

**TENTATIVE AGREEMENT  
BETWEEN SAN MATEO COUNTY  
AND AFSCME LOCAL 829 AND SEIU LOCAL 521  
RE: SUCCESSOR MOU NEGOTIATIONS**

The following document contains the Tentative Agreement between the County of San Mateo (hereinafter called "County") the American Federation of State, County and Municipal Employees (AFSCME) Local 829, and the Service Employees International Union (SEIU) Local 521 ("hereinafter called "Unions") on wages, hours and terms and conditions of employment. The salaries, hours, fringe benefits and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the Unions, and will apply to all employees covered by the Memorandum of Understanding (MOU) between the County and the Unions.

Upon ratification and approval, this Agreement will amend the 2016 MOU between the parties.

The amended MOU shall supersede all other Memoranda of Understanding and agreements between the County and the Unions applicable to the Extra Help bargaining units. Language in the MOU between the parties not amended by this Tentative Agreement will remain unchanged. The parties agree that any and all Tentative Agreements are hereby incorporated. Any outstanding proposals not agreed to are hereby withdrawn by the parties.

This Tentative Agreement is subject to ratification by Association membership and approval by the Board of Supervisors of the County of San Mateo.

FOR THE COUNTY

FOR AFSCME

FOR SEIU

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Memorandum of Understanding  
between  
County of San Mateo  
and  
American Federation of State,  
County and Municipal Employees  
(AFSCME)  
Local 829, AFL-CIO  
Service Employees International Union  
(SEIU)  
Local 521

Extra–Help Unit

(Covering Extra-help, Seasonal/Periodic, Relief  
and Limited Term Employees)

October 22, 2019-January 22, 2022

\*\*\*

AFSCME & SEIU  
EXTRA-HELP  
MEMORANDUM OF UNDERSTANDING

Table of Contents [\(TO BE UPDATED\)](#)

Section 1.	Recognition Union .....	3
Section 2.	Union Security .....	3
Section 3.	Union Stewards and Official Representatives .....	3
Section 4.	No Discrimination .....	8
Section 5.	Salaries.....	10
Section 6.	Days and Hours of Work.....	12
Section 7.	Overtime.....	13
Section 8.	Shift Differential .....	14
Section 9.	On-Call Duty.....	14
Section 10.	Mileage Reimbursement Policy.....	16
Section 11.	Seasonal Positions - Right to Return .....	17
Section 12.	Holidays .....	17
Section 13.	Promotional Points.....	18
Section 14.	Credit Upon Hire into a Regular Position .....	18
Section 15.	Voluntary Leaves of Absence Without Pay .....	21
Section 16.	Annual Meeting .....	<b>Error! Bookmark not defined.</b>
Section 17.	Hospitalization and Medical Care.....	22
Section 18.	Retirement Plan.....	26
Section 19.	Reconsideration Process for Separation due to Performance or Conduct Issues.....	27
Section 20.	Grievances .....	28
Section 21.	Loss of Compensation (Non-MOU Complaints) .....	30
Section 22.	Personnel Files.....	31
Section 23.	Training.....	31
Section 24.	Anti-Glare Screens .....	<b>Error! Bookmark not defined.</b>
Section 25.	Contracting/Subcontracting .....	31
Section 26.	Separability of Provisions .....	31
Section 27.	Past Practices and Scope of Agreement.....	32
Section 28.	Term of Agreement .....	32
Section 29.	Extra Help-Term Employees .....	<b>Error! Bookmark not defined.</b>
Section 30.	Bilingual Pay.....	28
Section 31.	Performance Evaluation.....	29
EXHIBIT A.	AFSCME Extra-Help Unit.....	39

EXHIBIT B.	SEIU - Extra-Help Unit.....	80
EXHIBIT C.	Definitions .....	81

## MEMORANDUM OF UNDERSTANDING

Local 829, American Federation of State, County and Municipal Employees, AFL-CIO, Local 521, Service Employees International Union, and representatives of the County of San Mateo have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of extra-help employees in the representation units listed in Section 1, have exchanged freely information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

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

### Section 1. Recognition Union

#### Recognition

Local 829, American Federation of State, County, and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union" or "AFSCME 829", is the recognized employee organization for extra-help in the classifications listed in Exhibit A, as certified by the State Mediation and Conciliation Service in a letter dated July 18, 2005.

Local 521, Service Employees International Union, hereinafter referred to as the "Union" or "SEIU 521", is the recognized employee organization for extra-help in the classifications listed in Exhibit B, as certified by the State Mediation and Conciliation Service in a letter dated July 18, 2005.

### Section 2. Union Security

The Union agrees that it has the duty to provide fair and non-discriminatory representation to all employees in all classes in the units for which this section is applicable regardless of whether they are members of the Union.

#### ~~2.1 — Agency Shop~~

~~All extra-help employees/workers in classifications covered by this MOU, except supervisors as defined in Section 2.4 below, shall as a condition of employment either:~~

- ~~1. Become and remain a member of the Union.~~
- ~~2. Pay to the Union an agency fee in an amount which does not exceed an amount which may be lawfully collected under applicable constitutional, statutory, and case law (e.g., Hudson v. Chicago Teachers Union, Local No. 1, AFL-CIO), which shall be less than the monthly dues paid during the duration of this Memorandum of Understanding, it being understood that it shall be the sole responsibility of the Union to determine an agency fee which meets the above criteria to be determined by the Union in accordance with legal requirements; or~~
- ~~3. Do both of the following:~~
  - ~~a. Present to the Union and the Controller a written declaration that he/she is a member of a bonafide religion, body, or sect which has historically held a conscientious objection to joining or financially supporting any public employee organization as a condition of employment; and~~

- b. ~~Pay a sum equal to the agency fee described above to one of three negotiated non-religious, non-labor, charitable funds that are exempt from taxation under Section 501(c)(3) of the Internal Revenue Code.~~

**For AFSCME**

- ~~I. San Mateo County Health Center Foundation~~
- ~~II. San Mateo County Mental Health Association's Spring Street Shelter for the Homeless Mentally III~~
- ~~III. San Mateo County Service League~~

**For SEIU**

- ~~I. Ronald McDonald~~
  - ~~— East Palo Alto Family YMCA~~
  - ~~— El Concilio of San Mateo County~~
- ~~II. Asian American Residential Recovery~~
- ~~III. [third negotiated fund's name]~~

**2.2 Compliance**

~~If any currently employed extra help employee worker fails to authorize one of the above deductions within 30 calendar days of hire into a classification covered by this MOU, the County shall involuntarily deduct the agency fee from the employee worker's paycheck. The Controller shall determine the timing of such automatic deductions.~~

**2.3 Maintenance of Membership**

~~All extra help employees workers who become members of AFSCME Local 829 or SEIU Local 521 and who tender periodic dues through dues deductions of their San Mateo County biweekly paycheck shall continue to pay dues for the duration of this Memorandum of Understanding and each subsequent Memorandum of Understanding thereafter. For a period of one hundred and ten to ninety (110-90) days prior to the expiration of this Memorandum of Understanding and one hundred and ten to ninety (110-90) days prior to the expiration of any subsequent Memorandum of Understanding, any employee who is a member of AFSCME Local 829 or SEIU Local 521 shall have the right to withdraw from the Union by discontinuing dues deduction. Said withdrawal shall be communicated by the extra help employee worker during that period of time in writing to the County Controller to be delivered by certified mail and must be postmarked during the one hundred and ten to ninety (110-90) day period. An employee who is subsequently employed in a position outside of the units represented by AFSCME Local 829 or SEIU Local 521 shall not be required to continue dues deduction.~~

~~The County shall deliver revocations of membership to the Union on a biweekly basis and include verification that receipt was by certified mail. The Controller shall accept authorization for dues deductions on a biweekly basis.~~

~~In the event that extra help employee workers in a bargaining unit represented by the Union vote to rescind "Agency Shop" the provisions of Section 2.3 shall apply to dues paying members of the Union.~~

**2.4 Supervisory Classifications**

~~For the purpose of this section, a supervisor or supervisory employee shall be an employee who regularly supervises the work of two or more employees and whose work customarily and regularly involves spending more than 50 percent of work time on supervisory, rather than journey person, activity. Supervisors as defined above shall not be subject to the~~

~~provisions of this Section 2.1, Agency Shop, but shall continue to be covered by Section 2.3, Maintenance of Membership.~~

## ~~2.5 — Forfeiture of Deduction~~

~~If, after all other involuntary and insurance premium deductions are made in any pay period, the balance is not sufficient to pay the deduction of Union dues, agency fee, or charity fee required by this Section, no such deduction shall be made for the current pay period.~~

### 2.12.6 Reinstatement

~~The provisions of 2.1 above shall not apply during periods that a~~ An extra-help employee who is separated from the representation unit, ~~but~~ shall be reinstated upon the return of the extra-help employee to the representation unit, including seasonal employees who are separated and return the following season. For the purpose of this Section, the term separation includes transfer out of the representation unit, FMLA leave, workers comp absence and any leave of absence with or without pay.

### 2.22.7 Payroll Deduction

The Union shall have the regular dues of its members within a representation unit deducted from employees' paychecks under procedures prescribed by the County Controller for such deductions. The deduction shall be made only after the Union certifies to the County a list of employees who have authorized such deductions. Where the County receives employee requests to cancel or change deductions, the County will direct employees to the Union. Dues deduction shall be made only upon signed authorization from the extra-help employee upon a form established by Unions and issued by the County, and shall continue: (1) until such authorization is revoked, in writing, by the employee; or (2) until the transfer of the employee to a unit represented by another employee organization. The Human Resources Department and the Controller's Office will work to provide that dues deductions are promptly terminated when an extra-help employee transfers out of union representation through a change in classification or status.

~~Extra-help employees may authorize dues deductions only for the organization certified as the recognized employee organization of the unit to which such extra-help employees are assigned.~~

Extra-help employees may voluntarily elect to have contributions deducted from their paychecks under procedures prescribed by the County Controller for the PEOPLE Fund (AFSCME) and the COPE Fund (SEIU). ~~Such deductions shall be made only upon signed authorization from the extra-help employee and shall continue until such authorization is revoked in writing.~~

### 2.32.8 County Obligations

~~A. Any new extra-help employee hired into a non-supervisory job class or positions covered by this Memorandum of Understanding shall be provided by the County with and shall execute an "Employee Authorization for Payroll Deduction" form selecting one of the following: 1) Union dues; 2) agency fee; or 3) if he/she qualifies, a fee equal to agency fee payable to one of three negotiated charities.~~

B.A. All dues, service fees and PEOPLE/COPE deductions shall be transmitted to AFSCME Local 829 or SEIU Local 521 in an expeditious manner.

C.B. All transmittal checks shall be accompanied by documentation which denotes the extra-help employee's name, social security number (for unit members only) employee's number, amount of deduction (including PEOPLE/COPE) and member or fee payer status.

~~D. The County shall hand out agreed upon Union materials along with the Agency Shop forms.~~

## **~~2.9 Union Obligations~~**

- ~~A. The Union shall provide the County with a copy of the Union's "Hudson procedure" for the determination and protest of its agency fees. The Union shall provide a copy of said "Hudson procedure" to every agency fee payer covered by this Memorandum of Understanding and annually thereafter, and as a condition to any percentage change in the agency fee.~~
- ~~B. Local 829 and Local 521 will supply the County with deduction authorization forms and/or membership applications.~~
- ~~C. Annually, the Union shall provide the Director of Human Resources with copies of the financial report which the Union annually files with the California Employee Relations Board, the United States Department of Labor (Form LM-2), or the Union's balance and operating statement for the prior year. Failure to file such a report within sixty (60) days after the end of its fiscal year shall result in the termination of all agency fee deductions without jeopardy to any extra-help employee, until such report is filed.~~

## **2.4 Forfeiture of Deduction**

If, after all other involuntary and insurance premium deductions are made in any pay period, the balance is not sufficient to pay the deduction of Union dues, agency fee, or charity fee required by this Section, no such deduction shall be made for the current pay period.

## **2.52.10 Hold Harmless**

The Union shall indemnify, defend, and save the County harmless against any and all claims, demands, suits, orders, or judgments, or other forms of liability or damages that arise out of or by reason of this union security Section, or action taken or not taken by the County under this Section. This includes, but is not limited to, the County's attorney's fees and costs.

## **2.62.11 Communications with Extra-Help Employees**

The Union shall be allowed by a County department, in which it represents extra-help employees, use of a designated available bulletin board space for communications having to do with official organization business, ~~such as times and places of meetings provided such use does not interfere with the needs of the department~~. The department involved and/or Human Resources department Employee and Labor Relations will investigate problems that the Union identifies with respect to use of these bulletin boards.

The Union may distribute materials to extra-help employees within the unit it represents through County mail and email distribution channels if approved by Employee and Labor Relations ~~the Director of Human Resources~~. This privilege may be revoked in the event of abuse after Employee and Labor Relations ~~the Director of Human Resources~~ consults with representatives of the Union. The content of any materials distributed to employees shall not relate to political activity or violate existing County policies. Employees shall not prepare Union-related emails during County work time without first obtaining approved release time.

Any representative of the Union shall give notice to ~~the extra-help employee's department head~~ Employee and Labor Relations at least twenty-four (24) hours in advance when contacting departmental extra-help during the duty period of extra-help employee, provided that solicitation for membership or other internal employee organization business shall

be conducted only during the non-duty hours of all employees concerned. Pre-arrangement for routine contact may be made by agreement between the Union and the department head and when made shall continue until revoked.

### **~~2.72-12~~ Use of County Buildings**

County buildings and other facilities may be made available for use by County extra-help employees or the Union or its representatives in accordance with such administrative procedures as may be established by the County Manager or department heads concerned.

### **~~2.82-13~~ Advance Notice**

Except in cases of emergency as provided below in this subsection, the Union, if affected, shall be given reasonable advance written notice of any ordinance, resolution, any new or permanent or temporary change to a County policy, rule or regulation directly relating to matters within the scope of representation proposed to be adopted by the County, and shall be given the opportunity to meet with the appropriate management representatives prior to adoption.

In cases of emergency when the foregoing procedure is not practical or in the best public interest, the County may adopt or put into practice immediately such measures as are required. At the earliest practicable date thereafter the Union shall be provided with the notice described in the preceding paragraph and be given an opportunity to meet with the appropriate management representatives.

### **~~2.14 — New Employee Notification~~**

~~When a person is hired in any extra-help classification represented by the Union, the Department Payroll Clerk shall present that person with an approved packet of information which has been supplied by the Union.~~

### **2.9 New Employee Orientation**

The County and the Unions shall continue to work on best practices to ensure labor access to new employees for the purpose of educating them on their representation opportunities. Toward that goal, the County shall administer an opportunity for the Union to meet with new employees as follow:

All new employees are encouraged to attend the first new employee benefits orientation following the commencement of their employment. New Employee Benefits Orientation is scheduled for every other Monday, and the Unions will have up to thirty (30) minutes at the end of each session to provide information regarding its organization to its represented employees and members.

For employees who do not attend a benefits orientation within the first month of their employment, the Union may schedule, at the supervisor's discretion, up to thirty (30) minutes with each employee to meet directly with them to provide information. Release Time requested for this activity will be reviewed and approved by Employee & Labor Relations under normal Release Time processes.

### **~~2.102-15~~ Employee Roster**

The County shall include extra-help employees on lists which provide information regarding additions and deletions to the Union's bargaining units, as well as which extra-help employees were having Union dues withheld from their pay checks as of the date the roster was prepared.

The County shall supply to the Union on a biweekly electronic and sortable data processing run of the names, classifications, work locations, work, home, and personal cellular telephone numbers on file with the County, personal email addresses on file with the County, and home addresses on file with the County of all employees in the units

~~represented by the Union. basis a listing of extra-help employees and their length of service, grouped by department.~~ For extra-help employees hired sixty (60) days following the adoption of this Agreement, hours listed will include only hours worked in an extra-help, rather than regular, capacity, except for persons who fluctuate between regular and extra-help status during the course of their County employment. The County shall notify the Union of extra-help employees who are on a ~~an unpaid leave of absence~~ status in excess of ~~twenty-eight (28)~~ days.

Such lists shall be supplied without cost to the Union, provided that Union-requested changes to the report will be charged to the Union.

### **2.11 Third Party Notification**

~~The County acknowledges the Unions' standing information request for notification in the event the County receives a Public Records Act request for bargaining unit contact information. The County will notify the applicable Union of any such requests that are submitted to Human Resources.~~

## **Section 3. Union Stewards and Official Representatives**

~~The County and Unions agree that professional, productive, and positive labor relations can be accomplished when Union and County representatives work together to support the services we provide to the public. To support this philosophy, the parties have agreed to the provisions regarding attendance at meetings and handling of meetings. Paid release time is intended to support the collaboration and cooperative spirit of labor relations by ensuring that Union members have access to resources designed to help support their continued success as public employees and that Union leads have an opportunity to work together to support the success of their members.~~

### **3.1 Attendance at Meetings**

Extra-help employees who are official representatives or Stewards of the Union shall be given reasonable time off with pay, ~~including reasonable travel time,~~ during attendance at a formal meet and confer session, consultation with management representatives on matters within the scope of representation, or being present at hearings where matters within the scope of representation are being considered, to testify or appear as the designated representative of the Union in settlement conferences, hearing, or other proceedings before PERB, in matters relating to an unfair practice charge, or to testify or appear as the designated representative of the Union in matters before the Civil Service Commission, when the time spent coincides with their pre-scheduled work day/shift. The use of official time for this purpose shall be reasonable and shall not interfere with the performance of County services as determined by the County. Such representatives or stewards shall submit written requests for excused absences to ~~the Employee and Labor Relations Director of Human Resources~~ at least two (2) working days prior to the scheduled meeting whenever possible.

Except by agreement with ~~the Director of Human Resources~~ Employee and Labor Relations, the number of extra-help employees excused for such purposes shall not exceed one (1) per Union, ~~or four (4) per Union for formal negotiations on successor MOU's.~~

### **3.2 Successor MOU Negotiations**

~~Extra-help employees who are official representatives or Stewards of the Union shall be given reasonable time off with pay, including reasonable travel time, during attendance for formal contract negotiations on successor MOU's. The number of extra-help employees excused for such purposes shall not exceed four (4) per Union.~~

Paid release time for formal negotiations shall not be provided for stewards who are not extra-help to represent extra-help employees, other than (a) a maximum of one regular employee from each Union, and (b) a representative or steward who moves from extra-help to regular status during a given set of negotiations shall continue to be provided paid release time for those negotiations.

If any extra-help employee's request for excused absence is not approved, such disapproval shall be subject to appeal to the County Manager/Human Resources Director whose decision shall be final.

The Union shall be allowed up to 35 hours of unpaid release time per calendar year for official representatives and stewards to conduct necessary internal union business. Requests for time shall be made to the extra-help employee's department head at least fourteen (14) days in advance.

Extra-help shop stewards working P.M. shifts shall be provided with two (2) hours of unpaid release time each month to attend Steward Council Meetings, not to exceed four (4) times per year. It is acknowledged that San Mateo Medical Center ~~a~~Administration will attempt to provide such release time, but that each instance must be considered on a case-by-case basis and the County shall not unreasonably deny requests.

Any denial of requested time off may be appealed to the Director of Human Resources, whose decision shall be final.

All approved release time will be coded appropriately on the employee's timecard using pay code 010. Paid release time is authorized for the following activities:

- Posting Union Notices in County designated/authorized locations;
- Transmitting communications authorized by the Local Union or its Officers to the County or their representative;
- Attending Labor-Management meetings;
- Meetings with County management concerning the enforcement of any provision of this Agreement or matters within scope of representation;
- Investigating and processing grievances;
- ~~(1)~~• Attending Union meetings.

