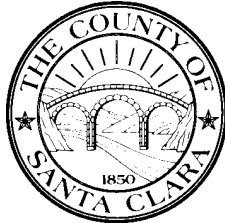


MEMORANDUM OF AGREEMENT

BETWEEN

COUNTY OF SANTA CLARA



AND

COUNTY EMPLOYEES MANAGEMENT ASSOCIATION



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

APRIL 6, 2020 THROUGH JUNE 23, 2024

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MEMORANDUM OF UNDERSTANDING

This is a Memorandum of Understanding 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 Memorandum 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 April 6, 2020 through June 23, 2024.

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, 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 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 Fair Labor Standards Act:

B1T Associate Management Analyst A
B1R Associate Management Analyst B
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
B95 Liability Claims Adjuster 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 accordingly.

As allowed by the 7k exemption for law enforcement employees, the County has designated a fourteen day work period. Overtime 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 work is assigned and is authorized by an appointing authority to be worked, compensation for such time worked by non-exempt employees shall be 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 in cash 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 in cash at the regular rate. Compensatory time balances shall be paid in cash 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.

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

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.

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 May 4, 2020 the County shall provide a 3% 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 3% general wage increase.

Effective Pay Period 20/14, June 15, 2020, the County will provide a 3% 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 3% general wage increase.

Effective Pay Period 21/14, June 28, 2021, the County will provide a 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 3.0% general wage increase.

Effective Pay Period 22/14, June 27, 2022, the County will provide a 3.0% general wage increase for all classifications in the bargaining unit, except for those employees in those classifications listed in Section 2.6 below, who shall not receive the 3.0% general wage increase.

Effective Pay Period 23/14, June 26, 2023, the County will provide a 3.0% general wage increase for all classifications in the bargaining unit, except for those employees in those classifications listed in Section 2.6 below, who shall not receive the 3.0% general wage increase.

Section 2.2 – Evening/Night Shift for Certain Nurse Classifications and Computer Operations Shift Supervisor

- 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) Effective May 4, 2020, 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 pm and ending on or before 2:00 a.m.

G24 Computer Operations Shift Supervisor position
D41 Law Enforcement Records Supervisor positions
G70 Custody Support Assistance Supervisor positions
G91 Supervising Communications Dispatcher position
H12 Janitor Supervisor positions
U9D Supervising Protective Services Officer position
C84 Health Care Program Manager position
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) Effective May 4, 2020 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.

Computer Operations Shift Supervisor position
D41 Law Enforcement Records Supervisor position
) G91 Supervising Communications Dispatcher position
H12 Janitor Supervisor positions
U9D Supervising Protective Services Officer positions

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, the night 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) Effective May 4, 2020 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 6:00pm and before 6:00am or after 10:00pm and before 6:00am when the Supervising Probation Counselor is regularly assigned to a Modified 12 Plan.

Section 2.3 – Pest Advisory Differential

A Park Field Support Manager 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.

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. Effective May 4, 2020, such bilingual pay shall be two hundred dollars (\$200) per month.

Section 2.5 – Nurse Longevity Pay

- a) 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 after accumulation of thirty-six (36) months of competent service at the fifth step of the current classification.

Incumbents in these nursing-related classifications shall be eligible for compensation 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 Pernal 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
 S18 Patient Services Case Coord
 C87 Q I Coord – SCVMC
 S20 Q I Mgr - A&D Serv
 S07 Q I Mgr - Ambulatory CHS
 S01 Q I Mgr – Hospital
 S71 Trauma Program Coordinator
 S12 Utilization Review Coordinator
 S19 Utilization Review Coord-VHP
 S10 Utilization Review Supervisor

- b) Incumbents in these nursing-related classifications shall be eligible for up to an additional 5% pay above the established maximum in the broad range after accumulation of thirty-six (36) months of competent service at the top of the salary range in the current classification.

S72 Q I Mgr - Acute Psych Svcs
 S69 Q I Mgr - Inpatient Nursing
 S13 Q I Mgr - MH Outpt Progs

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
S18 Patient Services Case Coord
C70 Public Health Nurse Manager I
C69 Public Health Nurse Manager II
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
P62 Specialty Programs Nurse Coordinator
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

Section 2.7 – Classification Study

With the exception of calendar year 2020, 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 the Union, 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 (I.e. 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 thirty (30) 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 (i.e. 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 the Union 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 the Union no later than 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.

Section 2.8 – Automatic Check Deposit

All employees hired after the effective date of this agreement shall be paid by automatic check deposit. By January 2007 all employees hired prior to the effective date of this agreement shall be paid by automatic check deposit.

Section 2.9-24-hour Differential for Special Duties

24-hour differential for Certain Exempt Employee

- 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 his/her 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 the Memorandum of Agreement (MOA) between County of Santa Clara and County Employees Management Association, 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 his/her 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 forty-eight dollars (\$448) when assigned for a full pay period. Such assignments shall be solely at the discretion of the County Executive or his/her designee. Employees assigned for less than a full pay period shall receive thirty-two dollars (\$32) for each assigned day, up to a maximum of four hundred and forty-eight dollars (\$448) 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 his/her 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, 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 forty-eight dollars (\$48) for each assigned day, up to a maximum of six hundred and seventy two dollars (\$672) per payperiod; 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 MOA, 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.

Section 2.10-Notary Public Differential

Effective May 4, 2020, 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 2.11 Career Incentive Program

Effective May 4, 2020, 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 2.12 Lump Sum Payments

Effective May 4, 2020 current employees at time of signing of the successor contract who are in CEMA-represented classifications shall receive a one-time, non-PERSable, lump-sum contract

signing bonus prorated for code status.

CEMA-represented employees will be categorized into three tiers based on their base salary falling between the minimum and maximum amount of the tier. CEMA-represented employees will receive the one-time, non-PERSable, lump sum bonus based on the tier that corresponds to their hourly rate. The three tiers will be as follows:

Tier	Minimum Maximum Hourly Rate	Bonus
Tier One	\$29.40-\$66.68	\$2,575
Tier Two	\$66.69-\$103.98	\$4,300
Tier Three	\$103.99-\$141.27	\$6,180

The one-time, non-PERSable, lump sum bonus will be subject to the customary withholdings and deductions and will be paid in compliance with the Public Employees Pension Reform Act of 2013.

Section 2.13 Realignment

Effective May 4, 2020 the following classifications shall receive the corresponding salary realignment:

G63	Election Process Supv II	5.50%
R2N	Clinical Nutrition Svcs Mgr	7.50%
H30	Health Center Manager	1.00%
X44	Probation Division Manager	1.00%
C70	Public Health Nurse Mgr I	5.00%
C69	Public Health Nurse Mgr II	5.00%
P9C	Chief Psychologist	5.00%
R33	Dir of Therapy Services	5.00%
V4S	Latent Fingerprint Exam Supv	3.00%
V90	Fingerprint Identification Dir	3.00%
R31	Therapy Services Program Mgr	5.00%
K40	Mapping & I. D. Supervisor	5.00%
R83	Supv Diagnostic Imag Tech	4.50%
J33	Sterile Processing Manager	4.50%
B2L	Admin Services Mgr I	1.00%
B2J	Admin Services Mgr II	1.00%
P14	Mental Health Prog Spec II	4.00%
B3H	Program Manager III	1.00%
B3P	Program Mgr I	1.00%
B3N	Program Mgr II	1.00%
Q07	Program Mgr II-U	1.00%
Q03	Program Mgr I-U	1.00%
D09	Supv Health Services Rep II	3.50%
B2R	Admin Support Officer I	1.50%
B2P	Admin Support Officer II	1.50%

B2N	Admin Support Officer III	1.50%
B01	Health Planning Spec III	3.00%
D34	Supv Clerk	3.00%
D44	Supv Patient Business Sv Clk	3.00%
D86	Supv Assessment Clerk	3.00%
D94	Supv Account Clerk II	3.00%
D95	Supv Account Clerk I	3.00%
E2D	Telecomm/Facilities Mgr- SCVHHS	3.00%
M2M	Fleet Operations Manager	3.00%
B1P	Mgmt Analyst	1.00%
W1P	Mgmt Analyst-U	1.00%
M07	Fleet Mgr	3.00%
N60	Road Operations Superintendent	3.00%
B1N	Sr Mgmt Analyst	1.00%
S54	Chief Radiation Therapist	3.00%
W1N	Sr Mgmt Analyst-U	1.00%
X20	Supv Probation Counselor	1.00%
Y30	Social Services Prg Mgr III	1.25%
Y31	Social Services Prg Mgr II	1.25%
Y32	Social Services Prg Mgr I	1.50%
D56	Supv, Hlth Info Mgmt Svcs	2.00%
M21	Fleet Maintenance Supervisor	3.00%
G87	Chief Communications Disp	2.00%
G91	Supv Communications Dispatcher	2.00%
R17	Supv Respiratory Care Practnr	2.00%
U9D	Supv Protective Svcs Officer	2.00%
V14	Supv Environmental Health Spec	1.00%
H12	Janitor Supervisor	2.00%
H1E	Janitor Supervisor-U	2.00%
C4C	Asst Chief of Assessment Standards	2.00%
C46	Asst. Chief Appraiser	2.00%
C56	Asst Chief Auditor-Appraiser	2.00%

ARTICLE 3 – RETIREMENT

Effective June 22, 1992, (pay period 92/14), employees in the California Pension Retirement System (CalPERS or PERS) miscellaneous retirement system were 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 Employee PERS contribution (“EPMC”) was reflected as part of the effective wages.

The County will maintain the lump sum death benefit to \$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 May 4, 2020, Classic Miscellaneous employees shall receive a 3% reduction to their PERS contribution rate, from 16.011% to 13.011%. The employee shall pay the 13.011% PERS contribution rate. This rate is based on the following: 8.0% employee share, 2.931% employer share for the 2.5% at 55 enhancement to the Retirement Plan, and 2.08% employer share for the self-funded wage increase.

Effective Pay Period 20/14 (June 15, 2020), Classic Miscellaneous employees shall receive a 2% reduction to their PERS contribution rate, from 13.011% to 11.011%. This 11.011% PERS contribution rate represents the following: 8.0% employee share, 2.931% employer share for the 2.5 at 55 enhancement to the Retirement Plan, and 0.08% employer share for the self-funded wage increase. Effective June 15, 2020 the employee shall pay 3.011% of PERS reportable wages to the employer’s PERS share and shall continue to pay the required 8.0% of PERS reportable wages to the employee’s PERS share for a combined total of 11.011% of PERS reportable wages paid to PERS.

During the remainder of the term of the MOA, Classic Miscellaneous employees shall continue to contribute 11.011%.

Classic Safety Probation:

Effective May 4, 2020, Classic Safety employees in the classifications of Probation Division Manager (X44) and Supervising Probation Counselor (X20) shall receive a 3% reduction to their PERS contribution rate, from 14.08% to 11.08%. This 11.08% PERS contribution rate represents the following: 9.0% employee share and 2.08% employer share for the self-funded wage increase. Effective May 4, 2020 the employee shall pay 2.08% of PERS reportable wages to the employer's PERS share and shall continue to pay the required 9.0% of PERS reportable wages to the employee's PERS share for a combined total of 11.08% of PERS reportable wages paid to PERS.

Effective Pay Period 20/14 (June 15, 2020), Classic Safety employees in the classifications of Probation Division Manager (X44) and Supervising Probation Counselor (X20) shall receive a 2% reduction to their PERS contribution rate, from 11.08% to 9.08%. This 9.08% PERS contribution rate represents the following: 9.0% to employee share and 0.08% employer share for the self-funded wage increase. Effective June 15, 2020 the employee shall pay 0.08% of PERS reportable wages to the employer's PERS share and shall continue to pay the required 9.0% of PERS reportable wages to the employee's PERS share for a combined total of 9.08% of PERS reportable wages paid to PERS.

During the remainder of the term of the MOA, Classic Safety Probation employees shall continue to contribute 9.08%.

Classic Safety Parks:

Effective May 4, 2020, Classic Safety employees in the classifications of Manager of Park Ranger Operations (B6K) and Park Ranger Supervisor (T29) shall receive a 3% reduction to their PERS contribution rate, from 19.08% to 16.08%. This 16.08% PERS contribution rate represents the following: 9.0% employee share and 7.08% employer share for the self-funded wage increase). Effective May 4, 2020 the employee shall pay 7.08% of PERS reportable wages to the employer's PERS share and shall continue to pay the required 9.0% of PERS reportable wages to the employee's PERS share for a combined total of 16.08% of PERS reportable wages paid to PERS.

Effective Pay Period 20/14 (June 15, 2020), Classic Safety employees in the classifications of Manager of Park Ranger Operations (B6K) and Park Ranger Supervisor (T29) shall receive a 2% reduction to their PERS contribution rate, from 16.08% to 14.08%. This 14.08% PERS contribution rate represents the following: 9.0% employee share and 5.08% employer share for the self-funded wage increase. Effective June 15, 2020 the employee shall pay 5.08% of PERS reportable wages to the employer's PERS share and shall continue to pay the required 9.0% of PERS reportable wages to the employee's PERS share for a combined total of 14.08% of PERS reportable wages paid to PERS.

During the remainder of the term of the MOA, Classic Safety Parks employees shall continue to contribute 14.08%.

PEPRA Miscellaneous:

Effective May 4, 2020, PEPRA Miscellaneous employees shall receive a 3% reduction to the portion of their PERS contribution rate that represents earlier self-funded wage increases, from

9.511% to 6.511%. This 6.511% is a fixed amount which will not fluctuate. The remainder and additional amount of the PERS contribution rate to be paid by PEPRA Miscellaneous employees will be determined by CalPERS actuaries each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013. Currently this rate, the "half the normal rate," is 6.75%, which would be a total employee contribution rate of 13.261%. This combined percentage amount may fluctuate based only on the "half the normal rate," as set forth immediately above.

Effective Pay Period 20/14 (June 15, 2020), PEPRA Miscellaneous employees shall receive a 2.25% reduction to the portion of their PERS contribution rate that represents earlier self-funded wage increases, from 6.511% to 4.261%. This 4.261% is a fixed amount which will not fluctuate. The remainder and additional amount of the PERS contribution rate to be paid by PEPRA Miscellaneous employees will be determined by CalPERS actuaries each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013. Currently this rate, the "half the normal rate," is 6.75%. This percentage amount may fluctuate as set forth immediately above.

During the remainder of the term of the MOA, PEPRA Miscellaneous employees shall continue to contribute 4.261% to this portion of the PERS contribution rate that represents earlier self-funded wage increases. The remainder of their PERS contribution rate for PEPRA Miscellaneous employees shall be determined by CalPERS actuaries each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013.

PEPRA Safety:

Effective May 4, 2020, PEPRA Safety employees shall receive a 3% reduction to the portion of their PERS contribution rate that represents earlier self-funded wage increases, from 8.330% to 5.330%. This 5.330% is a fixed amount which will not fluctuate. The remainder and additional amount of the PERS contribution rate to be paid by PEPRA Miscellaneous employees will be determined by CalPERS actuaries each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013. Currently this rate, the "half the normal rate," is 11.250%. This percentage amount may fluctuate as set forth immediately above.

Effective Pay Period 20/14 (June 15, 2020), PEPRA Safety employees shall receive a 2.25% reduction to the portion of their PERS contribution rate that represents earlier self-funded wage increases, from 5.330% to 3.08%. This 3.08% is a fixed amount which will not fluctuate. The remainder and additional amount of the PERS contribution rate to be paid by PEPRA Miscellaneous employees will be determined by CalPERS actuaries each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013. Currently this rate, the "half the normal rate," is 11.250%. This percentage amount may fluctuate as set forth immediately above.

During the remainder of the term of the MOA, PEPRA Safety employees shall continue to contribute 3.08% to this portion of the PERS contribution rate that represents earlier self-funded wage increases. The remainder of their PERS contribution rate for PEPRA Safety employees shall be determined by CalPERS actuaries each fiscal year pursuant to the Public Employees' Pension Reform Act of 2013.

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 (currently HealthNet) 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.

High Deductible Health Plan (HDHP)

The parties agree to investigate the feasibility of adding by mutual agreement a High Deductible Health Plan (HDHP) with or without Health Savings Account (HSA) or Health Reimbursement Account (HRA) as and an option to current health plans.

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.

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 – 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 part B 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 part B 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 part B 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.

Section 5.7 Retiree Health Reimbursement Account Reopener

During the month of July 2022 (Year 3 of the contract), Union and the County agree to open discussions on a Retiree Health Reimbursement Account or equivalent. The County and Union agree that no implementation of a Retiree Health Reimbursement Account or equivalent shall occur except upon mutual agreement.

During the month of July 2022, the County and Union further agree to identify certain items, if any, that will only be reopened by written mutual agreement. The items to be considered for reopening will not include salary, benefit contribution and pension contributions. The County and Union will meet and confer if an item is reopened by mutual agreement.

This section is only valid during the term of this agreement.

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)

The County and CEMA agree as follows regarding coverage of the Supervisory-Administrative Unit by the State Disability Insurance plan (SDI):

- a) The County will continue registration of the Supervisory- Administrative Unit with the director of Employment Development Department for the purposes of SDI coverage for represented employees.
- b) The Controller's Office shall withhold wage earner contributions each pay period at the rate set pursuant to the Unemployment Insurance Code and forward the funds to the State Disability Fund.
- c) Within one week of being disabled from work, the employee or his/her representative must contact the office designated by the County to provide information on the following:
 1. The date the disability/illness commenced;
 2. The estimated duration of the disability
 3. A phone number where the employee can be reached;
 4. The election of sick leave/scheduled time off usage during the first week of disability;
 5. Whether or not the employee is planning to file for SDI;
 6. The election to integrate sick leave and scheduled time off pay with SDI benefits.
- d) An employee who is determined to be eligible to receive SDI benefits and who has made timely election to integrate shall be paid a biweekly amount (sick leave/scheduled time off) which, when added to SDI benefits, shall approximately equal his/her normal biweekly net pay after taxes. Such warrants will be issued on normal County paydays.

If notification is not received, no integration of sick leave or scheduled time off will be effected. However, one time only, the employee may elect integration and it shall be implemented at the start of the next pay period. In such case, integration payments shall be made prospective only.

The employee will have the responsibility to notify the office designated by the County of any change in status (either health or length of disability) that may affect his/her return to County employment.

ARTICLE 8 – PROFESSIONAL DEVELOPMENT ALLOWANCE AND EDUCATIONAL LEAVE

Effective May 4, 2020, the County will fund a Tuition Reimbursement Program and a Professional Development Program. The maximum County expenditures for these programs shall not exceed three hundred fifty thousand dollars (\$350,000) 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

The training undertaken must be related to the employee's occupational area or have demonstrated value to the County. Total reimbursement shall be limited to three thousand dollars (\$3,000) during fiscal year 2015. If authorized courses are only available during working hours the employee must make up 25% of the time away from the job. All requests regardless of their status (approved/denied by the supervisor) shall be forwarded within ten business days to Learning and Employee Development for review. The County will notify CEMA of the denied requests. Specifics of the program will be set by the CEMA/County committee listed in Section 8.2.

Below are additional 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

Section 8.2 – Professional Development Program

This fund shall cover group and individual programs and one annual individual professional membership or professional forum on a matching basis. The matching expenses shall be on a 50/50 basis for individual programs and 25/75 CEMA/County basis for group programs. The maximum draw per employee per fiscal year is limited to three thousand dollars (\$3,000). All requests regardless of their status (approved/denied by the supervisor) shall be forwarded within ten business days to Learning and Employee Development for review. The County will notify CEMA of the denied requests. Individual and group programs are subject to approval by a County/CEMA committee which administers the programs, including the selection of group programs and approval of programs selected by individuals.

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

Effective May 4, 2020, a yearly uniform allowance of Five Hundred and Fifty Dollars (\$550) shall be payable to the following eligible employees: Park Maintenance Supervisor, Supervising Custody Support Assistant, Supervising Protective Services Officer, 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.

Effective May 4, 2020, Supervising Probation Counselors shall receive an annual uniform allowance in the form of a Five Hundred and Fifty Dollar (\$550) voucher.

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

Effective May 4, 2020, 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.

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 for additional classifications represented by CEMA, or modifying existing mandated licensure 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 effective May 4, 2020, who are required by the Federal, State or County to pay required licensure/certification fees which are required pursuant to the employment standards stated in the job specification. Eligible employees may only apply for license/certification reimbursement once per annum during the term of this Agreement.
- d) 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.

ARTICLE 12 – WORK OUT OF CLASSIFICATION (WOOC)_

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. When such pay for higher-level duties is appropriate under these terms and conditions, it will commence on the first day of the assignment and continue throughout the duration thereof. Application of WOOC as a result of the higher classification's incumbent's 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.

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. An employee assigned WOOC to fill a vacant must meet the minimum qualifications for the higher-level position.

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.

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, he/she 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 leave bank 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.

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.

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 his/her annual accrued leave in order to care for a sick or injured member of the employee's immediate family requiring care. "Immediate family" shall mean the mother, father, grandmother, grandfather of the employee or of the spouse or of the domestic partner of the employee and the spouse, son, son-in-law, daughter, daughter-in-law, the employee's brother or sister, or any other person living in the immediate household of the employee.

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.

e) Bereavement Leave

Leaves of absence with pay shall be granted employees in order that they may discharge the customary obligations arising from the death of a member of their immediate family. "Immediate family" shall mean the mother, father, grandmother, grandfather of the employee or of the spouse of the employee and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, brother-in-law, sister-in-law, or grandchild of the employee or any person living in the immediate household of the employee. 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 who use no more than 24 hours of sick leave for a period of one year beginning pay period 19/01 December 17, 2018 through pay period 19/26 December 15, 2019, and each December to December period thereafter during the term of this agreement, May 4, 2020 through June 23, 2024, shall be allowed to cash out forty (40) or eighty (80) hours of STO (for no more than a total of 80 hours). Eligible employees shall submit their request to ESA Human

Resources during the month of January and payment shall be made during the month of February.

Sick leave charged for any purpose (i.e., bereavement leave) is used to determine STO cash out eligibility.

Section 14.3 – Administrative Leave

a) The County will supply the Union with a list of represented employees who are on 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, Equal Opportunity Department investigation, Fitness for Duty, law enforcement investigation, adjudication of Civil or Criminal trials or investigations involving outside agencies such as EEOC or DFEH. The Appointing Authority (or designee) may use an extra help assignment or aWOOC 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 absence under ATO an executive manager’s approval is required. The County should not deny an individual request for ATO absent a legitimate business reason. The County may temporarily issue a blanket ATO usage denial for a legitimate business reason.

ARTICLE 15 – LAYOFF PROCEDURES

When the County determines that a layoff is imminent within the bargaining unit, it shall give the Union 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, the Union shall be afforded the opportunity to meet with the County to discuss these matters and any proposed alternatives.

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 on Worker's Compensation and Military Leave shall be added to this computation.

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) 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 section relates to bilingual skills.
- b) 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 c) will determine the lay off 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 in-placement 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.
- c) Except as set forth earlier, 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 in inverse order of seniority.
 3. Permanent employees in inverse order of seniority.

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.

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.

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) he/she 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 Personnel Director 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 his/her 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 the re-employment list in addition to those workers with layoff notices. Such employees shall be entitled to all provisions of this Agreement.
 - i) If an employee is not placed by the effective date of the layoff notice, he/she shall be laid off under the provisions of the layoff notice.

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 his/her placement on such list shall be restored.

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, Merit System Rules, or other County ordinances, except as excluded under 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 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 grievance with his/her immediate supervisor within ten (10) working days of the occurrence or discovery of an alleged grievance. Within ten (10) working days, the supervisor shall give his/her decision to the employee. A group grievance shall proceed in the same manner.

b) *Formal Grievance*

- 1) Step One - Within ten (10) working days if the employee is not satisfied with the response from the supervisor or the employee has not received a response within the ten (10) working day limit, the employee or CEMA may present the grievance in writing to the Office of Labor Relations. The grievance form shall contain information which:
 - a. Identifies the aggrieved;
 - b. The specific nature of the grievance;
 - c. The time or place of its occurrence;
 - d. The section of the MOU 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 informal resolution;
 - f. The corrective action desired; and,

- g. The name of any person or representative chosen by the employee to file the grievance on his/her behalf.
- 2) Step One - Decision
 - a. 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.
 - b. 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.
 - c. Existing grievances shall not be amended to include additional alleged violations.
 - 3) Step Two - 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.

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 Two, one (1) arbitrator shall be selected from the panel 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 the Union may submit written briefs to the arbitrator for 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 the CEMA shall use the following panel:

Paul D. Roose
John Kagel
Norman Brand
Catherine Harris

Christopher Burdick
Alexander Cohn
Carol Vendrillo

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

Section 16.5 – Arbitration Release Time

The following statement on employee participation in grievance 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. 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.
- b) Other requests for leave for the purpose of defending the grievance 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.

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 his/her 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. The County and CEMA agree to meet and discuss no earlier than 12 months after May 4, 2020 in order to meet and discuss modifying the employee evaluation process. Modifications, if any, to the employee evaluation process must be mutually agreed upon in writing. The County and CEMA agree that the meet and discussions will conclude within six months of commencing the meet and discussions. If no mutual agreement is reached, the employee evaluation process listed on the County Website shall be the operative process. These discussions are excluded from the grievance procedure.

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.

This section is not subject to the grievance procedure.

ARTICLE 20 – SAFETY SHOES

County Employees Management Association (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, Employee Services Agency (ESA) Insurance Division 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.

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 \$100,000 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.

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. The Association and Association-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 Association-represented employees during the term of this Agreement.

If the Association learns that bargaining unit employees intend to engage in Strike Activity, either through notice from the County or through other means, the Association 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 the Association; and (2) Strike Activity may violate County or Departmental rules and result in disciplinary action. The Association shall take all other steps reasonably necessary to induce employees to cease any and all Strike Activity.

ARTICLE 26 – FULL AGREEMENT

It is understood this Agreement represents a complete and final understanding on all negotiable issues between the County and its Departments and CEMA. This Agreement supersedes all previous memoranda of understanding or memoranda of agreement between the County and its Departments 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 27 – 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 legislation currently pending is titled 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. The County Employees Management Association 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 28 – 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 to and including April 6, 2020, through June 23, 2024 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 June 23, 2024 or any subsequent June 23rd 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

Date: 07/02/2021

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Mitchell Buellesbach 7/2/2021

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Mitchell L. Buellesbach

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Teresa Moran 7/6/2021

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Michael Balliet 7/6/2021

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Michael Balliet

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Gilbert Gutierrez 7/6/2021

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Gilbert Gutierrez

Sam Kim

Todd Landreneau

DocuSigned by:
Daniel Little 7/14/2021

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Daniel Little

Aimee Logan

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Joanne Dobrzynski 6/29/2021

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Todd Stotesberry

SIDELETTER OF AGREEMENT – Cross Departmental Opportunity Pilot Program
 BETWEEN
 COUNTY OF SANTA CLARA
 AND
 COUNTY EMPLOYEES MANAGEMENT ASSOCIATION (CEMA)

The County is offering selected employees in CEMA represented classifications an opportunity to gain valuable experience by working on a limited basis on an activity or project outside the employees’ current job. Each selected employee would spend no more than 10% of working time (not to exceed 6 months) in another department within the Agency or across the County for a specified period of time as agreed upon by the employee’s supervisor and the receiving supervisor. The employee would remain in the employee’s current classification. This side letter is not grievable.

The goal is to maximize the interest and experiences of selected employees in CEMA represented classifications by providing opportunities to work on short-term projects in departments across the County and to leverage and/or develop the talent and expertise of represented employees for effective County operations.

The Employee Services Agency (ESA) shall oversee this pilot program and collaborate with CEMA to evaluate it.

Participation in this pilot program requires management approval before applying. The experience gained by this opportunity can be included on future job applications and resumes. Work Out of Classification (WOOC) does not apply to those who participate in this pilot program.

The estimated duration and time commitment for an activity or project opportunity shall be discussed with all impacted departments and shall be agreed upon by the employee and the sending and receiving departments before the start of the project. Estimated duties or time commitment may be changed by agreement by the employee and the sending and receiving departments. Opportunities can be initiated by employees and/or departments. The department receiving the employee shall be responsible for training, supervising, developing a work plan, and providing feedback to the employee. Duties of the activity or project opportunity are generally within the selected employee’s current classification. It is recommended that the employee have an assigned work location in the receiving office. The selected employee may be allowed and encouraged to participate in regular functions of the receiving department such as staff meetings, within the 10% assignment as needed.

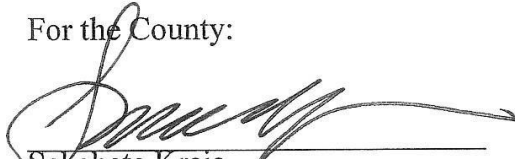
The selected employee and the work unit would work out details including the following.

Receiving Site	Employee Responsibility
Orient employee to the organization and project	Commit to specific time period
Include employee in office activities	No TARD
Develop a work plan and expectations	Not grievable
Provide supervision and feedback	

A team of CEMA and ESA representatives will jointly develop guidelines, an application, and evaluation before implementation of the pilot program by January 1, 2014.

Date: 9/23/13

For the County:



Sabahete Kraja

For CEMA:



Prudence Slaathaig

APPENDIX B – Salary Schedule

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ACCOUNTANT III	B77	44.357	46.578	48.917	51.367	53.935		3548.56	4314.80
ACCOUNTANT III-U	U79	44.357	46.578	48.917	51.367	53.935		3548.56	4314.80
ACCOUNTING MANAGER	B8B	55.237	58.001	60.901	63.946	67.143		4418.96	5371.44
ACCOUNTING MANAGER-SCVHHS	Z1B	55.237	58.001	60.901	63.946	67.143		4418.96	5371.44
ACCOUNTING MANAGER-SCVHHS-U	Q9H	55.237	58.001	60.901	63.946	67.143		4418.96	5371.44
ACCOUNTS PAYBLE MGR HL HOS SY	C91	42.422	44.548	46.787	49.129	51.588		3393.76	4127.04
ADMIN ACUTE PSYCHIATRIC SVCS	B2T	51.839	54.436	57.158	60.016	63.015		4147.12	5041.20
ADMIN BOOKING MANAGER	C03	53.659	56.343	59.160	62.119	65.226		4292.72	5218.08
ADMIN CORONER	B59	47.014	49.373	51.839	54.436	57.158		3761.12	4572.64
ADMIN DIRECTOR, LAB	B2H	89.093	93.646	98.426	103.454	108.736		7127.44	8698.88
ADMIN SERVICES MGR I	B2L	49.364	51.851	54.446	57.169	60.028		3949.12	4802.24
ADMIN SERVICES MGR II	B2J	54.694	57.430	60.302	63.319	66.486		4375.52	5318.88
ADMIN SUPPORT OFFICER I	B2R	37.928	39.818	41.807	43.890	46.090		3034.24	3687.20
ADMIN SUPPORT OFFICER I-U	Q29	37.928	39.818	41.807	43.890	46.090		3034.24	3687.20
ADMIN SUPPORT OFFICER II	B2P	40.413	42.430	44.553	46.787	49.135		3233.04	3930.80
ADMIN SUPPORT OFFICER II-U	Q28	40.413	42.430	44.553	46.787	49.135		3233.04	3930.80
ADMIN SUPPORT OFFICER III	B2N	44.553	46.787	49.135	51.596	54.178		3564.24	4334.24
ADMIN SUPPORT OFFICER III-U	Q25	44.553	46.787	49.135	51.596	54.178		3564.24	4334.24
ADMINISTRATIVE SVCS MGR-ISD	B27	56.877	59.722	62.709	65.844	69.138		4550.16	5531.04
ADMINISTRATOR SATELLITE CLINIC	A45	57.158	60.016	63.015	66.170	69.478		4572.64	5558.24
ADMINISTRATOR VALLEY HLTH PLAN	A1A	52.879	55.526	58.301	61.215	64.278		4230.32	5142.24
AIRPORT BUSINESS MGR	T86	41.620	43.699	45.893	48.192	50.606		3329.60	4048.48
AIRPORT NOISE ABAMT PROG COORD	C95	37.383	39.247	41.207	43.260	45.429		2990.64	3634.32
AIRPORT OPERATIONS SUPV	T89	37.574	39.447	41.416	43.487	45.666		3005.92	3653.28
AMBULATORY SERVICE MGR	C59	59.451	62.423	65.547	68.826	72.267		4756.08	5781.36
ANIMAL CONTROL PROGRAM MANAGER	B6V	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
ANIMAL SHELTER SUPERVISOR	V99	39.247	41.207	43.260	45.429	47.706		3139.76	3816.48
ART EDUCATION PROG DIR	J36	50.606	53.137	55.795	58.585	61.513		4048.48	4921.04
ASSC IT STRATEGIC SOURCING SPC	G4T	53.307	55.973	58.772	61.710	64.796		4264.56	5183.68
ASSESSOR'S TRAINING SPEC	C4D	47.052	49.347	51.758	54.296	56.938		3764.16	4555.04
ASSET DEVELOPMENT MANAGER	N08	66.817	70.158	73.666	77.369	81.317		5345.36	6505.36
ASSIST CHIEF ASSESSMT SSE DIV	C4C	61.181	64.239	67.455	70.827	74.371		4894.48	5949.68
ASSIST DIR, PUB HEALTH LAB	B8G	63.632	66.825	70.180	73.702	77.402		5090.56	6192.16
ASSISTANT CLAIMS MANAGER	V10	35.427	37.202	39.055	41.003	43.048		2834.16	3443.84
ASSISTANT CLAIMS MANAGER-U	Z1E	35.427	37.202	39.055	41.003	43.048		2834.16	3443.84

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASSISTANT TAX COLLECTOR	C96	62.746	65.886	69.180	72.639	76.281		5019.68	6102.48
ASSOC BUS INTELLIGENCE ANALYST	J1F	52.810	55.451	58.224	61.135	64.192		4224.80	5135.36
ASSOC BUSINESS CONF ANALYST	F8A	44.988	47.243	49.552	52.094	54.702		3599.04	4376.16
ASSOC EQUAL OPP OFFICER	B2C	36.842	38.674	40.608	42.629	44.767		2947.36	3581.36
ASSOC IT BUSINESS ANALYST - EH	ET9	42.381	44.501	46.726	49.063	51.516		3390.48	4121.28
ASSOC IT BUSINESS ANALYST - U	G7Y	46.955	49.304	51.769	54.358	57.076		3756.40	4566.08
ASSOC MGMT ANALYST	B1R	36.842	38.674	40.608	42.629	44.767		2947.36	3581.36
ASSOC MGMT ANALYST - U	W1R	36.842	38.674	40.608	42.629	44.767		2947.36	3581.36
ASSOC TRNG & STAFF DEV SPEC I	B2X	30.586	32.120	33.734	35.427	37.202		2446.88	2976.16
ASSOC TRNG & STAFF DEV SPEC II	B2F	35.788	37.574	39.447	41.416	43.487		2863.04	3478.96
ASSOCIATE DATA ANALYST	G1G	60.967	64.016	67.218	70.579	74.108		4877.36	5928.64
ASSOCIATE DATA ENGINEER	G9E	63.788	66.978	70.328	73.844	77.536		5103.04	6202.88
ASSOCIATE INFORMATION ARCHITCT	G3P	72.285	75.900	79.695	83.680	87.864		5782.80	7029.12
ASSOCIATE INFRASTRUCTURE ENGR	G3S	57.366	60.235	63.247	66.410	69.730		4589.28	5578.40
ASSOCIATE IT BUSINESS ANALYST	G3I	46.955	49.304	51.769	54.358	57.076		3756.40	4566.08
ASSOCIATE IT KNOWLEDGE MGR	G3X	46.672	49.006	51.456	54.029	56.731		3733.76	4538.48
ASSOCIATE IT SECURITY ANALYST	G3Z	58.384	61.304	64.370	67.588	70.968		4670.72	5677.44
ASSOCIATE IT SECURITY ENGINEER	G4K	67.850	71.243	74.805	78.545	82.473		5428.00	6597.84
ASSOCIATE IT VENDOR MANAGER	G4Z	57.903	60.798	63.839	67.031	70.383		4632.24	5630.64
ASSOCIATE MEDIATOR	B18	30.438	31.962	33.569	35.254	37.019		2435.04	2961.52
ASST ADMIN DIRECTOR LAB	B2Q	80.543	84.606	88.924	93.468	98.237		6443.44	7858.96
ASST CHIEF APPRAISER	C46	61.181	64.239	67.455	70.827	74.371		4894.48	5949.68
ASST CHIEF AUDITOR APPRAISER	C56	61.181	64.239	67.455	70.827	74.371		4894.48	5949.68
ASST CHIEF OF PROTECTIVE SERV	U94	40.805	42.839	44.988	47.243	49.613		3264.40	3969.04
ASST CHIEF RESPIRATORY CR PRC	R47	46.116	48.430	50.856	53.400	56.069		3689.28	4485.52
ASST CRIME LABORATORY DIR	V66	67.491	70.866	74.411	78.141	82.132		5399.28	6570.56
ASST DIR FOOD SERVICES	H39	48.896	51.348	53.918	56.617	59.449		3911.68	4755.92
ASST DIR OF COMM & PUB AFFAIRS	KD2	71.113	74.668	78.402	82.322	86.437		5689.04	6914.96
ASST DIR OF COUNTY AIRPORTS	A2P	50.606	53.137	55.795	58.585	61.513		4048.48	4921.04
ASST DIR OF PHARMACY SERVICES	R26	105.775	111.176	116.853	122.822	129.091		8462.00	10327.28
ASST DIR OF PROCUREMENT	C20	61.513	64.591	67.823	71.215	74.773		4921.04	5981.84
ASST DIR, HLTH INFO MGMT SVCS	J75	48.668	51.103	53.659	56.343	59.160		3893.44	4732.80
ASST DP OPERATIONS MGR	G20	68.157	71.565	75.165	79.002	83.039		5452.56	6643.12
ASST LAND DEVELOPMENT COORD	L78	52.879	55.526	58.301	61.215	64.278		4230.32	5142.24
ASST MANAGER BUILDING OPS	M67	59.722	62.710	65.846	69.140	72.598		4777.76	5807.84

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASST MANAGER,VECTOR CNTL DIST	X75	49.877	52.374	54.992	57.745	60.634		3990.16	4850.72
BEHAVIORAL HEALTH DIV DIR	S1R	63.636	66.817	70.159	73.686	77.447		5090.88	6195.76
BIOMEDICAL EQUIPMENT SUP	K09	50.772	53.265	55.851	58.557	61.430		4061.76	4914.40
BOND AND INVESTMENT ANALYST	B1M	49.373	51.839	54.436	57.158	60.016		3949.84	4801.28
BUDGET & FINANCIAL PLANNING MG	C92		60.351		88.860			4828.08	7108.80
BUDGET & PUBLIC POL ANALYST-U	C6B		31.370		64.946			2509.60	5195.68
BUDGET & PUBLIC POLICY ANALYST	C64		31.370		64.946			2509.60	5195.68
BUILDING OPERATIONS SUPV	M05	50.856	53.400	56.069	58.871	61.819		4068.48	4945.52
BUS INTEL FIN REP & ANAL MGR	Z1C	61.215	64.278	67.491	70.869	74.421		4897.20	5953.68
BUSINESS CONFIGURATION ANALYST	F8B	48.430	50.856	53.400	56.069	58.953		3874.40	4716.24
BUSINESS INFO TECH CONSULTANT	G1P	60.604	63.636	66.817	70.159	73.686		4848.32	5894.88
BUSINESS INTELLIGENCE ANALYST	J1E	60.731	63.769	66.958	70.305	73.821		4858.48	5905.68
BUSINESS IT CONSULTANT-U	G1Q	60.604	63.636	66.817	70.159	73.686		4848.32	5894.88
BUSINESS IT STRATEGIC PLANNER	G53	65.226	68.487	71.914	75.542	79.397		5218.08	6351.76
BUSINESS RELATIONSHIP MANAGER	G5B	67.426	70.799	74.340	78.057	81.959		5394.08	6556.72
BUSINESS SYSTEMS ANALYST	G5Q	62.994	66.145	69.453	72.926	76.572		5039.52	6125.76
BUSINESS SYSTEMS ANALYST-U	G8Q	62.994	66.145	69.453	72.926	76.572		5039.52	6125.76
CALWIN PLANNING IMPL MANAGER	V70		60.963		80.553			4877.04	6444.24
CALWIN PLNG & IMPLMNT MGR-U	Z19		60.963		80.553			4877.04	6444.24
CANCER CARE PROGRAM COORD	B7R	31.962	33.569	35.254	37.019	38.864		2556.96	3109.12
CENSUS/REDISTRICTING PRG MGR	B9P	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
CENTRAL REFERENCE COORD	J56	44.548	46.787	49.129	51.588	54.168		3563.84	4333.44
CENTRAL SUPPLY DISTRIBTN SUPV	G84	35.788	37.574	39.447	41.416	43.487		2863.04	3478.96
CHANGE-RELEASE COORDINATOR	G5S	61.264	64.327	67.544	70.921	74.467		4901.12	5957.36
CHIEF CARDIOVASCULAR TECH	S36	46.787	49.129	51.588	54.168	56.878		3742.96	4550.24
CHIEF CCS THERAPIST	R01	77.855	81.748	85.841	90.133	94.638		6228.40	7571.04
CHIEF CLIN NEUROPHYSIOLC TECH	R73	51.588	54.168	56.878	59.722	62.710		4127.04	5016.80
CHIEF COMMUNICATIONS DISP	G87	66.493	69.817	73.311	77.009	80.939		5319.44	6475.12
CHIEF MED EXAM-CORONER INVEST	V84	59.585	62.566	65.694	68.981	72.430		4766.80	5794.40
CHIEF MEDICAL PHYSICIST	D1L	105.657	110.931	116.482	122.302	128.420		8452.56	10273.60
CHIEF NUCLEAR MEDICAL TECH	R92	46.340	48.668	51.103	53.659	56.343		3707.20	4507.44
CHIEF OF CONSTRUCTION SRV	L21	72.598	76.297	80.194	84.264	88.593		5807.84	7087.44
CHIEF OF DESIGN SERVICES	L22	72.598	76.297	80.194	84.264	88.593		5807.84	7087.44
CHIEF OF FACILITIES PLNG SVCS	Y5B	72.598	76.297	80.194	84.264	88.593		5807.84	7087.44
CHIEF OF PROTECTIVE SERV	U95	53.659	56.343	59.160	62.119	65.226		4292.72	5218.08

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CHIEF PSYCHOLOGIST	P9C	76.719	80.481	84.447	88.611	92.976		6137.52	7438.08
CHIEF RADIATION THERAPIST	S54	79.770	83.759	87.947	92.367	97.082		6381.60	7766.56
CHIEF REGISTRAR OF VITAL STAT	E06	34.753	36.490	38.316	40.224	42.231		2780.24	3378.48
CHIEF RESPIRATORY CARE PRACTNR	R18	81.389	85.458	89.754	94.333	99.149		6511.12	7931.92
CHIEF UROLOGY TECHNICIAN	R89	42.422	44.548	46.787	49.129	51.588		3393.76	4127.04
CIRCULATION SYSTEMS SUPERVISOR	J5A	37.946	39.838	41.824	43.911	46.108		3035.68	3688.64
CLAIMS MGR	B33	52.879	55.526	58.301	61.215	64.278		4230.32	5142.24
CLERICAL OFFICE SUPV	D60	31.506	33.091	34.753	36.490	38.316		2520.48	3065.28
CLERICAL OFFICE SUPV - U	Z6A	31.506	33.091	34.753	36.490	38.316		2520.48	3065.28
CLERK-RECORDER SUPERVISOR	F1G	38.864	40.805	42.839	44.988	47.243		3109.12	3779.44
CLIMATE CHANGE/SUSTAIN PRG MGR	L49	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
CLIN ADMIN SUPP OFFICR III - U	Q3D	43.914	46.116	48.430	50.856	53.400		3513.12	4272.00
CLINICAL ADMIN SERVICES MGR	B4A	48.430	50.856	53.400	56.069	58.871		3874.40	4709.68
CLINICAL ADMIN SUPPT OFFCR I	B3A	37.383	39.247	41.207	43.260	45.429		2990.64	3634.32
CLINICAL ADMIN SUPPT OFFCR II	B3B	39.833	41.821	43.914	46.116	48.430		3186.64	3874.40
CLINICAL ADMIN SUPPT OFFCR III	B3C	43.914	46.116	48.430	50.856	53.400		3513.12	4272.00
CLINICAL BIOCHEMIST	R52	86.414	90.825	95.464	100.339	105.465		6913.12	8437.20
CLINICAL DOCUMENTATION SPEC	J07	60.005	62.948	66.049	69.308	72.723		4800.40	5817.84
CLINICAL MICROBIOLOGIST	R51	86.414	90.825	95.464	100.339	105.465		6913.12	8437.20
CLINICAL NUTRITION SVCS MGR	R2N	55.889	58.685	61.618	64.699	67.935		4471.12	5434.80
CLINICAL RESEARCH PROG DIR	C2A	65.226	68.487	71.914	75.542	79.397		5218.08	6351.76
CLINICAL RESEARCH PROG MGR	C2B	44.396	46.614	48.944	51.399	53.975		3551.68	4318.00
CLINICAL STANDARDS COORD	P30	49.373	51.839	54.436	57.158	60.016		3949.84	4801.28
CODE ENFORCEMENT PRG MGR	C5B	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
CODING QUALITY & EDUCATION MGR	J08	62.078	65.184	68.444	71.868	75.460		4966.24	6036.80
COLLECTION SERVICES MANAGER	C93	58.585	61.513	64.594	67.824	71.215		4686.80	5697.20
COMM AND MEDIA RELATIONS COORD	A2Q	41.216	43.412	45.609	47.805	50.001		3297.28	4000.08
COMMUNICATIONS ENGINEER	K05	59.722	62.710	65.846	69.140	72.598		4777.76	5807.84
COMMUNICATIONS ENGINEERING MGR	K02	65.224	68.487	71.910	75.516	79.371		5217.92	6349.68
COMMUNITY LIBRARIAN	J55	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
COMMUNITY LIBRARIAN - U	W55	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
COMPLIANCE OFFICER	C41	69.816	73.318	77.061	80.995	85.133		5585.28	6810.64
CONSUMER MEDIATION COORD	V23	40.224	42.231	44.346	46.567	48.889		3217.92	3911.12
CONTROLLER TRS ACCTING MGR	B81	56.407	59.229	62.190	65.299	68.565		4512.56	5485.20
COORD OF PROGRAMS FOR DISABLED	B32	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CORR SUPPORT SERVICES MGR	M03	50.360	52.879	55.526	58.301	61.215		4028.80	4897.20
CORR TRAINING SPECIALIST	U76	43.048	45.192	47.474	49.854	52.347		3443.84	4187.76
CORRECTIONAL FOOD SERVICES DIR	S32	60.604	63.636	66.817	70.159	73.686		4848.32	5894.88
COTTAGE MANAGER	X21	47.958	50.360	52.879	55.526	58.301		3836.64	4664.08
COUNTY SURVEYOR SUPV SURV MAP	L11	61.215	64.278	67.491	70.869	74.421		4897.20	5953.68
COUNTY TRANSPORTATION PLANNER	L12		50.120		73.724			4009.60	5897.92
COUNTY WEBMASTER	G48	58.871	61.819	64.910	68.157	71.565		4709.68	5725.20
CREDENTIALS SPECIALIST	J30	35.086	36.842	38.674	40.608	42.629		2806.88	3410.32
CRIME ANALYST	V7G	44.346	46.567	48.889	51.352	53.922		3547.68	4313.76
CTY CONTRACTING POLICY ANALYST	C6D		50.888		64.946			4071.04	5195.68
CTY INFO TECH SECURITY OFFICER	G8D	67.143	70.501	74.052	77.831	81.806		5371.44	6544.48
CUSTODIAL & GROUNDS SUPT	H08	52.879	55.526	58.301	61.215	64.278		4230.32	5142.24
CUSTODIAL SERVICES MANAGER	B13	41.825	43.909	46.112	48.423	50.854		3346.00	4068.32
DATA ANALYST	G1F	70.113	73.619	77.301	81.166	85.224		5609.04	6817.92
DATA ENGINEER	G9H	73.356	77.025	80.877	84.921	89.167		5868.48	7133.36
DATA SCIENTIST	G5U	85.670	89.954	94.452	99.175	104.133		6853.60	8330.64
DAY CARE CENTER DIR	Y60	33.408	35.086	36.842	38.674	40.608		2672.64	3248.64
DEBT MANAGEMENT OFFICER	B8D	55.302	58.069	60.973	64.020	67.219		4424.16	5377.52
DEP DIR EMERGENCY PREPAREDNESS	L23	53.922	56.620	59.451	62.423	65.547		4313.76	5243.76
DEP DIR, CODING & CLIN DOC IMP	J09	72.903	76.559	80.466	84.574	88.895		5832.24	7111.60
DEPT FISCAL OFFICER	B96	55.523	58.300	61.215	64.276	67.493		4441.84	5399.44
DEPT FISCAL OFFICER - U	Q14	55.523	58.300	61.215	64.276	67.493		4441.84	5399.44
DEPUTY AGRICULTURAL COMMISSNR	V03	49.854	52.347	54.970	57.718	60.604		3988.32	4848.32
DEPUTY DIR CHILDREN'S SHELTER	Y33	58.001	60.901	63.946	67.143	70.501		4640.08	5640.08
DEPUTY DIR OF MGMT INFO SVCS	B66		80.316		97.760			6425.28	7820.80
DEPUTY DIR PUB HLTH MED SVCS	B41	60.901	63.946	67.143	70.501	74.052		4872.08	5924.16
DEPUTY SEALER WEIGHT MEASURES	V26	47.706	50.099	52.605	55.237	58.001		3816.48	4640.08
DEVOPS ENGINEER	G5W	75.616	79.397	83.368	87.536	91.913		6049.28	7353.04
DIAGNOSTIC IMAGING ASST DIR	R84	84.344	88.652	93.179	97.935	102.939		6747.52	8235.12
DIAGNOSTIC IMAGING INFO SYS MG	R30	70.501	74.052	77.831	81.806	85.983		5640.08	6878.64
DIR -DIV HAZ MAT COMPLIANCE	V09		60.459		81.514			4836.72	6521.12
DIR CARE, CONT, PERF, AN & SPT	C5C	66.583	69.916	73.412	77.084	80.940		5326.64	6475.20
DIR DIV CONSMR PROTECTION	V08		60.459		81.432			4836.72	6514.56
DIR NEW CHILD SHELTER FUND - U	Y58	57.158	60.016	63.015	66.170	69.478		4572.64	5558.24
DIR OF CHILDREN SERVICES	A2M	53.659	56.343	59.160	62.119	65.226		4292.72	5218.08

