

RESOLUTION NO. **071134**

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO,  
STATE OF CALIFORNIA

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**RESOLUTION ESTABLISHING THE SALARY AND BENEFITS OF  
UNREPRESENTED MANAGEMENT EMPLOYEES OF THE COUNTY OF SAN  
MATEO FOR THE TERM NOVEMBER 1, 2010 THROUGH OCTOBER 27, 2012**

**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that

**WHEREAS**, this Board of Supervisors desires to establish certain salaries and benefits for unrepresented Management personnel not covered by a Memorandum of Understanding, and

**BE IT RESOLVED** that Resolution No. 070697 is rescinded and the following benefits are available to unrepresented Management personnel not covered by a Memorandum of Understanding; provided that the provisions of Resolution 070697 shall remain effective for members of the Board of Supervisors up to and through the pay period ending December 25, 2010, and thereafter, the provisions of this resolution shall be fully applicable to members of the Board of Supervisors.

**SECTION 1: SALARIES AND BENEFITS**

1. Definition

"Management" shall mean employees in positions so designated by the Human Resources Director consistent with the Employer-Employee Relations Policy and including elective officers. This Resolution does not apply to Court employees.

2. Retirement and Social Security

A. For employees in both miscellaneous and safety retirement systems covered by this resolution

The coverage shall be that established by the Board of Supervisors and the Board of Retirement for employees under the County Employees Retirement Law of 1937 and the Social Security Act. The County will contribute 75% of the employees' required contribution to the Retirement System except as set forth below.

For general members who are employed by the County on or before July 2,

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1994 and who are no longer making contributions to the retirement system under the Government Code section 31625.2 the County will make a contribution to the employees deferred compensation account in an amount equal to 50% of what the retirement contribution would otherwise have been at the time of initial calculation. Consistent with state law this additional contribution to deferred compensation will not be offered to employees who reach 30 years of continuous membership on or after March 7, 2003.

For safety members who are employed by the County on or before July 2, 1994 and who are no longer making contributions to the retirement system under the Government Code section 31664.1, the County will make a contribution to the employees deferred compensation account in an amount equal to 50% of what the retirement contribution would otherwise have been at the time of initial calculation.

B. For employees in the miscellaneous retirement system hired before July 1, 2011

The County implemented the 2%@55.5 retirement enhancement (Government Code Section 31676.14) for employees in the miscellaneous retirement system who retire on or after March 13, 2005.

The enhancements apply to all future service and all service back to the date of employment pursuant to the Board of Supervisor's authority under Government Code section 31678.2(a). Government Code section 31678.2(b) authorizes the collection, from employees, of all or part of the contributions by a member or employer or both, that would have been required if section 31676.14 had been in effect during the time period specified in the resolution adopting section 31676.14, and that the time period specified in the resolution will be all future and past general service back to the date of employment. Employees will share in the cost of the 31676.14 enhancements through increased retirement contributions by way of payroll deductions as follows:

- Employees shall contribute an additional 3% of compensation earnable as defined in SamCERA regulations.
- These contributions will not be reduced by the employer pick-ups described in paragraph 2A above.

C. For employees in the miscellaneous retirement system hired on or after July 1, 2011

Upon the adoption of a resolution making Government Code section 31676.1 effective, the retirement benefit for employees hired on or after July 1, 2011 or the date of the adoption of the resolution, whichever is later, shall be the 1.725% @ 58 benefit. This will be referred to as Plan 5.

Current Plan 4 (as described in 2B, above) is closed to new employees hired on or after the effective date of the commencement of Plan 5. However, employees may transfer into Plan 4 after providing the equivalent of ten years (20,800 hours) of service in Plan 5, and entering into an agreement with the San Mateo County Employee's Retirement Association (SamCERA) to pay all of the incremental employee and employer contributions that would have been required if the employee had been in Plan 4 since the date of employment and interest as determined by SamCERA. These contributions and interest will not be reduced by the employer pick-ups described in paragraph 2 A above.

Upon entering employment, employees may alternatively elect the non-contributory plan, Plan 3, with the option to transfer to Plan 5 after providing the equivalent of five years of service, (10,400 hours), to the County with that option being for future Plan 5 service only. After providing the equivalent of ten years of service, (20,800 hours) to the County, employees may elect to transfer to Plan 4 by entering into an agreement with the San Mateo County Employees' Retirement Association (SamCERA) to pay all of the incremental employee and employer contributions that would have been required if the employee had been in Plan 4 since the date of employment plus interest. These contributions and interests will not be reduced by the employer pick-ups described in paragraph 2 A above.

D. Retirement COLA

Employees hired after January 1, 2011 or upon agreement with all bargaining units in the general retirement plan (whichever is later) and as is set forth by resolution, will pay up to 50% of the Retirement COLA cost as determined by SamCERA.

E. For employees in the safety retirement system

The County implemented the 3% @ 50 retirement benefit consistent with Government Code section 31664.1 effective January 1, 2005. The benefit enhancement under Government Code section 31664.1 is applicable only to those safety employees who retire after the County's implementation of section 31664.1.

The enhancement applies to all future safety service and all safety service back to the date of employment pursuant to the Board of Supervisor's authority under to Government Code section 31678.2 (a).

Government Code section 31678.2(b) authorizes the collection, from employees, of all or part of the contributions by a member or employer or both, that would have been required if section 31664.1 had been in effect during the time period specified in the resolution adopting section 31664.1, and that the time period specified in the resolution will be all future and past safety service back to the date of employment. Employees will share in the cost of the enhanced retirement benefits as follows.

- i. For employees in the safety retirement system belonging to the Management Sheriff's sub unit:
  - Employees shall contribute 5% of compensation earnable effective upon the implementation of the 3% @ 50 retirement benefit.
  - These contributions will not be reduced by the employer pick-ups described in paragraph 2A above.
- ii. For employees in the safety retirement system belonging to the Management Probation and Management Institutions sub units:
  - Employees share in the cost of the enhanced retirement benefits at the same rate as contributed by employees in the Probation and Detention bargaining unit.
  - These contributions will not be reduced by the employer pick-ups described in paragraph 2A above.

3. Health Insurance

Effective April 1, 2011, employee contributions for health insurance will be 15% of the Health Maintenance Organization (HMO) premium and 25% of the Point of Service (POS) premium.

Effective January 1, 2011, for employees occupying permanent part-time positions, who work a minimum of forty (40), but less than sixty (60) hours in a biweekly pay period, the County will pay one-half (1/2) of the hospital and medical care premiums described above.