Paid release time is not authorized to be used for:

- Distributing political information or advocating support for political candidates, ballot initiatives, or other legislation;
- Conducting membership drives or soliciting membership from other County employees or applicants;
- Any activity that is precluded by law or County policy as a conflict of interest, or that may be perceived as a conflict of interest based on the employment of the individual by the County;
- Any political activity, that is prohibited by law or County policy, of public employees during the course and scope of their employment;
- Personal use of County paid release time on non-Union or labor relations matters.

### **3.32 Handling of Grievances**

The Union shall designate a reasonable number of extra-help Stewards to assist in resolving grievances. The designation will depend on such circumstances as geographical locations, hours of employment, and departmental organizational structure. The Union shall notify the Director of Human Resources in writing of the individuals so designated. Alternates

may be designated to perform steward functions only during the absence or unavailability of the stewards except by mutual agreement of the parties.

Extra-help stewards may be relieved from their assigned work duties by their supervisors to investigate and process grievances initiated by other extra-help employees within the same ~~work area or~~ representation unit. Requests for release time shall not be denied unreasonably. Extra-help stewards shall promptly report to the Union any grievances which may arise and cannot be adjusted on the job. Supervisory extra-help employees shall not represent non-supervisory extra-help employees in a grievance procedure where such activity might result in a conflict of interest. ~~Neither an extra-help steward nor the Union shall order any changes, and no change shall be made except with the consent of the appropriate department heads.~~ If an extra-help steward is relieved from ~~his/her~~their duties to investigate and process a grievance, other stewards shall not be released for that grievance.

Whenever an extra-help employee is required to meet with a supervisor and the extra-help employee reasonably anticipates that such meeting will involve questioning leading to disciplinary action, ~~he/she~~they shall be entitled to have a steward present if ~~he/she~~they so requests. Only one (1) steward may attend such meetings. It is not the intention of this provision to allow the presence of a steward during the initial discussion(s) of an extra-help employee's performance evaluation.

## Section 4. No Discrimination

~~There shall be no discrimination because of race, creed, color, national origin, sex, sexual orientation, age, or any other classification protected by law, or legitimate union activities against any extra-help employee or applicant for employment by the Union or by the County or by anyone employed by the County; and to the extent prohibited by applicable state and federal law, there shall be no discrimination against any disabled person solely because of such disability unless that disability prevents the person from performing the essential duties of the position.~~

There shall be no discrimination because of sex, pregnancy, childbirth, breastfeeding or related medical conditions, race, veteran status, religion (including religious dress), color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, gender (including gender identity and gender expression), sexual orientation, use of family medical leave, genetic testing, or any other basis protected by federal or state law or County Ordinance, or legitimate union activities against any extra-help employee (including limited term) or applicant for employment by the Union or by the County or by anyone employed by the County; and to the extent prohibited by applicable state and federal law, there shall be no discrimination against any disabled person solely because of such disability unless that disability prevents the person from adequately performing the essential duties of the position.

## Section 5. Salaries

### 5.1 Salary Ranges

~~The salary ranges for all extra-help in the aforementioned representation units will be as set forth in the Exhibits which are attached hereto and made a part hereof.~~

The rates of pay set forth in the Exhibits represent for each classification the standard hourly rate of pay as of May 19, 2019. Salary adjustments for extra-help shall occur at the time and in the same percentage of general salary and equity adjustments for parallel regular classifications. Salary adjustments for extra-help in classifications for which there is no

parallel regular classification shall occur at the time and in the same percentage of the general salary adjustments. ~~Any salary adjustments made subsequent to November 10, 2013 shall be reflected in addendums to the Exhibits in this Memorandum of Understanding. As reflected in the Exhibits, salaries shall be adjusted as follows: the first full pay period upon ratification and approval, there shall be a three percent (3%) increase.~~

The rates of pay set forth in the Exhibits represent the total compensation due extra-help, except for overtime compensation and other benefits specifically provided for by the Board of Supervisors or by this Memorandum of Understanding.

The rates of pay set forth in the Exhibits do not include reimbursement for actual and necessary expenses for traveling, subsistence, and general expenses authorized and incurred incident to County employment.

## 5.2 Entrance Salary

Except as herein otherwise provided, the entrance salary for a new extra-help employee entering County service shall be the minimum salary for the class to which ~~he/she is~~they are appointed. When circumstances warrant, the Director of Human Resources may, upon recommendation of the department head, approve an entrance salary which is more than the minimum salary. The Director of Human Resource's decision shall be final. Such a salary may not be more than the maximum salary for the class to which that extra-help employee is appointed.

## 5.3 Salary Step Increases

Extra-help employees shall be considered by the appointing authority for advancement to the next higher step in the salary schedule for their respective classes based on hours served in that classification as defined below. All increases shall be effective as described below. Salary range adjustments for a classification will not set a new salary advancement hours balance for extra-help employees serving in that classification.

### Hours of Service Necessary for Step Increases:

- (1) After completion of ~~one thousand forty~~ (1040) regular hours satisfactory service in Step A of the salary schedule, and upon recommendation of the appointing authority, the extra-help employee shall be advanced to the next higher step in the salary schedule for the classification. If an extra-help employee is appointed at a step higher than the first step of the salary range for that classification, the first merit increase shall be after completion of ~~two thousand eighty~~ (2080) regular hours of satisfactory service.
- (2) After the completion of ~~two thousand eighty~~ (2080) regular hours satisfactory service in each of the salary steps above A, and upon recommendation of the appointing authority, the extra-help employee shall be advanced to the next higher step in the salary schedule for the classification until the top of the range is reached.
- (3) If an extra-help employee completes the ~~one thousand forty~~ (1040) or ~~two thousand eighty~~ (2080) hours in the middle of a pay period, the extra-help employee shall be eligible for an increase as follows:
  - if the merit increase period is completed during the first week of a pay period, the increase will be made effective with the start of the then current pay period.
  - if the merit increase period is completed during the second week of a pay period, the increase will be made effective with the start of the next pay period.

- (4) If an operating department verifies in writing that an administrative or clerical error was made in failing to submit the documents needed to advance an extra-help employee to the next salary step on the first pay period when eligible, said advancement shall be made retroactive to the first pay period when eligible (i.e. upon completion of required hours of service and recommendation of appointing authority). Within two (2) pay periods of the manager's discovery of the issue, the manager will submit the documents to advance the employee to the next step. This section also applies to fully flexibly staffed promotions in which case the advancement shall be made retroactive to the first pay period when approved by the appointing authority.

#### **5.4 Flexibly-Staffed Series**

Upon recommendation of the department head, an extra-help employee hired into the entry level of a flexibly-staffed series may advance to the journey level within that series based on length of service, satisfactory performance, and ability to meet minimum requirements of the higher class.

#### **5.5 Salary Step When Salary Range is Revised**

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

#### **5.6 Salary Step After Entering a Higher-Paying Extra-Help Classification**

When a currently employed extra-help employee takes an extra-help opportunity in a higher-paying classification without a break in service and at the time is receiving a base salary equal to, or greater than, the minimum base rate for the higher classification, that extra-help employee shall be entitled to the next step in the salary schedule of the higher classification which is at least one step above the rate ~~he/she has~~they have been receiving, except that the next step shall not exceed the maximum salary of the higher classification.

A break in service is defined as twenty-eight (28) consecutive calendar days during which the extra-help employee was not in a pay status, except where the absence from pay status was due to an approved leave of absence or a period during which the extra-help employee would not normally be scheduled to work.

#### **5.7 Salary Step After Entering a Lower-Paying Extra-Help Classification**

When a currently employed extra-help employee takes an extra-help opportunity in a lower-paying classification, that extra-help employee's compensation shall be adjusted to the salary prescribed for the lower-paying classification, and the specific rate of pay within the range shall be determined by the Director of Human Resources, whose decision shall be final.

If an extra-help employee is hired into an extra-help classification ~~he/she~~they previously held, the extra-help employee shall be placed at the same step in that classification which the extra-help employee held last.

#### **5.8 Salary Step Defined**

For purposes of salary administration in this contract a step is defined as 5.74%.

### **Section 6. Days and Hours of Work**

The appointing authority shall fix the hours of work with due regard for the convenience of the public and the laws of the State and the County. Extra-help employees shall work such hours and schedules as the Board and the appointing authority shall prescribe.

It is understood that extra-help employees are not entitled to a particular shift or schedule and are subject to daily cancellation. An extra-help employee whose assignment is cancelled shall be provided at least two (2) hours' notice before the beginning of the scheduled shift. Should at least two (2) hours' notice not be provided, the extra-help employee shall be "floated" for a minimum of half of the scheduled shift, based on the needs of the department. Alternatively, the extra-help employee may choose to waive the guaranteed "floating" work hours and its requisite compensation.

Except as provided below, the regular workweek shall consist of forty (40) hours within a seven (7) day workweek which begins Sunday morning at 12:00 a.m. and ends Saturday night at 11:59 p.m.

For employees working a 9/80 work schedule (with a regular day off every other week) each employee's designated work week shall begin exactly four (4) hours after the start of their eight (8) hour shift on the day of the week that corresponds to the employee's alternating regular day off.

## **Section 7. Overtime**

### **7.1 Authorization**

All compensable overtime must be authorized by the department head or his/her/their designated representative in advance of being worked. If prior authorization is not feasible because of emergency conditions, a confirming authorization must be made on the next regular working day following the date on which the overtime was worked. Overtime worked must be in the job classification in which the person provides extra-help services, or in a classification for which the extra-help employee is authorized higher pay for work in a higher classification.

### **7.2 Definition**

Except as otherwise provided by Charter, any authorized time worked in excess of 40 hours in the workweek shall be considered overtime and shall be compensable at the rate of one and one-half (1-1/2) times the overtime worked. Extra-help employee shall be paid at the overtime rate after having worked forty hours during their normal workweek, which is a fixed and regularly recurring period of seven consecutive twenty-four hour periods.

Overtime resulting from required attendance at training classes or training meetings shall be compensable at the straight-time rate in an amount equal to the overtime worked unless monetary payment at a different rate is prescribed for an employee covered by the Fair Labor Standards Act. The smallest increment of working time that may be credited as overtime is six (6) minutes. Portions of six (6) minutes worked at different times shall not be added together for the purpose of crediting overtime. Overtime shall be calculated from the employee's base pay only unless monetary payment at a different rate is prescribed for an employee covered by the Fair Labor Standards Act.

### **7.3 Work Groups**

The Director of Human Resources shall allocate all job classifications to the following described work groups for purposes of determining categories of extra-help to be compensated by monetary payment. The decision of the Director of Human Resources shall be final; provided, however, that prior to changing the work group of an existing classification covered by this Memorandum of Understanding the Director of Human Resources shall notify the Union of the contemplated change and if requested, discuss with the Union the reasons for the work group change.

- (1) Work Group 1: All extra-help employees covered by the Fair Labor Standards Act shall be allocated to Work Group 1. Extra-help employees in Work Group 1 shall be compensated for overtime worked by monetary

payment only. All monetary payments for overtime must be paid not later than the next biweekly payroll following the pay period in which the overtime was worked.

- (2) Work Group 2: Extra-help employees in Work Group 2 shall not be assigned work beyond forty (40) hours in a workweek.

Note: Work Groups 3 and 4 pertain to employees not covered by this Memorandum of Understanding.

- (3) Work Group 5: Extra-help employees in Work Group 5 are exempted from the Fair Labor Standards Act and shall be compensated for overtime worked by monetary payment only.

Notwithstanding the allocation of job classifications to work groups, any extra-help employee covered by the Fair Labor Standards Act shall be compensated in accordance with the Act.

Should the County, through some future Federal ruling, be exempted from the Fair Labor Standards Act, the County shall then revert to the base rate for the computation of overtime.

## 7.4 Out of Town Weekend Work Assignments

Any extra-help employee who is assigned work that requires him/her/them to be out of town overnight on one (1) or more weekend days shall be compensated as follows:

- (1) Fifty dollars (\$50.00) per day for each weekend day (Saturday and/or Sunday) the extra-help employee is out of town; and
- (2) Regular and/or overtime compensation as provided in this section for each hour actually worked during such assignments, subject to the usual pre-approval requirements; and
- (3) Travel time for such assignments shall be compensated at actual time traveled, portal-to-portal. If such travel time results in actual time worked of more than forty (40) hours per week, then such time shall be paid pursuant to the provisions of Overtime set forth in Section 7 of this MOU. ,at one and one-half (1 1/2) time, when the travel occurs outside of the extra-help employee's regular work schedule.

## Section 8. Shift Differential

### 8.1 Definition

Shift differential pay, for the purpose of this Section, is defined as pay at a rate which is one step above the extra help employee's base pay in the salary range for his/her/their classification. If the base pay is at the top step, shift differential pay shall be computed at one step above such base pay.

### 8.2 Applicable Shifts

Extra-help employees employed in twenty-four hour operations who are assigned to work a full shift which starts between 2:00 p.m. and 3:00 a.m. shall be paid at shift differential rates for all hours worked during such shift. Effective no later than within the first three pay periods following Board of Supervisors' adoption of a successor MOU in 2019, For all other extra help employees (excluding extra help employees in the classifications of Shelter Care Counselors (Family Care Workers) and Transportation Officers), shift differential

will be paid at shift differential rates for all hours worked between 6:00 pm and 6:00 am, excluding those on alternate work schedules, regardless of when shift begins.

Effective no later than within the first three pay periods following Board of Supervisors' adoption of a successor MOU in 2019, for extra help employees in the classifications of Shelter Care Counselors (Family Care Workers) and Transportation Officers who are regularly assigned to work a shift of eight (8) hours or more which starts after 11:59 a.m. and before 1:01 a.m shall be paid at shift differential rates for all hours worked during such shift.

To be eligible for shift differential, such shifts must be approved by the Department Head or designee. Time worked on a flexible schedule requested by the employee and approved by the supervisor shall not be eligible for shift differential.

~~All grandfathering agreements between the parties regarding shift differentials are hereby terminated.~~

### **8.3 Split Shifts**

A split shift shall be defined as a daily work schedule that is interrupted by non-paid, non-working periods established by the County, other than bonafide rest or meal periods.

Effective no later than within the first three pay periods following Board of Supervisors' adoption of a successor MOU in 2019, extra-help employees who are assigned to, and work, a split shift as defined in this Section shall be paid a minimum of one (1) hour of pay at the California state minimum wage, in addition to the shift differential described in Section 8.2 where applicable.

For Shelter Care Counselors (Family Care Workers) and Transportation Officers who work a split shift, hours worked before 11:59 am shall not be combined with hours worked after 11:59 am in order to achieve the requisite eight (8) hours for shift differential pay.

Where shift differential is paid, it will only be paid for actual hours worked, not for the additional one (1) hour of pay at the California state minimum wage.

~~Extra Help employees who are assigned to and work a split shift of more than eight (8) hours which starts before 2:00 p.m. and includes at least five (5) hours worked after 2:00 p.m., shall be paid at shift differential rates or all hours so worked after 2:00 p.m.~~

## **Section 9. On-Call Duty**

### **9.1 Assignment of On-Call Work**

Extra-help employees shall not be placed in an on-call status except for hard-to-fill classifications working in units that are required to maintain on-call coverage. In order to approve an extra-help employee to be placed in an on-call status, the Department Head must request written authorization from the Director of Human Resources, and the extra-help employee may not be assigned to an on-call status until written authorization is received.

## 9.2 Applicable Pay Rates

Extra-help employees who are authorized to be placed in an on-call status, shall be paid the hourly equivalent on-call rate applicable for their classification in the regular service, during the time in which they are required to be in an on-call status. Extra-help employees in an on-call status who are required to physically report to work shall be compensated at the time and one half rate of pay (1 1/2 time) for a minimum of three (3) hours as "call back-pay". Extra-help employees receiving "call-back pay" shall not be entitled to "on-call" pay simultaneously. Full time employees required by their supervisor to conduct work via a remote connection (telephone or computer) during off-duty hours shall receive overtime pay for a minimum of thirty (30) minutes and any additional actual time worked rounded up to the nearest six-minute increment. Part time employees will receive compensation for work via a remote connection during off-duty hours in accordance with hours worked within the workweek.

## Section 10. Mileage Reimbursement Policy

### 10.1 General

Except where indicated below, the County does not reimburse extra-help for home to work and work to home travel. Any disputes concerning the interpretation or application of the mileage reimbursement policy shall be referred to the Director of Human Resources, whose decision shall be final. As soon as practicable after notification is received from the IRS of a change in its allowable mileage rate, the County shall increase its rate to coincide with that set by the IRS.

### 10.2 Definition of Work Location:

The County facility(ies) or designated area(s) within the County where an extra-help employee reports when commencing [his/her/their](#) assigned functions. An extra-help employee is entitled to mileage reimbursement under the conditions specified below:

- (1) Once an extra-help employee arrives at [his/her/their](#) assigned work location, any subsequent work related travel in the extra-help employee's own vehicle shall be eligible for mileage reimbursement.
- (2) Travel to Trainings and Conferences
  - (a) If an extra-help employee uses [his/her/their](#) own vehicle for travel to and from any required training program or conference, the extra-help employee shall be entitled to mileage reimbursement for all miles traveled unless the extra-help employee is leaving directly from [his/her/their](#) residence, in which case the total shall be less the normal mileage to or from the extra-help employee's assigned work location.
  - (b) If an extra-help employee uses [his/her/their](#) own vehicle for travel to and from any optional work-related training program or conference the extra-help employee may, with department head approval, be eligible for mileage reimbursement up to the limits specified in paragraph "a" above.

Any exceptions to the above policy may be considered on a case-by-case basis by the Director of Human Resources, whose decision shall be final.

## Section 11. Seasonal Positions - Right to Return

Extra-help employees in the classifications of Park Aide, Pest Detection Specialist, and Election Technician shall have the right to return as extra-help in the same classification the next season, under the following conditions:

- (1) Extra-help opportunities are available;
- (2) ~~He/she~~[The employee](#) has performed satisfactorily;
- (3) ~~He/she~~[The employee](#) has had no interim criminal convictions that are in conflict with the classification; and
- (4) ~~He/she~~[The employee](#) meets the qualifications for the classification.

## Section 12. Holidays

12.1 The holidays for the County are:

- |   |   |
|---|---|
| (1) January 1   | (New Year's Day)  |
| (2) Third Monday in January   | (Martin Luther King, Jr's Birthday)                     |
| (3) Third Monday in February  | (Washington's Birthday)                                 |
| (4) Last Monday in May  | (Memorial Day)  |
| (5) July 4  | (Independence Day)                                      |
| (6) First Monday in September   | (Labor Day)   |
| (7) Second Monday in October  | (Columbus Day/ <a href="#">Indigenous Peoples Day</a> ) |
| (8) November 11   | (Veterans Day)  |
| (9) Fourth Thursday in November   | (Thanksgiving Day)                                      |
| (10) Friday following Thanksgiving Day  |   |
| (11) December 25  | (Christmas)   |
| (12) Every day appointed by the President of the United States or the Governor of the State of California to be a day of public mourning, thanksgiving, or holiday. The granting of such holidays shall be discretionary with the Board of Supervisors. |   |

If the legislature or the Governor appoints a date different from the one shown above for the observance of one of these holidays, then San Mateo County shall observe the holiday on the date appointed by the Legislature or the Governor.

In the event a County department temporarily closes or adopts minimal staffing on Winter Recess Days, an extra help employee may request, and may be assigned, to work if the employee's manager identifies alternate, available work within the employee's classification with appropriate supervision.