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
DIR OF COUNTY AIRPORTS	B7N	61.513	64.594	67.824	71.215	74.794		4921.04	5983.52
DIR OF DIAGNOSTIC IMAGING	R81	93.582	98.359	103.383	108.665	114.212		7486.56	9136.96
DIR OF HEALTH EDUCATION	B7M	48.430	50.856	53.400	56.069	58.871		3874.40	4709.68
DIR OF MEDICAL SOCIAL SERVICES	Y01	61.215	64.278	67.491	70.869	74.421		4897.20	5953.68
DIR OF PATIENT BUSINESS SRVC	B5C	66.583	69.916	73.412	77.084	80.940		5326.64	6475.20
DIR OF PHARMACY SVCS SCVHHS	R25	119.203	125.338	131.686	138.495	145.486		9536.24	11638.88
DIR OF PROGRAM DEVELOPMENT - U	U87	60.308	63.324	66.492	69.816	73.318		4824.64	5865.44
DIR OF PUBLIC COMMUNICATION	T33	61.819	64.910	68.157	71.565	75.165		4945.52	6013.20
DIR OF RESEARCH & OUTCOME MEAS	P7B	61.215	64.278	67.491	70.869	74.421		4897.20	5953.68
DIR OF THERAPY SERVICES	R33	83.778	87.971	92.458	97.181	102.144		6702.24	8171.52
DIR PATIENT ACCESS	B3G	66.583	69.916	73.412	77.084	80.940		5326.64	6475.20
DIR, CODING DOC & HIMIS	J10	84.574	88.895	93.433	98.206	103.222		6765.92	8257.76
DIR, LICENSING AND REG AFFAIRS	B5D	82.121	86.228	90.539	95.063	99.817		6569.68	7985.36
DIR, NUTRITION & FOOD SERVICES	R06	57.718	60.604	63.636	66.817	70.159		4617.44	5612.72
DIR, OFFICE OF VETERANS' AFFRS	D1H	65.243	68.503	71.927	75.526	79.302		5219.44	6344.16
DIR, PUBLIC HEALTH LABORATORY	R42	69.574	73.053	76.706	80.543	84.607		5565.92	6768.56
DIRECTOR OF HOMELESS SYSTEMS	A2J	59.584	62.565	65.695	68.979	72.430		4766.72	5794.40
DIRECTOR OF MARKETING SCVMC	A88	77.906	81.801	85.891	90.184	94.705		6232.48	7576.40
DIRECTOR OF REENTRY SERVICES	D1J	59.584	62.566	65.695	68.979	72.430		4766.72	5794.40
DISPUTE RESOLUTION PRG CORD	E03	46.116	48.430	50.856	53.400	56.069		3689.28	4485.52
DIV DIR, COMM ENG & TECH SVCS	B36	70.869	74.421	78.221	82.215	86.414		5669.52	6913.12
DIV MGR, CHILD SUPPORT SVCS	B4S	56.659	59.494	62.469	65.593	68.874		4532.72	5509.92
DIVISION MGR-CLK OF THE BOARD	B48	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
E-DISCOVERY MANAGER	B3K	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
ELECTION DIVISION COORD	G90	47.958	50.360	52.879	55.526	58.301		3836.64	4664.08
ELECTION PROCESS SUPV II	G63	38.069	39.969	41.960	44.054	46.258		3045.52	3700.64
ELECTION SERVICES COORD	G86	47.014	49.373	51.839	54.436	57.158		3761.12	4572.64
ELECTRICAL SYSTEMS SUPERVISOR	K89	54.970	57.718	60.604	63.636	66.817		4397.60	5345.36
EMERGENCY MEDICAL SERV SPCLST	S09	59.251	62.219	65.329	68.595	72.025		4740.08	5762.00
EMERGENCY PLANNING COORD	B10	44.351	46.574	48.914	51.366	53.933		3548.08	4314.64
EMPLOYEE ASSISTANCE PROG MGR	C8A	51.588	54.168	56.878	59.722	62.710		4127.04	5016.80
EMPLOYMENT PROGRAM MGR	Y20	50.099	52.605	55.237	58.001	60.901		4007.92	4872.08
EMPLOYMENT PROGRAM SUPV	Y25	46.567	48.889	51.352	53.922	56.620		3725.36	4529.60
EMPLOYMENT PROGRAM SUPV - U	Q22	46.567	48.889	51.352	53.922	56.620		3725.36	4529.60
ENGINEERING & SCHEDULING SUPV	M02	53.137	55.795	58.585	61.513	64.594		4250.96	5167.52

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ENTERPRISE ARCHITECT	G5Y	98.323	103.239	108.402	113.822	119.513		7865.84	9561.04
ENTERPRISE FUND BUDGET MGR	C2G	69.478	72.954	76.677	80.594	84.709		5558.24	6776.72
ENTERPRISE ITPS MANAGER	F68	77.447	81.398	85.556	89.926	94.516		6195.76	7561.28
ENVIRONMENTAL HEALTH PROG MGR	V11	60.605	63.633	66.818	70.157	73.666		4848.40	5893.28
EPIC SR INTERFACE ANALYST	J1I	65.899	69.192	72.654	76.291	80.104		5271.92	6408.32
EPIC SR SERVER SYSTEMS ENGR	J1N	64.910	68.157	71.565	75.165	79.002		5192.80	6320.16
EPIC SYSTEMS ANALYST	J1A	64.088	67.292	70.661	74.193	77.901		5127.04	6232.08
EQUAL OPPORTUNITY OFFICER	B2A	44.346	46.567	48.889	51.352	53.922		3547.68	4313.76
EXEMPTION MANAGER	C61	45.429	47.706	50.099	52.605	55.237		3634.32	4418.96
FIELD SURVEY SUPERVISOR	K62	50.360	52.879	55.526	58.301	61.215		4028.80	4897.20
FINANCIAL ANALYST I	A6C	36.842	38.674	40.608	42.629	44.767		2947.36	3581.36
FINANCIAL ANALYST II	A6B	44.346	46.567	48.889	51.352	53.922		3547.68	4313.76
FINANCIAL AND ECONOMIC ANALYST	C8C		31.370		64.946			2509.60	5195.68
FINGERPRINT IDENTIFICATION DIR	V90	58.534	61.459	64.523	67.762	71.152		4682.72	5692.16
FIXED INCOME PORTFOLIO MANAGER	B6A	66.894	70.240	73.751	77.437	81.310		5351.52	6504.80
FLEET LOGISTICS SUPERVISOR	M2S	44.396	46.614	48.970	51.399	53.975		3551.68	4318.00
FLEET MAINTENANCE SUPERVISOR	M21	53.349	56.022	58.823	61.764	64.850		4267.92	5188.00
FLEET MGR	M07	63.620	66.801	70.142	73.649	77.354		5089.60	6188.32
FLEET OPERATIONS MANAGER	M2M	58.310	61.228	64.294	67.507	70.884		4664.80	5670.72
FOOD PRODUCTION CAFETERIA MGR	H41	38.864	40.805	42.839	44.988	47.243		3109.12	3779.44
FOOD SERVICE SUPERVISOR	H56	36.490	38.316	40.224	42.231	44.346		2919.20	3547.68
FORENSIC ACCOUNTANT	V7F	57.333	60.200	63.213	66.375	69.694		4586.64	5575.52
GEOGRAPHIC INFO SYSTEMS MGR	K63	67.143	70.501	74.052	77.831	81.806		5371.44	6544.48
GROUND SUPERVISOR	H27	37.943	39.833	41.821	43.914	46.116		3035.44	3689.28
HAZARDOUS MATERIALS PRGM MGR	V52	65.226	68.487	71.914	75.542	79.397		5218.08	6351.76
HAZARDOUS MATERIALS PROG MGR-U	Z52	65.226	68.487	71.914	75.542	79.397		5218.08	6351.76
HEALTH CARE COMPLIANCE ANALYST	B9R	43.914	46.129	48.435	50.857	53.400		3513.12	4272.00
HEALTH CARE FIN ANALYST ASSOC	B9C	31.654	33.247	34.913	36.661	38.485		2532.32	3078.80
HEALTH CARE FIN ANALYST I	B9D	36.842	38.674	40.608	42.629	44.767		2947.36	3581.36
HEALTH CARE FIN ANALYST I - U	Q9D	36.842	38.674	40.608	42.629	44.767		2947.36	3581.36
HEALTH CARE FIN ANALYST II	B9E	44.346	46.567	48.889	51.352	53.922		3547.68	4313.76
HEALTH CARE FIN ANALYST II - U	Q9E	44.346	46.567	48.889	51.352	53.922		3547.68	4313.76
HEALTH CARE FINANCIAL MANAGER	B9Q	54.436	57.158	60.016	63.015	66.170		4354.88	5293.60
HEALTH CARE FINANCIAL MGR - U	Z1F	54.436	57.158	60.016	63.015	66.170		4354.88	5293.60
HEALTH CARE PROG ANALYST ASSOC	B5Z	31.354	32.929	34.581	36.315	38.128		2508.32	3050.24

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
HEALTH CARE PROG ANALYST I - U	Z4P	36.490	38.316	40.224	42.231	44.346		2919.20	3547.68
HEALTH CARE PROG ANYST ASC - U	Z5P	31.354	32.929	34.581	36.315	38.128		2508.32	3050.24
HEALTH CARE PROGRAM ANALYST I	B5Y	36.490	38.316	40.224	42.231	44.346		2919.20	3547.68
HEALTH CARE PROGRAM ANALYST II	B5X	43.914	46.116	48.430	50.856	53.400		3513.12	4272.00
HEALTH CARE PROGRAM MGR I	C84	47.706	50.099	52.605	55.237	58.001		3816.48	4640.08
HEALTH CARE PROGRAM MGR II	C83	52.096	54.702	57.435	60.308	63.324		4167.68	5065.92
HEALTH CARE SERVICE LINE DIR	B5E	100.924	106.076	111.492	117.190	123.046		8073.92	9843.68
HEALTH CENTER MANAGER	H30	92.670	97.402	102.377	107.603	113.098		7413.60	9047.84
HEALTH PLANNING SPEC III	B01	41.791	43.871	46.071	48.383	50.811		3343.28	4064.88
HEALTH PLANNING SPEC III - U	W01	41.791	43.871	46.071	48.383	50.811		3343.28	4064.88
HEALTH PROGRAM SPEC	B19	51.839	54.436	57.158	60.016	63.015		4147.12	5041.20
HEALTH PROGRAM SPEC - U	Q17	51.839	54.436	57.158	60.016	63.015		4147.12	5041.20
HEALTH REALIZATION ANALYST I	H23	43.048	45.192	47.474	49.854	52.347		3443.84	4187.76
HEALTH REALIZATION ANALYST II	H22	48.192	50.606	53.137	55.795	58.585		3855.36	4686.80
HEALTH SERVICES OFFICE SUPV	D1F	34.741	36.483	38.310	40.218	42.226		2779.28	3378.08
HEALTHCARE SERV BSNS DEV ANAL	C13	52.347	54.970	57.718	60.604	63.636		4187.76	5090.88
HLTH CARE FIN ANALYST ASC - U	Q9C	31.654	33.247	34.913	36.661	38.485		2532.32	3078.80
HLTH CARE PROG ANALYST II - U	Z3P	43.914	46.116	48.430	50.856	53.400		3513.12	4272.00
HLTHCR SVC BUS DEV ANALYST - U	Q1C	52.347	54.970	57.718	60.604	63.636		4187.76	5090.88
HOMELESS AND HSING CONCERNS CO	A2K	52.347	54.970	57.718	60.604	63.636		4187.76	5090.88
HOSPITAL ADMIN SUPPORT OFCER	C68	42.422	44.548	46.787	49.129	51.588		3393.76	4127.04
HOSPITAL EM PREPAREDNESS MGR	B9T	56.017	58.819	61.759	64.847	68.089		4481.36	5447.12
IMMIGRANT SERVICES COOR	H95	46.116	48.430	50.856	53.400	56.069		3689.28	4485.52
INFORMATION ARCHITECT	G3N	83.128	87.285	91.649	96.232	101.043		6650.24	8083.44
INFORMATION SYSTEMS MGR I	G14	57.158	60.016	63.015	66.170	69.478		4572.64	5558.24
INFORMATION SYSTEMS MGR II	G12	62.710	65.846	69.140	72.598	76.297		5016.80	6103.76
INFORMATION SYSTEMS MGR III	G11	69.140	72.598	76.297	80.194	84.289		5531.20	6743.12
INFRASTRUCTURE ENGINEER	G3R	65.971	69.270	72.735	76.371	80.190		5277.68	6415.20
INFRASTRUCTURE ENGINEER-U	G8Y	65.971	69.270	72.735	76.371	80.190		5277.68	6415.20
INMATE REHABILITATION MANAGER	X9E	59.043	61.997	65.098	68.352	71.772		4723.44	5741.76
INPATIENT CASE MANAGER	S6D	76.896	80.741	84.778	89.016	93.467	98.140	6151.68	7851.20
INSTIT REV BOARD ADMINISTRATOR	N9A	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
INSTRUCTIONAL DESIGNER	J1B	60.509	63.535	66.712	70.048	73.551		4840.72	5884.08
INSTRUCTIONAL DESIGNER-U	G7T	60.509	63.535	66.712	70.048	73.551		4840.72	5884.08
INSURANCE CNTRCT & CLAIMS MGR	B49	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
INSURANCE PROGRAM MANAGER	B86	61.819	64.910	68.157	71.565	75.165		4945.52	6013.20
INTEGRATION ANALYST	G6B	65.971	69.270	72.735	76.371	80.190		5277.68	6415.20
INTERNAL AUDIT MANAGER	B4B	67.278	70.643	74.112	77.886	81.779		5382.24	6542.32
INTERNAL AUDITOR I	B45	31.050	32.610	34.246	35.962	37.758		2484.00	3020.64
INTERNAL AUDITOR II	B30	37.943	39.833	41.821	43.914	46.116		3035.44	3689.28
INTERNAL AUDITOR III	B28	43.699	45.893	48.192	50.606	53.137		3495.92	4250.96
IT ASSET MANAGER	G6D	56.110	58.916	61.862	64.955	68.202		4488.80	5456.16
IT ASSET MANAGER-U	G8Z	56.110	58.916	61.862	64.955	68.202		4488.80	5456.16
IT AUDIT & COMPLIANCE SPECIALT	G6G	61.838	64.930	68.177	71.586	75.165		4947.04	6013.20
IT BUSINESS ANALYST	G9F	53.998	56.699	59.535	62.512	65.637		4319.84	5250.96
IT BUSINESS ANALYST-U	G7X	53.998	56.699	59.535	62.512	65.637		4319.84	5250.96
IT CHANGE AND RELEASE MANAGER	G4R	77.447	81.398	85.556	89.926	94.579		6195.76	7566.32
IT CUSTOMER SERVICES MANAGER	G03	77.447	81.398	85.556	89.926	94.516		6195.76	7561.28
IT FELLOW	G2Z	115.908	121.704	127.790	134.179	140.888		9272.64	11271.04
IT KNOWLEDGE MANAGER	G3W	53.673	56.357	59.175	62.134	65.240		4293.84	5219.20
IT KNOWLEDGE MANAGER-U	G7U	53.673	56.357	59.175	62.134	65.240		4293.84	5219.20
IT MANAGER	G6L	76.358	80.176	84.185	88.394	92.814		6108.64	7425.12
IT PLANNER/ARCHITECT	G49	66.817	70.159	73.686	77.447	81.398		5345.36	6511.84
IT PROCESS ANALYST	G6P	66.247	69.560	73.038	76.690	80.525		5299.76	6442.00
IT PROGRAM MANAGER	G7L	88.338	92.756	97.395	102.265	107.378		7067.04	8590.24
IT PROJECT MANAGER	G6J	68.268	71.682	75.267	79.030	82.982		5461.44	6638.56
IT PROJECT MANAGER-U	G7W	68.268	71.682	75.267	79.030	82.982		5461.44	6638.56
IT SECURITY ANALYST	G3D	67.143	70.501	74.052	77.831	81.806		5371.44	6544.48
IT SECURITY ARCHITECT	G6R	73.985	77.685	81.570	85.649	89.931		5918.80	7194.48
IT SECURITY ENGINEER	G4E	78.027	81.929	86.026	90.327	94.844		6242.16	7587.52
IT SERVICE MANAGEMENT SPECIALT	G6W	64.419	67.641	71.024	74.575	78.304		5153.52	6264.32
IT STRATEGIC SOURCING SPECIALT	G4S	61.040	64.093	67.299	70.664	74.197		4883.20	5935.76
IT STRATEGY ANALYST	G4V	70.584	74.114	77.820	81.711	85.797		5646.72	6863.76
IT SUPERVISOR	G3E	63.631	66.813	70.154	73.661	77.343		5090.48	6187.44
IT VENDOR MANAGER	G4X	66.589	69.919	73.415	77.086	80.940		5327.12	6475.20
JANITOR SUPERVISOR	H12	35.784	37.577	39.454	41.419	43.488		2862.72	3479.04
JANITOR SUPERVISOR - U	H1E	35.784	37.577	39.454	41.419	43.488		2862.72	3479.04
JUVENILE PROBATION RECORDS SUP	F3A	35.620	37.405	39.272	41.226	43.287		2849.60	3462.96
LAFCO ANALYST	D4F	52.360	54.996	57.751	60.638	63.671		4188.80	5093.68
LAFCO EXECUTIVE OFFICER	D6F	59.164	62.119	65.224	68.486	71.908		4733.12	5752.64

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
LATENT FINGERPRINT EXAM SUPV	V4S	55.259	57.976	60.811	63.774	66.858		4420.72	5348.64
LAUNDRY SERVICES SUPERVISOR	H80	30.737	32.279	33.898	35.599	37.383		2458.96	2990.64
LAW ENFORCEMENT RECDS ADMIN	B62	58.871	61.819	64.910	68.157	71.565		4709.68	5725.20
LAW ENFORCEMENT RECDS MGR	B63	49.613	52.096	54.702	57.435	60.308		3969.04	4824.64
LAW ENFORCEMENT RECORDS SUPV	D41	43.699	45.893	48.192	50.606	53.137		3495.92	4250.96
LEGAL SUPPORT SUPERVISOR	D1K	41.873	43.966	46.164	48.471	50.901		3349.84	4072.08
LEGISLATIVE ANALYST	B7V	42.026	44.127	46.340	48.668	51.103		3362.08	4088.24
LEGISLATIVE REPRESENTATIVE-U	Q19		56.650		88.094			4532.00	7047.52
LIABILITY CLAIMS ADJUSTER I	B95	28.852	30.292	31.809	33.408	35.086		2308.16	2806.88
LIABILITY CLAIMS ADJUSTER II	B94	35.086	36.842	38.674	40.608	42.629		2806.88	3410.32
LIABILITY CLAIMS ADJUSTER III	B93	41.620	43.699	45.893	48.192	50.606		3329.60	4048.48
LIBRARY CIRCULATION SUPV	J59	36.139	37.943	39.833	41.821	43.914		2891.12	3513.12
LIBRARY CIRCULATION SUPV - U	W1J	36.139	37.943	39.833	41.821	43.914		2891.12	3513.12
LIBRARY SERVICES MANAGER	J41	57.467	60.341	63.358	66.528	69.855		4597.36	5588.40
LITERACY PROGRAM MANAGER	J61	47.014	49.373	51.839	54.436	57.158		3761.12	4572.64
LOCAL AREA NETWK SPECIALIST-U	G6F	59.451	62.423	65.547	68.826	72.267		4756.08	5781.36
LOCAL AREA NETWORK SPECIALIST	G67	59.451	62.423	65.547	68.826	72.267		4756.08	5781.36
MAIL ROOM SUPERVISOR	E30	27.342	28.710	30.143	31.654	33.247		2187.36	2659.76
MAINTENANCE COORD-VMC	N29	45.666	47.958	50.360	52.879	55.526		3653.28	4442.08
MAINTENANCE PROJECT MANAGER	B5M	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
MANAGEMENT ANALYST - U	W1P	44.777	47.019	49.364	51.851	54.446		3582.16	4355.68
MANAGER OF CONSTRUCTION	N26	62.633	65.763	69.051	72.503	76.129		5010.64	6090.32
MANAGER OF MEDICAL SOCIAL SVCS	Y02	55.526	58.301	61.215	64.278	67.491		4442.08	5399.28
MANAGER OF REAL ESTATE ASSETS	Z78	66.817	70.159	73.686	77.447	81.398		5345.36	6511.84
MANAGER, OFFICE OF IM RELATION	K4B	54.179	56.892	59.737	62.725	65.863		4334.32	5269.04
MANAGER, VIRTUAL LIBRARY	E4K	49.711	52.222	54.839	57.581	60.466		3976.88	4837.28
MANAGING DIETITIAN	R20	45.429	47.706	50.099	52.605	55.237		3634.32	4418.96
MAPPING & I. D. SUPERVISOR	K40	39.979	41.969	44.066	46.269	48.590		3198.32	3887.20
MATERIALS TESTING SUPV	N25	45.666	47.958	50.360	52.879	55.526		3653.28	4442.08
MEANINGFUL USE PROGRAM MANAGER	J1T	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
MEDIATOR	B16	35.086	36.842	38.674	40.608	42.629		2806.88	3410.32
MEDICAL ADMIN SUPPORT OFFCR I	B1V	38.674	40.608	42.629	44.767	47.014		3093.92	3761.12
MEDICAL LIBRARIAN	J70	47.014	49.373	51.839	54.436	57.158		3761.12	4572.64
MEDICAL STAFF COORD	D22	39.270	41.226	43.284	45.450	47.729		3141.60	3818.32
MEDICAL TRANSLATOR COORD	C01	39.055	41.003	43.048	45.192	47.474		3124.40	3797.92

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
MENTAL HEALTH PRGM SPEC II - U	U1B	51.790	54.380	57.104	59.959	62.957		4143.20	5036.56
MENTAL HEALTH PROG SPEC II	P14	51.790	54.380	57.104	59.959	62.957		4143.20	5036.56
MGMT AIDE	B1W	30.282	31.769	33.292	34.900	36.606		2422.56	2928.48
MGMT AIDE - U	W1W	30.282	31.769	33.292	34.900	36.606		2422.56	2928.48
MGMT ANALYST	B1P	44.777	47.019	49.364	51.851	54.446		3582.16	4355.68
MGMT INFO SVCS MGR I	G69		59.322		73.015			4745.76	5841.20
MGMT INFO SVCS MGR I - U	Q60		59.322		73.015			4745.76	5841.20
MGMT INFO SVCS MGR II	G68		66.225		80.499			5298.00	6439.92
MGMT INFO SYS TEMS AUDITOR	B29	44.988	47.243	49.613	52.096	54.702		3599.04	4376.16
MGMT INFO SYSTEMS ANALYST I	F89	44.988	47.243	49.613	52.096	54.702		3599.04	4376.16
MGMT INFO SYSTEMS ANALYST II	F86	48.430	50.856	53.400	56.069	58.871		3874.40	4709.68
MGR INTEGRATED PEST MGMT	B73	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
MGR OF ADMITTING & REGISTRATN	B6C	56.229	59.043	61.997	65.098	68.352		4498.32	5468.16
MGR OF PARK MAINTENANCE SVCS	B6J	56.343	59.160	62.119	65.226	68.487		4507.44	5478.96
MGR OF SUPPLY PROC, PROC DIST	S27	41.821	43.914	46.116	48.430	50.856		3345.68	4068.48
MGR OF VOLUNTEER SERVICES	C94	47.014	49.373	51.839	54.436	57.158		3761.12	4572.64
MGR OFFICE WOMEN'S ADVOCACY	A2H	54.179	56.892	59.737	62.725	65.863		4334.32	5269.04
MGR PARK RANGER OPERATIONS	B6K	56.343	59.160	62.119	65.226	68.487		4507.44	5478.96
MGR PATIENT ACCOUNTING SCVHHS	B54	54.901	57.647	60.532	63.561	66.735		4392.08	5338.80
MGR TECH OPR-ARTFCL KIDNY UNIT	R68	42.026	44.127	46.340	48.668	51.103		3362.08	4088.24
MGR TRAINING AND STAFF DEV	B7K	55.795	58.585	61.513	64.594	67.824		4463.60	5425.92
MGR, OFF OF SUSTAINABILITY-EH	EP9	55.214	57.976	60.875	63.919	67.125		4417.12	5370.00
MGR, OFFICE OF LGBTQ AFFAIRS	K4C	54.179	56.892	59.737	62.725	65.863		4334.32	5269.04
MGR, OFFICE OF SUSTAINABILITY	K4A	61.215	64.278	67.491	70.869	74.421		4897.20	5953.68
MGR, TRNG AND STAFF DEV, SSA	B8F	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
MGR, VHP UTILIZATION MGMT - U	Z1K	90.353	94.967	99.820	104.913	110.273	115.788	7228.24	9263.04
MGR. REHAB CASE MANAGEMENT	S6E	86.653	90.988	95.537	100.313	105.327	110.595	6932.24	8847.60
Mgr, Office of Med and Omb Svc	B17	58.301	61.215	64.278	67.491	70.869		4664.08	5669.52
NUTRITION SERVICES MGR	H54	52.096	54.702	57.435	60.308	63.324		4167.68	5065.92
OCC SFTY ENVIR COMPL MGR	X88	63.673	66.856	70.201	73.711	77.420		5093.84	6193.60
OFFICE MGMT COORD	C76	37.019	38.864	40.805	42.839	44.988		2961.52	3599.04
OMBUDSPERSON PRG COORDINATOR	B4P	46.116	48.430	50.856	53.400	56.069		3689.28	4485.52
PARK FIELD SUPPORT MGR	T03	47.243	49.613	52.096	54.702	57.435		3779.44	4594.80
PARK MAINTENANCE SUPERVISOR	T30	47.243	49.613	52.096	54.702	57.435		3779.44	4594.80
PARK RANGER SUPERVISOR	T29	49.604	52.094	54.700	57.437	60.308		3968.32	4824.64

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PARKS INTERPRETIVE PRG SUPV	T34	47.243	49.613	52.096	54.702	57.435		3779.44	4594.80
PARKS NATURAL RESOURCES PG SUP	T35	47.243	49.613	52.096	54.702	57.435		3779.44	4594.80
PARKS PROGRAM COORDINATOR	T2A	39.399	41.321	43.347	45.478	47.681		3151.92	3814.48
PAYROLL AUDIT SUPERVISOR	C8K	39.057	41.003	43.048	45.192	47.474		3124.56	3797.92
PER DIEM PATIENT CASE MANAGER	S6F		88.429		107.487			7074.32	8598.96
PERMIT CENTER MANAGER	L82		57.333		75.550			4586.64	6044.00
PH COMMUNICATIONS OFFICER	C9A	49.760	52.440	55.121	57.802	60.483		3980.80	4838.64
PLANNER/ESTIMATOR	L52	44.767	47.014	49.373	51.839	54.436		3581.36	4354.88
PLANNER/ESTIMATOR - U	L5A	44.767	47.014	49.373	51.839	54.436		3581.36	4354.88
PR CTY CONTRACT POLICY ANALYST	C6C		57.203		73.016			4576.24	5841.28
PRECINCT OPERATIONS SUPERVISOR	G56	37.943	39.833	41.821	43.914	46.116		3035.44	3689.28
PRETRIAL PRG MGMT SPEC	V40	52.879	55.526	58.301	61.215	64.278		4230.32	5142.24
PREVENTION PROG ANALYST II - U	U14	48.192	50.606	53.137	55.795	58.585		3855.36	4686.80
PREVENTION PROGRAM ANALYST I	C24	43.048	45.192	47.474	49.854	52.347		3443.84	4187.76
PREVENTION PROGRAM ANALYST I-U	U19	43.048	45.192	47.474	49.854	52.347		3443.84	4187.76
PREVENTION PROGRAM ANALYST II	C23	48.192	50.606	53.137	55.795	58.585		3855.36	4686.80
PRIN BUDGT & PUBL POL ANA - U	C6A		49.402		73.016			3952.16	5841.28
PRIN BUDGT & PUBLIC POLICY ANA	C63		49.402		73.016			3952.16	5841.28
PRINCIPAL CONSTRUCTION INSP	N30	57.465	60.338	63.354	66.521	69.849		4597.20	5587.92
PRINCIPAL DEV SVCS INSPECTOR	L79	57.245	60.107	63.112	66.267	69.743		4579.60	5579.44
PRINCIPAL IT MANAGER	G7M	105.373	110.643	116.175	121.984	128.083		8429.84	10246.64
PRINCIPAL PLANNER	L76		51.105		75.168			4088.40	6013.44
PRINCIPAL REAL ESTATE AGENT	C34	61.839	64.932	68.176	71.585	75.168		4947.12	6013.44
PRINTING SUPERVISOR	F78	49.373	51.839	54.436	57.158	60.016		3949.84	4801.28
PRNPL FIN AND ECONOMIC ANALYST	C8D		49.402		73.016			3952.16	5841.28
PROBATION DIVISION MANAGER	X44	63.332	66.502	69.826	73.320	77.003		5066.56	6160.24
PROBATION FOOD SERVICES MGR	H3A	51.588	54.168	56.878	59.722	62.710		4127.04	5016.80
PROCUREMENT CONTRACTS SPCLST	P09	51.334	53.919	56.618	59.451	62.422		4106.72	4993.76
PROCUREMENT CONTRACTS SPCLST-U	X1P	51.334	53.919	56.618	59.451	62.422		4106.72	4993.76
PROCUREMENT MANAGER	P07	56.877	59.722	62.709	65.844	69.138		4550.16	5531.04
PROFESSIONAL CODING ANALYST	B9S	43.914	46.129	48.435	50.857	53.400		3513.12	4272.00
PROGRAM MANAGER III	B3H	61.810	64.902	68.147	71.557	75.144		4944.80	6011.52
PROGRAM MANAGER III - U	W3H	61.810	64.902	68.147	71.557	75.144		4944.80	6011.52
PROGRAM MGR I	B3P	49.364	51.851	54.446	57.169	60.028		3949.12	4802.24
PROGRAM MGR I - U	Q03	49.364	51.851	54.446	57.169	60.028		3949.12	4802.24

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PROGRAM MGR II	B3N	54.694	57.430	60.302	63.319	66.486		4375.52	5318.88
PROGRAM MGR II - U	Q07	54.694	57.430	60.302	63.319	66.486		4375.52	5318.88
PROGRAM MGR/SCHOOL-LINKED SRV	B7F	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
PROJ MGR, MED COV EXPANSI PROG	Y52	52.347	54.970	57.718	60.604	63.636		4187.76	5090.88
PROJECT CONTROL SPECIALIST	M43	43.699	45.893	48.192	50.606	53.137		3495.92	4250.96
PROJECT MANAGER - U	Y5A	52.347	54.970	57.718	60.604	63.636		4187.76	5090.88
PROJECT MGR	Y50	52.347	54.970	57.718	60.604	63.636		4187.76	5090.88
PROJECT SUPPORT SVCS MANAGER	G54	77.447	81.398	85.556	89.926	94.516		6195.76	7561.28
PROPERTY TRANSFER SUPV	K41	38.128	40.026	42.026	44.127	46.340		3050.24	3707.20
PROTOCOL OFFICER	E13	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
PROVIDER RELATIONS MANAGER	J29	51.839	54.436	57.158	60.016	63.015		4147.12	5041.20
PROVIDER RELATIONS MANAGER - U	Z1G	51.839	54.436	57.158	60.016	63.015		4147.12	5041.20
PROVIDER RELATIONS SPEC - U	Z1J	42.026	44.127	46.340	48.668	51.103		3362.08	4088.24
PROVIDER RELATIONS SPECIALIST	J31	42.026	44.127	46.340	48.668	51.103		3362.08	4088.24
PUBLIC COMM OFFICER- DA	B7Q	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
PUBLIC COMMUNICATIONS PRG MGR	B7P	50.604	53.136	55.795	58.585	61.514		4048.32	4921.12
PUBLIC HEALTH PREPAREDNESS MGR	B7T	56.878	59.722	62.710	65.846	69.140		4550.24	5531.20
Q I MGR - ACUTE PSYCH SVCS -LG	S1L		94.877		115.466			7590.16	9237.28
Q I MGR - INPATIENT NURSE - LG	S1E		94.877		115.466			7590.16	9237.28
QUALITY ASSURANCE MANAGER	G1R	67.143	70.501	74.052	77.831	81.806		5371.44	6544.48
RECORDING DIVISION SUPV I	F10	34.246	35.962	37.758	39.638	41.620		2739.68	3329.60
RECORDING DIVISION SUPV II	F04	38.864	40.805	42.839	44.988	47.243		3109.12	3779.44
REHABILITATION CASE MANAGER	S6G	76.896	80.741	84.778	89.016	93.467	98.140	6151.68	7851.20
REHABILITATION SVCS PROG MGR	P61		61.780		81.594			4942.40	6527.52
RESEARCH & EVALUATION SPEC I	P7C	36.842	38.674	40.608	42.634	44.767		2947.36	3581.36
RESEARCH & EVALUATION SPEC II	P7D	44.346	46.567	48.889	51.352	53.922		3547.68	4313.76
REVENUE CONTROL ANALYST	C48	42.064	44.166	46.375	48.692	51.127		3365.12	4090.16
REVENUE CONTROL ANALYST - U	Q4E	42.064	44.166	46.375	48.692	51.127		3365.12	4090.16
ROAD OPERATIONS SUPERINTENDENT	N60	55.493	58.269	61.183	64.241	67.456		4439.44	5396.48
ROADS OPS SUPT-PEST CONRL ADVS	M34	58.001	60.901	63.946	67.143	70.501		4640.08	5640.08
SCRUM MASTER	G5Z	78.876	82.820	86.961	91.309	95.875		6310.08	7670.00
SCVHHS ENV SVCS ASST DIRECTOR	V1G	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SCVHHS ENVIR SVCS DIRECTOR	S9E	59.585	62.566	65.694	68.981	72.430		4766.80	5794.40
SCVHHS ENVIR SVCS MANAGER	S9M	41.825	43.909	46.112	48.423	50.854		3346.00	4068.32
SCVHHS REIMBMNT MGR/ASST CTRL	Z1D	69.478	72.954	76.677	80.594	84.709		5558.24	6776.72

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SECURITIES ANALYST	K17	49.373	51.839	54.436	57.158	60.016		3949.84	4801.28
SENIOR APPLICATION DEVELOPER	G07	76.952	80.800	84.840	89.082	93.536		6156.16	7482.88
SENIOR BUSINESS SYSTEMS ANALYST	G5P	75.594	79.374	83.344	87.510	91.886		6047.52	7350.88
SENIOR CHANGE-RELEASE COORD	G5R	73.517	77.193	81.053	85.105	89.361		5881.36	7148.88
SENIOR CRIME ANALYST	V7H	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SENIOR DATA ANALYST	G1E	84.136	88.344	92.761	97.399	102.269		6730.88	8181.52
SENIOR DATA ENGINEER	G9G	88.028	92.431	97.053	101.905	107.000		7042.24	8560.00
SENIOR DATA SCIENTIST	G5T	102.804	107.945	113.342	119.010	124.960		8224.32	9996.80
SENIOR DEVOPS ENGINEER	G5V	90.739	95.277	100.041	105.043	110.296		7259.12	8823.68
SENIOR ENTERPRISE ARCHITECT	G5X	117.988	123.888	130.082	136.587	143.416		9439.04	11473.28
SENIOR EPIC SYSTEMS ANALYST	J1G	68.893	72.342	75.960	79.757	83.746		5511.44	6699.68
SENIOR INFORMATION ARCHITECT	G3M	99.753	104.741	109.979	115.478	121.252		7980.24	9700.16
SENIOR INFRASTRUCTURE ENGINEER	G3Q	79.165	83.125	87.282	91.646	96.228		6333.20	7698.24
SENIOR INSTRUCTIONAL DESIGNER	J1H	65.525	68.801	72.242	75.854	79.647		5242.00	6371.76
SENIOR INTEGRATION ANALYST	G6A	79.165	83.125	87.282	91.646	96.228		6333.20	7698.24
SENIOR IT ASSET MANAGER	G6C	67.332	70.699	74.234	77.946	81.843		5386.56	6547.44
SENIOR IT AUDIT & COMPLC SPEC	G6E	74.205	77.916	81.812	85.903	90.198		5936.40	7215.84
SENIOR IT KNOWLEDGE MANAGER	G3V	64.407	67.628	71.010	74.560	78.289		5152.56	6263.12
SENIOR IT MANAGER	G6K	87.811	92.202	96.813	101.653	106.736		7024.88	8538.88
SENIOR IT PROCESS ANALYST	G6N	79.496	83.472	87.646	92.028	96.630		6359.68	7730.40
SENIOR IT PROJECT MANAGER	G6H	81.923	86.019	90.320	94.836	99.578		6553.84	7966.24
SENIOR IT PROJECT MANAGER-U	G7V	81.923	86.019	90.320	94.836	99.578		6553.84	7966.24
SENIOR IT SECURITY ANALYST	G3Y	80.570	84.600	88.831	93.272	97.936		6445.60	7834.88
SENIOR IT SECURITY ARCHITECT	G6Q	88.783	93.223	97.884	102.778	107.917		7102.64	8633.36
SENIOR IT SECURITY ENGINEER	G4F	93.633	98.315	103.231	108.393	113.812		7490.64	9104.96
SENIOR IT SERVICE MGMT SPECIAL	G6V	77.304	81.170	85.228	89.490	93.964		6184.32	7517.12
SENIOR IT STRATEGIC SOURC SPC	G4Q	73.250	76.913	80.758	84.796	89.036		5860.00	7122.88
SENIOR IT STRATEGY ANALYST	G4U	84.702	88.937	93.384	98.053	102.956		6776.16	8236.48
SENIOR IT VENDOR MANAGER	G4W	79.907	83.902	88.098	92.503	97.129		6392.56	7770.32
SENIOR MEDIATOR	B14	42.231	44.346	46.567	48.889	51.352		3378.48	4108.16
SENIOR NETWORK ENGINEER-U	Q4K	84.067	88.271	92.685	97.319	102.185		6725.36	8174.80
SENIOR SOFTWARE ASSET MANAGER	G6X	75.403	79.174	83.132	87.289	91.654		6032.24	7332.32
SENIOR SOLUTION ARCHITECT	G7G	99.817	104.808	110.049	115.552	121.330		7985.36	9706.40
SENIOR SYSTEMS ADMINISTRATOR	G6Z	71.864	75.457	79.230	83.192	87.351		5749.12	6988.08
SENIOR SYSTEMS ADMINISTRATOR-U	G9K	71.864	75.457	79.230	83.192	87.351		5749.12	6988.08

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SENIOR TECHNOLOGY ARCHITECT	G7J	88.728	93.165	97.824	102.715	107.851		7098.24	8628.08
SHERIFF TRAINING SPECIALIST	U92	43.048	45.192	47.474	49.854	52.347		3443.84	4187.76
SOCIAL SERVICES CLERICAL MGR	C66	37.758	39.638	41.620	43.699	45.893		3020.64	3671.44
SOCIAL SERVICES FISCAL OFFICER	B9B	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
SOCIAL SERVICES PRG CNTRL SUPV	E53	44.127	46.340	48.668	51.103	53.659		3530.16	4292.72
SOCIAL SERVICES PRG MGR I	Y32	50.828	53.371	56.042	58.846	61.788		4066.24	4943.04
SOCIAL SERVICES PRG MGR II	Y31	56.200	59.008	61.958	65.058	68.310		4496.00	5464.80
SOCIAL SERVICES PRG MGR III	Y30	61.958	65.058	68.310	71.729	75.324		4956.64	6025.92
SOCIAL SERVICES PRG MGR III-U	Y35	61.958	65.058	68.310	71.729	75.324		4956.64	6025.92
SOFTWARE ASSET MANAGER	G6Y	62.835	65.977	69.277	72.741	76.378		5026.80	6110.24
SOFTWARE ASSET MANAGER - U	Q6Y	62.835	65.977	69.277	72.741	76.378		5026.80	6110.24
SOLUTION ARCHITECT	G7H	83.181	87.340	91.708	96.293	101.108		6654.48	8088.64
SPECIAL PROJECTS DIRECTOR - U	Z82	65.846	69.140	72.598	76.297	80.194		5267.68	6415.52
SR ACCOUNTANT	B76	49.373	51.839	54.436	57.158	60.016		3949.84	4801.28
SR ACCOUNTANT - U	Q72	49.373	51.839	54.436	57.158	60.016		3949.84	4801.28
SR APPLICATION DEVELOPER-U	Q9I	76.952	80.800	84.840	89.082	93.536		6156.16	7482.88
SR BUS INTELLIGENCE ANALYST	J1J	72.878	76.522	80.349	84.367	88.585		5830.24	7086.80
SR BUSINESS CONF ANALYST	F8C	51.839	54.436	57.158	60.016	63.015		4147.12	5041.20
SR BUSINESS INFO TECH CONSULT	G85	67.143	70.501	74.052	77.831	81.806		5371.44	6544.48
SR BUSINESS RELATIONSHIP MGR	G5A	80.913	84.959	89.208	93.668	98.351		6473.04	7868.08
SR CASHIER	D80	29.428	30.898	32.453	34.079	35.788		2354.24	2863.04
SR CORR TRAINING SPECIALIST	U75	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SR DEPARTMENTAL FISCAL OFFICER	B9G	59.879	62.873	66.016	69.317	72.788		4790.32	5823.04
SR EMERGENCY PLANNING COORD	B06	50.139	52.651	55.283	58.049	60.952		4011.12	4876.16
SR ENVIRONMENTAL SAFETY TRN	V20	47.958	50.360	52.879	55.526	58.301		3836.64	4664.08
SR EQUAL OPPORTUNITY OFFICER	C11	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SR FINANCIAL ANALYST	A6A	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SR HEALTH CARE FIN ANALYST	B9F	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SR HEALTH CARE PROG ANALYST	W71	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SR HEALTH CARE PROG ANALYST-U	Q3E	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SR HEALTH CARE PROGRAM MGR	C82	58.014	60.916	63.964	67.162	70.523		4641.12	5641.84
SR INFO TECHNOLOGY PROJECT MGR	G3A	67.143	70.501	74.052	77.831	81.806		5371.44	6544.48
SR INFRASTRUCTURE ENGINEER-U	G8X	79.165	83.125	87.282	91.646	96.228		6333.20	7698.24
SR INSTRUCTIONAL DESIGNER-U	G7R	65.525	68.801	72.242	75.854	79.647		5242.00	6371.76
SR INTERNAL AUDITOR	B31	49.854	52.347	54.970	57.718	60.604		3988.32	4848.32

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SR INTERNAL AUDITOR - U	X51	49.854	52.347	54.970	57.718	60.604		3988.32	4848.32
SR IT KNOWLEDGE MANAGER-U	G7S	64.407	67.628	71.010	74.560	78.289		5152.56	6263.12
SR LOSS PREVENTION SPEC	V72	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SR MENTAL HEALTH PROG SPEC	P13	56.343	59.160	62.119	65.226	68.487		4507.44	5478.96
SR MGMT ANALYST	B1N	49.364	51.851	54.446	57.169	60.028		3949.12	4802.24
SR MGMT ANALYST - U	W1N	49.364	51.851	54.446	57.169	60.028		3949.12	4802.24
SR MGMT INFO SYSTEMS ANALYST	B3V	51.839	54.436	57.158	60.016	63.015		4147.12	5041.20
SR MGMT INFO SYSTEMS ANALYST-U	B3Z	51.839	54.436	57.158	60.016	63.015		4147.12	5041.20
SR MGMT INFO SYSTEMS AUDITOR	B22	54.436	57.158	60.016	63.015	66.170		4354.88	5293.60
SR NETWORK ENGINEER	G45	84.067	88.271	92.685	97.319	102.185		6725.36	8174.80
SR PROGRAMMING ANALYST - OVF	SPA	63.636	66.817	70.159	73.686	77.447		5090.88	6195.76
SR REAL ESTATE AGENT	C72	54.436	57.158	60.016	63.015	66.170		4354.88	5293.60
SR RESEARCH & EVALUATION SPEC	P7E	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SR STRATEGIC SOURCING OFFICER	POC	73.253	76.913	80.759	84.796	89.036		5860.24	7122.88
SR SYSTEMS SOFTWARE ENGINEER	G26	64.910	68.157	71.565	75.165	79.002		5192.80	6320.16
SR SYSTEMS SOFTWARE ENGINEER-U	G2C	64.910	68.157	71.565	75.165	79.002		5192.80	6320.16
SR TRAINING & STAFF DEVELOPMNT	B23	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
SSA APPLCTN DEC SUPP MGR	V65		53.606		74.876			4288.48	5990.08
SSA APPLCTN DEC SUPP MGR - U	Z14		53.606		74.876			4288.48	5990.08
SSA INFO TECHNOLOGY SPEC	W20		61.554		118.368			4924.32	9469.44
SSA PROGRAM SPECIALIST	Y51	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
SSA SECURITY AND SAFETY MGR	Y34	48.430	50.856	53.400	56.069	58.871		3874.40	4709.68
STERILE PROCESS EDUCATION CORD	J32	35.788	37.574	39.447	41.416	43.487		2863.04	3478.96
STERILE PROCESSING MANAGER	J33	47.250	49.614	52.094	54.698	57.432		3780.00	4594.56
STRATEGIC SOURCING MANAGER	POD	80.576	84.604	88.834	93.275	97.939		6446.08	7835.12
STRATEGIC SOURCING OFFICER	POB	61.040	64.093	67.299	70.664	74.224		4883.20	5937.92
SUP HAZ MAT SPECIALIST	V2G	59.456	62.429	65.551	68.828	72.269		4756.48	5781.52
SUP PUBLIC HEALTH NUTRITIONIST	R2U	47.706	50.037	52.492	55.061	57.743		3816.48	4619.44
SUP WEIGHTS AND MEASURES INSP	V2F	38.194	40.051	41.985	44.005	46.132		3055.52	3690.56
SUPERVISING CCS THERAPIST	R02	72.088	75.693	79.483	83.457	87.628		5767.04	7010.24
SUPERVISING LIBRARIAN	J62	45.192	47.474	49.854	52.347	54.970		3615.36	4397.60
SUPERVISING LIBRARIAN - U	W84	45.192	47.474	49.854	52.347	54.970		3615.36	4397.60
SUPERVISING QI COORDINATOR	S1Q	48.826	51.194	53.700	56.309	59.081		3906.08	4726.48
SUPERVISING WELFARE FRAUD INVE	V8A	52.592	55.226	57.997	60.922	63.988		4207.36	5119.04
SUPV ACCOUNT CLERK I	D95	36.830	38.668	40.596	42.622	44.754		2946.40	3580.32

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV ACCOUNT CLERK I - U	Q1K	36.830	38.668	40.596	42.622	44.754		2946.40	3580.32
SUPV ACCOUNT CLERK II	D94	40.193	42.197	44.302	46.508	48.857		3215.44	3908.56
SUPV ACCOUNT CLERK II - U	Q2K	40.193	42.197	44.302	46.508	48.857		3215.44	3908.56
SUPV AGRICULTURAL BIOLOGIST	V04	42.629	44.767	47.014	49.373	51.839		3410.32	4147.12
SUPV AGRICULTURAL BIOLOGIST-U	W40	42.629	44.767	47.014	49.373	51.839		3410.32	4147.12
SUPV APPRAISAL DATA COORD	C80	37.943	39.833	41.821	43.914	46.116		3035.44	3689.28
SUPV APPRAISER	C45	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
SUPV APPRAISER - U	Q5E	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
SUPV ASSESSMENT CLERK	D86	35.765	37.553	39.432	41.396	43.461		2861.20	3476.88
SUPV ASSESSMENT CLERK - U	Q52	35.765	37.553	39.432	41.396	43.461		2861.20	3476.88
SUPV AUDITOR-APPRAISER	C54	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
SUPV AUDITOR-APPRAISER - U	Q53	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
SUPV BOARD CLERK	D53	39.055	41.003	43.048	45.192	47.474		3124.40	3797.92
SUPV CHILD SUPP OFFICER - U	Z8A	44.767	47.014	49.373	51.839	54.436		3581.36	4354.88
SUPV CHILD SUPPORT OFFICER	E84	44.767	47.014	49.373	51.839	54.436		3581.36	4354.88
SUPV CLERK	D34	36.480	38.305	40.221	42.224	44.330		2918.40	3546.40
SUPV COMMUNICATIONS DISPATCHER	G91	60.308	63.325	66.493	69.817	73.311		4824.64	5864.88
SUPV CONSTRUCTION INSPECTOR	N27	52.717	55.353	58.119	61.025	64.078		4217.36	5126.24
SUPV CRIMINALIST	V39	60.915	63.961	67.161	70.521	74.046		4873.20	5923.68
SUPV CUSTODY SUPPORT ASSISTANT	G70	34.913	36.661	38.485	40.407	42.422		2793.04	3393.76
SUPV DEPUTY PUBLIC GUARDIAN	V45	49.373	51.839	54.436	57.158	60.016		3949.84	4801.28
SUPV DIAGNOSTIC IMAG TECH	R83	77.083	80.941	85.016	89.357	93.918		6166.64	7513.44
SUPV ENVIRONMENTAL HEALTH SPEC	V14	57.169	60.028	63.029	66.183	69.494		4573.52	5559.52
SUPV ESTATE ADMINISTRATOR	V24	49.373	51.839	54.436	57.158	60.016		3949.84	4801.28
SUPV HEALTH SERVICES REP I	D10	31.809	33.408	35.086	36.842	38.674		2544.72	3093.92
SUPV HEALTH SERVICES REP II	D08	36.653	38.485	40.411	42.423	44.539		2932.24	3563.12
SUPV INDEXER	D59	32.929	34.581	36.315	38.128	40.026		2634.32	3202.08
SUPV INTERNAL AUDITOR	B21	58.300	61.215	64.276	67.493	70.866		4664.00	5669.28
SUPV PARALEGAL	V82	46.116	48.430	50.856	53.400	56.069		3689.28	4485.52
SUPV PATIENT BUSINESS SV CLK	D44	42.775	44.912	47.150	49.513	52.001		3422.00	4160.08
SUPV PATIENT BUSINESS SV CLK-U	Z44	42.775	44.912	47.150	49.513	52.001		3422.00	4160.08
SUPV PHARMACIST	R56	95.271	100.135	105.250	110.625	116.275		7621.68	9302.00
SUPV PRETRIAL SERVICES	V51	46.340	48.668	51.103	53.659	56.343		3707.20	4507.44
SUPV PROBATION COUNSELOR	X20	56.070	58.876	61.820	64.909	68.158		4485.60	5452.64
SUPV PROTECTIVE SVCS OFFICER	U9D	35.347	37.045	38.845	40.702	42.678		2827.76	3414.24

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV PUBLIC DEFENDER INVEST	V96	62.414	65.535	68.815	72.257	75.871		4993.12	6069.68
SUPV PUBLIC HEALTH NURSE	S44	59.451	62.423	65.547	68.826	72.267		4756.08	5781.36
SUPV RECORDABLE DOC TECH	F30	31.202	32.769	34.413	36.139	37.943		2496.16	3035.44
SUPV RESPIRATORY CARE PRACTNR	R17	66.053	69.354	72.825	76.468	80.290		5284.24	6423.20
SUPV REVENUE COLLECTIONS OFC	V32	42.231	44.346	46.567	48.889	51.352		3378.48	4108.16
SUPV REVENUE COLLECTIONS OFC-U	X56	42.231	44.346	46.567	48.889	51.352		3378.48	4108.16
SUPV STOREKEEPER	G80	34.753	36.490	38.316	40.224	42.231		2780.24	3378.48
SUPV SURVEY MAP PROG	L15	52.879	55.526	58.301	61.215	64.278		4230.32	5142.24
SUPV TAX COLLECTION CLERK	C90	34.753	36.490	38.316	40.224	42.231		2780.24	3378.48
SUPV TRANSPORTATION ENGR	L31	64.910	68.157	71.565	75.165	79.002		5192.80	6320.16
SUPV VIC/WITNESS CLAIMS SPEC	D6L	41.464	43.538	45.714	47.999	50.398		3317.12	4031.84
SUPV VICTIM/WITNESS ADVOCATE	D6I	41.464	43.538	45.714	47.999	50.398		3317.12	4031.84
SUPV, HLTH INFO MGMT SVCS	D56	42.428	44.548	46.784	49.128	51.589		3394.24	4127.12
TAX AND COLLECTIONS MANAGER	V3E	61.215	64.278	67.491	70.869	74.421		4897.20	5953.68
TAX COLLECTION MGR	C89	53.659	56.343	59.160	62.119	65.226		4292.72	5218.08
TAX ROLL MGR	C77	43.699	45.893	48.192	50.606	53.137		3495.92	4250.96
TECHNICAL PLANNING & CNTL MGR	G06	73.686	77.447	81.398	85.556	89.926		5894.88	7194.08
TECHNICAL SERVICES MGR	J53	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
TECHNOLOGY ARCHITECT	G7K	73.940	77.638	81.520	85.596	89.876		5915.20	7190.08
TELECOMM/FACILITIES MGR-SCVHHS	E2D	67.070	70.426	73.945	77.647	81.563		5365.60	6525.04
TELECOMMUNICATIONS ENGINEER	K16	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
TELECOMMUNICATIONS OPS MGR	E27	62.119	65.226	68.487	71.914	75.542		4969.52	6043.36
THERAPY SERVICES ADMIN MGR	R16	52.879	55.526	58.301	61.215	64.278		4230.32	5142.24
THERAPY SERVICES PROGRAM MGR	R31	75.588	79.368	83.341	87.509	91.882		6047.04	7350.56
TRAFFIC PAINTER SUPV	N77	41.416	43.487	45.666	47.958	50.360		3313.28	4028.80
TRAINING & STAFF DEV SPEC	B2E	43.487	45.666	47.958	50.360	52.879		3478.96	4230.32
TRAINING & STAFF DEV SPEC - U	B9Z	43.487	45.666	47.958	50.360	52.879		3478.96	4230.32
TREASURY COORDINATOR	T39	36.315	38.128	40.026	42.026	44.127		2905.20	3530.16
TRUST & FIDUCIARY ACCNTNG MGR	B87	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
UTILIZATION REVIEW COORD - U	U1S	73.213	76.874	80.719	84.756	89.016	93.467	5857.04	7477.36
UTILIZATION REVIEW COORD VHP-U	U12	73.213	76.874	80.719	84.756	89.016	93.467	5857.04	7477.36
UTILIZATION REVIEW SUPV - U	Q1L	80.719	84.756	89.016	93.560	98.336	103.252	6457.52	8260.16
VALLEY CONNECTION SVC CNT MGR	G1B	62.710	65.846	69.140	72.598	76.297		5016.80	6103.76
VECTOR CONTROL DISTRICT MGR	X74	67.182	70.541	74.071	77.808	81.778		5374.56	6542.24
VECTOR CONTROL OPERS SUPV	X84	44.902	47.147	49.495	51.977	54.583		3592.16	4366.64

