092	50.494	53.018	55.679	3664.08	4454.32
VHP Member Services Manager	D2R	61.563	64.644	67.873	71.268	74.832	4925.04	5986.56
VHP PHARMACY SERVICES DIV DIR	D2P	125.001	131.384	138.092	145.147	152.554	10000.08	12204.32
VHP/MANAGED CARE COMPL OFFICER	C02	62.488	65.617	68.897	72.340	75.961	4999.04	6076.88
WEED ABATEMENT MANAGER	X70	57.773	60.684	63.722	66.911	70.256	4621.84	5620.48
WHISTLEBLOWER INVESTIGATOR	V1H	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04
WHISTLEBLOWER INVESTIGATOR - U	QC3	64.012	67.215	70.575	74.106	77.813	5120.96	6225.04
WORK CENTER MANAGER	M10	68.521	71.944	75.544	79.322	83.291	5481.68	6663.28

Effective 06.23.2025

JobTitle	Jobcode	Step1	Step2	Step3	Step4	Step5	Min Bi-Weekly	Max Bi-Weekly
ACCOUNTANT III	B77	54.514	57.244	60.118	63.130	66.287	4361.12	5302.96
ACCOUNTANT III-U	U79	54.514	57.244	60.118	63.130	66.287	4361.12	5302.96
ACCOUNTING MANAGER	B8B	67.887	71.283	74.848	78.590	82.519	5430.96	6601.52
ACCOUNTING MANAGER-SCVHHS	Z1B	67.887	71.283	74.848	78.590	82.519	5430.96	6601.52
ACCOUNTING MANAGER-SCVHHS-U	Q9H	67.887	71.283	74.848	78.590	82.519	5430.96	6601.52
ACCOUNTS PAYBLE MGR HL HOS SY	C91	52.136	54.748	57.500	60.379	63.402	4170.88	5072.16
ADMIN BOOKING MANAGER	C03	65.946	69.245	72.708	76.345	80.163	5275.68	6413.04
ADMIN DIRECTOR, LAB	B2H	109.496	115.092	120.967	127.147	133.640	8759.68	10691.20
ADMIN SERVICES MANAGER I - U	Q0B	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
ADMIN SERVICES MGR I	B2L	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
ADMIN SERVICES MGR II	B2J	67.218	70.580	74.112	77.820	81.712	5377.44	6536.96
ADMIN SERVICES MGR II - U	Q0A	67.218	70.580	74.112	77.820	81.712	5377.44	6536.96
ADMIN SUPPORT OFFICER I	B2R	46.612	48.936	51.380	53.939	56.643	3728.96	4531.44
ADMIN SUPPORT OFFICER I-U	Q29	45.943	48.234	50.642	53.165	55.831	3675.44	4466.48
ADMIN SUPPORT OFFICER II	B2P	49.667	52.145	54.754	57.500	60.387	3973.36	4830.96
ADMIN SUPPORT OFFICER II-U	Q28	48.952	51.397	53.969	56.675	59.520	3916.16	4761.60
ADMIN SUPPORT OFFICER III	B2N	54.754	57.500	60.387	63.411	66.586	4380.32	5326.88
ADMIN SUPPORT OFFICER III-U	Q25	53.969	56.675	59.520	62.501	65.630	4317.52	5250.40
AIRPORT OPERATIONS SUPV	T89	46.178	48.479	50.899	53.445	56.122	3694.24	4489.76
AMBULATORY SERVICE MGR	C59	74.457	78.178	82.093	86.199	90.511	5956.56	7240.88
ANIMAL CENTER OPERATIONS MGR.	V99	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
ANIMAL SERVICES FIELD MANAGER	B6V	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
ASSC IT STRATEGIC SOURCING SPC	G4T	65.514	68.790	72.232	75.842	79.635	5241.12	6370.80
ASSET DEVELOPMENT MANAGER	N08	82.119	86.224	90.536	95.088	99.940	6569.52	7995.20
ASSIST CHIEF ASSESSMT SSE DIV	C4C	75.192	78.949	82.902	87.046	91.405	6015.36	7312.40
ASSIST DIR, PUB HEALTH LAB	B8G	78.203	82.127	86.252	90.581	95.128	6256.24	7610.24

ASSISTANT CLAIMS MANAGER	V10	43.538	45.721	47.997	50.392	52.906	3483.04	4232.48
ASSISTANT CLAIMS MANAGER-U	Z1E	43.538	45.721	47.997	50.392	52.906	3483.04	4232.48
ASSISTANT TAX COLLECTOR	C96	77.113	80.973	85.023	89.274	93.750	6169.04	7500.00
ASSOC BUS INTELLIGENCE ANALYST	J1F	64.903	68.149	71.558	75.136	78.893	5192.24	6311.44
ASSOC BUSINESS CONF ANALYST	F8A	55.289	58.061	60.900	64.022	67.229	4423.12	5378.32
ASSOC EQUAL OPP OFFICER	B2C	45.278	47.530	49.907	52.390	55.019	3622.24	4401.52
ASSOC IT BUSINESS ANALYST - U	G7Y	57.707	60.595	63.625	66.805	70.146	4616.56	5611.68
ASSOC MGMT ANALYST	B1R	47.541	49.906	52.401	55.009	57.768	3803.28	4621.44
ASSOC MGMT ANALYST - U	W1R	47.541	49.906	52.401	55.009	57.768	3803.28	4621.44
ASSOC TRNG & STAFF DEV SPEC	B2F	43.981	46.178	48.479	50.899	53.445	3518.48	4275.60
ASSOCIATE DATA ANALYST	G1G	74.928	78.677	82.612	86.742	91.080	5994.24	7286.40
ASSOCIATE DATA ANALYST - U	Q1G	74.928	78.677	82.612	86.742	91.080	5994.24	7286.40
ASSOCIATE DATA ENGINEER	G9E	78.397	82.317	86.434	90.755	95.293	6271.76	7623.44
ASSOCIATE DEMOGRAPHER	J2K	74.928	78.677	82.612	86.742	91.080	5994.24	7286.40
ASSOCIATE HEALTH ECONOMIST	J2G	74.928	78.677	82.612	86.742	91.080	5994.24	7286.40
ASSOCIATE INFORMATICIST	J2A	74.928	78.677	82.612	86.742	91.080	5994.24	7286.40
ASSOCIATE INFORMATION ARCHITCT	G3P	88.838	93.283	97.946	102.845	107.986	7107.04	8638.88
ASSOCIATE INFRASTRUCTURE ENGR	G3S	70.502	74.030	77.731	81.620	85.698	5640.16	6855.84
ASSOCIATE IT BUSINESS ANALYST	G3I	57.707	60.595	63.625	66.805	70.146	4616.56	5611.68
ASSOCIATE IT KNOWLEDGE MGR	G3X	57.360	60.228	63.238	66.401	69.721	4588.80	5577.68
ASSOCIATE IT SECURITY ANALYST	G3Z	71.754	75.343	79.112	83.066	87.220	5740.32	6977.60
ASSOCIATE IT SECURITY ENGINEER	G4K	83.389	87.559	91.937	96.533	101.361	6671.12	8108.88
ASSOCIATE IT VENDOR MANAGER	G4Z	71.164	74.719	78.458	82.382	86.502	5693.12	6920.16
ASSOCIATE LAFCO ANALYST	D4B	42.110	44.382	46.654	48.914	51.186	3368.80	4094.88
ASSOCIATE MEDIATOR	B18	37.406	39.279	41.256	43.326	45.495	2992.48	3639.60
ASSOCIATE PRIVACY ANALYST	B5U	55.153	57.932	60.831	63.873	67.065	4412.24	5365.20
ASSOCIATE RESEARCH AND EVAL SP	P7C	47.093	49.431	51.902	54.492	57.218	3767.44	4577.44
ASSOCIATE STATISTICIAN	J2D	74.928	78.677	82.612	86.742	91.080	5994.24	7286.40
ASST ADMIN DIRECTOR LAB	B2Q	100.403	105.468	110.851	116.516	122.461	8032.24	9796.88
ASST CHIEF APPRAISER	C46	75.192	78.949	82.902	87.046	91.405	6015.36	7312.40

ASST CHIEF AUDITOR APPRAISER	C56	75.192	78.949	82.902	87.046	91.405	6015.36	7312.40
ASST CHIEF RESPIRATORY CR PRC	R47	56.675	59.520	62.501	65.630	68.910	4534.00	5512.80
ASST CRIME LABORATORY DIR	V66	82.948	87.094	91.453	96.036	100.940	6635.84	8075.20
ASST DIR FOOD SERVICES	H39	60.092	63.107	66.266	69.582	73.063	4807.36	5845.04
ASST DIR OF COMM & PUB AFFAIRS	KD2	87.399	91.768	96.359	101.175	106.233	6991.92	8498.64
ASST DIR OF COUNTY AIRPORTS	A2P	63.971	67.171	70.531	74.058	77.759	5117.68	6220.72
ASST DIR OF PHARMACY SERVICES	R26	136.191	143.145	150.454	158.141	166.211	10895.28	13296.88
ASST DIR OF PROCUREMENT	C20	75.599	79.382	83.354	87.524	91.897	6047.92	7351.76
ASST LAND DEVELOPMENT COORD	L78	64.987	68.241	71.652	75.233	78.999	5198.96	6319.92
ASST MANAGER BUILDING OPS	M67	77.801	81.694	85.780	90.072	94.576	6224.08	7566.08
ASST MANAGER,VECTOR CNTL DIST	X75	66.816	70.160	73.668	77.355	81.226	5345.28	6498.08
BEHAVIORAL HEALTH DIV DIR	S1R	84.468	88.687	93.121	97.805	102.802	6757.44	8224.16
BEHAVIORAL HEALTH MANAGED CARE	S2Q	82.009	86.104	90.410	94.957	99.808	6560.72	7984.64
BIOMEDICAL EQUIPMENT SUP	K09	64.181	67.332	70.601	74.023	77.655	5134.48	6212.40
BOND AND INVESTMENT ANALYST	B1M	60.679	63.710	66.903	70.247	73.760	4854.32	5900.80
BUDGET & FINANCIAL PLANNING MG	C92	89.845	94.338	99.055	104.009	109.210	7187.60	8736.80
BUDGET & PUBLIC POL ANALYST-U	C6B	63.753	66.941	70.289	73.804	77.495	5100.24	6199.60
BUILDING OPERATIONS SUPV	M05	62.501	65.630	68.910	72.352	75.976	5000.08	6078.08
BUS CONFIGURATION ANALYST - U	Q0H	59.520	62.501	65.630	68.910	72.453	4761.60	5796.24
BUS INTELLIGENCE ANALYST - U	Q0K	74.637	78.373	82.291	86.406	90.727	5970.96	7258.16
BUSINESS CONFIGURATION ANALYST	F8B	59.520	62.501	65.630	68.910	72.453	4761.60	5796.24
BUSINESS INTELLIGENCE ANALYST	J1E	74.637	78.373	82.291	86.406	90.727	5970.96	7258.16
BUSINESS IT STRAT PLANNER - U	Q0J	80.163	84.172	88.383	92.843	97.579	6413.04	7806.32
BUSINESS IT STRATEGIC PLANNER	G53	80.163	84.172	88.383	92.843	97.579	6413.04	7806.32
BUSINESS RELATIONSHIP MANAGER	G5B	82.867	87.012	91.366	95.932	100.729	6629.36	8058.32
BUSINESS SYSTEMS ANALYST	G5Q	77.418	81.293	85.359	89.626	94.110	6193.44	7528.80
BUSINESS SYSTEMS ANALYST-U	G8Q	77.418	81.293	85.359	89.626	94.110	6193.44	7528.80
CENTRAL SUPPLY DISTRIBTN SUPV	G84	43.981	46.178	48.479	50.899	53.445	3518.48	4275.60
CHANGE-RELEASE COORDINATOR	G5S	75.293	79.057	83.013	87.163	91.523	6023.44	7321.84
CHIEF CCS THERAPIST	R01	96.596	101.427	106.506	111.830	117.421	7727.68	9393.68

CHIEF COMMUNICATIONS DISP	G87	81.720	85.806	90.101	94.645	99.477	6537.60	7958.16
CHIEF MED EXAM-CORONER INVEST	V84	73.231	76.893	80.737	84.778	89.017	5858.48	7121.36
CHIEF MEDICAL PHYSICIST	D1L	129.854	136.336	143.161	150.314	157.832	10388.32	12626.56
CHIEF NUCLEAR MEDICAL TECH	R92	56.951	59.812	62.806	65.946	69.245	4556.08	5539.60
CHIEF OF CONSTRUCTION SRV	L21	89.223	93.770	98.558	103.561	108.882	7137.84	8710.56
CHIEF OF FACILITIES PLNG SVCS	Y5B	89.223	93.770	98.558	103.561	108.882	7137.84	8710.56
CHIEF PSYCHOLOGIST	P9C	95.186	99.854	104.775	109.942	115.357	7614.88	9228.56
CHIEF RADIATION THERAPIST	S54	98.037	102.941	108.090	113.521	119.316	7842.96	9545.28
CHIEF REGISTRAR OF VITAL STAT	E06	42.710	44.845	47.090	49.434	51.901	3416.80	4152.08
CHIEF RESPIRATORY CARE PRACTNR	R18	100.029	105.029	110.309	115.937	121.856	8002.32	9748.48
CHS BEHAVIORAL HEALTH OP OFFCR	P9J	94.288	99.285	104.279	109.273	114.273	7543.04	9141.84
CIRCULATION SYSTEMS SUPERVISOR	J5A	46.634	48.959	51.402	53.966	56.666	3730.72	4533.28
CLAIMS MGR	B33	64.987	68.241	71.652	75.233	78.999	5198.96	6319.92
CLERICAL OFFICE SUPV	D60	38.719	40.668	42.710	44.845	47.090	3097.52	3767.20
CLERICAL OFFICE SUPV - U	Z6A	38.719	40.668	42.710	44.845	47.090	3097.52	3767.20
CLERK-RECORDER MANAGER	F1H	75.233	78.999	82.948	87.100	91.463	6018.64	7317.04
CLERK-RECORDER SUPERVISOR	F1G	47.760	50.148	52.648	55.289	58.061	3820.80	4644.88
CLIMATE CHANGE/SUSTAIN PRG MGR	L49	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00
CLIN ADMIN SUPP OFFICR III - U	Q3D	53.969	56.675	59.520	62.501	65.630	4317.52	5250.40
CLINICAL ADMIN SERVICES MGR	B4A	59.520	62.501	65.630	68.910	72.352	4761.60	5788.16
CLINICAL ADMIN SUPPT OFFCR I	B3A	45.943	48.234	50.642	53.165	55.831	3675.44	4466.48
CLINICAL ADMIN SUPPT OFFCR II	B3B	49.418	51.887	54.483	57.215	60.087	3953.44	4806.96
CLINICAL ADMIN SUPPT OFFCR III	B3C	53.969	56.675	59.520	62.501	65.630	4317.52	5250.40
CLINICAL BIOCHEMIST	R52	106.204	111.626	117.327	123.320	129.618	8496.32	10369.44
CLINICAL DOCUMENTATION SPEC	J07	73.747	77.364	81.175	85.180	89.377	5899.76	7150.16
CLINICAL MICROBIOLOGIST	R51	106.204	111.626	117.327	123.320	129.618	8496.32	10369.44
CLINICAL NUTRITION SVCS MGR	R2N	68.687	72.124	75.728	79.515	83.495	5494.96	6679.60
CLINICAL RESEARCH PROG DIR	C2A	80.163	84.172	88.383	92.843	97.579	6413.04	7806.32
CLINICAL RESEARCH PROG MGR	C2B	54.561	57.289	60.152	63.168	66.335	4364.88	5306.80
CLINICAL STANDARDS COORD	P30	60.679	63.710	66.903	70.247	73.760	4854.32	5900.80

CODE ENFORCEMENT PRG MGR	C5B	67.903	71.301	74.865	78.611	82.543	5432.24	6603.44
CODING QUALITY & EDUCATION MGR	J08	76.294	80.112	84.118	88.327	92.740	6103.52	7419.20
COMMUNICATIONS ENGINEER	K05	73.398	77.070	80.925	84.974	89.223	5871.84	7137.84
COMMUNICATIONS ENGINEERING MGR	K02	80.161	84.172	88.379	92.810	97.548	6412.88	7803.84
COMMUNICATIONS OFFICER	C5G	55.030	57.785	60.668	63.724	66.913	4402.40	5353.04
COMMUNICATIONS OFFICER - U	Q0P	55.030	57.785	60.668	63.724	66.913	4402.40	5353.04
COMMUNITY LIBRARIAN	J55	67.229	70.587	74.118	77.825	81.719	5378.32	6537.52
COMMUNITY LIBRARIAN - U	W55	67.229	70.587	74.118	77.825	81.719	5378.32	6537.52
COMPLIANCE OFFICER	C41	85.805	90.108	94.709	99.543	104.629	6864.40	8370.32
COMPLIANCE OFFICER - U	Q0R	85.805	90.108	94.709	99.543	104.629	6864.40	8370.32
CONSUMER PROTECTION COORD	V23	49.434	51.901	54.501	57.231	60.083	3954.72	4806.64
CONTROLLER TRS ACCTING MGR	B81	80.354	84.374	88.591	93.021	97.673	6428.32	7813.84
CORR SUPPORT SERVICES MGR	M03	61.891	64.987	68.241	71.652	75.233	4951.28	6018.64
CORRECTIONAL FOOD SERVICES DIR	S32	74.482	78.211	82.119	86.225	90.561	5958.56	7244.88
COUNTY COUNSEL INVESTIGATOR	V86	63.346	66.519	69.854	73.380	77.076	5067.68	6166.08
COUNTY SURVEYOR SUPV SURV MAP	L11	75.233	78.999	82.948	87.100	91.463	6018.64	7317.04
COUNTY TRANSPORTATION PLANNER	L12	74.542	78.269	82.182	86.292	90.607	5963.36	7248.56
CREDENTIALS SPECIALIST	J30	43.120	45.278	47.530	49.907	52.390	3449.60	4191.20
CREDENTIALS SPECIALIST - U	Q3K	43.120	45.278	47.530	49.907	52.390	3449.60	4191.20
CRIME ANALYST	V7G	54.501	57.231	60.083	63.111	66.270	4360.08	5301.60
CTY CONTRACTING POLICY ANALYST	C6D	65.666	68.950	72.398	76.018	79.820	5253.28	6385.60
CTY INFO TECH SECURITY OFFICER	G8D	82.519	86.647	91.011	95.655	100.540	6601.52	8043.20
CUSTODIAL SERVICES MANAGER	B13	51.403	53.963	56.670	59.511	62.499	4112.24	4999.92
DATA ANALYST	G1F	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
DATA ANALYST - U	Q1F	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
DATA ENGINEER	G9H	90.155	94.664	99.401	104.369	109.588	7212.40	8767.04
DATA ENGINEER - U	Q9J	90.155	94.664	99.401	104.369	109.588	7212.40	8767.04
DATA SCIENTIST	G5U	105.291	110.555	116.084	121.890	127.982	8423.28	10238.56
DATA SCIENTIST - U	Q0V	105.291	110.555	116.084	121.890	127.982	8423.28	10238.56
DEBT MANAGEMENT OFFICER	B8D	69.260	72.727	76.364	80.179	84.186	5540.80	6734.88