Effective January 1, 2011, for employees occupying permanent part-time positions, who work a minimum of sixty (60), but less than eighty (80) hours in a biweekly pay period, the County will pay three-fourths (3/4) of the hospital and medical care premiums described above.

In either case cited above, the County contribution shall be based on the designation of the position as either half-time or three-quarter time, not on the specific number of hours worked.

Effective January 1, 2011 and January 1, 2012, all management employees and elected officials shall be provided with a Flexible Spending Account "debit card" with a value of Two Hundred Dollars (\$200.00).

4. Dental Insurance

The County shall contribute 90% of the premium for the County's dental plans. All employees must participate in one of these plans.

5. Vision Care

The County shall contribute the full premium for vision coverage. All employees must participate in this plan.

6. Life Insurance

The County shall provide \$50,000 life insurance for employees. The coverage includes death benefits for a spouse and children in the amount of \$2,000.

Employees, depending on pre-qualification, may purchase additional term life insurance to a maximum of \$500,000 for employee, \$250,000 for spouse, and \$10,000 for dependents.

7. Accidental Death and Dismemberment Insurance

The County shall pay the premium for \$110,000 coverage.

8. Long Term Disability Insurance

After three years of service employees are eligible for long-term disability benefits. The benefit is two-thirds of the salary after a waiting period of 120 days, with the maximum benefit being \$2,400 per month.

Benefits for psychiatric disabilities that result from stress, depression or other life events are restricted to 2 years. However, a disability resulting from certain chronic psychotic disorders or a disorder with demonstrable organic brain deficits can qualify for benefits payable up to the age of 65.

9. Health, Dental, and Vision Insurance After Retirement from County Service

The following will be in effect for those who retire during the term of this agreement:

For management employees and elective officers hired prior to April 1, 2008:

The County will pay to elective officers who retire concurrently with separation from County service one month's health, dental and vision premium for the

employee and eligible dependents for each month of County service. The County will pay to management employees who retire concurrently with separation from County service one month's health, dental and vision premium for the employee and eligible dependents for each 8 hours of unused sick leave. Employees or elective officers who separate from County service and enter into deferred retirement or otherwise separate without retiring are not eligible for this benefit.

For management employees and elective officers commencing employment between April 1, 2008 and December 31, 2010: For management employees who retire concurrently with separation from County service, for every 8 hours of unused sick leave, the County will pay \$700 toward the premium for one month of the retiree health plan and the full cost of one month of the dental and vision coverage. For elective officers who retire concurrently with separation from County service, for each month of County service, the County will pay \$700 toward the premium for one month of the retiree health plan and the full cost of one month of the dental and vision coverage. Management employees and elective officers who separate from County service and enter into deferred retirement or otherwise separate without retiring are not eligible for this benefit. For active management employees and elective officers, the County will contribute \$100 per month during employment to a post-employment health reimbursement account on a pre-tax basis. This account may only be used to pay for eligible premiums or medical expenses upon retirement or termination.

For management employees and elective officers commencing employment after January 1, 2011: For management employees who retire concurrently with separation from County service, for every 8 hours of unused sick leave, the County will pay \$400 toward the premium for one month of the retiree health plan. Management employees and elective officers who separate from County service and enter into deferred retirement or otherwise separate without retiring are not eligible for this benefit.

For elective officers who retire concurrently with separation from County service, for each month of County service, the County will pay \$400 toward the premium for one month of the retiree health plan and the full cost of one month of the dental and vision coverage.

Managers who retire receiving \$400 per 8 hours of sick leave, will, upon exhaustion of accrued sick leave, be credited with additional hours of sick leave as follows:

- With at least 10 but less than 15 years of service with the County of San Mateo – 96 hours
- With at least 15 but less than 20 years of service with the County of San Mateo – 192 hours
- With 20 years or more of service with the County of San Mateo – 288 hours

For all management employees and elective officers: On the death of an employee or elective officer (active or retired), coverage for the spouse and dependents will continue until the sick leave credits have expired. Retirees or surviving spouses may continue the insurance, at their own expense, by premium deductions from their retirement warrants after sick leave credits have expired, in accordance with the rules of the respective carriers.

When employee or spouse reaches age 65 he/she must, if eligible, enroll in Medicare, which also will be reimbursed by the County if sick leave credits are available.

For employees who receive a disability retirement from County service, the County will provide additional hours of sick leave to the employee's sick leave balance for a total balance of 288.6 hours of sick leave (three years of retiree health coverage). For example, if an employee who receives a disability retirement has 100 hours of sick leave at the time of retirement, the County will add another 188.6 hours of sick leave credits to his/her balance.

10. Administrative/Management Leave Time

Employees who have management overtime (MOT) hours available may use such time balances as time off. Any time balance not taken as time off prior to retirement or termination will be cashed out at that time.

Management employees not including elected employees shall receive 5 hours of administrative leave each pay period. No more than 260 hours of such administrative leave time may be accumulated at any one time. Except as provided in the next section, time accruals may only be compensated by being allowed time off.

Part-time management employees shall be entitled to Administrative Leave hours in proportion to the designation of the position as either half or three-quarters time, not the specific hours worked. (Half-time will equal 2.5 hours per pay period and three-quarters time will equal 3.75 hours)

In April of each year, employees will have the opportunity to convert 50% of their then current Administrative Leave hours balance for a cash payment. Time balances remaining at separation from County employment shall be cashed out post separation.

11. Bereavement Leave

Beginning January 1, 2011, management employees will be provided two days of paid bereavement leave upon the death of the employee's parent, spouse, domestic partner, child or step-child.

12. Transportation Allowance in Lieu of Traveling Expenses

In lieu of reimbursement for transportation expenses for travel within San Mateo County, the City and County of San Francisco, Alameda County, Contra Costa County and Santa Clara County, members of the Board of Supervisors and the County Manager may elect to receive a maximum biweekly transportation allowance in the amount of \$513 or as is currently set by the Board of Supervisors. Department heads, elected officials, and certain management employees designated by the County Manager may elect to receive such a transportation allowance in a maximum biweekly amount not to exceed \$513 dependent on usage and approval by the County Manager.

12. Severance Pay

If the position of an employee other than an elected official is abolished and the employee is unable to displace another employee in accordance with the rules of the Civil Service Commission, the employee shall receive reimbursement as follows:

- one week of pay for each full year (2080 hours) of regular service to the County up to a maximum of ten (10) weeks of pay,
- fifty percent (50%) of the cash value of the employee's unused sick leave, and,
- the county will continue to pay its share of health premiums for a period not to exceed six (6) months contingent on the employee continuing to pay their share;

provided, however that such employee shall be eligible for this reimbursement only if the employee remains in the service of the County until the services are no longer required by the department head. If the County secures comparable employment for the displaced employee in another agency, the employee is not entitled to the severance payment. Employees accepting the payment relinquish the right to have their names placed on reemployment eligible lists.