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
VECTOR CONTROL SCI-TECH SRV MG	X85	49.877	52.374	54.992	57.745	60.634		3990.16	4850.72
VHP MARKETING & COMM REP	Y5C	38.722	41.142	43.562	45.983	48.402		3097.76	3872.16
VHP Member Services Manager	D2R	52.096	54.702	57.435	60.308	63.324		4167.68	5065.92
VHP PHARMACY SERVICES DIV DIR	D2P	105.775	111.176	116.853	122.822	129.091		8462.00	10327.28
VHP/MANAGED CARE COMPL OFFICER	C02	52.879	55.526	58.301	61.215	64.278		4230.32	5142.24
VITAL RECORDS SUPERVISOR I	C4A	33.091	34.753	36.490	38.316	40.224		2647.28	3217.92
VITAL RECORDS SUPERVISOR II	C43	38.128	40.026	42.026	44.127	46.340		3050.24	3707.20
WEED ABATEMENT MANAGER	X70	48.889	51.352	53.922	56.620	59.451		3911.12	4756.08
WHISTLEBLOWER INVESTIGATOR	V1H	54.168	56.878	59.722	62.710	65.846		4333.44	5267.68
WORK CENTER MANAGER	M10	54.702	57.435	60.308	63.324	66.492		4376.16	5319.36
YOUNG ADULT COORD	J57	43.699	45.893	48.192	50.606	53.137		3495.92	4250.96

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ACCOUNTANT III	B77	45.687	47.975	50.384	52.908	55.553		3654.96	4444.24
ACCOUNTANT III-U	U79	45.687	47.975	50.384	52.908	55.553		3654.96	4444.24
ACCOUNTING MANAGER	B8B	56.894	59.741	62.728	65.864	69.157		4551.52	5532.56
ACCOUNTING MANAGER-SCVHHS	Z1B	56.894	59.741	62.728	65.864	69.157		4551.52	5532.56
ACCOUNTING MANAGER-SCVHHS-U	Q9H	56.894	59.741	62.728	65.864	69.157		4551.52	5532.56
ACCOUNTS PAYBLE MGR HL HOS SY	C91	43.694	45.884	48.190	50.602	53.135		3495.52	4250.80
ADMIN ACUTE PSYCHIATRIC SVCS	B2T	53.394	56.069	58.872	61.816	64.905		4271.52	5192.40
ADMIN BOOKING MANAGER	C03	55.268	58.033	60.934	63.982	67.182		4421.44	5374.56
ADMIN CORONER	B59	48.424	50.854	53.394	56.069	58.872		3873.92	4709.76
ADMIN DIRECTOR, LAB	B2H	91.765	96.455	101.378	106.557	111.998		7341.20	8959.84
ADMIN SERVICES MGR I	B2L	50.844	53.406	56.079	58.884	61.828		4067.52	4946.24
ADMIN SERVICES MGR II	B2J	56.334	59.152	62.111	65.218	68.480		4506.72	5478.40
ADMIN SUPPORT OFFICER I	B2R	39.065	41.012	43.061	45.206	47.472		3125.20	3797.76
ADMIN SUPPORT OFFICER I-U	Q29	39.065	41.012	43.061	45.206	47.472		3125.20	3797.76
ADMIN SUPPORT OFFICER II	B2P	41.625	43.702	45.889	48.190	50.609		3330.00	4048.72
ADMIN SUPPORT OFFICER II-U	Q28	41.625	43.702	45.889	48.190	50.609		3330.00	4048.72
ADMIN SUPPORT OFFICER III	B2N	45.889	48.190	50.609	53.143	55.803		3671.12	4464.24
ADMIN SUPPORT OFFICER III-U	Q25	45.889	48.190	50.609	53.143	55.803		3671.12	4464.24
ADMINISTRATIVE SVCS MGR-ISD	B27	58.583	61.513	64.590	67.819	71.212		4686.64	5696.96
ADMINISTRATOR SATELLITE CLINIC	A45	58.872	61.816	64.905	68.155	71.562		4709.76	5724.96
ADMINISTRATOR VALLEY HLTH PLAN	A1A	54.465	57.191	60.050	63.051	66.206		4357.20	5296.48
AIRPORT BUSINESS MGR	T86	42.868	45.009	47.269	49.637	52.124		3429.44	4169.92
AIRPORT NOISE ABAMT PROG COORD	C95	38.504	40.424	42.443	44.557	46.791		3080.32	3743.28
AIRPORT OPERATIONS SUPV	T89	38.701	40.630	42.658	44.791	47.035		3096.08	3762.80
AMBULATORY SERVICE MGR	C59	61.234	64.295	67.513	70.890	74.435		4898.72	5954.80
ANIMAL CONTROL PROGRAM MANAGER	B6V	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
ANIMAL SHELTER SUPERVISOR	V99	40.424	42.443	44.557	46.791	49.137		3233.92	3930.96
ART EDUCATION PROG DIR	J36	52.124	54.731	57.468	60.342	63.358		4169.92	5068.64
ASSC IT STRATEGIC SOURCING SPC	G4T	54.906	57.652	60.535	63.561	66.739		4392.48	5339.12
ASSESSOR'S TRAINING SPEC	C4D	48.463	50.827	53.310	55.924	58.646		3877.04	4691.68
ASSET DEVELOPMENT MANAGER	N08	68.821	72.262	75.875	79.690	83.756		5505.68	6700.48
ASSIST CHIEF ASSESSMT SSE DIV	C4C	63.016	66.166	69.478	72.951	76.602		5041.28	6128.16
ASSIST DIR, PUB HEALTH LAB	B8G	65.540	68.829	72.285	75.913	79.724		5243.20	6377.92
ASSISTANT CLAIMS MANAGER	V10	36.489	38.318	40.226	42.233	44.339		2919.12	3547.12
ASSISTANT CLAIMS MANAGER-U	Z1E	36.489	38.318	40.226	42.233	44.339		2919.12	3547.12

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASSISTANT TAX COLLECTOR	C96	64.628	67.862	71.255	74.818	78.569		5170.24	6285.52
ASSOC BUS INTELLIGENCE ANALYST	J1F	54.394	57.114	59.970	62.969	66.117		4351.52	5289.36
ASSOC BUSINESS CONF ANALYST	F8A	46.337	48.660	51.038	53.656	56.343		3706.96	4507.44
ASSOC EQUAL OPP OFFICER	B2C	37.947	39.834	41.826	43.907	46.110		3035.76	3688.80
ASSOC IT BUSINESS ANALYST - EH	ET9	43.652	45.836	48.127	50.534	53.061		3492.16	4244.88
ASSOC IT BUSINESS ANALYST - U	G7Y	48.363	50.783	53.322	55.988	58.788		3869.04	4703.04
ASSOC MGMT ANALYST	B1R	37.947	39.834	41.826	43.907	46.110		3035.76	3688.80
ASSOC MGMT ANALYST - U	W1R	37.947	39.834	41.826	43.907	46.110		3035.76	3688.80
ASSOC TRNG & STAFF DEV SPEC I	B2X	31.503	33.083	34.746	36.489	38.318		2520.24	3065.44
ASSOC TRNG & STAFF DEV SPEC II	B2F	36.861	38.701	40.630	42.658	44.791		2948.88	3583.28
ASSOCIATE DATA ANALYST	G1G	62.796	65.936	69.234	72.696	76.331		5023.68	6106.48
ASSOCIATE DATA ENGINEER	G9E	65.701	68.987	72.437	76.059	79.862		5256.08	6388.96
ASSOCIATE INFORMATION ARCHITCT	G3P	74.453	78.177	82.085	86.190	90.499		5956.24	7239.92
ASSOCIATE INFRASTRUCTURE ENGR	G3S	59.086	62.042	65.144	68.402	71.821		4726.88	5745.68
ASSOCIATE IT BUSINESS ANALYST	G3I	48.363	50.783	53.322	55.988	58.788		3869.04	4703.04
ASSOCIATE IT KNOWLEDGE MGR	G3X	48.072	50.476	52.999	55.649	58.432		3845.76	4674.56
ASSOCIATE IT SECURITY ANALYST	G3Z	60.135	63.143	66.301	69.615	73.097		4810.80	5847.76
ASSOCIATE IT SECURITY ENGINEER	G4K	69.885	73.380	77.049	80.901	84.947		5590.80	6795.76
ASSOCIATE IT VENDOR MANAGER	G4Z	59.640	62.621	65.754	69.041	72.494		4771.20	5799.52
ASSOCIATE MEDIATOR	B18	31.351	32.920	34.576	36.311	38.129		2508.08	3050.32
ASST ADMIN DIRECTOR LAB	B2Q	82.959	87.144	91.591	96.272	101.184		6636.72	8094.72
ASST CHIEF APPRAISER	C46	63.016	66.166	69.478	72.951	76.602		5041.28	6128.16
ASST CHIEF AUDITOR APPRAISER	C56	63.016	66.166	69.478	72.951	76.602		5041.28	6128.16
ASST CHIEF OF PROTECTIVE SERV	U94	42.029	44.124	46.337	48.660	51.101		3362.32	4088.08
ASST CHIEF RESPIRATORY CR PRC	R47	47.499	49.882	52.381	55.002	57.751		3799.92	4620.08
ASST CRIME LABORATORY DIR	V66	69.515	72.991	76.643	80.485	84.595		5561.20	6767.60
ASST DIR FOOD SERVICES	H39	50.362	52.888	55.535	58.315	61.232		4028.96	4898.56
ASST DIR OF COMM & PUB AFFAIRS	KD2	73.246	76.908	80.754	84.791	89.030		5859.68	7122.40
ASST DIR OF COUNTY AIRPORTS	A2P	52.124	54.731	57.468	60.342	63.358		4169.92	5068.64
ASST DIR OF PHARMACY SERVICES	R26	108.948	114.511	120.358	126.506	132.963		8715.84	10637.04
ASST DIR OF PROCUREMENT	C20	63.358	66.528	69.857	73.351	77.016		5068.64	6161.28
ASST DIR, HLTH INFO MGMT SVCS	J75	50.128	52.636	55.268	58.033	60.934		4010.24	4874.72
ASST DP OPERATIONS MGR	G20	70.201	73.711	77.419	81.372	85.530		5616.08	6842.40
ASST LAND DEVELOPMENT COORD	L78	54.465	57.191	60.050	63.051	66.206		4357.20	5296.48
ASST MANAGER BUILDING OPS	M67	61.513	64.591	67.821	71.214	74.775		4921.04	5982.00

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASST MANAGER,VECTOR CNTL DIST	X75	51.373	53.945	56.641	59.477	62.453		4109.84	4996.24
BEHAVIORAL HEALTH DIV DIR	S1R	65.545	68.821	72.263	75.896	79.770		5243.60	6381.60
BIOMEDICAL EQUIPMENT SUP	K09	52.295	54.862	57.526	60.313	63.272		4183.60	5061.76
BOND AND INVESTMENT ANALYST	B1M	50.854	53.394	56.069	58.872	61.816		4068.32	4945.28
BUDGET & FINANCIAL PLANNING MG	C92		62.161		91.525			4972.88	7322.00
BUDGET & PUBLIC POL ANALYST-U	C6B		32.311		66.894			2584.88	5351.52
BUDGET & PUBLIC POLICY ANALYST	C64		32.311		66.894			2584.88	5351.52
BUILDING OPERATIONS SUPV	M05	52.381	55.002	57.751	60.637	63.673		4190.48	5093.84
BUS INTEL FIN REP & ANAL MGR	Z1C	63.051	66.206	69.515	72.995	76.653		5044.08	6132.24
BUSINESS CONFIGURATION ANALYST	F8B	49.882	52.381	55.002	57.751	60.721		3990.56	4857.68
BUSINESS INFO TECH CONSULTANT	G1P	62.422	65.545	68.821	72.263	75.896		4993.76	6071.68
BUSINESS INTELLIGENCE ANALYST	J1E	62.552	65.682	68.966	72.414	76.035		5004.16	6082.80
BUSINESS IT CONSULTANT-U	G1Q	62.422	65.545	68.821	72.263	75.896		4993.76	6071.68
BUSINESS IT STRATEGIC PLANNER	G53	67.182	70.541	74.071	77.808	81.778		5374.56	6542.24
BUSINESS RELATIONSHIP MANAGER	G5B	69.448	72.922	76.570	80.398	84.417		5555.84	6753.36
BUSINESS SYSTEMS ANALYST	G5Q	64.883	68.129	71.536	75.113	78.869		5190.64	6309.52
BUSINESS SYSTEMS ANALYST-U	G8Q	64.883	68.129	71.536	75.113	78.869		5190.64	6309.52
CALWIN PLANNING IMPL MANAGER	V70		62.791		82.969			5023.28	6637.52
CALWIN PLNG & IMPLMNT MGR-U	Z19		62.791		82.969			5023.28	6637.52
CANCER CARE PROGRAM COORD	B7R	32.920	34.576	36.311	38.129	40.029		2633.60	3202.32
CENSUS/REDISTRICTING PRG MGR	B9P	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
CENTRAL REFERENCE COORD	J56	45.884	48.190	50.602	53.135	55.793		3670.72	4463.44
CENTRAL SUPPLY DISTRIBTN SUPV	G84	36.861	38.701	40.630	42.658	44.791		2948.88	3583.28
CHANGE-RELEASE COORDINATOR	G5S	63.101	66.256	69.570	73.048	76.701		5048.08	6136.08
CHIEF CARDIOVASCULAR TECH	S36	48.190	50.602	53.135	55.793	58.584		3855.20	4686.72
CHIEF CCS THERAPIST	R01	80.190	84.200	88.416	92.836	97.477		6415.20	7798.16
CHIEF CLIN NEUROPHYSIOLC TECH	R73	53.135	55.793	58.584	61.513	64.591		4250.80	5167.28
CHIEF COMMUNICATIONS DISP	G87	68.487	71.911	75.510	79.319	83.367		5478.96	6669.36
CHIEF MED EXAM-CORONER INVEST	V84	61.372	64.442	67.664	71.050	74.602		4909.76	5968.16
CHIEF MEDICAL PHYSICIST	D1L	108.826	114.258	119.976	125.971	132.272		8706.08	10581.76
CHIEF NUCLEAR MEDICAL TECH	R92	47.730	50.128	52.636	55.268	58.033		3818.40	4642.64
CHIEF OF CONSTRUCTION SRV	L21	74.775	78.585	82.599	86.791	91.250		5982.00	7300.00
CHIEF OF DESIGN SERVICES	L22	74.775	78.585	82.599	86.791	91.250		5982.00	7300.00
CHIEF OF FACILITIES PLNG SVCS	Y5B	74.775	78.585	82.599	86.791	91.250		5982.00	7300.00
CHIEF OF PROTECTIVE SERV	U95	55.268	58.033	60.934	63.982	67.182		4421.44	5374.56

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CHIEF PSYCHOLOGIST	P9C	79.020	82.895	86.980	91.269	95.765		6321.60	7661.20
CHIEF RADIATION THERAPIST	S54	82.163	86.271	90.585	95.138	99.994		6573.04	7999.52
CHIEF REGISTRAR OF VITAL STAT	E06	35.795	37.584	39.465	41.430	43.497		2863.60	3479.76
CHIEF RESPIRATORY CARE PRACTNR	R18	83.830	88.021	92.446	97.162	102.123		6706.40	8169.84
CHIEF UROLOGY TECHNICIAN	R89	43.694	45.884	48.190	50.602	53.135		3495.52	4250.80
CIRCULATION SYSTEMS SUPERVISOR	J5A	39.084	41.033	43.078	45.228	47.491		3126.72	3799.28
CLAIMS MGR	B33	54.465	57.191	60.050	63.051	66.206		4357.20	5296.48
CLERICAL OFFICE SUPV	D60	32.451	34.083	35.795	37.584	39.465		2596.08	3157.20
CLERICAL OFFICE SUPV - U	Z6A	32.451	34.083	35.795	37.584	39.465		2596.08	3157.20
CLERK-RECORDER SUPERVISOR	F1G	40.029	42.029	44.124	46.337	48.660		3202.32	3892.80
CLIMATE CHANGE/SUSTAIN PRG MGR	L49	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
CLIN ADMIN SUPP OFFICR III - U	Q3D	45.231	47.499	49.882	52.381	55.002		3618.48	4400.16
CLINICAL ADMIN SERVICES MGR	B4A	49.882	52.381	55.002	57.751	60.637		3990.56	4850.96
CLINICAL ADMIN SUPPT OFFCR I	B3A	38.504	40.424	42.443	44.557	46.791		3080.32	3743.28
CLINICAL ADMIN SUPPT OFFCR II	B3B	41.027	43.075	45.231	47.499	49.882		3282.16	3990.56
CLINICAL ADMIN SUPPT OFFCR III	B3C	45.231	47.499	49.882	52.381	55.002		3618.48	4400.16
CLINICAL BIOCHEMIST	R52	89.006	93.549	98.327	103.349	108.628		7120.48	8690.24
CLINICAL DOCUMENTATION SPEC	J07	61.805	64.836	68.030	71.387	74.904		4944.40	5992.32
CLINICAL MICROBIOLOGIST	R51	89.006	93.549	98.327	103.349	108.628		7120.48	8690.24
CLINICAL NUTRITION SVCS MGR	R2N	57.565	60.445	63.466	66.639	69.973		4605.20	5597.84
CLINICAL RESEARCH PROG DIR	C2A	67.182	70.541	74.071	77.808	81.778		5374.56	6542.24
CLINICAL RESEARCH PROG MGR	C2B	45.727	48.012	50.412	52.940	55.594		3658.16	4447.52
CLINICAL STANDARDS COORD	P30	50.854	53.394	56.069	58.872	61.816		4068.32	4945.28
CODE ENFORCEMENT PRG MGR	C5B	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
CODING QUALITY & EDUCATION MGR	J08	63.940	67.139	70.497	74.024	77.723		5115.20	6217.84
COLLECTION SERVICES MANAGER	C93	60.342	63.358	66.531	69.858	73.351		4827.36	5868.08
COMM AND MEDIA RELATIONS COORD	A2Q	42.452	44.714	46.977	49.239	51.501		3396.16	4120.08
COMMUNICATIONS ENGINEER	K05	61.513	64.591	67.821	71.214	74.775		4921.04	5982.00
COMMUNICATIONS ENGINEERING MGR	K02	67.180	70.541	74.067	77.781	81.752		5374.40	6540.16
COMMUNITY LIBRARIAN	J55	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
COMMUNITY LIBRARIAN - U	W55	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
COMPLIANCE OFFICER	C41	71.910	75.517	79.372	83.424	87.686		5752.80	7014.88
CONSUMER MEDIATION COORD	V23	41.430	43.497	45.676	47.964	50.355		3314.40	4028.40
CONTROLLER TRS ACCTING MGR	B81	58.099	61.005	64.055	67.257	70.621		4647.92	5649.68
COORD OF PROGRAMS FOR DISABLED	B32	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CORR SUPPORT SERVICES MGR	M03	51.870	54.465	57.191	60.050	63.051		4149.60	5044.08
CORR TRAINING SPECIALIST	U76	44.339	46.547	48.898	51.349	53.917		3547.12	4313.36
CORRECTIONAL FOOD SERVICES DIR	S32	62.422	65.545	68.821	72.263	75.896		4993.76	6071.68
COTTAGE MANAGER	X21	49.396	51.870	54.465	57.191	60.050		3951.68	4804.00
COUNTY SURVEYOR SUPV SURV MAP	L11	63.051	66.206	69.515	72.995	76.653		5044.08	6132.24
COUNTY TRANSPORTATION PLANNER	L12		51.623		75.935			4129.84	6074.80
COUNTY WEBMASTER	G48	60.637	63.673	66.857	70.201	73.711		4850.96	5896.88
CREDENTIALS SPECIALIST	J30	36.138	37.947	39.834	41.826	43.907		2891.04	3512.56
CRIME ANALYST	V7G	45.676	47.964	50.355	52.892	55.539		3654.08	4443.12
CTY CONTRACTING POLICY ANALYST	C6D		52.414		66.894			4193.12	5351.52
CTY INFO TECH SECURITY OFFICER	G8D	69.157	72.616	76.273	80.165	84.260		5532.56	6740.80
CUSTODIAL & GROUNDS SUPT	H08	54.465	57.191	60.050	63.051	66.206		4357.20	5296.48
CUSTODIAL SERVICES MANAGER	B13	43.079	45.226	47.495	49.875	52.379		3446.32	4190.32
DATA ANALYST	G1F	72.216	75.827	79.620	83.600	87.780		5777.28	7022.40
DATA ENGINEER	G9H	75.556	79.335	83.303	87.468	91.842		6044.48	7347.36
DATA SCIENTIST	G5U	88.240	92.652	97.285	102.150	107.256		7059.20	8580.48
DAY CARE CENTER DIR	Y60	34.410	36.138	37.947	39.834	41.826		2752.80	3346.08
DEBT MANAGEMENT OFFICER	B8D	56.961	59.811	62.802	65.940	69.235		4556.88	5538.80
DEP DIR EMERGENCY PREPAREDNESS	L23	55.539	58.318	61.234	64.295	67.513		4443.12	5401.04
DEP DIR, CODING & CLIN DOC IMP	J09	75.090	78.855	82.879	87.111	91.561		6007.20	7324.88
DEPT FISCAL OFFICER	B96	57.188	60.049	63.051	66.204	69.517		4575.04	5561.36
DEPT FISCAL OFFICER - U	Q14	57.188	60.049	63.051	66.204	69.517		4575.04	5561.36
DEPUTY AGRICULTURAL COMMISSNR	V03	51.349	53.917	56.619	59.449	62.422		4107.92	4993.76
DEPUTY DIR CHILDREN'S SHELTER	Y33	59.741	62.728	65.864	69.157	72.616		4779.28	5809.28
DEPUTY DIR OF MGMT INFO SVCS	B66		82.725		100.692			6618.00	8055.36
DEPUTY DIR PUB HLTH MED SVCS	B41	62.728	65.864	69.157	72.616	76.273		5018.24	6101.84
DEPUTY SEALER WEIGHT MEASURES	V26	49.137	51.601	54.183	56.894	59.741		3930.96	4779.28
DEVOPS ENGINEER	G5W	77.884	81.778	85.869	90.162	94.670		6230.72	7573.60
DIAGNOSTIC IMAGING ASST DIR	R84	86.874	91.311	95.974	100.873	106.027		6949.92	8482.16
DIAGNOSTIC IMAGING INFO SYS MG	R30	72.616	76.273	80.165	84.260	88.562		5809.28	7084.96
DIR -DIV HAZ MAT COMPLIANCE	V09		62.272		83.959			4981.76	6716.72
DIR CARE, CONT, PERF, AN & SPT	C5C	68.580	72.013	75.614	79.396	83.368		5486.40	6669.44
DIR DIV CONSMR PROTECTION	V08		62.272		83.874			4981.76	6709.92
DIR NEW CHILD SHELTER FUND - U	Y58	58.872	61.816	64.905	68.155	71.562		4709.76	5724.96
DIR OF CHILDREN SERVICES	A2M	55.268	58.033	60.934	63.982	67.182		4421.44	5374.56

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
DIR OF COUNTY AIRPORTS	B7N	63.358	66.531	69.858	73.351	77.037		5068.64	6162.96
DIR OF DIAGNOSTIC IMAGING	R81	96.389	101.309	106.484	111.924	117.638		7711.12	9411.04
DIR OF HEALTH EDUCATION	B7M	49.882	52.381	55.002	57.751	60.637		3990.56	4850.96
DIR OF MEDICAL SOCIAL SERVICES	Y01	63.051	66.206	69.515	72.995	76.653		5044.08	6132.24
DIR OF PATIENT BUSINESS SRVC	B5C	68.580	72.013	75.614	79.396	83.368		5486.40	6669.44
DIR OF PHARMACY SVCS SCVHHS	R25	122.779	129.098	135.636	142.649	149.850		9822.32	11988.00
DIR OF PROGRAM DEVELOPMENT - U	U87	62.117	65.223	68.486	71.910	75.517		4969.36	6041.36
DIR OF PUBLIC COMMUNICATION	T33	63.673	66.857	70.201	73.711	77.419		5093.84	6193.52
DIR OF RESEARCH & OUTCOME MEAS	P7B	63.051	66.206	69.515	72.995	76.653		5044.08	6132.24
DIR OF THERAPY SERVICES	R33	86.291	90.610	95.231	100.096	105.208		6903.28	8416.64
DIR PATIENT ACCESS	B3G	68.580	72.013	75.614	79.396	83.368		5486.40	6669.44
DIR, CODING DOC & HIMIS	J10	87.111	91.561	96.235	101.152	106.318		6968.88	8505.44
DIR, LICENSING AND REG AFFAIRS	B5D	84.584	88.814	93.255	97.914	102.811		6766.72	8224.88
DIR, NUTRITION & FOOD SERVICES	R06	59.449	62.422	65.545	68.821	72.263		4755.92	5781.04
DIR, OFFICE OF VETERANS' AFFRS	D1H	67.200	70.558	74.084	77.791	81.681		5376.00	6534.48
DIR, PUBLIC HEALTH LABORATORY	R42	71.661	75.244	79.007	82.959	87.145		5732.88	6971.60
DIRECTOR OF HOMELESS SYSTEMS	A2J	61.371	64.441	67.665	71.048	74.602		4909.68	5968.16
DIRECTOR OF MARKETING SCVMC	A88	80.243	84.255	88.467	92.889	97.546		6419.44	7803.68
DIRECTOR OF REENTRY SERVICES	D1J	61.371	64.442	67.665	71.048	74.602		4909.68	5968.16
DISPUTE RESOLUTION PRG CORD	E03	47.499	49.882	52.381	55.002	57.751		3799.92	4620.08
DIV DIR, COMM ENG & TECH SVCS	B36	72.995	76.653	80.567	84.681	89.006		5839.60	7120.48
DIV MGR, CHILD SUPPORT SVCS	B4S	58.358	61.278	64.343	67.560	70.940		4668.64	5675.20
DIVISION MGR-CLK OF THE BOARD	B48	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
E-DISCOVERY MANAGER	B3K	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
ELECTION DIVISION COORD	G90	49.396	51.870	54.465	57.191	60.050		3951.68	4804.00
ELECTION PROCESS SUPV II	G63	39.211	41.168	43.218	45.375	47.645		3136.88	3811.60
ELECTION SERVICES COORD	G86	48.424	50.854	53.394	56.069	58.872		3873.92	4709.76
ELECTRICAL SYSTEMS SUPERVISOR	K89	56.619	59.449	62.422	65.545	68.821		4529.52	5505.68
EMERGENCY MEDICAL SERV SPCLST	S09	61.028	64.085	67.288	70.652	74.185		4882.24	5934.80
EMERGENCY PLANNING COORD	B10	45.681	47.971	50.381	52.906	55.550		3654.48	4444.00
EMPLOYEE ASSISTANCE PROG MGR	C8A	53.135	55.793	58.584	61.513	64.591		4250.80	5167.28
EMPLOYMENT PROGRAM MGR	Y20	51.601	54.183	56.894	59.741	62.728		4128.08	5018.24
EMPLOYMENT PROGRAM SUPV	Y25	47.964	50.355	52.892	55.539	58.318		3837.12	4665.44
EMPLOYMENT PROGRAM SUPV - U	Q22	47.964	50.355	52.892	55.539	58.318		3837.12	4665.44
ENGINEERING & SCHEDULING SUPV	M02	54.731	57.468	60.342	63.358	66.531		4378.48	5322.48

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ENTERPRISE ARCHITECT	G5Y	101.272	106.336	111.654	117.236	123.098		8101.76	9847.84
ENTERPRISE FUND BUDGET MGR	C2G	71.562	75.142	78.977	83.011	87.250		5724.96	6980.00
ENTERPRISE ITPS MANAGER	F68	79.770	83.839	88.122	92.623	97.351		6381.60	7788.08
ENVIRONMENTAL HEALTH PROG MGR	V11	62.423	65.541	68.822	72.261	75.875		4993.84	6070.00
EPIC SR INTERFACE ANALYST	J1I	67.875	71.267	74.833	78.579	82.507		5430.00	6600.56
EPIC SR SERVER SYSTEMS ENGR	J1N	66.857	70.201	73.711	77.419	81.372		5348.56	6509.76
EPIC SYSTEMS ANALYST	J1A	66.010	69.310	72.780	76.418	80.238		5280.80	6419.04
EQUAL OPPORTUNITY OFFICER	B2A	45.676	47.964	50.355	52.892	55.539		3654.08	4443.12
EXEMPTION MANAGER	C61	46.791	49.137	51.601	54.183	56.894		3743.28	4551.52
FIELD SURVEY SUPERVISOR	K62	51.870	54.465	57.191	60.050	63.051		4149.60	5044.08
FINANCIAL ANALYST I	A6C	37.947	39.834	41.826	43.907	46.110		3035.76	3688.80
FINANCIAL ANALYST II	A6B	45.676	47.964	50.355	52.892	55.539		3654.08	4443.12
FINANCIAL AND ECONOMIC ANALYST	C8C		32.311		66.894			2584.88	5351.52
FINGERPRINT IDENTIFICATION DIR	V90	60.290	63.302	66.458	69.794	73.286		4823.20	5862.88
FIXED INCOME PORTFOLIO MANAGER	B6A	68.900	72.347	75.963	79.760	83.749		5512.00	6699.92
FLEET LOGISTICS SUPERVISOR	M2S	45.727	48.012	50.439	52.940	55.594		3658.16	4447.52
FLEET MAINTENANCE SUPERVISOR	M21	54.949	57.702	60.587	63.616	66.795		4395.92	5343.60
FLEET MGR	M07	65.528	68.805	72.246	75.858	79.674		5242.24	6373.92
FLEET OPERATIONS MANAGER	M2M	60.059	63.064	66.222	69.532	73.010		4804.72	5840.80
FOOD PRODUCTION CAFETERIA MGR	H41	40.029	42.029	44.124	46.337	48.660		3202.32	3892.80
FOOD SERVICE SUPERVISOR	H56	37.584	39.465	41.430	43.497	45.676		3006.72	3654.08
FORENSIC ACCOUNTANT	V7F	59.052	62.006	65.109	68.366	71.784		4724.16	5742.72
GEOGRAPHIC INFO SYSTEMS MGR	K63	69.157	72.616	76.273	80.165	84.260		5532.56	6740.80
GROUND SUPERVISOR	H27	39.081	41.027	43.075	45.231	47.499		3126.48	3799.92
HAZARDOUS MATERIALS PRGM MGR	V52	67.182	70.541	74.071	77.808	81.778		5374.56	6542.24
HAZARDOUS MATERIALS PROG MGR-U	Z52	67.182	70.541	74.071	77.808	81.778		5374.56	6542.24
HEALTH CARE COMPLIANCE ANALYST	B9R	45.231	47.512	49.888	52.382	55.002		3618.48	4400.16
HEALTH CARE FIN ANALYST ASSOC	B9C	32.603	34.244	35.960	37.760	39.639		2608.24	3171.12
HEALTH CARE FIN ANALYST I	B9D	37.947	39.834	41.826	43.907	46.110		3035.76	3688.80
HEALTH CARE FIN ANALYST I - U	Q9D	37.947	39.834	41.826	43.907	46.110		3035.76	3688.80
HEALTH CARE FIN ANALYST II	B9E	45.676	47.964	50.355	52.892	55.539		3654.08	4443.12
HEALTH CARE FIN ANALYST II - U	Q9E	45.676	47.964	50.355	52.892	55.539		3654.08	4443.12
HEALTH CARE FINANCIAL MANAGER	B9Q	56.069	58.872	61.816	64.905	68.155		4485.52	5452.40
HEALTH CARE FINANCIAL MGR - U	Z1F	56.069	58.872	61.816	64.905	68.155		4485.52	5452.40
HEALTH CARE PROG ANALYST ASSOC	B5Z	32.294	33.916	35.618	37.404	39.271		2583.52	3141.68

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
HEALTH CARE PROG ANALYST I - U	Z4P	37.584	39.465	41.430	43.497	45.676		3006.72	3654.08
HEALTH CARE PROG ANYST ASC - U	Z5P	32.294	33.916	35.618	37.404	39.271		2583.52	3141.68
HEALTH CARE PROGRAM ANALYST I	B5Y	37.584	39.465	41.430	43.497	45.676		3006.72	3654.08
HEALTH CARE PROGRAM ANALYST II	B5X	45.231	47.499	49.882	52.381	55.002		3618.48	4400.16
HEALTH CARE PROGRAM MGR I	C84	49.137	51.601	54.183	56.894	59.741		3930.96	4779.28
HEALTH CARE PROGRAM MGR II	C83	53.658	56.343	59.158	62.117	65.223		4292.64	5217.84
HEALTH CARE SERVICE LINE DIR	B5E	103.951	109.258	114.836	120.705	126.737		8316.08	10138.96
HEALTH CENTER MANAGER	H30	95.450	100.324	105.448	110.831	116.490		7636.00	9319.20
HEALTH PLANNING SPEC III	B01	43.044	45.187	47.453	49.834	52.335		3443.52	4186.80
HEALTH PLANNING SPEC III - U	W01	43.044	45.187	47.453	49.834	52.335		3443.52	4186.80
HEALTH PROGRAM SPEC	B19	53.394	56.069	58.872	61.816	64.905		4271.52	5192.40
HEALTH PROGRAM SPEC - U	Q17	53.394	56.069	58.872	61.816	64.905		4271.52	5192.40
HEALTH REALIZATION ANALYST I	H23	44.339	46.547	48.898	51.349	53.917		3547.12	4313.36
HEALTH REALIZATION ANALYST II	H22	49.637	52.124	54.731	57.468	60.342		3970.96	4827.36
HEALTH SERVICES OFFICE SUPV	D1F	35.783	37.577	39.459	41.424	43.492		2862.64	3479.36
HEALTHCARE SERV BSNS DEV ANAL	C13	53.917	56.619	59.449	62.422	65.545		4313.36	5243.60
HLTH CARE FIN ANALYST ASC - U	Q9C	32.603	34.244	35.960	37.760	39.639		2608.24	3171.12
HLTH CARE PROG ANALYST II - U	Z3P	45.231	47.499	49.882	52.381	55.002		3618.48	4400.16
HLTHCR SVC BUS DEV ANALYST - U	Q1C	53.917	56.619	59.449	62.422	65.545		4313.36	5243.60
HOMELESS AND HSING CONCERNS CO	A2K	53.917	56.619	59.449	62.422	65.545		4313.36	5243.60
HOSPITAL ADMIN SUPPORT OFCER	C68	43.694	45.884	48.190	50.602	53.135		3495.52	4250.80
HOSPITAL EM PREPAREDNESS MGR	B9T	57.697	60.583	63.611	66.792	70.131		4615.76	5610.48
IMMIGRANT SERVICES COOR	H95	47.499	49.882	52.381	55.002	57.751		3799.92	4620.08
INFORMATION ARCHITECT	G3N	85.621	89.903	94.398	99.118	104.074		6849.68	8325.92
INFORMATION SYSTEMS MGR I	G14	58.872	61.816	64.905	68.155	71.562		4709.76	5724.96
INFORMATION SYSTEMS MGR II	G12	64.591	67.821	71.214	74.775	78.585		5167.28	6286.80
INFORMATION SYSTEMS MGR III	G11	71.214	74.775	78.585	82.599	86.817		5697.12	6945.36
INFRASTRUCTURE ENGINEER	G3R	67.950	71.348	74.917	78.662	82.595		5436.00	6607.60
INFRASTRUCTURE ENGINEER-U	G8Y	67.950	71.348	74.917	78.662	82.595		5436.00	6607.60
INMATE REHABILITATION MANAGER	X9E	60.814	63.856	67.050	70.402	73.925		4865.12	5914.00
INPATIENT CASE MANAGER	S6D	79.202	83.163	87.321	91.686	96.271	101.084	6336.16	8086.72
INSTIT REV BOARD ADMINISTRATOR	N9A	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
INSTRUCTIONAL DESIGNER	J1B	62.324	65.441	68.713	72.149	75.757		4985.92	6060.56
INSTRUCTIONAL DESIGNER-U	G7T	62.324	65.441	68.713	72.149	75.757		4985.92	6060.56
INSURANCE CNTRCT & CLAIMS MGR	B49	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
INSURANCE PROGRAM MANAGER	B86	63.673	66.857	70.201	73.711	77.419		5093.84	6193.52
INTEGRATION ANALYST	G6B	67.950	71.348	74.917	78.662	82.595		5436.00	6607.60
INTERNAL AUDIT MANAGER	B4B	69.296	72.762	76.335	80.222	84.232		5543.68	6738.56
INTERNAL AUDITOR I	B45	31.981	33.588	35.273	37.040	38.890		2558.48	3111.20
INTERNAL AUDITOR II	B30	39.081	41.027	43.075	45.231	47.499		3126.48	3799.92
INTERNAL AUDITOR III	B28	45.009	47.269	49.637	52.124	54.731		3600.72	4378.48
IT ASSET MANAGER	G6D	57.793	60.683	63.717	66.903	70.248		4623.44	5619.84
IT ASSET MANAGER-U	G8Z	57.793	60.683	63.717	66.903	70.248		4623.44	5619.84
IT AUDIT & COMPLIANCE SPECIALT	G6G	63.693	66.877	70.222	73.733	77.419		5095.44	6193.52
IT BUSINESS ANALYST	G9F	55.617	58.399	61.321	64.387	67.606		4449.36	5408.48
IT BUSINESS ANALYST-U	G7X	55.617	58.399	61.321	64.387	67.606		4449.36	5408.48
IT CHANGE AND RELEASE MANAGER	G4R	79.770	83.839	88.122	92.623	97.416		6381.60	7793.28
IT CUSTOMER SERVICES MANAGER	G03	79.770	83.839	88.122	92.623	97.351		6381.60	7788.08
IT FELLOW	G2Z	119.385	125.355	131.623	138.204	145.114		9550.80	11609.12
IT KNOWLEDGE MANAGER	G3W	55.283	58.047	60.950	63.998	67.197		4422.64	5375.76
IT KNOWLEDGE MANAGER-U	G7U	55.283	58.047	60.950	63.998	67.197		4422.64	5375.76
IT MANAGER	G6L	78.648	82.581	86.710	91.045	95.598		6291.84	7647.84
IT PLANNER/ARCHITECT	G49	68.821	72.263	75.896	79.770	83.839		5505.68	6707.12
IT PROCESS ANALYST	G6P	68.234	71.646	75.229	78.990	82.940		5458.72	6635.20
IT PROGRAM MANAGER	G7L	90.988	95.538	100.316	105.332	110.599		7279.04	8847.92
IT PROJECT MANAGER	G6J	70.316	73.832	77.525	81.400	85.471		5625.28	6837.68
IT PROJECT MANAGER-U	G7W	70.316	73.832	77.525	81.400	85.471		5625.28	6837.68
IT SECURITY ANALYST	G3D	69.157	72.616	76.273	80.165	84.260		5532.56	6740.80
IT SECURITY ARCHITECT	G6R	76.204	80.015	84.017	88.218	92.628		6096.32	7410.24
IT SECURITY ENGINEER	G4E	80.367	84.386	88.606	93.036	97.689		6429.36	7815.12
IT SERVICE MANAGEMENT SPECIALT	G6W	66.351	69.670	73.154	76.812	80.653		5308.08	6452.24
IT STRATEGIC SOURCING SPECIALT	G4S	62.871	66.015	69.317	72.783	76.422		5029.68	6113.76
IT STRATEGY ANALYST	G4V	72.701	76.337	80.154	84.162	88.370		5816.08	7069.60
IT SUPERVISOR	G3E	65.539	68.817	72.258	75.870	79.663		5243.12	6373.04
IT VENDOR MANAGER	G4X	68.586	72.016	75.617	79.398	83.368		5486.88	6669.44
JANITOR SUPERVISOR	H12	36.857	38.704	40.637	42.661	44.792		2948.56	3583.36
JANITOR SUPERVISOR - U	H1E	36.857	38.704	40.637	42.661	44.792		2948.56	3583.36
JUVENILE PROBATION RECORDS SUP	F3A	36.688	38.527	40.450	42.462	44.585		2935.04	3566.80
LAFCO ANALYST	D4F	53.930	56.645	59.483	62.457	65.581		4314.40	5246.48
LAFCO EXECUTIVE OFFICER	D6F	60.938	63.982	67.180	70.540	74.065		4875.04	5925.20

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
LATENT FINGERPRINT EXAM SUPV	V4S	56.916	59.715	62.635	65.687	68.863		4553.28	5509.04
LAUNDRY SERVICES SUPERVISOR	H80	31.659	33.247	34.914	36.666	38.504		2532.72	3080.32
LAW ENFORCEMENT RECDS ADMIN	B62	60.637	63.673	66.857	70.201	73.711		4850.96	5896.88
LAW ENFORCEMENT RECDS MGR	B63	51.101	53.658	56.343	59.158	62.117		4088.08	4969.36
LAW ENFORCEMENT RECORDS SUPV	D41	45.009	47.269	49.637	52.124	54.731		3600.72	4378.48
LEGAL SUPPORT SUPERVISOR	D1K	43.129	45.284	47.548	49.925	52.428		3450.32	4194.24
LEGISLATIVE ANALYST	B7V	43.286	45.450	47.730	50.128	52.636		3462.88	4210.88
LEGISLATIVE REPRESENTATIVE-U	Q19		58.349		90.736			4667.92	7258.88
LIABILITY CLAIMS ADJUSTER I	B95	29.717	31.200	32.763	34.410	36.138		2377.36	2891.04
LIABILITY CLAIMS ADJUSTER II	B94	36.138	37.947	39.834	41.826	43.907		2891.04	3512.56
LIABILITY CLAIMS ADJUSTER III	B93	42.868	45.009	47.269	49.637	52.124		3429.44	4169.92
LIBRARY CIRCULATION SUPV	J59	37.223	39.081	41.027	43.075	45.231		2977.84	3618.48
LIBRARY CIRCULATION SUPV - U	W1J	37.223	39.081	41.027	43.075	45.231		2977.84	3618.48
LIBRARY SERVICES MANAGER	J41	59.191	62.151	65.258	68.523	71.950		4735.28	5756.00
LITERACY PROGRAM MANAGER	J61	48.424	50.854	53.394	56.069	58.872		3873.92	4709.76
LOCAL AREA NETWK SPECIALIST-U	G6F	61.234	64.295	67.513	70.890	74.435		4898.72	5954.80
LOCAL AREA NETWORK SPECIALIST	G67	61.234	64.295	67.513	70.890	74.435		4898.72	5954.80
MAIL ROOM SUPERVISOR	E30	28.162	29.571	31.047	32.603	34.244		2252.96	2739.52
MAINTENANCE COORD-VMC	N29	47.035	49.396	51.870	54.465	57.191		3762.80	4575.28
MAINTENANCE PROJECT MANAGER	B5M	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
MANAGEMENT ANALYST - U	W1P	46.120	48.429	50.844	53.406	56.079		3689.60	4486.32
MANAGER OF CONSTRUCTION	N26	64.511	67.735	71.122	74.678	78.412		5160.88	6272.96
MANAGER OF MEDICAL SOCIAL SVCS	Y02	57.191	60.050	63.051	66.206	69.515		4575.28	5561.20
MANAGER OF REAL ESTATE ASSETS	Z78	68.821	72.263	75.896	79.770	83.839		5505.68	6707.12
MANAGER, OFFICE OF IM RELATION	K4B	55.804	58.598	61.529	64.606	67.838		4464.32	5427.04
MANAGER, VIRTUAL LIBRARY	E4K	51.202	53.788	56.484	59.308	62.279		4096.16	4982.32
MANAGING DIETITIAN	R20	46.791	49.137	51.601	54.183	56.894		3743.28	4551.52
MAPPING & I. D. SUPERVISOR	K40	41.178	43.228	45.387	47.657	50.047		3294.24	4003.76
MATERIALS TESTING SUPV	N25	47.035	49.396	51.870	54.465	57.191		3762.80	4575.28
MEANINGFUL USE PROGRAM MANAGER	J1T	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
MEDIATOR	B16	36.138	37.947	39.834	41.826	43.907		2891.04	3512.56
MEDICAL ADMIN SUPPORT OFFCR I	B1V	39.834	41.826	43.907	46.110	48.424		3186.72	3873.92
MEDICAL LIBRARIAN	J70	48.424	50.854	53.394	56.069	58.872		3873.92	4709.76
MEDICAL STAFF COORD	D22	40.448	42.462	44.582	46.813	49.160		3235.84	3932.80
MEDICAL TRANSLATOR COORD	C01	40.226	42.233	44.339	46.547	48.898		3218.08	3911.84

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
MENTAL HEALTH PRGM SPEC II - U	U1B	53.343	56.011	58.817	61.757	64.845		4267.44	5187.60
MENTAL HEALTH PROG SPEC II	P14	53.343	56.011	58.817	61.757	64.845		4267.44	5187.60
MGMT AIDE	B1W	31.190	32.722	34.290	35.947	37.704		2495.20	3016.32
MGMT AIDE - U	W1W	31.190	32.722	34.290	35.947	37.704		2495.20	3016.32
MGMT ANALYST	B1P	46.120	48.429	50.844	53.406	56.079		3689.60	4486.32
MGMT INFO SVCS MGR I	G69		61.101		75.205			4888.08	6016.40
MGMT INFO SVCS MGR I - U	Q6O		61.101		75.205			4888.08	6016.40
MGMT INFO SVCS MGR II	G68		68.211		82.913			5456.88	6633.04
MGMT INFO SYS TEMS AUDITOR	B29	46.337	48.660	51.101	53.658	56.343		3706.96	4507.44
MGMT INFO SYSTEMS ANALYST I	F89	46.337	48.660	51.101	53.658	56.343		3706.96	4507.44
MGMT INFO SYSTEMS ANALYST II	F86	49.882	52.381	55.002	57.751	60.637		3990.56	4850.96
MGR INTEGRATED PEST MGMT	B73	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
MGR OF ADMITTING & REGISTRATN	B6C	57.915	60.814	63.856	67.050	70.402		4633.20	5632.16
MGR OF PARK MAINTENANCE SVCS	B6J	58.033	60.934	63.982	67.182	70.541		4642.64	5643.28
MGR OF SUPPLY PROC, PROC DIST	S27	43.075	45.231	47.499	49.882	52.381		3446.00	4190.48
MGR OF VOLUNTEER SERVICES	C94	48.424	50.854	53.394	56.069	58.872		3873.92	4709.76
MGR OFFICE WOMEN'S ADVOCACY	A2H	55.804	58.598	61.529	64.606	67.838		4464.32	5427.04
MGR PARK RANGER OPERATIONS	B6K	58.033	60.934	63.982	67.182	70.541		4642.64	5643.28
MGR PATIENT ACCOUNTING SCVHHS	B54	56.548	59.376	62.347	65.467	68.737		4523.84	5498.96
MGR TECH OPR-ARTFCL KIDNY UNIT	R68	43.286	45.450	47.730	50.128	52.636		3462.88	4210.88
MGR TRAINING AND STAFF DEV	B7K	57.468	60.342	63.358	66.531	69.858		4597.44	5588.64
MGR, OFF OF SUSTAINABILITY-EH	EP9	56.870	59.715	62.701	65.836	69.138		4549.60	5531.04
MGR, OFFICE OF LGBTQ AFFAIRS	K4C	55.804	58.598	61.529	64.606	67.838		4464.32	5427.04
MGR, OFFICE OF SUSTAINABILITY	K4A	63.051	66.206	69.515	72.995	76.653		5044.08	6132.24
MGR, TRNG AND STAFF DEV, SSA	B8F	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
MGR, VHP UTILIZATION MGMT - U	Z1K	93.063	97.816	102.814	108.060	113.581	119.261	7445.04	9540.88
MGR. REHAB CASE MANAGEMENT	S6E	89.252	93.717	98.403	103.322	108.486	113.912	7140.16	9112.96
Mgr, Office of Med and Omb Svc	B17	60.050	63.051	66.206	69.515	72.995		4804.00	5839.60
NUTRITION SERVICES MGR	H54	53.658	56.343	59.158	62.117	65.223		4292.64	5217.84
OCC SFTY ENVIR COMPL MGR	X88	65.583	68.861	72.307	75.922	79.742		5246.64	6379.36
OFFICE MGMT COORD	C76	38.129	40.029	42.029	44.124	46.337		3050.32	3706.96
OMBUDSPERSON PRG COORDINATOR	B4P	47.499	49.882	52.381	55.002	57.751		3799.92	4620.08
PARK FIELD SUPPORT MGR	T03	48.660	51.101	53.658	56.343	59.158		3892.80	4732.64
PARK MAINTENANCE SUPERVISOR	T30	48.660	51.101	53.658	56.343	59.158		3892.80	4732.64
PARK RANGER SUPERVISOR	T29	51.092	53.656	56.341	59.160	62.117		4087.36	4969.36

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PARKS INTERPRETIVE PRG SUPV	T34	48.660	51.101	53.658	56.343	59.158		3892.80	4732.64
PARKS NATURAL RESOURCES PG SUP	T35	48.660	51.101	53.658	56.343	59.158		3892.80	4732.64
PARKS PROGRAM COORDINATOR	T2A	40.580	42.560	44.647	46.842	49.111		3246.40	3928.88
PAYROLL AUDIT SUPERVISOR	C8K	40.228	42.233	44.339	46.547	48.898		3218.24	3911.84
PER DIEM PATIENT CASE MANAGER	S6F		91.081		110.711			7286.48	8856.88
PERMIT CENTER MANAGER	L82		59.052		77.816			4724.16	6225.28
PH COMMUNICATIONS OFFICER	C9A	51.252	54.013	56.774	59.536	62.297		4100.16	4983.76
PLANNER/ESTIMATOR	L52	46.110	48.424	50.854	53.394	56.069		3688.80	4485.52
PLANNER/ESTIMATOR - U	L5A	46.110	48.424	50.854	53.394	56.069		3688.80	4485.52
PR CTY CONTRACT POLICY ANALYST	C6C		58.919		75.206			4713.52	6016.48
PRECINCT OPERATIONS SUPERVISOR	G56	39.081	41.027	43.075	45.231	47.499		3126.48	3799.92
PRETRIAL PRG MGMT SPEC	V40	54.465	57.191	60.050	63.051	66.206		4357.20	5296.48
PREVENTION PROG ANALYST II - U	U14	49.637	52.124	54.731	57.468	60.342		3970.96	4827.36
PREVENTION PROGRAM ANALYST I	C24	44.339	46.547	48.898	51.349	53.917		3547.12	4313.36
PREVENTION PROGRAM ANALYST I-U	U19	44.339	46.547	48.898	51.349	53.917		3547.12	4313.36
PREVENTION PROGRAM ANALYST II	C23	49.637	52.124	54.731	57.468	60.342		3970.96	4827.36
PRIN BUDGT & PUBL POL ANA - U	C6A		50.884		75.206			4070.72	6016.48
PRIN BUDGT & PUBLIC POLICY ANA	C63		50.884		75.206			4070.72	6016.48
PRINCIPAL CONSTRUCTION INSP	N30	59.188	62.148	65.254	68.516	71.944		4735.04	5755.52
PRINCIPAL DEV SVCS INSPECTOR	L79	58.962	61.910	65.005	68.255	71.835		4716.96	5746.80
PRINCIPAL IT MANAGER	G7M	108.534	113.962	119.660	125.643	131.925		8682.72	10554.00
PRINCIPAL PLANNER	L76		52.638		77.423			4211.04	6193.84
PRINCIPAL REAL ESTATE AGENT	C34	63.694	66.879	70.221	73.732	77.423		5095.52	6193.84
PRINTING SUPERVISOR	F78	50.854	53.394	56.069	58.872	61.816		4068.32	4945.28
PRNPL FIN AND ECONOMIC ANALYST	C8D		50.884		75.206			4070.72	6016.48
PROBATION DIVISION MANAGER	X44	65.231	68.497	71.920	75.519	79.313		5218.48	6345.04
PROBATION FOOD SERVICES MGR	H3A	53.135	55.793	58.584	61.513	64.591		4250.80	5167.28
PROCUREMENT CONTRACTS SPCLST	P09	52.874	55.536	58.316	61.234	64.294		4229.92	5143.52
PROCUREMENT CONTRACTS SPCLST-U	X1P	52.874	55.536	58.316	61.234	64.294		4229.92	5143.52
PROCUREMENT MANAGER	P07	58.583	61.513	64.590	67.819	71.212		4686.64	5696.96
PROFESSIONAL CODING ANALYST	B9S	45.231	47.512	49.888	52.382	55.002		3618.48	4400.16
PROGRAM MANAGER III	B3H	63.664	66.849	70.191	73.703	77.398		5093.12	6191.84
PROGRAM MANAGER III - U	W3H	63.664	66.849	70.191	73.703	77.398		5093.12	6191.84
PROGRAM MGR I	B3P	50.844	53.406	56.079	58.884	61.828		4067.52	4946.24
PROGRAM MGR I - U	Q03	50.844	53.406	56.079	58.884	61.828		4067.52	4946.24