DEBT MANAGEMENT OFFICER - U	Q0W	69.260	72.727	76.364	80.179	84.186	5540.80	6734.88
DEMOGRAPHER	J2L	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
DEMOGRAPHER - U	Q0X	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
DENTAL NETWORK MANAGER	P80	75.965	79.766	83.748	87.943	92.353	6077.20	7388.24
DEP DIR, CODING & CLIN DOC IMP	J09	89.599	94.091	98.893	103.943	109.254	7167.92	8740.32
DEPT FISCAL OFFICER	B96	68.238	71.651	75.233	78.997	82.950	5459.04	6636.00
DEPT FISCAL OFFICER - U	Q14	68.238	71.651	75.233	78.997	82.950	5459.04	6636.00
DEPUTY AG COMMISSIONER/SEALER	V2H	64.805	68.047	71.449	75.021	78.771	5184.40	6301.68
DEVOPS ENGINEER	G5W	92.933	97.579	102.461	107.583	112.964	7434.64	9037.12
DIAGNOSTIC IMAGING ASST DIR	R84	103.660	108.955	114.519	120.365	126.514	8292.80	10121.12
DIAGNOSTIC IMAGING INFO SYS MG	R30	86.647	91.011	95.655	100.540	105.674	6931.76	8453.92
DIR -DIV HAZ MAT COMPLIANCE	V09	88.188	92.598	97.228	102.090	107.195	7055.04	8575.60
DIR DIV CONSMR PROTECTION	V08	82.334	86.452	90.775	95.314	100.081	6586.72	8006.48
DIR OF COUNTY AIRPORTS	B7N	75.599	79.385	83.356	87.524	91.922	6047.92	7353.76
DIR OF DIAGNOSTIC IMAGING	R81	115.014	120.886	127.060	133.552	140.371	9201.12	11229.68
DIR OF MEDICAL SOCIAL SERVICES	Y01	75.233	78.999	82.948	87.100	91.463	6018.64	7317.04
DIR OF PATIENT BUSINESS SRVC	B5C	81.831	85.927	90.225	94.736	99.478	6546.48	7958.24
DIR OF PHARMACY SVCS SCVHHS	R25	153.481	161.379	169.554	178.320	187.322	12278.48	14985.76
DIR OF PROGRAM DEVELOPMENT - U	U87	74.118	77.825	81.719	85.805	90.108	5929.44	7208.64
DIR OF PUBLIC COMMUNICATION	T33	75.976	79.774	83.766	87.953	92.378	6078.08	7390.24
DIR OF RESEARCH & OUTCOME MEAS	P7B	75.233	78.999	82.948	87.100	91.463	6018.64	7317.04
DIR OF THERAPY SERVICES	R33	102.965	108.118	113.631	119.436	125.538	8237.20	10043.04
DIR PATIENT ACCESS	B3G	81.831	85.927	90.225	94.736	99.478	6546.48	7958.24
DIR, CODING DOC & HIMS	J10	103.943	109.254	114.830	120.698	126.862	8315.44	10148.96
DIR, LICENSING AND REG AFFAIRS	B5D	100.928	105.976	111.274	116.834	122.678	8074.24	9814.24
DIR, NUTRITION & FOOD SERVICES	R06	76.254	80.068	84.075	88.277	92.692	6100.32	7415.36
DIR, OFFICE OF VETERANS SVC	D1H	80.185	84.191	88.398	92.822	97.463	6414.80	7797.04
DIR, PUBLIC HEALTH LABORATORY	R42	85.507	89.784	94.273	98.989	103.984	6840.56	8318.72
DIRECTOR OF MARKETING SCVMC	A88	95.748	100.535	105.562	110.839	116.395	7659.84	9311.60
DIRECTOR OF REENTRY SERVICES	D1J	73.230	76.893	80.738	84.776	89.017	5858.40	7121.36

DIV DIR, COMM ENG & TECH SVCS	B36	87.100	91.463	96.135	101.044	106.204	6968.00	8496.32
DIV MGR, CHILD SUPPORT SVCS	B4S	69.634	73.118	76.775	80.614	84.647	5570.72	6771.76
DIVISION MGR-CLK OF THE BOARD	B48	60.655	63.712	66.902	70.249	73.762	4852.40	5900.96
E-DISCOVERY MANAGER	B3K	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00
ELECTION DIVISION COORD	G90	61.298	64.367	67.586	70.969	74.525	4903.84	5962.00
ELECTION SERVICES COORD	G86	57.780	60.679	63.710	66.903	70.247	4622.40	5619.76
ELECTIONS PROCESS SUPV	G63	50.997	53.543	56.208	59.015	61.973	4079.76	4957.84
EMERGENCY MEDICAL SERV SPCLST	S09	72.819	76.468	80.290	84.304	88.520	5825.52	7081.60
EMERGENCY PLANNING COORD	B10	54.506	57.239	60.115	63.128	66.282	4360.48	5302.56
EMPLOYEE ASSISTANCE PROG MGR	C8A	63.402	66.572	69.903	73.398	77.070	5072.16	6165.60
EMPLOYMENT PROGRAM SUPV	Y25	57.231	60.083	63.111	66.270	69.587	4578.48	5566.96
EMPLOYMENT PROGRAM SUPV - U	Q22	57.231	60.083	63.111	66.270	69.587	4578.48	5566.96
ENGINEERING & SCHEDULING SUPV	M02	65.305	68.572	72.001	75.599	79.385	5224.40	6350.80
ENTERPRISE ARCHITECT	G5Y	120.842	126.884	133.230	139.891	146.884	9667.36	11750.72
ENTERPRISE ARCHITECT - U	Q5Y	120.842	126.884	133.230	139.891	146.884	9667.36	11750.72
ENTERPRISE FUND BUDGET MGR	C2G	85.389	89.661	94.237	99.051	104.109	6831.12	8328.72
ENVIRONMENTAL HEALTH PROG MGR	V11	74.483	78.204	82.120	86.222	90.536	5958.64	7242.88
EPIC SYSTEMS ANALYST	J1A	78.764	82.701	86.843	91.185	95.742	6301.12	7659.36
EPIC SYSTEMS ANALYST - U	Q1W	78.764	82.701	86.843	91.185	95.742	6301.12	7659.36
EPIDEMIOLOGY MANAGER	J2P	103.405	108.577	114.005	119.705	125.692	8272.40	10055.36
EPIDEMIOLOGY SUPERVISOR	J2N	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
EQUAL OPPORTUNITY OFFICER	B2A	54.501	57.231	60.083	63.111	66.270	4360.08	5301.60
EXEMPTION MANAGER	C61	58.621	61.562	64.650	67.884	71.280	4689.68	5702.40
FACILITIES SECURITY MANAGER	M2A	71.652	75.233	78.999	82.948	87.100	5732.16	6968.00
FACILITIES SECURITY SPEC - U	Q1Y	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
FACILITIES SECURITY SPECIALIST	M2B	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
FIELD SURVEY SUPERVISOR	K62	61.891	64.987	68.241	71.652	75.233	4951.28	6018.64
FINANCIAL ANALYST I	A6C	45.278	47.530	49.907	52.390	55.019	3622.24	4401.52
FINANCIAL ANALYST II	A6B	54.501	57.231	60.083	63.111	66.270	4360.08	5301.60
FINANCIAL ANALYST II - U	Q1Z	54.501	57.231	60.083	63.111	66.270	4360.08	5301.60

FINGERPRINT IDENTIFICATION DIR	V90	72.966	76.613	80.432	84.469	88.696	5837.28	7095.68
FIXED INCOME PORTFOLIO MANAGER	B6A	82.214	86.326	90.641	95.171	99.931	6577.12	7994.48
FLEET LOGISTICS SUPERVISOR	M2S	54.561	57.289	60.184	63.168	66.335	4364.88	5306.80
FLEET LOGISTICS SUPERVISOR - U	Q2X	54.561	57.289	60.184	63.168	66.335	4364.88	5306.80
FLEET MAINTENANCE SUPERVISOR	M21	65.565	68.851	72.294	75.907	79.700	5245.20	6376.00
FLEET MGR	M07	80.423	84.445	88.669	93.101	97.784	6433.84	7822.72
FLEET OPERATIONS MANAGER	M2M	71.663	75.249	79.018	82.966	87.117	5733.04	6969.36
FOOD PRODUCTION CAFETERIA MGR	H41	47.760	50.148	52.648	55.289	58.061	3820.80	4644.88
FOOD SERVICE SUPERVISOR	H56	44.845	47.090	49.434	51.901	54.501	3587.60	4360.08
FORENSIC ACCOUNTANT	V7F	70.462	73.986	77.690	81.575	85.654	5636.96	6852.32
GROUPS SUPERVISOR	H27	46.631	48.952	51.397	53.969	56.675	3730.48	4534.00
HAZARDOUS MATERIALS PRGM MGR	V52	80.163	84.172	88.383	92.843	97.579	6413.04	7806.32
HAZARDOUS MATERIALS PROG MGR-U	Z52	80.163	84.172	88.383	92.843	97.579	6413.04	7806.32
HEALTH CARE COMPLIANCE ANALYST	B9R	54.483	57.233	60.093	63.098	66.255	4358.64	5300.40
HEALTH CARE COMPLIANCE ANLY-U	Q3R	54.483	57.233	60.093	63.098	66.255	4358.64	5300.40
HEALTH CARE FIN ANALYST ASSOC	B9C	38.902	40.859	42.907	45.053	47.297	3112.16	3783.76
HEALTH CARE FIN ANALYST I	B9D	45.278	47.530	49.907	52.390	55.019	3622.24	4401.52
HEALTH CARE FIN ANALYST I - U	Q9D	45.278	47.530	49.907	52.390	55.019	3622.24	4401.52
HEALTH CARE FIN ANALYST II	B9E	54.501	57.231	60.083	63.111	66.270	4360.08	5301.60
HEALTH CARE FIN ANALYST II - U	Q9E	54.501	57.231	60.083	63.111	66.270	4360.08	5301.60
HEALTH CARE FINANCIAL MANAGER	B9Q	66.903	70.247	73.760	77.446	81.323	5352.24	6505.84
HEALTH CARE FINANCIAL MGR - U	Z1F	66.903	70.247	73.760	77.446	81.323	5352.24	6505.84
HEALTH CARE PROG ANALYST ASSOC	B5Z	38.532	40.467	42.498	44.630	46.858	3082.56	3748.64
HEALTH CARE PROG ANALYST I - U	Z4P	44.845	47.090	49.434	51.901	54.501	3587.60	4360.08
HEALTH CARE PROG ANYST ASC - U	Z5P	38.532	40.467	42.498	44.630	46.858	3082.56	3748.64
HEALTH CARE PROGRAM ANALYST I	B5Y	44.845	47.090	49.434	51.901	54.501	3587.60	4360.08
HEALTH CARE PROGRAM ANALYST II	B5X	53.969	56.675	59.520	62.501	65.630	4317.52	5250.40
HEALTH CARE PROGRAM MGR I	C84	58.631	61.572	64.652	67.887	71.283	4690.48	5702.64
HEALTH CARE PROGRAM MGR II	C83	64.025	67.229	70.587	74.118	77.825	5122.00	6226.00
HEALTH CARE SERVICE LINE DIR	B5E	124.038	130.371	137.027	144.029	151.228	9923.04	12098.24

HEALTH CENTER MANAGER	H30	114.978	120.849	127.023	133.506	140.324	9198.24	11225.92
HEALTH ECONOMIST	J2H	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
HEALTH ECONOMIST - U	Q3S	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
HEALTH INFO MGMT SVCS MGR	J75	75.364	79.135	83.092	87.250	91.611	6029.12	7328.88
HEALTH PLANNING SPEC III	B01	51.360	53.917	56.621	59.463	62.447	4108.80	4995.76
HEALTH PLANNING SPEC III - U	W01	51.360	53.917	56.621	59.463	62.447	4108.80	4995.76
HEALTH PROGRAM SPECIALIST-OVF	ZHP	63.710	66.903	70.247	73.760	77.446	5096.80	6195.68
HEALTH SERVICES OFFICE SUPV	D1F	42.695	44.837	47.081	49.427	51.894	3415.60	4151.52
HEALTHCARE SERV BSNS DEV ANAL	C13	64.335	67.558	70.936	74.482	78.211	5146.80	6256.88
HLTH CARE FIN ANALYST ASC - U	Q9C	38.902	40.859	42.907	45.053	47.297	3112.16	3783.76
HLTH CARE PROG ANALYST II - U	Z3P	53.969	56.675	59.520	62.501	65.630	4317.52	5250.40
HLTHCR SVC BUS DEV ANALYST - U	Q1C	64.335	67.558	70.936	74.482	78.211	5146.80	6256.88
HOMELESS & HOUSING CON COORD-U	Q3T	64.335	67.558	70.936	74.482	78.211	5146.80	6256.88
HOMELESS AND HSING CONCERNS CO	A2K	64.335	67.558	70.936	74.482	78.211	5146.80	6256.88
HOSPITAL ADMIN SUPPORT OFCER	C68	52.136	54.748	57.500	60.379	63.402	4170.88	5072.16
HOSPITAL EM PREPAREDNESS MGR	B9T	74.352	78.069	81.973	86.072	90.376	5948.16	7230.08
HOUSING & COMM DEV SPEC - U	Q3V	55.030	57.785	60.668	63.724	66.913	4402.40	5353.04
HOUSING AND COMMUNITY DEV SPEC	L7A	55.030	57.785	60.668	63.724	66.913	4402.40	5353.04
IMMIGRANT SERVICES COOR	H95	56.675	59.520	62.501	65.630	68.910	4534.00	5512.80
INFORMATICIST	J2B	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
INFORMATICIST - U	Q3Z	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
INFORMATION ARCHITECT	G3N	102.165	107.276	112.638	118.270	124.185	8173.20	9934.80
INFRASTRUCTURE ENGINEER	G3R	81.079	85.134	89.393	93.861	98.554	6486.32	7884.32
INFRASTRUCTURE ENGINEER-U	G8Y	81.079	85.134	89.393	93.861	98.554	6486.32	7884.32
INMATE REHABILITATION MANAGER	X9E	73.256	76.920	80.766	84.805	89.048	5860.48	7123.84
INSTIT REV BOARD ADMINISTRATOR	N9A	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
INSTRUCTIONAL DESIGNER	J1B	74.366	78.086	81.990	86.090	90.395	5949.28	7231.60
INSTRUCTIONAL DESIGNER-U	G7T	74.366	78.086	81.990	86.090	90.395	5949.28	7231.60
INSURANCE CNTRCT & CLAIMS MGR	B49	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00
INTEGRATION ANALYST	G6B	81.079	85.134	89.393	93.861	98.554	6486.32	7884.32

INTEGRATION ANALYST - U	Q4Q	81.079	85.134	89.393	93.861	98.554	6486.32	7884.32
INTERNAL AUDIT MANAGER	B4B	82.686	86.821	91.085	95.722	100.507	6614.88	8040.56
INTERNAL AUDITOR I	B45	38.159	40.076	42.087	44.195	46.402	3052.72	3712.16
INTERNAL AUDITOR II	B30	46.631	48.952	51.397	53.969	56.675	3730.48	4534.00
INTERNAL AUDITOR III	B28	53.705	56.402	59.226	62.194	65.305	4296.40	5224.40
INTERNAL AUDITOR III - U	Q4T	53.705	56.402	59.226	62.194	65.305	4296.40	5224.40
IT ASSET MANAGER	G6D	68.959	72.408	76.028	79.831	83.821	5516.72	6705.68
IT ASSET MANAGER-U	G8Z	68.959	72.408	76.028	79.831	83.821	5516.72	6705.68
IT AUDIT & COMPLIANCE SPEC - U	Q4W	76.000	79.799	83.789	87.979	92.378	6080.00	7390.24
IT AUDIT & COMPLIANCE SPECIALT	G6G	76.000	79.799	83.789	87.979	92.378	6080.00	7390.24
IT BUSINESS ANALYST	G9F	66.363	69.682	73.169	76.827	80.669	5309.04	6453.52
IT BUSINESS ANALYST-U	G7X	66.363	69.682	73.169	76.827	80.669	5309.04	6453.52
IT FELLOW	G2Z	142.454	149.578	157.058	164.910	173.156	11396.32	13852.48
IT KNOWLEDGE MANAGER	G3W	65.965	69.262	72.727	76.363	80.180	5277.20	6414.40
IT KNOWLEDGE MANAGER-U	G7U	65.965	69.262	72.727	76.363	80.180	5277.20	6414.40
IT MANAGER	G6L	93.846	98.537	103.465	108.638	114.070	7507.68	9125.60
IT PROCESS ANALYST	G6P	81.419	85.490	89.765	94.252	98.966	6513.52	7917.28
IT PROCESS ANALYST - U	Q5P	81.419	85.490	89.765	94.252	98.966	6513.52	7917.28
IT PROGRAM MANAGER	G7L	108.569	113.999	119.699	125.685	131.969	8685.52	10557.52
IT PROGRAM MANAGER - U	Q9W	108.569	113.999	119.699	125.685	131.969	8685.52	10557.52
IT PROJECT MANAGER	G6J	83.902	88.097	92.504	97.129	101.987	6712.16	8158.96
IT PROJECT MANAGER-U	G7W	83.902	88.097	92.504	97.129	101.987	6712.16	8158.96
IT SECURITY ANALYST	G3D	82.519	86.647	91.011	95.655	100.540	6601.52	8043.20
IT SECURITY ANALYST - U	Q4X	82.519	86.647	91.011	95.655	100.540	6601.52	8043.20
IT SECURITY ARCHITECT	G6R	90.929	95.476	100.251	105.263	110.527	7274.32	8842.16
IT SECURITY ARCHITECT - U	Q4Y	90.929	95.476	100.251	105.263	110.527	7274.32	8842.16
IT SECURITY ENGINEER	G4E	95.896	100.691	105.728	111.014	116.566	7671.68	9325.28
IT SECURITY ENGINEER - U	Q4Z	95.896	100.691	105.728	111.014	116.566	7671.68	9325.28
IT SERVICE MANAGEMENT SPEC - U	Q5L	79.172	83.132	87.289	91.654	96.237	6333.76	7698.96
IT SERVICE MANAGEMENT SPECIALT	G6W	79.172	83.132	87.289	91.654	96.237	6333.76	7698.96