## 12.2 Holiday Pay

- (1) Extra-help employees who work on a holiday shall be compensated for such time worked at the rate of one and one-half (1 1/2) times the straight-time rate as provided in the Overtime Section of this MOU for their work group.
- (2) Extra-help employees who work their scheduled day immediately before and after a holiday, but do not work on the holiday itself, shall receive holiday pay at straight time for the holiday in the amount equal to:
  - One-half of the normal hours worked per day by the extra help employee over the preceding two pay periods up to a maximum of four (4) hours holiday pay per holiday, or
  - If hours per day vary, one-half(1/2) of the daily average of normal hours worked over the preceding two pay periods up to a maximum of four (4) hours holiday pay per holiday.
- (3) For non-seasonal, Extra-Help Employees who have worked a minimum of two thousand eighty (2,080) continuous hours of extra-help work with the County without a break in service, and who work their scheduled day immediately before and after a holiday, but do not work on the holiday itself, shall receive holiday pay at straight time for the holiday in the amount equal to:
  - The normal hours worked per day by the extra help employee over the preceding two pay periods up to a maximum of eight (8) hours holiday pay per holiday, or
  - If hours per day vary, the daily average of normal hours worked over the preceding two pay periods up to a maximum of eight (8) hours holiday pay per holiday.

~~This Subsections (2b) and (3) does~~ not apply to extra-help employees who work the holiday.

## Section 13. ~~Promotional Points~~ Opportunities for Extra Help Applicants

~~Extra Help Applicants for New Positions~~

### 13.1 Eligibility to Apply for County Recruitments

Extra Help employees with a minimum of one thousand forty (1,040) continuous hours of service, defined as no break in service of greater than twenty-eight (28) consecutive calendar days referenced in Section 5.6, are eligible to apply in recruitments designated as:

- Department Only
- County Promotional Only
- Open and Promotional
- Open

### 13.2 Promotional Points

For ranking purposes, Extra Help Employees with one thousand forty (1,040) hours of continuous service will receive five (5) promotional points for Open and Promotional recruitments as afforded to regular employees.

### 13.3 Career Opportunities Program

The purpose of the Career Opportunities Program is to provide current employees with opportunities to promote, transfer, or change careers within the County in a way that is fair, competitive, easily understandable, efficient and appropriate to the County's needs. Investing in and utilizing talents of its employees will enhance the performance of the organization.

### **13.4 Career Development Committee**

Effective the first pay period following Board of Supervisors' approval of a successor MOU in 2019, one representative from the SEIU Extra Help unit and one representative from the AFSCME Extra Help unit may participate in the CDP Committee. The CDP Committee will continue meeting on a quarterly basis during the term of this agreement to address training and development activities to enable employees to improve knowledge, skills and abilities in order to achieve promotional and regular employment eligibility. Release Time requested for both Extra Help representatives to attend CDP Committee meetings will be reviewed and approved by Employee & Labor Relations under normal Release Time processes.

### **13.5 Learning Management System (LMS) Training**

An Extra Help employee who has worked at least one thousand forty (1,040) hours of service with the County may participate in the following County LMS Training classes:

- (1) "Nuts and Bolts of Applying for a County Position," and
- (2) "Presenting Yourself Effectively in a Civil Service Interview Process,"

or the successor classes, upon request. Training shall occur on paid County time, subject to the advance approval of the Department manager. An employee may request, and the Department manager or designee may agree, to substitute a different LMS Training class for one or both of the afore-mentioned classes. Upon advance approval of the Department manager or designee, Extra Help employees may attend additional LMS trainings related to the employee's current assignment and/or career development for other County opportunities on paid County time.

## **Section 14. ~~Credit Upon Hire into a Regular Position~~Sick Leave**

### **14.1 Accrual**

Extra-help employees, excluding limited term employees, do not accrue sick leave credits.

Effective July 1, 2015, uUpon working thirty (30) days within one (1) year of beginning employment and on an annual basis thereafter for the period of continued employment, the employer shall grant each employee ~~twenty-four (24)~~ thirty six (36) hours or the equivalent of three (3) regularly scheduled shifts of paid sick leave. Subsequent to the date adopted by the Board of Supervisors for the successor MOU, twelve (12) sick leave hours will be loaded into the leave bank for eligible employees.

Unused sick leave shall expire at the end of the fiscal year upon receipt of the new, annual allocation or failure to return to employment.

### **14.2 Usage**

Employees may use accrued sick leave beginning on the ninetieth (90<sup>th</sup>) day of employment.

Employees may use up to ~~twenty four (24)~~ thirty-six (36) hours or up to the equivalent of three (3) regularly scheduled shifts of sick leave in a twelve (12) month period, for the following purposes:

- ~~a)~~ (1) \_\_\_\_\_ Diagnosis, care, or treatment of an employee's existing health condition of, or preventive care or required medical or dental care or consultation for, an employee;
- ~~b)~~ (2) \_\_\_\_\_ Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee's immediate family member which ~~{~~ includes parent, child, person for whom the employee is a legal guardian, spouse, registered domestic partner, parent-in-law, sibling, step children, grandchildren or grandparents~~s~~; or
- (3) For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code section 230(c) and Labor Code Section 230.1(a) to:
  - (a) Obtain or attempt to obtain a temporary restraining order or other court assistance to help ensure the health safety or welfare of the employee or their child; or
  - (b) Obtain medical attention or psychological counseling; services from a shelter, program or crisis center; or participate in safety planning or other actions to increase safety.

### 14.3 Procedures for Requesting and Approving Sick Leave

When the requirement for sick leave is known to the employee in advance of his/her/their absence, the employee shall request authorization for sick leave at such time, in the manner hereinafter specified. In all other instances, the employee shall notify his/her/their supervisor as promptly as possible by telephone or other means.

The department head may require a physician's statement from an employee who applies for sick leave. The department head may make whatever investigation into the circumstances of an employee's request for sick leave that appears warranted before taking action on the request.

### 14.4 Accounting for Sick Leave

Sick leave may be used in increments of six (6) minutes.

### 14.5 Separation from and Reinstatement to County employment

Sick leave shall not be subject to cash out upon separation.

An employee's unused, accrued paid sick leave shall be reinstated at the time of re-hire so long as the employee resumes County employment within one (1) year of his or her/their previous separation from County employment.

An employee who is rehired within one (1) year of separation but did not work the requisite ninety (90) days during their previous employment shall be required to work the remaining number of days needed to meet the ninety (90) days of employment before using any reinstated accrued and unused paid sick leave.

### ~~14.6~~ Section 15. Vacation Credit Upon Hire Into Regular Service

Extra-Help employees, excluding limited term employees, do not accrue vacation credits.

If an extra-help employee is appointed to a regular position, such appointee shall receive credit for his/her/their extra-help period of service in computing accumulated vacation (up to a maximum accrual of fifty-two (52) bi-weekly pay periods) and sick leave, provided that no credit shall be given for service preceding any period of more than twenty-eight (28) consecutive calendar days in which he/she/they were was not in a pay status, except where the absence from

pay status was due to an approved leave of absence or a period during which the extra-help employee would not normally be scheduled to work.

## **Section 16. Bereavement Leave**

For non-seasonal, Extra-Help Employees who have worked a minimum of two thousand eighty (2,080) continuous hours of extra-help work with the County without a break in service, and Limited Term Employees, the County will provide up to twenty-four (24) hours paid bereavement leave upon the death of an employee's parent, spouse, domestic partner, child (including through miscarriage or stillbirth), step-child, sibling, sibling-in-law, mother-in-law, father-in-law, grandparent, grandparent-in-law or grandchild.

## **Section 17.5. Voluntary Leaves of Absence Without Pay**

### **157.1 General**

Extra-help employees shall not be entitled to leaves of absence without pay as a matter of right, but only in accordance with the provisions of law and this Memorandum of Understanding. Unless otherwise provided, the granting of a leave of absence without pay also grants to the extra-help employee the right to return to a position in the same classification, or equivalent classification in the same department as ~~he/she/they~~ held at the time the leave was granted. The granting of any leave of absence without pay shall be based on the presumption that the extra-help employee intends to return to work upon the expiration of the leave.

### **157.2 Total Period of Leave**

No leave of absence without pay, or combination of leaves of absence without pay, shall exceed the amount of time off allowed under the Family and Medical Leave Act (FMLA)/California Family Rights Act (CFRA), the Pregnancy Disability Leave Law (PDLL), and all other applicable laws, and provided the extra-help employee meets the eligibility criteria as set forth in these laws. Such leave will be granted if it is sufficiently substantiated by a ~~physician's~~ licensed healthcare professional's statement.

### **157.3 Approval and Appeals**

Initial action to approve or disapprove any leave of absence shall be by the extra-help employee's department head; however, leaves of absence of more than two (2) biweekly pay periods must also be approved by the Director of Human Resources. Denial of requested leave in whole or in part at the department head level may be appealed by the extra-help employee to the Director of Human Resources, whose decision shall be final.

### **157.4 Salary Adjustments**

Any authorized absence without pay shall not be included in determining salary adjustment rights, based on the length of extra-help employment.

### **157.5 Absence Without Leave or Refusal of Leave or Failure to Return After Leave**

Failure to report for duty after a leave of absence request has been disapproved, revoked, or canceled by the appointing authority, or at the expiration of a leave, shall be considered an absence without leave.

## **Section 186. Annual Meeting Review of Extra Help Assignments**

### **18.1 Assignment Limits**

Employment of Extra Help employees (excluding those in positions designated as “Relief,” as defined in Exhibit C of this MOU, and “Limited Term”) in an extra help assignment is limited to a maximum of one thousand forty (1,040) hours in a fiscal year, unless a request for an exemption is filed by the department and approved by the County Human Resources Director or designee. On a monthly basis, Human Resources will provide the Unions with a list of approved exemptions. Exemptions are limited to the following circumstances: ongoing temporary absence of a regular employee, ongoing short-term variation in workload, ongoing short-term special project or assignment, ongoing formal pilot program, and temporary filling of a vacant position.

### **18.2 Review of Extra Help Positions**

At the ~~u~~Union’s request, not to exceed on a semi-annual basis, the Director of Human Resources, or ~~his/her~~their designee, shall meet with AFSCME and SEIU representatives ~~as necessary~~ to discuss the unions’ recommendations and justifications for conversion of extra help hours to permanent positions.

Human Resources will communicate the ~~u~~Unions’ recommendations and accompanying justifications directly to the operating departments. Nothing precludes the ~~U~~unions from having a separate meeting with the operating departments to discuss their recommendations. Operating departments will incorporate such recommendations as they deem feasible in preparing their recommended budgets for the fiscal year, within the context of budget constraints. The conversion of extra help hours to regular positions will be made within the context of the available budget.

In addition to the above, the County will provide updates regarding extra help and limited term positions at labor-management budget meetings. In the event the County cancels a labor-management budget meeting, the County will email the Union representatives with updated report(s).

## **Section 179. Hospitalization and Medical Care Health Insurance**

### **179.1 General**

~~The HealthWorx Health Insurance Plan is a health benefit for extra-help employees who meet certain eligibility criteria, as outlined below. Coverage is for the extra-help employee only, and does not cover spouses or other dependents. Extra-help employees who have other health coverage are not eligible. Extra-help employees who are eligible for and enroll in HealthWorx and who subsequently lose HealthWorx coverage for any reason will be offered COBRA.~~

In accordance with the Patient Protection and Affordable Care Act (ACA) of 2010, Extra Help employees and their qualified dependents who meet the eligibility criteria outlined below may elect to enroll in the Kaiser High Deductible Health Plan (HDHP) or the Kaiser HMO Plan. ~~For 2015,~~ Extra Help Employees who elect to enroll in the Kaiser HDHP will automatically be enrolled in a Health Savings Account (HSA) and receive a biweekly Employer contribution of twenty-eight dollars and eighty-four cents (\$28.84) in their HSA (seven hundred fifty dollars (\$750) annual amount ~~for 2015~~.

## **17.2—HEALTHWORX**

### **17.2.1 Initial ENrollment**

Extra-help employees in classifications designated as “relief” are not eligible for coverage. The County will review the eligibility of extra-help employees in other classifications within the following two categories:

#### **Category A**

Extra-help employees in the classifications of Election Technician, Library Aide, Park Aide and Pest Detection Specialist, who have worked seven hundred fifty (750) hours in the prior fiscal year.

#### **Category B**

Extra-help employees in the classifications not designated as “relief”, who have worked nine hundred (900) hours in the prior fiscal year.

The Benefits Division will require individual payments by extra-help employees in Categories A and B who do not work regularly or sufficiently to cover their premium expenses from their paychecks.

### **17.2.2 Ongoing Eligibility**

The ongoing eligibility period is from September 1, through August 31, of each year.

#### **Category A**

Extra-Help employees in Category A are not required to work thirty (30) hours per pay period during the “off-season”. At the end of the working season, when Category A individuals drop off payroll they will be notified that they can elect to continue coverage or drop coverage. If they choose to continue coverage, they pay one hundred percent (100%) of the premium. If they fail to pay the premium during any pay period they will be terminated from coverage, offered COBRA, and they will not be eligible for coverage again until they are re-hired. Such coverage will begin the first of the month following their re-employment.

If Category A extra-help employees choose to drop coverage, they can re-enroll if they are re-hired for the next season and are once again in a paid status. Coverage will begin the first of the month following their re-enrollment.

At the beginning of each fiscal year, extra-help employees who have worked seven hundred fifty (750) hours in the prior fiscal year will be eligible for the following year’s coverage. Any individual who is not eligible (after having been eligible in the prior year) will be offered COBRA.

Health coverage will be terminated for covered extra-help employees who:

1. Terminate employment during the season (benefits terminate at the end of the month of termination).
2. Fail to work seven hundred fifty (750) hours, as determined the following July (benefits terminate effective August 31, and COBRA is offered).

3. ~~Fail to work 30 hours per pay period in two (2) consecutive pay periods during the season of employment (benefits terminate effective the end of the month of termination).~~
4. ~~Fail to pay within a single pay period their portion of cost (during the season or if they have elected coverage in the off-season, during the off-season).~~

**Example:**

~~Mary is a Park Aide who normally works from April through October and has more than seven hundred fifty (750) hours in the prior fiscal year. She elects to enroll during the August open enrollment and receives health coverage effective September 1. Mary continues to work until the end of October and is terminated because the season is over. Mary is given the chance to continue coverage until next April, at her own cost.~~

- ~~• If she elects coverage, she will be covered during the off-season, provided that she pays one hundred percent (100%) of the premium on a timely (pay period) basis. If, during the off-season, she does not pay her premium in the pay period, she will be terminated at the end of the month and will be able to re-enroll when she is rehired. If she has insufficient hours when eligibility is re-determined in July, she will be offered COBRA.~~
- ~~• If Mary elects to drop coverage in November (when her season is over), she will be offered coverage in April when she is re-hired. If she elects coverage at this time she will be covered through August 31. If she loses coverage for any of the reasons listed above, she will be ineligible for coverage until September 1, provided she has worked seven hundred fifty (750) hours in the prior fiscal year.~~

**Category B**

~~Extra-help employees in Category B, not designated as “relief”, will be eligible for coverage from September 1 through August 31 of each year, as long as they continue to meet the eligibility requirements. Health care coverage will be terminated for covered individuals who:~~

- ~~1. Terminate extra-help employment during the year (benefits terminate at the end of the month of termination).~~
- ~~2. Fail to work nine hundred (900) hours, as determined the following July 1 (benefits terminate effective August 31).~~
- ~~3. Fail to work thirty (30) hours per pay period in 2 consecutive pay periods (benefits terminate effective the end of the month of termination).~~
- ~~4. Fail to pay within a single pay period for any remaining premium costs when the County paycheck is insufficient to cover the premium cost (benefits terminate effective the end of the month of termination).~~

~~Category B extra-help employees who are terminated from coverage for any of the above reasons will be ineligible for coverage until the following September 1.~~

~~At the beginning of each fiscal year, extra-help employees who have worked nine hundred (900) hours in the prior fiscal year will be eligible for the following year’s coverage. Open enrollment will be offered each August and coverage will begin each September. Any individual who is not eligible (after having been eligible in the prior year) will be offered COBRA.~~

### **Example:**

~~Mark is an extra-help employee who worked more than nine hundred (900) hours in the prior fiscal year. He elects to enroll during the August open enrollment and receives health coverage effective September 1.~~

~~If, at any point during the year, he loses coverage for any of the above reasons, he will be terminated at the end of the month and will be offered COBRA effective the beginning of the following month after termination of coverage. If he does not elect COBRA he will be ineligible for any coverage. If, at the end of the fiscal year he has nine hundred (900) hours he will be able to re-enroll during the subsequent August open enrollment (with September 1 coverage).~~

### **17.2.3 Cost**

~~The County will contribute 50% toward the premium, and the enrollee will be responsible for paying 50% of the premium.~~

### **17.2.4 Healthworx Contract Expiration**

~~The Healthworx Contract expires on August 31, 2015. In the event that the contract is not renewed, an employee enrolled in the plan who is determined to be eligible for the Kaiser HDHP based on eligibility as outlined in section 17.3.1 below, may choose to enroll in the Kaiser HDHP at that time through a qualified mid-year life event. For non-eligible employees, they can find health insurance through California's health insurance exchange.~~

## **17.319.2 \_\_KAISER HIGH DEDUCTIBLE HEALTH PLANEligibility**

### **17.319.2.1 Initial Enrollment**

The County will determine ACA eligibility by virtue of the extra-help employees' appointed FTE (Full-Time Equivalent) upon hire or actual hours worked within a measurement period.

#### **Category A (Appointed FTE)**

Extra-help employees who work a Full Time Equivalent (FTE) of 0.75 or more (as defined by the Patient Protection and Affordable Care Act (ACA) of 2010) will be offered coverage effective the first of the following month after hire. Employees who remain in this Category will be included in the County's Standard Measurement Period (October of current year to October of next year) and will be part of the annual open enrollment process.

Extra-Help employees in classifications designated as "relief" and "seasonal" are not eligible for coverage under this category.

#### **Category B (Actual Hours Worked)**

For the purposes of the Patient Protection and Affordable Care Act (ACA) of 2010 the following types of employee classification will be placed in an initial measurement period (IMP) of twelve (12) months from hire date to determine if actual hours worked during this time is an average of thirty (30) hours or more per week:

- **Part-time employee:** the County reasonably expects employee to be employed on average less than thirty (30) hours of service per week during the initial measurement period, based on all facts and circumstances on employee's start date.

- **Seasonal employee:** customary annual employment for the position is six (6) months or less, and that period begins each calendar year in approximately the same part of the year.
- **Variable hour employee:** based on the facts and circumstances on your start date, the County cannot determine whether the employee is reasonably expected to be employed on average of at least thirty (30) hours of service per week during the initial measurement period because the hours will be variable or otherwise uncertain.

Eligibility of extra-help employees in classifications designated as “relief” and “seasonal” will be determined under this category.

Employees who qualify for the Kaiser HDHP [or Kaiser HMO Plan](#) under Category B will be offered coverage at the end of their individual IMP. There is a thirty (30) day administrative period and coverage will start the first of the following month after the administrative period. Coverage is effective for twelve (12) months (Stability Period).

### **Ongoing Eligibility**

If individuals drop off payroll, they continue to pay the employee part of the premium. If employees fail to pay the premium they will be terminated from coverage and offered COBRA. Health coverage will be terminated for covered extra-help employees who:

- (1) Terminate employment (benefits terminate at the end of the month of termination).
- (2) Fail to pay their portion of cost

### **17.319.2.2 Cost Share**

The County’s share of the premium will be equal to eighty-five percent (85%) of the cost for employee only coverage. ~~(two hundred dollars and fifty seven cents (\$200.57) for 2015.)~~ The Employee cost will be any remaining cost of the premium for the coverage tier selected.