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PROGRAM MGR II	B3N	56.334	59.152	62.111	65.218	68.480		4506.72	5478.40
PROGRAM MGR II - U	Q07	56.334	59.152	62.111	65.218	68.480		4506.72	5478.40
PROGRAM MGR/SCHOOL-LINKED SRV	B7F	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
PROJ MGR, MED COV EXPANSI PROG	Y52	53.917	56.619	59.449	62.422	65.545		4313.36	5243.60
PROJECT CONTROL SPECIALIST	M43	45.009	47.269	49.637	52.124	54.731		3600.72	4378.48
PROJECT MANAGER - U	Y5A	53.917	56.619	59.449	62.422	65.545		4313.36	5243.60
PROJECT MGR	Y50	53.917	56.619	59.449	62.422	65.545		4313.36	5243.60
PROJECT SUPPORT SVCS MANAGER	G54	79.770	83.839	88.122	92.623	97.351		6381.60	7788.08
PROPERTY TRANSFER SUPV	K41	39.271	41.226	43.286	45.450	47.730		3141.68	3818.40
PROTOCOL OFFICER	E13	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
PROVIDER RELATIONS MANAGER	J29	53.394	56.069	58.872	61.816	64.905		4271.52	5192.40
PROVIDER RELATIONS MANAGER - U	Z1G	53.394	56.069	58.872	61.816	64.905		4271.52	5192.40
PROVIDER RELATIONS SPEC - U	Z1J	43.286	45.450	47.730	50.128	52.636		3462.88	4210.88
PROVIDER RELATIONS SPECIALIST	J31	43.286	45.450	47.730	50.128	52.636		3462.88	4210.88
PUBLIC COMM OFFICER- DA	B7Q	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
PUBLIC COMMUNICATIONS PRG MGR	B7P	52.122	54.730	57.468	60.342	63.359		4169.76	5068.72
PUBLIC HEALTH PREPAREDNESS MGR	B7T	58.584	61.513	64.591	67.821	71.214		4686.72	5697.12
Q I MGR - ACUTE PSYCH SVCS -LG	S1L		97.723		118.929			7817.84	9514.32
Q I MGR - INPATIENT NURSE - LG	S1E		97.723		118.929			7817.84	9514.32
QUALITY ASSURANCE MANAGER	G1R	69.157	72.616	76.273	80.165	84.260		5532.56	6740.80
RECORDING DIVISION SUPV I	F10	35.273	37.040	38.890	40.827	42.868		2821.84	3429.44
RECORDING DIVISION SUPV II	F04	40.029	42.029	44.124	46.337	48.660		3202.32	3892.80
REHABILITATION CASE MANAGER	S6G	79.202	83.163	87.321	91.686	96.271	101.084	6336.16	8086.72
REHABILITATION SVCS PROG MGR	P61		63.633		84.041			5090.64	6723.28
RESEARCH & EVALUATION SPEC I	P7C	37.947	39.834	41.826	43.913	46.110		3035.76	3688.80
RESEARCH & EVALUATION SPEC II	P7D	45.676	47.964	50.355	52.892	55.539		3654.08	4443.12
REVENUE CONTROL ANALYST	C48	43.325	45.490	47.766	50.152	52.660		3466.00	4212.80
REVENUE CONTROL ANALYST - U	Q4E	43.325	45.490	47.766	50.152	52.660		3466.00	4212.80
ROAD OPERATIONS SUPERINTENDENT	N60	57.157	60.017	63.018	66.168	69.479		4572.56	5558.32
ROADS OPS SUPT-PEST CONRL ADVS	M34	59.741	62.728	65.864	69.157	72.616		4779.28	5809.28
SCRUM MASTER	G5Z	81.242	85.304	89.569	94.048	98.751		6499.36	7900.08
SCVHHS ENV SVCS ASST DIRECTOR	V1G	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SCVHHS ENVIR SVCS DIRECTOR	S9E	61.372	64.442	67.664	71.050	74.602		4909.76	5968.16
SCVHHS ENVIR SVCS MANAGER	S9M	43.079	45.226	47.495	49.875	52.379		3446.32	4190.32
SCVHHS REIMBMNT MGR/ASST CTRL	Z1D	71.562	75.142	78.977	83.011	87.250		5724.96	6980.00

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SECURITIES ANALYST	K17	50.854	53.394	56.069	58.872	61.816		4068.32	4945.28
SENIOR APPLICATION DEVELOPER	G07	79.260	83.224	87.385	91.754	96.342		6340.80	7707.36
SENIOR BUSINESS SYSTEMS ANALYST	G5P	77.861	81.755	85.844	90.135	94.642		6228.88	7571.36
SENIOR CHANGE-RELEASE COORD	G5R	75.722	79.508	83.484	87.658	92.041		6057.76	7363.28
SENIOR CRIME ANALYST	V7H	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SENIOR DATA ANALYST	G1E	86.660	90.994	95.543	100.320	105.337		6932.80	8426.96
SENIOR DATA ENGINEER	G9G	90.668	95.203	99.964	104.962	110.210		7253.44	8816.80
SENIOR DATA SCIENTIST	G5T	105.888	111.183	116.742	122.580	128.708		8471.04	10296.64
SENIOR DEVOPS ENGINEER	G5V	93.461	98.135	103.042	108.194	113.604		7476.88	9088.32
SENIOR ENTERPRISE ARCHITECT	G5X	121.527	127.604	133.984	140.684	147.718		9722.16	11817.44
SENIOR EPIC SYSTEMS ANALYST	J1G	70.959	74.512	78.238	82.149	86.258		5676.72	6900.64
SENIOR INFORMATION ARCHITECT	G3M	102.745	107.883	113.278	118.942	124.889		8219.60	9991.12
SENIOR INFRASTRUCTURE ENGINEER	G3Q	81.539	85.618	89.900	94.395	99.114		6523.12	7929.12
SENIOR INSTRUCTIONAL DESIGNER	J1H	67.490	70.865	74.409	78.129	82.036		5399.20	6562.88
SENIOR INTEGRATION ANALYST	G6A	81.539	85.618	89.900	94.395	99.114		6523.12	7929.12
SENIOR IT ASSET MANAGER	G6C	69.351	72.819	76.461	80.284	84.298		5548.08	6743.84
SENIOR IT AUDIT & COMPLC SPEC	G6E	76.431	80.253	84.266	88.480	92.903		6114.48	7432.24
SENIOR IT KNOWLEDGE MANAGER	G3V	66.339	69.656	73.140	76.796	80.637		5307.12	6450.96
SENIOR IT MANAGER	G6K	90.445	94.968	99.717	104.702	109.938		7235.60	8795.04
SENIOR IT PROCESS ANALYST	G6N	81.880	85.976	90.275	94.788	99.528		6550.40	7962.24
SENIOR IT PROJECT MANAGER	G6H	84.380	88.599	93.029	97.681	102.565		6750.40	8205.20
SENIOR IT PROJECT MANAGER-U	G7V	84.380	88.599	93.029	97.681	102.565		6750.40	8205.20
SENIOR IT SECURITY ANALYST	G3Y	82.987	87.138	91.495	96.070	100.874		6638.96	8069.92
SENIOR IT SECURITY ARCHITECT	G6Q	91.446	96.019	100.820	105.861	111.154		7315.68	8892.32
SENIOR IT SECURITY ENGINEER	G4F	96.441	101.264	106.327	111.644	117.226		7715.28	9378.08
SENIOR IT SERVICE MGMT SPECIAL	G6V	79.623	83.605	87.784	92.174	96.782		6369.84	7742.56
SENIOR IT STRATEGIC SOURC SPC	G4Q	75.447	79.220	83.180	87.339	91.707		6035.76	7336.56
SENIOR IT STRATEGY ANALYST	G4U	87.243	91.605	96.185	100.994	106.044		6979.44	8483.52
SENIOR IT VENDOR MANAGER	G4W	82.304	86.419	90.740	95.278	100.042		6584.32	8003.36
SENIOR MEDIATOR	B14	43.497	45.676	47.964	50.355	52.892		3479.76	4231.36
SENIOR NETWORK ENGINEER-U	Q4K	86.589	90.919	95.465	100.238	105.250		6927.12	8420.00
SENIOR SOFTWARE ASSET MANAGER	G6X	77.665	81.549	85.625	89.907	94.403		6213.20	7552.24
SENIOR SOLUTION ARCHITECT	G7G	102.811	107.952	113.350	119.018	124.969		8224.88	9997.52
SENIOR SYSTEMS ADMINISTRATOR	G6Z	74.019	77.720	81.606	85.687	89.971		5921.52	7197.68
SENIOR SYSTEMS ADMINISTRATOR-U	G9K	74.019	77.720	81.606	85.687	89.971		5921.52	7197.68

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SENIOR TECHNOLOGY ARCHITECT	G7J	91.389	95.959	100.758	105.796	111.086		7311.12	8886.88
SHERIFF TRAINING SPECIALIST	U92	44.339	46.547	48.898	51.349	53.917		3547.12	4313.36
SOCIAL SERVICES CLERICAL MGR	C66	38.890	40.827	42.868	45.009	47.269		3111.20	3781.52
SOCIAL SERVICES FISCAL OFFICER	B9B	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
SOCIAL SERVICES PRG CNTRL SUPV	E53	45.450	47.730	50.128	52.636	55.268		3636.00	4421.44
SOCIAL SERVICES PRG MGR I	Y32	52.352	54.972	57.723	60.611	63.641		4188.16	5091.28
SOCIAL SERVICES PRG MGR II	Y31	57.886	60.778	63.816	67.009	70.359		4630.88	5628.72
SOCIAL SERVICES PRG MGR III	Y30	63.816	67.009	70.359	73.880	77.583		5105.28	6206.64
SOCIAL SERVICES PRG MGR III-U	Y35	63.816	67.009	70.359	73.880	77.583		5105.28	6206.64
SOFTWARE ASSET MANAGER	G6Y	64.720	67.956	71.355	74.923	78.669		5177.60	6293.52
SOFTWARE ASSET MANAGER - U	Q6Y	64.720	67.956	71.355	74.923	78.669		5177.60	6293.52
SOLUTION ARCHITECT	G7H	85.676	89.960	94.459	99.181	104.141		6854.08	8331.28
SPECIAL PROJECTS DIRECTOR - U	Z82	67.821	71.214	74.775	78.585	82.599		5425.68	6607.92
SR ACCOUNTANT	B76	50.854	53.394	56.069	58.872	61.816		4068.32	4945.28
SR ACCOUNTANT - U	Q72	50.854	53.394	56.069	58.872	61.816		4068.32	4945.28
SR APPLICATION DEVELOPER-U	Q9I	79.260	83.224	87.385	91.754	96.342		6340.80	7707.36
SR BUS INTELLIGENCE ANALYST	J1J	75.064	78.817	82.759	86.898	91.242		6005.12	7299.36
SR BUSINESS CONF ANALYST	F8C	53.394	56.069	58.872	61.816	64.905		4271.52	5192.40
SR BUSINESS INFO TECH CONSULT	G85	69.157	72.616	76.273	80.165	84.260		5532.56	6740.80
SR BUSINESS RELATIONSHIP MGR	G5A	83.340	87.507	91.884	96.478	101.301		6667.20	8104.08
SR CASHIER	D80	30.310	31.824	33.426	35.101	36.861		2424.80	2948.88
SR CORR TRAINING SPECIALIST	U75	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SR DEPARTMENTAL FISCAL OFFICER	B9G	61.675	64.759	67.996	71.396	74.971		4934.00	5997.68
SR EMERGENCY PLANNING COORD	B06	51.643	54.230	56.941	59.790	62.780		4131.44	5022.40
SR ENVIRONMENTAL SAFETY TRN	V20	49.396	51.870	54.465	57.191	60.050		3951.68	4804.00
SR EQUAL OPPORTUNITY OFFICER	C11	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SR FINANCIAL ANALYST	A6A	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SR HEALTH CARE FIN ANALYST	B9F	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SR HEALTH CARE PROG ANALYST	W71	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SR HEALTH CARE PROG ANALYST-U	Q3E	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SR HEALTH CARE PROGRAM MGR	C82	59.754	62.743	65.882	69.176	72.638		4780.32	5811.04
SR INFO TECHNOLOGY PROJECT MGR	G3A	69.157	72.616	76.273	80.165	84.260		5532.56	6740.80
SR INFRASTRUCTURE ENGINEER-U	G8X	81.539	85.618	89.900	94.395	99.114		6523.12	7929.12
SR INSTRUCTIONAL DESIGNER-U	G7R	67.490	70.865	74.409	78.129	82.036		5399.20	6562.88
SR INTERNAL AUDITOR	B31	51.349	53.917	56.619	59.449	62.422		4107.92	4993.76

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SR INTERNAL AUDITOR - U	X51	51.349	53.917	56.619	59.449	62.422		4107.92	4993.76
SR IT KNOWLEDGE MANAGER-U	G7S	66.339	69.656	73.140	76.796	80.637		5307.12	6450.96
SR LOSS PREVENTION SPEC	V72	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SR MENTAL HEALTH PROG SPEC	P13	58.033	60.934	63.982	67.182	70.541		4642.64	5643.28
SR MGMT ANALYST	B1N	50.844	53.406	56.079	58.884	61.828		4067.52	4946.24
SR MGMT ANALYST - U	W1N	50.844	53.406	56.079	58.884	61.828		4067.52	4946.24
SR MGMT INFO SYSTEMS ANALYST	B3V	53.394	56.069	58.872	61.816	64.905		4271.52	5192.40
SR MGMT INFO SYSTEMS ANALYST-U	B3Z	53.394	56.069	58.872	61.816	64.905		4271.52	5192.40
SR MGMT INFO SYSTEMS AUDITOR	B22	56.069	58.872	61.816	64.905	68.155		4485.52	5452.40
SR NETWORK ENGINEER	G45	86.589	90.919	95.465	100.238	105.250		6927.12	8420.00
SR PROGRAMMING ANALYST - OVF	SPA	65.545	68.821	72.263	75.896	79.770		5243.60	6381.60
SR REAL ESTATE AGENT	C72	56.069	58.872	61.816	64.905	68.155		4485.52	5452.40
SR RESEARCH & EVALUATION SPEC	P7E	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SR STRATEGIC SOURCING OFFICER	POC	75.450	79.220	83.181	87.339	91.707		6036.00	7336.56
SR SYSTEMS SOFTWARE ENGINEER	G26	66.857	70.201	73.711	77.419	81.372		5348.56	6509.76
SR SYSTEMS SOFTWARE ENGINEER-U	G2C	66.857	70.201	73.711	77.419	81.372		5348.56	6509.76
SR TRAINING & STAFF DEVELOPMNT	B23	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
SSA APPLCTN DEC SUPP MGR	V65		55.214		77.122			4417.12	6169.76
SSA APPLCTN DEC SUPP MGR - U	Z14		55.214		77.122			4417.12	6169.76
SSA INFO TECHNOLOGY SPEC	W20		63.400		121.919			5072.00	9753.52
SSA PROGRAM SPECIALIST	Y51	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
SSA SECURITY AND SAFETY MGR	Y34	49.882	52.381	55.002	57.751	60.637		3990.56	4850.96
STERILE PROCESS EDUCATION CORD	J32	36.861	38.701	40.630	42.658	44.791		2948.88	3583.28
STERILE PROCESSING MANAGER	J33	48.667	51.102	53.656	56.338	59.154		3893.36	4732.32
STRATEGIC SOURCING MANAGER	POD	82.993	87.142	91.499	96.073	100.877		6639.44	8070.16
STRATEGIC SOURCING OFFICER	POB	62.871	66.015	69.317	72.783	76.450		5029.68	6116.00
SUP HAZ MAT SPECIALIST	V2G	61.239	64.301	67.517	70.892	74.437		4899.12	5954.96
SUP PUBLIC HEALTH NUTRITIONIST	R2U	49.137	51.538	54.066	56.712	59.475		3930.96	4758.00
SUP WEIGHTS AND MEASURES INSP	V2F	39.339	41.252	43.244	45.325	47.515		3147.12	3801.20
SUPERVISING CCS THERAPIST	R02	74.250	77.963	81.867	85.960	90.256		5940.00	7220.48
SUPERVISING LIBRARIAN	J62	46.547	48.898	51.349	53.917	56.619		3723.76	4529.52
SUPERVISING LIBRARIAN - U	W84	46.547	48.898	51.349	53.917	56.619		3723.76	4529.52
SUPERVISING QI COORDINATOR	S1Q	50.290	52.729	55.311	57.998	60.853		4023.20	4868.24
SUPERVISING WELFARE FRAUD INVE	V8A	54.169	56.882	59.736	62.749	65.907		4333.52	5272.56
SUPV ACCOUNT CLERK I	D95	37.934	39.828	41.813	43.900	46.096		3034.72	3687.68

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV ACCOUNT CLERK I - U	Q1K	37.934	39.828	41.813	43.900	46.096		3034.72	3687.68
SUPV ACCOUNT CLERK II	D94	41.398	43.462	45.631	47.903	50.322		3311.84	4025.76
SUPV ACCOUNT CLERK II - U	Q2K	41.398	43.462	45.631	47.903	50.322		3311.84	4025.76
SUPV AGRICULTURAL BIOLOGIST	V04	43.907	46.110	48.424	50.854	53.394		3512.56	4271.52
SUPV AGRICULTURAL BIOLOGIST-U	W40	43.907	46.110	48.424	50.854	53.394		3512.56	4271.52
SUPV APPRAISAL DATA COORD	C80	39.081	41.027	43.075	45.231	47.499		3126.48	3799.92
SUPV APPRAISER	C45	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
SUPV APPRAISER - U	Q5E	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
SUPV ASSESSMENT CLERK	D86	36.837	38.679	40.614	42.637	44.764		2946.96	3581.12
SUPV ASSESSMENT CLERK - U	Q52	36.837	38.679	40.614	42.637	44.764		2946.96	3581.12
SUPV AUDITOR-APPRAISER	C54	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
SUPV AUDITOR-APPRAISER - U	Q53	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
SUPV BOARD CLERK	D53	40.226	42.233	44.339	46.547	48.898		3218.08	3911.84
SUPV CHILD SUPP OFFICER - U	Z8A	46.110	48.424	50.854	53.394	56.069		3688.80	4485.52
SUPV CHILD SUPPORT OFFICER	E84	46.110	48.424	50.854	53.394	56.069		3688.80	4485.52
SUPV CLERK	D34	37.574	39.454	41.427	43.490	45.659		3005.92	3652.72
SUPV COMMUNICATIONS DISPATCHER	G91	62.117	65.224	68.487	71.911	75.510		4969.36	6040.80
SUPV CONSTRUCTION INSPECTOR	N27	54.298	57.013	59.862	62.855	66.000		4343.84	5280.00
SUPV CRIMINALIST	V39	62.742	65.879	69.175	72.636	76.267		5019.36	6101.36
SUPV CUSTODY SUPPORT ASSISTANT	G70	35.960	37.760	39.639	41.619	43.694		2876.80	3495.52
SUPV DEPUTY PUBLIC GUARDIAN	V45	50.854	53.394	56.069	58.872	61.816		4068.32	4945.28
SUPV DIAGNOSTIC IMAG TECH	R83	79.395	83.369	87.566	92.037	96.735		6351.60	7738.80
SUPV ENVIRONMENTAL HEALTH SPEC	V14	58.884	61.828	64.919	68.168	71.578		4710.72	5726.24
SUPV ESTATE ADMINISTRATOR	V24	50.854	53.394	56.069	58.872	61.816		4068.32	4945.28
SUPV HEALTH SERVICES REP I	D10	32.763	34.410	36.138	37.947	39.834		2621.04	3186.72
SUPV HEALTH SERVICES REP II	D08	37.752	39.639	41.623	43.695	45.875		3020.16	3670.00
SUPV INDEXER	D59	33.916	35.618	37.404	39.271	41.226		2713.28	3298.08
SUPV INTERNAL AUDITOR	B21	60.049	63.051	66.204	69.517	72.991		4803.92	5839.28
SUPV PARALEGAL	V82	47.499	49.882	52.381	55.002	57.751		3799.92	4620.08
SUPV PATIENT BUSINESS SV CLK	D44	44.058	46.259	48.564	50.998	53.561		3524.64	4284.88
SUPV PATIENT BUSINESS SV CLK-U	Z44	44.058	46.259	48.564	50.998	53.561		3524.64	4284.88
SUPV PHARMACIST	R56	98.129	103.139	108.407	113.943	119.763		7850.32	9581.04
SUPV PRETRIAL SERVICES	V51	47.730	50.128	52.636	55.268	58.033		3818.40	4642.64
SUPV PROBATION COUNSELOR	X20	57.752	60.642	63.674	66.856	70.202		4620.16	5616.16
SUPV PROTECTIVE SVCS OFFICER	U9D	36.407	38.156	40.010	41.923	43.958		2912.56	3516.64

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV PUBLIC DEFENDER INVEST	V96	64.286	67.501	70.879	74.424	78.147		5142.88	6251.76
SUPV PUBLIC HEALTH NURSE	S44	61.234	64.295	67.513	70.890	74.435		4898.72	5954.80
SUPV RECORDABLE DOC TECH	F30	32.138	33.752	35.445	37.223	39.081		2571.04	3126.48
SUPV RESPIRATORY CARE PRACTNR	R17	68.034	71.434	75.009	78.762	82.698		5442.72	6615.84
SUPV REVENUE COLLECTIONS OFC	V32	43.497	45.676	47.964	50.355	52.892		3479.76	4231.36
SUPV REVENUE COLLECTIONS OFC-U	X56	43.497	45.676	47.964	50.355	52.892		3479.76	4231.36
SUPV STOREKEEPER	G80	35.795	37.584	39.465	41.430	43.497		2863.60	3479.76
SUPV SURVEY MAP PROG	L15	54.465	57.191	60.050	63.051	66.206		4357.20	5296.48
SUPV TAX COLLECTION CLERK	C90	35.795	37.584	39.465	41.430	43.497		2863.60	3479.76
SUPV TRANSPORTATION ENGR	L31	66.857	70.201	73.711	77.419	81.372		5348.56	6509.76
SUPV VIC/WITNESS CLAIMS SPEC	D6L	42.707	44.844	47.085	49.438	51.909		3416.56	4152.72
SUPV VICTIM/WITNESS ADVOCATE	D6I	42.707	44.844	47.085	49.438	51.909		3416.56	4152.72
SUPV, HLTH INFO MGMT SVCS	D56	43.700	45.884	48.187	50.601	53.136		3496.00	4250.88
TAX AND COLLECTIONS MANAGER	V3E	63.051	66.206	69.515	72.995	76.653		5044.08	6132.24
TAX COLLECTION MGR	C89	55.268	58.033	60.934	63.982	67.182		4421.44	5374.56
TAX ROLL MGR	C77	45.009	47.269	49.637	52.124	54.731		3600.72	4378.48
TECHNICAL PLANNING & CNTL MGR	G06	75.896	79.770	83.839	88.122	92.623		6071.68	7409.84
TECHNICAL SERVICES MGR	J53	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
TECHNOLOGY ARCHITECT	G7K	76.158	79.967	83.965	88.163	92.572		6092.64	7405.76
TELECOMM/FACILITIES MGR-SCVHHS	E2D	69.082	72.538	76.163	79.976	84.009		5526.56	6720.72
TELECOMMUNICATIONS ENGINEER	K16	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
TELECOMMUNICATIONS OPS MGR	E27	63.982	67.182	70.541	74.071	77.808		5118.56	6224.64
THERAPY SERVICES ADMIN MGR	R16	54.465	57.191	60.050	63.051	66.206		4357.20	5296.48
THERAPY SERVICES PROGRAM MGR	R31	77.855	81.749	85.841	90.134	94.638		6228.40	7571.04
TRAFFIC PAINTER SUPV	N77	42.658	44.791	47.035	49.396	51.870		3412.64	4149.60
TRAINING & STAFF DEV SPEC	B2E	44.791	47.035	49.396	51.870	54.465		3583.28	4357.20
TRAINING & STAFF DEV SPEC - U	B9Z	44.791	47.035	49.396	51.870	54.465		3583.28	4357.20
TREASURY COORDINATOR	T39	37.404	39.271	41.226	43.286	45.450		2992.32	3636.00
TRUST & FIDUCIARY ACCNTNG MGR	B87	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
UTILIZATION REVIEW COORD - U	U1S	75.409	79.180	83.140	87.298	91.686	96.271	6032.72	7701.68
UTILIZATION REVIEW COORD VHP-U	U12	75.409	79.180	83.140	87.298	91.686	96.271	6032.72	7701.68
UTILIZATION REVIEW SUPV - U	Q1L	83.140	87.298	91.686	96.366	101.286	106.349	6651.20	8507.92
VALLEY CONNECTION SVC CNT MGR	G1B	64.591	67.821	71.214	74.775	78.585		5167.28	6286.80
VECTOR CONTROL DISTRICT MGR	X74	69.197	72.657	76.293	80.142	84.231		5535.76	6738.48
VECTOR CONTROL OPERS SUPV	X84	46.249	48.561	50.979	53.536	56.220		3699.92	4497.60

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
VECTOR CONTROL SCI-TECH SRV MG	X85	51.373	53.945	56.641	59.477	62.453		4109.84	4996.24
VHP MARKETING & COMM REP	Y5C	39.883	42.376	44.868	47.362	49.854		3190.64	3988.32
VHP Member Services Manager	D2R	53.658	56.343	59.158	62.117	65.223		4292.64	5217.84
VHP PHARMACY SERVICES DIV DIR	D2P	108.948	114.511	120.358	126.506	132.963		8715.84	10637.04
VHP/MANAGED CARE COMPL OFFICER	C02	54.465	57.191	60.050	63.051	66.206		4357.20	5296.48
VITAL RECORDS SUPERVISOR I	C4A	34.083	35.795	37.584	39.465	41.430		2726.64	3314.40
VITAL RECORDS SUPERVISOR II	C43	39.271	41.226	43.286	45.450	47.730		3141.68	3818.40
WEED ABATEMENT MANAGER	X70	50.355	52.892	55.539	58.318	61.234		4028.40	4898.72
WHISTLEBLOWER INVESTIGATOR	V1H	55.793	58.584	61.513	64.591	67.821		4463.44	5425.68
WORK CENTER MANAGER	M10	56.343	59.158	62.117	65.223	68.486		4507.44	5478.88
YOUNG ADULT COORD	J57	45.009	47.269	49.637	52.124	54.731		3600.72	4378.48

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ACCOUNTANT III	B77	47.057	49.414	51.895	54.495	57.219		3764.56	4577.52
ACCOUNTANT III-U	U79	47.057	49.414	51.895	54.495	57.219		3764.56	4577.52
ACCOUNTING MANAGER	B8B	58.600	61.533	64.609	67.839	71.231		4688.00	5698.48
ACCOUNTING MANAGER-SCVHHS	Z1B	58.600	61.533	64.609	67.839	71.231		4688.00	5698.48
ACCOUNTING MANAGER-SCVHHS-U	Q9H	58.600	61.533	64.609	67.839	71.231		4688.00	5698.48
ACCOUNTS PAYBLE MGR HL HOS SY	C91	45.004	47.260	49.635	52.120	54.729		3600.32	4378.32
ADMIN ACUTE PSYCHIATRIC SVCS	B2T	54.995	57.751	60.638	63.670	66.852		4399.60	5348.16
ADMIN BOOKING MANAGER	C03	56.926	59.773	62.762	65.901	69.197		4554.08	5535.76
ADMIN CORONER	B59	49.876	52.379	54.995	57.751	60.638		3990.08	4851.04
ADMIN DIRECTOR, LAB	B2H	94.517	99.348	104.419	109.753	115.357		7561.36	9228.56
ADMIN SERVICES MGR I	B2L	52.369	55.008	57.761	60.650	63.682		4189.52	5094.56
ADMIN SERVICES MGR II	B2J	58.024	60.926	63.974	67.174	70.534		4641.92	5642.72
ADMIN SUPPORT OFFICER I	B2R	40.236	42.242	44.352	46.562	48.896		3218.88	3911.68
ADMIN SUPPORT OFFICER I-U	Q29	40.236	42.242	44.352	46.562	48.896		3218.88	3911.68
ADMIN SUPPORT OFFICER II	B2P	42.873	45.013	47.265	49.635	52.127		3429.84	4170.16
ADMIN SUPPORT OFFICER II-U	Q28	42.873	45.013	47.265	49.635	52.127		3429.84	4170.16
ADMIN SUPPORT OFFICER III	B2N	47.265	49.635	52.127	54.737	57.477		3781.20	4598.16
ADMIN SUPPORT OFFICER III-U	Q25	47.265	49.635	52.127	54.737	57.477		3781.20	4598.16
ADMINISTRATIVE SVCS MGR-ISD	B27	60.340	63.358	66.527	69.853	73.348		4827.20	5867.84
ADMINISTRATOR SATELLITE CLINIC	A45	60.638	63.670	66.852	70.199	73.708		4851.04	5896.64
ADMINISTRATOR VALLEY HLTH PLAN	A1A	56.098	58.906	61.851	64.942	68.192		4487.84	5455.36
AIRPORT BUSINESS MGR	T86	44.154	46.359	48.687	51.126	53.687		3532.32	4294.96
AIRPORT NOISE ABAMT PROG COORD	C95	39.659	41.636	43.716	45.893	48.194		3172.72	3855.52
AIRPORT OPERATIONS SUPV	T89	39.862	41.848	43.937	46.134	48.446		3188.96	3875.68
AMBULATORY SERVICE MGR	C59	63.071	66.223	69.538	73.016	76.668		5045.68	6133.44
ANIMAL CONTROL PROGRAM MANAGER	B6V	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
ANIMAL SHELTER SUPERVISOR	V99	41.636	43.716	45.893	48.194	50.611		3330.88	4048.88
ART EDUCATION PROG DIR	J36	53.687	56.372	59.192	62.152	65.258		4294.96	5220.64
ASSC IT STRATEGIC SOURCING SPC	G4T	56.553	59.381	62.351	65.467	68.741		4524.24	5499.28
ASSESSOR'S TRAINING SPEC	C4D	49.916	52.351	54.909	57.601	60.405		3993.28	4832.40
ASSET DEVELOPMENT MANAGER	N08	70.885	74.429	78.151	82.080	86.268		5670.80	6901.44
ASSIST CHIEF ASSESSMT SSE DIV	C4C	64.906	68.150	71.562	75.139	78.900		5192.48	6312.00
ASSIST DIR, PUB HEALTH LAB	B8G	67.506	70.893	74.453	78.190	82.115		5400.48	6569.20
ASSISTANT CLAIMS MANAGER	V10	37.583	39.467	41.432	43.499	45.669		3006.64	3653.52
ASSISTANT CLAIMS MANAGER-U	Z1E	37.583	39.467	41.432	43.499	45.669		3006.64	3653.52

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASSISTANT TAX COLLECTOR	C96	66.566	69.897	73.392	77.062	80.926		5325.28	6474.08
ASSOC BUS INTELLIGENCE ANALYST	J1F	56.025	58.827	61.769	64.858	68.100		4482.00	5448.00
ASSOC BUSINESS CONF ANALYST	F8A	47.727	50.119	52.569	55.265	58.033		3818.16	4642.64
ASSOC EQUAL OPP OFFICER	B2C	39.085	41.029	43.080	45.224	47.493		3126.80	3799.44
ASSOC IT BUSINESS ANALYST - EH	ET9	44.961	47.211	49.570	52.050	54.652		3596.88	4372.16
ASSOC IT BUSINESS ANALYST - U	G7Y	49.813	52.306	54.921	57.667	60.551		3985.04	4844.08
ASSOC MGMT ANALYST	B1R	39.085	41.029	43.080	45.224	47.493		3126.80	3799.44
ASSOC MGMT ANALYST - U	W1R	39.085	41.029	43.080	45.224	47.493		3126.80	3799.44
ASSOC TRNG & STAFF DEV SPEC I	B2X	32.448	34.075	35.788	37.583	39.467		2595.84	3157.36
ASSOC TRNG & STAFF DEV SPEC II	B2F	37.966	39.862	41.848	43.937	46.134		3037.28	3690.72
ASSOCIATE DATA ANALYST	G1G	64.679	67.914	71.311	74.876	78.620		5174.32	6289.60
ASSOCIATE DATA ENGINEER	G9E	67.672	71.056	74.610	78.340	82.257		5413.76	6580.56
ASSOCIATE INFORMATION ARCHITCT	G3P	76.686	80.522	84.547	88.775	93.213		6134.88	7457.04
ASSOCIATE INFRASTRUCTURE ENGR	G3S	60.858	63.903	67.098	70.454	73.975		4868.64	5918.00
ASSOCIATE IT BUSINESS ANALYST	G3I	49.813	52.306	54.921	57.667	60.551		3985.04	4844.08
ASSOCIATE IT KNOWLEDGE MGR	G3X	49.514	51.990	54.588	57.318	60.184		3961.12	4814.72
ASSOCIATE IT SECURITY ANALYST	G3Z	61.939	65.037	68.290	71.703	75.289		4955.12	6023.12
ASSOCIATE IT SECURITY ENGINEER	G4K	71.981	75.581	79.360	83.328	87.495		5758.48	6999.60
ASSOCIATE IT VENDOR MANAGER	G4Z	61.429	64.499	67.726	71.112	74.668		4914.32	5973.44
ASSOCIATE MEDIATOR	B18	32.291	33.907	35.613	37.400	39.272		2583.28	3141.76
ASST ADMIN DIRECTOR LAB	B2Q	85.447	89.758	94.338	99.160	104.219		6835.76	8337.52
ASST CHIEF APPRAISER	C46	64.906	68.150	71.562	75.139	78.900		5192.48	6312.00
ASST CHIEF AUDITOR APPRAISER	C56	64.906	68.150	71.562	75.139	78.900		5192.48	6312.00
ASST CHIEF OF PROTECTIVE SERV	U94	43.289	45.447	47.727	50.119	52.634		3463.12	4210.72
ASST CHIEF RESPIRATORY CR PRC	R47	48.923	51.378	53.952	56.652	59.483		3913.84	4758.64
ASST CRIME LABORATORY DIR	V66	71.600	75.180	78.942	82.899	87.132		5728.00	6970.56
ASST DIR FOOD SERVICES	H39	51.872	54.474	57.201	60.064	63.068		4149.76	5045.44
ASST DIR OF COMM & PUB AFFAIRS	KD2	75.443	79.215	83.176	87.334	91.700		6035.44	7336.00
ASST DIR OF COUNTY AIRPORTS	A2P	53.687	56.372	59.192	62.152	65.258		4294.96	5220.64
ASST DIR OF PHARMACY SERVICES	R26	112.216	117.946	123.968	130.301	136.951		8977.28	10956.08
ASST DIR OF PROCUREMENT	C20	65.258	68.523	71.952	75.551	79.326		5220.64	6346.08
ASST DIR, HLTH INFO MGMT SVCS	J75	51.631	54.215	56.926	59.773	62.762		4130.48	5020.96
ASST DP OPERATIONS MGR	G20	72.307	75.922	79.741	83.813	88.095		5784.56	7047.60
ASST LAND DEVELOPMENT COORD	L78	56.098	58.906	61.851	64.942	68.192		4487.84	5455.36
ASST MANAGER BUILDING OPS	M67	63.358	66.528	69.855	73.350	77.018		5068.64	6161.44

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASST MANAGER,VECTOR CNTL DIST	X75	52.914	55.563	58.340	61.261	64.326		4233.12	5146.08
BEHAVIORAL HEALTH DIV DIR	S1R	67.511	70.885	74.430	78.172	82.163		5400.88	6573.04
BIOMEDICAL EQUIPMENT SUP	K09	53.863	56.507	59.251	62.122	65.170		4309.04	5213.60
BOND AND INVESTMENT ANALYST	B1M	52.379	54.995	57.751	60.638	63.670		4190.32	5093.60
BUDGET & FINANCIAL PLANNING MG	C92		64.025		94.270			5122.00	7541.60
BUDGET & PUBLIC POL ANALYST-U	C6B		33.280		68.900			2662.40	5512.00
BUDGET & PUBLIC POLICY ANALYST	C64		33.280		68.900			2662.40	5512.00
BUILDING OPERATIONS SUPV	M05	53.952	56.652	59.483	62.456	65.583		4316.16	5246.64
BUS INTEL FIN REP & ANAL MGR	Z1C	64.942	68.192	71.600	75.184	78.952		5195.36	6316.16
BUSINESS CONFIGURATION ANALYST	F8B	51.378	53.952	56.652	59.483	62.542		4110.24	5003.36
BUSINESS INFO TECH CONSULTANT	G1P	64.294	67.511	70.885	74.430	78.172		5143.52	6253.76
BUSINESS INTELLIGENCE ANALYST	J1E	64.428	67.652	71.034	74.586	78.316		5154.24	6265.28
BUSINESS IT CONSULTANT-U	G1Q	64.294	67.511	70.885	74.430	78.172		5143.52	6253.76
BUSINESS IT STRATEGIC PLANNER	G53	69.197	72.657	76.293	80.142	84.231		5535.76	6738.48
BUSINESS RELATIONSHIP MANAGER	G5B	71.531	75.109	78.867	82.809	86.949		5722.48	6955.92
BUSINESS SYSTEMS ANALYST	G5Q	66.829	70.172	73.682	77.366	81.235		5346.32	6498.80
BUSINESS SYSTEMS ANALYST-U	G8Q	66.829	70.172	73.682	77.366	81.235		5346.32	6498.80
CALWIN PLANNING IMPL MANAGER	V70		64.674		85.458			5173.92	6836.64
CALWIN PLNG & IMPLMNT MGR-U	Z19		64.674		85.458			5173.92	6836.64
CANCER CARE PROGRAM COORD	B7R	33.907	35.613	37.400	39.272	41.229		2712.56	3298.32
CENSUS/REDISTRICTING PRG MGR	B9P	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
CENTRAL REFERENCE COORD	J56	47.260	49.635	52.120	54.729	57.466		3780.80	4597.28
CENTRAL SUPPLY DISTRIBTN SUPV	G84	37.966	39.862	41.848	43.937	46.134		3037.28	3690.72
CHANGE-RELEASE COORDINATOR	G5S	64.994	68.243	71.657	75.239	79.002		5199.52	6320.16
CHIEF CARDIOVASCULAR TECH	S36	49.635	52.120	54.729	57.466	60.341		3970.80	4827.28
CHIEF CCS THERAPIST	R01	82.595	86.726	91.068	95.621	100.401		6607.60	8032.08
CHIEF CLIN NEUROPHYSIOLC TECH	R73	54.729	57.466	60.341	63.358	66.528		4378.32	5322.24
CHIEF COMMUNICATIONS DISP	G87	70.541	74.068	77.775	81.698	85.868		5643.28	6869.44
CHIEF MED EXAM-CORONER INVEST	V84	63.213	66.375	69.693	73.181	76.840		5057.04	6147.20
CHIEF MEDICAL PHYSICIST	D1L	112.090	117.685	123.575	129.750	136.240		8967.20	10899.20
CHIEF NUCLEAR MEDICAL TECH	R92	49.161	51.631	54.215	56.926	59.773		3932.88	4781.84
CHIEF OF CONSTRUCTION SRV	L21	77.018	80.942	85.076	89.394	93.987		6161.44	7518.96
CHIEF OF DESIGN SERVICES	L22	77.018	80.942	85.076	89.394	93.987		6161.44	7518.96
CHIEF OF FACILITIES PLNG SVCS	Y5B	77.018	80.942	85.076	89.394	93.987		6161.44	7518.96
CHIEF OF PROTECTIVE SERV	U95	56.926	59.773	62.762	65.901	69.197		4554.08	5535.76

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CHIEF PSYCHOLOGIST	P9C	81.390	85.381	89.589	94.007	98.637		6511.20	7890.96
CHIEF RADIATION THERAPIST	S54	84.627	88.859	93.302	97.992	102.993		6770.16	8239.44
CHIEF REGISTRAR OF VITAL STAT	E06	36.868	38.711	40.648	42.672	44.801		2949.44	3584.08
CHIEF RESPIRATORY CARE PRACTNR	R18	86.344	90.661	95.219	100.076	105.186		6907.52	8414.88
CHIEF UROLOGY TECHNICIAN	R89	45.004	47.260	49.635	52.120	54.729		3600.32	4378.32
CIRCULATION SYSTEMS SUPERVISOR	J5A	40.256	42.263	44.370	46.584	48.915		3220.48	3913.20
CLAIMS MGR	B33	56.098	58.906	61.851	64.942	68.192		4487.84	5455.36
CLERICAL OFFICE SUPV	D60	33.424	35.105	36.868	38.711	40.648		2673.92	3251.84
CLERICAL OFFICE SUPV - U	Z6A	33.424	35.105	36.868	38.711	40.648		2673.92	3251.84
CLERK-RECORDER SUPERVISOR	F1G	41.229	43.289	45.447	47.727	50.119		3298.32	4009.52
CLIMATE CHANGE/SUSTAIN PRG MGR	L49	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
CLIN ADMIN SUPP OFFICR III - U	Q3D	46.587	48.923	51.378	53.952	56.652		3726.96	4532.16
CLINICAL ADMIN SERVICES MGR	B4A	51.378	53.952	56.652	59.483	62.456		4110.24	4996.48
CLINICAL ADMIN SUPPT OFFCR I	B3A	39.659	41.636	43.716	45.893	48.194		3172.72	3855.52
CLINICAL ADMIN SUPPT OFFCR II	B3B	42.257	44.367	46.587	48.923	51.378		3380.56	4110.24
CLINICAL ADMIN SUPPT OFFCR III	B3C	46.587	48.923	51.378	53.952	56.652		3726.96	4532.16
CLINICAL BIOCHEMIST	R52	91.676	96.355	101.276	106.449	111.886		7334.08	8950.88
CLINICAL DOCUMENTATION SPEC	J07	63.659	66.781	70.070	73.528	77.151		5092.72	6172.08
CLINICAL MICROBIOLOGIST	R51	91.676	96.355	101.276	106.449	111.886		7334.08	8950.88
CLINICAL NUTRITION SVCS MGR	R2N	59.291	62.258	65.369	68.638	72.072		4743.28	5765.76
CLINICAL RESEARCH PROG DIR	C2A	69.197	72.657	76.293	80.142	84.231		5535.76	6738.48
CLINICAL RESEARCH PROG MGR	C2B	47.098	49.452	51.924	54.528	57.261		3767.84	4580.88
CLINICAL STANDARDS COORD	P30	52.379	54.995	57.751	60.638	63.670		4190.32	5093.60
CODE ENFORCEMENT PRG MGR	C5B	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
CODING QUALITY & EDUCATION MGR	J08	65.858	69.153	72.611	76.244	80.054		5268.64	6404.32
COLLECTION SERVICES MANAGER	C93	62.152	65.258	68.526	71.953	75.551		4972.16	6044.08
COMM AND MEDIA RELATIONS COORD	A2Q	43.725	46.055	48.386	50.716	53.046		3498.00	4243.68
COMMUNICATIONS ENGINEER	K05	63.358	66.528	69.855	73.350	77.018		5068.64	6161.44
COMMUNICATIONS ENGINEERING MGR	K02	69.195	72.657	76.289	80.114	84.204		5535.60	6736.32
COMMUNITY LIBRARIAN	J55	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
COMMUNITY LIBRARIAN - U	W55	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
COMPLIANCE OFFICER	C41	74.067	77.782	81.753	85.926	90.316		5925.36	7225.28
CONSUMER MEDIATION COORD	V23	42.672	44.801	47.046	49.402	51.865		3413.76	4149.20
CONTROLLER TRS ACCTING MGR	B81	59.841	62.835	65.976	69.274	72.739		4787.28	5819.12
COORD OF PROGRAMS FOR DISABLED	B32	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CORR SUPPORT SERVICES MGR	M03	53.426	56.098	58.906	61.851	64.942		4274.08	5195.36
CORR TRAINING SPECIALIST	U76	45.669	47.943	50.364	52.889	55.534		3653.52	4442.72
CORRECTIONAL FOOD SERVICES DIR	S32	64.294	67.511	70.885	74.430	78.172		5143.52	6253.76
COTTAGE MANAGER	X21	50.877	53.426	56.098	58.906	61.851		4070.16	4948.08
COUNTY SURVEYOR SUPV SURV MAP	L11	64.942	68.192	71.600	75.184	78.952		5195.36	6316.16
COUNTY TRANSPORTATION PLANNER	L12		53.171		78.213			4253.68	6257.04
COUNTY WEBMASTER	G48	62.456	65.583	68.862	72.307	75.922		4996.48	6073.76
CREDENTIALS SPECIALIST	J30	37.222	39.085	41.029	43.080	45.224		2977.76	3617.92
CRIME ANALYST	V7G	47.046	49.402	51.865	54.478	57.205		3763.68	4576.40
CTY CONTRACTING POLICY ANALYST	C6D		53.986		68.900			4318.88	5512.00
CTY INFO TECH SECURITY OFFICER	G8D	71.231	74.794	78.561	82.569	86.787		5698.48	6942.96
CUSTODIAL & GROUNDS SUPT	H08	56.098	58.906	61.851	64.942	68.192		4487.84	5455.36
CUSTODIAL SERVICES MANAGER	B13	44.371	46.582	48.919	51.371	53.950		3549.68	4316.00
DATA ANALYST	G1F	74.382	78.101	82.008	86.108	90.413		5950.56	7233.04
DATA ENGINEER	G9H	77.822	81.715	85.802	90.092	94.597		6225.76	7567.76
DATA SCIENTIST	G5U	90.887	95.431	100.203	105.214	110.473		7270.96	8837.84
DAY CARE CENTER DIR	Y60	35.442	37.222	39.085	41.029	43.080		2835.36	3446.40
DEBT MANAGEMENT OFFICER	B8D	58.669	61.605	64.686	67.918	71.312		4693.52	5704.96
DEP DIR EMERGENCY PREPAREDNESS	L23	57.205	60.067	63.071	66.223	69.538		4576.40	5563.04
DEP DIR, CODING & CLIN DOC IMP	J09	77.342	81.220	85.365	89.724	94.307		6187.36	7544.56
DEPT FISCAL OFFICER	B96	58.903	61.850	64.942	68.190	71.602		4712.24	5728.16
DEPT FISCAL OFFICER - U	Q14	58.903	61.850	64.942	68.190	71.602		4712.24	5728.16
DEPUTY AGRICULTURAL COMMISSNR	V03	52.889	55.534	58.317	61.232	64.294		4231.12	5143.52
DEPUTY DIR CHILDREN'S SHELTER	Y33	61.533	64.609	67.839	71.231	74.794		4922.64	5983.52
DEPUTY DIR OF MGMT INFO SVCS	B66		85.206		103.712			6816.48	8296.96
DEPUTY DIR PUB HLTH MED SVCS	B41	64.609	67.839	71.231	74.794	78.561		5168.72	6284.88
DEPUTY SEALER WEIGHT MEASURES	V26	50.611	53.149	55.808	58.600	61.533		4048.88	4922.64
DEVOPS ENGINEER	G5W	80.220	84.231	88.445	92.866	97.510		6417.60	7800.80
DIAGNOSTIC IMAGING ASST DIR	R84	89.480	94.050	98.853	103.899	109.207		7158.40	8736.56
DIAGNOSTIC IMAGING INFO SYS MG	R30	74.794	78.561	82.569	86.787	91.218		5983.52	7297.44
DIR -DIV HAZ MAT COMPLIANCE	V09		64.140		86.477			5131.20	6918.16
DIR CARE, CONT, PERF, AN & SPT	C5C	70.637	74.173	77.882	81.777	85.869		5650.96	6869.52
DIR DIV CONSMR PROTECTION	V08		64.140		86.390			5131.20	6911.20
DIR NEW CHILD SHELTER FUND - U	Y58	60.638	63.670	66.852	70.199	73.708		4851.04	5896.64
DIR OF CHILDREN SERVICES	A2M	56.926	59.773	62.762	65.901	69.197		4554.08	5535.76

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
DIR OF COUNTY AIRPORTS	B7N	65.258	68.526	71.953	75.551	79.348		5220.64	6347.84
DIR OF DIAGNOSTIC IMAGING	R81	99.280	104.348	109.678	115.281	121.167		7942.40	9693.36
DIR OF HEALTH EDUCATION	B7M	51.378	53.952	56.652	59.483	62.456		4110.24	4996.48
DIR OF MEDICAL SOCIAL SERVICES	Y01	64.942	68.192	71.600	75.184	78.952		5195.36	6316.16
DIR OF PATIENT BUSINESS SRVC	B5C	70.637	74.173	77.882	81.777	85.869		5650.96	6869.52
DIR OF PHARMACY SVCS SCVHHS	R25	126.462	132.970	139.705	146.928	154.345		10116.96	12347.60
DIR OF PROGRAM DEVELOPMENT - U	U87	63.980	67.179	70.540	74.067	77.782		5118.40	6222.56
DIR OF PUBLIC COMMUNICATION	T33	65.583	68.862	72.307	75.922	79.741		5246.64	6379.28
DIR OF RESEARCH & OUTCOME MEAS	P7B	64.942	68.192	71.600	75.184	78.952		5195.36	6316.16
DIR OF THERAPY SERVICES	R33	88.879	93.328	98.087	103.098	108.364		7110.32	8669.12
DIR PATIENT ACCESS	B3G	70.637	74.173	77.882	81.777	85.869		5650.96	6869.52
DIR, CODING DOC & HIMIS	J10	89.724	94.307	99.122	104.186	109.507		7177.92	8760.56
DIR, LICENSING AND REG AFFAIRS	B5D	87.121	91.478	96.052	100.851	105.895		6969.68	8471.60
DIR, NUTRITION & FOOD SERVICES	R06	61.232	64.294	67.511	70.885	74.430		4898.56	5954.40
DIR, OFFICE OF VETERANS' AFFRS	D1H	69.216	72.674	76.306	80.124	84.131		5537.28	6730.48
DIR, PUBLIC HEALTH LABORATORY	R42	73.810	77.501	81.377	85.447	89.759		5904.80	7180.72
DIRECTOR OF HOMELESS SYSTEMS	A2J	63.212	66.374	69.694	73.179	76.840		5056.96	6147.20
DIRECTOR OF MARKETING SCVMC	A88	82.650	86.782	91.121	95.675	100.472		6612.00	8037.76
DIRECTOR OF REENTRY SERVICES	D1J	63.212	66.375	69.694	73.179	76.840		5056.96	6147.20
DISPUTE RESOLUTION PRG CORD	E03	48.923	51.378	53.952	56.652	59.483		3913.84	4758.64
DIV DIR, COMM ENG & TECH SVCS	B36	75.184	78.952	82.984	87.221	91.676		6014.72	7334.08
DIV MGR, CHILD SUPPORT SVCS	B4S	60.108	63.116	66.273	69.586	73.068		4808.64	5845.44
DIVISION MGR-CLK OF THE BOARD	B48	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
E-DISCOVERY MANAGER	B3K	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
ELECTION DIVISION COORD	G90	50.877	53.426	56.098	58.906	61.851		4070.16	4948.08
ELECTION PROCESS SUPV II	G63	40.387	42.403	44.514	46.736	49.074		3230.96	3925.92
ELECTION SERVICES COORD	G86	49.876	52.379	54.995	57.751	60.638		3990.08	4851.04
ELECTRICAL SYSTEMS SUPERVISOR	K89	58.317	61.232	64.294	67.511	70.885		4665.36	5670.80
EMERGENCY MEDICAL SERV SPCLST	S09	62.858	66.007	69.306	72.771	76.410		5028.64	6112.80
EMERGENCY PLANNING COORD	B10	47.051	49.410	51.892	54.493	57.216		3764.08	4577.28
EMPLOYEE ASSISTANCE PROG MGR	C8A	54.729	57.466	60.341	63.358	66.528		4378.32	5322.24
EMPLOYMENT PROGRAM MGR	Y20	53.149	55.808	58.600	61.533	64.609		4251.92	5168.72
EMPLOYMENT PROGRAM SUPV	Y25	49.402	51.865	54.478	57.205	60.067		3952.16	4805.36
EMPLOYMENT PROGRAM SUPV - U	Q22	49.402	51.865	54.478	57.205	60.067		3952.16	4805.36
ENGINEERING & SCHEDULING SUPV	M02	56.372	59.192	62.152	65.258	68.526		4509.76	5482.08