IT STRATEGIC SOURCING SPEC - U	Q5M	75.018	78.770	82.711	86.846	91.189	6001.44	7295.12
IT STRATEGIC SOURCING SPECIALT	G4S	75.018	78.770	82.711	86.846	91.189	6001.44	7295.12
IT STRATEGY ANALYST	G4V	86.749	91.087	95.642	100.424	105.446	6939.92	8435.68
IT STRATEGY ANALYST - U	Q5S	86.749	91.087	95.642	100.424	105.446	6939.92	8435.68
IT SUPERVISOR	G3E	78.202	82.114	86.219	90.530	95.056	6256.16	7604.48
IT VENDOR MANAGER	G4X	81.838	85.932	90.228	94.738	99.478	6547.04	7958.24
JANITOR SUPERVISOR	H12	43.977	46.181	48.488	50.902	53.446	3518.16	4275.68
JANITOR SUPERVISOR - U	H1E	43.977	46.181	48.488	50.902	53.446	3518.16	4275.68
JUVENILE PROBATION RECORDS SUP	F3A	43.775	45.970	48.264	50.665	53.198	3502.00	4255.84
LAFCO ANALYST	D4F	64.350	67.589	70.976	74.524	78.253	5148.00	6260.24
LAFCO EXECUTIVE OFFICER	D6F	79.983	83.978	88.176	92.587	97.212	6398.64	7776.96
LATENT FINGERPRINT EXAM SUPV	V4S	69.853	73.289	76.873	80.618	84.515	5588.24	6761.20
LAW ENFORCEMENT RECDS DIV MGR	B62	72.352	75.976	79.774	83.766	87.953	5788.16	7036.24
LAW ENFORCEMENT RECDS MGR	B63	60.975	64.025	67.229	70.587	74.118	4878.00	5929.44
LAW ENFORCEMENT RECORDS SUPV	D41	53.705	56.402	59.226	62.194	65.305	4296.40	5224.40
LEGAL SUPPORT SUPERVISOR	D1K	51.461	54.034	56.735	59.570	62.558	4116.88	5004.64
LEGISLATIVE REPRESENTATIVE-U	Q19	89.070	93.525	98.202	103.112	108.269	7125.60	8661.52
LIABILITY CLAIMS ADJUSTER	B94	45.278	47.530	49.907	52.390	55.019	3622.24	4401.52
LIBRARY CIRCULATION SUPV	J59	45.260	47.519	49.885	52.376	54.997	3620.80	4399.76
LIBRARY CIRCULATION SUPV - U	W1J	45.260	47.519	49.885	52.376	54.997	3620.80	4399.76
LIBRARY SERVICES MANAGER	J41	70.626	74.160	77.866	81.762	85.853	5650.08	6868.24
LICENSED CLINICAL SUPERVISOR	S8B	58.139	61.045	64.097	67.303	70.666	4651.12	5653.28
LITERACY PROGRAM MANAGER	J61	57.780	60.679	63.710	66.903	70.247	4622.40	5619.76
MAIL ROOM SUPERVISOR	E30	33.602	35.284	37.045	38.902	40.859	2688.16	3268.72
MAINTENANCE PROJECT MANAGER	B5M	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
MANAGEMENT ANALYST - U	W1P	55.030	57.785	60.668	63.724	66.913	4402.40	5353.04
MANAGER OF CONSTRUCTION	N26	76.976	80.823	84.864	89.108	93.563	6158.08	7485.04
MANAGER OF MEDICAL SOCIAL SVCS	Y02	68.241	71.652	75.233	78.999	82.948	5459.28	6635.84
MANAGER OF REAL ESTATE ASSETS	Z78	82.119	86.225	90.561	95.183	100.039	6569.52	8003.12
MANAGER, OFFICE OF IM RELATION	K4B	66.587	69.919	73.417	77.090	80.947	5326.96	6475.76

MANAGER, VIRTUAL LIBRARY	E4K	61.095	64.180	67.398	70.767	74.313	4887.60	5945.04
MANAGING DIETITIAN	R20	55.831	58.631	61.572	64.652	67.887	4466.48	5430.96
MANAGING DIETITIAN - U	Q2N	55.831	58.631	61.572	64.652	67.887	4466.48	5430.96
MAPPING & I. D. SUPERVISOR	K40	54.320	57.024	59.872	62.868	66.021	4345.60	5281.68
MATERIALS TESTING SUPV	N25	56.122	58.939	61.891	64.987	68.241	4489.76	5459.28
MEANINGFUL USE PROGRAM MANAGER	J1T	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00
MEDIATOR	B16	43.120	45.278	47.530	49.907	52.390	3449.60	4191.20
MEDICAL ADMIN SUPPORT OFFCR I	B1V	47.530	49.907	52.390	55.019	57.780	3802.40	4622.40
MEDICAL LIBRARIAN	J70	57.780	60.679	63.710	66.903	70.247	4622.40	5619.76
MEDICAL STAFF COORD	D22	48.262	50.665	53.194	55.857	58.658	3860.96	4692.64
MEDICAL TRANSLATOR COORD	C01	47.997	50.392	52.906	55.541	58.345	3839.76	4667.60
MGMT AIDE	B1W	41.308	43.338	45.414	47.610	49.938	3304.64	3995.04
MGMT AIDE - U	W1W	41.308	43.338	45.414	47.610	49.938	3304.64	3995.04
MGMT ANALYST	B1P	55.030	57.785	60.668	63.724	66.913	4402.40	5353.04
MGR INTEGRATED PEST MGMT	B73	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00
MGR OF ADMITTING & REGISTRATN	B6C	69.105	72.564	76.194	80.005	84.006	5528.40	6720.48
MGR OF LICENSING & REG COMPL	C5K	90.846	95.387	100.156	105.165	110.423	7267.68	8833.84
MGR OF PARK MAINTENANCE SVCS	B6J	69.245	72.708	76.345	80.163	84.172	5539.60	6733.76
MGR OF VOLUNTEER SERVICES	C94	57.780	60.679	63.710	66.903	70.247	4622.40	5619.76
MGR OFFICE WOMEN'S ADVOCACY	A2H	66.587	69.919	73.417	77.090	80.947	5326.96	6475.76
MGR PARK RANGER OPERATIONS	B6K	69.245	72.708	76.345	80.163	84.172	5539.60	6733.76
MGR PATIENT ACCOUNTING SCVHHS	B54	67.474	70.848	74.394	78.116	82.018	5397.92	6561.44
MGR TECH OPR-ARTFCL KIDNY UNIT	R68	51.648	54.231	56.951	59.812	62.806	4131.84	5024.48
MGR, OFFICE OF LGBTQ AFFAIRS	K4C	66.587	69.919	73.417	77.090	80.947	5326.96	6475.76
MGR, OFFICE OF SUSTAINABILITY	K4A	75.233	78.999	82.948	87.100	91.463	6018.64	7317.04
MULTIMEDIA COMMUNICATIONS OFFC	B0F	67.213	70.578	74.111	77.809	81.712	5377.04	6536.96
Mgr, Office of Med and Omb Svc	B17	71.652	75.233	78.999	82.948	87.100	5732.16	6968.00
NUTRITION SERVICES MGR	H54	64.025	67.229	70.587	74.118	77.825	5122.00	6226.00
OCC SFTY ENVIR COMPL MGR	X88	78.255	82.166	86.279	90.592	95.150	6260.40	7612.00

OFFICE MANAGEMENT COORD - U	Q5Z	45.495	47.760	50.148	52.648	55.289	3639.60	4423.12
OFFICE MGMT COORD	C76	45.495	47.760	50.148	52.648	55.289	3639.60	4423.12
PARK CENTRAL SERVICES SUPERVSR	T03	58.061	60.975	64.025	67.229	70.587	4644.88	5646.96
PARK MAINTENANCE SUPERVISOR	T30	58.061	60.975	64.025	67.229	70.587	4644.88	5646.96
PARK RANGER SUPERVISOR	T29	60.963	64.022	67.227	70.591	74.118	4877.04	5929.44
PARKS INTERPRETIVE PRG SUPV	T34	58.061	60.975	64.025	67.229	70.587	4644.88	5646.96
PARKS NATURAL RESOURCES PG SUP	T35	58.061	60.975	64.025	67.229	70.587	4644.88	5646.96
PARKS PROGRAM COORDINATOR	T2A	48.420	50.783	53.272	55.892	58.600	3873.60	4688.00
PATIENT TRANSPORT SUPERVISOR	S9U	43.977	46.181	48.488	50.902	53.446	3518.16	4275.68
PAYROLL AUDIT SUPERVISOR	C8K	48.000	50.392	52.906	55.541	58.345	3840.00	4667.60
PERMIT CENTER MANAGER	L82	76.388	80.207	84.219	88.430	92.852	6111.04	7428.16
PH COMMUNICATIONS OFFICER	C9A	68.896	72.344	75.961	79.766	83.751	5511.68	6700.08
PLANNER/ESTIMATOR	L52	55.019	57.780	60.679	63.710	66.903	4401.52	5352.24
PLANNER/ESTIMATOR - U	L5A	55.019	57.780	60.679	63.710	66.903	4401.52	5352.24
POSTDOCTORAL FELLOW - U	Q9U	45.675	48.137	50.598	53.060	55.519	3654.00	4441.52
PR CTY CONTRACT POLICY ANALYST	C6C	73.825	77.517	81.393	85.464	89.737	5906.00	7178.96
PRC PUB HEALTH INFORMATICIST	J2V	103.336	110.653	117.970	125.287	132.604	8266.88	10608.32
PRETRIAL PRG MGMT SPEC	V40	64.987	68.241	71.652	75.233	78.999	5198.96	6319.92
PREVENTION PROG ANALYST II - U	U14	59.226	62.194	65.305	68.572	72.001	4738.08	5760.08
PREVENTION PROGRAM ANALYST I	C24	52.906	55.541	58.345	61.270	64.335	4232.48	5146.80
PREVENTION PROGRAM ANALYST I-U	U19	52.906	55.541	58.345	61.270	64.335	4232.48	5146.80
PREVENTION PROGRAM ANALYST II	C23	59.226	62.194	65.305	68.572	72.001	4738.08	5760.08
PRINCIPAL CONSTRUCTION INSP	N30	70.623	74.156	77.862	81.755	85.845	5649.84	6867.60
PRINCIPAL DEV SVCS INSPECTOR	L79	72.493	76.118	79.921	83.918	88.320	5799.44	7065.60
PRINCIPAL IT MANAGER	G7M	129.507	135.984	142.782	149.922	157.417	10360.56	12593.36
PRINCIPAL PLANNER	L76	76.003	79.803	83.793	87.984	92.384	6080.24	7390.72
PRINCIPAL REAL ESTATE AGENT	C34	76.001	79.801	83.788	87.978	92.384	6080.08	7390.72
PRINTING SUPERVISOR	F78	60.679	63.710	66.903	70.247	73.760	4854.32	5900.80
PRIVACY ANALYST	B5V	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
PRIVACY ANALYST - U	Q7T	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84

PROBATION DIVISION MANAGER	X44	77.834	81.732	85.816	90.111	94.638	6226.72	7571.04
PROBATION FOOD SERVICES MGR	H3A	63.402	66.572	69.903	73.398	77.070	5072.16	6165.60
PROCUREMENT CONTRACTS SPCLST	P09	63.089	66.267	69.583	73.066	76.716	5047.12	6137.28
PROCUREMENT CONTRACTS SPCLST-U	X1P	63.089	66.267	69.583	73.066	76.716	5047.12	6137.28
PROCUREMENT MANAGER	P07	69.902	73.398	77.069	80.923	84.972	5592.16	6797.76
PROFESSIONAL CODING ANALYST	B9S	54.997	57.773	60.660	63.693	66.880	4399.76	5350.40
PROFESSIONAL CODING ANALYST-U	Q7W	54.997	57.773	60.660	63.693	66.880	4399.76	5350.40
PROGRAM MANAGER III	B3H	75.965	79.765	83.752	87.944	92.353	6077.20	7388.24
PROGRAM MANAGER III - U	W3H	75.965	79.765	83.752	87.944	92.353	6077.20	7388.24
PROGRAM MGR I	B3P	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
PROGRAM MGR I - U	Q03	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
PROGRAM MGR II	B3N	67.218	70.580	74.112	77.820	81.712	5377.44	6536.96
PROGRAM MGR II - U	Q07	67.218	70.580	74.112	77.820	81.712	5377.44	6536.96
PROJECT MANAGER - U	Y5A	64.335	67.558	70.936	74.482	78.211	5146.80	6256.88
PROJECT MGR	Y50	64.335	67.558	70.936	74.482	78.211	5146.80	6256.88
PROPERTY TRANSFER SUPV	K41	46.858	49.190	51.648	54.231	56.951	3748.64	4556.08
PROTOCOL OFFICER	E13	60.663	63.718	66.904	70.256	73.765	4853.04	5901.20
PROVIDER RELATIONS MANAGER	J29	63.710	66.903	70.247	73.760	77.446	5096.80	6195.68
PROVIDER RELATIONS MANAGER - U	Z1G	63.710	66.903	70.247	73.760	77.446	5096.80	6195.68
PROVIDER RELATIONS SPEC - U	Z1J	51.648	54.231	56.951	59.812	62.806	4131.84	5024.48
PROVIDER RELATIONS SPECIALIST	J31	51.648	54.231	56.951	59.812	62.806	4131.84	5024.48
PUBLIC HEALTH NURSE MGR I	C70	114.075	119.779	125.896	132.325	139.080	9126.00	11126.40
PUBLIC HEALTH NURSE MGR I-U	Q7F	114.075	119.779	125.896	132.325	139.080	9126.00	11126.40
PUBLIC HEALTH NURSE MGR II	C69	123.370	129.672	136.293	143.253	150.564	9869.60	12045.12
PUBLIC HEALTH PREPAREDNESS MGR	B7T	69.903	73.398	77.070	80.925	84.974	5592.24	6797.92
QI IMPROVEMENT MGR-PH	J2Q	57.028	59.817	62.733	65.777	68.996	4562.24	5519.68
RECORDING DIVISION SUPV I	F10	42.087	44.195	46.402	48.714	51.151	3366.96	4092.08
REHABILITATION SVCS PROG MGR	P61	82.499	86.624	90.956	95.504	100.279	6599.92	8022.32
RESEARCH & EVALUATION SPEC	P7D	57.226	60.092	63.087	66.266	69.585	4578.08	5566.80
REVENUE CONTROL ANALYST	C48	51.695	54.278	56.994	59.842	62.834	4135.60	5026.72

REVENUE CONTROL ANALYST - U	Q4E	51.695	54.278	56.994	59.842	62.834	4135.60	5026.72
ROAD MAINT SUPERINTENDENT	N60	70.150	73.660	77.342	81.209	85.272	5612.00	6821.76
ROADS OPS SUPT-PEST CONRL ADVS	M34	73.421	77.093	80.948	84.995	89.246	5873.68	7139.68
SCRUM MASTER	G5Z	96.940	101.786	106.876	112.222	117.833	7755.20	9426.64
SCRUM MASTER - U	Q9N	96.940	101.786	106.876	112.222	117.833	7755.20	9426.64
SCVHHS COMM OFFICER	B7P	72.344	75.961	79.766	83.751	87.941	5787.52	7035.28
SCVHHS ENV SVCS ASST DIRECTOR	V1G	67.172	70.557	74.090	77.798	81.687	5373.76	6534.96
SCVHHS ENVIR SVCS DIRECTOR	S9E	73.231	76.893	80.737	84.778	89.017	5858.48	7121.36
SCVHHS ENVIR SVCS MANAGER	S9M	51.403	53.963	56.670	59.511	62.499	4112.24	4999.92
SCVHHS REIMBMNT MGR/ASST CTRL	Z1D	85.389	89.661	94.237	99.051	104.109	6831.12	8328.72
SECURITIES ANALYST	K17	66.764	70.080	73.592	77.273	81.139	5341.12	6491.12
SECURITIES ANALYST - U	Q9P	66.764	70.080	73.592	77.273	81.139	5341.12	6491.12
SENIOR APPLICATION DEVELOPER	G07	94.575	99.304	104.271	109.484	114.958	7566.00	9196.64
SENIOR BUSINESS SYSTEMS ANALYST	G5P	92.905	97.552	102.432	107.552	112.930	7432.40	9034.40
SENIOR CHANGE-RELEASE COORD	G5R	90.353	94.870	99.616	104.595	109.827	7228.24	8786.16
SENIOR COMMUNICATIONS OFFICER	C5H	67.218	70.580	74.112	77.820	81.712	5377.44	6536.96
SENIOR CRIME ANALYST	V7H	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
SENIOR DATA ANALYST	G1E	103.405	108.577	114.005	119.705	125.692	8272.40	10055.36
SENIOR DATA ENGINEER	G9G	108.188	113.600	119.279	125.244	131.506	8655.04	10520.48
SENIOR DATA SCIENTIST	G5T	126.349	132.667	139.301	146.267	153.580	10107.92	12286.40
SENIOR DEVOPS ENGINEER	G5V	111.520	117.098	122.952	129.101	135.556	8921.60	10844.48
SENIOR ENTERPRISE ARCHITECT	G5X	145.010	152.262	159.876	167.870	176.263	11600.80	14101.04
SENIOR EPIC SYSTEMS ANALYST	J1G	85.476	89.757	94.245	98.956	103.906	6838.08	8312.48
SENIOR HEALTH ECONOMIST	J2J	103.336	110.653	117.970	125.287	132.604	8266.88	10608.32
SENIOR HEALTH ECONOMIST - U	QA2	103.336	110.653	117.970	125.287	132.604	8266.88	10608.32
SENIOR INFORMATICIST	J2C	103.405	108.577	114.005	119.705	125.692	8272.40	10055.36
SENIOR INFORMATION ARCHITECT	G3M	122.599	128.730	135.168	141.926	149.022	9807.92	11921.76
SENIOR INFRASTRUCTURE ENGINEER	G3Q	97.295	102.161	107.271	112.635	118.266	7783.60	9461.28
SENIOR INSTRUCTIONAL DESIGNER	J1H	80.530	84.557	88.787	93.225	97.887	6442.40	7830.96
SENIOR INTEGRATION ANALYST	G6A	97.295	102.161	107.271	112.635	118.266	7783.60	9461.28

SENIOR INTEGRATION ANALYST U	Q5N	97.295	102.161	107.271	112.635	118.266	7783.60	9461.28
SENIOR IT ASSET MANAGER	G6C	82.751	86.889	91.235	95.797	100.585	6620.08	8046.80
SENIOR IT ASSET MANAGER - U	U6G	82.751	86.889	91.235	95.797	100.585	6620.08	8046.80
SENIOR IT AUDIT & COMPLC SPEC	G6E	91.198	95.760	100.547	105.578	110.854	7295.84	8868.32
SENIOR IT KNOWLEDGE MANAGER	G3V	79.157	83.114	87.273	91.634	96.218	6332.56	7697.44
SENIOR IT MANAGER	G6K	107.921	113.319	118.986	124.935	131.182	8633.68	10494.56
SENIOR IT MANAGER - U	Q9X	107.921	113.319	118.986	124.935	131.182	8633.68	10494.56
SENIOR IT PROCESS ANALYST	G6N	97.701	102.589	107.720	113.103	118.759	7816.08	9500.72
SENIOR IT PROCESS ANALYST - U	QA4	97.701	102.589	107.720	113.103	118.759	7816.08	9500.72
SENIOR IT PROJECT MANAGER	G6H	100.685	105.718	111.004	116.555	122.384	8054.80	9790.72
SENIOR IT PROJECT MANAGER-U	G7V	100.685	105.718	111.004	116.555	122.384	8054.80	9790.72
SENIOR IT SECURITY ANALYST	G3Y	99.023	103.976	109.174	114.634	120.367	7921.84	9629.36
SENIOR IT SECURITY ANALYST - U	QA5	99.023	103.976	109.174	114.634	120.367	7921.84	9629.36
SENIOR IT SECURITY ARCHITECT	G6Q	109.116	114.572	120.302	126.317	132.632	8729.28	10610.56
SENIOR IT SECURITY ENGINEER	G4F	115.078	120.831	126.873	133.217	139.877	9206.24	11190.16
SENIOR IT SERVICE MGMT SPECIAL	G6V	95.009	99.759	104.746	109.986	115.483	7600.72	9238.64
SENIOR IT STRATEGIC SOURC SPC	G4Q	90.026	94.527	99.253	104.215	109.427	7202.08	8754.16
SENIOR IT STRATEGY ANALYST	G4U	104.100	109.306	114.772	120.508	126.535	8328.00	10122.80
SENIOR IT STRATEGY ANALYST-U	QA6	104.100	109.306	114.772	120.508	126.535	8328.00	10122.80
SENIOR IT VENDOR MANAGER	G4W	98.208	103.118	108.273	113.689	119.372	7856.64	9549.76
SENIOR IT VENDOR MANAGER - U	Q4J	98.208	103.118	108.273	113.689	119.372	7856.64	9549.76
SENIOR LAFCO ANALYST	D4C	70.785	74.349	78.073	81.975	86.077	5662.80	6886.16
SENIOR LIABILITY CLAIMS ADJUST	B93	54.501	57.231	60.083	63.111	66.270	4360.08	5301.60
SENIOR MEDIATOR	B14	51.901	54.501	57.231	60.083	63.111	4152.08	5048.88
SENIOR MEDIATOR - U	Q1H	51.901	54.501	57.231	60.083	63.111	4152.08	5048.88
SENIOR NETWORK ENGINEER-U	Q4K	103.319	108.487	113.911	119.608	125.588	8265.52	10047.04
SENIOR PRIVACY ANALYST	B5W	67.218	70.580	74.112	77.820	81.712	5377.44	6536.96
SENIOR SOFTWARE ASSET MANAGER	G6X	92.671	97.306	102.170	107.281	112.645	7413.68	9011.60
SENIOR SOLUTION ARCHITECT	G7G	122.678	128.812	135.253	142.016	149.118	9814.24	11929.44
SENIOR STATISTICIAN	J2F	103.405	108.577	114.005	119.705	125.692	8272.40	10055.36