Effective January 1, 2020, Extra help employees who meet the eligibility criteria as described under Category A or B may elect to enroll in the Kaiser HDHP or the Kaiser HMO plan for employee only coverage. The County will pay eighty-five percent (85%) of the total premium for employee-only coverage for employees enrolled in the Kaiser HDHP or the Kaiser HMO plan (employees pay 15% of the total premium).

Extra help employees (excluding limited term) who meet the eligibility criteria as described under Category A or B may enroll dependents in the Kaiser HDHP or the Kaiser HMO plan for dependent coverage. The County will contribute eighty-five percent (85%) of the total premium for employee-only coverage and the employees will pay the difference.

### **179.3 Health Benefits for Limited Term Employees**

Sections 179.1 and 179.2 do not apply to Limited Term employees. Health benefits for Extra Help Limited Term Employees is covered in Section 30, Section 5(c).

### **19.4 Optional Basic Short Term Disability Insurance**

Effective January 1, 2020, Extra help employees who are designated as 0.75 FTE or greater may elect to purchase basic short-term disability insurance through the County at the employee’s cost.

## **Section 1820. Retirement Plan**

- 1820.1** The County shall continue to enroll eligible extra-help employees in the Part-Time, Seasonal, Temporary Retirement Plan.
- 1820.2** Each pay period, seven and one-half percent (7.5%), or that amount designated by law, shall be deducted from each extra-help employee's salary and deposited into his/her/their Part-Time, Seasonal, Temporary Retirement Plan account in lieu of Social Security.
- 1820.3** Contributions and investment returns, minus administrative expenses, shall be credited to each extra-help employee's Part-Time, Seasonal, Temporary Retirement Plan account based on his/her/their monthly account activity.
- 1820.4** Subject to applicable federal regulations, the County agrees to provide a deferred compensation plan that allows employees (extra help employees and limited term employees) to defer compensation on a pre-tax basis through payroll deduction. Effective January 1, 2016, each new employee will be automatically enrolled in the County's Deferred Compensation Program, at the rate of one percent (1%) of their pre-tax wages, unless ~~he or she~~they chooses to opt out or to voluntarily change deferrals to greater than or less than the default one percent (>1%) as allowed in the plan or as allowed by law. The pre-tax deduction will be invested in the target fund associated with the employee's date of birth. All deferrals are fully vested at the time of deferrals; there will be no waiting periods for vesting rights.

## **Section 1921. Reconsideration Process for Separation due to Performance or Conduct Issues**

Extra-Help Employees (including Limited Term Employees) are at-will employees, but have the right to the Reconsideration Process described in this section. In the event it is determined that the services of an extra-help, seasonal, periodic, or relief ~~employee worker~~ who has worked at least one thousand three hundred eighty six (1,386) cumulative extra-help hours in a given classification for the County will no longer be utilized due to concerns about his/her/their performance and/or conduct, written notice shall be provided to ~~him or her~~them at least nine (9) calendar days prior to the effective date of separation. This written notice shall include the reason for separation, and the right to union representation. Notice postmarked nine (9) calendar days before the effective date of separation to the extra-help employee's address of record shall be sufficient notice.

The extra-help/seasonal/periodic/relief ~~employee worker~~ may request reconsideration of such action by submitting a written request including a statement of any facts to substantiate a reversal of the decision to ~~his or her~~their Department Head or designee. Such request for reconsideration must be received by the Department Head or designee prior to the date of separation. Should the decision of the Department Head or designee sustain the proposed separation, the union may take the matter to mediation through the Peninsula Conflict Resolution Center. Cost for the mediation will be shared equally among the union and the department. The department representatives at the mediation will be the manager and next level manager. The union's representatives at the mediation are selected by the union. If the mediation does not result in an amicable resolution of the termination, within fourteen (14) calendar days of the close of the mediation, the extra-help/seasonal/periodic/relief employee may appeal the termination to the Director of Human Resources, whose decision shall be final. In the event the reconsideration is not completed prior to the effective date of the separation, the extra-help employee shall be released pending completion of the reconsideration.

This section of the contract shall not apply to extra-help who are released due to any other reason, including but not limited to, lack of work, or the ending of time-specific projects or defined seasonal periods.

## **Section 202. Grievances**

### **202.1 Definition**

A grievance is any dispute which involves the interpretation or application of any provision of this Memorandum of Understanding excluding, however, those provisions of this Memorandum of Understanding which specifically provide that the decision of any County official shall be final, the interpretation or application of those provisions not being subject to the grievance procedure.

### **202.2 Procedure**

Grievances shall be processed in the following manner:

#### **(1) Step 1. Department Head and/or the Designated Representative**

Any extra-help employee who believes that ~~he/she~~they have a grievance may discuss ~~his/her~~their complaint with such management official in the department in which ~~he/she~~they works as the department head may designate. If the issue is not resolved within the department, or if the extra-help employee elects to submit ~~his/her~~their grievance directly to the Union recognized as the representative of ~~his/her~~their classification, the procedures hereinafter specified may be invoked, provided, however, that all complaints involving or concerning the payment of compensation shall be in writing to the Director of Human Resources.

#### **(2) Step 2. Director of Human Resources**

Any extra-help employee or any official of the Union may notify the Director of Human Resources in writing that a grievance exists, stating the particulars of the grievance and, if possible, the nature of the determination desired. Such notification must be filed (as determined by postmark) within twenty-eight (28) calendar days from the date of the employee's knowledge of an alleged grievance. The Director of Human Resources or ~~his/her~~their designated representative shall have twenty-eight (28) calendar days in which to investigate the merits of the complaint, to meet with the complainant and, if the complainant is not the Union, to meet also with the officials of the Union, and to settle the grievance. The period of time to investigate and settle the grievance may be extended by mutual agreement of the parties. No grievance may be processed under paragraph (~~e~~3) below which has not first been filed and investigated in accordance with this paragraph (~~b~~2).

#### **(3) Step 3. Adjustment Board and/or Mediation**

If the parties are unable to reach a mutually satisfactory accord on any grievance which arises and is presented during the term of this Memorandum of Understanding, the Union may advance the grievance to an Adjustment Board by submitting a written request to the Director of Human Resources within twenty-eight (28) calendar days from the date that the grievance is denied at Step 2. The Adjustment Board shall be comprised of two (2) representatives designated by the Union and two (2) representatives designated by the County. Either party may request that one member of the Adjustment Board for the other party not be a County employee. Adjustment boards shall be convened within twenty-eight (28) calendar days from the date such notification is

received. A majority decision of the Adjustment Board on all issues, including procedural issues, is final and binding.

If a majority decision is not reached in the Adjustment Board, or, if the Adjustment Board is waived, either party may request Mediation prior to requesting Arbitration by submitting a written request to the Director of Human Resources within [fourteen \(14\)](#) calendar days from the date of the Adjustment Board, or within [twenty-eight \(28\)](#) days from the date the grievance is denied. Mediation will only be held by mutual consent of both parties. The Director of Human Resources shall assign a Mediator.

If mediation does not result in a mutually satisfactory result, the Union may elect to advance the grievance to Arbitration without convening an Adjustment Board by following the procedures described in paragraph (4) below.

#### **(4) Step 4. Arbitration**

If an Adjustment Board is unable to arrive at a majority decision, the Union may advance the grievance to arbitration by submitting a written request to the Director of Human Resources within twenty-eight (28) calendar days after receipt of the Adjustment Board decision. When arbitration is invoked in a timely manner, an impartial arbitrator shall be designated by mutual agreement between the Union and the Director of Human Resources. The arbitrator shall determine the issue according to the laws and case law of the State of California. The fees and expenses of the arbitrator and of the Court Reporter shall be shared equally by the Union and the County. Each party, however, shall bear the costs of its own presentation, including preparation and post-hearing briefs, if any.

### **[202.3 Scope of Adjustment Board and Arbitration Decisions](#)**

- (1) Decisions of Adjustment Boards and arbitrators on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the Charter of the County.
- (2) No Adjustment Board and no arbitrator shall entertain, hear, decide or make recommendations on any dispute unless such dispute involves a position in a unit represented by the Union which has been certified as the recognized employee organization for such unit and unless such dispute falls within the definition of a grievance as set forth in subsection [202.1](#).
- (3) Proposals to add to or change this Memorandum of Understanding or written agreements or addenda supplementary hereto shall not be arbitrable and no proposal to modify, amend or terminate this Memorandum of Understanding, nor any matter or subject arising out of or in connection with such proposals, may be referred to arbitration under this Section. Neither any Adjustment Board nor any arbitrator shall have the power to amend or modify this Memorandum of Understanding or written agreements or addenda supplementary hereto or to establish any new terms or conditions of employment.

### **[202.4 Compensation Complaints \(MOU Complaints Only\)](#)**

All complaints involving or concerning the payment of compensation shall be initially filed in writing with the Director of Human Resources. Only complaints which allege that extra-help employees are not being compensated in accordance with the provisions of this Memorandum of Understanding shall be considered as grievances. Any other matters of compensation are to be resolved in the meet and confer process if not detailed in the Memorandum of Understanding which results from such meet and confer process shall be deemed withdrawn until the meet and confer process is next

opened for such discussion. No adjustment shall be retroactive for more than sixty (60) calendar days from the date upon which the complaint was filed.

No change in this Memorandum of Understanding or interpretations thereof (except interpretations resulting from Adjustment Board or arbitration proceedings hereunder) will be recognized unless agreed to by the County and the Union.

## **202.5 No Strike**

The Union, its members and representatives, agree that it and they will not engage in, authorize, sanction or support any strike, slowdown, stoppage of work, curtailment of production, concerted refusal of overtime work, refusal to operate designated equipment (provided such equipment is safe and sound) or to perform customary duties; and neither the Union nor any representatives thereof shall engage in job action for the purpose of effecting changes in the directives or decisions of management of the County, nor to effect a change of personnel or operations of management or of extra-help not covered by this Memorandum of Understanding.

In the case of a legally declared lawful strike against a private sector employer which has been sanctioned and approved by the labor body or council having jurisdiction, an extra-help employee who is in danger of physical harm shall not be required to cross the picket line, provided the extra-help employee advises his/her/their supervisor prior to leaving the picketed location, and provided further that an extra-help employee may be required to cross a picket line where the performance of his/her/their duties is of an emergency nature and/or failure to perform such duties might cause or aggravate a danger to public health or safety.

## **202.6 County Charter and Civil Service Commission**

- (1) The provisions of this Section shall not abridge any rights to which an extra-help employee may be entitled under the County Charter, nor shall it be administered in a manner which would abrogate any power which, under the County Charter may be within the sole province and discretion of the Civil Service Commission.
- (2) All grievances of extra-help employees in representation units represented by the Union shall be processed under this Section. If the County Charter requires that a differing option be available to the extra-help employee, no action under paragraph (~~b~~2) of subsection 202.2 above shall be taken unless it is determined that the extra-help employee is not availing himself/herself of such option.
- (3) If any award by an Adjustment Board or arbitrator requires action by the Board of Supervisors or the Civil Service Commission before it can be placed in effect, the County Manager and the Director of Human Resources will recommend to the Board of Supervisors or the Civil Service Commission, as appropriate, that it follow such award.

## **Section 213. Loss of Compensation (Non-MOU Complaints)**

If an extra-help employee covered by this Memorandum of Understanding suffers loss of compensation due to the inequitable application of rules, regulations, policies and procedures and where said loss of compensation is not subject to the grievance procedure specified in Section 201 of this Memorandum of Understanding, and where said loss of compensation is not a complaint of discrimination, harassment or retaliation based on a protected class, the extra-help employee shall attempt to resolve this matter with the immediate supervisor. If unable to resolve this matter satisfactorily, the extra-help employee or the extra-help employee's Union representative may submit the complaint in

writing to the Employee Relations Officer with a copy to the County Manager. If this matter is not resolved by the Employee Relations Officer within thirty (30) working days from the date of receipt of the complaint, the extra-help employee or the Union representative shall advise the Director of Human Resources in writing that the matter has not been resolved and the Director of Human Resources shall render a decision within fifteen (15) working days of receipt of this notification, whose decision shall be final. The County recognizes that other extra-help employee problems also merit prompt attention and will attempt to resolve such matters in an expeditious manner.

## **Section 224. Personnel Files**

### **224.1 Employee Review**

Each extra-help employee shall have the right to inspect and review any official record relating to ~~his/her~~ their performance or to a grievance concerning the employee ~~him/her~~ that is kept or maintained by the County in the Human Resources Department. The contents of such records shall be made available to the extra-help employee for inspection and review at reasonable intervals during the regular business hours of the County Human Resources Department. ~~County~~. The extra-help employee's designated representative may also review the personnel file with specific written authorization from the extra-help employee.

### **224.2 Employee Response**

The County shall provide an opportunity for the extra-help employee to respond in writing, or personal interview, to any information about which ~~he/she/they~~ disagrees. Such response shall become a permanent part of the extra-help employee's personnel record. The extra-help employee shall be responsible for providing the written responses to be included as part of ~~his/her~~ their personnel record.

## **Section 235. Training**

Departments will, at their sole discretion, provide training opportunities to extra-help employees and pay them at straight time for their attendance, unless monetary payment at a different rate is prescribed for an employee covered by the Fair Labor Standards Act.

## **Section 256. Contracting/Subcontracting**

The County will notify the applicable Union of its intent to contract or subcontract work customarily performed by members of the AFSCME or SEIU Extra-help bargaining units where such contracting or subcontracting to non-County entities would result in loss or potential loss through attrition or release of such bargaining unit members. The County will make such notification at least ~~thirty (30)~~ sixty (60) calendar days in advance of such action. The notice shall include an explanation of the County's reason for the contracting/subcontracting out. The Union shall be given the opportunity to meet and confer with the County on the effect of such contracting out upon its members, and shall have ~~fourteen (14)~~ thirty (30) calendar days from the date of such notification to propose effective and economical alternative ways in which such services could continue to be provided by usage of extra-help hours. Upon request from the Union(s), the County will provide a list by department of all contract workers or vendors who are contracted by the County and perform work covered by this bargaining unit. The County will make a reasonable effort to identify the names of the vendors on the list and the nature of the work provided by each vendor.

## Section 267. Separability of Provisions

In the event that any provision of this Memorandum of Understanding is declared by a court of competent jurisdiction to be illegal or unenforceable, that provision of the Memorandum of Understanding shall be null and void but such nullification shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect.

## Section 278. Past Practices and Scope of Agreement

It is understood this Agreement represents a complete and final understanding on all negotiable issues between the County and its Departments and the Union. This Agreement supersedes all previous memoranda of understanding, memoranda of agreement and written or unwritten past practices pertaining to wages, hours and conditions of employment between the County and its Departments and the Union except as specifically referred to in this Agreement.

The parties, for the term of this Agreement, 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. Where a past practice also applies to regular staff in the same department or classification, if the County proposes to change or discontinue such past practice with regard to extra-help employees, the County shall give advance notice to the Union and meet to discuss the issue.

In the event any new practice, subject or matter arises during the term of this Agreement and an action is proposed by the County, the Union shall be afforded all possible notice and shall have the right to meet and confer upon request.

## Section 289. Term of Agreement

This Memorandum of Understanding shall be presented by the Unions to represented extra-help employees to be covered hereby for ratification by said employees, and shall thereafter be presented to the Board of Supervisors as the joint recommendations of the undersigned commencing ~~October 31, 2015~~ October 22, 2019 through ~~90 days following the expiration date of the AFSCME and SEIU Memoranda of Understanding commencing October 12, 2014 which cover regular employees~~ January 22, 2022.

## Section 2930. Extra Help-Limited Term Employees

- (1) The County will designate a separate group of Extra Help employees in the AFSCME/ SEIU Extra Help bargaining unit, entitled Limited Term Employees, consisting solely of limited term employees ~~in the Agile Workforce Program~~.
- (2) The County will use Limited Term Employees only in the following circumstances, at the County's discretion, for assignments not to exceed three (3) years. (Note: the terms "temporary" and "short term" below shall be defined as not to exceed three (3) years for the purpose of Limited Term Employees.)
  - (a) Temporary absence of incumbent (such absences include those resulting from Family Medical Leave, pregnancy disability, or industrial injury);
  - (b) Short-term variations in workload, substantiated by a written summary of how the term position will address such variations, and methods for evaluating the outcome(s), including seasonal work;

(c) Short-term special projects/ or assignments, substantiated by a written summary of the project or assignment, including start and end date and all related timelines, expected deliverable(s) or outcome(s), and a method for evaluating outcomes;

(d) Formal pilot programs, substantiated by a written summary of the pilot program, including start and end date and all related timelines, expected deliverable(s) or outcome(s), and a method for evaluating outcomes;

~~(c) pilot programs~~

~~(d)(e)~~ Temporary staffing to backfill for a regular employee's assignment to a special project or working out of class;

~~(e)(f)~~ Temporary filling of vacant positions due to business reason (for example, backfilling for coverage during recruitment, delay in filling a regular position due to ongoing reclassification study, or risk of position elimination) substantiated by a written description of the delay or risk and related timelines;-

~~(f)(g)~~ Intermittent work, substantiated by a written description of what makes the work irregular, along with a method for evaluating when the intermittent work will begin and end;

(h) Temporary staffing prior to implementation of organizational changes, substantiated by a written summary of the expected outcomes;

~~(g)(i)~~ Temporary staffing prior to implementation of ~~or~~ technological changes (e.g. computer programmers), substantiated by a written summary of the expected outcomes; and

~~(h)(j)~~ Work that has been traditionally outsourced, substantiated by production of prior contracts, upon request from the Union(s).

Use of limited term employees in circumstances other than those listed in this section (a-~~k~~) except by mutual agreement, shall be subject to the grievance procedure.

- (3) To the extent Limited Term Employees are hired to facilitate work on planned projects, Departments are encouraged to, and the County may exercise its discretion to, assign such project work to Regular Employees while the Limited Term Employees backfill Regular Employee job duties.
- (4) The parties agree that the following classifications are examples of appropriate usage of Limited Term positions, subject to the criteria listed in number 2 (a-~~j~~) of this section:

- Human Services Agency: Overpayment Unit – Benefit Analyst I/II/III
- Department of Public Works: Construction Services Unit & ~~Project Development Unit~~ – Capital Project Managers
- Project Development Unit: Capital Project Managers
- Information Services Department/Controllers/HR: Workday (HRIS) Project – Asst/Advisory/Systems/Senior Systems Engineers, Department System Analyst

- (5) The following terms and conditions of employment will apply solely to Extra-Help Limited Term employees:

- (a) Positions will be a Limited term as defined by the County, not to exceed three (3) years. The limited term is not a guarantee of employment for any specified period of time, but instead sets a maximum period of employment in the position.

(b) Upon termination or release from employment prior to the end of the limited term assignment, qualifying Limited Term Employees have the right to the Reconsideration Process described in Section [19-21](#) of the MOU.

(c) Compensation will consist of the following:

- i. Hourly wage, at the same rate of pay as Regular Employees who are in the same classification
- ii. Paid Time Off - holiday, vacation and sick leave at the same rate as Regular Employees with the same tenure
- iii. Health Benefits - the same as Regular Employees
- iv. 401(a) plan.
  1. Employer contribution of two percent (2%) in the first year of term employment, three percent (3%) in second year of term employment, and four percent (4%) in the third year of term employment
  2. Additional employer matching contribution based on the level of employee contribution, up to an additional three percent (3%).
  3. Employer contributions fully vest at the end of the third year of employment. (One-third (1/3) of the County's entire contribution (automatic contribution and matching contribution combined) will vest at the end of each year of service.) Employer contributions that have not vested upon employee separation shall be forfeited.

(d) Limited Term employees will not be eligible for retiree health benefits or SAMCERA defined benefit pension.