13. Leave for Management Employees

The County Manager shall have the authority to credit an employee other than an elected official with up to 40 hours of vacation and 48 hours of sick leave in addition to normal vacation and sick leave accrual, provided such credit must be made within 180 days of employment. The County Manager shall have the authority to provide to an employee advanced levels of vacation accrual as if the employee had otherwise been working for the County the required number of years for the higher accrual rate, provided such credit must be made within 180 days of employment.

14. Holiday



Regular full-time employees in established management positions shall be entitled to take all authorized holidays at full pay, not to exceed eight (8) hours for any one (1) day, provided they are in a full pay status on both their regularly scheduled workdays immediately preceding and following the holiday. Part-time employees shall be entitled to holiday pay in proportion to the average percentage of full-time hours worked during the two (2) pay periods immediately preceding the pay period, which includes the holiday. If two or more holidays fall on succeeding or alternate pay periods, then the average full-time hours worked in the two (2) pay periods immediately preceding the first holiday shall be used in determining the holiday pay entitlement for the subsequent holiday.

Holiday Pay for all Management Nursing and Management Law Enforcement personnel and employees in the classification of Institution Services Manager, Chef Manager, Food Service Unit Manager, and Dietary Unit Chief: If any of the County holidays fall on a day other than Sunday and the employee is not regularly scheduled to work that day, or if an employee is required to work on a holiday, equivalent straight time shall be added to the employee's holiday accumulation provided, however, that the maximum accumulation is limited to 120 hours with any time earned in excess of 120 hours cashed out at the equivalent straight time rate. If an employee leaves County service with accrued hours, those hours will be cashed out.

15. Salaries

The salary ranges are set forth in Exhibit A which is attached hereto and made a part hereof.

16. Special Compensation

Board of Supervisors

The Office of each member of the Board of Supervisors may be staffed with three positions in any one of the following three combinations: 1) one Chief Legislative Aide and two Legislative Aides, 2) two Chief Legislative Aides and one Legislative Aide, or 3) three Legislative Aides. Any of the positions listed above may be filled with an Executive Assistant position. The salary of any individual in any of these three positions may not exceed the top step of the classification plus 10% provided that the total salaries of the combinations cannot exceed the combined top step salary for one Chief Legislative Aide and two Legislative Aides.

County Manager's Office

Management Analysts hired prior to January 1, 2010, may receive premium pay of one step in addition to all other compensation.

Supervising Communications Dispatchers and Communications Center Training Coordinators shall receive on-call and shift differential reimbursement consistent with the reimbursement provided to represented Communications Dispatch personnel.

County Library

Library Branch Managers assigned responsibility as the County Library Automated Circulation Systems Manager shall be paid as if working out of classification in the Library Program Manager classification. Only one employee at a time may be so assigned.

District Attorney's Office

Career Incentive Allowance: Employees in the classification of Chief Inspector who have successfully completed a probationary period and who hold permanent status shall be eligible to receive an incentive equating to 2.5% of base pay per biweekly pay period in addition to all other compensation if they possess the basic Peace Officer Standards and Training certificate or 7.5% of base pay per biweekly pay period in addition to all other compensation if they possess the advanced Peace Officer Standards and Training certificate issued by the Commission of Peace Officer Standards and Training of the California State Department of Justice.

Health System

Per the discretion of the Chief Executive Officer – SMMC, the employee in the classification of Chief Financial Officer - SMMC shall receive a 15% differential in addition to all other compensation for the successful implementation of hospital redesign initiatives. This differential expires five years after the differential is assigned to incumbent.

The employee in the classification of Chief Operations Officer shall receive premium pay of 5% in addition to all other compensation if he/she possesses a physician's license and is assigned lead medical responsibility.

Clinical Services Managers I - Nursing working in Community Health Services and supervising Senior Public Health Nurses shall receive a differential the amount necessary to insure the base pay for Clinical Services Manager I - Nursing is one step higher than the base pay for Senior Public Health Nurse.

Clinical Services Manager I – Nursing assigned responsibility for managing the Field Nursing, Adolescent Family Life, Prenatal Advantage/Black Infant Health and Prenatal to Three Programs, shall receive a differential of 5% in addition to all other compensation. Only one employee at a time may be so assigned.

Clinical Services Manager I – Nursing assigned responsibility for managing the nursing components of Partners for Safe and Healthy Children, Child Health and Disability Prevention, Health Care Program for Children in Foster Care, Lead Poisoning Prevention, Immunization, and Dental programs, shall receive a differential of 5% in addition to all other compensation. Only one employee at a time may be so assigned:

Employees in the classifications of Clinical Services Manager I and Clinical Services Manager II who are responsible for managing nursing units that are a 24 hour per day/7 day per week operation shall receive a differential of 5% in addition to all other compensation.

The employee in the classification of Clinical Services Manager - Pharmacy shall receive a 5% differential in addition to all other compensation.

Medical Program Managers who supervise employees in the classification of Supervising Child Psychiatrist shall receive a differential of 9.2% in addition to all other compensation. Only one employee at a time may be so assigned.

Management Nursing Personnel shall be paid the same shift differential as that set for Registered Nurses in their Memorandum of Understanding.

#### Human Resources Department

Management Analysts hired prior to January 1, 2010 and assigned lead responsibility for one of the major functional areas of Human Resources shall receive premium pay of one step in addition to all other compensation.

#### Human Services Agency

Management Analysts assigned as lead worker over other Management Analysts shall receive premium pay of one step in addition to all other compensation. Only one employee at a time may be so assigned.

#### Information Services Department

Project Managers assigned to provide advanced support to MVS and OS/390 operating systems including installing, troubleshooting and maintaining system software and related components shall receive a one step differential in addition to all other compensation. Only one employee at a time may be so assigned.

#### Probation Department

Institution Services Managers. In addition to all other compensation Institutional Services Managers shall receive the following payments as appropriate:

On-call Duty: Institution Services Managers shall be paid \$3.00 per hour for each hour they are required to be in an on-call status. Personnel in this status will not receive on-call pay for periods when they are actually at work.