SENIOR SYSTEMS ADMINISTRATOR	G6Z	88.322	92.737	97.375	102.244	107.357	7065.76	8588.56
SENIOR SYSTEMS ADMINISTRATOR-U	G9K	88.322	92.737	97.375	102.244	107.357	7065.76	8588.56
SENIOR TECHNOLOGY ARCHITECT	G7J	109.048	114.501	120.227	126.240	132.552	8723.84	10604.16
SHERIFF TRAINING SPECIALIST	U92	52.906	55.541	58.345	61.270	64.335	4232.48	5146.80
SOCIAL SERVICES FISCAL OFFCR-U	QB1	67.229	70.587	74.118	77.825	81.719	5378.32	6537.52
SOCIAL SERVICES FISCAL OFFICER	B9B	67.229	70.587	74.118	77.825	81.719	5378.32	6537.52
SOCIAL SERVICES PRG CNTRL SUPV	E53	57.486	60.368	63.401	66.574	69.902	4598.88	5592.16
SOCIAL SERVICES PRG MGR I	Y32	62.467	65.593	68.876	72.322	75.938	4997.36	6075.04
SOCIAL SERVICES PRG MGR I - U	Q3N	62.467	65.593	68.876	72.322	75.938	4997.36	6075.04
SOCIAL SERVICES PRG MGR II	Y31	69.070	72.522	76.146	79.957	83.955	5525.60	6716.40
SOCIAL SERVICES PRG MGR II - U	QB2	69.070	72.522	76.146	79.957	83.955	5525.60	6716.40
SOCIAL SERVICES PRG MGR III	Y30	76.146	79.957	83.955	88.155	92.574	6091.68	7405.92
SOCIAL SERVICES PRG MGR III-U	Y35	76.146	79.957	83.955	88.155	92.574	6091.68	7405.92
SOFTWARE ASSET MANAGER	G6Y	77.224	81.085	85.141	89.400	93.870	6177.92	7509.60
SOFTWARE ASSET MANAGER - U	Q6Y	77.224	81.085	85.141	89.400	93.870	6177.92	7509.60
SOLUTION ARCHITECT	G7H	102.230	107.343	112.711	118.345	124.264	8178.40	9941.12
SR ACCOUNTANT	B76	60.679	63.710	66.903	70.247	73.760	4854.32	5900.80
SR ACCOUNTANT - U	Q72	60.679	63.710	66.903	70.247	73.760	4854.32	5900.80
SR APPLICATION DEVELOPER-U	Q9I	94.575	99.304	104.271	109.484	114.958	7566.00	9196.64
SR BUS INTELLIGENCE ANALYST	J1J	89.568	94.047	98.750	103.689	108.873	7165.44	8709.84
SR BUSINESS CONF ANALYST	F8C	63.710	66.903	70.247	73.760	77.446	5096.80	6195.68
SR BUSINESS RELATIONSHIP MGR	G5A	99.444	104.417	109.639	115.121	120.877	7955.52	9670.16
SR BUSINESS SYSTEMS ANLST - U	U5P	92.905	97.552	102.432	107.552	112.930	7432.40	9034.40
SR CASHIER	D80	36.164	37.971	39.882	41.882	43.981	2893.12	3518.48
SR CHANGE-RELEASE COORD - U	Q5R	90.353	94.870	99.616	104.595	109.827	7228.24	8786.16
SR COMMUNICATIONS OFFICER - U	Q9Y	67.218	70.580	74.112	77.820	81.712	5377.44	6536.96
SR DEPARTMENTAL FISCAL OFFICER	B9G	75.694	79.480	83.453	87.626	92.014	6055.52	7361.12
SR EMERGENCY PLANNING COORD	B06	61.621	64.706	67.944	71.341	74.911	4929.68	5992.88
SR EPIC SYSTEMS ANALYST - U	Q9Z	84.669	88.910	93.356	98.023	102.925	6773.52	8234.00
SR EQUAL OPPORTUNITY OFFICER	C11	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28

SR FINANCIAL ANALYST	A6A	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
SR HEALTH CARE FIN ANALYST	B9F	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
SR HEALTH CARE PROG ANALYST	W71	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
SR HEALTH CARE PROG ANALYST-U	Q3E	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
SR HEALTH CARE PROGRAM MGR	C82	71.299	74.865	78.611	82.542	86.673	5703.92	6933.84
SR HOUSING & COMMUNITY DEV SPC	L7B	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
SR INFRASTRUCTURE ENGINEER-U	G8X	97.295	102.161	107.271	112.635	118.266	7783.60	9461.28
SR INSTRUCTIONAL DESIGNER-U	G7R	80.530	84.557	88.787	93.225	97.887	6442.40	7830.96
SR INTERNAL AUDITOR	B31	61.270	64.335	67.558	70.936	74.482	4901.60	5958.56
SR INTERNAL AUDITOR - U	X51	61.270	64.335	67.558	70.936	74.482	4901.60	5958.56
SR IT KNOWLEDGE MANAGER-U	G7S	79.157	83.114	87.273	91.634	96.218	6332.56	7697.44
SR LIABILITY CLAIMS ADJUST-U	QA7	54.501	57.231	60.083	63.111	66.270	4360.08	5301.60
SR LOSS PREVENTION SPEC	V72	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
SR MGMT ANALYST	B1N	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
SR MGMT ANALYST - U	W1N	60.668	63.724	66.913	70.262	73.773	4853.44	5901.84
SR NETWORK ENGINEER	G45	103.319	108.487	113.911	119.608	125.588	8265.52	10047.04
SR REAL ESTATE AGENT	C72	66.903	70.247	73.760	77.446	81.323	5352.24	6505.84
SR RESEARCH & EVALUATION SPC-U	Q7E	63.087	66.266	69.585	73.065	76.719	5046.96	6137.52
SR RESEARCH & EVALUATION SPEC	P7E	63.087	66.266	69.585	73.065	76.719	5046.96	6137.52
SR STRATEGIC SOURCING OFFICER	P0C	90.029	94.527	99.254	104.215	109.427	7202.32	8754.16
SR TRAINING & STAFF DEV SPEC-U	QA8	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
SR TRAINING & STAFF DEVELOPMNT	B23	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
SSA APPLCTN DEC SUPP MGR	V65	75.707	79.493	83.468	87.641	92.024	6056.56	7361.92
SSA SECURITY AND SAFETY MGR	Y34	59.520	62.501	65.630	68.910	72.352	4761.60	5788.16
SSA TRAINING AND STAFF DEV MGR	B8F	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00
STATISTICIAN	J2E	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
STATISTICIAN - U	QB4	86.170	90.478	95.006	99.754	104.741	6893.60	8379.28
STERILE PROCESS EDUCATION CORD	J32	43.981	46.178	48.479	50.899	53.445	3518.48	4275.60
STERILE PROCESSING MANAGER	J33	58.069	60.977	64.022	67.224	70.582	4645.52	5646.56
STERILE PROCESSING MANAGER-U	QB5	58.069	60.977	64.022	67.224	70.582	4645.52	5646.56

STERILE PROCESSING SUPERVISOR	G8U	47.794	50.184	52.693	55.328	58.095	3823.52	4647.60
STRATEGIC SOURCING MANAGER	P0D	99.029	103.981	109.180	114.638	120.370	7922.32	9629.60
STRATEGIC SOURCING OFFICER	P0B	75.018	78.770	82.711	86.846	91.222	6001.44	7297.76
STRATEGIC SOURCING OFFICER-U	QB7	75.018	78.770	82.711	86.846	91.222	6001.44	7297.76
SUP HAZ MAT SPECIALIST	V2G	74.465	78.187	82.097	86.201	90.513	5957.20	7241.04
SUP PUBLIC HEALTH NUTRITIONIST	R2U	58.631	61.496	64.511	67.669	70.966	4690.48	5677.28
SUPERVISING CCS THERAPIST	R02	88.597	93.028	97.686	102.570	107.696	7087.76	8615.68
SUPERVISING LIBRARIAN	J62	55.541	58.345	61.270	64.335	67.558	4443.28	5404.64
SUPERVISING LIBRARIAN - U	W84	55.541	58.345	61.270	64.335	67.558	4443.28	5404.64
SUPERVISING PARALEGAL - CC	V7N	56.675	59.520	62.501	65.630	68.910	4534.00	5512.80
SUPERVISING VICTIM ADVOCATE	D6I	50.958	53.509	56.181	58.990	61.939	4076.64	4955.12
SUPERVISING VICTIM CLAIMS SPEC	D6L	50.958	53.509	56.181	58.990	61.939	4076.64	4955.12
SUPERVISING WELFARE FRAUD INVE	V8A	64.636	67.872	71.278	74.873	78.641	5170.88	6291.28
SUPV ACCOUNT CLERK I	D95	45.263	47.521	49.891	52.382	55.002	3621.04	4400.16
SUPV ACCOUNT CLERK I - U	Q1K	43.981	46.178	48.479	50.899	53.445	3518.48	4275.60
SUPV ACCOUNT CLERK II	D94	49.395	51.858	54.447	57.159	60.044	3951.60	4803.52
SUPV ACCOUNT CLERK II - U	Q2K	47.997	50.392	52.906	55.541	58.345	3839.76	4667.60
SUPV APPRAISAL DATA COORD	C80	46.631	48.952	51.397	53.969	56.675	3730.48	4534.00
SUPV APPRAISER	C45	67.229	70.587	74.118	77.825	81.719	5378.32	6537.52
SUPV APPRAISER - U	Q5E	67.229	70.587	74.118	77.825	81.719	5378.32	6537.52
SUPV ASSESSMENT CLERK	D86	43.954	46.153	48.459	50.874	53.412	3516.32	4272.96
SUPV ASSESSMENT CLERK - U	Q52	42.710	44.845	47.090	49.434	51.901	3416.80	4152.08
SUPV AUDITOR-APPRAISER	C54	67.229	70.587	74.118	77.825	81.719	5378.32	6537.52
SUPV AUDITOR-APPRAISER - U	Q53	67.229	70.587	74.118	77.825	81.719	5378.32	6537.52
SUPV CHILD SUPP OFFICER - U	Z8A	55.019	57.780	60.679	63.710	66.903	4401.52	5352.24
SUPV CHILD SUPPORT OFFICER	E84	55.019	57.780	60.679	63.710	66.903	4401.52	5352.24
SUPV CLERK	D34	44.833	47.076	49.431	51.892	54.480	3586.64	4358.40
SUPV COMMUNICATIONS DISPATCHER	G91	74.118	77.826	81.720	85.806	90.101	5929.44	7208.08
SUPV CONSTRUCTION INSPECTOR	N27	64.788	68.028	71.428	75.000	78.752	5183.04	6300.16
SUPV CRIMINALIST	V39	75.934	79.731	83.721	87.910	92.304	6074.72	7384.32

SUPV CUSTODY SUPPORT ASSISTANT	G70	43.724	45.912	48.197	50.606	53.129	3497.92	4250.32
SUPV DEPUTY PUBLIC GUARDIAN	V45	60.679	63.710	66.903	70.247	73.760	4854.32	5900.80
SUPV DIAGNOSTIC IMAG TECH	R83	94.735	99.479	104.485	109.821	115.428	7578.80	9234.24
SUPV ENVIRONMENTAL HEALTH SPEC	V14	70.262	73.773	77.462	81.340	85.408	5620.96	6832.64
SUPV ESTATE ADMINISTRATOR	V24	60.679	63.710	66.903	70.247	73.760	4854.32	5900.80
SUPV HEALTH SERVICES REP I	D10	39.091	41.059	43.120	45.278	47.530	3127.28	3802.40
SUPV HEALTH SERVICES REP II	D08	45.045	47.297	49.665	52.137	54.739	3603.60	4379.12
SUPV INTERNAL AUDITOR	B21	71.651	75.233	78.997	82.950	87.094	5732.08	6967.52
SUPV MATERIALS SUPPLY SPC	G80	42.710	44.845	47.090	49.434	51.901	3416.80	4152.08
SUPV MATERIALS SUPPLY SPC - U	Q8M	42.710	44.845	47.090	49.434	51.901	3416.80	4152.08
SUPV PARALEGAL	V82	56.675	59.520	62.501	65.630	68.910	4534.00	5512.80
SUPV PATIENT BUSINESS SV CLK	D44	52.570	55.196	57.946	60.851	63.910	4205.60	5112.80
SUPV PATIENT BUSINESS SV CLK-U	Z44	51.080	53.633	56.307	59.130	62.100	4086.40	4968.00
SUPV PHARMACIST	R56	122.666	128.929	135.515	142.435	149.710	9813.28	11976.80
SUPV PRETRIAL SERVICES	V51	56.951	59.812	62.806	65.946	69.245	4556.08	5539.60
SUPV PROBATION COUNSELOR	X20	68.911	72.360	75.977	79.773	83.767	5512.88	6701.36
SUPV PROTECTIVE SVCS OFFICER	U9D	43.440	45.528	47.740	50.022	52.451	3475.20	4196.08
SUPV PUBLIC DEFENDER INVEST	V96	78.169	82.078	86.185	90.495	95.023	6253.52	7601.84
SUPV PUBLIC HEALTH NURSE	S44	73.066	76.717	80.558	84.588	88.819	5845.28	7105.52
SUPV RESPIRATORY CARE PRACTNR	R17	81.181	85.237	89.503	93.980	98.677	6494.48	7894.16
SUPV REVENUE COLLECTIONS OFC	V32	51.901	54.501	57.231	60.083	63.111	4152.08	5048.88
SUPV REVENUE COLLECTIONS OFC-U	X56	51.901	54.501	57.231	60.083	63.111	4152.08	5048.88
SUPV SURVEY MAP PROG	L15	64.987	68.241	71.652	75.233	78.999	5198.96	6319.92
SUPV TAX COLLECTION CLERK	C90	42.710	44.845	47.090	49.434	51.901	3416.80	4152.08
SUPV, HLTH INFO MGMT SVCS	D56	52.143	54.748	57.496	60.378	63.403	4171.44	5072.24
TAX AND COLLECTIONS MANAGER	V3E	75.233	78.999	82.948	87.100	91.463	6018.64	7317.04
TAX ROLL MGR	C77	53.705	56.402	59.226	62.194	65.305	4296.40	5224.40
TECHNOLOGY ARCHITECT	G7K	90.873	95.420	100.189	105.198	110.460	7269.84	8836.80
TELECOMM/FACILITIES MGR-SCVHHS	E2D	82.430	86.555	90.880	95.430	100.241	6594.40	8019.28
TELECOMMUNICATIONS ENGINEER	K16	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00

TELECOMMUNICATIONS OPS MGR	E27	76.345	80.163	84.172	88.383	92.843	6107.60	7427.44
THERAPY SERVICES ADMIN MGR	R16	64.987	68.241	71.652	75.233	78.999	5198.96	6319.92
THERAPY SERVICES PROGRAM MGR	R31	92.898	97.545	102.429	107.551	112.926	7431.84	9034.08
TRAFFIC PAINTER SUPV	N77	50.899	53.445	56.122	58.939	61.891	4071.92	4951.28
TRAFFIC SIGNAL SYSTEMS SUPVR	M6A	61.718	64.804	68.045	71.448	75.020	4937.44	6001.60
TRAINING & STAFF DEV SPEC	B2E	53.445	56.122	58.939	61.891	64.987	4275.60	5198.96
TRAINING & STAFF DEV SPEC - U	B9Z	53.445	56.122	58.939	61.891	64.987	4275.60	5198.96
TRAINING AND STAFF DEV MGR	B7K	68.572	72.001	75.599	79.385	83.356	5485.76	6668.48
TREASURY COORDINATOR	T39	48.200	50.606	53.124	55.780	58.569	3856.00	4685.52
TRUST & FIDUCIARY ACCNTNG MGR	B87	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
UROLOGY INTERVENTIONAL MANAGER	R6D	74.147	78.141	82.136	86.130	90.124	5931.76	7209.92
VALLEY CONNECTION SVC CNT MGR	G1B	77.070	80.925	84.974	89.223	93.770	6165.60	7501.60
VECTOR CONTROL DISTRICT MGR	X74	82.567	86.696	91.035	95.628	100.505	6605.36	8040.40
VECTOR CONTROL OPERS SUPV	X84	55.184	57.943	60.829	63.879	67.083	4414.72	5366.64
VECTOR CONTROL SCI-TECH SRV MG	X85	61.299	64.367	67.585	70.968	74.520	4903.92	5961.60
VHP MARKETING & COMM REP	Y5C	47.589	50.563	53.538	56.512	59.485	3807.12	4758.80
VHP MEMBER SERVICES SUPERVISOR	D2S	47.633	50.015	52.513	55.138	57.906	3810.64	4632.48
VHP Member Services Manager	D2R	64.025	67.229	70.587	74.118	77.825	5122.00	6226.00
VHP PHARMACY SERVICES DIV DIR	D2P	130.001	136.639	143.615	150.952	158.656	10400.08	12692.48
VHP/MANAGED CARE COMPL OFFICER	C02	64.987	68.241	71.652	75.233	78.999	5198.96	6319.92
WEED ABATEMENT MANAGER	X70	60.083	63.111	66.270	69.587	73.066	4806.64	5845.28
WHISTLEBLOWER INVESTIGATOR	V1H	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00
WHISTLEBLOWER INVESTIGATOR - U	QC3	66.572	69.903	73.398	77.070	80.925	5325.76	6474.00
WORK CENTER MANAGER	M10	71.261	74.821	78.565	82.494	86.622	5700.88	6929.76