(6) On a ~~weekly~~ [monthly](#) basis, the County shall provide the Unions with an [electronic copy of a](#) list of approved requisitions for Limited Term positions, along with the circumstances supporting use of a Limited Term position, [and a list of any approved extensions](#), in accordance with subsection 2 of this Section [29-30](#) regarding ~~Extra Help~~ Limited Term Employees.

[\(7\)](#) The parties shall meet ~~no later than October 2017~~ [on a semi-annual basis](#) to ~~evaluate the progress of discuss~~ [issues related to](#) the Limited Term Employee Program. [Every other meeting will be concurrent with the annual meeting referenced in Section 16 of this MOU.](#)

~~(7)(8)~~ [Active recruitment for a Limited Term position shall begin no later than six \(6\) months following the original approval of the position, or following an incumbent's vacancy of the term position. If active recruitment does not begin in the aforementioned time limit, the County shall close the position.](#)

## **Section 301. Bilingual Pay**

~~Effective the first pay period following Union ratification, a~~ [A](#) salary differential of ~~Seventy (\$70.00) Fifty-five (\$55.00)~~ biweekly shall be paid [to](#) incumbents of positions requiring bilingual proficiency as designated by [their respective Department Heads or their designee. the appointing authority and Human Resources Director.](#) Said differential shall be prorated for employees working less than full-time or who are in an unpaid leave of absence status for a portion of any given pay period.

[An employee may submit a request for bilingual pay to their Department Head or designee. Upon receipt of an employee request for bilingual pay, the Department Head or designee shall approve or deny the request within thirty](#)

(30) calendar days. If the Department Head or designee does not respond within thirty (30) calendar days, the employee may submit the request to the Human Resources Director or designee, who will approve or deny the request within thirty (30) calendar days. Within one (1) week of approval, the County shall contact the bilingual examiner and offer the employee appointment dates and times for the bilingual examination.

Bilingual pay is effective the first pay period after Human Resources certifies the result of the bilingual exam. -Human Resources may approve retroactivity for bilingual pay on a case-by-case basis.

for employees carrying a caseload of at least 50% of which is comprised of non-English speaking clients shall be paid a salary differential of Seventy-Dollars (\$70.00).

Designation of positions for which bilingual proficiency is required is the sole prerogative of the Department and is based on operational and staffing needs of the Department. Human Resources will oversee the bilingual examination, certify exam results and determine effective date of bilingual pay of any individual submitted by the Department for testing. of the County and the decision of the Human Resources Director is final. The Union shall be provided listings of employees receiving bilingual pay twice a year.

If an employee who has not been designated/approved for bilingual pay is required by the Department to perform bilingual services, the employee may report this issue to Employee & Labor Relations, who will investigate the matter within thirty (30) calendar days.

Individuals who promote or transfer to another position or Department will be reevaluated by the received Department to determine if bilingual pay should be continued. Should bilingual pay be continued, the Department must submit a request for continuation with the Human Resources Department.

If any employee's request for bilingual pay consideration is denied by the Department, such denial shall be subject to appeal to the Human Resources Director whose decision shall be final.

## **Section 302. Performance Evaluation**

Upon request from an Extra-Help employee, and the employee's completion of at least one thousand forty (1,040) cumulative extra-help hours of service within the same assignment, the County shall provide a performance evaluation to the employee. This section shall not be subject to the grievance procedure in this MOU. This section shall not apply for departments participating in the County's Performance Pilot.

## **Section 332. Pay for Work-Out-Of-Classification**

Extra-help and limited term employees will have opportunity to apply for working-out-of-class opportunities. When feasible, the County will offer work-out-of-class assignments to interested permanent employees who meet the minimum qualifications of the position prior to offering such assignments to extra-help employees. If offered, it is the employee's responsibility to inform management of their interest in work-out-of-class assignments. Departments will solicit interest in such assignments via bulletin board posting, internal memo, and/or email within the department or division as the department deems appropriate. The intent of this section is to provide additional career development opportunities to extra-help and limited term County employees when such assignments do not cause unreasonable disruptions to the work environment or work production.

When feasible, the County will offer to rotate interested employees in previously identified long-term (more than twenty (20) days) work-out-of-class assignments, and the County will notify the Union when this occurs. The intent of this section is to provide additional career development opportunities to permanent County employees when such assignments do not cause unreasonable disruptions to work environment or work production.

When an employee has been assigned in writing by the department head or designated representative to perform the work of a permanent position having a different classification and being paid at a higher rate, and if they have worked in such classification for five (5) consecutive workdays (or four (4) consecutive workdays for employees on a four (4) day workweek, or where due to a County holiday, the workweek is only four (4) days), they shall be entitled to payment for the higher classification, as prescribed for promotions in subsection 5.65 of this MOU, retroactive to the first workday and continuing during the period of temporary assignment, under the conditions specified below:

- (1) The assignment is caused by the temporary or permanent absence of the incumbent, or the assignment is caused by a special project or need;
- (2) The employee performs the duties regularly performed by the absent incumbent, or at the classification level for the special assignment and these duties are clearly not included in the job description of their regular classification;
- (3) The temporary assignment to work-out-of-class which extends beyond twenty (20) working days be approved by the Human Resources Director, a copy of the approval form to be given to the employee; and
- (4) A copy of the department head's written approval must be submitted in advance to the Human Resources Director. If the Director determines that they will not approve pay for work in the higher class which exceeds twenty (20) workdays, the employee will be so notified and have the opportunity to discuss this matter with the Director whose decision shall be final.

The County shall not schedule work-out-of-classification assignments in a manner so as to purposely avoid paying work-out-of-class pay as described in this Section.

Made and entered into this ~~27th~~ day of ~~September~~ August 2019~~2013~~;

American Federation of State, County, & Municipal Employees, Local 829, AFL-CIO

---

~~Nadia Bledsoe~~John Tucker, Representative

Service Employees International Union, Local 521

---

~~Miesha Brown~~Sandra Floyd, Representative

County Management

---

~~John Maltbie~~Mike Callagy  
County Manager

---

~~Donna Vaillancourt~~Rocio Kiryczun  
Human Resources Director

---

~~Nicole McKay~~Michelle Kuka  
Employee & Labor Relations Manager

---

~~Kim Ferrario~~Liz Caserza  
Employee & Labor Relations Analyst

Bargaining Unit  
And  
Occupational Exhibits  
and  
Wage Rates

## EXHIBIT A. AFSCME Extra-Help Unit

### Equipment and Uniforms:

- (1) Culinary Knives: The County ~~has agreed to~~ shall provide knives for those extra-help culinary personnel required to use them in the course of their work.
- (2) Food Service Uniforms/ Lab Coats: The County shall ~~continue to~~ provide appropriate uniforms for extra-help employees in the Food Services Divisions who ~~must be required to~~ wear a uniform. In accordance with this provision, Lab Coats will be made available to all extra-help Food Services Supervisors.
- (3) Park Aide Uniforms and Safety Shoe Allowance: The Parks Department shall annually provide the following clothing items to all Park Aides:
  - Three (3) pairs of Ben Davis green jean pants
  - Three (3) Parks short or long sleeve t-shirts
  - One (1) Parks baseball cap
  - One (1) black basket weave belt with brass buckle
  - One (1) ~~U~~oden green sweatshirt with Department logo

If a Park Aide works less than one hundred sixty (160) hours, these items belong to the County and are issued on loan during the time the individual works for the Parks Department. ~~He/she~~They shall be required to return all of the above clothing items to the Parks Department upon separation from service. After working one hundred sixty (160) hours, these items become the property of the Park Aide.

The Parks Department shall make available the following clothing items to all Park Aides:

- One (1) Flying Cross Deluxe Tropical Khaki long or short sleeve shirt with badge tab and shoulder straps with shoulder patches
- One (1) Carhartt J43 quilt lined green jacket with shoulder patches

Regardless of the hours worked, these items belong to the County and are issued on loan during the time the individual works for the Parks Department. A Park Aide must return these additional clothing items in clean condition to the Parks Department upon separation of service.

In addition, the Parks Department will provide a one-time seventy-five dollar (\$75.00) allowance along with the above uniform items for the purchase of:

- One (1) pair of black or brown safety toe boots/shoes that meet Title 8, Code of California Regulations 3385, Foot Protection and have such compliance tag sewn into the footwear.

A subsequent seventy-five dollar (\$75.00) allowance will be given for replacement of safety footwear upon request after each additional one thousand forty (1,040) hours worked.

It is understood by both parties that these uniform items are acceptable for all Park Aides to wear during their assignments, including working in the Gatehouse. It is the responsibility of Park Aides to keep the uniform items

clean and in good repair. The Parks Department may change the uniform item specifications if Department need or item availability changes

The County and the Union will discuss provision of coveralls at the Labor-Management meeting.

- (4) Utility Workers Coveralls: Coveralls will be provided for extra-help Utility Workers in the Sheriff's Office by the County at no cost to the extra-help employee.
- (5) Custodian Uniforms: The County shall provide uniforms to extra-help employees in the Custodian classification who work for the Public Works Department.
- (6) Jackets: The County shall supply jackets to extra-help employees in the classifications of Custodians and Utility Workers in the Building Services section of the Public Works Department who travel to various locations to perform work-related duties on a routine basis. These jackets shall remain the property of the County and shall be returned when an extra-help employee leaves County services or assume duties not requiring travel. Extra-help employees are responsible for maintaining their jackets in a neat and clean manner.
- (7) Safety Shoe Allowance: Extra-help employees in the following classifications within the Department of Public Works are required to wear safety shoes during all work hours, and shall receive an allowance direct payment of one hundred seventy-five dollars (\$175.00) in late May/early June of each year for the purchase of safety shoes that meet policy requirements from the Department's footwear vendor:-
  - Automotive Mechanic/Trainee
  - Automotive Service Supervisor
  - Automotive Service Worker I/II/III
  - Boiler Watch Engineer
  - Gardener
  - Lead Gardener
  - Stationary Engineer I/II, and
  - Utility Worker I/II who work (a) at the Motor Pool; (b) with the Stationary Engineers/Boiler Watch Engineers; (c) with the Facilities Crafts workers; (d) in the Construction Services section, Tower Road; (e) in the Roads Landscape unit; (f) with the Equipment Mechanics at the Grant Yard.

### Special Pay Provisions:

- (8) Heavy Vehicle Differential: Extra-help employees in the Motor Pool Division of Public Works who are in the classifications of Auto Services Worker I/II, Auto Mechanic and Auto Services Supervisor, who perform maintenance activities on vehicles of a Gross Vehicle Weight of 10,000 pounds or more will receive a differential of one step (5.74%) for the time actually spent while performing the work.
- (9) Minimum Call Back: Employees required to report back to work during off-duty hours in the San Mateo Medical Center in the Pharmacy, Operating Room, and Radiology shall be compensated for a minimum of two (2) hours of overtime.

Employees called back to work for these departments are not covered under-by Section 9.2 of this MOU.

~~E.~~(10) Advanced Patient Care Differential: Extra-help Medical Services Assistants II who are assigned to the clinics and perform advanced patient care duties as defined in the classification specification shall receive a differential of six and two-tenths percent (6.2%) in addition to all other compensation.

~~F.~~(11) Adult Protective Services Differential: Extra-help professional staff in Aging & Adult Services who are in the classifications of Deputy Public Guardian Conservator I/II/III and Social Worker I/II/III designated by the department head ~~who to~~ provide ~~child or~~ adult protective services work shall receive a five percent (5%) differential in addition to all other compensation.

~~G.~~ ~~Emergency Response Differential: Extra-help professional staff designed by the Human Services Agency department head who to provide emergency response in protective services work shall receive a five percent (5%) differential in addition to all other compensation~~

~~(10)~~(12) Clinic Option LVN Differential: Extra-help Licensed Vocational Nurses employed in the Clinic Option shall receive compensation in the amount of one step (5.74%) in addition to all other compensation.

~~H.~~(13) Night Shift Differential: Effective no later than two (2) months following Board of Supervisors' adoption of a successor MOU, employees in job classifications in the Health Unit who are regularly assigned by a supervisor to work the night shift, as defined by the County, at the San Mateo County Medical Center shall be paid shift differential rate of twelve percent (12%) for all hours worked during such shift. This is in lieu of shift differential provided under Section 8 (entitled "Shift Differential") of the MOU between the parties.

To be eligible for shift differential, such shifts must be approved by the Department Head or designee. Time worked on a flexible schedule requested by the employee and approved by the supervisor shall not be eligible for shift differential.

(14) Mammography/ Fluoroscopy Certification Differential: Effective the first full pay period following Board of Supervisors' approval of the successor MOU, the County agrees to pay a ten percent (10%) differential for Radiologic Technicians I, II and III who maintain and utilize current Mammography and Fluoroscopy certifications.

(15) Specialty Certification Differentials: The County agrees to a one step (5.74%) differential for the following specialty certifications. Employees shall be eligible for a maximum of one (1) specialty certification differential at one time.

(a) Physical Therapy: Geriatrics, Neurology, Orthopedics, Women's Health, Certified Hand Therapist, Pediatrics

(b) Occupational Therapy: Gerontology, Physical Rehabilitation, Certified Hand Therapist, Pediatrics

(c) Speech Therapy: Swallowing and swallowing disorders

~~(11)~~(16) Cross-Trained Dispatcher Premium Pay: Communications Dispatchers II who are qualified as ~~C~~cross-~~trained dispatchers-Dispatchers~~ shall receive premium pay of one-half step (2.87%) in addition to their base salary. Effective the first full pay period following Board of Supervisors approval of the 2019 MOU, Cross-Trained Communication Dispatcher premium pay shall be increased to ten percent (10%). A ~~C~~cross-~~t~~trained ~~d~~Dispatcher is defined as a Communications Dispatcher II who is currently certified at all radios. This premium pay shall not be granted until training is received and certification is issued. ~~,-e~~Certification will not be issued to any Dispatcher unable to demonstrate proficiency in all radio categories. Should a previously trained and

certified ~~C~~ross-~~T~~rained ~~d~~D~~i~~spatcher lose certification, this premium pay shall also be lost until certification is regained.

(17) Dispatcher Differential: Effective the first full pay period following Board of Supervisors' approval of the 2019 MOU between the County and the Union, Communication Dispatchers shall receive a ten (10%) differential pay.

(18) Public Safety Dispatcher POST Incentive:

(a) Effective within one hundred twenty (120) days following Board of Supervisors' approval of the 2019 MOU, Communications Dispatchers who obtain a California Commission on Peace Officer Standards and Training (POST) Public Safety Dispatchers' Intermediate Certificate shall receive incentive pay equal to two percent (2%) of base salary.

(b) Effective within one hundred twenty (120) days following Board of Supervisors' approval of the 2019 MOU, Communications Dispatchers who obtain a POST Public Safety Dispatchers' Advanced Certificate shall receive incentive pay equal to an additional three and one-half percent (3.5%) of base salary.

~~(12)~~(19) Communications Training Officer (CTO) Differential: Dispatchers who are assigned in writing to serve as CTO will receive an 11.48% differential only for time spent training.

(20) Acting Supervisor Differential: Dispatchers assigned in writing to serve as acting supervisor for a shift will receive an eight percent (8%) differential only for the time worked as acting supervisor. Opportunity to serve as acting supervisor will be given to Regular employees prior to appointing an Extra Help Dispatcher.