Shift-Differential: Shift differential pay is pay at a rate, which is one step above the employee's base pay in the salary range for his/her classification. If the base pay is at the top step, shift differential pay shall be computed at one step above such base pay. Employees shall be paid shift differential for all hours so worked between the hours of 6:00 p.m. and 6:00 a.m.

Public Works Department

Management employees licensed by the State of California as Registered Civil Engineers shall be reimbursed by the County for the fees associated with such professional registration.

Sheriff's Department

Management Law Enforcement employees shall receive the following payments if appropriate:

Career Incentive Allowance: Undersheriff, Assistant Sheriff, Captains and Lieutenants who have successfully completed a probationary period and who hold permanent status shall be eligible to receive an incentive equating to 2.5% of base pay per biweekly pay period in addition to all other compensation if they possess the basic Peace Officer Standards and Training certificate or 7.5% of base pay per biweekly pay period in addition to all other compensation if they possess the advanced Peace Officer Standards and Training certificate issued by the Commission of Peace Officer Standards and Training of the California State Department of Justice.

Shift-Differential: Shift differential pay is pay at a rate that is one step above the employee's base pay in the salary range for his/her classification. If the base pay is at the top step, shift differential pay shall be computed at one step above such base pay. Employees shall be paid shift differential for all hours so worked between the hours of 6:00 p.m. and 6:00 a.m.

Uniform Allowance: Management Law Enforcement personnel who provide their own uniforms and equipment shall receive reimbursement consistent with the reimbursement provided to represented law enforcement employees.

The Information Technology Manager may receive a differential of 5.7% of his/her salary in addition to all other compensation. Only one employee at a time may be so assigned.

Sheriff's Lieutenant in charge of the Office of Emergency Services and Homeland Security shall receive premium pay at the rate of 7.5% of base in addition to all other compensation. Only one Lieutenant may be assigned to any one of the four areas at one time.

Sheriff Lieutenants assigned to supervise Sergeants that are designated as detectives shall receive a premium pay at the rate of 5% of his/her salary, in addition to all other compensation.

#### Miscellaneous

On-call for Management Personnel: Management personnel shall be paid \$2.00 per hour for each hour they are required by the Department Head to be in an on-call status. On-call pay shall be authorized based on the following criteria:

- Federal and/or state regulations require a management employee to be on-call, or
- The department mission necessitates a manager to be on-call as determined by the Department Head

and

- The manager is required to be available to be reached by phone or pager, and
- The manager must respond to phone/pager contact within 3 minutes when called

and

The manager cannot receive on-call when:

- using vacation, sick leave or other paid or unpaid leave
- working
- on meal break

Such designation is subject to the approval of the County Manager.

Management employees who practice law: In January of each year, the County shall pay actual cost of membership in the California State Bar Association on behalf of each employee on the payroll on January 15

In July of each year, the County shall pay the actual cost of membership in the San Mateo County Bar Association on behalf of each employee of the County Counsel's Office on the Payroll on July 15.

**SECTION 2.** This resolution is effective on **November 1, 2010** unless otherwise specified.

## Management

**Salaries: 11/01/2010**

| Class Code | Class Title                | Range    | A          | B          | C          | D          | E          |
|------------|----------------------------|----------|------------|------------|------------|------------|------------|
| D045       | ADMIN SERVICES MGR I       | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| D027       | ADMIN SERVICES MGR II      | \$61.58  | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40 |
| B242       | ADMIN SRVCS MANAGER I-U    | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| D002       | AIRPORT MANAGER            | \$55.86  | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| A010       | ASSESSOR-CO CLK-REC-ELCTV  | \$82.69  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$6,615.20 |
| D149       | ASSISTANT CONTROLLER       | \$74.86  | \$4,791.20 | \$5,065.60 | \$5,356.80 | \$5,664.00 | \$5,988.80 |
| B203       | ASSISTANT COUNTY COUNSL-U  | \$105.08 | \$6,724.80 | \$7,111.20 | \$7,519.20 | \$7,950.40 | \$8,406.40 |
| B201       | ASSISTANT COUNTY MGR-U     | \$111.76 | \$7,152.80 | \$7,563.20 | \$7,996.80 | \$8,456.00 | \$8,940.80 |
| D104       | ASSISTANT DIR HUMAN RESRC  | \$74.87  | \$4,792.00 | \$5,066.40 | \$5,357.60 | \$5,664.80 | \$5,989.60 |
| D082       | ASSISTANT DIR LIB SVCS     | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00 |
| D056       | ASSISTANT DIR OF BEHAV HL  | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00 |
| D195       | ASSISTANT DIR PH LAB       | \$45.96  | \$2,941.60 | \$3,110.40 | \$3,288.80 | \$3,477.60 | \$3,676.80 |
| D161       | ASSISTANT DIR PROB SVCS    | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00 |
| B209       | ASSISTANT DISTRICT ATTY-U  | \$105.08 | \$6,724.80 | \$7,111.20 | \$7,519.20 | \$7,950.40 | \$8,406.40 |
| D076       | ASSISTANT EXEC OFFICER     | \$78.60  | \$5,030.40 | \$5,319.20 | \$5,624.00 | \$5,947.20 | \$6,288.00 |
| B245       | ASSISTANT SHERIFF-U        | \$78.60  | \$5,030.40 | \$5,319.20 | \$5,624.00 | \$5,947.20 | \$6,288.00 |
| D084       | ASSISTANT TAX COLLECTOR    | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D085       | ASSISTANT TREASURER        | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00 |
| D048       | ASST BUILDING INSPECTOR M  | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| B179       | ASST PUB HLT LAB DIR-U     | \$45.96  | \$2,941.60 | \$3,110.40 | \$3,288.80 | \$3,477.60 | \$3,676.80 |
| D030       | BUDGET DIRECTOR            | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00 |
| D043       | BUILDING INSPECTOR MGR     | \$58.66  | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D171       | C/CAG & SPECIAL PROJ MGR   | \$58.66  | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D174       | CHEF MANAGER               | \$37.81  | \$2,420.00 | \$2,558.40 | \$2,705.60 | \$2,860.80 | \$3,024.80 |
| B215       | CHIEF DEP COR - U          | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| B212       | CHIEF DEPUTY CNTY CNL-U    | \$95.53  | \$6,113.60 | \$6,464.80 | \$6,835.20 | \$7,228.00 | \$7,642.40 |
| B213       | CHIEF DEPUTY DIST ATTY-U   | \$95.53  | \$6,113.60 | \$6,464.80 | \$6,835.20 | \$7,228.00 | \$7,642.40 |
| B250       | CHIEF EXEC OFFCR, SAMCERA  | \$100.30 | \$6,419.20 | \$6,787.20 | \$7,176.80 | \$7,588.80 | \$8,024.00 |
| B285       | CHIEF EXEC OFFCR, MD CTR-U | \$122.68 | \$7,851.20 | \$8,301.60 | \$8,778.40 | \$9,281.60 | \$9,814.40 |
| D210       | CHIEF FIN OFFCR- SMMC      | \$74.87  | \$4,792.00 | \$5,066.40 | \$5,357.60 | \$5,664.80 | \$5,989.60 |
| D059       | CHIEF FINANCIAL OFFCR-HS   | \$78.60  | \$5,030.40 | \$5,319.20 | \$5,624.00 | \$5,947.20 | \$6,288.00 |
| B243       | CHIEF INSPECTOR            | \$73.65  | \$4,713.60 | \$4,984.00 | \$5,269.60 | \$5,572.00 | \$5,892.00 |