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ENTERPRISE ARCHITECT	G5Y	104.310	109.526	115.003	120.753	126.790		8344.80	10143.20
ENTERPRISE FUND BUDGET MGR	C2G	73.708	77.396	81.346	85.501	89.867		5896.64	7189.36
ENTERPRISE ITPS MANAGER	F68	82.163	86.354	90.765	95.401	100.271		6573.04	8021.68
ENVIRONMENTAL HEALTH PROG MGR	V11	64.295	67.507	70.886	74.428	78.151		5143.60	6252.08
EPIC SR INTERFACE ANALYST	J1I	69.911	73.405	77.077	80.936	84.982		5592.88	6798.56
EPIC SR SERVER SYSTEMS ENGR	J1N	68.862	72.307	75.922	79.741	83.813		5508.96	6705.04
EPIC SYSTEMS ANALYST	J1A	67.990	71.389	74.963	78.710	82.645		5439.20	6611.60
EQUAL OPPORTUNITY OFFICER	B2A	47.046	49.402	51.865	54.478	57.205		3763.68	4576.40
EXEMPTION MANAGER	C61	48.194	50.611	53.149	55.808	58.600		3855.52	4688.00
FIELD SURVEY SUPERVISOR	K62	53.426	56.098	58.906	61.851	64.942		4274.08	5195.36
FINANCIAL ANALYST I	A6C	39.085	41.029	43.080	45.224	47.493		3126.80	3799.44
FINANCIAL ANALYST II	A6B	47.046	49.402	51.865	54.478	57.205		3763.68	4576.40
FINANCIAL AND ECONOMIC ANALYST	C8C		33.280		68.900			2662.40	5512.00
FINGERPRINT IDENTIFICATION DIR	V90	62.098	65.201	68.451	71.887	75.484		4967.84	6038.72
FIXED INCOME PORTFOLIO MANAGER	B6A	70.967	74.517	78.241	82.152	86.261		5677.36	6900.88
FLEET LOGISTICS SUPERVISOR	M2S	47.098	49.452	51.952	54.528	57.261		3767.84	4580.88
FLEET MAINTENANCE SUPERVISOR	M21	56.597	59.433	62.404	65.524	68.798		4527.76	5503.84
FLEET MGR	M07	67.493	70.869	74.413	78.133	82.064		5399.44	6565.12
FLEET OPERATIONS MANAGER	M2M	61.860	64.955	68.208	71.617	75.200		4948.80	6016.00
FOOD PRODUCTION CAFETERIA MGR	H41	41.229	43.289	45.447	47.727	50.119		3298.32	4009.52
FOOD SERVICE SUPERVISOR	H56	38.711	40.648	42.672	44.801	47.046		3096.88	3763.68
FORENSIC ACCOUNTANT	V7F	60.823	63.866	67.062	70.416	73.937		4865.84	5914.96
GEOGRAPHIC INFO SYSTEMS MGR	K63	71.231	74.794	78.561	82.569	86.787		5698.48	6942.96
GROUNDS SUPERVISOR	H27	40.253	42.257	44.367	46.587	48.923		3220.24	3913.84
HAZARDOUS MATERIALS PRGM MGR	V52	69.197	72.657	76.293	80.142	84.231		5535.76	6738.48
HAZARDOUS MATERIALS PROG MGR-U	Z52	69.197	72.657	76.293	80.142	84.231		5535.76	6738.48
HEALTH CARE COMPLIANCE ANALYST	B9R	46.587	48.937	51.384	53.953	56.652		3726.96	4532.16
HEALTH CARE FIN ANALYST ASSOC	B9C	33.581	35.271	37.038	38.892	40.828		2686.48	3266.24
HEALTH CARE FIN ANALYST I	B9D	39.085	41.029	43.080	45.224	47.493		3126.80	3799.44
HEALTH CARE FIN ANALYST I - U	Q9D	39.085	41.029	43.080	45.224	47.493		3126.80	3799.44
HEALTH CARE FIN ANALYST II	B9E	47.046	49.402	51.865	54.478	57.205		3763.68	4576.40
HEALTH CARE FIN ANALYST II - U	Q9E	47.046	49.402	51.865	54.478	57.205		3763.68	4576.40
HEALTH CARE FINANCIAL MANAGER	B9Q	57.751	60.638	63.670	66.852	70.199		4620.08	5615.92
HEALTH CARE FINANCIAL MGR - U	Z1F	57.751	60.638	63.670	66.852	70.199		4620.08	5615.92
HEALTH CARE PROG ANALYST ASSOC	B5Z	33.262	34.933	36.686	38.526	40.449		2660.96	3235.92

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
HEALTH CARE PROG ANALYST I - U	Z4P	38.711	40.648	42.672	44.801	47.046		3096.88	3763.68
HEALTH CARE PROG ANYST ASC - U	Z5P	33.262	34.933	36.686	38.526	40.449		2660.96	3235.92
HEALTH CARE PROGRAM ANALYST I	B5Y	38.711	40.648	42.672	44.801	47.046		3096.88	3763.68
HEALTH CARE PROGRAM ANALYST II	B5X	46.587	48.923	51.378	53.952	56.652		3726.96	4532.16
HEALTH CARE PROGRAM MGR I	C84	50.611	53.149	55.808	58.600	61.533		4048.88	4922.64
HEALTH CARE PROGRAM MGR II	C83	55.267	58.033	60.932	63.980	67.179		4421.36	5374.32
HEALTH CARE SERVICE LINE DIR	B5E	107.069	112.535	118.281	124.326	130.539		8565.52	10443.12
HEALTH CENTER MANAGER	H30	98.313	103.333	108.611	114.155	119.984		7865.04	9598.72
HEALTH PLANNING SPEC III	B01	44.335	46.542	48.876	51.329	53.905		3546.80	4312.40
HEALTH PLANNING SPEC III - U	W01	44.335	46.542	48.876	51.329	53.905		3546.80	4312.40
HEALTH PROGRAM SPEC	B19	54.995	57.751	60.638	63.670	66.852		4399.60	5348.16
HEALTH PROGRAM SPEC - U	Q17	54.995	57.751	60.638	63.670	66.852		4399.60	5348.16
HEALTH REALIZATION ANALYST I	H23	45.669	47.943	50.364	52.889	55.534		3653.52	4442.72
HEALTH REALIZATION ANALYST II	H22	51.126	53.687	56.372	59.192	62.152		4090.08	4972.16
HEALTH SERVICES OFFICE SUPV	D1F	36.856	38.704	40.642	42.666	44.796		2948.48	3583.68
HEALTHCARE SERV BSNS DEV ANAL	C13	55.534	58.317	61.232	64.294	67.511		4442.72	5400.88
HLTH CARE FIN ANALYST ASC - U	Q9C	33.581	35.271	37.038	38.892	40.828		2686.48	3266.24
HLTH CARE PROG ANALYST II - U	Z3P	46.587	48.923	51.378	53.952	56.652		3726.96	4532.16
HLTHCR SVC BUS DEV ANALYST - U	Q1C	55.534	58.317	61.232	64.294	67.511		4442.72	5400.88
HOMELESS AND HSING CONCERNS CO	A2K	55.534	58.317	61.232	64.294	67.511		4442.72	5400.88
HOSPITAL ADMIN SUPPORT OFCER	C68	45.004	47.260	49.635	52.120	54.729		3600.32	4378.32
HOSPITAL EM PREPAREDNESS MGR	B9T	59.427	62.400	65.519	68.795	72.234		4754.16	5778.72
IMMIGRANT SERVICES COOR	H95	48.923	51.378	53.952	56.652	59.483		3913.84	4758.64
INFORMATION ARCHITECT	G3N	88.189	92.600	97.229	102.091	107.196		7055.12	8575.68
INFORMATION SYSTEMS MGR I	G14	60.638	63.670	66.852	70.199	73.708		4851.04	5896.64
INFORMATION SYSTEMS MGR II	G12	66.528	69.855	73.350	77.018	80.942		5322.24	6475.36
INFORMATION SYSTEMS MGR III	G11	73.350	77.018	80.942	85.076	89.421		5868.00	7153.68
INFRASTRUCTURE ENGINEER	G3R	69.988	73.488	77.164	81.021	85.072		5599.04	6805.76
INFRASTRUCTURE ENGINEER-U	G8Y	69.988	73.488	77.164	81.021	85.072		5599.04	6805.76
INMATE REHABILITATION MANAGER	X9E	62.638	65.771	69.061	72.514	76.142		5011.04	6091.36
INPATIENT CASE MANAGER	S6D	81.578	85.657	89.940	94.436	99.159	104.116	6526.24	8329.28
INSTIT REV BOARD ADMINISTRATOR	N9A	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
INSTRUCTIONAL DESIGNER	J1B	64.193	67.404	70.774	74.313	78.029		5135.44	6242.32
INSTRUCTIONAL DESIGNER-U	G7T	64.193	67.404	70.774	74.313	78.029		5135.44	6242.32
INSURANCE CNTRCT & CLAIMS MGR	B49	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
INSURANCE PROGRAM MANAGER	B86	65.583	68.862	72.307	75.922	79.741		5246.64	6379.28
INTEGRATION ANALYST	G6B	69.988	73.488	77.164	81.021	85.072		5599.04	6805.76
INTERNAL AUDIT MANAGER	B4B	71.374	74.944	78.625	82.628	86.758		5709.92	6940.64
INTERNAL AUDITOR I	B45	32.940	34.595	36.331	38.151	40.056		2635.20	3204.48
INTERNAL AUDITOR II	B30	40.253	42.257	44.367	46.587	48.923		3220.24	3913.84
INTERNAL AUDITOR III	B28	46.359	48.687	51.126	53.687	56.372		3708.72	4509.76
IT ASSET MANAGER	G6D	59.526	62.503	65.628	68.910	72.355		4762.08	5788.40
IT ASSET MANAGER-U	G8Z	59.526	62.503	65.628	68.910	72.355		4762.08	5788.40
IT AUDIT & COMPLIANCE SPECIALT	G6G	65.603	68.883	72.328	75.944	79.741		5248.24	6379.28
IT BUSINESS ANALYST	G9F	57.285	60.150	63.160	66.318	69.634		4582.80	5570.72
IT BUSINESS ANALYST-U	G7X	57.285	60.150	63.160	66.318	69.634		4582.80	5570.72
IT CHANGE AND RELEASE MANAGER	G4R	82.163	86.354	90.765	95.401	100.338		6573.04	8027.04
IT CUSTOMER SERVICES MANAGER	G03	82.163	86.354	90.765	95.401	100.271		6573.04	8021.68
IT FELLOW	G2Z	122.966	129.115	135.571	142.350	149.467		9837.28	11957.36
IT KNOWLEDGE MANAGER	G3W	56.941	59.788	62.778	65.917	69.212		4555.28	5536.96
IT KNOWLEDGE MANAGER-U	G7U	56.941	59.788	62.778	65.917	69.212		4555.28	5536.96
IT MANAGER	G6L	81.007	85.058	89.311	93.776	98.465		6480.56	7877.20
IT PLANNER/ARCHITECT	G49	70.885	74.430	78.172	82.163	86.354		5670.80	6908.32
IT PROCESS ANALYST	G6P	70.281	73.795	77.485	81.359	85.428		5622.48	6834.24
IT PROGRAM MANAGER	G7L	93.717	98.404	103.325	108.491	113.916		7497.36	9113.28
IT PROJECT MANAGER	G6J	72.425	76.046	79.850	83.842	88.035		5794.00	7042.80
IT PROJECT MANAGER-U	G7W	72.425	76.046	79.850	83.842	88.035		5794.00	7042.80
IT SECURITY ANALYST	G3D	71.231	74.794	78.561	82.569	86.787		5698.48	6942.96
IT SECURITY ARCHITECT	G6R	78.490	82.415	86.537	90.864	95.406		6279.20	7632.48
IT SECURITY ENGINEER	G4E	82.778	86.917	91.264	95.827	100.619		6622.24	8049.52
IT SERVICE MANAGEMENT SPECIALT	G6W	68.341	71.760	75.348	79.116	83.072		5467.28	6645.76
IT STRATEGIC SOURCING SPECIALT	G4S	64.757	67.995	71.396	74.966	78.714		5180.56	6297.12
IT STRATEGY ANALYST	G4V	74.882	78.627	82.558	86.686	91.021		5990.56	7281.68
IT SUPERVISOR	G3E	67.505	70.881	74.425	78.146	82.052		5400.40	6564.16
IT VENDOR MANAGER	G4X	70.643	74.176	77.885	81.779	85.869		5651.44	6869.52
JANITOR SUPERVISOR	H12	37.962	39.865	41.856	43.940	46.135		3036.96	3690.80
JANITOR SUPERVISOR - U	H1E	37.962	39.865	41.856	43.940	46.135		3036.96	3690.80
JUVENILE PROBATION RECORDS SUP	F3A	37.788	39.682	41.663	43.735	45.922		3023.04	3673.76
LAFCO ANALYST	D4F	55.547	58.344	61.267	64.330	67.548		4443.76	5403.84
LAFCO EXECUTIVE OFFICER	D6F	62.766	65.901	69.195	72.656	76.286		5021.28	6102.88

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
LATENT FINGERPRINT EXAM SUPV	V4S	58.623	61.506	64.514	67.657	70.928		4689.84	5674.24
LAUNDRY SERVICES SUPERVISOR	H80	32.608	34.244	35.961	37.765	39.659		2608.64	3172.72
LAW ENFORCEMENT RECDS ADMIN	B62	62.456	65.583	68.862	72.307	75.922		4996.48	6073.76
LAW ENFORCEMENT RECDS MGR	B63	52.634	55.267	58.033	60.932	63.980		4210.72	5118.40
LAW ENFORCEMENT RECORDS SUPV	D41	46.359	48.687	51.126	53.687	56.372		3708.72	4509.76
LEGAL SUPPORT SUPERVISOR	D1K	44.422	46.642	48.974	51.422	54.000		3553.76	4320.00
LEGISLATIVE ANALYST	B7V	44.584	46.813	49.161	51.631	54.215		3566.72	4337.20
LEGISLATIVE REPRESENTATIVE-U	Q19		60.099		93.458			4807.92	7476.64
LIABILITY CLAIMS ADJUSTER I	B95	30.608	32.136	33.745	35.442	37.222		2448.64	2977.76
LIABILITY CLAIMS ADJUSTER II	B94	37.222	39.085	41.029	43.080	45.224		2977.76	3617.92
LIABILITY CLAIMS ADJUSTER III	B93	44.154	46.359	48.687	51.126	53.687		3532.32	4294.96
LIBRARY CIRCULATION SUPV	J59	38.339	40.253	42.257	44.367	46.587		3067.12	3726.96
LIBRARY CIRCULATION SUPV - U	W1J	38.339	40.253	42.257	44.367	46.587		3067.12	3726.96
LIBRARY SERVICES MANAGER	J41	60.966	64.015	67.215	70.578	74.108		4877.28	5928.64
LITERACY PROGRAM MANAGER	J61	49.876	52.379	54.995	57.751	60.638		3990.08	4851.04
LOCAL AREA NETWK SPECIALIST-U	G6F	63.071	66.223	69.538	73.016	76.668		5045.68	6133.44
LOCAL AREA NETWORK SPECIALIST	G67	63.071	66.223	69.538	73.016	76.668		5045.68	6133.44
MAIL ROOM SUPERVISOR	E30	29.006	30.458	31.978	33.581	35.271		2320.48	2821.68
MAINTENANCE COORD-VMC	N29	48.446	50.877	53.426	56.098	58.906		3875.68	4712.48
MAINTENANCE PROJECT MANAGER	B5M	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
MANAGEMENT ANALYST - U	W1P	47.503	49.881	52.369	55.008	57.761		3800.24	4620.88
MANAGER OF CONSTRUCTION	N26	66.446	69.767	73.255	76.918	80.764		5315.68	6461.12
MANAGER OF MEDICAL SOCIAL SVCS	Y02	58.906	61.851	64.942	68.192	71.600		4712.48	5728.00
MANAGER OF REAL ESTATE ASSETS	Z78	70.885	74.430	78.172	82.163	86.354		5670.80	6908.32
MANAGER, OFFICE OF IM RELATION	K4B	57.478	60.355	63.374	66.544	69.873		4598.24	5589.84
MANAGER, VIRTUAL LIBRARY	E4K	52.738	55.401	58.178	61.087	64.147		4219.04	5131.76
MANAGING DIETITIAN	R20	48.194	50.611	53.149	55.808	58.600		3855.52	4688.00
MAPPING & I. D. SUPERVISOR	K40	42.413	44.524	46.748	49.086	51.548		3393.04	4123.84
MATERIALS TESTING SUPV	N25	48.446	50.877	53.426	56.098	58.906		3875.68	4712.48
MEANINGFUL USE PROGRAM MANAGER	J1T	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
MEDIATOR	B16	37.222	39.085	41.029	43.080	45.224		2977.76	3617.92
MEDICAL ADMIN SUPPORT OFFCR I	B1V	41.029	43.080	45.224	47.493	49.876		3282.32	3990.08
MEDICAL LIBRARIAN	J70	49.876	52.379	54.995	57.751	60.638		3990.08	4851.04
MEDICAL STAFF COORD	D22	41.661	43.735	45.919	48.217	50.634		3332.88	4050.72
MEDICAL TRANSLATOR COORD	C01	41.432	43.499	45.669	47.943	50.364		3314.56	4029.12

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
MENTAL HEALTH PRGM SPEC II - U	U1B	54.943	57.691	60.581	63.609	66.790		4395.44	5343.20
MENTAL HEALTH PROG SPEC II	P14	54.943	57.691	60.581	63.609	66.790		4395.44	5343.20
MGMT AIDE	B1W	32.125	33.703	35.318	37.025	38.835		2570.00	3106.80
MGMT AIDE - U	W1W	32.125	33.703	35.318	37.025	38.835		2570.00	3106.80
MGMT ANALYST	B1P	47.503	49.881	52.369	55.008	57.761		3800.24	4620.88
MGMT INFO SVCS MGR I	G69		62.934		77.461			5034.72	6196.88
MGMT INFO SVCS MGR I - U	Q6O		62.934		77.461			5034.72	6196.88
MGMT INFO SVCS MGR II	G68		70.257		85.400			5620.56	6832.00
MGMT INFO SYS TEMS AUDITOR	B29	47.727	50.119	52.634	55.267	58.033		3818.16	4642.64
MGMT INFO SYSTEMS ANALYST I	F89	47.727	50.119	52.634	55.267	58.033		3818.16	4642.64
MGMT INFO SYSTEMS ANALYST II	F86	51.378	53.952	56.652	59.483	62.456		4110.24	4996.48
MGR INTEGRATED PEST MGMT	B73	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
MGR OF ADMITTING & REGISTRATN	B6C	59.652	62.638	65.771	69.061	72.514		4772.16	5801.12
MGR OF PARK MAINTENANCE SVCS	B6J	59.773	62.762	65.901	69.197	72.657		4781.84	5812.56
MGR OF SUPPLY PROC, PROC DIST	S27	44.367	46.587	48.923	51.378	53.952		3549.36	4316.16
MGR OF VOLUNTEER SERVICES	C94	49.876	52.379	54.995	57.751	60.638		3990.08	4851.04
MGR OFFICE WOMEN'S ADVOCACY	A2H	57.478	60.355	63.374	66.544	69.873		4598.24	5589.84
MGR PARK RANGER OPERATIONS	B6K	59.773	62.762	65.901	69.197	72.657		4781.84	5812.56
MGR PATIENT ACCOUNTING SCVHHS	B54	58.244	61.157	64.217	67.431	70.799		4659.52	5663.92
MGR TECH OPR-ARTFCL KIDNY UNIT	R68	44.584	46.813	49.161	51.631	54.215		3566.72	4337.20
MGR TRAINING AND STAFF DEV	B7K	59.192	62.152	65.258	68.526	71.953		4735.36	5756.24
MGR, OFF OF SUSTAINABILITY-EH	EP9	58.576	61.506	64.582	67.811	71.212		4686.08	5696.96
MGR, OFFICE OF LGBTQ AFFAIRS	K4C	57.478	60.355	63.374	66.544	69.873		4598.24	5589.84
MGR, OFFICE OF SUSTAINABILITY	K4A	64.942	68.192	71.600	75.184	78.952		5195.36	6316.16
MGR, TRNG AND STAFF DEV, SSA	B8F	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
MGR, VHP UTILIZATION MGMT - U	Z1K	95.854	100.750	105.898	111.301	116.988	122.838	7668.32	9827.04
MGR. REHAB CASE MANAGEMENT	S6E	91.929	96.528	101.355	106.421	111.740	117.329	7354.32	9386.32
Mgr, Office of Med and Omb Svc	B17	61.851	64.942	68.192	71.600	75.184		4948.08	6014.72
NUTRITION SERVICES MGR	H54	55.267	58.033	60.932	63.980	67.179		4421.36	5374.32
OCC SFTY ENVIR COMPL MGR	X88	67.550	70.926	74.476	78.199	82.134		5404.00	6570.72
OFFICE MGMT COORD	C76	39.272	41.229	43.289	45.447	47.727		3141.76	3818.16
OMBUDSPERSON PRG COORDINATOR	B4P	48.923	51.378	53.952	56.652	59.483		3913.84	4758.64
PARK FIELD SUPPORT MGR	T03	50.119	52.634	55.267	58.033	60.932		4009.52	4874.56
PARK MAINTENANCE SUPERVISOR	T30	50.119	52.634	55.267	58.033	60.932		4009.52	4874.56
PARK RANGER SUPERVISOR	T29	52.624	55.265	58.031	60.934	63.980		4209.92	5118.40

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PARKS INTERPRETIVE PRG SUPV	T34	50.119	52.634	55.267	58.033	60.932		4009.52	4874.56
PARKS NATURAL RESOURCES PG SUP	T35	50.119	52.634	55.267	58.033	60.932		4009.52	4874.56
PARKS PROGRAM COORDINATOR	T2A	41.797	43.836	45.986	48.247	50.584		3343.76	4046.72
PAYROLL AUDIT SUPERVISOR	C8K	41.434	43.499	45.669	47.943	50.364		3314.72	4029.12
PER DIEM PATIENT CASE MANAGER	S6F		93.813		114.032			7505.04	9122.56
PERMIT CENTER MANAGER	L82		60.823		80.150			4865.84	6412.00
PH COMMUNICATIONS OFFICER	C9A	52.789	55.633	58.477	61.322	64.165		4223.12	5133.20
PLANNER/ESTIMATOR	L52	47.493	49.876	52.379	54.995	57.751		3799.44	4620.08
PLANNER/ESTIMATOR - U	L5A	47.493	49.876	52.379	54.995	57.751		3799.44	4620.08
PR CTY CONTRACT POLICY ANALYST	C6C		60.686		77.462			4854.88	6196.96
PRECINCT OPERATIONS SUPERVISOR	G56	40.253	42.257	44.367	46.587	48.923		3220.24	3913.84
PRETRIAL PRG MGMT SPEC	V40	56.098	58.906	61.851	64.942	68.192		4487.84	5455.36
PREVENTION PROG ANALYST II - U	U14	51.126	53.687	56.372	59.192	62.152		4090.08	4972.16
PREVENTION PROGRAM ANALYST I	C24	45.669	47.943	50.364	52.889	55.534		3653.52	4442.72
PREVENTION PROGRAM ANALYST I-U	U19	45.669	47.943	50.364	52.889	55.534		3653.52	4442.72
PREVENTION PROGRAM ANALYST II	C23	51.126	53.687	56.372	59.192	62.152		4090.08	4972.16
PRIN BUDGT & PUBL POL ANA - U	C6A		52.410		77.462			4192.80	6196.96
PRIN BUDGT & PUBLIC POLICY ANA	C63		52.410		77.462			4192.80	6196.96
PRINCIPAL CONSTRUCTION INSP	N30	60.963	64.012	67.211	70.571	74.102		4877.04	5928.16
PRINCIPAL DEV SVCS INSPECTOR	L79	60.730	63.767	66.955	70.302	73.990		4858.40	5919.20
PRINCIPAL IT MANAGER	G7M	111.790	117.380	123.249	129.412	135.882		8943.20	10870.56
PRINCIPAL PLANNER	L76		54.217		79.745			4337.36	6379.60
PRINCIPAL REAL ESTATE AGENT	C34	65.604	68.885	72.327	75.943	79.745		5248.32	6379.60
PRINTING SUPERVISOR	F78	52.379	54.995	57.751	60.638	63.670		4190.32	5093.60
PRNPL FIN AND ECONOMIC ANALYST	C8D		52.410		77.462			4192.80	6196.96
PROBATION DIVISION MANAGER	X44	67.187	70.551	74.077	77.784	81.692		5374.96	6535.36
PROBATION FOOD SERVICES MGR	H3A	54.729	57.466	60.341	63.358	66.528		4378.32	5322.24
PROCUREMENT CONTRACTS SPCLST	P09	54.460	57.202	60.065	63.071	66.222		4356.80	5297.76
PROCUREMENT CONTRACTS SPCLST-U	X1P	54.460	57.202	60.065	63.071	66.222		4356.80	5297.76
PROCUREMENT MANAGER	P07	60.340	63.358	66.527	69.853	73.348		4827.20	5867.84
PROFESSIONAL CODING ANALYST	B9S	46.587	48.937	51.384	53.953	56.652		3726.96	4532.16
PROGRAM MANAGER III	B3H	65.573	68.854	72.296	75.914	79.719		5245.84	6377.52
PROGRAM MANAGER III - U	W3H	65.573	68.854	72.296	75.914	79.719		5245.84	6377.52
PROGRAM MGR I	B3P	52.369	55.008	57.761	60.650	63.682		4189.52	5094.56
PROGRAM MGR I - U	Q03	52.369	55.008	57.761	60.650	63.682		4189.52	5094.56

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PROGRAM MGR II	B3N	58.024	60.926	63.974	67.174	70.534		4641.92	5642.72
PROGRAM MGR II - U	Q07	58.024	60.926	63.974	67.174	70.534		4641.92	5642.72
PROGRAM MGR/SCHOOL-LINKED SRV	B7F	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
PROJ MGR, MED COV EXPANSI PROG	Y52	55.534	58.317	61.232	64.294	67.511		4442.72	5400.88
PROJECT CONTROL SPECIALIST	M43	46.359	48.687	51.126	53.687	56.372		3708.72	4509.76
PROJECT MANAGER - U	Y5A	55.534	58.317	61.232	64.294	67.511		4442.72	5400.88
PROJECT MGR	Y50	55.534	58.317	61.232	64.294	67.511		4442.72	5400.88
PROJECT SUPPORT SVCS MANAGER	G54	82.163	86.354	90.765	95.401	100.271		6573.04	8021.68
PROPERTY TRANSFER SUPV	K41	40.449	42.462	44.584	46.813	49.161		3235.92	3932.88
PROTOCOL OFFICER	E13	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
PROVIDER RELATIONS MANAGER	J29	54.995	57.751	60.638	63.670	66.852		4399.60	5348.16
PROVIDER RELATIONS MANAGER - U	Z1G	54.995	57.751	60.638	63.670	66.852		4399.60	5348.16
PROVIDER RELATIONS SPEC - U	Z1J	44.584	46.813	49.161	51.631	54.215		3566.72	4337.20
PROVIDER RELATIONS SPECIALIST	J31	44.584	46.813	49.161	51.631	54.215		3566.72	4337.20
PUBLIC COMM OFFICER- DA	B7Q	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
PUBLIC COMMUNICATIONS PRG MGR	B7P	53.685	56.371	59.192	62.152	65.259		4294.80	5220.72
PUBLIC HEALTH PREPAREDNESS MGR	B7T	60.341	63.358	66.528	69.855	73.350		4827.28	5868.00
Q I MGR - ACUTE PSYCH SVCS -LG	S1L		100.654		122.496			8052.32	9799.68
Q I MGR - INPATIENT NURSE - LG	S1E		100.654		122.496			8052.32	9799.68
QUALITY ASSURANCE MANAGER	G1R	71.231	74.794	78.561	82.569	86.787		5698.48	6942.96
RECORDING DIVISION SUPV I	F10	36.331	38.151	40.056	42.051	44.154		2906.48	3532.32
RECORDING DIVISION SUPV II	F04	41.229	43.289	45.447	47.727	50.119		3298.32	4009.52
REHABILITATION CASE MANAGER	S6G	81.578	85.657	89.940	94.436	99.159	104.116	6526.24	8329.28
REHABILITATION SVCS PROG MGR	P61		65.541		86.562			5243.28	6924.96
RESEARCH & EVALUATION SPEC I	P7C	39.085	41.029	43.080	45.230	47.493		3126.80	3799.44
RESEARCH & EVALUATION SPEC II	P7D	47.046	49.402	51.865	54.478	57.205		3763.68	4576.40
REVENUE CONTROL ANALYST	C48	44.624	46.854	49.198	51.656	54.239		3569.92	4339.12
REVENUE CONTROL ANALYST - U	Q4E	44.624	46.854	49.198	51.656	54.239		3569.92	4339.12
ROAD OPERATIONS SUPERINTENDENT	N60	58.871	61.817	64.908	68.153	71.563		4709.68	5725.04
ROADS OPS SUPT-PEST CONRL ADVS	M34	61.533	64.609	67.839	71.231	74.794		4922.64	5983.52
SCRUM MASTER	G5Z	83.679	87.863	92.256	96.869	101.713		6694.32	8137.04
SCVHHS ENV SVCS ASST DIRECTOR	V1G	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SCVHHS ENVIR SVCS DIRECTOR	S9E	63.213	66.375	69.693	73.181	76.840		5057.04	6147.20
SCVHHS ENVIR SVCS MANAGER	S9M	44.371	46.582	48.919	51.371	53.950		3549.68	4316.00
SCVHHS REIMBMNT MGR/ASST CTRL	Z1D	73.708	77.396	81.346	85.501	89.867		5896.64	7189.36

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SECURITIES ANALYST	K17	52.379	54.995	57.751	60.638	63.670		4190.32	5093.60
SENIOR APPLICATION DEVELOPER	G07	81.637	85.720	90.006	94.506	99.232		6530.96	7938.56
SENIOR BUSINESS SYSTEMS ANALYST	G5P	80.196	84.207	88.419	92.839	97.481		6415.68	7798.48
SENIOR CHANGE-RELEASE COORD	G5R	77.993	81.893	85.988	90.287	94.802		6239.44	7584.16
SENIOR CRIME ANALYST	V7H	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SENIOR DATA ANALYST	G1E	89.259	93.723	98.409	103.329	108.497		7140.72	8679.76
SENIOR DATA ENGINEER	G9G	93.388	98.059	102.962	108.110	113.516		7471.04	9081.28
SENIOR DATA SCIENTIST	G5T	109.064	114.518	120.244	126.257	132.569		8725.12	10605.52
SENIOR DEVOPS ENGINEER	G5V	96.264	101.079	106.133	111.439	117.012		7701.12	9360.96
SENIOR ENTERPRISE ARCHITECT	G5X	125.172	131.432	138.003	144.904	152.149		10013.76	12171.92
SENIOR EPIC SYSTEMS ANALYST	J1G	73.087	76.747	80.585	84.613	88.845		5846.96	7107.60
SENIOR INFORMATION ARCHITECT	G3M	105.827	111.119	116.676	122.510	128.635		8466.16	10290.80
SENIOR INFRASTRUCTURE ENGINEER	G3Q	83.985	88.186	92.597	97.226	102.087		6718.80	8166.96
SENIOR INSTRUCTIONAL DESIGNER	J1H	69.514	72.990	76.641	80.472	84.497		5561.12	6759.76
SENIOR INTEGRATION ANALYST	G6A	83.985	88.186	92.597	97.226	102.087		6718.80	8166.96
SENIOR IT ASSET MANAGER	G6C	71.431	75.003	78.754	82.692	86.826		5714.48	6946.08
SENIOR IT AUDIT & COMPLC SPEC	G6E	78.723	82.660	86.793	91.134	95.690		6297.84	7655.20
SENIOR IT KNOWLEDGE MANAGER	G3V	68.329	71.745	75.334	79.099	83.056		5466.32	6644.48
SENIOR IT MANAGER	G6K	93.158	97.817	102.708	107.843	113.236		7452.64	9058.88
SENIOR IT PROCESS ANALYST	G6N	84.336	88.555	92.983	97.631	102.513		6746.88	8201.04
SENIOR IT PROJECT MANAGER	G6H	86.911	91.256	95.819	100.611	105.641		6952.88	8451.28
SENIOR IT PROJECT MANAGER-U	G7V	86.911	91.256	95.819	100.611	105.641		6952.88	8451.28
SENIOR IT SECURITY ANALYST	G3Y	85.476	89.752	94.239	98.952	103.900		6838.08	8312.00
SENIOR IT SECURITY ARCHITECT	G6Q	94.189	98.899	103.844	109.036	114.488		7535.12	9159.04
SENIOR IT SECURITY ENGINEER	G4F	99.334	104.301	109.516	114.993	120.742		7946.72	9659.36
SENIOR IT SERVICE MGMT SPECIAL	G6V	82.011	86.113	90.417	94.939	99.685		6560.88	7974.80
SENIOR IT STRATEGIC SOURC SPC	G4Q	77.710	81.596	85.675	89.959	94.458		6216.80	7556.64
SENIOR IT STRATEGY ANALYST	G4U	89.860	94.353	99.070	104.023	109.225		7188.80	8738.00
SENIOR IT VENDOR MANAGER	G4W	84.773	89.011	93.462	98.136	103.043		6781.84	8243.44
SENIOR MEDIATOR	B14	44.801	47.046	49.402	51.865	54.478		3584.08	4358.24
SENIOR NETWORK ENGINEER-U	Q4K	89.186	93.646	98.328	103.245	108.407		7134.88	8672.56
SENIOR SOFTWARE ASSET MANAGER	G6X	79.994	83.995	88.193	92.604	97.235		6399.52	7778.80
SENIOR SOLUTION ARCHITECT	G7G	105.895	111.190	116.750	122.588	128.718		8471.60	10297.44
SENIOR SYSTEMS ADMINISTRATOR	G6Z	76.239	80.051	84.054	88.257	92.670		6099.12	7413.60
SENIOR SYSTEMS ADMINISTRATOR-U	G9K	76.239	80.051	84.054	88.257	92.670		6099.12	7413.60

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SENIOR TECHNOLOGY ARCHITECT	G7J	94.130	98.837	103.780	108.969	114.418		7530.40	9153.44
SHERIFF TRAINING SPECIALIST	U92	45.669	47.943	50.364	52.889	55.534		3653.52	4442.72
SOCIAL SERVICES CLERICAL MGR	C66	40.056	42.051	44.154	46.359	48.687		3204.48	3894.96
SOCIAL SERVICES FISCAL OFFICER	B9B	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
SOCIAL SERVICES PRG CNTRL SUPV	E53	46.813	49.161	51.631	54.215	56.926		3745.04	4554.08
SOCIAL SERVICES PRG MGR I	Y32	53.922	56.621	59.454	62.429	65.550		4313.76	5244.00
SOCIAL SERVICES PRG MGR II	Y31	59.622	62.601	65.730	69.019	72.469		4769.76	5797.52
SOCIAL SERVICES PRG MGR III	Y30	65.730	69.019	72.469	76.096	79.910		5258.40	6392.80
SOCIAL SERVICES PRG MGR III-U	Y35	65.730	69.019	72.469	76.096	79.910		5258.40	6392.80
SOFTWARE ASSET MANAGER	G6Y	66.661	69.994	73.495	77.170	81.029		5332.88	6482.32
SOFTWARE ASSET MANAGER - U	Q6Y	66.661	69.994	73.495	77.170	81.029		5332.88	6482.32
SOLUTION ARCHITECT	G7H	88.246	92.658	97.292	102.156	107.265		7059.68	8581.20
SPECIAL PROJECTS DIRECTOR - U	Z82	69.855	73.350	77.018	80.942	85.076		5588.40	6806.08
SR ACCOUNTANT	B76	52.379	54.995	57.751	60.638	63.670		4190.32	5093.60
SR ACCOUNTANT - U	Q72	52.379	54.995	57.751	60.638	63.670		4190.32	5093.60
SR APPLICATION DEVELOPER-U	Q9I	81.637	85.720	90.006	94.506	99.232		6530.96	7938.56
SR BUS INTELLIGENCE ANALYST	J1J	77.315	81.181	85.241	89.504	93.979		6185.20	7518.32
SR BUSINESS CONF ANALYST	F8C	54.995	57.751	60.638	63.670	66.852		4399.60	5348.16
SR BUSINESS INFO TECH CONSULT	G85	71.231	74.794	78.561	82.569	86.787		5698.48	6942.96
SR BUSINESS RELATIONSHIP MGR	G5A	85.840	90.132	94.640	99.372	104.340		6867.20	8347.20
SR CASHIER	D80	31.219	32.778	34.428	36.154	37.966		2497.52	3037.28
SR CORR TRAINING SPECIALIST	U75	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SR DEPARTMENTAL FISCAL OFFICER	B9G	63.525	66.701	70.035	73.537	77.220		5082.00	6177.60
SR EMERGENCY PLANNING COORD	B06	53.192	55.856	58.649	61.583	64.663		4255.36	5173.04
SR ENVIRONMENTAL SAFETY TRN	V20	50.877	53.426	56.098	58.906	61.851		4070.16	4948.08
SR EQUAL OPPORTUNITY OFFICER	C11	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SR FINANCIAL ANALYST	A6A	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SR HEALTH CARE FIN ANALYST	B9F	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SR HEALTH CARE PROG ANALYST	W71	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SR HEALTH CARE PROG ANALYST-U	Q3E	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SR HEALTH CARE PROGRAM MGR	C82	61.546	64.625	67.858	71.251	74.817		4923.68	5985.36
SR INFO TECHNOLOGY PROJECT MGR	G3A	71.231	74.794	78.561	82.569	86.787		5698.48	6942.96
SR INFRASTRUCTURE ENGINEER-U	G8X	83.985	88.186	92.597	97.226	102.087		6718.80	8166.96
SR INSTRUCTIONAL DESIGNER-U	G7R	69.514	72.990	76.641	80.472	84.497		5561.12	6759.76
SR INTERNAL AUDITOR	B31	52.889	55.534	58.317	61.232	64.294		4231.12	5143.52

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SR INTERNAL AUDITOR - U	X51	52.889	55.534	58.317	61.232	64.294		4231.12	5143.52
SR IT KNOWLEDGE MANAGER-U	G7S	68.329	71.745	75.334	79.099	83.056		5466.32	6644.48
SR LOSS PREVENTION SPEC	V72	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SR MENTAL HEALTH PROG SPEC	P13	59.773	62.762	65.901	69.197	72.657		4781.84	5812.56
SR MGMT ANALYST	B1N	52.369	55.008	57.761	60.650	63.682		4189.52	5094.56
SR MGMT ANALYST - U	W1N	52.369	55.008	57.761	60.650	63.682		4189.52	5094.56
SR MGMT INFO SYSTEMS ANALYST	B3V	54.995	57.751	60.638	63.670	66.852		4399.60	5348.16
SR MGMT INFO SYSTEMS ANALYST-U	B3Z	54.995	57.751	60.638	63.670	66.852		4399.60	5348.16
SR MGMT INFO SYSTEMS AUDITOR	B22	57.751	60.638	63.670	66.852	70.199		4620.08	5615.92
SR NETWORK ENGINEER	G45	89.186	93.646	98.328	103.245	108.407		7134.88	8672.56
SR PROGRAMMING ANALYST - OVF	SPA	67.511	70.885	74.430	78.172	82.163		5400.88	6573.04
SR REAL ESTATE AGENT	C72	57.751	60.638	63.670	66.852	70.199		4620.08	5615.92
SR RESEARCH & EVALUATION SPEC	P7E	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SR STRATEGIC SOURCING OFFICER	POC	77.713	81.596	85.676	89.959	94.458		6217.04	7556.64
SR SYSTEMS SOFTWARE ENGINEER	G26	68.862	72.307	75.922	79.741	83.813		5508.96	6705.04
SR SYSTEMS SOFTWARE ENGINEER-U	G2C	68.862	72.307	75.922	79.741	83.813		5508.96	6705.04
SR TRAINING & STAFF DEVELOPMNT	B23	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
SSA APPLCTN DEC SUPP MGR	V65		56.870		79.435			4549.60	6354.80
SSA APPLCTN DEC SUPP MGR - U	Z14		56.870		79.435			4549.60	6354.80
SSA INFO TECHNOLOGY SPEC	W20		65.302		125.576			5224.16	10046.08
SSA PROGRAM SPECIALIST	Y51	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
SSA SECURITY AND SAFETY MGR	Y34	51.378	53.952	56.652	59.483	62.456		4110.24	4996.48
STERILE PROCESS EDUCATION CORD	J32	37.966	39.862	41.848	43.937	46.134		3037.28	3690.72
STERILE PROCESSING MANAGER	J33	50.127	52.635	55.265	58.028	60.928		4010.16	4874.24
STRATEGIC SOURCING MANAGER	POD	85.482	89.756	94.243	98.955	103.903		6838.56	8312.24
STRATEGIC SOURCING OFFICER	POB	64.757	67.995	71.396	74.966	78.743		5180.56	6299.44
SUP HAZ MAT SPECIALIST	V2G	63.076	66.230	69.542	73.018	76.670		5046.08	6133.60
SUP PUBLIC HEALTH NUTRITIONIST	R2U	50.611	53.084	55.687	58.413	61.259		4048.88	4900.72
SUP WEIGHTS AND MEASURES INSP	V2F	40.519	42.489	44.541	46.684	48.940		3241.52	3915.20
SUPERVISING CCS THERAPIST	R02	76.477	80.301	84.323	88.538	92.963		6118.16	7437.04
SUPERVISING LIBRARIAN	J62	47.943	50.364	52.889	55.534	58.317		3835.44	4665.36
SUPERVISING LIBRARIAN - U	W84	47.943	50.364	52.889	55.534	58.317		3835.44	4665.36
SUPERVISING QI COORDINATOR	S1Q	51.798	54.310	56.970	59.737	62.678		4143.84	5014.24
SUPERVISING WELFARE FRAUD INVE	V8A	55.794	58.588	61.528	64.631	67.884		4463.52	5430.72
SUPV ACCOUNT CLERK I	D95	39.072	41.022	43.067	45.217	47.478		3125.76	3798.24

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV ACCOUNT CLERK I - U	Q1K	39.072	41.022	43.067	45.217	47.478		3125.76	3798.24
SUPV ACCOUNT CLERK II	D94	42.639	44.765	46.999	49.340	51.831		3411.12	4146.48
SUPV ACCOUNT CLERK II - U	Q2K	42.639	44.765	46.999	49.340	51.831		3411.12	4146.48
SUPV AGRICULTURAL BIOLOGIST	V04	45.224	47.493	49.876	52.379	54.995		3617.92	4399.60
SUPV AGRICULTURAL BIOLOGIST-U	W40	45.224	47.493	49.876	52.379	54.995		3617.92	4399.60
SUPV APPRAISAL DATA COORD	C80	40.253	42.257	44.367	46.587	48.923		3220.24	3913.84
SUPV APPRAISER	C45	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
SUPV APPRAISER - U	Q5E	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
SUPV ASSESSMENT CLERK	D86	37.942	39.839	41.832	43.916	46.106		3035.36	3688.48
SUPV ASSESSMENT CLERK - U	Q52	37.942	39.839	41.832	43.916	46.106		3035.36	3688.48
SUPV AUDITOR-APPRAISER	C54	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
SUPV AUDITOR-APPRAISER - U	Q53	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
SUPV BOARD CLERK	D53	41.432	43.499	45.669	47.943	50.364		3314.56	4029.12
SUPV CHILD SUPP OFFICER - U	Z8A	47.493	49.876	52.379	54.995	57.751		3799.44	4620.08
SUPV CHILD SUPPORT OFFICER	E84	47.493	49.876	52.379	54.995	57.751		3799.44	4620.08
SUPV CLERK	D34	38.701	40.637	42.669	44.794	47.028		3096.08	3762.24
SUPV COMMUNICATIONS DISPATCHER	G91	63.980	67.180	70.541	74.068	77.775		5118.40	6222.00
SUPV CONSTRUCTION INSPECTOR	N27	55.926	58.723	61.657	64.740	67.980		4474.08	5438.40
SUPV CRIMINALIST	V39	64.624	67.855	71.250	74.815	78.555		5169.92	6284.40
SUPV CUSTODY SUPPORT ASSISTANT	G70	37.038	38.892	40.828	42.867	45.004		2963.04	3600.32
SUPV DEPUTY PUBLIC GUARDIAN	V45	52.379	54.995	57.751	60.638	63.670		4190.32	5093.60
SUPV DIAGNOSTIC IMAG TECH	R83	81.776	85.870	90.192	94.798	99.637		6542.08	7970.96
SUPV ENVIRONMENTAL HEALTH SPEC	V14	60.650	63.682	66.866	70.213	73.725		4852.00	5898.00
SUPV ESTATE ADMINISTRATOR	V24	52.379	54.995	57.751	60.638	63.670		4190.32	5093.60
SUPV HEALTH SERVICES REP I	D10	33.745	35.442	37.222	39.085	41.029		2699.60	3282.32
SUPV HEALTH SERVICES REP II	D08	38.884	40.828	42.871	45.005	47.251		3110.72	3780.08
SUPV INDEXER	D59	34.933	36.686	38.526	40.449	42.462		2794.64	3396.96
SUPV INTERNAL AUDITOR	B21	61.850	64.942	68.190	71.602	75.180		4948.00	6014.40
SUPV PARALEGAL	V82	48.923	51.378	53.952	56.652	59.483		3913.84	4758.64
SUPV PATIENT BUSINESS SV CLK	D44	45.379	47.646	50.020	52.527	55.167		3630.32	4413.36
SUPV PATIENT BUSINESS SV CLK-U	Z44	45.379	47.646	50.020	52.527	55.167		3630.32	4413.36
SUPV PHARMACIST	R56	101.072	106.233	111.659	117.361	123.355		8085.76	9868.40
SUPV PRETRIAL SERVICES	V51	49.161	51.631	54.215	56.926	59.773		3932.88	4781.84
SUPV PROBATION COUNSELOR	X20	59.484	62.461	65.584	68.861	72.308		4758.72	5784.64
SUPV PROTECTIVE SVCS OFFICER	U9D	37.499	39.300	41.210	43.180	45.276		2999.92	3622.08

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV PUBLIC DEFENDER INVEST	V96	66.214	69.526	73.005	76.656	80.491		5297.12	6439.28
SUPV PUBLIC HEALTH NURSE	S44	63.071	66.223	69.538	73.016	76.668		5045.68	6133.44
SUPV RECORDABLE DOC TECH	F30	33.102	34.764	36.508	38.339	40.253		2648.16	3220.24
SUPV RESPIRATORY CARE PRACTNR	R17	70.075	73.577	77.259	81.124	85.178		5606.00	6814.24
SUPV REVENUE COLLECTIONS OFC	V32	44.801	47.046	49.402	51.865	54.478		3584.08	4358.24
SUPV REVENUE COLLECTIONS OFC-U	X56	44.801	47.046	49.402	51.865	54.478		3584.08	4358.24
SUPV STOREKEEPER	G80	36.868	38.711	40.648	42.672	44.801		2949.44	3584.08
SUPV SURVEY MAP PROG	L15	56.098	58.906	61.851	64.942	68.192		4487.84	5455.36
SUPV TAX COLLECTION CLERK	C90	36.868	38.711	40.648	42.672	44.801		2949.44	3584.08
SUPV TRANSPORTATION ENGR	L31	68.862	72.307	75.922	79.741	83.813		5508.96	6705.04
SUPV VIC/WITNESS CLAIMS SPEC	D6L	43.988	46.189	48.497	50.921	53.466		3519.04	4277.28
SUPV VICTIM/WITNESS ADVOCATE	D6I	43.988	46.189	48.497	50.921	53.466		3519.04	4277.28
SUPV, HLTH INFO MGMT SVCS	D56	45.011	47.260	49.632	52.119	54.730		3600.88	4378.40
TAX AND COLLECTIONS MANAGER	V3E	64.942	68.192	71.600	75.184	78.952		5195.36	6316.16
TAX COLLECTION MGR	C89	56.926	59.773	62.762	65.901	69.197		4554.08	5535.76
TAX ROLL MGR	C77	46.359	48.687	51.126	53.687	56.372		3708.72	4509.76
TECHNICAL PLANNING & CNTL MGR	G06	78.172	82.163	86.354	90.765	95.401		6253.76	7632.08
TECHNICAL SERVICES MGR	J53	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
TECHNOLOGY ARCHITECT	G7K	78.442	82.366	86.483	90.807	95.349		6275.36	7627.92
TELECOMM/FACILITIES MGR-SCVHHS	E2D	71.154	74.714	78.447	82.375	86.529		5692.32	6922.32
TELECOMMUNICATIONS ENGINEER	K16	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
TELECOMMUNICATIONS OPS MGR	E27	65.901	69.197	72.657	76.293	80.142		5272.08	6411.36
THERAPY SERVICES ADMIN MGR	R16	56.098	58.906	61.851	64.942	68.192		4487.84	5455.36
THERAPY SERVICES PROGRAM MGR	R31	80.190	84.201	88.416	92.838	97.477		6415.20	7798.16
TRAFFIC PAINTER SUPV	N77	43.937	46.134	48.446	50.877	53.426		3514.96	4274.08
TRAINING & STAFF DEV SPEC	B2E	46.134	48.446	50.877	53.426	56.098		3690.72	4487.84
TRAINING & STAFF DEV SPEC - U	B9Z	46.134	48.446	50.877	53.426	56.098		3690.72	4487.84
TREASURY COORDINATOR	T39	38.526	40.449	42.462	44.584	46.813		3082.08	3745.04
TRUST & FIDUCIARY ACCNTNG MGR	B87	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
UTILIZATION REVIEW COORD - U	U1S	77.671	81.555	85.634	89.916	94.436	99.159	6213.68	7932.72
UTILIZATION REVIEW COORD VHP-U	U12	77.671	81.555	85.634	89.916	94.436	99.159	6213.68	7932.72
UTILIZATION REVIEW SUPV - U	Q1L	85.634	89.916	94.436	99.256	104.324	109.539	6850.72	8763.12
VALLEY CONNECTION SVC CNT MGR	G1B	66.528	69.855	73.350	77.018	80.942		5322.24	6475.36
VECTOR CONTROL DISTRICT MGR	X74	71.272	74.836	78.581	82.546	86.757		5701.76	6940.56
VECTOR CONTROL OPERS SUPV	X84	47.636	50.017	52.508	55.142	57.906		3810.88	4632.48