### AFSCME Extra Help: Salaries - 2/24/2019

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
V051	<a href="#">911 Communications Calltaker</a>	<a href="#">1</a>	<a href="#">\$27.22</a>	<a href="#">\$28.78</a>	<a href="#">\$30.43</a>	<a href="#">\$32.17</a>	<a href="#">\$34.02</a>
M003	<a href="#">Airport Operations Specialist I</a>	<a href="#">1</a>	<a href="#">\$26.70</a>	<a href="#">\$28.23</a>	<a href="#">\$29.85</a>	<a href="#">\$31.57</a>	<a href="#">\$33.38</a>
M002	<a href="#">Airport Operations Specialist II</a>	<a href="#">1</a>	<a href="#">\$29.72</a>	<a href="#">\$31.42</a>	<a href="#">\$33.21</a>	<a href="#">\$35.12</a>	<a href="#">\$37.14</a>
M001	<a href="#">Airport Operations Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$37.73</a>	<a href="#">\$39.88</a>	<a href="#">\$42.17</a>	<a href="#">\$44.59</a>	<a href="#">\$47.15</a>
L024	<a href="#">Assistant Harbormaster</a>	<a href="#">5</a>	<a href="#">\$34.85</a>	<a href="#">\$36.83</a>	<a href="#">\$38.96</a>	<a href="#">\$41.19</a>	<a href="#">\$43.55</a>
W038	<a href="#">Automotive Mechanic</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$41.57</a>
W039	<a href="#">Automotive Mechanic Trainee</a>	<a href="#">1</a>	<a href="#">\$31.49</a>	<a href="#">\$33.30</a>	<a href="#">\$35.22</a>	<a href="#">\$37.22</a>	<a href="#">\$39.36</a>
W125	<a href="#">Automotive Service Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$46.65</a>
W121	<a href="#">Automotive Service Worker I</a>	<a href="#">1</a>	<a href="#">\$22.79</a>	<a href="#">\$24.10</a>	<a href="#">\$25.49</a>	<a href="#">\$26.94</a>	<a href="#">\$28.49</a>
W040	<a href="#">Automotive Service Worker II</a>	<a href="#">1</a>	<a href="#">\$25.21</a>	<a href="#">\$26.66</a>	<a href="#">\$28.18</a>	<a href="#">\$29.80</a>	<a href="#">\$31.50</a>
W041	<a href="#">Automotive Service Worker III</a>	<a href="#">1</a>	<a href="#">\$27.81</a>	<a href="#">\$29.41</a>	<a href="#">\$31.09</a>	<a href="#">\$32.89</a>	<a href="#">\$34.77</a>
J062	<a href="#">Biologist / Standards Specialist I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$28.19</a>
B093	<a href="#">Biologist / Standards Specialist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$28.19</a>
J063	<a href="#">Biologist / Standards Specialist II</a>	<a href="#">5</a>	<a href="#">\$29.58</a>	<a href="#">\$31.27</a>	<a href="#">\$33.06</a>	<a href="#">\$34.95</a>	<a href="#">\$36.98</a>
B094	<a href="#">Biologist / Standards Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$29.58</a>	<a href="#">\$31.27</a>	<a href="#">\$33.06</a>	<a href="#">\$34.95</a>	<a href="#">\$36.98</a>
J064	<a href="#">Biologist / Standards Specialist III</a>	<a href="#">5</a>	<a href="#">\$33.06</a>	<a href="#">\$34.95</a>	<a href="#">\$36.98</a>	<a href="#">\$39.08</a>	<a href="#">\$41.33</a>
B095	<a href="#">Biologist / Standards Specialist III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$33.06</a>	<a href="#">\$34.95</a>	<a href="#">\$36.98</a>	<a href="#">\$39.08</a>	<a href="#">\$41.33</a>
J065	<a href="#">Biologist / Standards Specialist IV</a>	<a href="#">5</a>	<a href="#">\$37.04</a>	<a href="#">\$39.15</a>	<a href="#">\$41.41</a>	<a href="#">\$43.77</a>	<a href="#">\$46.29</a>
B096	<a href="#">Biologist / Standards Specialist IV - Unclassified</a>	<a href="#">5</a>	<a href="#">\$37.04</a>	<a href="#">\$39.15</a>	<a href="#">\$41.41</a>	<a href="#">\$43.77</a>	<a href="#">\$46.29</a>
T048	<a href="#">Boiler Watch Engineer</a>	<a href="#">1</a>	<a href="#">\$32.77</a>	<a href="#">\$34.65</a>	<a href="#">\$36.65</a>	<a href="#">\$38.72</a>	<a href="#">\$40.96</a>
J057	<a href="#">Building Inspector I</a>	<a href="#">1</a>	<a href="#">\$34.66</a>	<a href="#">\$36.66</a>	<a href="#">\$38.73</a>	<a href="#">\$40.97</a>	<a href="#">\$43.32</a>
J058	<a href="#">Building Inspector II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$47.51</a>	<a href="#">\$50.23</a>	<a href="#">\$53.12</a>
J059	<a href="#">Building Inspector III</a>	<a href="#">1</a>	<a href="#">\$44.93</a>	<a href="#">\$47.51</a>	<a href="#">\$50.22</a>	<a href="#">\$53.11</a>	<a href="#">\$56.16</a>
J056	<a href="#">Building Permit Coordinator</a>	<a href="#">1</a>	<a href="#">\$35.92</a>	<a href="#">\$37.96</a>	<a href="#">\$40.14</a>	<a href="#">\$42.45</a>	<a href="#">\$44.89</a>
J050	<a href="#">Building Permit Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$39.49</a>	<a href="#">\$41.75</a>	<a href="#">\$44.14</a>	<a href="#">\$46.69</a>	<a href="#">\$49.37</a>
J060	<a href="#">Building Permit Technician I</a>	<a href="#">1</a>	<a href="#">\$25.25</a>	<a href="#">\$26.70</a>	<a href="#">\$28.23</a>	<a href="#">\$29.85</a>	<a href="#">\$31.57</a>
J061	<a href="#">Building Permit Technician II</a>	<a href="#">1</a>	<a href="#">\$29.91</a>	<a href="#">\$31.64</a>	<a href="#">\$33.44</a>	<a href="#">\$35.35</a>	<a href="#">\$37.40</a>
J055	<a href="#">Building Plans Specialist</a>	<a href="#">2</a>	<a href="#">\$51.57</a>	<a href="#">\$54.53</a>	<a href="#">\$57.66</a>	<a href="#">\$60.95</a>	<a href="#">\$64.47</a>
N108	<a href="#">Capital Projects Manager</a>	<a href="#">5</a>	<a href="#">\$52.52</a>	<a href="#">\$55.55</a>	<a href="#">\$58.74</a>	<a href="#">\$62.09</a>	<a href="#">\$65.67</a>
B208	<a href="#">Capital Projects Manager - Unclassified</a>	<a href="#">5</a>	<a href="#">\$52.52</a>	<a href="#">\$55.55</a>	<a href="#">\$58.74</a>	<a href="#">\$62.09</a>	<a href="#">\$65.67</a>
F080	<a href="#">Central Services And Supply Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$40.79</a>	<a href="#">\$43.13</a>	<a href="#">\$45.61</a>	<a href="#">\$48.23</a>	<a href="#">\$50.98</a>
F052	<a href="#">Chief Public Health Education</a>	<a href="#">2</a>	<a href="#">\$40.91</a>	<a href="#">\$43.27</a>	<a href="#">\$45.75</a>	<a href="#">\$48.36</a>	<a href="#">\$51.16</a>
F047	<a href="#">Clinical Coordinator For Pharmacy Services</a>	<a href="#">5</a>	<a href="#">\$64.39</a>	<a href="#">\$68.08</a>	<a href="#">\$71.99</a>	<a href="#">\$76.11</a>	<a href="#">\$80.48</a>
E308	<a href="#">Clinical Documentation Specialist</a>	<a href="#">1</a>	<a href="#">\$44.54</a>	<a href="#">\$47.10</a>	<a href="#">\$49.80</a>	<a href="#">\$52.66</a>	<a href="#">\$55.68</a>
F074	<a href="#">Clinical Laboratory Scientist I</a>	<a href="#">5</a>	<a href="#">\$43.39</a>	<a href="#">\$45.88</a>	<a href="#">\$48.52</a>	<a href="#">\$51.30</a>	<a href="#">\$54.24</a>
F074-R	<a href="#">Clinical Laboratory Scientist I - Relief</a>	<a href="#">5</a>	<a href="#">\$45.14</a>	<a href="#">\$47.72</a>	<a href="#">\$50.46</a>	<a href="#">\$53.36</a>	<a href="#">\$56.43</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">B040</a>	<a href="#">Clinical Laboratory Scientist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$43.39</a>	<a href="#">\$45.88</a>	<a href="#">\$48.52</a>	<a href="#">\$51.30</a>	<a href="#">\$54.24</a>
<a href="#">F023</a>	<a href="#">Clinical Laboratory Scientist II</a>	<a href="#">5</a>	<a href="#">\$45.94</a>	<a href="#">\$48.57</a>	<a href="#">\$51.36</a>	<a href="#">\$54.30</a>	<a href="#">\$57.42</a>
<a href="#">F023-R</a>	<a href="#">Clinical Laboratory Scientist II - Relief</a>	<a href="#">5</a>	<a href="#">\$47.79</a>	<a href="#">\$50.52</a>	<a href="#">\$53.41</a>	<a href="#">\$56.49</a>	<a href="#">\$59.72</a>
<a href="#">B041</a>	<a href="#">Clinical Laboratory Scientist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$45.94</a>	<a href="#">\$48.57</a>	<a href="#">\$51.36</a>	<a href="#">\$54.30</a>	<a href="#">\$57.42</a>
<a href="#">R004</a>	<a href="#">Code Compliance Officer I</a>	<a href="#">5</a>	<a href="#">\$30.67</a>	<a href="#">\$32.42</a>	<a href="#">\$34.28</a>	<a href="#">\$36.27</a>	<a href="#">\$38.33</a>
<a href="#">R005</a>	<a href="#">Code Compliance Officer II</a>	<a href="#">5</a>	<a href="#">\$35.31</a>	<a href="#">\$37.36</a>	<a href="#">\$39.49</a>	<a href="#">\$41.75</a>	<a href="#">\$44.14</a>
<a href="#">R007</a>	<a href="#">Code Compliance Officer III</a>	<a href="#">5</a>	<a href="#">\$37.29</a>	<a href="#">\$39.43</a>	<a href="#">\$41.70</a>	<a href="#">\$44.09</a>	<a href="#">\$46.63</a>
<a href="#">J047</a>	<a href="#">Communicable Disease Investigator</a>	<a href="#">1</a>	<a href="#">\$31.97</a>	<a href="#">\$33.79</a>	<a href="#">\$35.72</a>	<a href="#">\$37.79</a>	<a href="#">\$39.95</a>
<a href="#">B050</a>	<a href="#">Communicable Disease Investigator - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.97</a>	<a href="#">\$33.79</a>	<a href="#">\$35.72</a>	<a href="#">\$37.79</a>	<a href="#">\$39.95</a>
<a href="#">V045</a>	<a href="#">Communication Dispatch Coordinator</a>	<a href="#">1</a>	<a href="#">\$41.43</a>	<a href="#">\$43.82</a>	<a href="#">\$46.32</a>	<a href="#">\$48.98</a>	<a href="#">\$51.79</a>
<a href="#">B133</a>	<a href="#">Communications Dispatcher / Calltaker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$34.02</a>	<a href="#">\$35.97</a>	<a href="#">\$38.02</a>
<a href="#">V050</a>	<a href="#">Communications Dispatcher I / Calltaker</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$34.02</a>	<a href="#">\$35.97</a>	<a href="#">\$38.02</a>
<a href="#">V050-R</a>	<a href="#">Communications Dispatcher I / Calltaker - Relief</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$35.72</a>	<a href="#">\$37.78</a>	<a href="#">\$39.94</a>
<a href="#">V048</a>	<a href="#">Communications Dispatcher II</a>	<a href="#">1</a>	<a href="#">\$37.60</a>	<a href="#">\$39.76</a>	<a href="#">\$42.05</a>	<a href="#">\$44.47</a>	<a href="#">\$47.02</a>
<a href="#">V048-R</a>	<a href="#">Communications Dispatcher II - Relief</a>	<a href="#">1</a>	<a href="#">\$39.49</a>	<a href="#">\$41.76</a>	<a href="#">\$44.15</a>	<a href="#">\$46.70</a>	<a href="#">\$49.37</a>
<a href="#">F055</a>	<a href="#">Community Health Planner</a>	<a href="#">2</a>	<a href="#">\$39.40</a>	<a href="#">\$41.66</a>	<a href="#">\$44.06</a>	<a href="#">\$46.58</a>	<a href="#">\$49.27</a>
<a href="#">T074</a>	<a href="#">Community Services Officer</a>	<a href="#">1</a>	<a href="#">\$22.72</a>	<a href="#">\$24.03</a>	<a href="#">\$25.40</a>	<a href="#">\$26.87</a>	<a href="#">\$28.41</a>
<a href="#">B306</a>	<a href="#">Community Services Officer - Unclassified</a>	<a href="#">1</a>	<a href="#">\$22.72</a>	<a href="#">\$24.03</a>	<a href="#">\$25.40</a>	<a href="#">\$26.87</a>	<a href="#">\$28.41</a>
<a href="#">N001</a>	<a href="#">Construction Project Manager</a>	<a href="#">5</a>	<a href="#">\$43.27</a>	<a href="#">\$45.76</a>	<a href="#">\$48.36</a>	<a href="#">\$51.16</a>	<a href="#">\$54.09</a>
<a href="#">B063</a>	<a href="#">Construction Projects Manager - Unclassified</a>	<a href="#">5</a>	<a href="#">\$43.27</a>	<a href="#">\$45.76</a>	<a href="#">\$48.36</a>	<a href="#">\$51.16</a>	<a href="#">\$54.09</a>
<a href="#">S030</a>	<a href="#">Cook I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$26.17</a>	<a href="#">\$27.68</a>	<a href="#">\$29.26</a>
<a href="#">S027</a>	<a href="#">Cook II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$28.32</a>	<a href="#">\$29.94</a>	<a href="#">\$31.66</a>
<a href="#">L044</a>	<a href="#">County Arborist - Urban Forester</a>	<a href="#">5</a>	<a href="#">\$41.19</a>	<a href="#">\$43.55</a>	<a href="#">\$46.05</a>	<a href="#">\$48.69</a>	<a href="#">\$51.50</a>
<a href="#">F029</a>	<a href="#">Creative Arts Therapist</a>	<a href="#">5</a>	<a href="#">\$32.61</a>	<a href="#">\$34.49</a>	<a href="#">\$36.47</a>	<a href="#">\$38.57</a>	<a href="#">\$40.78</a>
<a href="#">F121</a>	<a href="#">Crisis Team Technician</a>	<a href="#">1</a>	<a href="#">\$30.18</a>	<a href="#">\$31.91</a>	<a href="#">\$33.75</a>	<a href="#">\$35.68</a>	<a href="#">\$37.74</a>
<a href="#">T075</a>	<a href="#">Custodian</a>	<a href="#">1</a>	<a href="#">\$21.72</a>	<a href="#">\$22.96</a>	<a href="#">\$24.27</a>	<a href="#">\$25.67</a>	<a href="#">\$27.14</a>
<a href="#">F070</a>	<a href="#">Cytology Technologist II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$47.51</a>	<a href="#">\$50.23</a>	<a href="#">\$53.12</a>
<a href="#">F078</a>	<a href="#">Darkroom Technician</a>	<a href="#">1</a>	<a href="#">\$20.09</a>	<a href="#">\$21.23</a>	<a href="#">\$22.44</a>	<a href="#">\$23.73</a>	<a href="#">\$25.11</a>
<a href="#">N016</a>	<a href="#">Delineator II</a>	<a href="#">1</a>	<a href="#">\$39.17</a>	<a href="#">\$41.41</a>	<a href="#">\$43.81</a>	<a href="#">\$46.29</a>	<a href="#">\$48.96</a>
<a href="#">F039</a>	<a href="#">Dental Assistant</a>	<a href="#">1</a>	<a href="#">\$22.67</a>	<a href="#">\$23.98</a>	<a href="#">\$25.34</a>	<a href="#">\$26.80</a>	<a href="#">\$28.34</a>
<a href="#">B086</a>	<a href="#">Dental Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$22.67</a>	<a href="#">\$23.98</a>	<a href="#">\$25.34</a>	<a href="#">\$26.80</a>	<a href="#">\$28.34</a>
<a href="#">F036</a>	<a href="#">Dental Hygienist</a>	<a href="#">1</a>	<a href="#">\$34.20</a>	<a href="#">\$36.16</a>	<a href="#">\$38.24</a>	<a href="#">\$40.44</a>	<a href="#">\$42.76</a>
<a href="#">N106</a>	<a href="#">Department Facilities Projects Coordinator I</a>	<a href="#">1</a>	<a href="#">\$32.94</a>	<a href="#">\$34.84</a>	<a href="#">\$36.82</a>	<a href="#">\$38.94</a>	<a href="#">\$41.18</a>
<a href="#">N107</a>	<a href="#">Department Facilities Projects Coordinator II</a>	<a href="#">5</a>	<a href="#">\$38.94</a>	<a href="#">\$41.18</a>	<a href="#">\$43.54</a>	<a href="#">\$46.04</a>	<a href="#">\$48.68</a>
<a href="#">S032</a>	<a href="#">Dietetic Assistant - Terminal</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$31.12</a>	<a href="#">\$32.92</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
S031	Dietetic Technician	<u>1</u>	<u>\$26.33</u>	<u>\$27.85</u>	<u>\$29.44</u>	<u>\$31.12</u>	<u>\$32.92</u>
B173	Dietetic Technician - Unclassified	<u>1</u>	<u>\$26.33</u>	<u>\$27.85</u>	<u>\$29.44</u>	<u>\$31.12</u>	<u>\$32.92</u>
S024	Dietitian	<u>5</u>	<u>\$36.00</u>	<u>\$38.08</u>	<u>\$40.25</u>	<u>\$42.56</u>	<u>\$45.00</u>
S023	Dietitian - Exempt	<u>5</u>	<u>\$36.00</u>	<u>\$38.08</u>	<u>\$40.25</u>	<u>\$42.56</u>	<u>\$45.00</u>
B174	Dietitian - Unclassified	<u>5</u>	<u>\$36.00</u>	<u>\$38.08</u>	<u>\$40.25</u>	<u>\$42.56</u>	<u>\$45.00</u>
F107	Electrograph Technician I	<u>1</u>	<u>\$24.55</u>	<u>\$25.97</u>	<u>\$27.46</u>	<u>\$29.03</u>	<u>\$30.69</u>
F107-R	Electrograph Technician I - Relief	<u>1</u>	<u>\$25.76</u>	<u>\$27.24</u>	<u>\$28.81</u>	<u>\$30.47</u>	<u>\$32.20</u>
B074	Electrograph Technician I - Unclassified	<u>1</u>	<u>\$24.55</u>	<u>\$25.97</u>	<u>\$27.46</u>	<u>\$29.03</u>	<u>\$30.69</u>
F108	Electrograph Technician II	<u>1</u>	<u>\$28.32</u>	<u>\$29.95</u>	<u>\$31.66</u>	<u>\$33.48</u>	<u>\$35.40</u>
F108-R	Electrograph Technician II - Relief	<u>1</u>	<u>\$29.75</u>	<u>\$31.45</u>	<u>\$33.25</u>	<u>\$35.16</u>	<u>\$37.17</u>
B075	Electrograph Technician II - Unclassified	<u>1</u>	<u>\$28.32</u>	<u>\$29.95</u>	<u>\$31.66</u>	<u>\$33.48</u>	<u>\$35.40</u>
J007	Environmental Health Program Supervisor - Exempt	<u>2</u>	<u>\$53.08</u>	<u>\$56.12</u>	<u>\$59.35</u>	<u>\$62.74</u>	<u>\$66.34</u>
J048	Environmental Health Specialist I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$35.24</u>	<u>\$37.25</u>	<u>\$39.40</u>
B005	Environmental Health Specialist I - Unclassified	<u>1</u>	<u>\$31.51</u>	<u>\$33.33</u>	<u>\$35.24</u>	<u>\$37.25</u>	<u>\$39.40</u>
J046	Environmental Health Specialist II	<u>1</u>	<u>\$41.29</u>	<u>\$43.65</u>	<u>\$46.15</u>	<u>\$48.79</u>	<u>\$51.60</u>
B006	Environmental Health Specialist II - Unclassified	<u>1</u>	<u>\$41.29</u>	<u>\$43.65</u>	<u>\$46.15</u>	<u>\$48.79</u>	<u>\$51.60</u>
J049	Environmental Health Specialist III	<u>1</u>	<u>\$43.82</u>	<u>\$46.32</u>	<u>\$48.97</u>	<u>\$51.78</u>	<u>\$54.75</u>
B009	Environmental Health Specialist III - Unclassified	<u>1</u>	<u>\$43.82</u>	<u>\$46.32</u>	<u>\$48.97</u>	<u>\$51.78</u>	<u>\$54.75</u>
J037	Environmental Health Specialist IV	<u>5</u>	<u>\$47.29</u>	<u>\$50.01</u>	<u>\$52.87</u>	<u>\$55.90</u>	<u>\$59.12</u>
J039	Environmental Health Technician I	<u>1</u>	<u>\$27.97</u>	<u>\$29.58</u>	<u>\$31.27</u>	<u>\$33.06</u>	<u>\$34.95</u>
B302	Environmental Health Technician I - Unclassified	<u>1</u>	<u>\$27.97</u>	<u>\$29.58</u>	<u>\$31.27</u>	<u>\$33.06</u>	<u>\$34.95</u>
J040	Environmental Health Technician II	<u>1</u>	<u>\$29.54</u>	<u>\$31.24</u>	<u>\$33.03</u>	<u>\$34.93</u>	<u>\$36.94</u>
B303	Environmental Health Technician II - Unclassified	<u>1</u>	<u>\$29.54</u>	<u>\$31.24</u>	<u>\$33.03</u>	<u>\$34.93</u>	<u>\$36.94</u>
F007	Epidemiologist I	<u>5</u>	<u>\$35.92</u>	<u>\$37.96</u>	<u>\$40.14</u>	<u>\$42.45</u>	<u>\$44.89</u>
F002	Epidemiologist II	<u>5</u>	<u>\$40.15</u>	<u>\$42.46</u>	<u>\$44.90</u>	<u>\$47.48</u>	<u>\$50.19</u>
B051	Epidemiologist II - Unclassified	<u>5</u>	<u>\$40.15</u>	<u>\$42.46</u>	<u>\$44.90</u>	<u>\$47.48</u>	<u>\$50.19</u>
L017	Equipment Mechanic / Operator Parks	<u>1</u>	<u>\$37.07</u>	<u>\$39.19</u>	<u>\$41.43</u>	<u>\$43.82</u>	<u>\$46.32</u>
S035	Food Service Supervisor - Exempt	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$28.32</u>	<u>\$29.94</u>	<u>\$31.66</u>
B035	Food Service Supervisor - Unclassified / Exempt	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$28.32</u>	<u>\$29.94</u>	<u>\$31.66</u>
S038	Food Service Worker I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$23.68</u>	<u>\$25.01</u>	<u>\$26.45</u>
S037	Food Service Worker II	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$24.94</u>	<u>\$26.38</u>	<u>\$27.89</u>
T070	Forensic Autopsy Technician	<u>1</u>	<u>\$23.74</u>	<u>\$25.11</u>	<u>\$26.53</u>	<u>\$28.07</u>	<u>\$29.67</u>
L042	Gardener	<u>1</u>	<u>\$30.41</u>	<u>\$32.15</u>	<u>\$34.00</u>	<u>\$35.95</u>	<u>\$38.00</u>
J001	Hazardous Materials Specialist I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$35.24</u>	<u>\$37.25</u>	<u>\$39.40</u>
B033	Hazardous Materials Specialist I - Unclassified	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$35.24</u>	<u>\$37.25</u>	<u>\$39.40</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
J003	<a href="#">Hazardous Materials Specialist II</a>	<a href="#">1</a>	<a href="#">\$41.29</a>	<a href="#">\$43.65</a>	<a href="#">\$46.15</a>	<a href="#">\$48.79</a>	<a href="#">\$51.60</a>
B052	<a href="#">Hazardous Materials Specialist II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$41.29</a>	<a href="#">\$43.65</a>	<a href="#">\$46.15</a>	<a href="#">\$48.79</a>	<a href="#">\$51.60</a>
J004	<a href="#">Hazardous Materials Specialist III</a>	<a href="#">1</a>	<a href="#">\$43.82</a>	<a href="#">\$46.32</a>	<a href="#">\$48.97</a>	<a href="#">\$51.78</a>	<a href="#">\$54.75</a>
B053	<a href="#">Hazardous Materials Specialist III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$43.82</a>	<a href="#">\$46.32</a>	<a href="#">\$48.97</a>	<a href="#">\$51.78</a>	<a href="#">\$54.75</a>
J005	<a href="#">Hazardous Materials Specialist IV</a>	<a href="#">5</a>	<a href="#">\$47.29</a>	<a href="#">\$50.01</a>	<a href="#">\$52.87</a>	<a href="#">\$55.90</a>	<a href="#">\$59.12</a>
B054	<a href="#">Hazardous Materials Specialist IV - Unclassified</a>	<a href="#">5</a>	<a href="#">\$47.29</a>	<a href="#">\$50.01</a>	<a href="#">\$52.87</a>	<a href="#">\$55.90</a>	<a href="#">\$59.12</a>
G085	<a href="#">Health Education Associate</a>	<a href="#">2</a>	<a href="#">\$29.36</a>	<a href="#">\$31.05</a>	<a href="#">\$32.82</a>	<a href="#">\$34.70</a>	<a href="#">\$36.71</a>
B115	<a href="#">Health Education Associate - Unclassified</a>	<a href="#">2</a>	<a href="#">\$29.36</a>	<a href="#">\$31.05</a>	<a href="#">\$32.82</a>	<a href="#">\$34.70</a>	<a href="#">\$36.71</a>
F001	<a href="#">Hospital Central Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$38.21</a>	<a href="#">\$40.40</a>	<a href="#">\$42.72</a>	<a href="#">\$45.16</a>	<a href="#">\$47.75</a>
R001	<a href="#">Housing / Community Development Specialist I</a>	<a href="#">1</a>	<a href="#">\$32.60</a>	<a href="#">\$34.48</a>	<a href="#">\$36.46</a>	<a href="#">\$38.54</a>	<a href="#">\$40.77</a>
R002	<a href="#">Housing / Community Development Specialist II</a>	<a href="#">1</a>	<a href="#">\$38.67</a>	<a href="#">\$40.88</a>	<a href="#">\$43.24</a>	<a href="#">\$45.71</a>	<a href="#">\$48.33</a>
R003	<a href="#">Housing / Community Development Specialist III</a>	<a href="#">1</a>	<a href="#">\$44.28</a>	<a href="#">\$46.82</a>	<a href="#">\$49.51</a>	<a href="#">\$52.35</a>	<a href="#">\$55.36</a>
R010	<a href="#">Housing And Community Development Supervisor</a>	<a href="#">5</a>	<a href="#">\$50.40</a>	<a href="#">\$53.28</a>	<a href="#">\$56.34</a>	<a href="#">\$59.58</a>	<a href="#">\$63.00</a>
F081	<a href="#">Imaging Specialist</a>	<a href="#">1</a>	<a href="#">\$52.61</a>	<a href="#">\$55.61</a>	<a href="#">\$58.80</a>	<a href="#">\$62.17</a>	<a href="#">\$65.74</a>
F081-R	<a href="#">Imaging Specialist - Relief</a>	<a href="#">1</a>	<a href="#">\$55.23</a>	<a href="#">\$58.40</a>	<a href="#">\$61.74</a>	<a href="#">\$65.30</a>	<a href="#">\$69.05</a>
F156	<a href="#">Laboratory Assistant II</a>	<a href="#">1</a>	<a href="#">\$23.59</a>	<a href="#">\$24.94</a>	<a href="#">\$26.38</a>	<a href="#">\$27.89</a>	<a href="#">\$29.48</a>