## Management

**Salaries: 11/01/2010**

| Class Code | Class Title               | Range    | A          | B          | C          | D          | E           |
|------------|---------------------------|----------|------------|------------|------------|------------|-------------|
| D078       | CHIEF INVST OFFICER       | \$88.27  | \$5,649.60 | \$5,973.60 | \$6,316.00 | \$6,678.40 | \$7,061.60  |
| B241       | CHIEF LEG AIDE-U          | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60  |
| D215       | CHIEF MED OFFCR           | \$105.33 | \$6,740.80 | \$7,128.00 | \$7,536.80 | \$7,969.60 | \$8,426.40  |
| B284       | CHIEF OF THE HLTH SYS     | \$128.82 | \$8,244.80 | \$8,717.60 | \$9,217.60 | \$9,746.40 | \$10,305.60 |
| D211       | CHIEF OPER OFFCR, SMMC    | \$105.33 | \$6,740.80 | \$7,128.00 | \$7,536.80 | \$7,969.60 | \$8,426.40  |
| D066       | CHILD SUPPORT SERVCS MGR  | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00  |
| D086       | CLINICAL SRVC MGR-INFMTCS | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00  |
| D055       | CLINICAL SVC MGR II-MH    | \$58.66  | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80  |
| B260       | CLINICAL SVC MGR II-MH-U  | \$58.66  | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80  |
| D154       | CLINICAL SVC MGR II-NURS  | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60  |
| D054       | CLINICAL SVC MGR I-MH     | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60  |
| D144       | CLINICAL SVC MGR I-NURS   | \$55.86  | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80  |
| D156       | CLINICAL SVC MGR-DIAG IMG | \$58.66  | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80  |
| D159       | CLINICAL SVC MGR-LAB      | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00  |
| D187       | CLINICAL SVC MGR-NUTRTN   | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00  |
| D158       | CLINICAL SVC MGR-PHARMCY  | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00  |
| D087       | CLINICAL SVC MGR-REHAB    | \$53.20  | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00  |
| D034       | CLINICAL SVC MGR-RESP THR | \$43.76  | \$2,800.80 | \$2,961.60 | \$3,131.20 | \$3,311.20 | \$3,500.80  |
| D036       | CLINICS MANAGER           | \$55.86  | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80  |
| D065       | COMCTN DISPATCH MANAGER   | \$58.66  | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80  |
| D062       | COMCTN PROGRAM SVCS MGR   | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60  |
| A012       | CONTROLLER-ELECTIVE       | \$78.85  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$6,308.00  |
| A014       | CORONER-ELECTIVE          | \$61.78  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$4,942.40  |
| B204       | COUNTY COUNSEL-U          | \$117.29 | \$7,506.40 | \$7,937.60 | \$8,392.80 | \$8,874.40 | \$9,383.20  |
| D150       | COUNTY HEALTH OFFICER     | \$105.33 | \$6,740.80 | \$7,128.00 | \$7,536.80 | \$7,969.60 | \$8,426.40  |
| D003       | COUNTY MANAGER OFFICE MGR | \$41.68  | \$2,667.20 | \$2,820.80 | \$2,982.40 | \$3,153.60 | \$3,334.40  |
| B207       | COUNTY MANAGER-U          | \$129.92 | \$0.00     | \$0.00     | \$9,296.00 | \$9,829.60 | \$10,393.60 |
| D093       | CUSTODIAL SERVICES MGR    | \$37.81  | \$2,420.00 | \$2,558.40 | \$2,705.60 | \$2,860.80 | \$3,024.80  |
| D044       | DCSS ADMIN DIV MGR        | \$53.20  | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00  |
| D145       | DENTAL PROGRAM MGR        | \$80.21  | \$5,133.60 | \$5,428.00 | \$5,739.20 | \$6,068.80 | \$6,416.80  |
| D212       | DEP DIR ACUTE BEH HEALTH  | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00  |
| D216       | DEP DIR CLIN ANC          | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00  |