Effective 06.22.2026

JobTitle	Jobcode	Step1	Step2	Step3	Step4	Step5	Min Bi-Weekly	Max Bi-Weekly
ACCOUNTANT III	B77	56.149	58.961	61.921	65.023	68.275	4491.92	5462.00
ACCOUNTANT III-U	U79	56.149	58.961	61.921	65.023	68.275	4491.92	5462.00
ACCOUNTING MANAGER	B8B	69.923	73.421	77.093	80.947	84.994	5593.84	6799.52
ACCOUNTING MANAGER-SCVHHS	Z1B	69.923	73.421	77.093	80.947	84.994	5593.84	6799.52
ACCOUNTING MANAGER-SCVHHS-U	Q9H	69.923	73.421	77.093	80.947	84.994	5593.84	6799.52
ACCOUNTS PAYBLE MGR HL HOS SY	C91	53.700	56.390	59.225	62.190	65.304	4296.00	5224.32
ADMIN BOOKING MANAGER	C03	67.924	71.322	74.889	78.635	82.567	5433.92	6605.36
ADMIN DIRECTOR, LAB	B2H	112.780	118.544	124.596	130.961	137.649	9022.40	11011.92
ADMIN SERVICES MANAGER I - U	Q0B	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
ADMIN SERVICES MGR I	B2L	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
ADMIN SERVICES MGR II	B2J	69.234	72.697	76.335	80.154	84.163	5538.72	6733.04
ADMIN SERVICES MGR II - U	Q0A	69.234	72.697	76.335	80.154	84.163	5538.72	6733.04
ADMIN SUPPORT OFFICER I	B2R	48.010	50.404	52.921	55.557	58.342	3840.80	4667.36
ADMIN SUPPORT OFFICER I-U	Q29	47.321	49.681	52.161	54.759	57.505	3785.68	4600.40
ADMIN SUPPORT OFFICER II	B2P	51.157	53.709	56.396	59.225	62.198	4092.56	4975.84
ADMIN SUPPORT OFFICER II-U	Q28	50.420	52.938	55.588	58.375	61.305	4033.60	4904.40
ADMIN SUPPORT OFFICER III	B2N	56.396	59.225	62.198	65.313	68.583	4511.68	5486.64
ADMIN SUPPORT OFFICER III-U	Q25	55.588	58.375	61.305	64.376	67.598	4447.04	5407.84
AIRPORT OPERATIONS SUPV	T89	47.563	49.933	52.425	55.048	57.805	3805.04	4624.40
AMBULATORY SERVICE MGR	C59	76.690	80.523	84.555	88.784	93.226	6135.20	7458.08
ANIMAL CENTER OPERATIONS MGR.	V99	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
ANIMAL SERVICES FIELD MANAGER	B6V	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
ASSC IT STRATEGIC SOURCING SPC	G4T	67.479	70.853	74.398	78.117	82.024	5398.32	6561.92
ASSET DEVELOPMENT MANAGER	N08	84.582	88.810	93.252	97.940	102.938	6766.56	8235.04
ASSIST CHIEF ASSESSMT SSE DIV	C4C	77.447	81.317	85.389	89.657	94.147	6195.76	7531.76
ASSIST DIR, PUB HEALTH LAB	B8G	80.549	84.590	88.839	93.298	97.981	6443.92	7838.48

ASSISTANT CLAIMS MANAGER	V10	44.844	47.092	49.436	51.903	54.493	3587.52	4359.44
ASSISTANT CLAIMS MANAGER-U	Z1E	44.844	47.092	49.436	51.903	54.493	3587.52	4359.44
ASSISTANT TAX COLLECTOR	C96	79.426	83.402	87.573	91.952	96.562	6354.08	7724.96
ASSOC BUS INTELLIGENCE ANALYST	J1F	66.850	70.193	73.704	77.390	81.259	5348.00	6500.72
ASSOC BUSINESS CONF ANALYST	F8A	56.947	59.802	62.727	65.942	69.245	4555.76	5539.60
ASSOC EQUAL OPP OFFICER	B2C	46.636	48.955	51.404	53.961	56.669	3730.88	4533.52
ASSOC IT BUSINESS ANALYST - U	G7Y	59.438	62.412	65.533	68.809	72.250	4755.04	5780.00
ASSOC MGMT ANALYST	B1R	48.967	51.403	53.973	56.659	59.501	3917.36	4760.08
ASSOC MGMT ANALYST - U	W1R	48.967	51.403	53.973	56.659	59.501	3917.36	4760.08
ASSOC TRNG & STAFF DEV SPEC	B2F	45.300	47.563	49.933	52.425	55.048	3624.00	4403.84
ASSOCIATE DATA ANALYST	G1G	77.175	81.037	85.090	89.344	93.812	6174.00	7504.96
ASSOCIATE DATA ANALYST - U	Q1G	77.175	81.037	85.090	89.344	93.812	6174.00	7504.96
ASSOCIATE DATA ENGINEER	G9E	80.748	84.786	89.027	93.477	98.151	6459.84	7852.08
ASSOCIATE DEMOGRAPHER	J2K	77.175	81.037	85.090	89.344	93.812	6174.00	7504.96
ASSOCIATE HEALTH ECONOMIST	J2G	77.175	81.037	85.090	89.344	93.812	6174.00	7504.96
ASSOCIATE INFORMATICIST	J2A	77.175	81.037	85.090	89.344	93.812	6174.00	7504.96
ASSOCIATE INFORMATION ARCHITCT	G3P	91.503	96.081	100.884	105.930	111.225	7320.24	8898.00
ASSOCIATE INFRASTRUCTURE ENGR	G3S	72.617	76.250	80.062	84.068	88.268	5809.36	7061.44
ASSOCIATE IT BUSINESS ANALYST	G3I	59.438	62.412	65.533	68.809	72.250	4755.04	5780.00
ASSOCIATE IT KNOWLEDGE MGR	G3X	59.080	62.034	65.135	68.393	71.812	4726.40	5744.96
ASSOCIATE IT SECURITY ANALYST	G3Z	73.906	77.603	81.485	85.557	89.836	5912.48	7186.88
ASSOCIATE IT SECURITY ENGINEER	G4K	85.890	90.185	94.695	99.428	104.401	6871.20	8352.08
ASSOCIATE IT VENDOR MANAGER	G4Z	73.298	76.960	80.811	84.853	89.097	5863.84	7127.76
ASSOCIATE LAFCO ANALYST	D4B	43.373	45.713	48.053	50.381	52.721	3469.84	4217.68
ASSOCIATE MEDIATOR	B18	38.528	40.457	42.493	44.625	46.859	3082.24	3748.72
ASSOCIATE PRIVACY ANALYST	B5U	56.807	59.669	62.655	65.789	69.076	4544.56	5526.08
ASSOCIATE RESEARCH AND EVAL SP	P7C	48.505	50.913	53.459	56.126	58.934	3880.40	4714.72
ASSOCIATE STATISTICIAN	J2D	77.175	81.037	85.090	89.344	93.812	6174.00	7504.96
ASST ADMIN DIRECTOR LAB	B2Q	103.415	108.632	114.176	120.011	126.134	8273.20	10090.72
ASST CHIEF APPRAISER	C46	77.447	81.317	85.389	89.657	94.147	6195.76	7531.76

ASST CHIEF AUDITOR APPRAISER	C56	77.447	81.317	85.389	89.657	94.147	6195.76	7531.76
ASST CHIEF RESPIRATORY CR PRC	R47	58.375	61.305	64.376	67.598	70.977	4670.00	5678.16
ASST CRIME LABORATORY DIR	V66	85.436	89.706	94.196	98.917	103.968	6834.88	8317.44
ASST DIR FOOD SERVICES	H39	61.894	65.000	68.253	71.669	75.254	4951.52	6020.32
ASST DIR OF COMM & PUB AFFAIRS	KD2	90.020	94.521	99.249	104.210	109.419	7201.60	8753.52
ASST DIR OF COUNTY AIRPORTS	A2P	65.890	69.186	72.646	76.279	80.091	5271.20	6407.28
ASST DIR OF PHARMACY SERVICES	R26	140.276	147.439	154.967	162.885	171.197	11222.08	13695.76
ASST DIR OF PROCUREMENT	C20	77.866	81.763	85.854	90.149	94.653	6229.28	7572.24
ASST LAND DEVELOPMENT COORD	L78	66.936	70.288	73.801	77.489	81.368	5354.88	6509.44
ASST MANAGER BUILDING OPS	M67	80.135	84.144	88.353	92.774	97.413	6410.80	7793.04
ASST MANAGER,VECTOR CNTL DIST	X75	68.820	72.264	75.878	79.675	83.662	5505.60	6692.96
BEHAVIORAL HEALTH DIV DIR	S1R	87.002	91.347	95.914	100.739	105.886	6960.16	8470.88
BEHAVIORAL HEALTH MANAGED CARE	S2Q	84.469	88.687	93.122	97.805	102.802	6757.52	8224.16
BIOMEDICAL EQUIPMENT SUP	K09	66.106	69.351	72.719	76.243	79.984	5288.48	6398.72
BOND AND INVESTMENT ANALYST	B1M	62.499	65.621	68.910	72.354	75.972	4999.92	6077.76
BUDGET & FINANCIAL PLANNING MG	C92	92.540	97.168	102.026	107.129	112.486	7403.20	8998.88
BUDGET & PUBLIC POL ANALYST-U	C6B	65.665	68.949	72.397	76.018	79.819	5253.20	6385.52
BUILDING OPERATIONS SUPV	M05	64.376	67.598	70.977	74.522	78.255	5150.08	6260.40
BUS CONFIGURATION ANALYST - U	Q0H	61.305	64.376	67.598	70.977	74.626	4904.40	5970.08
BUS INTELLIGENCE ANALYST - U	Q0K	76.876	80.724	84.759	88.998	93.448	6150.08	7475.84
BUSINESS CONFIGURATION ANALYST	F8B	61.305	64.376	67.598	70.977	74.626	4904.40	5970.08
BUSINESS INTELLIGENCE ANALYST	J1E	76.876	80.724	84.759	88.998	93.448	6150.08	7475.84
BUSINESS IT STRAT PLANNER - U	Q0J	82.567	86.697	91.034	95.628	100.506	6605.36	8040.48
BUSINESS IT STRATEGIC PLANNER	G53	82.567	86.697	91.034	95.628	100.506	6605.36	8040.48
BUSINESS RELATIONSHIP MANAGER	G5B	85.353	89.622	94.106	98.809	103.750	6828.24	8300.00
BUSINESS SYSTEMS ANALYST	G5Q	79.740	83.731	87.919	92.314	96.933	6379.20	7754.64
BUSINESS SYSTEMS ANALYST-U	G8Q	79.740	83.731	87.919	92.314	96.933	6379.20	7754.64
CENTRAL SUPPLY DISTRIBTN SUPV	G84	45.300	47.563	49.933	52.425	55.048	3624.00	4403.84
CHANGE-RELEASE COORDINATOR	G5S	77.551	81.428	85.503	89.777	94.268	6204.08	7541.44
CHIEF CCS THERAPIST	R01	99.493	104.469	109.701	115.184	120.943	7959.44	9675.44

CHIEF COMMUNICATIONS DISP	G87	84.171	88.380	92.804	97.484	102.461	6733.68	8196.88
CHIEF MED EXAM-CORONER INVEST	V84	75.427	79.199	83.159	87.321	91.687	6034.16	7334.96
CHIEF MEDICAL PHYSICIST	D1L	133.749	140.426	147.455	154.823	162.566	10699.92	13005.28
CHIEF NUCLEAR MEDICAL TECH	R92	58.659	61.606	64.690	67.924	71.322	4692.72	5705.76
CHIEF OF CONSTRUCTION SRV	L21	91.899	96.583	101.514	106.667	112.148	7351.92	8971.84
CHIEF OF FACILITIES PLNG SVCS	Y5B	91.899	96.583	101.514	106.667	112.148	7351.92	8971.84
CHIEF PSYCHOLOGIST	P9C	98.041	102.849	107.918	113.240	118.817	7843.28	9505.36
CHIEF RADIATION THERAPIST	S54	100.978	106.029	111.332	116.926	122.895	8078.24	9831.60
CHIEF REGISTRAR OF VITAL STAT	E06	43.991	46.190	48.502	50.917	53.458	3519.28	4276.64
CHIEF RESPIRATORY CARE PRACTNR	R18	103.029	108.179	113.618	119.415	125.511	8242.32	10040.88
CHS BEHAVIORAL HEALTH OP OFFCR	P9J	97.116	102.263	107.407	112.551	117.701	7769.28	9416.08
CIRCULATION SYSTEMS SUPERVISOR	J5A	48.033	50.427	52.944	55.584	58.365	3842.64	4669.20
CLAIMS MGR	B33	66.936	70.288	73.801	77.489	81.368	5354.88	6509.44
CLERICAL OFFICE SUPV	D60	39.880	41.888	43.991	46.190	48.502	3190.40	3880.16
CLERICAL OFFICE SUPV - U	Z6A	39.880	41.888	43.991	46.190	48.502	3190.40	3880.16
CLERK-RECORDER MANAGER	F1H	77.489	81.368	85.436	89.713	94.206	6199.12	7536.48
CLERK-RECORDER SUPERVISOR	F1G	49.192	51.652	54.227	56.947	59.802	3935.36	4784.16
CLIMATE CHANGE/SUSTAIN PRG MGR	L49	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16
CLIN ADMIN SUPP OFFICR III - U	Q3D	55.588	58.375	61.305	64.376	67.598	4447.04	5407.84
CLINICAL ADMIN SERVICES MGR	B4A	61.305	64.376	67.598	70.977	74.522	4904.40	5961.76
CLINICAL ADMIN SUPPT OFFCR I	B3A	47.321	49.681	52.161	54.759	57.505	3785.68	4600.40
CLINICAL ADMIN SUPPT OFFCR II	B3B	50.900	53.443	56.117	58.931	61.889	4072.00	4951.12
CLINICAL ADMIN SUPPT OFFCR III	B3C	55.588	58.375	61.305	64.376	67.598	4447.04	5407.84
CLINICAL BIOCHEMIST	R52	109.390	114.974	120.846	127.019	133.506	8751.20	10680.48
CLINICAL DOCUMENTATION SPEC	J07	75.959	79.684	83.610	87.735	92.058	6076.72	7364.64
CLINICAL MICROBIOLOGIST	R51	109.390	114.974	120.846	127.019	133.506	8751.20	10680.48
CLINICAL NUTRITION SVCS MGR	R2N	70.747	74.287	77.999	81.900	85.999	5659.76	6879.92
CLINICAL RESEARCH PROG DIR	C2A	82.567	86.697	91.034	95.628	100.506	6605.36	8040.48
CLINICAL RESEARCH PROG MGR	C2B	56.197	59.007	61.956	65.063	68.325	4495.76	5466.00
CLINICAL STANDARDS COORD	P30	62.499	65.621	68.910	72.354	75.972	4999.92	6077.76

CODE ENFORCEMENT PRG MGR	C5B	69.940	73.440	77.110	80.969	85.019	5595.20	6801.52
CODING QUALITY & EDUCATION MGR	J08	78.582	82.515	86.641	90.976	95.522	6286.56	7641.76
COMMUNICATIONS ENGINEER	K05	75.599	79.382	83.352	87.523	91.899	6047.92	7351.92
COMMUNICATIONS ENGINEERING MGR	K02	82.565	86.697	91.030	95.594	100.474	6605.20	8037.92
COMMUNICATIONS OFFICER	C5G	56.680	59.518	62.488	65.635	68.920	4534.40	5513.60
COMMUNICATIONS OFFICER - U	Q0P	56.680	59.518	62.488	65.635	68.920	4534.40	5513.60
COMMUNITY LIBRARIAN	J55	69.245	72.704	76.341	80.159	84.170	5539.60	6733.60
COMMUNITY LIBRARIAN - U	W55	69.245	72.704	76.341	80.159	84.170	5539.60	6733.60
COMPLIANCE OFFICER	C41	88.379	92.811	97.550	102.529	107.767	7070.32	8621.36
COMPLIANCE OFFICER - U	Q0R	88.379	92.811	97.550	102.529	107.767	7070.32	8621.36
CONSUMER PROTECTION COORD	V23	50.917	53.458	56.136	58.947	61.885	4073.36	4950.80
CONTROLLER TRS ACCTING MGR	B81	82.764	86.905	91.248	95.811	100.603	6621.12	8048.24
CORR SUPPORT SERVICES MGR	M03	63.747	66.936	70.288	73.801	77.489	5099.76	6199.12
CORRECTIONAL FOOD SERVICES DIR	S32	76.716	80.557	84.582	88.811	93.277	6137.28	7462.16
COUNTY COUNSEL INVESTIGATOR	V86	65.246	68.514	71.949	75.581	79.388	5219.68	6351.04
COUNTY SURVEYOR SUPV SURV MAP	L11	77.489	81.368	85.436	89.713	94.206	6199.12	7536.48
COUNTY TRANSPORTATION PLANNER	L12	76.778	80.617	84.647	88.880	93.325	6142.24	7466.00
CREDENTIALS SPECIALIST	J30	44.413	46.636	48.955	51.404	53.961	3553.04	4316.88
CREDENTIALS SPECIALIST - U	Q3K	44.413	46.636	48.955	51.404	53.961	3553.04	4316.88
CRIME ANALYST	V7G	56.136	58.947	61.885	65.004	68.258	4490.88	5460.64
CTY CONTRACTING POLICY ANALYST	C6D	67.635	71.018	74.569	78.298	82.214	5410.80	6577.12
CTY INFO TECH SECURITY OFFICER	G8D	84.994	89.246	93.741	98.524	103.556	6799.52	8284.48
CUSTODIAL SERVICES MANAGER	B13	52.945	55.581	58.370	61.296	64.373	4235.60	5149.84
DATA ANALYST	G1F	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
DATA ANALYST - U	Q1F	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
DATA ENGINEER	G9H	92.859	97.503	102.383	107.500	112.875	7428.72	9030.00
DATA ENGINEER - U	Q9J	92.859	97.503	102.383	107.500	112.875	7428.72	9030.00
DATA SCIENTIST	G5U	108.449	113.871	119.566	125.546	131.821	8675.92	10545.68
DATA SCIENTIST - U	Q0V	108.449	113.871	119.566	125.546	131.821	8675.92	10545.68
DEBT MANAGEMENT OFFICER	B8D	71.337	74.908	78.654	82.584	86.711	5706.96	6936.88