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
VECTOR CONTROL SCI-TECH SRV MG	X85	52.914	55.563	58.340	61.261	64.326		4233.12	5146.08
VHP MARKETING & COMM REP	Y5C	41.079	43.647	46.214	48.782	51.349		3286.32	4107.92
VHP Member Services Manager	D2R	55.267	58.033	60.932	63.980	67.179		4421.36	5374.32
VHP PHARMACY SERVICES DIV DIR	D2P	112.216	117.946	123.968	130.301	136.951		8977.28	10956.08
VHP/MANAGED CARE COMPL OFFICER	C02	56.098	58.906	61.851	64.942	68.192		4487.84	5455.36
VITAL RECORDS SUPERVISOR I	C4A	35.105	36.868	38.711	40.648	42.672		2808.40	3413.76
VITAL RECORDS SUPERVISOR II	C43	40.449	42.462	44.584	46.813	49.161		3235.92	3932.88
WEED ABATEMENT MANAGER	X70	51.865	54.478	57.205	60.067	63.071		4149.20	5045.68
WHISTLEBLOWER INVESTIGATOR	V1H	57.466	60.341	63.358	66.528	69.855		4597.28	5588.40
WORK CENTER MANAGER	M10	58.033	60.932	63.980	67.179	70.540		4642.64	5643.20
YOUNG ADULT COORD	J57	46.359	48.687	51.126	53.687	56.372		3708.72	4509.76

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ACCOUNTANT III	B77	48.468	50.896	53.451	56.129	58.935		3877.44	4714.80
ACCOUNTANT III-U	U79	48.468	50.896	53.451	56.129	58.935		3877.44	4714.80
ACCOUNTING MANAGER	B8B	60.358	63.378	66.547	69.874	73.367		4828.64	5869.36
ACCOUNTING MANAGER-SCVHHS	Z1B	60.358	63.378	66.547	69.874	73.367		4828.64	5869.36
ACCOUNTING MANAGER-SCVHHS-U	Q9H	60.358	63.378	66.547	69.874	73.367		4828.64	5869.36
ACCOUNTS PAYBLE MGR HL HOS SY	C91	46.354	48.677	51.124	53.683	56.370		3708.32	4509.60
ADMIN ACUTE PSYCHIATRIC SVCS	B2T	56.644	59.483	62.457	65.580	68.857		4531.52	5508.56
ADMIN BOOKING MANAGER	C03	58.633	61.566	64.644	67.878	71.272		4690.64	5701.76
ADMIN CORONER	B59	51.372	53.950	56.644	59.483	62.457		4109.76	4996.56
ADMIN DIRECTOR, LAB	B2H	97.352	102.328	107.551	113.045	118.817		7788.16	9505.36
ADMIN SERVICES MGR I	B2L	53.940	56.658	59.493	62.469	65.592		4315.20	5247.36
ADMIN SERVICES MGR II	B2J	59.764	62.753	65.893	69.189	72.650		4781.12	5812.00
ADMIN SUPPORT OFFICER I	B2R	41.443	43.509	45.682	47.958	50.362		3315.44	4028.96
ADMIN SUPPORT OFFICER I-U	Q29	41.443	43.509	45.682	47.958	50.362		3315.44	4028.96
ADMIN SUPPORT OFFICER II	B2P	44.159	46.363	48.682	51.124	53.690		3532.72	4295.20
ADMIN SUPPORT OFFICER II-U	Q28	44.159	46.363	48.682	51.124	53.690		3532.72	4295.20
ADMIN SUPPORT OFFICER III	B2N	48.682	51.124	53.690	56.379	59.201		3894.56	4736.08
ADMIN SUPPORT OFFICER III-U	Q25	48.682	51.124	53.690	56.379	59.201		3894.56	4736.08
ADMINISTRATIVE SVCS MGR-ISD	B27	62.150	65.258	68.522	71.948	75.548		4972.00	6043.84
ADMINISTRATOR SATELLITE CLINIC	A45	62.457	65.580	68.857	72.304	75.919		4996.56	6073.52
ADMINISTRATOR VALLEY HLTH PLAN	A1A	57.780	60.673	63.706	66.890	70.237		4622.40	5618.96
AIRPORT BUSINESS MGR	T86	45.478	47.749	50.147	52.659	55.297		3638.24	4423.76
AIRPORT NOISE ABAMT PROG COORD	C95	40.848	42.885	45.027	47.269	49.639		3267.84	3971.12
AIRPORT OPERATIONS SUPV	T89	41.057	43.103	45.255	47.518	49.899		3284.56	3991.92
AMBULATORY SERVICE MGR	C59	64.963	68.209	71.624	75.206	78.968		5197.04	6317.44
ANIMAL CONTROL PROGRAM MANAGER	B6V	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
ANIMAL SHELTER SUPERVISOR	V99	42.885	45.027	47.269	49.639	52.129		3430.80	4170.32
ART EDUCATION PROG DIR	J36	55.297	58.063	60.967	64.016	67.215		4423.76	5377.20
ASSC IT STRATEGIC SOURCING SPC	G4T	58.249	61.162	64.221	67.431	70.803		4659.92	5664.24
ASSESSOR'S TRAINING SPEC	C4D	51.413	53.921	56.556	59.329	62.217		4113.04	4977.36
ASSET DEVELOPMENT MANAGER	N08	73.011	76.661	80.495	84.542	88.856		5840.88	7108.48
ASSIST CHIEF ASSESSMT SSE DIV	C4C	66.853	70.194	73.708	77.393	81.267		5348.24	6501.36
ASSIST DIR, PUB HEALTH LAB	B8G	69.531	73.019	76.686	80.535	84.578		5562.48	6766.24
ASSISTANT CLAIMS MANAGER	V10	38.710	40.651	42.674	44.803	47.039		3096.80	3763.12
ASSISTANT CLAIMS MANAGER-U	Z1E	38.710	40.651	42.674	44.803	47.039		3096.80	3763.12

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASSISTANT TAX COLLECTOR	C96	68.562	71.993	75.593	79.373	83.353		5484.96	6668.24
ASSOC BUS INTELLIGENCE ANALYST	J1F	57.705	60.591	63.622	66.803	70.143		4616.40	5611.44
ASSOC BUSINESS CONF ANALYST	F8A	49.158	51.622	54.146	56.922	59.773		3932.64	4781.84
ASSOC EQUAL OPP OFFICER	B2C	40.257	42.259	44.372	46.580	48.917		3220.56	3913.36
ASSOC IT BUSINESS ANALYST - EH	ET9	46.309	48.627	51.057	53.611	56.291		3704.72	4503.28
ASSOC IT BUSINESS ANALYST - U	G7Y	51.307	53.875	56.568	59.397	62.367		4104.56	4989.36
ASSOC MGMT ANALYST	B1R	40.257	42.259	44.372	46.580	48.917		3220.56	3913.36
ASSOC MGMT ANALYST - U	W1R	40.257	42.259	44.372	46.580	48.917		3220.56	3913.36
ASSOC TRNG & STAFF DEV SPEC I	B2X	33.421	35.097	36.861	38.710	40.651		2673.68	3252.08
ASSOC TRNG & STAFF DEV SPEC II	B2F	39.104	41.057	43.103	45.255	47.518		3128.32	3801.44
ASSOCIATE DATA ANALYST	G1G	66.619	69.951	73.450	77.122	80.978		5329.52	6478.24
ASSOCIATE DATA ENGINEER	G9E	69.702	73.187	76.848	80.690	84.724		5576.16	6777.92
ASSOCIATE INFORMATION ARCHITCT	G3P	78.986	82.937	87.083	91.438	96.009		6318.88	7680.72
ASSOCIATE INFRASTRUCTURE ENGR	G3S	62.683	65.820	69.110	72.567	76.194		5014.64	6095.52
ASSOCIATE IT BUSINESS ANALYST	G3I	51.307	53.875	56.568	59.397	62.367		4104.56	4989.36
ASSOCIATE IT KNOWLEDGE MGR	G3X	50.999	53.549	56.225	59.037	61.989		4079.92	4959.12
ASSOCIATE IT SECURITY ANALYST	G3Z	63.797	66.988	70.338	73.854	77.547		5103.76	6203.76
ASSOCIATE IT SECURITY ENGINEER	G4K	74.140	77.848	81.740	85.827	90.119		5931.20	7209.52
ASSOCIATE IT VENDOR MANAGER	G4Z	63.271	66.433	69.757	73.245	76.908		5061.68	6152.64
ASSOCIATE MEDIATOR	B18	33.259	34.924	36.681	38.522	40.450		2660.72	3236.00
ASST ADMIN DIRECTOR LAB	B2Q	88.010	92.450	97.168	102.134	107.345		7040.80	8587.60
ASST CHIEF APPRAISER	C46	66.853	70.194	73.708	77.393	81.267		5348.24	6501.36
ASST CHIEF AUDITOR APPRAISER	C56	66.853	70.194	73.708	77.393	81.267		5348.24	6501.36
ASST CHIEF OF PROTECTIVE SERV	U94	44.587	46.810	49.158	51.622	54.213		3566.96	4337.04
ASST CHIEF RESPIRATORY CR PRC	R47	50.390	52.919	55.570	58.351	61.267		4031.20	4901.36
ASST CRIME LABORATORY DIR	V66	73.748	77.435	81.310	85.385	89.745		5899.84	7179.60
ASST DIR FOOD SERVICES	H39	53.428	56.108	58.917	61.865	64.960		4274.24	5196.80
ASST DIR OF COMM & PUB AFFAIRS	KD2	77.706	81.591	85.671	89.954	94.451		6216.48	7556.08
ASST DIR OF COUNTY AIRPORTS	A2P	55.297	58.063	60.967	64.016	67.215		4423.76	5377.20
ASST DIR OF PHARMACY SERVICES	R26	115.582	121.484	127.687	134.210	141.059		9246.56	11284.72
ASST DIR OF PROCUREMENT	C20	67.215	70.578	74.110	77.817	81.705		5377.20	6536.40
ASST DIR, HLTH INFO MGMT SVCS	J75	53.179	55.841	58.633	61.566	64.644		4254.32	5171.52
ASST DP OPERATIONS MGR	G20	74.476	78.199	82.133	86.327	90.737		5958.08	7258.96
ASST LAND DEVELOPMENT COORD	L78	57.780	60.673	63.706	66.890	70.237		4622.40	5618.96
ASST MANAGER BUILDING OPS	M67	65.258	68.523	71.950	75.550	79.328		5220.64	6346.24

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASST MANAGER,VECTOR CNTL DIST	X75	54.501	57.229	60.090	63.098	66.255		4360.08	5300.40
BEHAVIORAL HEALTH DIV DIR	S1R	69.536	73.011	76.662	80.517	84.627		5562.88	6770.16
BIOMEDICAL EQUIPMENT SUP	K09	55.478	58.202	61.028	63.985	67.125		4438.24	5370.00
BOND AND INVESTMENT ANALYST	B1M	53.950	56.644	59.483	62.457	65.580		4316.00	5246.40
BUDGET & FINANCIAL PLANNING MG	C92		65.945		97.098			5275.60	7767.84
BUDGET & PUBLIC POL ANALYST-U	C6B		34.278		70.967			2742.24	5677.36
BUDGET & PUBLIC POLICY ANALYST	C64		34.278		70.967			2742.24	5677.36
BUILDING OPERATIONS SUPV	M05	55.570	58.351	61.267	64.329	67.550		4445.60	5404.00
BUS INTEL FIN REP & ANAL MGR	Z1C	66.890	70.237	73.748	77.439	81.320		5351.20	6505.60
BUSINESS CONFIGURATION ANALYST	F8B	52.919	55.570	58.351	61.267	64.418		4233.52	5153.44
BUSINESS INFO TECH CONSULTANT	G1P	66.222	69.536	73.011	76.662	80.517		5297.76	6441.36
BUSINESS INTELLIGENCE ANALYST	J1E	66.360	69.681	73.165	76.823	80.665		5308.80	6453.20
BUSINESS IT CONSULTANT-U	G1Q	66.222	69.536	73.011	76.662	80.517		5297.76	6441.36
BUSINESS IT STRATEGIC PLANNER	G53	71.272	74.836	78.581	82.546	86.757		5701.76	6940.56
BUSINESS RELATIONSHIP MANAGER	G5B	73.676	77.362	81.233	85.293	89.557		5894.08	7164.56
BUSINESS SYSTEMS ANALYST	G5Q	68.833	72.277	75.892	79.686	83.672		5506.64	6693.76
BUSINESS SYSTEMS ANALYST-U	G8Q	68.833	72.277	75.892	79.686	83.672		5506.64	6693.76
CALWIN PLANNING IMPL MANAGER	V70		66.614		88.021			5329.12	7041.68
CALWIN PLNG & IMPLMNT MGR-U	Z19		66.614		88.021			5329.12	7041.68
CANCER CARE PROGRAM COORD	B7R	34.924	36.681	38.522	40.450	42.465		2793.92	3397.20
CENSUS/REDISTRICTING PRG MGR	B9P	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
CENTRAL REFERENCE COORD	J56	48.677	51.124	53.683	56.370	59.189		3894.16	4735.12
CENTRAL SUPPLY DISTRIBTN SUPV	G84	39.104	41.057	43.103	45.255	47.518		3128.32	3801.44
CHANGE-RELEASE COORDINATOR	G5S	66.943	70.290	73.806	77.496	81.372		5355.44	6509.76
CHIEF CARDIOVASCULAR TECH	S36	51.124	53.683	56.370	59.189	62.151		4089.92	4972.08
CHIEF CCS THERAPIST	R01	85.072	89.327	93.800	98.489	103.413		6805.76	8273.04
CHIEF CLIN NEUROPHYSIOLC TECH	R73	56.370	59.189	62.151	65.258	68.523		4509.60	5481.84
CHIEF COMMUNICATIONS DISP	G87	72.657	76.290	80.108	84.148	88.444		5812.56	7075.52
CHIEF MED EXAM-CORONER INVEST	V84	65.109	68.366	71.783	75.376	79.145		5208.72	6331.60
CHIEF MEDICAL PHYSICIST	D1L	115.452	121.215	127.282	133.642	140.327		9236.16	11226.16
CHIEF NUCLEAR MEDICAL TECH	R92	50.635	53.179	55.841	58.633	61.566		4050.80	4925.28
CHIEF OF CONSTRUCTION SRV	L21	79.328	83.370	87.628	92.075	96.806		6346.24	7744.48
CHIEF OF DESIGN SERVICES	L22	79.328	83.370	87.628	92.075	96.806		6346.24	7744.48
CHIEF OF FACILITIES PLNG SVCS	Y5B	79.328	83.370	87.628	92.075	96.806		6346.24	7744.48
CHIEF OF PROTECTIVE SERV	U95	58.633	61.566	64.644	67.878	71.272		4690.64	5701.76

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CHIEF PSYCHOLOGIST	P9C	83.831	87.942	92.276	96.827	101.596		6706.48	8127.68
CHIEF RADIATION THERAPIST	S54	87.165	91.524	96.101	100.931	106.082		6973.20	8486.56
CHIEF REGISTRAR OF VITAL STAT	E06	37.974	39.872	41.867	43.952	46.145		3037.92	3691.60
CHIEF RESPIRATORY CARE PRACTNR	R18	88.934	93.380	98.075	103.078	108.341		7114.72	8667.28
CHIEF UROLOGY TECHNICIAN	R89	46.354	48.677	51.124	53.683	56.370		3708.32	4509.60
CIRCULATION SYSTEMS SUPERVISOR	J5A	41.463	43.530	45.701	47.981	50.382		3317.04	4030.56
CLAIMS MGR	B33	57.780	60.673	63.706	66.890	70.237		4622.40	5618.96
CLERICAL OFFICE SUPV	D60	34.426	36.158	37.974	39.872	41.867		2754.08	3349.36
CLERICAL OFFICE SUPV - U	Z6A	34.426	36.158	37.974	39.872	41.867		2754.08	3349.36
CLERK-RECORDER SUPERVISOR	F1G	42.465	44.587	46.810	49.158	51.622		3397.20	4129.76
CLIMATE CHANGE/SUSTAIN PRG MGR	L49	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
CLIN ADMIN SUPP OFFICR III - U	Q3D	47.984	50.390	52.919	55.570	58.351		3838.72	4668.08
CLINICAL ADMIN SERVICES MGR	B4A	52.919	55.570	58.351	61.267	64.329		4233.52	5146.32
CLINICAL ADMIN SUPPT OFFCR I	B3A	40.848	42.885	45.027	47.269	49.639		3267.84	3971.12
CLINICAL ADMIN SUPPT OFFCR II	B3B	43.524	45.698	47.984	50.390	52.919		3481.92	4233.52
CLINICAL ADMIN SUPPT OFFCR III	B3C	47.984	50.390	52.919	55.570	58.351		3838.72	4668.08
CLINICAL BIOCHEMIST	R52	94.426	99.245	104.314	109.642	115.242		7554.08	9219.36
CLINICAL DOCUMENTATION SPEC	J07	65.568	68.784	72.172	75.733	79.465		5245.44	6357.20
CLINICAL MICROBIOLOGIST	R51	94.426	99.245	104.314	109.642	115.242		7554.08	9219.36
CLINICAL NUTRITION SVCS MGR	R2N	61.069	64.125	67.330	70.697	74.234		4885.52	5938.72
CLINICAL RESEARCH PROG DIR	C2A	71.272	74.836	78.581	82.546	86.757		5701.76	6940.56
CLINICAL RESEARCH PROG MGR	C2B	48.510	50.935	53.481	56.163	58.978		3880.80	4718.24
CLINICAL STANDARDS COORD	P30	53.950	56.644	59.483	62.457	65.580		4316.00	5246.40
CODE ENFORCEMENT PRG MGR	C5B	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
CODING QUALITY & EDUCATION MGR	J08	67.833	71.227	74.789	78.531	82.455		5426.64	6596.40
COLLECTION SERVICES MANAGER	C93	64.016	67.215	70.581	74.111	77.817		5121.28	6225.36
COMM AND MEDIA RELATIONS COORD	A2Q	45.036	47.436	49.837	52.237	54.637		3602.88	4370.96
COMMUNICATIONS ENGINEER	K05	65.258	68.523	71.950	75.550	79.328		5220.64	6346.24
COMMUNICATIONS ENGINEERING MGR	K02	71.270	74.836	78.577	82.517	86.730		5701.60	6938.40
COMMUNITY LIBRARIAN	J55	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
COMMUNITY LIBRARIAN - U	W55	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
COMPLIANCE OFFICER	C41	76.289	80.115	84.205	88.503	93.025		6103.12	7442.00
CONSUMER MEDIATION COORD	V23	43.952	46.145	48.457	50.884	53.420		3516.16	4273.60
CONTROLLER TRS ACCTING MGR	B81	61.636	64.720	67.955	71.352	74.921		4930.88	5993.68
COORD OF PROGRAMS FOR DISABLED	B32	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CORR SUPPORT SERVICES MGR	M03	55.028	57.780	60.673	63.706	66.890		4402.24	5351.20
CORR TRAINING SPECIALIST	U76	47.039	49.381	51.874	54.475	57.200		3763.12	4576.00
CORRECTIONAL FOOD SERVICES DIR	S32	66.222	69.536	73.011	76.662	80.517		5297.76	6441.36
COTTAGE MANAGER	X21	52.403	55.028	57.780	60.673	63.706		4192.24	5096.48
COUNTY SURVEYOR SUPV SURV MAP	L11	66.890	70.237	73.748	77.439	81.320		5351.20	6505.60
COUNTY TRANSPORTATION PLANNER	L12		54.766		80.559			4381.28	6444.72
COUNTY WEBMASTER	G48	64.329	67.550	70.927	74.476	78.199		5146.32	6255.92
CREDENTIALS SPECIALIST	J30	38.338	40.257	42.259	44.372	46.580		3067.04	3726.40
CRIME ANALYST	V7G	48.457	50.884	53.420	56.112	58.921		3876.56	4713.68
CTY CONTRACTING POLICY ANALYST	C6D		55.605		70.967			4448.40	5677.36
CTY INFO TECH SECURITY OFFICER	G8D	73.367	77.037	80.917	85.046	89.390		5869.36	7151.20
CUSTODIAL & GROUNDS SUPT	H08	57.780	60.673	63.706	66.890	70.237		4622.40	5618.96
CUSTODIAL SERVICES MANAGER	B13	45.702	47.979	50.386	52.912	55.568		3656.16	4445.44
DATA ANALYST	G1F	76.613	80.444	84.468	88.691	93.125		6129.04	7450.00
DATA ENGINEER	G9H	80.156	84.166	88.376	92.794	97.434		6412.48	7794.72
DATA SCIENTIST	G5U	93.613	98.293	103.209	108.370	113.787		7489.04	9102.96
DAY CARE CENTER DIR	Y60	36.505	38.338	40.257	42.259	44.372		2920.40	3549.76
DEBT MANAGEMENT OFFICER	B8D	60.429	63.453	66.626	69.955	73.451		4834.32	5876.08
DEP DIR EMERGENCY PREPAREDNESS	L23	58.921	61.869	64.963	68.209	71.624		4713.68	5729.92
DEP DIR, CODING & CLIN DOC IMP	J09	79.662	83.656	87.925	92.415	97.136		6372.96	7770.88
DEPT FISCAL OFFICER	B96	60.670	63.705	66.890	70.235	73.750		4853.60	5900.00
DEPT FISCAL OFFICER - U	Q14	60.670	63.705	66.890	70.235	73.750		4853.60	5900.00
DEPUTY AGRICULTURAL COMMISSNR	V03	54.475	57.200	60.066	63.068	66.222		4358.00	5297.76
DEPUTY DIR CHILDREN'S SHELTER	Y33	63.378	66.547	69.874	73.367	77.037		5070.24	6162.96
DEPUTY DIR OF MGMT INFO SVCS	B66		87.762		106.823			7020.96	8545.84
DEPUTY DIR PUB HLTH MED SVCS	B41	66.547	69.874	73.367	77.037	80.917		5323.76	6473.36
DEPUTY SEALER WEIGHT MEASURES	V26	52.129	54.743	57.482	60.358	63.378		4170.32	5070.24
DEVOPS ENGINEER	G5W	82.626	86.757	91.098	95.651	100.435		6610.08	8034.80
DIAGNOSTIC IMAGING ASST DIR	R84	92.164	96.871	101.818	107.015	112.483		7373.12	8998.64
DIAGNOSTIC IMAGING INFO SYS MG	R30	77.037	80.917	85.046	89.390	93.954		6162.96	7516.32
DIR -DIV HAZ MAT COMPLIANCE	V09		66.064		89.071			5285.12	7125.68
DIR CARE, CONT, PERF, AN & SPT	C5C	72.756	76.398	80.218	84.230	88.445		5820.48	7075.60
DIR DIV CONSMR PROTECTION	V08		66.064		88.981			5285.12	7118.48
DIR NEW CHILD SHELTER FUND - U	Y58	62.457	65.580	68.857	72.304	75.919		4996.56	6073.52
DIR OF CHILDREN SERVICES	A2M	58.633	61.566	64.644	67.878	71.272		4690.64	5701.76

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
DIR OF COUNTY AIRPORTS	B7N	67.215	70.581	74.111	77.817	81.728		5377.20	6538.24
DIR OF DIAGNOSTIC IMAGING	R81	102.258	107.478	112.968	118.739	124.802		8180.64	9984.16
DIR OF HEALTH EDUCATION	B7M	52.919	55.570	58.351	61.267	64.329		4233.52	5146.32
DIR OF MEDICAL SOCIAL SERVICES	Y01	66.890	70.237	73.748	77.439	81.320		5351.20	6505.60
DIR OF PATIENT BUSINESS SRVC	B5C	72.756	76.398	80.218	84.230	88.445		5820.48	7075.60
DIR OF PHARMACY SVCS SCVHHS	R25	130.255	136.959	143.896	151.335	158.975		10420.40	12718.00
DIR OF PROGRAM DEVELOPMENT - U	U87	65.899	69.194	72.656	76.289	80.115		5271.92	6409.20
DIR OF PUBLIC COMMUNICATION	T33	67.550	70.927	74.476	78.199	82.133		5404.00	6570.64
DIR OF RESEARCH & OUTCOME MEAS	P7B	66.890	70.237	73.748	77.439	81.320		5351.20	6505.60
DIR OF THERAPY SERVICES	R33	91.545	96.127	101.029	106.190	111.614		7323.60	8929.12
DIR PATIENT ACCESS	B3G	72.756	76.398	80.218	84.230	88.445		5820.48	7075.60
DIR, CODING DOC & HIMIS	J10	92.415	97.136	102.095	107.311	112.792		7393.20	9023.36
DIR, LICENSING AND REG AFFAIRS	B5D	89.734	94.222	98.933	103.876	109.071		7178.72	8725.68
DIR, NUTRITION & FOOD SERVICES	R06	63.068	66.222	69.536	73.011	76.662		5045.44	6132.96
DIR, OFFICE OF VETERANS' AFFRS	D1H	71.292	74.854	78.595	82.527	86.654		5703.36	6932.32
DIR, PUBLIC HEALTH LABORATORY	R42	76.024	79.826	83.818	88.010	92.451		6081.92	7396.08
DIRECTOR OF HOMELESS SYSTEMS	A2J	65.108	68.365	71.784	75.374	79.145		5208.64	6331.60
DIRECTOR OF MARKETING SCVMC	A88	85.129	89.385	93.854	98.545	103.486		6810.32	8278.88
DIRECTOR OF REENTRY SERVICES	D1J	65.108	68.366	71.784	75.374	79.145		5208.64	6331.60
DISPUTE RESOLUTION PRG CORD	E03	50.390	52.919	55.570	58.351	61.267		4031.20	4901.36
DIV DIR, COMM ENG & TECH SVCS	B36	77.439	81.320	85.473	89.837	94.426		6195.12	7554.08
DIV MGR, CHILD SUPPORT SVCS	B4S	61.911	65.009	68.261	71.673	75.260		4952.88	6020.80
DIVISION MGR-CLK OF THE BOARD	B48	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
E-DISCOVERY MANAGER	B3K	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
ELECTION DIVISION COORD	G90	52.403	55.028	57.780	60.673	63.706		4192.24	5096.48
ELECTION PROCESS SUPV II	G63	41.598	43.675	45.849	48.138	50.546		3327.84	4043.68
ELECTION SERVICES COORD	G86	51.372	53.950	56.644	59.483	62.457		4109.76	4996.56
ELECTRICAL SYSTEMS SUPERVISOR	K89	60.066	63.068	66.222	69.536	73.011		4805.28	5840.88
EMERGENCY MEDICAL SERV SPCLST	S09	64.743	67.987	71.385	74.954	78.702		5179.44	6296.16
EMERGENCY PLANNING COORD	B10	48.462	50.892	53.448	56.127	58.932		3876.96	4714.56
EMPLOYEE ASSISTANCE PROG MGR	C8A	56.370	59.189	62.151	65.258	68.523		4509.60	5481.84
EMPLOYMENT PROGRAM MGR	Y20	54.743	57.482	60.358	63.378	66.547		4379.44	5323.76
EMPLOYMENT PROGRAM SUPV	Y25	50.884	53.420	56.112	58.921	61.869		4070.72	4949.52
EMPLOYMENT PROGRAM SUPV - U	Q22	50.884	53.420	56.112	58.921	61.869		4070.72	4949.52
ENGINEERING & SCHEDULING SUPV	M02	58.063	60.967	64.016	67.215	70.581		4645.04	5646.48

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ENTERPRISE ARCHITECT	G5Y	107.439	112.811	118.453	124.375	130.593		8595.12	10447.44
ENTERPRISE FUND BUDGET MGR	C2G	75.919	79.717	83.786	88.066	92.563		6073.52	7405.04
ENTERPRISE ITPS MANAGER	F68	84.627	88.944	93.487	98.263	103.279		6770.16	8262.32
ENVIRONMENTAL HEALTH PROG MGR	V11	66.223	69.532	73.012	76.660	80.495		5297.84	6439.60
EPIC SR INTERFACE ANALYST	J1I	72.008	75.607	79.389	83.364	87.531		5760.64	7002.48
EPIC SR SERVER SYSTEMS ENGR	J1N	70.927	74.476	78.199	82.133	86.327		5674.16	6906.16
EPIC SYSTEMS ANALYST	J1A	70.029	73.530	77.211	81.071	85.124		5602.32	6809.92
EQUAL OPPORTUNITY OFFICER	B2A	48.457	50.884	53.420	56.112	58.921		3876.56	4713.68
EXEMPTION MANAGER	C61	49.639	52.129	54.743	57.482	60.358		3971.12	4828.64
FIELD SURVEY SUPERVISOR	K62	55.028	57.780	60.673	63.706	66.890		4402.24	5351.20
FINANCIAL ANALYST I	A6C	40.257	42.259	44.372	46.580	48.917		3220.56	3913.36
FINANCIAL ANALYST II	A6B	48.457	50.884	53.420	56.112	58.921		3876.56	4713.68
FINANCIAL AND ECONOMIC ANALYST	C8C		34.278		70.967			2742.24	5677.36
FINGERPRINT IDENTIFICATION DIR	V90	63.960	67.157	70.504	74.043	77.748		5116.80	6219.84
FIXED INCOME PORTFOLIO MANAGER	B6A	73.096	76.752	80.588	84.616	88.848		5847.68	7107.84
FLEET LOGISTICS SUPERVISOR	M2S	48.510	50.935	53.510	56.163	58.978		3880.80	4718.24
FLEET MAINTENANCE SUPERVISOR	M21	58.294	61.215	64.276	67.489	70.861		4663.52	5668.88
FLEET MGR	M07	69.517	72.995	76.645	80.476	84.525		5561.36	6762.00
FLEET OPERATIONS MANAGER	M2M	63.715	66.903	70.254	73.765	77.456		5097.20	6196.48
FOOD PRODUCTION CAFETERIA MGR	H41	42.465	44.587	46.810	49.158	51.622		3397.20	4129.76
FOOD SERVICE SUPERVISOR	H56	39.872	41.867	43.952	46.145	48.457		3189.76	3876.56
FORENSIC ACCOUNTANT	V7F	62.647	65.781	69.073	72.528	76.155		5011.76	6092.40
GEOGRAPHIC INFO SYSTEMS MGR	K63	73.367	77.037	80.917	85.046	89.390		5869.36	7151.20
GROUPS SUPERVISOR	H27	41.460	43.524	45.698	47.984	50.390		3316.80	4031.20
HAZARDOUS MATERIALS PRGM MGR	V52	71.272	74.836	78.581	82.546	86.757		5701.76	6940.56
HAZARDOUS MATERIALS PROG MGR-U	Z52	71.272	74.836	78.581	82.546	86.757		5701.76	6940.56
HEALTH CARE COMPLIANCE ANALYST	B9R	47.984	50.405	52.925	55.571	58.351		3838.72	4668.08
HEALTH CARE FIN ANALYST ASSOC	B9C	34.588	36.329	38.149	40.058	42.052		2767.04	3364.16
HEALTH CARE FIN ANALYST I	B9D	40.257	42.259	44.372	46.580	48.917		3220.56	3913.36
HEALTH CARE FIN ANALYST I - U	Q9D	40.257	42.259	44.372	46.580	48.917		3220.56	3913.36
HEALTH CARE FIN ANALYST II	B9E	48.457	50.884	53.420	56.112	58.921		3876.56	4713.68
HEALTH CARE FIN ANALYST II - U	Q9E	48.457	50.884	53.420	56.112	58.921		3876.56	4713.68
HEALTH CARE FINANCIAL MANAGER	B9Q	59.483	62.457	65.580	68.857	72.304		4758.64	5784.32
HEALTH CARE FINANCIAL MGR - U	Z1F	59.483	62.457	65.580	68.857	72.304		4758.64	5784.32
HEALTH CARE PROG ANALYST ASSOC	B5Z	34.259	35.980	37.786	39.681	41.662		2740.72	3332.96

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
HEALTH CARE PROG ANALYST I - U	Z4P	39.872	41.867	43.952	46.145	48.457		3189.76	3876.56
HEALTH CARE PROG ANYST ASC - U	Z5P	34.259	35.980	37.786	39.681	41.662		2740.72	3332.96
HEALTH CARE PROGRAM ANALYST I	B5Y	39.872	41.867	43.952	46.145	48.457		3189.76	3876.56
HEALTH CARE PROGRAM ANALYST II	B5X	47.984	50.390	52.919	55.570	58.351		3838.72	4668.08
HEALTH CARE PROGRAM MGR I	C84	52.129	54.743	57.482	60.358	63.378		4170.32	5070.24
HEALTH CARE PROGRAM MGR II	C83	56.925	59.773	62.759	65.899	69.194		4554.00	5535.52
HEALTH CARE SERVICE LINE DIR	B5E	110.281	115.911	121.829	128.055	134.455		8822.48	10756.40
HEALTH CENTER MANAGER	H30	101.262	106.432	111.869	117.579	123.583		8100.96	9886.64
HEALTH PLANNING SPEC III	B01	45.665	47.938	50.342	52.868	55.522		3653.20	4441.76
HEALTH PLANNING SPEC III - U	W01	45.665	47.938	50.342	52.868	55.522		3653.20	4441.76
HEALTH PROGRAM SPEC	B19	56.644	59.483	62.457	65.580	68.857		4531.52	5508.56
HEALTH PROGRAM SPEC - U	Q17	56.644	59.483	62.457	65.580	68.857		4531.52	5508.56
HEALTH REALIZATION ANALYST I	H23	47.039	49.381	51.874	54.475	57.200		3763.12	4576.00
HEALTH REALIZATION ANALYST II	H22	52.659	55.297	58.063	60.967	64.016		4212.72	5121.28
HEALTH SERVICES OFFICE SUPV	D1F	37.961	39.865	41.861	43.945	46.139		3036.88	3691.12
HEALTHCARE SERV BSNS DEV ANAL	C13	57.200	60.066	63.068	66.222	69.536		4576.00	5562.88
HLTH CARE FIN ANALYST ASC - U	Q9C	34.588	36.329	38.149	40.058	42.052		2767.04	3364.16
HLTH CARE PROG ANALYST II - U	Z3P	47.984	50.390	52.919	55.570	58.351		3838.72	4668.08
HLTHCR SVC BUS DEV ANALYST - U	Q1C	57.200	60.066	63.068	66.222	69.536		4576.00	5562.88
HOMELESS AND HSING CONCERNS CO	A2K	57.200	60.066	63.068	66.222	69.536		4576.00	5562.88
HOSPITAL ADMIN SUPPORT OFCER	C68	46.354	48.677	51.124	53.683	56.370		3708.32	4509.60
HOSPITAL EM PREPAREDNESS MGR	B9T	61.209	64.272	67.484	70.858	74.401		4896.72	5952.08
IMMIGRANT SERVICES COOR	H95	50.390	52.919	55.570	58.351	61.267		4031.20	4901.36
INFORMATION ARCHITECT	G3N	90.834	95.378	100.145	105.153	110.411		7266.72	8832.88
INFORMATION SYSTEMS MGR I	G14	62.457	65.580	68.857	72.304	75.919		4996.56	6073.52
INFORMATION SYSTEMS MGR II	G12	68.523	71.950	75.550	79.328	83.370		5481.84	6669.60
INFORMATION SYSTEMS MGR III	G11	75.550	79.328	83.370	87.628	92.103		6044.00	7368.24
INFRASTRUCTURE ENGINEER	G3R	72.087	75.692	79.478	83.451	87.624		5766.96	7009.92
INFRASTRUCTURE ENGINEER-U	G8Y	72.087	75.692	79.478	83.451	87.624		5766.96	7009.92
INMATE REHABILITATION MANAGER	X9E	64.517	67.744	71.132	74.689	78.426		5161.36	6274.08
INPATIENT CASE MANAGER	S6D	84.025	88.226	92.638	97.269	102.133	107.239	6722.00	8579.12
INSTIT REV BOARD ADMINISTRATOR	N9A	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
INSTRUCTIONAL DESIGNER	J1B	66.118	69.426	72.897	76.542	80.369		5289.44	6429.52
INSTRUCTIONAL DESIGNER-U	G7T	66.118	69.426	72.897	76.542	80.369		5289.44	6429.52
INSURANCE CNTRCT & CLAIMS MGR	B49	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
INSURANCE PROGRAM MANAGER	B86	67.550	70.927	74.476	78.199	82.133		5404.00	6570.64
INTEGRATION ANALYST	G6B	72.087	75.692	79.478	83.451	87.624		5766.96	7009.92
INTERNAL AUDIT MANAGER	B4B	73.515	77.192	80.983	85.106	89.360		5881.20	7148.80
INTERNAL AUDITOR I	B45	33.928	35.632	37.420	39.295	41.257		2714.24	3300.56
INTERNAL AUDITOR II	B30	41.460	43.524	45.698	47.984	50.390		3316.80	4031.20
INTERNAL AUDITOR III	B28	47.749	50.147	52.659	55.297	58.063		3819.92	4645.04
IT ASSET MANAGER	G6D	61.311	64.378	67.596	70.977	74.525		4904.88	5962.00
IT ASSET MANAGER-U	G8Z	61.311	64.378	67.596	70.977	74.525		4904.88	5962.00
IT AUDIT & COMPLIANCE SPECIALT	G6G	67.571	70.949	74.497	78.222	82.133		5405.68	6570.64
IT BUSINESS ANALYST	G9F	59.003	61.954	65.054	68.307	71.723		4720.24	5737.84
IT BUSINESS ANALYST-U	G7X	59.003	61.954	65.054	68.307	71.723		4720.24	5737.84
IT CHANGE AND RELEASE MANAGER	G4R	84.627	88.944	93.487	98.263	103.348		6770.16	8267.84
IT CUSTOMER SERVICES MANAGER	G03	84.627	88.944	93.487	98.263	103.279		6770.16	8262.32
IT FELLOW	G2Z	126.654	132.988	139.638	146.620	153.951		10132.32	12316.08
IT KNOWLEDGE MANAGER	G3W	58.649	61.581	64.661	67.894	71.288		4691.92	5703.04
IT KNOWLEDGE MANAGER-U	G7U	58.649	61.581	64.661	67.894	71.288		4691.92	5703.04
IT MANAGER	G6L	83.437	87.609	91.990	96.589	101.418		6674.96	8113.44
IT PLANNER/ARCHITECT	G49	73.011	76.662	80.517	84.627	88.944		5840.88	7115.52
IT PROCESS ANALYST	G6P	72.389	76.008	79.809	83.799	87.990		5791.12	7039.20
IT PROGRAM MANAGER	G7L	96.528	101.356	106.424	111.745	117.333		7722.24	9386.64
IT PROJECT MANAGER	G6J	74.597	78.327	82.245	86.357	90.676		5967.76	7254.08
IT PROJECT MANAGER-U	G7W	74.597	78.327	82.245	86.357	90.676		5967.76	7254.08
IT SECURITY ANALYST	G3D	73.367	77.037	80.917	85.046	89.390		5869.36	7151.20
IT SECURITY ARCHITECT	G6R	80.844	84.887	89.133	93.589	98.268		6467.52	7861.44
IT SECURITY ENGINEER	G4E	85.261	89.524	94.001	98.701	103.637		6820.88	8290.96
IT SERVICE MANAGEMENT SPECIALT	G6W	70.391	73.912	77.608	81.489	85.564		5631.28	6845.12
IT STRATEGIC SOURCING SPECIALT	G4S	66.699	70.034	73.537	77.214	81.075		5335.92	6486.00
IT STRATEGY ANALYST	G4V	77.128	80.985	85.034	89.286	93.751		6170.24	7500.08
IT SUPERVISOR	G3E	69.530	73.007	76.657	80.490	84.513		5562.40	6761.04
IT VENDOR MANAGER	G4X	72.762	76.401	80.221	84.232	88.445		5820.96	7075.60
JANITOR SUPERVISOR	H12	39.100	41.060	43.111	45.258	47.519		3128.00	3801.52
JANITOR SUPERVISOR - U	H1E	39.100	41.060	43.111	45.258	47.519		3128.00	3801.52
JUVENILE PROBATION RECORDS SUP	F3A	38.921	40.872	42.912	45.047	47.299		3113.68	3783.92
LAFCO ANALYST	D4F	57.213	60.094	63.105	66.259	69.574		4577.04	5565.92
LAFCO EXECUTIVE OFFICER	D6F	64.648	67.878	71.270	74.835	78.574		5171.84	6285.92

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
LATENT FINGERPRINT EXAM SUPV	V4S	60.381	63.351	66.449	69.686	73.055		4830.48	5844.40
LAUNDRY SERVICES SUPERVISOR	H80	33.586	35.271	37.039	38.897	40.848		2686.88	3267.84
LAW ENFORCEMENT RECDS ADMIN	B62	64.329	67.550	70.927	74.476	78.199		5146.32	6255.92
LAW ENFORCEMENT RECDS MGR	B63	54.213	56.925	59.773	62.759	65.899		4337.04	5271.92
LAW ENFORCEMENT RECORDS SUPV	D41	47.749	50.147	52.659	55.297	58.063		3819.92	4645.04
LEGAL SUPPORT SUPERVISOR	D1K	45.754	48.041	50.443	52.964	55.620		3660.32	4449.60
LEGISLATIVE ANALYST	B7V	45.921	48.217	50.635	53.179	55.841		3673.68	4467.28
LEGISLATIVE REPRESENTATIVE-U	Q19		61.901		96.261			4952.08	7700.88
LIABILITY CLAIMS ADJUSTER I	B95	31.526	33.100	34.757	36.505	38.338		2522.08	3067.04
LIABILITY CLAIMS ADJUSTER II	B94	38.338	40.257	42.259	44.372	46.580		3067.04	3726.40
LIABILITY CLAIMS ADJUSTER III	B93	45.478	47.749	50.147	52.659	55.297		3638.24	4423.76
LIBRARY CIRCULATION SUPV	J59	39.489	41.460	43.524	45.698	47.984		3159.12	3838.72
LIBRARY CIRCULATION SUPV - U	W1J	39.489	41.460	43.524	45.698	47.984		3159.12	3838.72
LIBRARY SERVICES MANAGER	J41	62.794	65.935	69.231	72.695	76.331		5023.52	6106.48
LITERACY PROGRAM MANAGER	J61	51.372	53.950	56.644	59.483	62.457		4109.76	4996.56
LOCAL AREA NETWK SPECIALIST-U	G6F	64.963	68.209	71.624	75.206	78.968		5197.04	6317.44
LOCAL AREA NETWORK SPECIALIST	G67	64.963	68.209	71.624	75.206	78.968		5197.04	6317.44
MAIL ROOM SUPERVISOR	E30	29.876	31.371	32.937	34.588	36.329		2390.08	2906.32
MAINTENANCE COORD-VMC	N29	49.899	52.403	55.028	57.780	60.673		3991.92	4853.84
MAINTENANCE PROJECT MANAGER	B5M	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
MANAGEMENT ANALYST - U	W1P	48.928	51.377	53.940	56.658	59.493		3914.24	4759.44
MANAGER OF CONSTRUCTION	N26	68.439	71.860	75.452	79.225	83.186		5475.12	6654.88
MANAGER OF MEDICAL SOCIAL SVCS	Y02	60.673	63.706	66.890	70.237	73.748		4853.84	5899.84
MANAGER OF REAL ESTATE ASSETS	Z78	73.011	76.662	80.517	84.627	88.944		5840.88	7115.52
MANAGER, OFFICE OF IM RELATION	K4B	59.202	62.165	65.275	68.540	71.969		4736.16	5757.52
MANAGER, VIRTUAL LIBRARY	E4K	54.320	57.063	59.923	62.919	66.071		4345.60	5285.68
MANAGING DIETITIAN	R20	49.639	52.129	54.743	57.482	60.358		3971.12	4828.64
MAPPING & I. D. SUPERVISOR	K40	43.685	45.859	48.150	50.558	53.094		3494.80	4247.52
MATERIALS TESTING SUPV	N25	49.899	52.403	55.028	57.780	60.673		3991.92	4853.84
MEANINGFUL USE PROGRAM MANAGER	J1T	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
MEDIATOR	B16	38.338	40.257	42.259	44.372	46.580		3067.04	3726.40
MEDICAL ADMIN SUPPORT OFFCR I	B1V	42.259	44.372	46.580	48.917	51.372		3380.72	4109.76
MEDICAL LIBRARIAN	J70	51.372	53.950	56.644	59.483	62.457		4109.76	4996.56
MEDICAL STAFF COORD	D22	42.910	45.047	47.296	49.663	52.153		3432.80	4172.24
MEDICAL TRANSLATOR COORD	C01	42.674	44.803	47.039	49.381	51.874		3413.92	4149.92

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
MENTAL HEALTH PRGM SPEC II - U	U1B	56.591	59.421	62.398	65.517	68.793		4527.28	5503.44
MENTAL HEALTH PROG SPEC II	P14	56.591	59.421	62.398	65.517	68.793		4527.28	5503.44
MGMT AIDE	B1W	33.088	34.714	36.377	38.135	40.000		2647.04	3200.00
MGMT AIDE - U	W1W	33.088	34.714	36.377	38.135	40.000		2647.04	3200.00
MGMT ANALYST	B1P	48.928	51.377	53.940	56.658	59.493		3914.24	4759.44
MGMT INFO SVCS MGR I	G69		64.822		79.784			5185.76	6382.72
MGMT INFO SVCS MGR I - U	Q6O		64.822		79.784			5185.76	6382.72
MGMT INFO SVCS MGR II	G68		72.364		87.962			5789.12	7036.96
MGMT INFO SYS TEMS AUDITOR	B29	49.158	51.622	54.213	56.925	59.773		3932.64	4781.84
MGMT INFO SYSTEMS ANALYST I	F89	49.158	51.622	54.213	56.925	59.773		3932.64	4781.84
MGMT INFO SYSTEMS ANALYST II	F86	52.919	55.570	58.351	61.267	64.329		4233.52	5146.32
MGR INTEGRATED PEST MGMT	B73	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
MGR OF ADMITTING & REGISTRATN	B6C	61.441	64.517	67.744	71.132	74.689		4915.28	5975.12
MGR OF PARK MAINTENANCE SVCS	B6J	61.566	64.644	67.878	71.272	74.836		4925.28	5986.88
MGR OF SUPPLY PROC, PROC DIST	S27	45.698	47.984	50.390	52.919	55.570		3655.84	4445.60
MGR OF VOLUNTEER SERVICES	C94	51.372	53.950	56.644	59.483	62.457		4109.76	4996.56
MGR OFFICE WOMEN'S ADVOCACY	A2H	59.202	62.165	65.275	68.540	71.969		4736.16	5757.52
MGR PARK RANGER OPERATIONS	B6K	61.566	64.644	67.878	71.272	74.836		4925.28	5986.88
MGR PATIENT ACCOUNTING SCVHHS	B54	59.991	62.991	66.143	69.453	72.922		4799.28	5833.76
MGR TECH OPR-ARTFCL KIDNY UNIT	R68	45.921	48.217	50.635	53.179	55.841		3673.68	4467.28
MGR TRAINING AND STAFF DEV	B7K	60.967	64.016	67.215	70.581	74.111		4877.36	5928.88
MGR, OFF OF SUSTAINABILITY-EH	EP9	60.333	63.351	66.519	69.845	73.348		4826.64	5867.84
MGR, OFFICE OF LGBTQ AFFAIRS	K4C	59.202	62.165	65.275	68.540	71.969		4736.16	5757.52
MGR, OFFICE OF SUSTAINABILITY	K4A	66.890	70.237	73.748	77.439	81.320		5351.20	6505.60
MGR, TRNG AND STAFF DEV, SSA	B8F	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
MGR, VHP UTILIZATION MGMT - U	Z1K	98.729	103.772	109.074	114.640	120.497	126.523	7898.32	10121.84
MGR. REHAB CASE MANAGEMENT	S6E	94.686	99.423	104.395	109.613	115.092	120.848	7574.88	9667.84
Mgr, Office of Med and Omb Svc	B17	63.706	66.890	70.237	73.748	77.439		5096.48	6195.12
NUTRITION SERVICES MGR	H54	56.925	59.773	62.759	65.899	69.194		4554.00	5535.52
OCC SFTY ENVIR COMPL MGR	X88	69.576	73.053	76.710	80.544	84.598		5566.08	6767.84
OFFICE MGMT COORD	C76	40.450	42.465	44.587	46.810	49.158		3236.00	3932.64
OMBUDSPERSON PRG COORDINATOR	B4P	50.390	52.919	55.570	58.351	61.267		4031.20	4901.36
PARK FIELD SUPPORT MGR	T03	51.622	54.213	56.925	59.773	62.759		4129.76	5020.72
PARK MAINTENANCE SUPERVISOR	T30	51.622	54.213	56.925	59.773	62.759		4129.76	5020.72
PARK RANGER SUPERVISOR	T29	54.202	56.922	59.771	62.762	65.899		4336.16	5271.92

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PARKS INTERPRETIVE PRG SUPV	T34	51.622	54.213	56.925	59.773	62.759		4129.76	5020.72
PARKS NATURAL RESOURCES PG SUP	T35	51.622	54.213	56.925	59.773	62.759		4129.76	5020.72
PARKS PROGRAM COORDINATOR	T2A	43.050	45.151	47.365	49.694	52.101		3444.00	4168.08
PAYROLL AUDIT SUPERVISOR	C8K	42.677	44.803	47.039	49.381	51.874		3414.16	4149.92
PER DIEM PATIENT CASE MANAGER	S6F		96.627		117.452			7730.16	9396.16
PERMIT CENTER MANAGER	L82		62.647		82.554			5011.76	6604.32
PH COMMUNICATIONS OFFICER	C9A	54.372	57.301	60.231	63.161	66.089		4349.76	5287.12
PLANNER/ESTIMATOR	L52	48.917	51.372	53.950	56.644	59.483		3913.36	4758.64
PLANNER/ESTIMATOR - U	L5A	48.917	51.372	53.950	56.644	59.483		3913.36	4758.64
PR CTY CONTRACT POLICY ANALYST	C6C		62.506		79.785			5000.48	6382.80
PRECINCT OPERATIONS SUPERVISOR	G56	41.460	43.524	45.698	47.984	50.390		3316.80	4031.20
PRETRIAL PRG MGMT SPEC	V40	57.780	60.673	63.706	66.890	70.237		4622.40	5618.96
PREVENTION PROG ANALYST II - U	U14	52.659	55.297	58.063	60.967	64.016		4212.72	5121.28
PREVENTION PROGRAM ANALYST I	C24	47.039	49.381	51.874	54.475	57.200		3763.12	4576.00
PREVENTION PROGRAM ANALYST I-U	U19	47.039	49.381	51.874	54.475	57.200		3763.12	4576.00
PREVENTION PROGRAM ANALYST II	C23	52.659	55.297	58.063	60.967	64.016		4212.72	5121.28
PRIN BUDGT & PUBL POL ANA - U	C6A		53.982		79.785			4318.56	6382.80
PRIN BUDGT & PUBLIC POLICY ANA	C63		53.982		79.785			4318.56	6382.80
PRINCIPAL CONSTRUCTION INSP	N30	62.791	65.932	69.227	72.688	76.325		5023.28	6106.00
PRINCIPAL DEV SVCS INSPECTOR	L79	62.551	65.680	68.963	72.411	76.209		5004.08	6096.72
PRINCIPAL IT MANAGER	G7M	115.143	120.901	126.946	133.294	139.958		9211.44	11196.64
PRINCIPAL PLANNER	L76		55.843		82.137			4467.44	6570.96
PRINCIPAL REAL ESTATE AGENT	C34	67.572	70.951	74.496	78.221	82.137		5405.76	6570.96
PRINTING SUPERVISOR	F78	53.950	56.644	59.483	62.457	65.580		4316.00	5246.40
PRNPL FIN AND ECONOMIC ANALYST	C8D		53.982		79.785			4318.56	6382.80
PROBATION DIVISION MANAGER	X44	69.202	72.667	76.299	80.117	84.142		5536.16	6731.36
PROBATION FOOD SERVICES MGR	H3A	56.370	59.189	62.151	65.258	68.523		4509.60	5481.84
PROCUREMENT CONTRACTS SPCLST	P09	56.093	58.918	61.866	64.963	68.208		4487.44	5456.64
PROCUREMENT CONTRACTS SPCLST-U	X1P	56.093	58.918	61.866	64.963	68.208		4487.44	5456.64
PROCUREMENT MANAGER	P07	62.150	65.258	68.522	71.948	75.548		4972.00	6043.84
PROFESSIONAL CODING ANALYST	B9S	47.984	50.405	52.925	55.571	58.351		3838.72	4668.08
PROGRAM MANAGER III	B3H	67.540	70.919	74.464	78.191	82.110		5403.20	6568.80
PROGRAM MANAGER III - U	W3H	67.540	70.919	74.464	78.191	82.110		5403.20	6568.80
PROGRAM MGR I	B3P	53.940	56.658	59.493	62.469	65.592		4315.20	5247.36
PROGRAM MGR I - U	Q03	53.940	56.658	59.493	62.469	65.592		4315.20	5247.36