F156-R	<a href="#">Laboratory Assistant II - Relief</a>	<a href="#">1</a>	<a href="#">\$24.76</a>	<a href="#">\$26.17</a>	<a href="#">\$27.66</a>	<a href="#">\$29.26</a>	<a href="#">\$30.93</a>
B159	<a href="#">Laboratory Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.59</a>	<a href="#">\$24.94</a>	<a href="#">\$26.38</a>	<a href="#">\$27.89</a>	<a href="#">\$29.48</a>
F152	<a href="#">Laboratory Support Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$30.83</a>	<a href="#">\$32.59</a>	<a href="#">\$34.46</a>	<a href="#">\$36.44</a>	<a href="#">\$38.54</a>
G242	<a href="#">Lead Behavioral Health and Recovery Services Specialist</a>	<a href="#">5</a>	<a href="#">\$35.25</a>	<a href="#">\$37.25</a>	<a href="#">\$39.40</a>	<a href="#">\$41.66</a>	<a href="#">\$44.05</a>
F076	<a href="#">Lead Central Services And Supply Assistant</a>	<a href="#">1</a>	<a href="#">\$24.61</a>	<a href="#">\$26.04</a>	<a href="#">\$27.53</a>	<a href="#">\$29.11</a>	<a href="#">\$30.78</a>
T076	<a href="#">Lead Custodian</a>	<a href="#">1</a>	<a href="#">\$23.60</a>	<a href="#">\$24.95</a>	<a href="#">\$26.39</a>	<a href="#">\$27.90</a>	<a href="#">\$29.49</a>
F045	<a href="#">Lead Electrograph Technician</a>	<a href="#">1</a>	<a href="#">\$30.83</a>	<a href="#">\$32.59</a>	<a href="#">\$34.46</a>	<a href="#">\$36.44</a>	<a href="#">\$38.54</a>
J041	<a href="#">Lead Environmental Health Technician</a>	<a href="#">1</a>	<a href="#">\$31.35</a>	<a href="#">\$33.14</a>	<a href="#">\$35.04</a>	<a href="#">\$37.05</a>	<a href="#">\$39.16</a>
L005	<a href="#">Lead Gardener</a>	<a href="#">1</a>	<a href="#">\$34.85</a>	<a href="#">\$36.83</a>	<a href="#">\$38.96</a>	<a href="#">\$41.19</a>	<a href="#">\$43.55</a>
F082	<a href="#">Lead Imaging Specialist</a>	<a href="#">1</a>	<a href="#">\$56.56</a>	<a href="#">\$59.80</a>	<a href="#">\$63.22</a>	<a href="#">\$66.86</a>	<a href="#">\$70.70</a>
E359	<a href="#">Lead Medical Interpreter / Translator</a>	<a href="#">1</a>	<a href="#">\$31.24</a>	<a href="#">\$33.03</a>	<a href="#">\$34.92</a>	<a href="#">\$36.92</a>	<a href="#">\$39.04</a>
F090	<a href="#">Lead Pharmacist</a>	<a href="#">5</a>	<a href="#">\$65.16</a>	<a href="#">\$68.90</a>	<a href="#">\$72.86</a>	<a href="#">\$77.03</a>	<a href="#">\$81.46</a>
F061	<a href="#">Lead Pharmacy Technician</a>	<a href="#">1</a>	<a href="#">\$29.31</a>	<a href="#">\$30.99</a>	<a href="#">\$32.77</a>	<a href="#">\$34.65</a>	<a href="#">\$36.65</a>
F160	<a href="#">Lead Public Health Laboratory Technician</a>	<a href="#">1</a>	<a href="#">\$30.11</a>	<a href="#">\$31.84</a>	<a href="#">\$33.66</a>	<a href="#">\$35.60</a>	<a href="#">\$37.62</a>
F118	<a href="#">Lead Radiologic Technologist</a>	<a href="#">1</a>	<a href="#">\$47.84</a>	<a href="#">\$50.57</a>	<a href="#">\$53.48</a>	<a href="#">\$56.54</a>	<a href="#">\$59.79</a>
F086	<a href="#">Lead Sterile Processing Technician</a>	<a href="#">1</a>	<a href="#">\$26.03</a>	<a href="#">\$27.52</a>	<a href="#">\$29.11</a>	<a href="#">\$30.77</a>	<a href="#">\$32.53</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E478	Lead Telephone Operator	<u>1</u>	<u>\$27.33</u>	<u>\$28.90</u>	<u>\$30.56</u>	<u>\$32.30</u>	<u>\$34.16</u>
F120	Licensed Psychiatric Technician	<u>1</u>	<u>\$30.18</u>	<u>\$31.91</u>	<u>\$33.75</u>	<u>\$35.68</u>	<u>\$37.74</u>
F120-R	Licensed Psychiatric Technician - Relief	<u>1</u>	<u>\$31.68</u>	<u>\$33.50</u>	<u>\$35.42</u>	<u>\$37.45</u>	<u>\$39.61</u>
B154	Licensed Psychiatric Technician - Unclassified	<u>1</u>	<u>\$30.18</u>	<u>\$31.91</u>	<u>\$33.75</u>	<u>\$35.68</u>	<u>\$37.74</u>
B154-R	Licensed Psychiatric Technician - Unclassified / Relief	<u>1</u>	<u>\$31.68</u>	<u>\$33.50</u>	<u>\$35.42</u>	<u>\$37.45</u>	<u>\$39.61</u>
F020	Licensed Vocational Nurse	<u>1</u>	<u>\$0.00</u>	<u>\$31.91</u>	<u>\$33.75</u>	<u>\$35.68</u>	<u>\$37.74</u>
F020-R	Licensed Vocational Nurse - Relief	<u>1</u>	<u>\$31.68</u>	<u>\$33.50</u>	<u>\$35.42</u>	<u>\$37.45</u>	<u>\$39.61</u>
B155	Licensed Vocational Nurse - Unclassified	<u>1</u>	<u>\$0.00</u>	<u>\$31.91</u>	<u>\$33.75</u>	<u>\$35.68</u>	<u>\$37.74</u>
E360	Medical Interpreter / Translator	<u>1</u>	<u>\$26.24</u>	<u>\$27.75</u>	<u>\$29.33</u>	<u>\$31.02</u>	<u>\$32.79</u>
F157	Medical Laboratory Technician	<u>1</u>	<u>\$31.03</u>	<u>\$32.81</u>	<u>\$34.69</u>	<u>\$36.68</u>	<u>\$38.79</u>
E305	Medical Records Coder I	<u>1</u>	<u>\$28.02</u>	<u>\$29.63</u>	<u>\$31.34</u>	<u>\$33.14</u>	<u>\$35.04</u>
E305-R	Medical Records Coder I - Relief	<u>1</u>	<u>\$25.03</u>	<u>\$26.47</u>	<u>\$28.00</u>	<u>\$29.61</u>	<u>\$31.31</u>
E306	Medical Records Coder II	<u>1</u>	<u>\$34.58</u>	<u>\$36.56</u>	<u>\$38.66</u>	<u>\$40.89</u>	<u>\$43.23</u>
E306-R	Medical Records Coder II - Relief	<u>1</u>	<u>\$33.86</u>	<u>\$35.81</u>	<u>\$37.86</u>	<u>\$40.04</u>	<u>\$42.33</u>
E307	Medical Records Coder III	<u>1</u>	<u>\$39.76</u>	<u>\$42.05</u>	<u>\$44.47</u>	<u>\$47.02</u>	<u>\$49.72</u>
E304	Medical Records Technician I	<u>1</u>	<u>\$23.87</u>	<u>\$25.24</u>	<u>\$26.69</u>	<u>\$28.22</u>	<u>\$29.84</u>
E304-R	Medical Records Technician I - Relief	<u>1</u>	<u>\$25.03</u>	<u>\$26.47</u>	<u>\$28.00</u>	<u>\$29.61</u>	<u>\$31.31</u>
E303	Medical Records Technician II	<u>1</u>	<u>\$28.02</u>	<u>\$29.63</u>	<u>\$31.34</u>	<u>\$33.14</u>	<u>\$35.04</u>
E303-R	Medical Records Technician II - Relief	<u>1</u>	<u>\$29.44</u>	<u>\$31.13</u>	<u>\$32.92</u>	<u>\$34.82</u>	<u>\$36.80</u>
F077	Medical Services Assistant I	<u>1</u>	<u>\$19.90</u>	<u>\$21.04</u>	<u>\$22.25</u>	<u>\$23.52</u>	<u>\$24.87</u>
B081	Medical Services Assistant I - Unclassified	<u>1</u>	<u>\$19.90</u>	<u>\$21.04</u>	<u>\$22.25</u>	<u>\$23.52</u>	<u>\$24.87</u>
F079	Medical Services Assistant II	<u>1</u>	<u>\$23.19</u>	<u>\$24.53</u>	<u>\$25.94</u>	<u>\$27.43</u>	<u>\$28.99</u>
B082	Medical Services Assistant II - Unclassified	<u>1</u>	<u>\$23.19</u>	<u>\$24.53</u>	<u>\$25.94</u>	<u>\$27.43</u>	<u>\$28.99</u>
J084	Natural Resource Specialist I	<u>1</u>	<u>\$34.30</u>	<u>\$36.29</u>	<u>\$38.35</u>	<u>\$40.56</u>	<u>\$42.89</u>
J085	Natural Resource Specialist II	<u>1</u>	<u>\$37.76</u>	<u>\$39.91</u>	<u>\$42.21</u>	<u>\$44.64</u>	<u>\$47.19</u>
F174	Occupational Therapist I	<u>5</u>	<u>\$38.60</u>	<u>\$40.81</u>	<u>\$43.16</u>	<u>\$45.63</u>	<u>\$48.25</u>
B064	Occupational Therapist I - Unclassified	<u>5</u>	<u>\$38.60</u>	<u>\$40.81</u>	<u>\$43.16</u>	<u>\$45.63</u>	<u>\$48.25</u>
F184	Occupational Therapist I, California Children's Services	<u>5</u>	<u>\$38.60</u>	<u>\$40.81</u>	<u>\$43.16</u>	<u>\$45.63</u>	<u>\$48.25</u>
F175	Occupational Therapist II	<u>5</u>	<u>\$43.25</u>	<u>\$45.74</u>	<u>\$48.35</u>	<u>\$51.14</u>	<u>\$54.06</u>
B065	Occupational Therapist II - Unclassified	<u>5</u>	<u>\$43.25</u>	<u>\$45.74</u>	<u>\$48.35</u>	<u>\$51.14</u>	<u>\$54.06</u>
F185	Occupational Therapist II, California Children's Services	<u>5</u>	<u>\$43.25</u>	<u>\$45.74</u>	<u>\$48.35</u>	<u>\$51.14</u>	<u>\$54.06</u>
F084	Operating Room Technician	<u>1</u>	<u>\$30.18</u>	<u>\$31.91</u>	<u>\$33.75</u>	<u>\$35.68</u>	<u>\$37.74</u>
F084-R	Operating Room Technician - Relief	<u>1</u>	<u>\$31.68</u>	<u>\$33.50</u>	<u>\$35.42</u>	<u>\$37.45</u>	<u>\$39.61</u>
F004	Optometrist	<u>2</u>	<u>\$49.40</u>	<u>\$52.25</u>	<u>\$55.23</u>	<u>\$58.40</u>	<u>\$61.74</u>
F068	Orthopedic Technician	<u>1</u>	<u>\$25.53</u>	<u>\$27.00</u>	<u>\$28.54</u>	<u>\$30.17</u>	<u>\$31.89</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<u>L046</u>	<u>Park Aide - Extra Help</u>	<u>1</u>	<u>\$16.80</u>	<u>\$17.77</u>	<u>\$18.78</u>	<u>\$19.87</u>	<u>\$21.01</u>
<u>L040</u>	<u>Park Ranger I</u>	<u>1</u>	<u>\$28.02</u>	<u>\$29.63</u>	<u>\$31.34</u>	<u>\$33.14</u>	<u>\$35.04</u>
<u>L041</u>	<u>Park Ranger II</u>	<u>1</u>	<u>\$31.73</u>	<u>\$33.56</u>	<u>\$35.49</u>	<u>\$37.52</u>	<u>\$39.68</u>
<u>L039</u>	<u>Park Ranger III</u>	<u>5</u>	<u>\$36.37</u>	<u>\$38.46</u>	<u>\$40.67</u>	<u>\$42.99</u>	<u>\$45.45</u>
<u>L025</u>	<u>Park Ranger IV - Exempt</u>	<u>5</u>	<u>\$41.19</u>	<u>\$43.55</u>	<u>\$46.05</u>	<u>\$48.69</u>	<u>\$51.50</u>
<u>L014</u>	<u>Parks And Open Space Equipment Operator</u>	<u>1</u>	<u>\$37.80</u>	<u>\$39.96</u>	<u>\$42.25</u>	<u>\$44.69</u>	<u>\$47.25</u>
<u>L043</u>	<u>Parks Electrician And Maintenance Worker</u>	<u>5</u>	<u>\$38.31</u>	<u>\$40.52</u>	<u>\$42.84</u>	<u>\$45.30</u>	<u>\$47.90</u>
<u>J067</u>	<u>Pest Detection Specialist</u>	<u>5</u>	<u>\$22.94</u>	<u>\$24.24</u>	<u>\$25.64</u>	<u>\$27.11</u>	<u>\$28.68</u>
<u>B092</u>	<u>Pest Detection Specialist - Unclassified</u>	<u>5</u>	<u>\$22.94</u>	<u>\$24.24</u>	<u>\$25.64</u>	<u>\$27.11</u>	<u>\$28.68</u>
<u>J070</u>	<u>Pest Detection Supervisor - Exempt</u>	<u>5</u>	<u>\$27.92</u>	<u>\$29.54</u>	<u>\$31.24</u>	<u>\$33.02</u>	<u>\$34.91</u>
<u>F059</u>	<u>Pharmacist</u>	<u>5</u>	<u>\$61.75</u>	<u>\$65.29</u>	<u>\$69.02</u>	<u>\$72.99</u>	<u>\$77.19</u>
<u>F059-R</u>	<u>Pharmacist - Relief</u>	<u>5</u>	<u>\$62.22</u>	<u>\$65.77</u>	<u>\$69.55</u>	<u>\$73.54</u>	<u>\$77.76</u>
<u>B097</u>	<u>Pharmacist - Unclassified</u>	<u>5</u>	<u>\$61.75</u>	<u>\$65.29</u>	<u>\$69.02</u>	<u>\$72.99</u>	<u>\$77.19</u>
<u>B097-R</u>	<u>Pharmacist - Unclassified / Relief</u>	<u>5</u>	<u>\$62.22</u>	<u>\$65.77</u>	<u>\$69.55</u>	<u>\$73.54</u>	<u>\$77.76</u>
<u>F060</u>	<u>Pharmacy Aide</u>	<u>1</u>	<u>\$22.63</u>	<u>\$23.92</u>	<u>\$25.29</u>	<u>\$26.74</u>	<u>\$28.28</u>
<u>F053</u>	<u>Pharmacy Buyer</u>	<u>1</u>	<u>\$30.00</u>	<u>\$31.71</u>	<u>\$33.54</u>	<u>\$35.47</u>	<u>\$37.50</u>
<u>F058</u>	<u>Pharmacy Technician</u>	<u>1</u>	<u>\$29.99</u>	<u>\$31.72</u>	<u>\$33.52</u>	<u>\$35.45</u>	<u>\$37.49</u>
<u>B098</u>	<u>Pharmacy Technician - Unclassified</u>	<u>1</u>	<u>\$29.99</u>	<u>\$31.72</u>	<u>\$33.52</u>	<u>\$35.45</u>	<u>\$37.49</u>
<u>F171</u>	<u>Physical Therapist I</u>	<u>5</u>	<u>\$38.60</u>	<u>\$40.81</u>	<u>\$43.16</u>	<u>\$45.63</u>	<u>\$48.25</u>
<u>F181</u>	<u>Physical Therapist I, California Children's Services</u>	<u>5</u>	<u>\$38.60</u>	<u>\$40.81</u>	<u>\$43.16</u>	<u>\$45.63</u>	<u>\$48.25</u>
<u>F172</u>	<u>Physical Therapist II</u>	<u>5</u>	<u>\$43.25</u>	<u>\$45.74</u>	<u>\$48.35</u>	<u>\$51.14</u>	<u>\$54.06</u>
<u>F182</u>	<u>Physical Therapist II, California Children's Services</u>	<u>5</u>	<u>\$43.25</u>	<u>\$45.74</u>	<u>\$48.35</u>	<u>\$51.14</u>	<u>\$54.06</u>
<u>F109</u>	<u>Physicians Assistant</u>	<u>5</u>	<u>\$71.05</u>	<u>\$75.14</u>	<u>\$79.45</u>	<u>\$84.01</u>	<u>\$88.82</u>
<u>R060</u>	<u>Planner I</u>	<u>1</u>	<u>\$30.50</u>	<u>\$32.25</u>	<u>\$34.10</u>	<u>\$36.06</u>	<u>\$38.14</u>
<u>B058</u>	<u>Planner I - Unclassified</u>	<u>5</u>	<u>\$30.50</u>	<u>\$32.25</u>	<u>\$34.10</u>	<u>\$36.06</u>	<u>\$38.14</u>
<u>R050</u>	<u>Planner II</u>	<u>5</u>	<u>\$36.16</u>	<u>\$38.24</u>	<u>\$40.44</u>	<u>\$42.76</u>	<u>\$45.20</u>
<u>B057</u>	<u>Planner II - Unclassified</u>	<u>5</u>	<u>\$36.16</u>	<u>\$38.24</u>	<u>\$40.44</u>	<u>\$42.76</u>	<u>\$45.20</u>
<u>R040</u>	<u>Planner III</u>	<u>5</u>	<u>\$41.41</u>	<u>\$43.77</u>	<u>\$46.29</u>	<u>\$48.95</u>	<u>\$51.75</u>
<u>B056</u>	<u>Planner III - Unclassified</u>	<u>5</u>	<u>\$41.41</u>	<u>\$43.77</u>	<u>\$46.29</u>	<u>\$48.95</u>	<u>\$51.75</u>
<u>R065</u>	<u>Planning Technician</u>	<u>1</u>	<u>\$26.76</u>	<u>\$28.31</u>	<u>\$29.93</u>	<u>\$31.65</u>	<u>\$33.45</u>
<u>F116</u>	<u>Psychologist I</u>	<u>2</u>	<u>\$43.14</u>	<u>\$45.62</u>	<u>\$48.24</u>	<u>\$50.99</u>	<u>\$53.93</u>
<u>B045</u>	<u>Psychologist I - Unclassified</u>	<u>2</u>	<u>\$43.14</u>	<u>\$45.62</u>	<u>\$48.24</u>	<u>\$50.99</u>	<u>\$53.93</u>
<u>F050</u>	<u>Psychologist II</u>	<u>2</u>	<u>\$47.31</u>	<u>\$50.04</u>	<u>\$52.90</u>	<u>\$55.93</u>	<u>\$59.15</u>
<u>B046</u>	<u>Psychologist II - Unclassified</u>	<u>2</u>	<u>\$47.31</u>	<u>\$50.04</u>	<u>\$52.90</u>	<u>\$55.93</u>	<u>\$59.15</u>
<u>F057</u>	<u>Public Health Educator</u>	<u>2</u>	<u>\$39.40</u>	<u>\$41.66</u>	<u>\$44.06</u>	<u>\$46.58</u>	<u>\$49.27</u>
<u>B114</u>	<u>Public Health Educator - Unclassified</u>	<u>1</u>	<u>\$39.40</u>	<u>\$41.66</u>	<u>\$44.06</u>	<u>\$46.58</u>	<u>\$49.27</u>
<u>F158</u>	<u>Public Health Laboratory Technician I</u>	<u>1</u>	<u>\$25.31</u>	<u>\$26.76</u>	<u>\$28.31</u>	<u>\$29.93</u>	<u>\$31.65</u>
<u>F159</u>	<u>Public Health Laboratory Technician II</u>	<u>1</u>	<u>\$28.48</u>	<u>\$30.11</u>	<u>\$31.84</u>	<u>\$33.66</u>	<u>\$35.60</u>
<u>F065</u>	<u>Public Health Microbiologist I</u>	<u>5</u>	<u>\$40.17</u>	<u>\$42.47</u>	<u>\$44.92</u>	<u>\$47.50</u>	<u>\$50.21</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
F066	Public Health Microbiologist II	<u>5</u>	<u>\$42.53</u>	<u>\$44.97</u>	<u>\$47.54</u>	<u>\$50.26</u>	<u>\$53.15</u>
F075	Radiologic Technologist I	<u>1</u>	<u>\$39.69</u>	<u>\$41.97</u>	<u>\$44.38</u>	<u>\$46.91</u>	<u>\$49.62</u>
F075-R	Radiologic Technologist I - Relief	<u>1</u>	<u>\$41.66</u>	<u>\$44.06</u>	<u>\$46.58</u>	<u>\$49.27</u>	<u>\$52.07</u>
F119	Radiologic Technologist II	<u>1</u>	<u>\$41.98</u>	<u>\$44.39</u>	<u>\$46.94</u>	<u>\$49.64</u>	<u>\$52.48</u>
F119-R	Radiologic Technologist II - Relief	<u>1</u>	<u>\$44.07</u>	<u>\$46.59</u>	<u>\$49.28</u>	<u>\$52.10</u>	<u>\$55.08</u>
F125	Radiologic Technologist III	<u>1</u>	<u>\$44.35</u>	<u>\$46.90</u>	<u>\$49.61</u>	<u>\$52.44</u>	<u>\$55.45</u>
F125-R	Radiologic Technologist III - Relief	<u>1</u>	<u>\$46.59</u>	<u>\$49.28</u>	<u>\$52.08</u>	<u>\$55.08</u>	<u>\$58.24</u>
B072	Radiologic Technologist III - Unclassified	<u>1</u>	<u>\$44.35</u>	<u>\$46.90</u>	<u>\$49.61</u>	<u>\$52.44</u>	<u>\$55.45</u>
F072	Radiology Assistant	<u>1</u>	<u>\$24.55</u>	<u>\$25.97</u>	<u>\$27.46</u>	<u>\$29.03</u>	<u>\$30.69</u>
F063	Registered Dental Assistant	<u>1</u>	<u>\$26.80</u>	<u>\$28.34</u>	<u>\$29.96</u>	<u>\$31.68</u>	<u>\$33.50</u>
J082	Resource Conservation Specialist I	<u>1</u>	<u>\$34.30</u>	<u>\$36.29</u>	<u>\$38.35</u>	<u>\$40.56</u>	<u>\$42.89</u>
B047	Resource Conservation Specialist I - Unclassified	<u>1</u>	<u>\$34.30</u>	<u>\$36.29</u>	<u>\$38.35</u>	<u>\$40.56</u>	<u>\$42.89</u>
J083	Resource Conservation Specialist II	<u>1</u>	<u>\$37.76</u>	<u>\$39.91</u>	<u>\$42.21</u>	<u>\$44.64</u>	<u>\$47.19</u>
B048	Resource Conservation Specialist II - Unclassified	<u>1</u>	<u>\$37.76</u>	<u>\$39.91</u>	<u>\$42.21</u>	<u>\$44.64</u>	<u>\$47.19</u>
J081	Resource Conservation Specialist III	<u>1</u>	<u>\$40.78</u>	<u>\$43.12</u>	<u>\$45.59</u>	<u>\$48.22</u>	<u>\$50.97</u>
B011	Resource Conservation Specialist III - Unclassified	<u>1</u>	<u>\$40.78</u>	<u>\$43.12</u>	<u>\$45.59</u>	<u>\$48.22</u>	<u>\$50.97</u>
F130	Respiratory Therapist I	<u>1</u>	<u>\$32.26</u>	<u>\$34.11</u>	<u>\$36.05</u>	<u>\$38.14</u>	<u>\$40.32</u>
F130-R	Respiratory Therapist I - Relief	<u>1</u>	<u>\$33.65</u>	<u>\$35.58</u>	<u>\$37.61</u>	<u>\$39.77</u>	<u>\$42.06</u>
F132	Respiratory Therapist II	<u>1</u>	<u>\$38.55</u>	<u>\$40.76</u>	<u>\$43.10</u>	<u>\$45.58</u>	<u>\$48.19</u>
F132-R	Respiratory Therapist II - Relief	<u>1</u>	<u>\$40.20</u>	<u>\$42.50</u>	<u>\$44.96</u>	<u>\$47.52</u>	<u>\$50.24</u>
F134	Respiratory Therapist III	<u>1</u>	<u>\$42.78</u>	<u>\$45.25</u>	<u>\$47.83</u>	<u>\$50.57</u>	<u>\$53.47</u>
F134-R	Respiratory Therapist III - Relief	<u>1</u>	<u>\$44.63</u>	<u>\$47.18</u>	<u>\$49.88</u>	<u>\$52.74</u>	<u>\$55.78</u>
T105	School Bus Driver	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$25.55</u>	<u>\$27.02</u>	<u>\$28.56</u>
S065	Seamstress	<u>1</u>	<u>\$20.44</u>	<u>\$21.62</u>	<u>\$22.86</u>	<u>\$24.16</u>	<u>\$25.56</u>
R006	Senior Code Compliance Officer - Exempt	<u>5</u>	<u>\$42.21</u>	<u>\$44.64</u>	<u>\$47.19</u>	<u>\$49.89</u>	<u>\$52.76</u>
J045	Senior Communicable Diseases Investigator	<u>1</u>	<u>\$33.78</u>	<u>\$35.71</u>	<u>\$37.77</u>	<u>\$39.93</u>	<u>\$42.22</u>
F054	Senior Community Health Planner	<u>2</u>	<u>\$42.38</u>	<u>\$44.80</u>	<u>\$47.38</u>	<u>\$50.10</u>	<u>\$52.96</u>
R011	Senior Housing and Community Development Policy Analyst	<u>1</u>	<u>\$50.40</u>	<u>\$53.28</u>	<u>\$56.34</u>	<u>\$59.58</u>	<u>\$63.00</u>
R020	Senior Planner - Exempt	<u>2</u>	<u>\$52.30</u>	<u>\$55.29</u>	<u>\$58.46</u>	<u>\$61.83</u>	<u>\$65.36</u>
F056	Senior Public Health Educator	<u>2</u>	<u>\$42.38</u>	<u>\$44.80</u>	<u>\$47.38</u>	<u>\$50.10</u>	<u>\$52.96</u>
J080	Senior Sustainability Specialist	<u>1</u>	<u>\$45.58</u>	<u>\$48.20</u>	<u>\$50.96</u>	<u>\$53.89</u>	<u>\$56.98</u>
T062	Senior Utility Worker	<u>1</u>	<u>\$26.57</u>	<u>\$28.09</u>	<u>\$29.69</u>	<u>\$31.41</u>	<u>\$33.20</u>
F003	Speech Pathologist	<u>5</u>	<u>\$43.25</u>	<u>\$45.74</u>	<u>\$48.35</u>	<u>\$51.14</u>	<u>\$54.06</u>
T041	Stationary Engineer I	<u>1</u>	<u>\$30.21</u>	<u>\$31.95</u>	<u>\$33.78</u>	<u>\$35.70</u>	<u>\$37.77</u>
T040	Stationary Engineer II	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$44.68</u>
F085	Sterile Processing Technician	<u>1</u>	<u>\$24.53</u>	<u>\$25.94</u>	<u>\$27.43</u>	<u>\$29.00</u>	<u>\$30.66</u>
F191	Supervising Clinical Laboratory Scientist - Exempt	<u>5</u>	<u>\$50.57</u>	<u>\$53.47</u>	<u>\$56.53</u>	<u>\$59.77</u>	<u>\$63.22</u>
S020	Supervising Cook - Exempt	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$30.14</u>	<u>\$31.86</u>	<u>\$33.68</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">F168</a>	<a href="#">Supervising Creative Arts Therapist - Exempt</a>	<a href="#">5</a>	<a href="#">\$39.17</a>	<a href="#">\$41.41</a>	<a href="#">\$43.81</a>	<a href="#">\$46.29</a>	<a href="#">\$48.96</a>
<a href="#">T060</a>	<a href="#">Supervising Custodian - Exempt</a>	<a href="#">5</a>	<a href="#">\$25.26</a>	<a href="#">\$26.72</a>	<a href="#">\$28.25</a>	<a href="#">\$29.87</a>	<a href="#">\$31.59</a>
<a href="#">S025</a>	<a href="#">Supervising Dietitian</a>	<a href="#">2</a>	<a href="#">\$39.73</a>	<a href="#">\$42.02</a>	<a href="#">\$44.43</a>	<a href="#">\$46.98</a>	<a href="#">\$49.68</a>
<a href="#">F101</a>	<a href="#">Supervising Epidemiologist</a>	<a href="#">5</a>	<a href="#">\$47.09</a>	<a href="#">\$49.78</a>	<a href="#">\$52.65</a>	<a href="#">\$55.67</a>	<a href="#">\$58.86</a>
<a href="#">F006</a>	<a href="#">Supervising Mental Health Psychologist - Exempt</a>	<a href="#">2</a>	<a href="#">\$52.76</a>	<a href="#">\$55.80</a>	<a href="#">\$59.00</a>	<a href="#">\$62.38</a>	<a href="#">\$65.96</a>
<a href="#">F092</a>	<a href="#">Supervising Pharmacist</a>	<a href="#">5</a>	<a href="#">\$68.78</a>	<a href="#">\$72.72</a>	<a href="#">\$76.90</a>	<a href="#">\$81.30</a>	<a href="#">\$85.97</a>
<a href="#">F194</a>	<a href="#">Supervising Psychologist - Exempt</a>	<a href="#">2</a>	<a href="#">\$50.90</a>	<a href="#">\$53.82</a>	<a href="#">\$56.91</a>	<a href="#">\$60.18</a>	<a href="#">\$63.62</a>
<a href="#">F062</a>	<a href="#">Supervising Public Health Microbiologist - Exempt</a>	<a href="#">5</a>	<a href="#">\$46.81</a>	<a href="#">\$49.49</a>	<a href="#">\$52.34</a>	<a href="#">\$55.35</a>	<a href="#">\$58.52</a>
<a href="#">F051</a>	<a href="#">Supervising Public Health Nutritionist - Exempt</a>	<a href="#">2</a>	<a href="#">\$39.73</a>	<a href="#">\$42.02</a>	<a href="#">\$44.43</a>	<a href="#">\$46.98</a>	<a href="#">\$49.68</a>
<a href="#">F126</a>	<a href="#">Supervising Radiologic Technologist - Exempt</a>	<a href="#">1</a>	<a href="#">\$60.80</a>	<a href="#">\$64.27</a>	<a href="#">\$67.98</a>	<a href="#">\$71.87</a>	<a href="#">\$76.00</a>
<a href="#">T012</a>	<a href="#">Supervising Stationary Engineer - Exempt</a>	<a href="#">5</a>	<a href="#">\$44.46</a>	<a href="#">\$47.02</a>	<a href="#">\$49.72</a>	<a href="#">\$52.56</a>	<a href="#">\$55.58</a>
<a href="#">F187</a>	<a href="#">Supervising Therapist - Exempt</a>	<a href="#">5</a>	<a href="#">\$46.91</a>	<a href="#">\$49.61</a>	<a href="#">\$52.44</a>	<a href="#">\$55.46</a>	<a href="#">\$58.64</a>
<a href="#">E480</a>	<a href="#">Telephone Operator</a>	<a href="#">1</a>	<a href="#">\$22.13</a>	<a href="#">\$23.39</a>	<a href="#">\$24.75</a>	<a href="#">\$26.16</a>	<a href="#">\$27.66</a>
<a href="#">V053</a>	<a href="#">Telephone Services Analyst</a>	<a href="#">1</a>	<a href="#">\$33.40</a>	<a href="#">\$35.31</a>	<a href="#">\$37.36</a>	<a href="#">\$39.49</a>	<a href="#">\$41.75</a>
<a href="#">E477</a>	<a href="#">Telephone Services Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$30.95</a>	<a href="#">\$32.73</a>	<a href="#">\$34.60</a>	<a href="#">\$36.60</a>	<a href="#">\$38.68</a>
<a href="#">F044</a>	<a href="#">Therapy Aide</a>	<a href="#">1</a>	<a href="#">\$24.36</a>	<a href="#">\$25.74</a>	<a href="#">\$27.23</a>	<a href="#">\$28.79</a>	<a href="#">\$30.44</a>
<a href="#">F166</a>	<a href="#">Therapy Assistant</a>	<a href="#">1</a>	<a href="#">\$30.89</a>	<a href="#">\$32.66</a>	<a href="#">\$34.53</a>	<a href="#">\$36.50</a>	<a href="#">\$38.61</a>
<a href="#">B059</a>	<a href="#">Therapy Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.89</a>	<a href="#">\$32.66</a>	<a href="#">\$34.53</a>	<a href="#">\$36.50</a>	<a href="#">\$38.61</a>
<a href="#">T064</a>	<a href="#">Utility Worker I</a>	<a href="#">1</a>	<a href="#">\$22.85</a>	<a href="#">\$24.15</a>	<a href="#">\$25.55</a>	<a href="#">\$27.02</a>	<a href="#">\$28.56</a>
<a href="#">T063</a>	<a href="#">Utility Worker II</a>	<a href="#">1</a>	<a href="#">\$24.10</a>	<a href="#">\$25.48</a>	<a href="#">\$26.94</a>	<a href="#">\$28.49</a>	<a href="#">\$30.12</a>
-	-	-	-	-	-	-	-