DEBT MANAGEMENT OFFICER - U	Q0W	71.337	74.908	78.654	82.584	86.711	5706.96	6936.88
DEMOGRAPHER	J2L	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
DEMOGRAPHER - U	Q0X	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
DENTAL NETWORK MANAGER	P80	78.243	82.158	86.260	90.581	95.123	6259.44	7609.84
DEP DIR, CODING & CLIN DOC IMP	J09	92.286	96.913	101.859	107.061	112.531	7382.88	9002.48
DEPT FISCAL OFFICER	B96	70.285	73.800	77.489	81.366	85.438	5622.80	6835.04
DEPT FISCAL OFFICER - U	Q14	70.285	73.800	77.489	81.366	85.438	5622.80	6835.04
DEPUTY AG COMMISSIONER/SEALER	V2H	66.749	70.088	73.592	77.271	81.134	5339.92	6490.72
DEVOPS ENGINEER	G5W	95.720	100.506	105.534	110.810	116.352	7657.60	9308.16
DIAGNOSTIC IMAGING ASST DIR	R84	106.769	112.223	117.954	123.975	130.309	8541.52	10424.72
DIAGNOSTIC IMAGING INFO SYS MG	R30	89.246	93.741	98.524	103.556	108.844	7139.68	8707.52
DIR -DIV HAZ MAT COMPLIANCE	V09	90.833	95.375	100.144	105.152	110.410	7266.64	8832.80
DIR DIV CONSMR PROTECTION	V08	84.804	89.045	93.498	98.173	103.083	6784.32	8246.64
DIR OF COUNTY AIRPORTS	B7N	77.866	81.766	85.856	90.149	94.679	6229.28	7574.32
DIR OF DIAGNOSTIC IMAGING	R81	118.464	124.512	130.871	137.558	144.582	9477.12	11566.56
DIR OF MEDICAL SOCIAL SERVICES	Y01	77.489	81.368	85.436	89.713	94.206	6199.12	7536.48
DIR OF PATIENT BUSINESS SRVC	B5C	84.285	88.504	92.931	97.578	102.462	6742.80	8196.96
DIR OF PHARMACY SVCS SCVHHS	R25	158.085	166.220	174.640	183.669	192.941	12646.80	15435.28
DIR OF PROGRAM DEVELOPMENT - U	U87	76.341	80.159	84.170	88.379	92.811	6107.28	7424.88
DIR OF PUBLIC COMMUNICATION	T33	78.255	82.167	86.278	90.591	95.149	6260.40	7611.92
DIR OF RESEARCH & OUTCOME MEAS	P7B	77.489	81.368	85.436	89.713	94.206	6199.12	7536.48
DIR OF THERAPY SERVICES	R33	106.053	111.361	117.039	123.019	129.304	8484.24	10344.32
DIR PATIENT ACCESS	B3G	84.285	88.504	92.931	97.578	102.462	6742.80	8196.96
DIR, CODING DOC & HIMS	J10	107.061	112.531	118.274	124.318	130.667	8564.88	10453.36
DIR, LICENSING AND REG AFFAIRS	B5D	103.955	109.155	114.612	120.339	126.358	8316.40	10108.64
DIR, NUTRITION & FOOD SERVICES	R06	78.541	82.470	86.597	90.925	95.472	6283.28	7637.76
DIR, OFFICE OF VETERANS SVC	D1H	82.590	86.716	91.049	95.606	100.386	6607.20	8030.88
DIR, PUBLIC HEALTH LABORATORY	R42	88.072	92.477	97.101	101.958	107.103	7045.76	8568.24
DIRECTOR OF MARKETING SCVMC	A88	98.620	103.551	108.728	114.164	119.886	7889.60	9590.88
DIRECTOR OF REENTRY SERVICES	D1J	75.426	79.199	83.160	87.319	91.687	6034.08	7334.96

DIV DIR, COMM ENG & TECH SVCS	B36	89.713	94.206	99.019	104.075	109.390	7177.04	8751.20
DIV MGR, CHILD SUPPORT SVCS	B4S	71.723	75.311	79.078	83.032	87.186	5737.84	6974.88
DIVISION MGR-CLK OF THE BOARD	B48	62.474	65.623	68.909	72.356	75.974	4997.92	6077.92
E-DISCOVERY MANAGER	B3K	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16
ELECTION DIVISION COORD	G90	63.136	66.298	69.613	73.098	76.760	5050.88	6140.80
ELECTION SERVICES COORD	G86	59.513	62.499	65.621	68.910	72.354	4761.04	5788.32
ELECTIONS PROCESS SUPV	G63	52.526	55.149	57.894	60.785	63.832	4202.08	5106.56
EMERGENCY MEDICAL SERV SPCLST	S09	75.003	78.762	82.698	86.833	91.175	6000.24	7294.00
EMERGENCY PLANNING COORD	B10	56.141	58.956	61.918	65.021	68.270	4491.28	5461.60
EMPLOYEE ASSISTANCE PROG MGR	C8A	65.304	68.569	72.000	75.599	79.382	5224.32	6350.56
EMPLOYMENT PROGRAM SUPV	Y25	58.947	61.885	65.004	68.258	71.674	4715.76	5733.92
EMPLOYMENT PROGRAM SUPV - U	Q22	58.947	61.885	65.004	68.258	71.674	4715.76	5733.92
ENGINEERING & SCHEDULING SUPV	M02	67.264	70.629	74.161	77.866	81.766	5381.12	6541.28
ENTERPRISE ARCHITECT	G5Y	124.467	130.690	137.226	144.087	151.290	9957.36	12103.20
ENTERPRISE ARCHITECT - U	Q5Y	124.467	130.690	137.226	144.087	151.290	9957.36	12103.20
ENTERPRISE FUND BUDGET MGR	C2G	87.950	92.350	97.064	102.022	107.232	7036.00	8578.56
ENVIRONMENTAL HEALTH PROG MGR	V11	76.717	80.550	84.583	88.808	93.252	6137.36	7460.16
EPIC SYSTEMS ANALYST	J1A	81.126	85.182	89.448	93.920	98.614	6490.08	7889.12
EPIC SYSTEMS ANALYST - U	Q1W	81.126	85.182	89.448	93.920	98.614	6490.08	7889.12
EPIDEMIOLOGY MANAGER	J2P	106.507	111.834	117.425	123.296	129.462	8520.56	10356.96
EPIDEMIOLOGY SUPERVISOR	J2N	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
EQUAL OPPORTUNITY OFFICER	B2A	56.136	58.947	61.885	65.004	68.258	4490.88	5460.64
EXEMPTION MANAGER	C61	60.379	63.408	66.589	69.920	73.418	4830.32	5873.44
FACILITIES SECURITY MANAGER	M2A	73.801	77.489	81.368	85.436	89.713	5904.08	7177.04
FACILITIES SECURITY SPEC - U	Q1Y	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
FACILITIES SECURITY SPECIALIST	M2B	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
FIELD SURVEY SUPERVISOR	K62	63.747	66.936	70.288	73.801	77.489	5099.76	6199.12
FINANCIAL ANALYST I	A6C	46.636	48.955	51.404	53.961	56.669	3730.88	4533.52
FINANCIAL ANALYST II	A6B	56.136	58.947	61.885	65.004	68.258	4490.88	5460.64
FINANCIAL ANALYST II - U	Q1Z	56.136	58.947	61.885	65.004	68.258	4490.88	5460.64

FINGERPRINT IDENTIFICATION DIR	V90	75.154	78.911	82.844	87.003	91.356	6012.32	7308.48
FIXED INCOME PORTFOLIO MANAGER	B6A	84.680	88.915	93.360	98.026	102.928	6774.40	8234.24
FLEET LOGISTICS SUPERVISOR	M2S	56.197	59.007	61.989	65.063	68.325	4495.76	5466.00
FLEET LOGISTICS SUPERVISOR - U	Q2X	56.197	59.007	61.989	65.063	68.325	4495.76	5466.00
FLEET MAINTENANCE SUPERVISOR	M21	67.531	70.916	74.462	78.184	82.091	5402.48	6567.28
FLEET MGR	M07	82.835	86.978	91.329	95.894	100.717	6626.80	8057.36
FLEET OPERATIONS MANAGER	M2M	73.812	77.506	81.388	85.454	89.730	5904.96	7178.40
FOOD PRODUCTION CAFETERIA MGR	H41	49.192	51.652	54.227	56.947	59.802	3935.36	4784.16
FOOD SERVICE SUPERVISOR	H56	46.190	48.502	50.917	53.458	56.136	3695.20	4490.88
FORENSIC ACCOUNTANT	V7F	72.575	76.205	80.020	84.022	88.223	5806.00	7057.84
GROUNDWORK SUPERVISOR	H27	48.029	50.420	52.938	55.588	58.375	3842.32	4670.00
HAZARDOUS MATERIALS PRGM MGR	V52	82.567	86.697	91.034	95.628	100.506	6605.36	8040.48
HAZARDOUS MATERIALS PROG MGR-U	Z52	82.567	86.697	91.034	95.628	100.506	6605.36	8040.48
HEALTH CARE COMPLIANCE ANALYST	B9R	56.117	58.949	61.895	64.990	68.242	4489.36	5459.36
HEALTH CARE COMPLIANCE ANLY-U	Q3R	56.117	58.949	61.895	64.990	68.242	4489.36	5459.36
HEALTH CARE FIN ANALYST ASSOC	B9C	40.069	42.084	44.194	46.404	48.715	3205.52	3897.20
HEALTH CARE FIN ANALYST I	B9D	46.636	48.955	51.404	53.961	56.669	3730.88	4533.52
HEALTH CARE FIN ANALYST I - U	Q9D	46.636	48.955	51.404	53.961	56.669	3730.88	4533.52
HEALTH CARE FIN ANALYST II	B9E	56.136	58.947	61.885	65.004	68.258	4490.88	5460.64
HEALTH CARE FIN ANALYST II - U	Q9E	56.136	58.947	61.885	65.004	68.258	4490.88	5460.64
HEALTH CARE FINANCIAL MANAGER	B9Q	68.910	72.354	75.972	79.769	83.762	5512.80	6700.96
HEALTH CARE FINANCIAL MGR - U	Z1F	68.910	72.354	75.972	79.769	83.762	5512.80	6700.96
HEALTH CARE PROG ANALYST ASSOC	B5Z	39.687	41.681	43.772	45.968	48.263	3174.96	3861.04
HEALTH CARE PROG ANALYST I - U	Z4P	46.190	48.502	50.917	53.458	56.136	3695.20	4490.88
HEALTH CARE PROG ANYST ASC - U	Z5P	39.687	41.681	43.772	45.968	48.263	3174.96	3861.04
HEALTH CARE PROGRAM ANALYST I	B5Y	46.190	48.502	50.917	53.458	56.136	3695.20	4490.88
HEALTH CARE PROGRAM ANALYST II	B5X	55.588	58.375	61.305	64.376	67.598	4447.04	5407.84
HEALTH CARE PROGRAM MGR I	C84	60.389	63.419	66.591	69.923	73.421	4831.12	5873.68
HEALTH CARE PROGRAM MGR II	C83	65.945	69.245	72.704	76.341	80.159	5275.60	6412.72
HEALTH CARE SERVICE LINE DIR	B5E	127.759	134.282	141.137	148.349	155.764	10220.72	12461.12

HEALTH CENTER MANAGER	H30	118.427	124.474	130.833	137.511	144.533	9474.16	11562.64
HEALTH ECONOMIST	J2H	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
HEALTH ECONOMIST - U	Q3S	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
HEALTH INFO MGMT SVCS MGR	J75	77.624	81.509	85.584	89.867	94.359	6209.92	7548.72
HEALTH PLANNING SPEC III	B01	52.900	55.534	58.319	61.246	64.320	4232.00	5145.60
HEALTH PLANNING SPEC III - U	W01	52.900	55.534	58.319	61.246	64.320	4232.00	5145.60
HEALTH PROGRAM SPECIALIST-OVF	ZHP	65.621	68.910	72.354	75.972	79.769	5249.68	6381.52
HEALTH SERVICES OFFICE SUPV	D1F	43.975	46.182	48.493	50.909	53.450	3518.00	4276.00
HEALTHCARE SERV BSNS DEV ANAL	C13	66.265	69.584	73.064	76.716	80.557	5301.20	6444.56
HLTH CARE FIN ANALYST ASC - U	Q9C	40.069	42.084	44.194	46.404	48.715	3205.52	3897.20
HLTH CARE PROG ANALYST II - U	Z3P	55.588	58.375	61.305	64.376	67.598	4447.04	5407.84
HLTHCR SVC BUS DEV ANALYST - U	Q1C	66.265	69.584	73.064	76.716	80.557	5301.20	6444.56
HOMELESS & HOUSING CON COORD-U	Q3T	66.265	69.584	73.064	76.716	80.557	5301.20	6444.56
HOMELESS AND HSING CONCERNS CO	A2K	66.265	69.584	73.064	76.716	80.557	5301.20	6444.56
HOSPITAL ADMIN SUPPORT OFCER	C68	53.700	56.390	59.225	62.190	65.304	4296.00	5224.32
HOSPITAL EM PREPAREDNESS MGR	B9T	76.582	80.411	84.432	88.654	93.087	6126.56	7446.96
HOUSING & COMM DEV SPEC - U	Q3V	56.680	59.518	62.488	65.635	68.920	4534.40	5513.60
HOUSING AND COMMUNITY DEV SPEC	L7A	56.680	59.518	62.488	65.635	68.920	4534.40	5513.60
IMMIGRANT SERVICES COOR	H95	58.375	61.305	64.376	67.598	70.977	4670.00	5678.16
INFORMATICIST	J2B	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
INFORMATICIST - U	Q3Z	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
INFORMATION ARCHITECT	G3N	105.229	110.494	116.017	121.818	127.910	8418.32	10232.80
INFRASTRUCTURE ENGINEER	G3R	83.511	87.688	92.074	96.676	101.510	6680.88	8120.80
INFRASTRUCTURE ENGINEER-U	G8Y	83.511	87.688	92.074	96.676	101.510	6680.88	8120.80
INMATE REHABILITATION MANAGER	X9E	75.453	79.227	83.188	87.349	91.719	6036.24	7337.52
INSTIT REV BOARD ADMINISTRATOR	N9A	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
INSTRUCTIONAL DESIGNER	J1B	76.596	80.428	84.449	88.672	93.106	6127.68	7448.48
INSTRUCTIONAL DESIGNER-U	G7T	76.596	80.428	84.449	88.672	93.106	6127.68	7448.48
INSURANCE CNTRCT & CLAIMS MGR	B49	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16
INTEGRATION ANALYST	G6B	83.511	87.688	92.074	96.676	101.510	6680.88	8120.80

INTEGRATION ANALYST - U	Q4Q	83.511	87.688	92.074	96.676	101.510	6680.88	8120.80
INTERNAL AUDIT MANAGER	B4B	85.166	89.425	93.817	98.593	103.522	6813.28	8281.76
INTERNAL AUDITOR I	B45	39.303	41.278	43.349	45.520	47.794	3144.24	3823.52
INTERNAL AUDITOR II	B30	48.029	50.420	52.938	55.588	58.375	3842.32	4670.00
INTERNAL AUDITOR III	B28	55.316	58.094	61.002	64.059	67.264	4425.28	5381.12
INTERNAL AUDITOR III - U	Q4T	55.316	58.094	61.002	64.059	67.264	4425.28	5381.12
IT ASSET MANAGER	G6D	71.027	74.580	78.308	82.225	86.335	5682.16	6906.80
IT ASSET MANAGER-U	G8Z	71.027	74.580	78.308	82.225	86.335	5682.16	6906.80
IT AUDIT & COMPLIANCE SPEC - U	Q4W	78.280	82.192	86.302	90.618	95.149	6262.40	7611.92
IT AUDIT & COMPLIANCE SPECIALT	G6G	78.280	82.192	86.302	90.618	95.149	6262.40	7611.92
IT BUSINESS ANALYST	G9F	68.353	71.772	75.364	79.131	83.089	5468.24	6647.12
IT BUSINESS ANALYST-U	G7X	68.353	71.772	75.364	79.131	83.089	5468.24	6647.12
IT FELLOW	G2Z	146.727	154.065	161.769	169.857	178.350	11738.16	14268.00
IT KNOWLEDGE MANAGER	G3W	67.943	71.339	74.908	78.653	82.585	5435.44	6606.80
IT KNOWLEDGE MANAGER-U	G7U	67.943	71.339	74.908	78.653	82.585	5435.44	6606.80
IT MANAGER	G6L	96.661	101.493	106.568	111.897	117.492	7732.88	9399.36
IT PROCESS ANALYST	G6P	83.861	88.054	92.457	97.079	101.934	6708.88	8154.72
IT PROCESS ANALYST - U	Q5P	83.861	88.054	92.457	97.079	101.934	6708.88	8154.72
IT PROGRAM MANAGER	G7L	111.826	117.418	123.289	129.455	135.928	8946.08	10874.24
IT PROGRAM MANAGER - U	Q9W	111.826	117.418	123.289	129.455	135.928	8946.08	10874.24
IT PROJECT MANAGER	G6J	86.419	90.739	95.279	100.042	105.046	6913.52	8403.68
IT PROJECT MANAGER-U	G7W	86.419	90.739	95.279	100.042	105.046	6913.52	8403.68
IT SECURITY ANALYST	G3D	84.994	89.246	93.741	98.524	103.556	6799.52	8284.48
IT SECURITY ANALYST - U	Q4X	84.994	89.246	93.741	98.524	103.556	6799.52	8284.48
IT SECURITY ARCHITECT	G6R	93.656	98.340	103.258	108.420	113.842	7492.48	9107.36
IT SECURITY ARCHITECT - U	Q4Y	93.656	98.340	103.258	108.420	113.842	7492.48	9107.36
IT SECURITY ENGINEER	G4E	98.772	103.711	108.899	114.344	120.062	7901.76	9604.96
IT SECURITY ENGINEER - U	Q4Z	98.772	103.711	108.899	114.344	120.062	7901.76	9604.96
IT SERVICE MANAGEMENT SPEC - U	Q5L	81.547	85.625	89.907	94.403	99.124	6523.76	7929.92
IT SERVICE MANAGEMENT SPECIALT	G6W	81.547	85.625	89.907	94.403	99.124	6523.76	7929.92

IT STRATEGIC SOURCING SPEC - U	Q5M	77.268	81.133	85.192	89.451	93.924	6181.44	7513.92
IT STRATEGIC SOURCING SPECIALT	G4S	77.268	81.133	85.192	89.451	93.924	6181.44	7513.92
IT STRATEGY ANALYST	G4V	89.351	93.819	98.511	103.436	108.609	7148.08	8688.72
IT STRATEGY ANALYST - U	Q5S	89.351	93.819	98.511	103.436	108.609	7148.08	8688.72
IT SUPERVISOR	G3E	80.548	84.577	88.805	93.245	97.907	6443.84	7832.56
IT VENDOR MANAGER	G4X	84.293	88.509	92.934	97.580	102.462	6743.44	8196.96
JANITOR SUPERVISOR	H12	45.296	47.566	49.942	52.429	55.049	3623.68	4403.92
JANITOR SUPERVISOR - U	H1E	45.296	47.566	49.942	52.429	55.049	3623.68	4403.92
JUVENILE PROBATION RECORDS SUP	F3A	45.088	47.349	49.711	52.184	54.793	3607.04	4383.44
LAFCO ANALYST	D4F	66.280	69.616	73.105	76.759	80.600	5302.40	6448.00
LAFCO EXECUTIVE OFFICER	D6F	82.382	86.497	90.821	95.364	100.128	6590.56	8010.24
LATENT FINGERPRINT EXAM SUPV	V4S	71.948	75.487	79.179	83.036	87.050	5755.84	6964.00
LAW ENFORCEMENT RECDS DIV MGR	B62	74.522	78.255	82.167	86.278	90.591	5961.76	7247.28
LAW ENFORCEMENT RECDS MGR	B63	62.804	65.945	69.245	72.704	76.341	5024.32	6107.28
LAW ENFORCEMENT RECORDS SUPV	D41	55.316	58.094	61.002	64.059	67.264	4425.28	5381.12
LEGAL SUPPORT SUPERVISOR	D1K	53.004	55.655	58.437	61.357	64.434	4240.32	5154.72
LEGISLATIVE REPRESENTATIVE-U	Q19	91.742	96.330	101.148	106.205	111.517	7339.36	8921.36
LIABILITY CLAIMS ADJUSTER	B94	46.636	48.955	51.404	53.961	56.669	3730.88	4533.52
LIBRARY CIRCULATION SUPV	J59	46.617	48.944	51.381	53.947	56.646	3729.36	4531.68
LIBRARY CIRCULATION SUPV - U	W1J	46.617	48.944	51.381	53.947	56.646	3729.36	4531.68
LIBRARY SERVICES MANAGER	J41	72.744	76.384	80.201	84.214	88.428	5819.52	7074.24
LICENSED CLINICAL SUPERVISOR	S8B	59.883	62.876	66.019	69.322	72.785	4790.64	5822.80
LITERACY PROGRAM MANAGER	J61	59.513	62.499	65.621	68.910	72.354	4761.04	5788.32
MAIL ROOM SUPERVISOR	E30	34.610	36.342	38.156	40.069	42.084	2768.80	3366.72
MAINTENANCE PROJECT MANAGER	B5M	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
MANAGEMENT ANALYST - U	W1P	56.680	59.518	62.488	65.635	68.920	4534.40	5513.60
MANAGER OF CONSTRUCTION	N26	79.285	83.247	87.409	91.781	96.369	6342.80	7709.52
MANAGER OF MEDICAL SOCIAL SVCS	Y02	70.288	73.801	77.489	81.368	85.436	5623.04	6834.88
MANAGER OF REAL ESTATE ASSETS	Z78	84.582	88.811	93.277	98.038	103.040	6766.56	8243.20
MANAGER, OFFICE OF IM RELATION	K4B	68.584	72.016	75.619	79.402	83.375	5486.72	6670.00