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PROGRAM MGR II	B3N	59.764	62.753	65.893	69.189	72.650		4781.12	5812.00
PROGRAM MGR II - U	Q07	59.764	62.753	65.893	69.189	72.650		4781.12	5812.00
PROGRAM MGR/SCHOOL-LINKED SRV	B7F	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
PROJ MGR, MED COV EXPANSI PROG	Y52	57.200	60.066	63.068	66.222	69.536		4576.00	5562.88
PROJECT CONTROL SPECIALIST	M43	47.749	50.147	52.659	55.297	58.063		3819.92	4645.04
PROJECT MANAGER - U	Y5A	57.200	60.066	63.068	66.222	69.536		4576.00	5562.88
PROJECT MGR	Y50	57.200	60.066	63.068	66.222	69.536		4576.00	5562.88
PROJECT SUPPORT SVCS MANAGER	G54	84.627	88.944	93.487	98.263	103.279		6770.16	8262.32
PROPERTY TRANSFER SUPV	K41	41.662	43.735	45.921	48.217	50.635		3332.96	4050.80
PROTOCOL OFFICER	E13	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
PROVIDER RELATIONS MANAGER	J29	56.644	59.483	62.457	65.580	68.857		4531.52	5508.56
PROVIDER RELATIONS MANAGER - U	Z1G	56.644	59.483	62.457	65.580	68.857		4531.52	5508.56
PROVIDER RELATIONS SPEC - U	Z1J	45.921	48.217	50.635	53.179	55.841		3673.68	4467.28
PROVIDER RELATIONS SPECIALIST	J31	45.921	48.217	50.635	53.179	55.841		3673.68	4467.28
PUBLIC COMM OFFICER- DA	B7Q	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
PUBLIC COMMUNICATIONS PRG MGR	B7P	55.295	58.062	60.967	64.016	67.216		4423.60	5377.28
PUBLIC HEALTH PREPAREDNESS MGR	B7T	62.151	65.258	68.523	71.950	75.550		4972.08	6044.00
Q I MGR - ACUTE PSYCH SVCS -LG	S1L		103.673		126.170			8293.84	10093.60
Q I MGR - INPATIENT NURSE - LG	S1E		103.673		126.170			8293.84	10093.60
QUALITY ASSURANCE MANAGER	G1R	73.367	77.037	80.917	85.046	89.390		5869.36	7151.20
RECORDING DIVISION SUPV I	F10	37.420	39.295	41.257	43.312	45.478		2993.60	3638.24
RECORDING DIVISION SUPV II	F04	42.465	44.587	46.810	49.158	51.622		3397.20	4129.76
REHABILITATION CASE MANAGER	S6G	84.025	88.226	92.638	97.269	102.133	107.239	6722.00	8579.12
REHABILITATION SVCS PROG MGR	P61		67.507		89.158			5400.56	7132.64
RESEARCH & EVALUATION SPEC I	P7C	40.257	42.259	44.372	46.586	48.917		3220.56	3913.36
RESEARCH & EVALUATION SPEC II	P7D	48.457	50.884	53.420	56.112	58.921		3876.56	4713.68
REVENUE CONTROL ANALYST	C48	45.962	48.259	50.673	53.205	55.866		3676.96	4469.28
REVENUE CONTROL ANALYST - U	Q4E	45.962	48.259	50.673	53.205	55.866		3676.96	4469.28
ROAD OPERATIONS SUPERINTENDENT	N60	60.637	63.671	66.855	70.197	73.709		4850.96	5896.72
ROADS OPS SUPT-PEST CONRL ADVS	M34	63.378	66.547	69.874	73.367	77.037		5070.24	6162.96
SCRUM MASTER	G5Z	86.189	90.498	95.023	99.775	104.764		6895.12	8381.12
SCVHHS ENV SVCS ASST DIRECTOR	V1G	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SCVHHS ENVIR SVCS DIRECTOR	S9E	65.109	68.366	71.783	75.376	79.145		5208.72	6331.60
SCVHHS ENVIR SVCS MANAGER	S9M	45.702	47.979	50.386	52.912	55.568		3656.16	4445.44
SCVHHS REIMBMNT MGR/ASST CTRL	Z1D	75.919	79.717	83.786	88.066	92.563		6073.52	7405.04

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SECURITIES ANALYST	K17	53.950	56.644	59.483	62.457	65.580		4316.00	5246.40
SENIOR APPLICATION DEVELOPER	G07	84.086	88.291	92.706	97.341	102.208		6726.88	8176.64
SENIOR BUSINESS SYSTEMS ANALYST	G5P	82.601	86.733	91.071	95.624	100.405		6608.08	8032.40
SENIOR CHANGE-RELEASE COORD	G5R	80.332	84.349	88.567	92.995	97.646		6426.56	7811.68
SENIOR CRIME ANALYST	V7H	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SENIOR DATA ANALYST	G1E	91.936	96.534	101.361	106.428	111.751		7354.88	8940.08
SENIOR DATA ENGINEER	G9G	96.189	101.000	106.050	111.353	116.921		7695.12	9353.68
SENIOR DATA SCIENTIST	G5T	112.335	117.953	123.851	130.044	136.546		8986.80	10923.68
SENIOR DEVOPS ENGINEER	G5V	99.151	104.111	109.316	114.782	120.522		7932.08	9641.76
SENIOR ENTERPRISE ARCHITECT	G5X	128.927	135.374	142.143	149.251	156.713		10314.16	12537.04
SENIOR EPIC SYSTEMS ANALYST	J1G	75.279	79.049	83.002	87.151	91.510		6022.32	7320.80
SENIOR INFORMATION ARCHITECT	G3M	109.001	114.452	120.176	126.185	132.494		8720.08	10599.52
SENIOR INFRASTRUCTURE ENGINEER	G3Q	86.504	90.831	95.374	100.142	105.149		6920.32	8411.92
SENIOR INSTRUCTIONAL DESIGNER	J1H	71.599	75.179	78.940	82.886	87.031		5727.92	6962.48
SENIOR INTEGRATION ANALYST	G6A	86.504	90.831	95.374	100.142	105.149		6920.32	8411.92
SENIOR IT ASSET MANAGER	G6C	73.573	77.253	81.116	85.172	89.430		5885.84	7154.40
SENIOR IT AUDIT & COMPLC SPEC	G6E	81.084	85.139	89.396	93.868	98.560		6486.72	7884.80
SENIOR IT KNOWLEDGE MANAGER	G3V	70.378	73.897	77.594	81.471	85.547		5630.24	6843.76
SENIOR IT MANAGER	G6K	95.952	100.751	105.789	111.078	116.633		7676.16	9330.64
SENIOR IT PROCESS ANALYST	G6N	86.866	91.211	95.772	100.559	105.588		6949.28	8447.04
SENIOR IT PROJECT MANAGER	G6H	89.518	93.993	98.693	103.629	108.810		7161.44	8704.80
SENIOR IT PROJECT MANAGER-U	G7V	89.518	93.993	98.693	103.629	108.810		7161.44	8704.80
SENIOR IT SECURITY ANALYST	G3Y	88.040	92.444	97.066	101.920	107.017		7043.20	8561.36
SENIOR IT SECURITY ARCHITECT	G6Q	97.014	101.865	106.959	112.307	117.922		7761.12	9433.76
SENIOR IT SECURITY ENGINEER	G4F	102.314	107.430	112.801	118.442	124.364		8185.12	9949.12
SENIOR IT SERVICE MGMT SPECIAL	G6V	84.471	88.696	93.129	97.787	102.675		6757.68	8214.00
SENIOR IT STRATEGIC SOURC SPC	G4Q	80.041	84.043	88.245	92.657	97.291		6403.28	7783.28
SENIOR IT STRATEGY ANALYST	G4U	92.555	97.183	102.042	107.143	112.501		7404.40	9000.08
SENIOR IT VENDOR MANAGER	G4W	87.316	91.681	96.265	101.080	106.134		6985.28	8490.72
SENIOR MEDIATOR	B14	46.145	48.457	50.884	53.420	56.112		3691.60	4488.96
SENIOR NETWORK ENGINEER-U	Q4K	91.861	96.455	101.277	106.342	111.659		7348.88	8932.72
SENIOR SOFTWARE ASSET MANAGER	G6X	82.393	86.514	90.838	95.382	100.152		6591.44	8012.16
SENIOR SOLUTION ARCHITECT	G7G	109.071	114.525	120.252	126.265	132.579		8725.68	10606.32
SENIOR SYSTEMS ADMINISTRATOR	G6Z	78.526	82.452	86.575	90.904	95.450		6282.08	7636.00
SENIOR SYSTEMS ADMINISTRATOR-U	G9K	78.526	82.452	86.575	90.904	95.450		6282.08	7636.00

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SENIOR TECHNOLOGY ARCHITECT	G7J	96.953	101.802	106.893	112.238	117.850		7756.24	9428.00
SHERIFF TRAINING SPECIALIST	U92	47.039	49.381	51.874	54.475	57.200		3763.12	4576.00
SOCIAL SERVICES CLERICAL MGR	C66	41.257	43.312	45.478	47.749	50.147		3300.56	4011.76
SOCIAL SERVICES FISCAL OFFICER	B9B	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
SOCIAL SERVICES PRG CNTRL SUPV	E53	48.217	50.635	53.179	55.841	58.633		3857.36	4690.64
SOCIAL SERVICES PRG MGR I	Y32	55.539	58.319	61.237	64.301	67.516		4443.12	5401.28
SOCIAL SERVICES PRG MGR II	Y31	61.410	64.479	67.701	71.089	74.643		4912.80	5971.44
SOCIAL SERVICES PRG MGR III	Y30	67.701	71.089	74.643	78.378	82.307		5416.08	6584.56
SOCIAL SERVICES PRG MGR III-U	Y35	67.701	71.089	74.643	78.378	82.307		5416.08	6584.56
SOFTWARE ASSET MANAGER	G6Y	68.660	72.093	75.699	79.485	83.459		5492.80	6676.72
SOFTWARE ASSET MANAGER - U	Q6Y	68.660	72.093	75.699	79.485	83.459		5492.80	6676.72
SOLUTION ARCHITECT	G7H	90.893	95.437	100.210	105.220	110.482		7271.44	8838.56
SPECIAL PROJECTS DIRECTOR - U	Z82	71.950	75.550	79.328	83.370	87.628		5756.00	7010.24
SR ACCOUNTANT	B76	53.950	56.644	59.483	62.457	65.580		4316.00	5246.40
SR ACCOUNTANT - U	Q72	53.950	56.644	59.483	62.457	65.580		4316.00	5246.40
SR APPLICATION DEVELOPER-U	Q9I	84.086	88.291	92.706	97.341	102.208		6726.88	8176.64
SR BUS INTELLIGENCE ANALYST	J1J	79.634	83.616	87.798	92.189	96.798		6370.72	7743.84
SR BUSINESS CONF ANALYST	F8C	56.644	59.483	62.457	65.580	68.857		4531.52	5508.56
SR BUSINESS INFO TECH CONSULT	G85	73.367	77.037	80.917	85.046	89.390		5869.36	7151.20
SR BUSINESS RELATIONSHIP MGR	G5A	88.415	92.835	97.479	102.353	107.470		7073.20	8597.60
SR CASHIER	D80	32.155	33.761	35.460	37.238	39.104		2572.40	3128.32
SR CORR TRAINING SPECIALIST	U75	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SR DEPARTMENTAL FISCAL OFFICER	B9G	65.430	68.702	72.136	75.743	79.536		5234.40	6362.88
SR EMERGENCY PLANNING COORD	B06	54.787	57.531	60.408	63.430	66.602		4382.96	5328.16
SR ENVIRONMENTAL SAFETY TRN	V20	52.403	55.028	57.780	60.673	63.706		4192.24	5096.48
SR EQUAL OPPORTUNITY OFFICER	C11	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SR FINANCIAL ANALYST	A6A	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SR HEALTH CARE FIN ANALYST	B9F	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SR HEALTH CARE PROG ANALYST	W71	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SR HEALTH CARE PROG ANALYST-U	Q3E	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SR HEALTH CARE PROGRAM MGR	C82	63.392	66.563	69.893	73.388	77.061		5071.36	6164.88
SR INFO TECHNOLOGY PROJECT MGR	G3A	73.367	77.037	80.917	85.046	89.390		5869.36	7151.20
SR INFRASTRUCTURE ENGINEER-U	G8X	86.504	90.831	95.374	100.142	105.149		6920.32	8411.92
SR INSTRUCTIONAL DESIGNER-U	G7R	71.599	75.179	78.940	82.886	87.031		5727.92	6962.48
SR INTERNAL AUDITOR	B31	54.475	57.200	60.066	63.068	66.222		4358.00	5297.76

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SR INTERNAL AUDITOR - U	X51	54.475	57.200	60.066	63.068	66.222		4358.00	5297.76
SR IT KNOWLEDGE MANAGER-U	G7S	70.378	73.897	77.594	81.471	85.547		5630.24	6843.76
SR LOSS PREVENTION SPEC	V72	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SR MENTAL HEALTH PROG SPEC	P13	61.566	64.644	67.878	71.272	74.836		4925.28	5986.88
SR MGMT ANALYST	B1N	53.940	56.658	59.493	62.469	65.592		4315.20	5247.36
SR MGMT ANALYST - U	W1N	53.940	56.658	59.493	62.469	65.592		4315.20	5247.36
SR MGMT INFO SYSTEMS ANALYST	B3V	56.644	59.483	62.457	65.580	68.857		4531.52	5508.56
SR MGMT INFO SYSTEMS ANALYST-U	B3Z	56.644	59.483	62.457	65.580	68.857		4531.52	5508.56
SR MGMT INFO SYSTEMS AUDITOR	B22	59.483	62.457	65.580	68.857	72.304		4758.64	5784.32
SR NETWORK ENGINEER	G45	91.861	96.455	101.277	106.342	111.659		7348.88	8932.72
SR PROGRAMMING ANALYST - OVF	SPA	69.536	73.011	76.662	80.517	84.627		5562.88	6770.16
SR REAL ESTATE AGENT	C72	59.483	62.457	65.580	68.857	72.304		4758.64	5784.32
SR RESEARCH & EVALUATION SPEC	P7E	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SR STRATEGIC SOURCING OFFICER	POC	80.044	84.043	88.246	92.657	97.291		6403.52	7783.28
SR SYSTEMS SOFTWARE ENGINEER	G26	70.927	74.476	78.199	82.133	86.327		5674.16	6906.16
SR SYSTEMS SOFTWARE ENGINEER-U	G2C	70.927	74.476	78.199	82.133	86.327		5674.16	6906.16
SR TRAINING & STAFF DEVELOPMNT	B23	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
SSA APPLCTN DEC SUPP MGR	V65		58.576		81.818			4686.08	6545.44
SSA APPLCTN DEC SUPP MGR - U	Z14		58.576		81.818			4686.08	6545.44
SSA INFO TECHNOLOGY SPEC	W20		67.261		129.343			5380.88	10347.44
SSA PROGRAM SPECIALIST	Y51	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
SSA SECURITY AND SAFETY MGR	Y34	52.919	55.570	58.351	61.267	64.329		4233.52	5146.32
STERILE PROCESS EDUCATION CORD	J32	39.104	41.057	43.103	45.255	47.518		3128.32	3801.44
STERILE PROCESSING MANAGER	J33	51.630	54.214	56.922	59.768	62.755		4130.40	5020.40
STRATEGIC SOURCING MANAGER	POD	88.046	92.448	97.070	101.923	107.020		7043.68	8561.60
STRATEGIC SOURCING OFFICER	POB	66.699	70.034	73.537	77.214	81.105		5335.92	6488.40
SUP HAZ MAT SPECIALIST	V2G	64.968	68.216	71.628	75.208	78.970		5197.44	6317.60
SUP PUBLIC HEALTH NUTRITIONIST	R2U	52.129	54.676	57.357	60.165	63.096		4170.32	5047.68
SUP WEIGHTS AND MEASURES INSP	V2F	41.734	43.763	45.877	48.084	50.408		3338.72	4032.64
SUPERVISING CCS THERAPIST	R02	78.771	82.710	86.852	91.194	95.751		6301.68	7660.08
SUPERVISING LIBRARIAN	J62	49.381	51.874	54.475	57.200	60.066		3950.48	4805.28
SUPERVISING LIBRARIAN - U	W84	49.381	51.874	54.475	57.200	60.066		3950.48	4805.28
SUPERVISING QI COORDINATOR	S1Q	53.351	55.939	58.679	61.529	64.558		4268.08	5164.64
SUPERVISING WELFARE FRAUD INVE	V8A	57.467	60.345	63.373	66.569	69.920		4597.36	5593.60
SUPV ACCOUNT CLERK I	D95	40.244	42.252	44.359	46.573	48.902		3219.52	3912.16

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV ACCOUNT CLERK I - U	Q1K	40.244	42.252	44.359	46.573	48.902		3219.52	3912.16
SUPV ACCOUNT CLERK II	D94	43.918	46.107	48.408	50.820	53.385		3513.44	4270.80
SUPV ACCOUNT CLERK II - U	Q2K	43.918	46.107	48.408	50.820	53.385		3513.44	4270.80
SUPV AGRICULTURAL BIOLOGIST	V04	46.580	48.917	51.372	53.950	56.644		3726.40	4531.52
SUPV AGRICULTURAL BIOLOGIST-U	W40	46.580	48.917	51.372	53.950	56.644		3726.40	4531.52
SUPV APPRAISAL DATA COORD	C80	41.460	43.524	45.698	47.984	50.390		3316.80	4031.20
SUPV APPRAISER	C45	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
SUPV APPRAISER - U	Q5E	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
SUPV ASSESSMENT CLERK	D86	39.080	41.034	43.086	45.233	47.489		3126.40	3799.12
SUPV ASSESSMENT CLERK - U	Q52	39.080	41.034	43.086	45.233	47.489		3126.40	3799.12
SUPV AUDITOR-APPRAISER	C54	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
SUPV AUDITOR-APPRAISER - U	Q53	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
SUPV BOARD CLERK	D53	42.674	44.803	47.039	49.381	51.874		3413.92	4149.92
SUPV CHILD SUPP OFFICER - U	Z8A	48.917	51.372	53.950	56.644	59.483		3913.36	4758.64
SUPV CHILD SUPPORT OFFICER	E84	48.917	51.372	53.950	56.644	59.483		3913.36	4758.64
SUPV CLERK	D34	39.862	41.856	43.949	46.137	48.438		3188.96	3875.04
SUPV COMMUNICATIONS DISPATCHER	G91	65.899	69.195	72.657	76.290	80.108		5271.92	6408.64
SUPV CONSTRUCTION INSPECTOR	N27	57.603	60.484	63.506	66.682	70.019		4608.24	5601.52
SUPV CRIMINALIST	V39	66.562	69.890	73.387	77.059	80.911		5324.96	6472.88
SUPV CUSTODY SUPPORT ASSISTANT	G70	38.149	40.058	42.052	44.153	46.354		3051.92	3708.32
SUPV DEPUTY PUBLIC GUARDIAN	V45	53.950	56.644	59.483	62.457	65.580		4316.00	5246.40
SUPV DIAGNOSTIC IMAG TECH	R83	84.229	88.446	92.897	97.641	102.626		6738.32	8210.08
SUPV ENVIRONMENTAL HEALTH SPEC	V14	62.469	65.592	68.871	72.319	75.936		4997.52	6074.88
SUPV ESTATE ADMINISTRATOR	V24	53.950	56.644	59.483	62.457	65.580		4316.00	5246.40
SUPV HEALTH SERVICES REP I	D10	34.757	36.505	38.338	40.257	42.259		2780.56	3380.72
SUPV HEALTH SERVICES REP II	D08	40.050	42.052	44.157	46.355	48.668		3204.00	3893.44
SUPV INDEXER	D59	35.980	37.786	39.681	41.662	43.735		2878.40	3498.80
SUPV INTERNAL AUDITOR	B21	63.705	66.890	70.235	73.750	77.435		5096.40	6194.80
SUPV PARALEGAL	V82	50.390	52.919	55.570	58.351	61.267		4031.20	4901.36
SUPV PATIENT BUSINESS SV CLK	D44	46.740	49.075	51.520	54.102	56.822		3739.20	4545.76
SUPV PATIENT BUSINESS SV CLK-U	Z44	46.740	49.075	51.520	54.102	56.822		3739.20	4545.76
SUPV PHARMACIST	R56	104.104	109.419	115.008	120.881	127.055		8328.32	10164.40
SUPV PRETRIAL SERVICES	V51	50.635	53.179	55.841	58.633	61.566		4050.80	4925.28
SUPV PROBATION COUNSELOR	X20	61.268	64.334	67.551	70.926	74.477		4901.44	5958.16
SUPV PROTECTIVE SVCS OFFICER	U9D	38.623	40.479	42.446	44.475	46.634		3089.84	3730.72

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV PUBLIC DEFENDER INVEST	V96	68.200	71.611	75.195	78.955	82.905		5456.00	6632.40
SUPV PUBLIC HEALTH NURSE	S44	64.963	68.209	71.624	75.206	78.968		5197.04	6317.44
SUPV RECORDABLE DOC TECH	F30	34.095	35.806	37.603	39.489	41.460		2727.60	3316.80
SUPV RESPIRATORY CARE PRACTNR	R17	72.177	75.784	79.576	83.557	87.733		5774.16	7018.64
SUPV REVENUE COLLECTIONS OFC	V32	46.145	48.457	50.884	53.420	56.112		3691.60	4488.96
SUPV REVENUE COLLECTIONS OFC-U	X56	46.145	48.457	50.884	53.420	56.112		3691.60	4488.96
SUPV STOREKEEPER	G80	37.974	39.872	41.867	43.952	46.145		3037.92	3691.60
SUPV SURVEY MAP PROG	L15	57.780	60.673	63.706	66.890	70.237		4622.40	5618.96
SUPV TAX COLLECTION CLERK	C90	37.974	39.872	41.867	43.952	46.145		3037.92	3691.60
SUPV TRANSPORTATION ENGR	L31	70.927	74.476	78.199	82.133	86.327		5674.16	6906.16
SUPV VIC/WITNESS CLAIMS SPEC	D6L	45.307	47.574	49.951	52.448	55.069		3624.56	4405.52
SUPV VICTIM/WITNESS ADVOCATE	D6I	45.307	47.574	49.951	52.448	55.069		3624.56	4405.52
SUPV, HLTH INFO MGMT SVCS	D56	46.361	48.677	51.120	53.682	56.371		3708.88	4509.68
TAX AND COLLECTIONS MANAGER	V3E	66.890	70.237	73.748	77.439	81.320		5351.20	6505.60
TAX COLLECTION MGR	C89	58.633	61.566	64.644	67.878	71.272		4690.64	5701.76
TAX ROLL MGR	C77	47.749	50.147	52.659	55.297	58.063		3819.92	4645.04
TECHNICAL PLANNING & CNTL MGR	G06	80.517	84.627	88.944	93.487	98.263		6441.36	7861.04
TECHNICAL SERVICES MGR	J53	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
TECHNOLOGY ARCHITECT	G7K	80.795	84.836	89.077	93.531	98.209		6463.60	7856.72
TELECOMM/FACILITIES MGR-SCVHHS	E2D	73.288	76.955	80.800	84.846	89.124		5863.04	7129.92
TELECOMMUNICATIONS ENGINEER	K16	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
TELECOMMUNICATIONS OPS MGR	E27	67.878	71.272	74.836	78.581	82.546		5430.24	6603.68
THERAPY SERVICES ADMIN MGR	R16	57.780	60.673	63.706	66.890	70.237		4622.40	5618.96
THERAPY SERVICES PROGRAM MGR	R31	82.595	86.727	91.068	95.623	100.401		6607.60	8032.08
TRAFFIC PAINTER SUPV	N77	45.255	47.518	49.899	52.403	55.028		3620.40	4402.24
TRAINING & STAFF DEV SPEC	B2E	47.518	49.899	52.403	55.028	57.780		3801.44	4622.40
TRAINING & STAFF DEV SPEC - U	B9Z	47.518	49.899	52.403	55.028	57.780		3801.44	4622.40
TREASURY COORDINATOR	T39	39.681	41.662	43.735	45.921	48.217		3174.48	3857.36
TRUST & FIDUCIARY ACCNTNG MGR	B87	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
UTILIZATION REVIEW COORD - U	U1S	80.001	84.001	88.203	92.613	97.269	102.133	6400.08	8170.64
UTILIZATION REVIEW COORD VHP-U	U12	80.001	84.001	88.203	92.613	97.269	102.133	6400.08	8170.64
UTILIZATION REVIEW SUPV - U	Q1L	88.203	92.613	97.269	102.233	107.453	112.825	7056.24	9026.00
VALLEY CONNECTION SVC CNT MGR	G1B	68.523	71.950	75.550	79.328	83.370		5481.84	6669.60
VECTOR CONTROL DISTRICT MGR	X74	73.410	77.081	80.938	85.022	89.359		5872.80	7148.72
VECTOR CONTROL OPERS SUPV	X84	49.065	51.517	54.083	56.796	59.643		3925.20	4771.44

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
VECTOR CONTROL SCI-TECH SRV MG	X85	54.501	57.229	60.090	63.098	66.255		4360.08	5300.40
VHP MARKETING & COMM REP	Y5C	42.311	44.956	47.600	50.245	52.889		3384.88	4231.12
VHP Member Services Manager	D2R	56.925	59.773	62.759	65.899	69.194		4554.00	5535.52
VHP PHARMACY SERVICES DIV DIR	D2P	115.582	121.484	127.687	134.210	141.059		9246.56	11284.72
VHP/MANAGED CARE COMPL OFFICER	C02	57.780	60.673	63.706	66.890	70.237		4622.40	5618.96
VITAL RECORDS SUPERVISOR I	C4A	36.158	37.974	39.872	41.867	43.952		2892.64	3516.16
VITAL RECORDS SUPERVISOR II	C43	41.662	43.735	45.921	48.217	50.635		3332.96	4050.80
WEED ABATEMENT MANAGER	X70	53.420	56.112	58.921	61.869	64.963		4273.60	5197.04
WHISTLEBLOWER INVESTIGATOR	V1H	59.189	62.151	65.258	68.523	71.950		4735.12	5756.00
WORK CENTER MANAGER	M10	59.773	62.759	65.899	69.194	72.656		4781.84	5812.48
YOUNG ADULT COORD	J57	47.749	50.147	52.659	55.297	58.063		3819.92	4645.04

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ACCOUNTANT III	B77	49.922	52.422	55.054	57.812	60.703		3993.76	4856.24
ACCOUNTANT III-U	U79	49.922	52.422	55.054	57.812	60.703		3993.76	4856.24
ACCOUNTING MANAGER	B8B	62.168	65.279	68.543	71.970	75.568		4973.44	6045.44
ACCOUNTING MANAGER-SCVHHS	Z1B	62.168	65.279	68.543	71.970	75.568		4973.44	6045.44
ACCOUNTING MANAGER-SCVHHS-U	Q9H	62.168	65.279	68.543	71.970	75.568		4973.44	6045.44
ACCOUNTS PAYBLE MGR HL HOS SY	C91	47.744	50.137	52.657	55.293	58.061		3819.52	4644.88
ADMIN ACUTE PSYCHIATRIC SVCS	B2T	58.343	61.267	64.330	67.547	70.922		4667.44	5673.76
ADMIN BOOKING MANAGER	C03	60.391	63.412	66.583	69.914	73.410		4831.28	5872.80
ADMIN CORONER	B59	52.913	55.568	58.343	61.267	64.330		4233.04	5146.40
ADMIN DIRECTOR, LAB	B2H	100.272	105.397	110.777	116.436	122.381		8021.76	9790.48
ADMIN SERVICES MGR I	B2L	55.558	58.357	61.277	64.343	67.559		4444.64	5404.72
ADMIN SERVICES MGR II	B2J	61.556	64.635	67.869	71.264	74.829		4924.48	5986.32
ADMIN SUPPORT OFFICER I	B2R	42.686	44.814	47.052	49.396	51.872		3414.88	4149.76
ADMIN SUPPORT OFFICER I-U	Q29	42.686	44.814	47.052	49.396	51.872		3414.88	4149.76
ADMIN SUPPORT OFFICER II	B2P	45.483	47.753	50.142	52.657	55.300		3638.64	4424.00
ADMIN SUPPORT OFFICER II-U	Q28	45.483	47.753	50.142	52.657	55.300		3638.64	4424.00
ADMIN SUPPORT OFFICER III	B2N	50.142	52.657	55.300	58.070	60.977		4011.36	4878.16
ADMIN SUPPORT OFFICER III-U	Q25	50.142	52.657	55.300	58.070	60.977		4011.36	4878.16
ADMINISTRATIVE SVCS MGR-ISD	B27	64.014	67.215	70.577	74.106	77.814		5121.12	6225.12
ADMINISTRATOR SATELLITE CLINIC	A45	64.330	67.547	70.922	74.473	78.196		5146.40	6255.68
ADMINISTRATOR VALLEY HLTH PLAN	A1A	59.513	62.493	65.617	68.896	72.344		4761.04	5787.52
AIRPORT BUSINESS MGR	T86	46.842	49.181	51.651	54.238	56.955		3747.36	4556.40
AIRPORT NOISE ABAMT PROG COORD	C95	42.073	44.171	46.377	48.687	51.128		3365.84	4090.24
AIRPORT OPERATIONS SUPV	T89	42.288	44.396	46.612	48.943	51.395		3383.04	4111.60
AMBULATORY SERVICE MGR	C59	66.911	70.255	73.772	77.462	81.337		5352.88	6506.96
ANIMAL CONTROL PROGRAM MANAGER	B6V	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
ANIMAL SHELTER SUPERVISOR	V99	44.171	46.377	48.687	51.128	53.692		3533.68	4295.36
ART EDUCATION PROG DIR	J36	56.955	59.804	62.796	65.936	69.231		4556.40	5538.48
ASSC IT STRATEGIC SOURCING SPC	G4T	59.996	62.996	66.147	69.453	72.927		4799.68	5834.16
ASSESSOR'S TRAINING SPEC	C4D	52.955	55.538	58.252	61.108	64.083		4236.40	5126.64
ASSET DEVELOPMENT MANAGER	N08	75.201	78.960	82.909	87.078	91.521		6016.08	7321.68
ASSIST CHIEF ASSESSMT SSE DIV	C4C	68.858	72.299	75.919	79.714	83.705		5508.64	6696.40
ASSIST DIR, PUB HEALTH LAB	B8G	71.616	75.209	78.986	82.951	87.115		5729.28	6969.20
ASSISTANT CLAIMS MANAGER	V10	39.871	41.870	43.954	46.147	48.450		3189.68	3876.00
ASSISTANT CLAIMS MANAGER-U	Z1E	39.871	41.870	43.954	46.147	48.450		3189.68	3876.00

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASSISTANT TAX COLLECTOR	C96	70.618	74.152	77.860	81.754	85.853		5649.44	6868.24
ASSOC BUS INTELLIGENCE ANALYST	J1F	59.436	62.408	65.530	68.807	72.247		4754.88	5779.76
ASSOC BUSINESS CONF ANALYST	F8A	50.632	53.170	55.770	58.629	61.566		4050.56	4925.28
ASSOC EQUAL OPP OFFICER	B2C	41.464	43.526	45.703	47.977	50.384		3317.12	4030.72
ASSOC IT BUSINESS ANALYST - EH	ET9	47.698	50.085	52.588	55.219	57.979		3815.84	4638.32
ASSOC IT BUSINESS ANALYST - U	G7Y	52.846	55.491	58.265	61.178	64.238		4227.68	5139.04
ASSOC MGMT ANALYST	B1R	41.464	43.526	45.703	47.977	50.384		3317.12	4030.72
ASSOC MGMT ANALYST - U	W1R	41.464	43.526	45.703	47.977	50.384		3317.12	4030.72
ASSOC TRNG & STAFF DEV SPEC I	B2X	34.423	36.149	37.966	39.871	41.870		2753.84	3349.60
ASSOC TRNG & STAFF DEV SPEC II	B2F	40.277	42.288	44.396	46.612	48.943		3222.16	3915.44
ASSOCIATE DATA ANALYST	G1G	68.617	72.049	75.653	79.435	83.407		5489.36	6672.56
ASSOCIATE DATA ENGINEER	G9E	71.793	75.382	79.153	83.110	87.265		5743.44	6981.20
ASSOCIATE INFORMATION ARCHITCT	G3P	81.355	85.425	89.695	94.181	98.889		6508.40	7911.12
ASSOCIATE INFRASTRUCTURE ENGR	G3S	64.563	67.794	71.183	74.744	78.479		5165.04	6278.32
ASSOCIATE IT BUSINESS ANALYST	G3I	52.846	55.491	58.265	61.178	64.238		4227.68	5139.04
ASSOCIATE IT KNOWLEDGE MGR	G3X	52.528	55.155	57.911	60.808	63.848		4202.24	5107.84
ASSOCIATE IT SECURITY ANALYST	G3Z	65.710	68.997	72.448	76.069	79.873		5256.80	6389.84
ASSOCIATE IT SECURITY ENGINEER	G4K	76.364	80.183	84.192	88.401	92.822		6109.12	7425.76
ASSOCIATE IT VENDOR MANAGER	G4Z	65.169	68.425	71.849	75.442	79.215		5213.52	6337.20
ASSOCIATE MEDIATOR	B18	34.256	35.971	37.781	39.677	41.663		2740.48	3333.04
ASST ADMIN DIRECTOR LAB	B2Q	90.650	95.223	100.083	105.198	110.565		7252.00	8845.20
ASST CHIEF APPRAISER	C46	68.858	72.299	75.919	79.714	83.705		5508.64	6696.40
ASST CHIEF AUDITOR APPRAISER	C56	68.858	72.299	75.919	79.714	83.705		5508.64	6696.40
ASST CHIEF OF PROTECTIVE SERV	U94	45.924	48.214	50.632	53.170	55.839		3673.92	4467.12
ASST CHIEF RESPIRATORY CR PRC	R47	51.901	54.506	57.237	60.101	63.105		4152.08	5048.40
ASST CRIME LABORATORY DIR	V66	75.960	79.758	83.749	87.946	92.437		6076.80	7394.96
ASST DIR FOOD SERVICES	H39	55.030	57.791	60.684	63.720	66.908		4402.40	5352.64
ASST DIR OF COMM & PUB AFFAIRS	KD2	80.037	84.038	88.241	92.652	97.284		6402.96	7782.72
ASST DIR OF COUNTY AIRPORTS	A2P	56.955	59.804	62.796	65.936	69.231		4556.40	5538.48
ASST DIR OF PHARMACY SERVICES	R26	119.049	125.128	131.517	138.236	145.290		9523.92	11623.20
ASST DIR OF PROCUREMENT	C20	69.231	72.695	76.333	80.151	84.156		5538.48	6732.48
ASST DIR, HLTH INFO MGMT SVCS	J75	54.774	57.516	60.391	63.412	66.583		4381.92	5326.64
ASST DP OPERATIONS MGR	G20	76.710	80.544	84.596	88.916	93.459		6136.80	7476.72
ASST LAND DEVELOPMENT COORD	L78	59.513	62.493	65.617	68.896	72.344		4761.04	5787.52
ASST MANAGER BUILDING OPS	M67	67.215	70.578	74.108	77.816	81.707		5377.20	6536.56

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ASST MANAGER,VECTOR CNTL DIST	X75	56.136	58.945	61.892	64.990	68.242		4490.88	5459.36
BEHAVIORAL HEALTH DIV DIR	S1R	71.622	75.201	78.961	82.932	87.165		5729.76	6973.20
BIOMEDICAL EQUIPMENT SUP	K09	57.142	59.948	62.858	65.904	69.138		4571.36	5531.04
BOND AND INVESTMENT ANALYST	B1M	55.568	58.343	61.267	64.330	67.547		4445.44	5403.76
BUDGET & FINANCIAL PLANNING MG	C92		67.923		100.010			5433.84	8000.80
BUDGET & PUBLIC POL ANALYST-U	C6B		35.306		73.096			2824.48	5847.68
BUDGET & PUBLIC POLICY ANALYST	C64		35.306		73.096			2824.48	5847.68
BUILDING OPERATIONS SUPV	M05	57.237	60.101	63.105	66.258	69.576		4578.96	5566.08
BUS INTEL FIN REP & ANAL MGR	Z1C	68.896	72.344	75.960	79.762	83.759		5511.68	6700.72
BUSINESS CONFIGURATION ANALYST	F8B	54.506	57.237	60.101	63.105	66.350		4360.48	5308.00
BUSINESS INFO TECH CONSULTANT	G1P	68.208	71.622	75.201	78.961	82.932		5456.64	6634.56
BUSINESS INTELLIGENCE ANALYST	J1E	68.350	71.771	75.359	79.127	83.084		5468.00	6646.72
BUSINESS IT CONSULTANT-U	G1Q	68.208	71.622	75.201	78.961	82.932		5456.64	6634.56
BUSINESS IT STRATEGIC PLANNER	G53	73.410	77.081	80.938	85.022	89.359		5872.80	7148.72
BUSINESS RELATIONSHIP MANAGER	G5B	75.886	79.682	83.669	87.851	92.243		6070.88	7379.44
BUSINESS SYSTEMS ANALYST	G5Q	70.897	74.445	78.168	82.076	86.182		5671.76	6894.56
BUSINESS SYSTEMS ANALYST-U	G8Q	70.897	74.445	78.168	82.076	86.182		5671.76	6894.56
CALWIN PLANNING IMPL MANAGER	V70		68.612		90.661			5488.96	7252.88
CALWIN PLNG & IMPLMNT MGR-U	Z19		68.612		90.661			5488.96	7252.88
CANCER CARE PROGRAM COORD	B7R	35.971	37.781	39.677	41.663	43.738		2877.68	3499.04
CENSUS/REDISTRICTING PRG MGR	B9P	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
CENTRAL REFERENCE COORD	J56	50.137	52.657	55.293	58.061	60.964		4010.96	4877.12
CENTRAL SUPPLY DISTRIBTN SUPV	G84	40.277	42.288	44.396	46.612	48.943		3222.16	3915.44
CHANGE-RELEASE COORDINATOR	G5S	68.951	72.398	76.020	79.820	83.813		5516.08	6705.04
CHIEF CARDIOVASCULAR TECH	S36	52.657	55.293	58.061	60.964	64.015		4212.56	5121.20
CHIEF CCS THERAPIST	R01	87.624	92.006	96.614	101.443	106.515		7009.92	8521.20
CHIEF CLIN NEUROPHYSIOLC TECH	R73	58.061	60.964	64.015	67.215	70.578		4644.88	5646.24
CHIEF COMMUNICATIONS DISP	G87	74.836	78.578	82.511	86.672	91.097		5986.88	7287.76
CHIEF MED EXAM-CORONER INVEST	V84	67.062	70.416	73.936	77.637	81.519		5364.96	6521.52
CHIEF MEDICAL PHYSICIST	D1L	118.915	124.851	131.100	137.651	144.536		9513.20	11562.88
CHIEF NUCLEAR MEDICAL TECH	R92	52.154	54.774	57.516	60.391	63.412		4172.32	5072.96
CHIEF OF CONSTRUCTION SRV	L21	81.707	85.871	90.256	94.837	99.710		6536.56	7976.80
CHIEF OF DESIGN SERVICES	L22	81.707	85.871	90.256	94.837	99.710		6536.56	7976.80
CHIEF OF FACILITIES PLNG SVCS	Y5B	81.707	85.871	90.256	94.837	99.710		6536.56	7976.80
CHIEF OF PROTECTIVE SERV	U95	60.391	63.412	66.583	69.914	73.410		4831.28	5872.80

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CHIEF PSYCHOLOGIST	P9C	86.345	90.580	95.044	99.731	104.643		6907.60	8371.44
CHIEF RADIATION THERAPIST	S54	89.779	94.269	98.984	103.958	109.264		7182.32	8741.12
CHIEF REGISTRAR OF VITAL STAT	E06	39.113	41.068	43.123	45.270	47.529		3129.04	3802.32
CHIEF RESPIRATORY CARE PRACTNR	R18	91.602	96.181	101.017	106.170	111.591		7328.16	8927.28
CHIEF UROLOGY TECHNICIAN	R89	47.744	50.137	52.657	55.293	58.061		3819.52	4644.88
CIRCULATION SYSTEMS SUPERVISOR	J5A	42.706	44.835	47.072	49.420	51.893		3416.48	4151.44
CLAIMS MGR	B33	59.513	62.493	65.617	68.896	72.344		4761.04	5787.52
CLERICAL OFFICE SUPV	D60	35.458	37.242	39.113	41.068	43.123		2836.64	3449.84
CLERICAL OFFICE SUPV - U	Z6A	35.458	37.242	39.113	41.068	43.123		2836.64	3449.84
CLERK-RECORDER SUPERVISOR	F1G	43.738	45.924	48.214	50.632	53.170		3499.04	4253.60
CLIMATE CHANGE/SUSTAIN PRG MGR	L49	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
CLIN ADMIN SUPP OFFICR III - U	Q3D	49.423	51.901	54.506	57.237	60.101		3953.84	4808.08
CLINICAL ADMIN SERVICES MGR	B4A	54.506	57.237	60.101	63.105	66.258		4360.48	5300.64
CLINICAL ADMIN SUPPT OFFCR I	B3A	42.073	44.171	46.377	48.687	51.128		3365.84	4090.24
CLINICAL ADMIN SUPPT OFFCR II	B3B	44.829	47.068	49.423	51.901	54.506		3586.32	4360.48
CLINICAL ADMIN SUPPT OFFCR III	B3C	49.423	51.901	54.506	57.237	60.101		3953.84	4808.08
CLINICAL BIOCHEMIST	R52	97.258	102.222	107.443	112.931	118.699		7780.64	9495.92
CLINICAL DOCUMENTATION SPEC	J07	67.535	70.847	74.337	78.004	81.848		5402.80	6547.84
CLINICAL MICROBIOLOGIST	R51	97.258	102.222	107.443	112.931	118.699		7780.64	9495.92
CLINICAL NUTRITION SVCS MGR	R2N	62.901	66.048	69.349	72.817	76.461		5032.08	6116.88
CLINICAL RESEARCH PROG DIR	C2A	73.410	77.081	80.938	85.022	89.359		5872.80	7148.72
CLINICAL RESEARCH PROG MGR	C2B	49.965	52.463	55.085	57.847	60.747		3997.20	4859.76
CLINICAL STANDARDS COORD	P30	55.568	58.343	61.267	64.330	67.547		4445.44	5403.76
CODE ENFORCEMENT PRG MGR	C5B	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
CODING QUALITY & EDUCATION MGR	J08	69.867	73.363	77.032	80.886	84.928		5589.36	6794.24
COLLECTION SERVICES MANAGER	C93	65.936	69.231	72.698	76.334	80.151		5274.88	6412.08
COMM AND MEDIA RELATIONS COORD	A2Q	46.387	48.859	51.332	53.804	56.276		3710.96	4502.08
COMMUNICATIONS ENGINEER	K05	67.215	70.578	74.108	77.816	81.707		5377.20	6536.56
COMMUNICATIONS ENGINEERING MGR	K02	73.408	77.081	80.934	84.992	89.331		5872.64	7146.48
COMMUNITY LIBRARIAN	J55	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
COMMUNITY LIBRARIAN - U	W55	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
COMPLIANCE OFFICER	C41	78.577	82.518	86.731	91.158	95.815		6286.16	7665.20
CONSUMER MEDIATION COORD	V23	45.270	47.529	49.910	52.410	55.022		3621.60	4401.76
CONTROLLER TRS ACCTING MGR	B81	63.485	66.661	69.993	73.492	77.168		5078.80	6173.44
COORD OF PROGRAMS FOR DISABLED	B32	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
CORR SUPPORT SERVICES MGR	M03	56.678	59.513	62.493	65.617	68.896		4534.24	5511.68
CORR TRAINING SPECIALIST	U76	48.450	50.862	53.430	56.109	58.916		3876.00	4713.28
CORRECTIONAL FOOD SERVICES DIR	S32	68.208	71.622	75.201	78.961	82.932		5456.64	6634.56
COTTAGE MANAGER	X21	53.975	56.678	59.513	62.493	65.617		4318.00	5249.36
COUNTY SURVEYOR SUPV SURV MAP	L11	68.896	72.344	75.960	79.762	83.759		5511.68	6700.72
COUNTY TRANSPORTATION PLANNER	L12		56.408		82.975			4512.64	6638.00
COUNTY WEBMASTER	G48	66.258	69.576	73.054	76.710	80.544		5300.64	6443.52
CREDENTIALS SPECIALIST	J30	39.488	41.464	43.526	45.703	47.977		3159.04	3838.16
CRIME ANALYST	V7G	49.910	52.410	55.022	57.795	60.688		3992.80	4855.04
CTY CONTRACTING POLICY ANALYST	C6D		57.273		73.096			4581.84	5847.68
CTY INFO TECH SECURITY OFFICER	G8D	75.568	79.348	83.344	87.597	92.071		6045.44	7365.68
CUSTODIAL & GROUNDS SUPT	H08	59.513	62.493	65.617	68.896	72.344		4761.04	5787.52
CUSTODIAL SERVICES MANAGER	B13	47.073	49.418	51.897	54.499	57.235		3765.84	4578.80
DATA ANALYST	G1F	78.911	82.857	87.002	91.351	95.918		6312.88	7673.44
DATA ENGINEER	G9H	82.560	86.690	91.027	95.577	100.357		6604.80	8028.56
DATA SCIENTIST	G5U	96.421	101.241	106.305	111.621	117.200		7713.68	9376.00
DAY CARE CENTER DIR	Y60	37.600	39.488	41.464	43.526	45.703		3008.00	3656.24
DEBT MANAGEMENT OFFICER	B8D	62.241	65.356	68.624	72.053	75.654		4979.28	6052.32
DEP DIR EMERGENCY PREPAREDNESS	L23	60.688	63.725	66.911	70.255	73.772		4855.04	5901.76
DEP DIR, CODING & CLIN DOC IMP	J09	82.051	86.165	90.562	95.187	100.050		6564.08	8004.00
DEPT FISCAL OFFICER	B96	62.490	65.616	68.896	72.342	75.962		4999.20	6076.96
DEPT FISCAL OFFICER - U	Q14	62.490	65.616	68.896	72.342	75.962		4999.20	6076.96
DEPUTY AGRICULTURAL COMMISSNR	V03	56.109	58.916	61.867	64.960	68.208		4488.72	5456.64
DEPUTY DIR CHILDREN'S SHELTER	Y33	65.279	68.543	71.970	75.568	79.348		5222.32	6347.84
DEPUTY DIR OF MGMT INFO SVCS	B66		90.394		110.027			7231.52	8802.16
DEPUTY DIR PUB HLTH MED SVCS	B41	68.543	71.970	75.568	79.348	83.344		5483.44	6667.52
DEPUTY SEALER WEIGHT MEASURES	V26	53.692	56.385	59.206	62.168	65.279		4295.36	5222.32
DEVOPS ENGINEER	G5W	85.104	89.359	93.830	98.520	103.448		6808.32	8275.84
DIAGNOSTIC IMAGING ASST DIR	R84	94.928	99.777	104.872	110.225	115.857		7594.24	9268.56
DIAGNOSTIC IMAGING INFO SYS MG	R30	79.348	83.344	87.597	92.071	96.772		6347.84	7741.76
DIR -DIV HAZ MAT COMPLIANCE	V09		68.045		91.743			5443.60	7339.44
DIR CARE, CONT, PERF, AN & SPT	C5C	74.938	78.689	82.624	86.756	91.098		5995.04	7287.84
DIR DIV CONSMR PROTECTION	V08		68.045		91.650			5443.60	7332.00
DIR NEW CHILD SHELTER FUND - U	Y58	64.330	67.547	70.922	74.473	78.196		5146.40	6255.68
DIR OF CHILDREN SERVICES	A2M	60.391	63.412	66.583	69.914	73.410		4831.28	5872.80

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
DIR OF COUNTY AIRPORTS	B7N	69.231	72.698	76.334	80.151	84.179		5538.48	6734.32
DIR OF DIAGNOSTIC IMAGING	R81	105.325	110.702	116.357	122.301	128.546		8426.00	10283.68
DIR OF HEALTH EDUCATION	B7M	54.506	57.237	60.101	63.105	66.258		4360.48	5300.64
DIR OF MEDICAL SOCIAL SERVICES	Y01	68.896	72.344	75.960	79.762	83.759		5511.68	6700.72
DIR OF PATIENT BUSINESS SRVC	B5C	74.938	78.689	82.624	86.756	91.098		5995.04	7287.84
DIR OF PHARMACY SVCS SCVHHS	R25	134.162	141.067	148.212	155.875	163.744		10732.96	13099.52
DIR OF PROGRAM DEVELOPMENT - U	U87	67.875	71.269	74.835	78.577	82.518		5430.00	6601.44
DIR OF PUBLIC COMMUNICATION	T33	69.576	73.054	76.710	80.544	84.596		5566.08	6767.68
DIR OF RESEARCH & OUTCOME MEAS	P7B	68.896	72.344	75.960	79.762	83.759		5511.68	6700.72
DIR OF THERAPY SERVICES	R33	94.291	99.010	104.059	109.375	114.962		7543.28	9196.96
DIR PATIENT ACCESS	B3G	74.938	78.689	82.624	86.756	91.098		5995.04	7287.84
DIR, CODING DOC & HIMIS	J10	95.187	100.050	105.157	110.530	116.175		7614.96	9294.00
DIR, LICENSING AND REG AFFAIRS	B5D	92.426	97.048	101.900	106.992	112.343		7394.08	8987.44
DIR, NUTRITION & FOOD SERVICES	R06	64.960	68.208	71.622	75.201	78.961		5196.80	6316.88
DIR, OFFICE OF VETERANS' AFFRS	D1H	73.430	77.099	80.952	85.002	89.253		5874.40	7140.24
DIR, PUBLIC HEALTH LABORATORY	R42	78.304	82.220	86.332	90.650	95.224		6264.32	7617.92
DIRECTOR OF HOMELESS SYSTEMS	A2J	67.061	70.415	73.937	77.635	81.519		5364.88	6521.52
DIRECTOR OF MARKETING SCVMC	A88	87.682	92.066	96.669	101.501	106.590		7014.56	8527.20
DIRECTOR OF REENTRY SERVICES	D1J	67.061	70.416	73.937	77.635	81.519		5364.88	6521.52
DISPUTE RESOLUTION PRG CORD	E03	51.901	54.506	57.237	60.101	63.105		4152.08	5048.40
DIV DIR, COMM ENG & TECH SVCS	B36	79.762	83.759	88.037	92.532	97.258		6380.96	7780.64
DIV MGR, CHILD SUPPORT SVCS	B4S	63.768	66.959	70.308	73.823	77.517		5101.44	6201.36
DIVISION MGR-CLK OF THE BOARD	B48	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
E-DISCOVERY MANAGER	B3K	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
ELECTION DIVISION COORD	G90	53.975	56.678	59.513	62.493	65.617		4318.00	5249.36
ELECTION PROCESS SUPV II	G63	42.845	44.985	47.224	49.582	52.062		3427.60	4164.96
ELECTION SERVICES COORD	G86	52.913	55.568	58.343	61.267	64.330		4233.04	5146.40
ELECTRICAL SYSTEMS SUPERVISOR	K89	61.867	64.960	68.208	71.622	75.201		4949.36	6016.08
EMERGENCY MEDICAL SERV SPCLST	S09	66.685	70.026	73.526	77.202	81.063		5334.80	6485.04
EMERGENCY PLANNING COORD	B10	49.915	52.418	55.051	57.810	60.699		3993.20	4855.92
EMPLOYEE ASSISTANCE PROG MGR	C8A	58.061	60.964	64.015	67.215	70.578		4644.88	5646.24
EMPLOYMENT PROGRAM MGR	Y20	56.385	59.206	62.168	65.279	68.543		4510.80	5483.44
EMPLOYMENT PROGRAM SUPV	Y25	52.410	55.022	57.795	60.688	63.725		4192.80	5098.00
EMPLOYMENT PROGRAM SUPV - U	Q22	52.410	55.022	57.795	60.688	63.725		4192.80	5098.00
ENGINEERING & SCHEDULING SUPV	M02	59.804	62.796	65.936	69.231	72.698		4784.32	5815.84