## Management

**Salaries: 11/01/2010**

| Class Code | Class Title               | Range   | A          | B          | C          | D          | E          |
|------------|---------------------------|---------|------------|------------|------------|------------|------------|
| D225       | DEP DIR OF AMB SVCS       | \$64.67 | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D219       | DEP DIR SUPP & COMPLIANCE | \$55.86 | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| D017       | DEPT BUSINESS SYS MGR     | \$45.96 | \$2,941.60 | \$3,110.40 | \$3,288.80 | \$3,477.60 | \$3,676.80 |
| D095       | DEPUTY ASSESSOR-CLK REC   | \$67.90 | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00 |
| B264       | DEPUTY ASSESSOR-CLK REC-U | \$61.58 | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40 |
| D204       | DEPUTY CNTY CLK-REC       | \$50.67 | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| D025       | DEPUTY CNTY MANAGER       | \$95.53 | \$6,113.60 | \$6,464.80 | \$6,835.20 | \$7,228.00 | \$7,642.40 |
| D103       | DEPUTY CONTROLLER         | \$64.67 | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| B205       | DEPUTY CONTROLLER-U       | \$64.67 | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D038       | DEPUTY DIR ADMIN/AIRPTS   | \$64.67 | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D220       | DEPUTY DIR AG SRVCS       | \$43.76 | \$2,800.80 | \$2,961.60 | \$3,131.20 | \$3,311.20 | \$3,500.80 |
| B300       | DEPUTY DIR AUTOMATION SVC | \$55.86 | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| D068       | DEPUTY DIR HEALTH SVCS    | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D113       | DEPUTY DIR INFORMATION SV | \$71.30 | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00 |
| D214       | DEPUTY DIR INPT SRVCS     | \$78.59 | \$5,029.60 | \$5,318.40 | \$5,623.20 | \$5,946.40 | \$6,287.20 |
| D217       | DEPUTY DIR OF ACUTE INPT  | \$74.87 | \$4,792.00 | \$5,066.40 | \$5,357.60 | \$5,664.80 | \$5,989.60 |
| D218       | DEPUTY DIR OF ADMIN SVCS  | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D057       | DEPUTY DIR OF BEHAV HLTH  | \$64.65 | \$4,137.60 | \$4,375.20 | \$4,625.60 | \$4,891.20 | \$5,172.00 |
| D222       | DEPUTY DIR OF CHLD SUP SV | \$67.90 | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00 |
| D011       | DEPUTY DIR PROBATION ADM  | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D164       | DEPUTY DIR PROBATION SVCS | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D029       | DEPUTY DIR SHERIFF AD SVC | \$60.37 | \$3,864.00 | \$4,085.60 | \$4,320.00 | \$4,567.20 | \$4,829.60 |
| B216       | DEPUTY DIRECTOR C/CAG-U   | \$71.14 | \$4,552.80 | \$4,814.40 | \$5,090.40 | \$5,382.40 | \$5,691.20 |
| D028       | DEPUTY DIRECTOR COMM DEV  | \$64.67 | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D006       | DEPUTY DIRECTOR DPW       | \$74.87 | \$4,792.00 | \$5,066.40 | \$5,357.60 | \$5,664.80 | \$5,989.60 |
| D213       | DEPUTY DIRECTOR HOUSING   | \$67.90 | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00 |
| D037       | DEPUTY DIRECTOR OF HSA    | \$64.67 | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D010       | DEPUTY HEALTH OFFICER     | \$90.99 | \$5,823.20 | \$6,157.60 | \$6,510.40 | \$6,884.00 | \$7,279.20 |
| D143       | DEPUTY TAX CLLCTR-TRSR    | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| B272       | DEPUTY TAX CLLCTR-TRSR-U  | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D173       | DEVELOP REVIEW SVCS MGR   | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D014       | DIR AGING & ADULT SVCS    | \$71.30 | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00 |



## Management

**Salaries: 11/01/2010**

| Class Code | Class Title               | Range    | A          | B          | C          | D          | E           |
|------------|---------------------------|----------|------------|------------|------------|------------|-------------|
| D146       | DIR AGRICULTURAL SVCS     | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00  |
| D032       | DIR BEHAV HLTH & RECOVERY | \$90.99  | \$5,823.20 | \$6,157.60 | \$6,510.40 | \$6,884.00 | \$7,279.20  |
| D020       | DIR CHILD/FAMILY SVCS     | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00  |
| D013       | DIR CORRECTIONAL HEALTH S | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60  |
| D018       | DIR ECON DEV & REAL PROP  | \$61.58  | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40  |
| D015       | DIR FAMILY HEALTH SCVS    | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00  |
| D070       | DIR FOOD/NUTRITION SVC    | \$53.20  | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00  |
| D021       | DIR HOUSING & COMM SVC    | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00  |
| B224       | DIR HUMAN SVCS AGENCY-U   | \$95.53  | \$6,113.60 | \$6,464.80 | \$6,835.20 | \$7,228.00 | \$7,642.40  |
| B233       | DIR INFORMATION SRVCS-U   | \$95.53  | \$6,113.60 | \$6,464.80 | \$6,835.20 | \$7,228.00 | \$7,642.40  |
| D147       | DIR LIBRARY SERVICES      | \$82.53  | \$5,281.60 | \$5,584.80 | \$5,905.60 | \$6,244.00 | \$6,602.40  |
| D100       | DIR MENTAL HEALTH         | \$86.65  | \$5,545.60 | \$5,864.00 | \$6,200.00 | \$6,556.00 | \$6,932.00  |
| B240       | DIR OF CHLD SUPP SVCS-U   | \$86.65  | \$5,545.60 | \$5,864.00 | \$6,200.00 | \$6,556.00 | \$6,932.00  |
| D108       | DIR OF COMM HEALTH SVCS   | \$78.60  | \$5,030.40 | \$5,319.20 | \$5,624.00 | \$5,947.20 | \$6,288.00  |
| B226       | DIR OF HEALTH DEPT        | \$119.60 | \$7,654.40 | \$8,093.60 | \$8,557.60 | \$9,048.80 | \$9,568.00  |
| D071       | DIR OF PAY & PROV CONTRAC | \$61.58  | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40  |
| D132       | DIR OF PROGRAM SUPPORT    | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00  |
| D148       | DIR PARKS & RECREATION    | \$82.53  | \$5,281.60 | \$5,584.80 | \$5,905.60 | \$6,244.00 | \$6,602.40  |
| D016       | DIR POLICY & PLANNING     | \$61.58  | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40  |
| D022       | DIR PREV/EARLY INTRV SCVS | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00  |
| B214       | DIR PROBATION SERVICES-U  | \$78.60  | \$5,030.40 | \$5,319.20 | \$5,624.00 | \$5,947.20 | \$6,288.00  |
| D129       | DIR PUBLIC HEALTH PRGMS   | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00  |
| B229       | DIR PUBLIC WORKS-U        | \$95.53  | \$6,113.60 | \$6,464.80 | \$6,835.20 | \$7,228.00 | \$7,642.40  |
| D019       | DIR SELF SUFFICIENCY SVCS | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00  |
| D024       | DIR SUB ABUSE & SHLTR SVC | \$71.30  | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00  |
| D081       | DIRECTOR OF COMM DEVLPMNT | \$78.60  | \$5,030.40 | \$5,319.20 | \$5,624.00 | \$5,947.20 | \$6,288.00  |
| D128       | DIRECTOR OF ENV HLTH SERV | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00  |
| B310       | DIRECTOR OF HOUSING       | \$78.60  | \$5,030.40 | \$5,319.20 | \$5,624.00 | \$5,947.20 | \$6,288.00  |
| B210       | DIRECTOR OF HUMAN RESOURC | \$86.65  | \$5,545.60 | \$5,864.00 | \$6,200.00 | \$6,556.00 | \$6,932.00  |
| D042       | DIRECTOR OF MAT MANAGEMEN | \$53.20  | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00  |
| A018       | DISTRICT ATTORNEY-ELECTV  | \$126.96 | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$10,156.80 |
| D106       | EMPL RELATIONS MGR        | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60  |