MANAGER, VIRTUAL LIBRARY	E4K	62.927	66.105	69.419	72.890	76.542	5034.16	6123.36
MANAGING DIETITIAN	R20	57.505	60.389	63.419	66.591	69.923	4600.40	5593.84
MANAGING DIETITIAN - U	Q2N	57.505	60.389	63.419	66.591	69.923	4600.40	5593.84
MAPPING & I. D. SUPERVISOR	K40	55.949	58.734	61.668	64.754	68.001	4475.92	5440.08
MATERIALS TESTING SUPV	N25	57.805	60.707	63.747	66.936	70.288	4624.40	5623.04
MEANINGFUL USE PROGRAM MANAGER	J1T	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16
MEDIATOR	B16	44.413	46.636	48.955	51.404	53.961	3553.04	4316.88
MEDICAL ADMIN SUPPORT OFFCR I	B1V	48.955	51.404	53.961	56.669	59.513	3916.40	4761.04
MEDICAL LIBRARIAN	J70	59.513	62.499	65.621	68.910	72.354	4761.04	5788.32
MEDICAL STAFF COORD	D22	49.709	52.184	54.789	57.532	60.417	3976.72	4833.36
MEDICAL TRANSLATOR COORD	C01	49.436	51.903	54.493	57.207	60.095	3954.88	4807.60
MGMT AIDE	B1W	42.547	44.638	46.776	49.038	51.436	3403.76	4114.88
MGMT AIDE - U	W1W	42.547	44.638	46.776	49.038	51.436	3403.76	4114.88
MGMT ANALYST	B1P	56.680	59.518	62.488	65.635	68.920	4534.40	5513.60
MGR INTEGRATED PEST MGMT	B73	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16
MGR OF ADMITTING & REGISTRATN	B6C	71.178	74.740	78.479	82.405	86.526	5694.24	6922.08
MGR OF LICENSING & REG COMPL	C5K	93.571	98.248	103.160	108.319	113.735	7485.68	9098.80
MGR OF PARK MAINTENANCE SVCS	B6J	71.322	74.889	78.635	82.567	86.697	5705.76	6935.76
MGR OF VOLUNTEER SERVICES	C94	59.513	62.499	65.621	68.910	72.354	4761.04	5788.32
MGR OFFICE WOMEN'S ADVOCACY	A2H	68.584	72.016	75.619	79.402	83.375	5486.72	6670.00
MGR PARK RANGER OPERATIONS	B6K	71.322	74.889	78.635	82.567	86.697	5705.76	6935.76
MGR PATIENT ACCOUNTING SCVHHS	B54	69.498	72.973	76.625	80.459	84.478	5559.84	6758.24
MGR TECH OPR-ARTFCL KIDNY UNIT	R68	53.197	55.857	58.659	61.606	64.690	4255.76	5175.20
MGR, OFFICE OF LGBTQ AFFAIRS	K4C	68.584	72.016	75.619	79.402	83.375	5486.72	6670.00
MGR, OFFICE OF SUSTAINABILITY	K4A	77.489	81.368	85.436	89.713	94.206	6199.12	7536.48
MULTIMEDIA COMMUNICATIONS OFFC	B0F	69.229	72.695	76.334	80.143	84.163	5538.32	6733.04
Mgr, Office of Med and Omb Svc	B17	73.801	77.489	81.368	85.436	89.713	5904.08	7177.04
NUTRITION SERVICES MGR	H54	65.945	69.245	72.704	76.341	80.159	5275.60	6412.72
OCC SFTY ENVIR COMPL MGR	X88	80.602	84.630	88.867	93.309	98.004	6448.16	7840.32

OFFICE MANAGEMENT COORD - U	Q5Z	46.859	49.192	51.652	54.227	56.947	3748.72	4555.76
OFFICE MGMT COORD	C76	46.859	49.192	51.652	54.227	56.947	3748.72	4555.76
PARK CENTRAL SERVICES SUPERVSR	T03	59.802	62.804	65.945	69.245	72.704	4784.16	5816.32
PARK MAINTENANCE SUPERVISOR	T30	59.802	62.804	65.945	69.245	72.704	4784.16	5816.32
PARK RANGER SUPERVISOR	T29	62.791	65.942	69.243	72.708	76.341	5023.28	6107.28
PARKS INTERPRETIVE PRG SUPV	T34	59.802	62.804	65.945	69.245	72.704	4784.16	5816.32
PARKS NATURAL RESOURCES PG SUP	T35	59.802	62.804	65.945	69.245	72.704	4784.16	5816.32
PARKS PROGRAM COORDINATOR	T2A	49.872	52.306	54.870	57.568	60.358	3989.76	4828.64
PATIENT TRANSPORT SUPERVISOR	S9U	45.296	47.566	49.942	52.429	55.049	3623.68	4403.92
PAYROLL AUDIT SUPERVISOR	C8K	49.440	51.903	54.493	57.207	60.095	3955.20	4807.60
PERMIT CENTER MANAGER	L82	78.679	82.613	86.745	91.082	95.637	6294.32	7650.96
PH COMMUNICATIONS OFFICER	C9A	70.962	74.514	78.239	82.158	86.263	5676.96	6901.04
PLANNER/ESTIMATOR	L52	56.669	59.513	62.499	65.621	68.910	4533.52	5512.80
PLANNER/ESTIMATOR - U	L5A	56.669	59.513	62.499	65.621	68.910	4533.52	5512.80
POSTDOCTORAL FELLOW - U	Q9U	47.045	49.581	52.115	54.651	57.184	3763.60	4574.72
PR CTY CONTRACT POLICY ANALYST	C6C	76.039	79.842	83.834	88.027	92.429	6083.12	7394.32
PRC PUB HEALTH INFORMATICIST	J2V	106.436	113.972	121.509	129.045	136.582	8514.88	10926.56
PRETRIAL PRG MGMT SPEC	V40	66.936	70.288	73.801	77.489	81.368	5354.88	6509.44
PREVENTION PROG ANALYST II - U	U14	61.002	64.059	67.264	70.629	74.161	4880.16	5932.88
PREVENTION PROGRAM ANALYST I	C24	54.493	57.207	60.095	63.108	66.265	4359.44	5301.20
PREVENTION PROGRAM ANALYST I-U	U19	54.493	57.207	60.095	63.108	66.265	4359.44	5301.20
PREVENTION PROGRAM ANALYST II	C23	61.002	64.059	67.264	70.629	74.161	4880.16	5932.88
PRINCIPAL CONSTRUCTION INSP	N30	72.741	76.380	80.197	84.207	88.420	5819.28	7073.60
PRINCIPAL DEV SVCS INSPECTOR	L79	74.667	78.401	82.318	86.435	90.969	5973.36	7277.52
PRINCIPAL IT MANAGER	G7M	133.392	140.063	147.065	154.419	162.139	10671.36	12971.12
PRINCIPAL PLANNER	L76	78.283	82.197	86.306	90.623	95.155	6262.64	7612.40
PRINCIPAL REAL ESTATE AGENT	C34	78.281	82.195	86.301	90.617	95.155	6262.48	7612.40
PRINTING SUPERVISOR	F78	62.499	65.621	68.910	72.354	75.972	4999.92	6077.76
PRIVACY ANALYST	B5V	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
PRIVACY ANALYST - U	Q7T	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88

PROBATION DIVISION MANAGER	X44	80.169	84.183	88.390	92.814	97.477	6413.52	7798.16
PROBATION FOOD SERVICES MGR	H3A	65.304	68.569	72.000	75.599	79.382	5224.32	6350.56
PROCUREMENT CONTRACTS SPCLST	P09	64.981	68.255	71.670	75.257	79.017	5198.48	6321.36
PROCUREMENT CONTRACTS SPCLST-U	X1P	64.981	68.255	71.670	75.257	79.017	5198.48	6321.36
PROCUREMENT MANAGER	P07	71.999	75.599	79.381	83.350	87.521	5759.92	7001.68
PROFESSIONAL CODING ANALYST	B9S	56.646	59.506	62.479	65.603	68.886	4531.68	5510.88
PROFESSIONAL CODING ANALYST-U	Q7W	56.646	59.506	62.479	65.603	68.886	4531.68	5510.88
PROGRAM MANAGER III	B3H	78.243	82.157	86.264	90.582	95.123	6259.44	7609.84
PROGRAM MANAGER III - U	W3H	78.243	82.157	86.264	90.582	95.123	6259.44	7609.84
PROGRAM MGR I	B3P	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
PROGRAM MGR I - U	Q03	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
PROGRAM MGR II	B3N	69.234	72.697	76.335	80.154	84.163	5538.72	6733.04
PROGRAM MGR II - U	Q07	69.234	72.697	76.335	80.154	84.163	5538.72	6733.04
PROJECT MANAGER - U	Y5A	66.265	69.584	73.064	76.716	80.557	5301.20	6444.56
PROJECT MGR	Y50	66.265	69.584	73.064	76.716	80.557	5301.20	6444.56
PROPERTY TRANSFER SUPV	K41	48.263	50.665	53.197	55.857	58.659	3861.04	4692.72
PROTOCOL OFFICER	E13	62.482	65.629	68.911	72.363	75.977	4998.56	6078.16
PROVIDER RELATIONS MANAGER	J29	65.621	68.910	72.354	75.972	79.769	5249.68	6381.52
PROVIDER RELATIONS MANAGER - U	Z1G	65.621	68.910	72.354	75.972	79.769	5249.68	6381.52
PROVIDER RELATIONS SPEC - U	Z1J	53.197	55.857	58.659	61.606	64.690	4255.76	5175.20
PROVIDER RELATIONS SPECIALIST	J31	53.197	55.857	58.659	61.606	64.690	4255.76	5175.20
PUBLIC HEALTH NURSE MGR I	C70	117.497	123.372	129.672	136.294	143.252	9399.76	11460.16
PUBLIC HEALTH NURSE MGR I-U	Q7F	117.497	123.372	129.672	136.294	143.252	9399.76	11460.16
PUBLIC HEALTH NURSE MGR II	C69	127.071	133.562	140.381	147.550	155.080	10165.68	12406.40
PUBLIC HEALTH PREPAREDNESS MGR	B7T	72.000	75.599	79.382	83.352	87.523	5760.00	7001.84
QI IMPROVEMENT MGR-PH	J2Q	58.738	61.611	64.614	67.750	71.065	4699.04	5685.20
RECORDING DIVISION SUPV I	F10	43.349	45.520	47.794	50.175	52.685	3467.92	4214.80
REHABILITATION SVCS PROG MGR	P61	84.973	89.222	93.684	98.369	103.287	6797.84	8262.96
RESEARCH & EVALUATION SPEC	P7D	58.942	61.894	64.979	68.253	71.672	4715.36	5733.76
REVENUE CONTROL ANALYST	C48	53.245	55.906	58.703	61.637	64.719	4259.60	5177.52

REVENUE CONTROL ANALYST - U	Q4E	53.245	55.906	58.703	61.637	64.719	4259.60	5177.52
ROAD MAINT SUPERINTENDENT	N60	72.254	75.869	79.662	83.645	87.830	5780.32	7026.40
ROADS OPS SUPT-PEST CONRL ADVS	M34	75.623	79.405	83.376	87.544	91.923	6049.84	7353.84
SCRUM MASTER	G5Z	99.848	104.839	110.082	115.588	121.367	7987.84	9709.36
SCRUM MASTER - U	Q9N	99.848	104.839	110.082	115.588	121.367	7987.84	9709.36
SCVHHS COMM OFFICER	B7P	74.514	78.239	82.158	86.263	90.579	5961.12	7246.32
SCVHHS ENV SVCS ASST DIRECTOR	V1G	69.187	72.673	76.312	80.131	84.137	5534.96	6730.96
SCVHHS ENVIR SVCS DIRECTOR	S9E	75.427	79.199	83.159	87.321	91.687	6034.16	7334.96
SCVHHS ENVIR SVCS MANAGER	S9M	52.945	55.581	58.370	61.296	64.373	4235.60	5149.84
SCVHHS REIMBMNT MGR/ASST CTRL	Z1D	87.950	92.350	97.064	102.022	107.232	7036.00	8578.56
SECURITIES ANALYST	K17	68.766	72.182	75.799	79.591	83.573	5501.28	6685.84
SECURITIES ANALYST - U	Q9P	68.766	72.182	75.799	79.591	83.573	5501.28	6685.84
SENIOR APPLICATION DEVELOPER	G07	97.412	102.283	107.399	112.768	118.406	7792.96	9472.48
SENIOR BUSINESS SYSTEMS ANALYST	G5P	95.692	100.478	105.504	110.778	116.317	7655.36	9305.36
SENIOR CHANGE-RELEASE COORD	G5R	93.063	97.716	102.604	107.732	113.121	7445.04	9049.68
SENIOR COMMUNICATIONS OFFICER	C5H	69.234	72.697	76.335	80.154	84.163	5538.72	6733.04
SENIOR CRIME ANALYST	V7H	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
SENIOR DATA ANALYST	G1E	106.507	111.834	117.425	123.296	129.462	8520.56	10356.96
SENIOR DATA ENGINEER	G9G	111.433	117.008	122.857	129.001	135.451	8914.64	10836.08
SENIOR DATA SCIENTIST	G5T	130.139	136.647	143.480	150.655	158.187	10411.12	12654.96
SENIOR DEVOPS ENGINEER	G5V	114.865	120.610	126.640	132.974	139.622	9189.20	11169.76
SENIOR ENTERPRISE ARCHITECT	G5X	149.360	156.829	164.672	172.906	181.550	11948.80	14524.00
SENIOR EPIC SYSTEMS ANALYST	J1G	88.040	92.449	97.072	101.924	107.023	7043.20	8561.84
SENIOR HEALTH ECONOMIST	J2J	106.436	113.972	121.509	129.045	136.582	8514.88	10926.56
SENIOR HEALTH ECONOMIST - U	QA2	106.436	113.972	121.509	129.045	136.582	8514.88	10926.56
SENIOR INFORMATICIST	J2C	106.507	111.834	117.425	123.296	129.462	8520.56	10356.96
SENIOR INFORMATION ARCHITECT	G3M	126.276	132.591	139.223	146.183	153.492	10102.08	12279.36
SENIOR INFRASTRUCTURE ENGINEER	G3Q	100.213	105.225	110.489	116.014	121.813	8017.04	9745.04
SENIOR INSTRUCTIONAL DESIGNER	J1H	82.945	87.093	91.450	96.021	100.823	6635.60	8065.84
SENIOR INTEGRATION ANALYST	G6A	100.213	105.225	110.489	116.014	121.813	8017.04	9745.04

SENIOR INTEGRATION ANALYST U	Q5N	100.213	105.225	110.489	116.014	121.813	8017.04	9745.04
SENIOR IT ASSET MANAGER	G6C	85.233	89.495	93.972	98.670	103.602	6818.64	8288.16
SENIOR IT ASSET MANAGER - U	U6G	85.233	89.495	93.972	98.670	103.602	6818.64	8288.16
SENIOR IT AUDIT & COMPLC SPEC	G6E	93.933	98.632	103.563	108.745	114.179	7514.64	9134.32
SENIOR IT KNOWLEDGE MANAGER	G3V	81.531	85.607	89.891	94.383	99.104	6522.48	7928.32
SENIOR IT MANAGER	G6K	111.158	116.718	122.555	128.683	135.117	8892.64	10809.36
SENIOR IT MANAGER - U	Q9X	111.158	116.718	122.555	128.683	135.117	8892.64	10809.36
SENIOR IT PROCESS ANALYST	G6N	100.632	105.666	110.951	116.496	122.321	8050.56	9785.68
SENIOR IT PROCESS ANALYST - U	QA4	100.632	105.666	110.951	116.496	122.321	8050.56	9785.68
SENIOR IT PROJECT MANAGER	G6H	103.705	108.889	114.334	120.051	126.055	8296.40	10084.40
SENIOR IT PROJECT MANAGER-U	G7V	103.705	108.889	114.334	120.051	126.055	8296.40	10084.40
SENIOR IT SECURITY ANALYST	G3Y	101.993	107.095	112.449	118.073	123.978	8159.44	9918.24
SENIOR IT SECURITY ANALYST - U	QA5	101.993	107.095	112.449	118.073	123.978	8159.44	9918.24
SENIOR IT SECURITY ARCHITECT	G6Q	112.389	118.009	123.911	130.106	136.610	8991.12	10928.80
SENIOR IT SECURITY ENGINEER	G4F	118.530	124.455	130.679	137.213	144.073	9482.40	11525.84
SENIOR IT SERVICE MGMT SPECIAL	G6V	97.859	102.751	107.888	113.285	118.947	7828.72	9515.76
SENIOR IT STRATEGIC SOURC SPC	G4Q	92.726	97.362	102.230	107.341	112.709	7418.08	9016.72
SENIOR IT STRATEGY ANALYST	G4U	107.223	112.585	118.215	124.123	130.331	8577.84	10426.48
SENIOR IT STRATEGY ANALYST-U	QA6	107.223	112.585	118.215	124.123	130.331	8577.84	10426.48
SENIOR IT VENDOR MANAGER	G4W	101.154	106.211	111.521	117.099	122.953	8092.32	9836.24
SENIOR IT VENDOR MANAGER - U	Q4J	101.154	106.211	111.521	117.099	122.953	8092.32	9836.24
SENIOR LAFCO ANALYST	D4C	72.908	76.579	80.415	84.434	88.659	5832.64	7092.72
SENIOR LIABILITY CLAIMS ADJUST	B93	56.136	58.947	61.885	65.004	68.258	4490.88	5460.64
SENIOR MEDIATOR	B14	53.458	56.136	58.947	61.885	65.004	4276.64	5200.32
SENIOR MEDIATOR - U	Q1H	53.458	56.136	58.947	61.885	65.004	4276.64	5200.32
SENIOR NETWORK ENGINEER-U	Q4K	106.418	111.741	117.328	123.196	129.355	8513.44	10348.40
SENIOR PRIVACY ANALYST	B5W	69.234	72.697	76.335	80.154	84.163	5538.72	6733.04
SENIOR SOFTWARE ASSET MANAGER	G6X	95.451	100.225	105.235	110.499	116.024	7636.08	9281.92
SENIOR SOLUTION ARCHITECT	G7G	126.358	132.676	139.310	146.276	153.591	10108.64	12287.28
SENIOR STATISTICIAN	J2F	106.507	111.834	117.425	123.296	129.462	8520.56	10356.96