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
ENTERPRISE ARCHITECT	G5Y	110.662	116.195	122.006	128.106	134.510		8852.96	10760.80
ENTERPRISE FUND BUDGET MGR	C2G	78.196	82.108	86.299	90.707	95.339		6255.68	7627.12
ENTERPRISE ITPS MANAGER	F68	87.165	91.612	96.291	101.210	106.377		6973.20	8510.16
ENVIRONMENTAL HEALTH PROG MGR	V11	68.209	71.617	75.202	78.959	82.909		5456.72	6632.72
EPIC SR INTERFACE ANALYST	J1I	74.168	77.875	81.770	85.864	90.156		5933.44	7212.48
EPIC SR SERVER SYSTEMS ENGR	J1N	73.054	76.710	80.544	84.596	88.916		5844.32	7113.28
EPIC SYSTEMS ANALYST	J1A	72.129	75.735	79.527	83.503	87.677		5770.32	7014.16
EQUAL OPPORTUNITY OFFICER	B2A	49.910	52.410	55.022	57.795	60.688		3992.80	4855.04
EXEMPTION MANAGER	C61	51.128	53.692	56.385	59.206	62.168		4090.24	4973.44
FIELD SURVEY SUPERVISOR	K62	56.678	59.513	62.493	65.617	68.896		4534.24	5511.68
FINANCIAL ANALYST I	A6C	41.464	43.526	45.703	47.977	50.384		3317.12	4030.72
FINANCIAL ANALYST II	A6B	49.910	52.410	55.022	57.795	60.688		3992.80	4855.04
FINANCIAL AND ECONOMIC ANALYST	C8C		35.306		73.096			2824.48	5847.68
FINGERPRINT IDENTIFICATION DIR	V90	65.878	69.171	72.619	76.264	80.080		5270.24	6406.40
FIXED INCOME PORTFOLIO MANAGER	B6A	75.288	79.054	83.005	87.154	91.513		6023.04	7321.04
FLEET LOGISTICS SUPERVISOR	M2S	49.965	52.463	55.115	57.847	60.747		3997.20	4859.76
FLEET MAINTENANCE SUPERVISOR	M21	60.042	63.051	66.204	69.513	72.986		4803.36	5838.88
FLEET MGR	M07	71.602	75.184	78.944	82.890	87.060		5728.16	6964.80
FLEET OPERATIONS MANAGER	M2M	65.626	68.910	72.361	75.977	79.779		5250.08	6382.32
FOOD PRODUCTION CAFETERIA MGR	H41	43.738	45.924	48.214	50.632	53.170		3499.04	4253.60
FOOD SERVICE SUPERVISOR	H56	41.068	43.123	45.270	47.529	49.910		3285.44	3992.80
FORENSIC ACCOUNTANT	V7F	64.526	67.754	71.145	74.703	78.439		5162.08	6275.12
GEOGRAPHIC INFO SYSTEMS MGR	K63	75.568	79.348	83.344	87.597	92.071		6045.44	7365.68
GROUND SUPERVISOR	H27	42.703	44.829	47.068	49.423	51.901		3416.24	4152.08
HAZARDOUS MATERIALS PRGM MGR	V52	73.410	77.081	80.938	85.022	89.359		5872.80	7148.72
HAZARDOUS MATERIALS PROG MGR-U	Z52	73.410	77.081	80.938	85.022	89.359		5872.80	7148.72
HEALTH CARE COMPLIANCE ANALYST	B9R	49.423	51.917	54.512	57.238	60.101		3953.84	4808.08
HEALTH CARE FIN ANALYST ASSOC	B9C	35.625	37.418	39.293	41.259	43.313		2850.00	3465.04
HEALTH CARE FIN ANALYST I	B9D	41.464	43.526	45.703	47.977	50.384		3317.12	4030.72
HEALTH CARE FIN ANALYST I - U	Q9D	41.464	43.526	45.703	47.977	50.384		3317.12	4030.72
HEALTH CARE FIN ANALYST II	B9E	49.910	52.410	55.022	57.795	60.688		3992.80	4855.04
HEALTH CARE FIN ANALYST II - U	Q9E	49.910	52.410	55.022	57.795	60.688		3992.80	4855.04
HEALTH CARE FINANCIAL MANAGER	B9Q	61.267	64.330	67.547	70.922	74.473		4901.36	5957.84
HEALTH CARE FINANCIAL MGR - U	Z1F	61.267	64.330	67.547	70.922	74.473		4901.36	5957.84
HEALTH CARE PROG ANALYST ASSOC	B5Z	35.286	37.059	38.919	40.871	42.911		2822.88	3432.88

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
HEALTH CARE PROG ANALYST I - U	Z4P	41.068	43.123	45.270	47.529	49.910		3285.44	3992.80
HEALTH CARE PROG ANYST ASC - U	Z5P	35.286	37.059	38.919	40.871	42.911		2822.88	3432.88
HEALTH CARE PROGRAM ANALYST I	B5Y	41.068	43.123	45.270	47.529	49.910		3285.44	3992.80
HEALTH CARE PROGRAM ANALYST II	B5X	49.423	51.901	54.506	57.237	60.101		3953.84	4808.08
HEALTH CARE PROGRAM MGR I	C84	53.692	56.385	59.206	62.168	65.279		4295.36	5222.32
HEALTH CARE PROGRAM MGR II	C83	58.632	61.566	64.641	67.875	71.269		4690.56	5701.52
HEALTH CARE SERVICE LINE DIR	B5E	113.589	119.388	125.483	131.896	138.488		9087.12	11079.04
HEALTH CENTER MANAGER	H30	104.299	109.624	115.225	121.106	127.290		8343.92	10183.20
HEALTH PLANNING SPEC III	B01	47.034	49.376	51.852	54.454	57.187		3762.72	4574.96
HEALTH PLANNING SPEC III - U	W01	47.034	49.376	51.852	54.454	57.187		3762.72	4574.96
HEALTH PROGRAM SPEC	B19	58.343	61.267	64.330	67.547	70.922		4667.44	5673.76
HEALTH PROGRAM SPEC - U	Q17	58.343	61.267	64.330	67.547	70.922		4667.44	5673.76
HEALTH REALIZATION ANALYST I	H23	48.450	50.862	53.430	56.109	58.916		3876.00	4713.28
HEALTH REALIZATION ANALYST II	H22	54.238	56.955	59.804	62.796	65.936		4339.04	5274.88
HEALTH SERVICES OFFICE SUPV	D1F	39.099	41.060	43.116	45.263	47.523		3127.92	3801.84
HEALTHCARE SERV BSNS DEV ANAL	C13	58.916	61.867	64.960	68.208	71.622		4713.28	5729.76
HLTH CARE FIN ANALYST ASC - U	Q9C	35.625	37.418	39.293	41.259	43.313		2850.00	3465.04
HLTH CARE PROG ANALYST II - U	Z3P	49.423	51.901	54.506	57.237	60.101		3953.84	4808.08
HLTHCR SVC BUS DEV ANALYST - U	Q1C	58.916	61.867	64.960	68.208	71.622		4713.28	5729.76
HOMELESS AND HSING CONCERNS CO	A2K	58.916	61.867	64.960	68.208	71.622		4713.28	5729.76
HOSPITAL ADMIN SUPPORT OFCER	C68	47.744	50.137	52.657	55.293	58.061		3819.52	4644.88
HOSPITAL EM PREPAREDNESS MGR	B9T	63.045	66.200	69.508	72.983	76.633		5043.60	6130.64
IMMIGRANT SERVICES COOR	H95	51.901	54.506	57.237	60.101	63.105		4152.08	5048.40
INFORMATION ARCHITECT	G3N	93.559	98.239	103.149	108.307	113.723		7484.72	9097.84
INFORMATION SYSTEMS MGR I	G14	64.330	67.547	70.922	74.473	78.196		5146.40	6255.68
INFORMATION SYSTEMS MGR II	G12	70.578	74.108	77.816	81.707	85.871		5646.24	6869.68
INFORMATION SYSTEMS MGR III	G11	77.816	81.707	85.871	90.256	94.866		6225.28	7589.28
INFRASTRUCTURE ENGINEER	G3R	74.249	77.962	81.862	85.954	90.252		5939.92	7220.16
INFRASTRUCTURE ENGINEER-U	G8Y	74.249	77.962	81.862	85.954	90.252		5939.92	7220.16
INMATE REHABILITATION MANAGER	X9E	66.452	69.776	73.265	76.929	80.778		5316.16	6462.24
INPATIENT CASE MANAGER	S6D	86.545	90.872	95.417	100.187	105.196	110.456	6923.60	8836.48
INSTIT REV BOARD ADMINISTRATOR	N9A	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
INSTRUCTIONAL DESIGNER	J1B	68.101	71.508	75.083	78.838	82.780		5448.08	6622.40
INSTRUCTIONAL DESIGNER-U	G7T	68.101	71.508	75.083	78.838	82.780		5448.08	6622.40
INSURANCE CNTRCT & CLAIMS MGR	B49	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
INSURANCE PROGRAM MANAGER	B86	69.576	73.054	76.710	80.544	84.596		5566.08	6767.68
INTEGRATION ANALYST	G6B	74.249	77.962	81.862	85.954	90.252		5939.92	7220.16
INTERNAL AUDIT MANAGER	B4B	75.720	79.507	83.412	87.659	92.040		6057.60	7363.20
INTERNAL AUDITOR I	B45	34.945	36.700	38.542	40.473	42.494		2795.60	3399.52
INTERNAL AUDITOR II	B30	42.703	44.829	47.068	49.423	51.901		3416.24	4152.08
INTERNAL AUDITOR III	B28	49.181	51.651	54.238	56.955	59.804		3934.48	4784.32
IT ASSET MANAGER	G6D	63.150	66.309	69.623	73.106	76.760		5052.00	6140.80
IT ASSET MANAGER-U	G8Z	63.150	66.309	69.623	73.106	76.760		5052.00	6140.80
IT AUDIT & COMPLIANCE SPECIALT	G6G	69.598	73.077	76.731	80.568	84.596		5567.84	6767.68
IT BUSINESS ANALYST	G9F	60.773	63.812	67.005	70.356	73.874		4861.84	5909.92
IT BUSINESS ANALYST-U	G7X	60.773	63.812	67.005	70.356	73.874		4861.84	5909.92
IT CHANGE AND RELEASE MANAGER	G4R	87.165	91.612	96.291	101.210	106.448		6973.20	8515.84
IT CUSTOMER SERVICES MANAGER	G03	87.165	91.612	96.291	101.210	106.377		6973.20	8510.16
IT FELLOW	G2Z	130.453	136.977	143.827	151.018	158.569		10436.24	12685.52
IT KNOWLEDGE MANAGER	G3W	60.408	63.428	66.600	69.930	73.426		4832.64	5874.08
IT KNOWLEDGE MANAGER-U	G7U	60.408	63.428	66.600	69.930	73.426		4832.64	5874.08
IT MANAGER	G6L	85.940	90.237	94.749	99.486	104.460		6875.20	8356.80
IT PLANNER/ARCHITECT	G49	75.201	78.961	82.932	87.165	91.612		6016.08	7328.96
IT PROCESS ANALYST	G6P	74.560	78.288	82.203	86.312	90.629		5964.80	7250.32
IT PROGRAM MANAGER	G7L	99.423	104.396	109.616	115.097	120.852		7953.84	9668.16
IT PROJECT MANAGER	G6J	76.834	80.676	84.712	88.947	93.396		6146.72	7471.68
IT PROJECT MANAGER-U	G7W	76.834	80.676	84.712	88.947	93.396		6146.72	7471.68
IT SECURITY ANALYST	G3D	75.568	79.348	83.344	87.597	92.071		6045.44	7365.68
IT SECURITY ARCHITECT	G6R	83.269	87.433	91.806	96.396	101.216		6661.52	8097.28
IT SECURITY ENGINEER	G4E	87.818	92.209	96.821	101.662	106.746		7025.44	8539.68
IT SERVICE MANAGEMENT SPECIALT	G6W	72.502	76.129	79.936	83.933	88.130		5800.16	7050.40
IT STRATEGIC SOURCING SPECIALT	G4S	68.699	72.135	75.743	79.530	83.507		5495.92	6680.56
IT STRATEGY ANALYST	G4V	79.441	83.414	87.585	91.964	96.563		6355.28	7725.04
IT SUPERVISOR	G3E	71.615	75.197	78.956	82.904	87.048		5729.20	6963.84
IT VENDOR MANAGER	G4X	74.944	78.693	82.627	86.758	91.098		5995.52	7287.84
JANITOR SUPERVISOR	H12	40.273	42.291	44.404	46.615	48.944		3221.84	3915.52
JANITOR SUPERVISOR - U	H1E	40.273	42.291	44.404	46.615	48.944		3221.84	3915.52
JUVENILE PROBATION RECORDS SUP	F3A	40.088	42.098	44.199	46.398	48.717		3207.04	3897.36
LAFCO ANALYST	D4F	58.929	61.896	64.998	68.246	71.661		4714.32	5732.88
LAFCO EXECUTIVE OFFICER	D6F	66.587	69.914	73.408	77.080	80.931		5326.96	6474.48

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
LATENT FINGERPRINT EXAM SUPV	V4S	62.192	65.251	68.442	71.776	75.246		4975.36	6019.68
LAUNDRY SERVICES SUPERVISOR	H80	34.593	36.329	38.150	40.063	42.073		2767.44	3365.84
LAW ENFORCEMENT RECDS ADMIN	B62	66.258	69.576	73.054	76.710	80.544		5300.64	6443.52
LAW ENFORCEMENT RECDS MGR	B63	55.839	58.632	61.566	64.641	67.875		4467.12	5430.00
LAW ENFORCEMENT RECORDS SUPV	D41	49.181	51.651	54.238	56.955	59.804		3934.48	4784.32
LEGAL SUPPORT SUPERVISOR	D1K	47.126	49.482	51.956	54.552	57.288		3770.08	4583.04
LEGISLATIVE ANALYST	B7V	47.298	49.663	52.154	54.774	57.516		3783.84	4601.28
LEGISLATIVE REPRESENTATIVE-U	Q19		63.758		99.148			5100.64	7931.84
LIABILITY CLAIMS ADJUSTER I	B95	32.471	34.093	35.799	37.600	39.488		2597.68	3159.04
LIABILITY CLAIMS ADJUSTER II	B94	39.488	41.464	43.526	45.703	47.977		3159.04	3838.16
LIABILITY CLAIMS ADJUSTER III	B93	46.842	49.181	51.651	54.238	56.955		3747.36	4556.40
LIBRARY CIRCULATION SUPV	J59	40.673	42.703	44.829	47.068	49.423		3253.84	3953.84
LIBRARY CIRCULATION SUPV - U	W1J	40.673	42.703	44.829	47.068	49.423		3253.84	3953.84
LIBRARY SERVICES MANAGER	J41	64.677	67.913	71.307	74.875	78.620		5174.16	6289.60
LITERACY PROGRAM MANAGER	J61	52.913	55.568	58.343	61.267	64.330		4233.04	5146.40
LOCAL AREA NETWK SPECIALIST-U	G6F	66.911	70.255	73.772	77.462	81.337		5352.88	6506.96
LOCAL AREA NETWORK SPECIALIST	G67	66.911	70.255	73.772	77.462	81.337		5352.88	6506.96
MAIL ROOM SUPERVISOR	E30	30.772	32.312	33.925	35.625	37.418		2461.76	2993.44
MAINTENANCE COORD-VMC	N29	51.395	53.975	56.678	59.513	62.493		4111.60	4999.44
MAINTENANCE PROJECT MANAGER	B5M	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
MANAGEMENT ANALYST - U	W1P	50.395	52.918	55.558	58.357	61.277		4031.60	4902.16
MANAGER OF CONSTRUCTION	N26	70.492	74.015	77.715	81.601	85.681		5639.36	6854.48
MANAGER OF MEDICAL SOCIAL SVCS	Y02	62.493	65.617	68.896	72.344	75.960		4999.44	6076.80
MANAGER OF REAL ESTATE ASSETS	Z78	75.201	78.961	82.932	87.165	91.612		6016.08	7328.96
MANAGER, OFFICE OF IM RELATION	K4B	60.978	64.029	67.233	70.596	74.128		4878.24	5930.24
MANAGER, VIRTUAL LIBRARY	E4K	55.949	58.774	61.720	64.806	68.053		4475.92	5444.24
MANAGING DIETITIAN	R20	51.128	53.692	56.385	59.206	62.168		4090.24	4973.44
MAPPING & I. D. SUPERVISOR	K40	44.995	47.234	49.594	52.074	54.686		3599.60	4374.88
MATERIALS TESTING SUPV	N25	51.395	53.975	56.678	59.513	62.493		4111.60	4999.44
MEANINGFUL USE PROGRAM MANAGER	J1T	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
MEDIATOR	B16	39.488	41.464	43.526	45.703	47.977		3159.04	3838.16
MEDICAL ADMIN SUPPORT OFFCR I	B1V	43.526	45.703	47.977	50.384	52.913		3482.08	4233.04
MEDICAL LIBRARIAN	J70	52.913	55.568	58.343	61.267	64.330		4233.04	5146.40
MEDICAL STAFF COORD	D22	44.197	46.398	48.714	51.152	53.717		3535.76	4297.36
MEDICAL TRANSLATOR COORD	C01	43.954	46.147	48.450	50.862	53.430		3516.32	4274.40

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
MENTAL HEALTH PRGM SPEC II - U	U1B	58.288	61.203	64.269	67.482	70.856		4663.04	5668.48
MENTAL HEALTH PROG SPEC II	P14	58.288	61.203	64.269	67.482	70.856		4663.04	5668.48
MGMT AIDE	B1W	34.080	35.755	37.468	39.279	41.200		2726.40	3296.00
MGMT AIDE - U	W1W	34.080	35.755	37.468	39.279	41.200		2726.40	3296.00
MGMT ANALYST	B1P	50.395	52.918	55.558	58.357	61.277		4031.60	4902.16
MGMT INFO SVCS MGR I	G69		66.766		82.177			5341.28	6574.16
MGMT INFO SVCS MGR I - U	Q6O		66.766		82.177			5341.28	6574.16
MGMT INFO SVCS MGR II	G68		74.534		90.600			5962.72	7248.00
MGMT INFO SYS TEMS AUDITOR	B29	50.632	53.170	55.839	58.632	61.566		4050.56	4925.28
MGMT INFO SYSTEMS ANALYST I	F89	50.632	53.170	55.839	58.632	61.566		4050.56	4925.28
MGMT INFO SYSTEMS ANALYST II	F86	54.506	57.237	60.101	63.105	66.258		4360.48	5300.64
MGR INTEGRATED PEST MGMT	B73	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
MGR OF ADMITTING & REGISTRATN	B6C	63.284	66.452	69.776	73.265	76.929		5062.72	6154.32
MGR OF PARK MAINTENANCE SVCS	B6J	63.412	66.583	69.914	73.410	77.081		5072.96	6166.48
MGR OF SUPPLY PROC, PROC DIST	S27	47.068	49.423	51.901	54.506	57.237		3765.44	4578.96
MGR OF VOLUNTEER SERVICES	C94	52.913	55.568	58.343	61.267	64.330		4233.04	5146.40
MGR OFFICE WOMEN'S ADVOCACY	A2H	60.978	64.029	67.233	70.596	74.128		4878.24	5930.24
MGR PARK RANGER OPERATIONS	B6K	63.412	66.583	69.914	73.410	77.081		5072.96	6166.48
MGR PATIENT ACCOUNTING SCVHHS	B54	61.790	64.880	68.127	71.536	75.109		4943.20	6008.72
MGR TECH OPR-ARTFCL KIDNY UNIT	R68	47.298	49.663	52.154	54.774	57.516		3783.84	4601.28
MGR TRAINING AND STAFF DEV	B7K	62.796	65.936	69.231	72.698	76.334		5023.68	6106.72
MGR, OFF OF SUSTAINABILITY-EH	EP9	62.142	65.251	68.514	71.940	75.548		4971.36	6043.84
MGR, OFFICE OF LGBTQ AFFAIRS	K4C	60.978	64.029	67.233	70.596	74.128		4878.24	5930.24
MGR, OFFICE OF SUSTAINABILITY	K4A	68.896	72.344	75.960	79.762	83.759		5511.68	6700.72
MGR, TRNG AND STAFF DEV, SSA	B8F	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
MGR, VHP UTILIZATION MGMT - U	Z1K	101.690	106.885	112.346	118.079	124.111	130.318	8135.20	10425.44
MGR. REHAB CASE MANAGEMENT	S6E	97.526	102.405	107.526	112.901	118.544	124.473	7802.08	9957.84
Mgr, Office of Med and Omb Svc	B17	65.617	68.896	72.344	75.960	79.762		5249.36	6380.96
NUTRITION SERVICES MGR	H54	58.632	61.566	64.641	67.875	71.269		4690.56	5701.52
OCC SFTY ENVIR COMPL MGR	X88	71.663	75.244	79.011	82.960	87.135		5733.04	6970.80
OFFICE MGMT COORD	C76	41.663	43.738	45.924	48.214	50.632		3333.04	4050.56
OMBUDSPERSON PRG COORDINATOR	B4P	51.901	54.506	57.237	60.101	63.105		4152.08	5048.40
PARK FIELD SUPPORT MGR	T03	53.170	55.839	58.632	61.566	64.641		4253.60	5171.28
PARK MAINTENANCE SUPERVISOR	T30	53.170	55.839	58.632	61.566	64.641		4253.60	5171.28
PARK RANGER SUPERVISOR	T29	55.828	58.629	61.564	64.644	67.875		4466.24	5430.00

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PARKS INTERPRETIVE PRG SUPV	T34	53.170	55.839	58.632	61.566	64.641		4253.60	5171.28
PARKS NATURAL RESOURCES PG SUP	T35	53.170	55.839	58.632	61.566	64.641		4253.60	5171.28
PARKS PROGRAM COORDINATOR	T2A	44.341	46.505	48.785	51.184	53.664		3547.28	4293.12
PAYROLL AUDIT SUPERVISOR	C8K	43.957	46.147	48.450	50.862	53.430		3516.56	4274.40
PER DIEM PATIENT CASE MANAGER	S6F		99.525		120.975			7962.00	9678.00
PERMIT CENTER MANAGER	L82		64.526		85.030			5162.08	6802.40
PH COMMUNICATIONS OFFICER	C9A	56.003	59.020	62.037	65.055	68.071		4480.24	5445.68
PLANNER/ESTIMATOR	L52	50.384	52.913	55.568	58.343	61.267		4030.72	4901.36
PLANNER/ESTIMATOR - U	L5A	50.384	52.913	55.568	58.343	61.267		4030.72	4901.36
PR CTY CONTRACT POLICY ANALYST	C6C		64.381		82.178			5150.48	6574.24
PRECINCT OPERATIONS SUPERVISOR	G56	42.703	44.829	47.068	49.423	51.901		3416.24	4152.08
PRETRIAL PRG MGMT SPEC	V40	59.513	62.493	65.617	68.896	72.344		4761.04	5787.52
PREVENTION PROG ANALYST II - U	U14	54.238	56.955	59.804	62.796	65.936		4339.04	5274.88
PREVENTION PROGRAM ANALYST I	C24	48.450	50.862	53.430	56.109	58.916		3876.00	4713.28
PREVENTION PROGRAM ANALYST I-U	U19	48.450	50.862	53.430	56.109	58.916		3876.00	4713.28
PREVENTION PROGRAM ANALYST II	C23	54.238	56.955	59.804	62.796	65.936		4339.04	5274.88
PRIN BUDGT & PUBL POL ANA - U	C6A		55.601		82.178			4448.08	6574.24
PRIN BUDGT & PUBLIC POLICY ANA	C63		55.601		82.178			4448.08	6574.24
PRINCIPAL CONSTRUCTION INSP	N30	64.674	67.909	71.303	74.868	78.614		5173.92	6289.12
PRINCIPAL DEV SVCS INSPECTOR	L79	64.427	67.650	71.031	74.583	78.495		5154.16	6279.60
PRINCIPAL IT MANAGER	G7M	118.597	124.528	130.754	137.292	144.156		9487.76	11532.48
PRINCIPAL PLANNER	L76		57.518		84.601			4601.44	6768.08
PRINCIPAL REAL ESTATE AGENT	C34	69.599	73.079	76.730	80.567	84.601		5567.92	6768.08
PRINTING SUPERVISOR	F78	55.568	58.343	61.267	64.330	67.547		4445.44	5403.76
PRNPL FIN AND ECONOMIC ANALYST	C8D		55.601		82.178			4448.08	6574.24
PROBATION DIVISION MANAGER	X44	71.278	74.847	78.587	82.520	86.666		5702.24	6933.28
PROBATION FOOD SERVICES MGR	H3A	58.061	60.964	64.015	67.215	70.578		4644.88	5646.24
PROCUREMENT CONTRACTS SPCLST	P09	57.775	60.685	63.721	66.911	70.254		4622.00	5620.32
PROCUREMENT CONTRACTS SPCLST-U	X1P	57.775	60.685	63.721	66.911	70.254		4622.00	5620.32
PROCUREMENT MANAGER	P07	64.014	67.215	70.577	74.106	77.814		5121.12	6225.12
PROFESSIONAL CODING ANALYST	B9S	49.423	51.917	54.512	57.238	60.101		3953.84	4808.08
PROGRAM MANAGER III	B3H	69.566	73.046	76.697	80.536	84.573		5565.28	6765.84
PROGRAM MANAGER III - U	W3H	69.566	73.046	76.697	80.536	84.573		5565.28	6765.84
PROGRAM MGR I	B3P	55.558	58.357	61.277	64.343	67.559		4444.64	5404.72
PROGRAM MGR I - U	Q03	55.558	58.357	61.277	64.343	67.559		4444.64	5404.72

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
PROGRAM MGR II	B3N	61.556	64.635	67.869	71.264	74.829		4924.48	5986.32
PROGRAM MGR II - U	Q07	61.556	64.635	67.869	71.264	74.829		4924.48	5986.32
PROGRAM MGR/SCHOOL-LINKED SRV	B7F	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
PROJ MGR, MED COV EXPANSI PROG	Y52	58.916	61.867	64.960	68.208	71.622		4713.28	5729.76
PROJECT CONTROL SPECIALIST	M43	49.181	51.651	54.238	56.955	59.804		3934.48	4784.32
PROJECT MANAGER - U	Y5A	58.916	61.867	64.960	68.208	71.622		4713.28	5729.76
PROJECT MGR	Y50	58.916	61.867	64.960	68.208	71.622		4713.28	5729.76
PROJECT SUPPORT SVCS MANAGER	G54	87.165	91.612	96.291	101.210	106.377		6973.20	8510.16
PROPERTY TRANSFER SUPV	K41	42.911	45.047	47.298	49.663	52.154		3432.88	4172.32
PROTOCOL OFFICER	E13	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
PROVIDER RELATIONS MANAGER	J29	58.343	61.267	64.330	67.547	70.922		4667.44	5673.76
PROVIDER RELATIONS MANAGER - U	Z1G	58.343	61.267	64.330	67.547	70.922		4667.44	5673.76
PROVIDER RELATIONS SPEC - U	Z1J	47.298	49.663	52.154	54.774	57.516		3783.84	4601.28
PROVIDER RELATIONS SPECIALIST	J31	47.298	49.663	52.154	54.774	57.516		3783.84	4601.28
PUBLIC COMM OFFICER- DA	B7Q	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
PUBLIC COMMUNICATIONS PRG MGR	B7P	56.953	59.803	62.796	65.936	69.232		4556.24	5538.56
PUBLIC HEALTH PREPAREDNESS MGR	B7T	64.015	67.215	70.578	74.108	77.816		5121.20	6225.28
Q I MGR - ACUTE PSYCH SVCS -LG	S1L		106.783		129.955			8542.64	10396.40
Q I MGR - INPATIENT NURSE - LG	S1E		106.783		129.955			8542.64	10396.40
QUALITY ASSURANCE MANAGER	G1R	75.568	79.348	83.344	87.597	92.071		6045.44	7365.68
RECORDING DIVISION SUPV I	F10	38.542	40.473	42.494	44.611	46.842		3083.36	3747.36
RECORDING DIVISION SUPV II	F04	43.738	45.924	48.214	50.632	53.170		3499.04	4253.60
REHABILITATION CASE MANAGER	S6G	86.545	90.872	95.417	100.187	105.196	110.456	6923.60	8836.48
REHABILITATION SVCS PROG MGR	P61		69.532		91.832			5562.56	7346.56
RESEARCH & EVALUATION SPEC I	P7C	41.464	43.526	45.703	47.983	50.384		3317.12	4030.72
RESEARCH & EVALUATION SPEC II	P7D	49.910	52.410	55.022	57.795	60.688		3992.80	4855.04
REVENUE CONTROL ANALYST	C48	47.340	49.706	52.193	54.801	57.541		3787.20	4603.28
REVENUE CONTROL ANALYST - U	Q4E	47.340	49.706	52.193	54.801	57.541		3787.20	4603.28
ROAD OPERATIONS SUPERINTENDENT	N60	62.456	65.581	68.860	72.302	75.920		4996.48	6073.60
ROADS OPS SUPT-PEST CONRL ADVS	M34	65.279	68.543	71.970	75.568	79.348		5222.32	6347.84
SCRUM MASTER	G5Z	88.774	93.212	97.873	102.768	107.906		7101.92	8632.48
SCVHHS ENV SVCS ASST DIRECTOR	V1G	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SCVHHS ENVIR SVCS DIRECTOR	S9E	67.062	70.416	73.936	77.637	81.519		5364.96	6521.52
SCVHHS ENVIR SVCS MANAGER	S9M	47.073	49.418	51.897	54.499	57.235		3765.84	4578.80
SCVHHS REIMBMNT MGR/ASST CTRL	Z1D	78.196	82.108	86.299	90.707	95.339		6255.68	7627.12

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SECURITIES ANALYST	K17	55.568	58.343	61.267	64.330	67.547		4445.44	5403.76
SENIOR APPLICATION DEVELOPER	G07	86.608	90.939	95.487	100.261	105.274		6928.64	8421.92
SENIOR BUSINESS SYSTEMS ANALYST	G5P	85.079	89.334	93.803	98.492	103.417		6806.32	8273.36
SENIOR CHANGE-RELEASE COORD	G5R	82.741	86.879	91.224	95.784	100.575		6619.28	8046.00
SENIOR CRIME ANALYST	V7H	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SENIOR DATA ANALYST	G1E	94.694	99.430	104.401	109.620	115.103		7575.52	9208.24
SENIOR DATA ENGINEER	G9G	99.074	104.030	109.231	114.693	120.428		7925.92	9634.24
SENIOR DATA SCIENTIST	G5T	115.705	121.491	127.566	133.945	140.642		9256.40	11251.36
SENIOR DEVOPS ENGINEER	G5V	102.125	107.234	112.595	118.225	124.137		8170.00	9930.96
SENIOR ENTERPRISE ARCHITECT	G5X	132.794	139.435	146.407	153.728	161.414		10623.52	12913.12
SENIOR EPIC SYSTEMS ANALYST	J1G	77.537	81.420	85.492	89.765	94.255		6202.96	7540.40
SENIOR INFORMATION ARCHITECT	G3M	112.271	117.885	123.781	129.970	136.468		8981.68	10917.44
SENIOR INFRASTRUCTURE ENGINEER	G3Q	89.099	93.555	98.235	103.146	108.303		7127.92	8664.24
SENIOR INSTRUCTIONAL DESIGNER	J1H	73.746	77.434	81.308	85.372	89.641		5899.68	7171.28
SENIOR INTEGRATION ANALYST	G6A	89.099	93.555	98.235	103.146	108.303		7127.92	8664.24
SENIOR IT ASSET MANAGER	G6C	75.780	79.570	83.549	87.727	92.112		6062.40	7368.96
SENIOR IT AUDIT & COMPLC SPEC	G6E	83.516	87.693	92.077	96.684	101.516		6681.28	8121.28
SENIOR IT KNOWLEDGE MANAGER	G3V	72.489	76.113	79.921	83.915	88.113		5799.12	7049.04
SENIOR IT MANAGER	G6K	98.830	103.773	108.962	114.410	120.131		7906.40	9610.48
SENIOR IT PROCESS ANALYST	G6N	89.471	93.947	98.645	103.575	108.755		7157.68	8700.40
SENIOR IT PROJECT MANAGER	G6H	92.203	96.812	101.653	106.737	112.074		7376.24	8965.92
SENIOR IT PROJECT MANAGER-U	G7V	92.203	96.812	101.653	106.737	112.074		7376.24	8965.92
SENIOR IT SECURITY ANALYST	G3Y	90.681	95.217	99.977	104.977	110.227		7254.48	8818.16
SENIOR IT SECURITY ARCHITECT	G6Q	99.924	104.920	110.167	115.676	121.459		7993.92	9716.72
SENIOR IT SECURITY ENGINEER	G4F	105.383	110.652	116.185	121.995	128.094		8430.64	10247.52
SENIOR IT SERVICE MGMT SPECIAL	G6V	87.005	91.356	95.922	100.720	105.755		6960.40	8460.40
SENIOR IT STRATEGIC SOURC SPC	G4Q	82.442	86.564	90.892	95.436	100.209		6595.36	8016.72
SENIOR IT STRATEGY ANALYST	G4U	95.331	100.098	105.103	110.357	115.876		7626.48	9270.08
SENIOR IT VENDOR MANAGER	G4W	89.935	94.431	99.152	104.112	109.318		7194.80	8745.44
SENIOR MEDIATOR	B14	47.529	49.910	52.410	55.022	57.795		3802.32	4623.60
SENIOR NETWORK ENGINEER-U	Q4K	94.616	99.348	104.315	109.532	115.008		7569.28	9200.64
SENIOR SOFTWARE ASSET MANAGER	G6X	84.864	89.109	93.563	98.243	103.156		6789.12	8252.48
SENIOR SOLUTION ARCHITECT	G7G	112.343	117.960	123.859	130.052	136.556		8987.44	10924.48
SENIOR SYSTEMS ADMINISTRATOR	G6Z	80.881	84.925	89.172	93.631	98.313		6470.48	7865.04
SENIOR SYSTEMS ADMINISTRATOR-U	G9K	80.881	84.925	89.172	93.631	98.313		6470.48	7865.04

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SENIOR TECHNOLOGY ARCHITECT	G7J	99.861	104.856	110.099	115.605	121.385		7988.88	9710.80
SHERIFF TRAINING SPECIALIST	U92	48.450	50.862	53.430	56.109	58.916		3876.00	4713.28
SOCIAL SERVICES CLERICAL MGR	C66	42.494	44.611	46.842	49.181	51.651		3399.52	4132.08
SOCIAL SERVICES FISCAL OFFICER	B9B	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
SOCIAL SERVICES PRG CNTRL SUPV	E53	49.663	52.154	54.774	57.516	60.391		3973.04	4831.28
SOCIAL SERVICES PRG MGR I	Y32	57.205	60.068	63.074	66.230	69.541		4576.40	5563.28
SOCIAL SERVICES PRG MGR II	Y31	63.252	66.413	69.732	73.221	76.882		5060.16	6150.56
SOCIAL SERVICES PRG MGR III	Y30	69.732	73.221	76.882	80.729	84.776		5578.56	6782.08
SOCIAL SERVICES PRG MGR III-U	Y35	69.732	73.221	76.882	80.729	84.776		5578.56	6782.08
SOFTWARE ASSET MANAGER	G6Y	70.719	74.255	77.969	81.869	85.962		5657.52	6876.96
SOFTWARE ASSET MANAGER - U	Q6Y	70.719	74.255	77.969	81.869	85.962		5657.52	6876.96
SOLUTION ARCHITECT	G7H	93.619	98.300	103.216	108.376	113.796		7489.52	9103.68
SPECIAL PROJECTS DIRECTOR - U	Z82	74.108	77.816	81.707	85.871	90.256		5928.64	7220.48
SR ACCOUNTANT	B76	55.568	58.343	61.267	64.330	67.547		4445.44	5403.76
SR ACCOUNTANT - U	Q72	55.568	58.343	61.267	64.330	67.547		4445.44	5403.76
SR APPLICATION DEVELOPER-U	Q9I	86.608	90.939	95.487	100.261	105.274		6928.64	8421.92
SR BUS INTELLIGENCE ANALYST	J1J	82.023	86.124	90.431	94.954	99.701		6561.84	7976.08
SR BUSINESS CONF ANALYST	F8C	58.343	61.267	64.330	67.547	70.922		4667.44	5673.76
SR BUSINESS INFO TECH CONSULT	G85	75.568	79.348	83.344	87.597	92.071		6045.44	7365.68
SR BUSINESS RELATIONSHIP MGR	G5A	91.067	95.620	100.403	105.423	110.694		7285.36	8855.52
SR CASHIER	D80	33.119	34.773	36.523	38.355	40.277		2649.52	3222.16
SR CORR TRAINING SPECIALIST	U75	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SR DEPARTMENTAL FISCAL OFFICER	B9G	67.392	70.763	74.300	78.015	81.922		5391.36	6553.76
SR EMERGENCY PLANNING COORD	B06	56.430	59.256	62.220	65.332	68.600		4514.40	5488.00
SR ENVIRONMENTAL SAFETY TRN	V20	53.975	56.678	59.513	62.493	65.617		4318.00	5249.36
SR EQUAL OPPORTUNITY OFFICER	C11	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SR FINANCIAL ANALYST	A6A	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SR HEALTH CARE FIN ANALYST	B9F	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SR HEALTH CARE PROG ANALYST	W71	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SR HEALTH CARE PROG ANALYST-U	Q3E	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SR HEALTH CARE PROGRAM MGR	C82	65.293	68.559	71.989	75.589	79.372		5223.44	6349.76
SR INFO TECHNOLOGY PROJECT MGR	G3A	75.568	79.348	83.344	87.597	92.071		6045.44	7365.68
SR INFRASTRUCTURE ENGINEER-U	G8X	89.099	93.555	98.235	103.146	108.303		7127.92	8664.24
SR INSTRUCTIONAL DESIGNER-U	G7R	73.746	77.434	81.308	85.372	89.641		5899.68	7171.28
SR INTERNAL AUDITOR	B31	56.109	58.916	61.867	64.960	68.208		4488.72	5456.64

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SR INTERNAL AUDITOR - U	X51	56.109	58.916	61.867	64.960	68.208		4488.72	5456.64
SR IT KNOWLEDGE MANAGER-U	G7S	72.489	76.113	79.921	83.915	88.113		5799.12	7049.04
SR LOSS PREVENTION SPEC	V72	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SR MENTAL HEALTH PROG SPEC	P13	63.412	66.583	69.914	73.410	77.081		5072.96	6166.48
SR MGMT ANALYST	B1N	55.558	58.357	61.277	64.343	67.559		4444.64	5404.72
SR MGMT ANALYST - U	W1N	55.558	58.357	61.277	64.343	67.559		4444.64	5404.72
SR MGMT INFO SYSTEMS ANALYST	B3V	58.343	61.267	64.330	67.547	70.922		4667.44	5673.76
SR MGMT INFO SYSTEMS ANALYST-U	B3Z	58.343	61.267	64.330	67.547	70.922		4667.44	5673.76
SR MGMT INFO SYSTEMS AUDITOR	B22	61.267	64.330	67.547	70.922	74.473		4901.36	5957.84
SR NETWORK ENGINEER	G45	94.616	99.348	104.315	109.532	115.008		7569.28	9200.64
SR PROGRAMMING ANALYST - OVF	SPA	71.622	75.201	78.961	82.932	87.165		5729.76	6973.20
SR REAL ESTATE AGENT	C72	61.267	64.330	67.547	70.922	74.473		4901.36	5957.84
SR RESEARCH & EVALUATION SPEC	P7E	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SR STRATEGIC SOURCING OFFICER	POC	82.445	86.564	90.893	95.436	100.209		6595.60	8016.72
SR SYSTEMS SOFTWARE ENGINEER	G26	73.054	76.710	80.544	84.596	88.916		5844.32	7113.28
SR SYSTEMS SOFTWARE ENGINEER-U	G2C	73.054	76.710	80.544	84.596	88.916		5844.32	7113.28
SR TRAINING & STAFF DEVELOPMNT	B23	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
SSA APPLCTN DEC SUPP MGR	V65		60.333		84.272			4826.64	6741.76
SSA APPLCTN DEC SUPP MGR - U	Z14		60.333		84.272			4826.64	6741.76
SSA INFO TECHNOLOGY SPEC	W20		69.278		133.223			5542.24	10657.84
SSA PROGRAM SPECIALIST	Y51	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
SSA SECURITY AND SAFETY MGR	Y34	54.506	57.237	60.101	63.105	66.258		4360.48	5300.64
STERILE PROCESS EDUCATION CORD	J32	40.277	42.288	44.396	46.612	48.943		3222.16	3915.44
STERILE PROCESSING MANAGER	J33	53.178	55.840	58.629	61.561	64.637		4254.24	5170.96
STRATEGIC SOURCING MANAGER	POD	90.687	95.221	99.982	104.980	110.230		7254.96	8818.40
STRATEGIC SOURCING OFFICER	POB	68.699	72.135	75.743	79.530	83.538		5495.92	6683.04
SUP HAZ MAT SPECIALIST	V2G	66.917	70.262	73.776	77.464	81.339		5353.36	6507.12
SUP PUBLIC HEALTH NUTRITIONIST	R2U	53.692	56.316	59.077	61.969	64.988		4295.36	5199.04
SUP WEIGHTS AND MEASURES INSP	V2F	42.986	45.075	47.253	49.526	51.920		3438.88	4153.60
SUPERVISING CCS THERAPIST	R02	81.134	85.191	89.457	93.929	98.623		6490.72	7889.84
SUPERVISING LIBRARIAN	J62	50.862	53.430	56.109	58.916	61.867		4068.96	4949.36
SUPERVISING LIBRARIAN - U	W84	50.862	53.430	56.109	58.916	61.867		4068.96	4949.36
SUPERVISING QI COORDINATOR	S1Q	54.951	57.617	60.439	63.374	66.494		4396.08	5319.52
SUPERVISING WELFARE FRAUD INVE	V8A	59.191	62.155	65.274	68.566	72.017		4735.28	5761.36
SUPV ACCOUNT CLERK I	D95	41.451	43.519	45.689	47.970	50.369		3316.08	4029.52

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV ACCOUNT CLERK I - U	Q1K	41.451	43.519	45.689	47.970	50.369		3316.08	4029.52
SUPV ACCOUNT CLERK II	D94	45.235	47.490	49.860	52.344	54.986		3618.80	4398.88
SUPV ACCOUNT CLERK II - U	Q2K	45.235	47.490	49.860	52.344	54.986		3618.80	4398.88
SUPV AGRICULTURAL BIOLOGIST	V04	47.977	50.384	52.913	55.568	58.343		3838.16	4667.44
SUPV AGRICULTURAL BIOLOGIST-U	W40	47.977	50.384	52.913	55.568	58.343		3838.16	4667.44
SUPV APPRAISAL DATA COORD	C80	42.703	44.829	47.068	49.423	51.901		3416.24	4152.08
SUPV APPRAISER	C45	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
SUPV APPRAISER - U	Q5E	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
SUPV ASSESSMENT CLERK	D86	40.252	42.265	44.378	46.589	48.913		3220.16	3913.04
SUPV ASSESSMENT CLERK - U	Q52	40.252	42.265	44.378	46.589	48.913		3220.16	3913.04
SUPV AUDITOR-APPRAISER	C54	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
SUPV AUDITOR-APPRAISER - U	Q53	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
SUPV BOARD CLERK	D53	43.954	46.147	48.450	50.862	53.430		3516.32	4274.40
SUPV CHILD SUPP OFFICER - U	Z8A	50.384	52.913	55.568	58.343	61.267		4030.72	4901.36
SUPV CHILD SUPPORT OFFICER	E84	50.384	52.913	55.568	58.343	61.267		4030.72	4901.36
SUPV CLERK	D34	41.057	43.111	45.267	47.521	49.891		3284.56	3991.28
SUPV COMMUNICATIONS DISPATCHER	G91	67.875	71.270	74.836	78.578	82.511		5430.00	6600.88
SUPV CONSTRUCTION INSPECTOR	N27	59.331	62.298	65.411	68.682	72.119		4746.48	5769.52
SUPV CRIMINALIST	V39	68.558	71.986	75.588	79.370	83.338		5484.64	6667.04
SUPV CUSTODY SUPPORT ASSISTANT	G70	39.293	41.259	43.313	45.477	47.744		3143.44	3819.52
SUPV DEPUTY PUBLIC GUARDIAN	V45	55.568	58.343	61.267	64.330	67.547		4445.44	5403.76
SUPV DIAGNOSTIC IMAG TECH	R83	86.755	91.099	95.683	100.570	105.704		6940.40	8456.32
SUPV ENVIRONMENTAL HEALTH SPEC	V14	64.343	67.559	70.937	74.488	78.214		5147.44	6257.12
SUPV ESTATE ADMINISTRATOR	V24	55.568	58.343	61.267	64.330	67.547		4445.44	5403.76
SUPV HEALTH SERVICES REP I	D10	35.799	37.600	39.488	41.464	43.526		2863.92	3482.08
SUPV HEALTH SERVICES REP II	D08	41.251	43.313	45.481	47.745	50.128		3300.08	4010.24
SUPV INDEXER	D59	37.059	38.919	40.871	42.911	45.047		2964.72	3603.76
SUPV INTERNAL AUDITOR	B21	65.616	68.896	72.342	75.962	79.758		5249.28	6380.64
SUPV PARALEGAL	V82	51.901	54.506	57.237	60.101	63.105		4152.08	5048.40
SUPV PATIENT BUSINESS SV CLK	D44	48.142	50.547	53.065	55.725	58.526		3851.36	4682.08
SUPV PATIENT BUSINESS SV CLK-U	Z44	48.142	50.547	53.065	55.725	58.526		3851.36	4682.08
SUPV PHARMACIST	R56	107.227	112.701	118.458	124.507	130.866		8578.16	10469.28
SUPV PRETRIAL SERVICES	V51	52.154	54.774	57.516	60.391	63.412		4172.32	5072.96
SUPV PROBATION COUNSELOR	X20	63.106	66.264	69.577	73.053	76.711		5048.48	6136.88
SUPV PROTECTIVE SVCS OFFICER	U9D	39.781	41.693	43.719	45.809	48.033		3182.48	3842.64

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
SUPV PUBLIC DEFENDER INVEST	V96	70.246	73.759	77.450	81.323	85.392		5619.68	6831.36
SUPV PUBLIC HEALTH NURSE	S44	66.911	70.255	73.772	77.462	81.337		5352.88	6506.96
SUPV RECORDABLE DOC TECH	F30	35.117	36.880	38.731	40.673	42.703		2809.36	3416.24
SUPV RESPIRATORY CARE PRACTNR	R17	74.342	78.057	81.963	86.063	90.364		5947.36	7229.12
SUPV REVENUE COLLECTIONS OFC	V32	47.529	49.910	52.410	55.022	57.795		3802.32	4623.60
SUPV REVENUE COLLECTIONS OFC-U	X56	47.529	49.910	52.410	55.022	57.795		3802.32	4623.60
SUPV STOREKEEPER	G80	39.113	41.068	43.123	45.270	47.529		3129.04	3802.32
SUPV SURVEY MAP PROG	L15	59.513	62.493	65.617	68.896	72.344		4761.04	5787.52
SUPV TAX COLLECTION CLERK	C90	39.113	41.068	43.123	45.270	47.529		3129.04	3802.32
SUPV TRANSPORTATION ENGR	L31	73.054	76.710	80.544	84.596	88.916		5844.32	7113.28
SUPV VIC/WITNESS CLAIMS SPEC	D6L	46.666	49.001	51.449	54.021	56.721		3733.28	4537.68
SUPV VICTIM/WITNESS ADVOCATE	D6I	46.666	49.001	51.449	54.021	56.721		3733.28	4537.68
SUPV, HLTH INFO MGMT SVCS	D56	47.751	50.137	52.653	55.292	58.062		3820.08	4644.96
TAX AND COLLECTIONS MANAGER	V3E	68.896	72.344	75.960	79.762	83.759		5511.68	6700.72
TAX COLLECTION MGR	C89	60.391	63.412	66.583	69.914	73.410		4831.28	5872.80
TAX ROLL MGR	C77	49.181	51.651	54.238	56.955	59.804		3934.48	4784.32
TECHNICAL PLANNING & CNTL MGR	G06	82.932	87.165	91.612	96.291	101.210		6634.56	8096.80
TECHNICAL SERVICES MGR	J53	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
TECHNOLOGY ARCHITECT	G7K	83.218	87.381	91.749	96.336	101.155		6657.44	8092.40
TELECOMM/FACILITIES MGR-SCVHHS	E2D	75.486	79.263	83.224	87.391	91.797		6038.88	7343.76
TELECOMMUNICATIONS ENGINEER	K16	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
TELECOMMUNICATIONS OPS MGR	E27	69.914	73.410	77.081	80.938	85.022		5593.12	6801.76
THERAPY SERVICES ADMIN MGR	R16	59.513	62.493	65.617	68.896	72.344		4761.04	5787.52
THERAPY SERVICES PROGRAM MGR	R31	85.072	89.328	93.800	98.491	103.413		6805.76	8273.04
TRAFFIC PAINTER SUPV	N77	46.612	48.943	51.395	53.975	56.678		3728.96	4534.24
TRAINING & STAFF DEV SPEC	B2E	48.943	51.395	53.975	56.678	59.513		3915.44	4761.04
TRAINING & STAFF DEV SPEC - U	B9Z	48.943	51.395	53.975	56.678	59.513		3915.44	4761.04
TREASURY COORDINATOR	T39	40.871	42.911	45.047	47.298	49.663		3269.68	3973.04
TRUST & FIDUCIARY ACCNTNG MGR	B87	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
UTILIZATION REVIEW COORD - U	U1S	82.401	86.521	90.849	95.391	100.187	105.196	6592.08	8415.68
UTILIZATION REVIEW COORD VHP-U	U12	82.401	86.521	90.849	95.391	100.187	105.196	6592.08	8415.68
UTILIZATION REVIEW SUPV - U	Q1L	90.849	95.391	100.187	105.299	110.676	116.209	7267.92	9296.72
VALLEY CONNECTION SVC CNT MGR	G1B	70.578	74.108	77.816	81.707	85.871		5646.24	6869.68
VECTOR CONTROL DISTRICT MGR	X74	75.612	79.393	83.366	87.572	92.039		6048.96	7363.12
VECTOR CONTROL OPERS SUPV	X84	50.536	53.062	55.705	58.499	61.432		4042.88	4914.56

JobTitle	Jobcode	Step1	Step2/Min	Step3/Mid	Step4/Max	Step5	Step6	Min Bi-Weekly	Max Bi-Weekly
VECTOR CONTROL SCI-TECH SRV MG	X85	56.136	58.945	61.892	64.990	68.242		4490.88	5459.36
VHP MARKETING & COMM REP	Y5C	43.580	46.304	49.028	51.752	54.475		3486.40	4358.00
VHP Member Services Manager	D2R	58.632	61.566	64.641	67.875	71.269		4690.56	5701.52
VHP PHARMACY SERVICES DIV DIR	D2P	119.049	125.128	131.517	138.236	145.290		9523.92	11623.20
VHP/MANAGED CARE COMPL OFFICER	C02	59.513	62.493	65.617	68.896	72.344		4761.04	5787.52
VITAL RECORDS SUPERVISOR I	C4A	37.242	39.113	41.068	43.123	45.270		2979.36	3621.60
VITAL RECORDS SUPERVISOR II	C43	42.911	45.047	47.298	49.663	52.154		3432.88	4172.32
WEED ABATEMENT MANAGER	X70	55.022	57.795	60.688	63.725	66.911		4401.76	5352.88
WHISTLEBLOWER INVESTIGATOR	V1H	60.964	64.015	67.215	70.578	74.108		4877.12	5928.64
WORK CENTER MANAGER	M10	61.566	64.641	67.875	71.269	74.835		4925.28	5986.80
YOUNG ADULT COORD	J57	49.181	51.651	54.238	56.955	59.804		3934.48	4784.32