## Management

**Salaries: 11/01/2010**

| Class Code | Class Title               | Range    | A          | B          | C          | D          | E          |
|------------|---------------------------|----------|------------|------------|------------|------------|------------|
| D035       | EMS ADMINISTRATOR         | \$58.66  | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| B230       | ENERGY PROG MGR-U         | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| D046       | ENERGY PROGRAM MGR        | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| D224       | EXEC AIDE                 | \$37.03  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$2,962.40 |
| B320       | EXEC DIR HPSM-U           | \$115.58 | \$7,396.80 | \$7,821.60 | \$8,270.40 | \$8,744.80 | \$9,246.40 |
| B247       | EXEC DIR, FIRST 5 SMC-U   | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D039       | FACILITIES SERVICES MGR   | \$55.86  | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| D060       | FINANCIAL SVCS MGR I      | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D151       | FINANCIAL SVCS MGR II     | \$55.86  | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| B235       | FINANCIAL SVCS MGR I-U    | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D175       | FOOD SERVICE UNIT MGR     | \$31.11  | \$1,991.20 | \$2,105.60 | \$2,226.40 | \$2,353.60 | \$2,488.80 |
| D166       | HARBORMASTER              | \$41.68  | \$2,667.20 | \$2,820.80 | \$2,982.40 | \$3,153.60 | \$3,334.40 |
| D223       | HEALTH DIR OF ADMIN       | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D221       | HEALTH DIR OF FINANCE     | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D023       | HEALTH SVCS MANAGER I     | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D033       | HEALTH SVCS MANAGER II    | \$55.86  | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| B237       | HEALTH SVCS MANAGER I-U   | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D067       | HLTH SYS DIR OF STRGIC OP | \$67.90  | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00 |
| D094       | HOUSING PROGRAM MANAGER   | \$55.86  | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| D049       | HR PROGRAM MANAGER I      | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D050       | HR PROGRAM MANAGER II     | \$53.20  | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00 |
| D130       | HSA DIRECTOR OF FINANCE   | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D120       | HUMAN RESOURCES MGR,SMC   | \$50.67  | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| D092       | HUMAN SVCS DEP DIR OF FIN | \$61.58  | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40 |
| D111       | HUMAN SVCS DIR AUTOMATION | \$64.67  | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D090       | HUMAN SVCS MANAGER I      | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D091       | HUMAN SVCS MANAGER II     | \$55.86  | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| B238       | HUMAN SVCS MANAGER I-U    | \$48.25  | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D110       | INFO TECHNOLOGY MGR       | \$53.20  | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00 |
| B275       | INFO TECHNOLOGY MGR-U     | \$53.20  | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00 |
| D165       | INSTITUTION SVCS MANAGER  | \$41.68  | \$2,667.20 | \$2,820.80 | \$2,982.40 | \$3,153.60 | \$3,334.40 |
| A038       | JUDGE MUNI COURT-ELECTV   | \$99.99  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$7,999.20 |

## Management

**Salaries: 11/01/2010**

| Class Code | Class Title               | Range   | A          | B          | C          | D          | E          |
|------------|---------------------------|---------|------------|------------|------------|------------|------------|
| A026       | JUDGE SUP COURT-ELECTV    | \$4.57  | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$365.60   |
| D196       | LABORATORY DIRECTOR       | \$61.58 | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40 |
| D135       | LEGAL OFFICE SERV MGR I   | \$39.70 | \$2,540.80 | \$2,686.40 | \$2,840.80 | \$3,004.00 | \$3,176.00 |
| D152       | LEGAL OFFICE SERV MGR II  | \$41.68 | \$2,667.20 | \$2,820.80 | \$2,982.40 | \$3,153.60 | \$3,334.40 |
| B239       | LEGISLATIVE AIDE-U        | \$37.81 | \$2,420.00 | \$2,558.40 | \$2,705.60 | \$2,860.80 | \$3,024.80 |
| D188       | LIBRARY BRANCH MGR I      | \$39.70 | \$2,540.80 | \$2,686.40 | \$2,840.80 | \$3,004.00 | \$3,176.00 |
| D189       | LIBRARY BRANCH MGR II     | \$45.96 | \$2,941.60 | \$3,110.40 | \$3,288.80 | \$3,477.60 | \$3,676.80 |
| D061       | LIBRARY SERVICES MANAGER  | \$53.20 | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00 |
| D172       | LONG RNG PLNNG SVCS MGR   | \$61.58 | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40 |
| D184       | MANAGEMENT ANALYST I      | \$32.66 | \$2,090.40 | \$2,210.40 | \$2,336.80 | \$2,471.20 | \$2,612.80 |
| D182       | MANAGEMENT ANALYST II     | \$37.81 | \$2,420.00 | \$2,558.40 | \$2,705.60 | \$2,860.80 | \$3,024.80 |
| D181       | MANAGEMENT ANALYST III    | \$43.76 | \$2,800.80 | \$2,961.60 | \$3,131.20 | \$3,311.20 | \$3,500.80 |
| B221       | MANAGEMENT ANALYST III-U  | \$43.76 | \$2,800.80 | \$2,961.60 | \$3,131.20 | \$3,311.20 | \$3,500.80 |
| B220       | MANAGEMENT ANALYST II-U   | \$37.81 | \$2,420.00 | \$2,558.40 | \$2,705.60 | \$2,860.80 | \$3,024.80 |
| B219       | MANAGEMENT ANALYST I-U    | \$32.66 | \$2,090.40 | \$2,210.40 | \$2,336.80 | \$2,471.20 | \$2,612.80 |
| D155       | MEDICAL PROGRAM MANAGER   | \$95.53 | \$6,113.60 | \$6,464.80 | \$6,835.20 | \$7,228.00 | \$7,642.40 |
| D157       | MEDICAL RECORDS MANAGER   | \$50.67 | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| B319       | MEDICARE IMPL MGR OF HPSM | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D053       | MENTAL HLTH OFFICE MGR    | \$39.70 | \$2,540.80 | \$2,686.40 | \$2,840.80 | \$3,004.00 | \$3,176.00 |
| D047       | NORTHERN REGIONAL DIRECTO | \$71.30 | \$4,563.20 | \$4,824.80 | \$5,101.60 | \$5,394.40 | \$5,704.00 |
| D153       | OFFICE SERVICES MGR       | \$37.81 | \$2,420.00 | \$2,558.40 | \$2,705.60 | \$2,860.80 | \$3,024.80 |
| D177       | OFFICE SERVICES MGR,DA    | \$48.25 | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D001       | PARK SUPERINTENDANT       | \$61.58 | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40 |
| D040       | PATIENT SERVICES OFF MGR  | \$50.67 | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| D167       | PBM PROGRAM MANAGER       | \$67.90 | \$4,345.60 | \$4,595.20 | \$4,858.40 | \$5,137.60 | \$5,432.00 |
| D058       | PRINCIPAL CIVIL ENGINEER  | \$64.67 | \$4,139.20 | \$4,376.00 | \$4,627.20 | \$4,892.80 | \$5,173.60 |
| D180       | PRINCIPAL MGT ANALYST     | \$61.58 | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40 |
| D163       | PROBATION SVCS MGR I      | \$45.96 | \$2,941.60 | \$3,110.40 | \$3,288.80 | \$3,477.60 | \$3,676.80 |
| D162       | PROBATION SVCS MGR II     | \$53.20 | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00 |
| D052       | PROGRAM COORDINATOR       | \$37.81 | \$2,420.00 | \$2,558.40 | \$2,705.60 | \$2,860.80 | \$3,024.80 |
| D131       | PROGRAM SERVICES MGR I    | \$43.76 | \$2,800.80 | \$2,961.60 | \$3,131.20 | \$3,311.20 | \$3,500.80 |
| D088       | PROGRAM SERVICES MGR II   | \$50.67 | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |

## Management

**Salaries: 11/01/2010**

| Class Code | Class Title               | Range   | A          | B          | C          | D          | E          |
|------------|---------------------------|---------|------------|------------|------------|------------|------------|
| B271       | PROGRAM SVCS MGR II-U     | \$50.67 | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| D115       | PROJECT MANAGER           | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| B274       | PROJECT MANAGER-U         | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D051       | QUALTY ASSURE MGR         | \$55.86 | \$3,575.20 | \$3,780.00 | \$3,996.80 | \$4,226.40 | \$4,468.80 |
| D176       | REAL PROPERTY SVCS MGR    | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D008       | RESOURCE CONSERV PR MGR   | \$48.25 | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| B290       | RESOURCE CONSERV PR MGR-U | \$48.25 | \$3,088.00 | \$3,264.80 | \$3,452.80 | \$3,650.40 | \$3,860.00 |
| D079       | RET CHIEF TECH OFFICER    | \$63.84 | \$4,085.60 | \$4,320.00 | \$4,568.00 | \$4,830.40 | \$5,107.20 |
| D075       | RET FIN OFFICER           | \$53.20 | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00 |
| D077       | RETIREMENT BENEFITS MGR   | \$61.58 | \$3,940.80 | \$4,167.20 | \$4,406.40 | \$4,659.20 | \$4,926.40 |
| D169       | ROAD MAINTENANCE MGR      | \$50.67 | \$3,243.20 | \$3,428.80 | \$3,625.60 | \$3,833.60 | \$4,053.60 |
| N022       | SENR CIVIL ENGINEER       | \$56.86 | \$3,639.20 | \$3,848.00 | \$4,068.80 | \$4,301.60 | \$4,548.80 |
| N009       | SENR ENGINEER             | \$51.71 | \$3,309.60 | \$3,499.20 | \$3,700.00 | \$3,912.00 | \$4,136.80 |
| A024       | SHERIFF-ELECTIVE          | \$96.18 | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$7,694.40 |
| D192       | SHERIFF'S CAPTAIN         | \$73.65 | \$4,713.60 | \$4,984.00 | \$5,269.60 | \$5,572.00 | \$5,892.00 |
| B246       | SHERIFF'S CAPTAIN-U       | \$73.65 | \$4,713.60 | \$4,984.00 | \$5,269.60 | \$5,572.00 | \$5,892.00 |
| D191       | SHERIFF'S LIEUTENANT      | \$63.64 | \$4,072.80 | \$4,306.40 | \$4,553.60 | \$4,815.20 | \$5,091.20 |
| D194       | SHERIFF'S LIEUTENANT-OT   | \$63.64 | \$4,072.80 | \$4,306.40 | \$4,553.60 | \$4,815.20 | \$5,091.20 |
| B269       | SHERIFF'S LIEUTENANT-U    | \$63.64 | \$4,072.80 | \$4,306.40 | \$4,553.60 | \$4,815.20 | \$5,091.20 |
| D160       | SOCIAL SVCS PROG SPEC-MGT | \$41.81 | \$2,676.00 | \$2,829.60 | \$2,992.00 | \$3,163.20 | \$3,344.80 |
| D170       | SR CAPITAL PROJECTS MANAG | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D063       | SUPERVNG COMM DISPATCHER  | \$45.96 | \$2,941.60 | \$3,110.40 | \$3,288.80 | \$3,477.60 | \$3,676.80 |
| A054       | TAX COLLECTR-TREAS-ELECTV | \$72.85 | \$0.00     | \$0.00     | \$0.00     | \$0.00     | \$5,828.00 |
| B211       | TRANSPORT SYS COOR-U      | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D041       | TRANSPORTATION SYST COORD | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| B206       | UNDER SHERIFF-U           | \$82.53 | \$5,281.60 | \$5,584.80 | \$5,905.60 | \$6,244.00 | \$6,602.40 |
| D012       | VEHICLE & EQUIPMENT MGR   | \$53.20 | \$3,404.80 | \$3,600.00 | \$3,806.40 | \$4,024.80 | \$4,256.00 |
| D137       | VICTIM PRGMS SVCS MGR     | \$45.96 | \$2,941.60 | \$3,110.40 | \$3,288.80 | \$3,477.60 | \$3,676.80 |
| D009       | WASTE MGT & ENV SVCS MGR  | \$58.66 | \$3,754.40 | \$3,969.60 | \$4,197.60 | \$4,438.40 | \$4,692.80 |
| D198       | WORKERS COMP COORDINATOR  | \$43.76 | \$2,800.80 | \$2,961.60 | \$3,131.20 | \$3,311.20 | \$3,500.80 |

Regularly passed and adopted this 9<sup>th</sup> day of November, 2010.

*AYES and in favor of said resolution:*

*Supervisors:*

MARK CHURCH

CAROLE GROOM

ROSE JACOBS GIBSON

ADRIENNE J. TISSIER

*NOES and against said resolution:*

*Supervisors:*

NONE

*Absent Supervisors:*

RICHARD S. GORDON

carole groom

*Vice President, Board of Supervisors  
County of San Mateo  
State of California*

*Certificate of Delivery*

*I certify that a copy of the original resolution filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.*

R. Romero

*Rebecca Romero, Deputy  
Clerk of the Board of Supervisors*

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