SENIOR SYSTEMS ADMINISTRATOR	G6Z	90.971	95.519	100.296	105.311	110.577	7277.68	8846.16
SENIOR SYSTEMS ADMINISTRATOR-U	G9K	90.971	95.519	100.296	105.311	110.577	7277.68	8846.16
SENIOR TECHNOLOGY ARCHITECT	G7J	112.319	117.936	123.833	130.027	136.528	8985.52	10922.24
SHERIFF TRAINING SPECIALIST	U92	54.493	57.207	60.095	63.108	66.265	4359.44	5301.20
SOCIAL SERVICES FISCAL OFFCR-U	QB1	69.245	72.704	76.341	80.159	84.170	5539.60	6733.60
SOCIAL SERVICES FISCAL OFFICER	B9B	69.245	72.704	76.341	80.159	84.170	5539.60	6733.60
SOCIAL SERVICES PRG CNTRL SUPV	E53	59.210	62.179	65.303	68.571	71.999	4736.80	5759.92
SOCIAL SERVICES PRG MGR I	Y32	64.341	67.560	70.942	74.491	78.216	5147.28	6257.28
SOCIAL SERVICES PRG MGR I - U	Q3N	64.341	67.560	70.942	74.491	78.216	5147.28	6257.28
SOCIAL SERVICES PRG MGR II	Y31	71.142	74.697	78.430	82.355	86.473	5691.36	6917.84
SOCIAL SERVICES PRG MGR II - U	QB2	71.142	74.697	78.430	82.355	86.473	5691.36	6917.84
SOCIAL SERVICES PRG MGR III	Y30	78.430	82.355	86.473	90.799	95.351	6274.40	7628.08
SOCIAL SERVICES PRG MGR III-U	Y35	78.430	82.355	86.473	90.799	95.351	6274.40	7628.08
SOFTWARE ASSET MANAGER	G6Y	79.540	83.517	87.695	92.082	96.686	6363.20	7734.88
SOFTWARE ASSET MANAGER - U	Q6Y	79.540	83.517	87.695	92.082	96.686	6363.20	7734.88
SOLUTION ARCHITECT	G7H	105.296	110.563	116.092	121.895	127.991	8423.68	10239.28
SR ACCOUNTANT	B76	62.499	65.621	68.910	72.354	75.972	4999.92	6077.76
SR ACCOUNTANT - U	Q72	62.499	65.621	68.910	72.354	75.972	4999.92	6077.76
SR APPLICATION DEVELOPER-U	Q9I	97.412	102.283	107.399	112.768	118.406	7792.96	9472.48
SR BUS INTELLIGENCE ANALYST	J1J	92.255	96.868	101.712	106.799	112.139	7380.40	8971.12
SR BUSINESS CONF ANALYST	F8C	65.621	68.910	72.354	75.972	79.769	5249.68	6381.52
SR BUSINESS RELATIONSHIP MGR	G5A	102.427	107.549	112.928	118.574	124.503	8194.16	9960.24
SR BUSINESS SYSTEMS ANLST - U	U5P	95.692	100.478	105.504	110.778	116.317	7655.36	9305.36
SR CASHIER	D80	37.248	39.110	41.078	43.138	45.300	2979.84	3624.00
SR CHANGE-RELEASE COORD - U	Q5R	93.063	97.716	102.604	107.732	113.121	7445.04	9049.68
SR COMMUNICATIONS OFFICER - U	Q9Y	69.234	72.697	76.335	80.154	84.163	5538.72	6733.04
SR DEPARTMENTAL FISCAL OFFICER	B9G	77.964	81.864	85.956	90.254	94.774	6237.12	7581.92
SR EMERGENCY PLANNING COORD	B06	63.469	66.647	69.982	73.481	77.158	5077.52	6172.64
SR EPIC SYSTEMS ANALYST - U	Q9Z	87.209	91.577	96.156	100.963	106.012	6976.72	8480.96
SR EQUAL OPPORTUNITY OFFICER	C11	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56

SR FINANCIAL ANALYST	A6A	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
SR HEALTH CARE FIN ANALYST	B9F	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
SR HEALTH CARE PROG ANALYST	W71	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
SR HEALTH CARE PROG ANALYST-U	Q3E	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
SR HEALTH CARE PROGRAM MGR	C82	73.437	77.110	80.969	85.018	89.273	5874.96	7141.84
SR HOUSING & COMMUNITY DEV SPC	L7B	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
SR INFRASTRUCTURE ENGINEER-U	G8X	100.213	105.225	110.489	116.014	121.813	8017.04	9745.04
SR INSTRUCTIONAL DESIGNER-U	G7R	82.945	87.093	91.450	96.021	100.823	6635.60	8065.84
SR INTERNAL AUDITOR	B31	63.108	66.265	69.584	73.064	76.716	5048.64	6137.28
SR INTERNAL AUDITOR - U	X51	63.108	66.265	69.584	73.064	76.716	5048.64	6137.28
SR IT KNOWLEDGE MANAGER-U	G7S	81.531	85.607	89.891	94.383	99.104	6522.48	7928.32
SR LIABILITY CLAIMS ADJUST-U	QA7	56.136	58.947	61.885	65.004	68.258	4490.88	5460.64
SR LOSS PREVENTION SPEC	V72	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
SR MGMT ANALYST	B1N	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
SR MGMT ANALYST - U	W1N	62.488	65.635	68.920	72.369	75.986	4999.04	6078.88
SR NETWORK ENGINEER	G45	106.418	111.741	117.328	123.196	129.355	8513.44	10348.40
SR REAL ESTATE AGENT	C72	68.910	72.354	75.972	79.769	83.762	5512.80	6700.96
SR RESEARCH & EVALUATION SPC-U	Q7E	64.979	68.253	71.672	75.256	79.020	5198.32	6321.60
SR RESEARCH & EVALUATION SPEC	P7E	64.979	68.253	71.672	75.256	79.020	5198.32	6321.60
SR STRATEGIC SOURCING OFFICER	P0C	92.729	97.362	102.231	107.341	112.709	7418.32	9016.72
SR TRAINING & STAFF DEV SPEC-U	QA8	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
SR TRAINING & STAFF DEVELOPMNT	B23	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
SSA APPLCTN DEC SUPP MGR	V65	77.978	81.877	85.972	90.270	94.784	6238.24	7582.72
SSA SECURITY AND SAFETY MGR	Y34	61.305	64.376	67.598	70.977	74.522	4904.40	5961.76
SSA TRAINING AND STAFF DEV MGR	B8F	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16
STATISTICIAN	J2E	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
STATISTICIAN - U	QB4	88.755	93.192	97.856	102.746	107.883	7100.40	8630.64
STERILE PROCESS EDUCATION CORD	J32	45.300	47.563	49.933	52.425	55.048	3624.00	4403.84
STERILE PROCESSING MANAGER	J33	59.811	62.806	65.942	69.240	72.699	4784.88	5815.92
STERILE PROCESSING MANAGER-U	QB5	59.811	62.806	65.942	69.240	72.699	4784.88	5815.92

STERILE PROCESSING SUPERVISOR	G8U	49.227	51.689	54.273	56.987	59.837	3938.16	4786.96
STRATEGIC SOURCING MANAGER	P0D	101.999	107.100	112.455	118.077	123.981	8159.92	9918.48
STRATEGIC SOURCING OFFICER	P0B	77.268	81.133	85.192	89.451	93.958	6181.44	7516.64
STRATEGIC SOURCING OFFICER-U	QB7	77.268	81.133	85.192	89.451	93.958	6181.44	7516.64
SUP HAZ MAT SPECIALIST	V2G	76.698	80.532	84.559	88.787	93.228	6135.84	7458.24
SUP PUBLIC HEALTH NUTRITIONIST	R2U	60.389	63.340	66.446	69.699	73.094	4831.12	5847.52
SUPERVISING CCS THERAPIST	R02	91.254	95.818	100.616	105.647	110.926	7300.32	8874.08
SUPERVISING LIBRARIAN	J62	57.207	60.095	63.108	66.265	69.584	4576.56	5566.72
SUPERVISING LIBRARIAN - U	W84	57.207	60.095	63.108	66.265	69.584	4576.56	5566.72
SUPERVISING PARALEGAL - CC	V7N	58.375	61.305	64.376	67.598	70.977	4670.00	5678.16
SUPERVISING VICTIM ADVOCATE	D6I	52.486	55.114	57.866	60.759	63.797	4198.88	5103.76
SUPERVISING VICTIM CLAIMS SPEC	D6L	52.486	55.114	57.866	60.759	63.797	4198.88	5103.76
SUPERVISING WELFARE FRAUD INVE	V8A	66.575	69.908	73.416	77.119	81.000	5326.00	6480.00
SUPV ACCOUNT CLERK I	D95	46.620	48.946	51.387	53.953	56.652	3729.60	4532.16
SUPV ACCOUNT CLERK I - U	Q1K	45.300	47.563	49.933	52.425	55.048	3624.00	4403.84
SUPV ACCOUNT CLERK II	D94	50.876	53.413	56.080	58.873	61.845	4070.08	4947.60
SUPV ACCOUNT CLERK II - U	Q2K	49.436	51.903	54.493	57.207	60.095	3954.88	4807.60
SUPV APPRAISAL DATA COORD	C80	48.029	50.420	52.938	55.588	58.375	3842.32	4670.00
SUPV APPRAISER	C45	69.245	72.704	76.341	80.159	84.170	5539.60	6733.60
SUPV APPRAISER - U	Q5E	69.245	72.704	76.341	80.159	84.170	5539.60	6733.60
SUPV ASSESSMENT CLERK	D86	45.272	47.537	49.912	52.400	55.014	3621.76	4401.12
SUPV ASSESSMENT CLERK - U	Q52	43.991	46.190	48.502	50.917	53.458	3519.28	4276.64
SUPV AUDITOR-APPRAISER	C54	69.245	72.704	76.341	80.159	84.170	5539.60	6733.60
SUPV AUDITOR-APPRAISER - U	Q53	69.245	72.704	76.341	80.159	84.170	5539.60	6733.60
SUPV CHILD SUPP OFFICER - U	Z8A	56.669	59.513	62.499	65.621	68.910	4533.52	5512.80
SUPV CHILD SUPPORT OFFICER	E84	56.669	59.513	62.499	65.621	68.910	4533.52	5512.80
SUPV CLERK	D34	46.177	48.488	50.913	53.448	56.114	3694.16	4489.12
SUPV COMMUNICATIONS DISPATCHER	G91	76.341	80.160	84.171	88.380	92.804	6107.28	7424.32
SUPV CONSTRUCTION INSPECTOR	N27	66.731	70.068	73.570	77.250	81.114	5338.48	6489.12
SUPV CRIMINALIST	V39	78.212	82.122	86.232	90.547	95.073	6256.96	7605.84

SUPV CUSTODY SUPPORT ASSISTANT	G70	45.035	47.289	49.642	52.124	54.722	3602.80	4377.76
SUPV DEPUTY PUBLIC GUARDIAN	V45	62.499	65.621	68.910	72.354	75.972	4999.92	6077.76
SUPV DIAGNOSTIC IMAG TECH	R83	97.577	102.463	107.619	113.115	118.890	7806.16	9511.20
SUPV ENVIRONMENTAL HEALTH SPEC	V14	72.369	75.986	79.785	83.780	87.970	5789.52	7037.60
SUPV ESTATE ADMINISTRATOR	V24	62.499	65.621	68.910	72.354	75.972	4999.92	6077.76
SUPV HEALTH SERVICES REP I	D10	40.263	42.290	44.413	46.636	48.955	3221.04	3916.40
SUPV HEALTH SERVICES REP II	D08	46.396	48.715	51.154	53.701	56.381	3711.68	4510.48
SUPV INTERNAL AUDITOR	B21	73.800	77.489	81.366	85.438	89.706	5904.00	7176.48
SUPV MATERIALS SUPPLY SPC	G80	43.991	46.190	48.502	50.917	53.458	3519.28	4276.64
SUPV MATERIALS SUPPLY SPC - U	Q8M	43.991	46.190	48.502	50.917	53.458	3519.28	4276.64
SUPV PARALEGAL	V82	58.375	61.305	64.376	67.598	70.977	4670.00	5678.16
SUPV PATIENT BUSINESS SV CLK	D44	54.147	56.851	59.684	62.676	65.827	4331.76	5266.16
SUPV PATIENT BUSINESS SV CLK-U	Z44	52.612	55.241	57.996	60.903	63.963	4208.96	5117.04
SUPV PHARMACIST	R56	126.345	132.796	139.580	146.708	154.201	10107.60	12336.08
SUPV PRETRIAL SERVICES	V51	58.659	61.606	64.690	67.924	71.322	4692.72	5705.76
SUPV PROBATION COUNSELOR	X20	70.978	74.530	78.256	82.166	86.280	5678.24	6902.40
SUPV PROTECTIVE SVCS OFFICER	U9D	44.743	46.893	49.172	51.522	54.024	3579.44	4321.92
SUPV PUBLIC DEFENDER INVEST	V96	80.514	84.540	88.770	93.209	97.873	6441.12	7829.84
SUPV PUBLIC HEALTH NURSE	S44	75.257	79.018	82.974	87.125	91.483	6020.56	7318.64
SUPV RESPIRATORY CARE PRACTNR	R17	83.616	87.794	92.188	96.799	101.637	6689.28	8130.96
SUPV REVENUE COLLECTIONS OFC	V32	53.458	56.136	58.947	61.885	65.004	4276.64	5200.32
SUPV REVENUE COLLECTIONS OFC-U	X56	53.458	56.136	58.947	61.885	65.004	4276.64	5200.32
SUPV SURVEY MAP PROG	L15	66.936	70.288	73.801	77.489	81.368	5354.88	6509.44
SUPV TAX COLLECTION CLERK	C90	43.991	46.190	48.502	50.917	53.458	3519.28	4276.64
SUPV, HLTH INFO MGMT SVCS	D56	53.707	56.390	59.220	62.189	65.305	4296.56	5224.40
TAX AND COLLECTIONS MANAGER	V3E	77.489	81.368	85.436	89.713	94.206	6199.12	7536.48
TAX ROLL MGR	C77	55.316	58.094	61.002	64.059	67.264	4425.28	5381.12
TECHNOLOGY ARCHITECT	G7K	93.599	98.282	103.194	108.353	113.773	7487.92	9101.84
TELECOMM/FACILITIES MGR-SCVHHS	E2D	84.902	89.151	93.606	98.292	103.248	6792.16	8259.84
TELECOMMUNICATIONS ENGINEER	K16	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16

TELECOMMUNICATIONS OPS MGR	E27	78.635	82.567	86.697	91.034	95.628	6290.80	7650.24
THERAPY SERVICES ADMIN MGR	R16	66.936	70.288	73.801	77.489	81.368	5354.88	6509.44
THERAPY SERVICES PROGRAM MGR	R31	95.684	100.471	105.501	110.777	116.313	7654.72	9305.04
TRAFFIC PAINTER SUPV	N77	52.425	55.048	57.805	60.707	63.747	4194.00	5099.76
TRAFFIC SIGNAL SYSTEMS SUPVR	M6A	63.569	66.748	70.086	73.591	77.270	5085.52	6181.60
TRAINING & STAFF DEV SPEC	B2E	55.048	57.805	60.707	63.747	66.936	4403.84	5354.88
TRAINING & STAFF DEV SPEC - U	B9Z	55.048	57.805	60.707	63.747	66.936	4403.84	5354.88
TRAINING AND STAFF DEV MGR	B7K	70.629	74.161	77.866	81.766	85.856	5650.32	6868.48
TREASURY COORDINATOR	T39	49.646	52.124	54.717	57.453	60.326	3971.68	4826.08
TRUST & FIDUCIARY ACCNTNG MGR	B87	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
UROLOGY INTERVENTIONAL MANAGER	R6D	76.371	80.485	84.600	88.713	92.827	6109.68	7426.16
VALLEY CONNECTION SVC CNT MGR	G1B	79.382	83.352	87.523	91.899	96.583	6350.56	7726.64
VECTOR CONTROL DISTRICT MGR	X74	85.044	89.296	93.766	98.496	103.520	6803.52	8281.60
VECTOR CONTROL OPERS SUPV	X84	56.839	59.681	62.653	65.795	69.095	4547.12	5527.60
VECTOR CONTROL SCI-TECH SRV MG	X85	63.137	66.298	69.612	73.097	76.755	5050.96	6140.40
VHP MARKETING & COMM REP	Y5C	49.016	52.079	55.144	58.207	61.269	3921.28	4901.52
VHP MEMBER SERVICES SUPERVISOR	D2S	49.061	51.515	54.088	56.792	59.643	3924.88	4771.44
VHP Member Services Manager	D2R	65.945	69.245	72.704	76.341	80.159	5275.60	6412.72
VHP PHARMACY SERVICES DIV DIR	D2P	133.901	140.738	147.923	155.480	163.415	10712.08	13073.20
VHP/MANAGED CARE COMPL OFFICER	C02	66.936	70.288	73.801	77.489	81.368	5354.88	6509.44
WEED ABATEMENT MANAGER	X70	61.885	65.004	68.258	71.674	75.257	4950.80	6020.56
WHISTLEBLOWER INVESTIGATOR	V1H	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16
WHISTLEBLOWER INVESTIGATOR - U	QC3	68.569	72.000	75.599	79.382	83.352	5485.52	6668.16
WORK CENTER MANAGER	M10	73.398	77.065	80.921	84.968	89.220	5871.84	7137.60

**LETTER OF UNDERSTANDING REGARDING
BROAD RANGE INTEGRATION**

Effective after ratification by the Board of Supervisors (salary ordinance amendment effective the first pay period after the second reading by the Board of Supervisors) and no sooner than Pay Period 24/14 (June 24, 2024), all broad range classifications shall have the five percent (5%) June 24, 2024 general wage increase identified in section 2.1 of this Agreement applied to the broad range and then be converted to step pay plans. The pay steps shall be identified by setting Step 5 equal to the top end of each position's pay range. Each step shall represent a five percent (5%) pay increase above the lower pay step. Each employee shall be placed at the lowest pay step that does not result in a decrease in pay. Progression through the steps shall be at the same rate as other employees.

After conversion to the step plan, the converted broad range classifications will receive the general wage increases for pay period 25/14 and pay period 26/14, consistent with the schedule and terms set forth in section 2.1 of this Agreement.

ERIN I. KUNZE

Date

ZEB FELDMAN

Date

**LETTER OF UNDERSTANDING, LICENSURE AND
CERTIFICATION REQUIREMENTS**

Within eighteen (18) months after ratification of this Agreement, the County will survey CEMA represented employees in the Program Manager I/II/III, Management Analyst/Senior Management Analyst, and IT Manager classifications, to evaluate their possession and use of a professional license or certification that is not required by their job specification but is required to perform their specific job assignment. Upon completion of the survey, the County will notify CEMA and validate the data with respondents' supervisors and evaluate whether the outcome of the survey warrants additional action (e.g., possible creation of new classification(s) or modification to existing classification(s)). The County will meet and confer with CEMA regarding any follow up recommendations, to the extent required by law.

ERIN I. KUNZE

Date

ZEB FELDMAN

Date