### AFSCME Extra Help: Salaries - 3/24/2019

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">G078</a>	<a href="#">Behavioral Health And Recovery Services Analyst I</a>	<a href="#">1</a>	<a href="#">\$33.43</a>	<a href="#">\$35.34</a>	<a href="#">\$37.39</a>	<a href="#">\$39.51</a>	<a href="#">\$41.79</a>
<a href="#">B278</a>	<a href="#">Behavioral Health and Recovery Services Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$33.43</a>	<a href="#">\$35.34</a>	<a href="#">\$37.39</a>	<a href="#">\$39.51</a>	<a href="#">\$41.79</a>
<a href="#">G079</a>	<a href="#">Behavioral Health And Recovery Services Analyst II</a>	<a href="#">5</a>	<a href="#">\$39.24</a>	<a href="#">\$41.48</a>	<a href="#">\$43.87</a>	<a href="#">\$46.38</a>	<a href="#">\$49.04</a>
<a href="#">B279</a>	<a href="#">Behavioral Health and Recovery Services Analyst II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$39.24</a>	<a href="#">\$41.48</a>	<a href="#">\$43.87</a>	<a href="#">\$46.38</a>	<a href="#">\$49.04</a>
<a href="#">G080</a>	<a href="#">Behavioral Health And Recovery Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$43.74</a>	<a href="#">\$46.26</a>	<a href="#">\$48.92</a>	<a href="#">\$51.70</a>	<a href="#">\$54.68</a>
<a href="#">G071</a>	<a href="#">Benefits Analyst I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$28.98</a>	<a href="#">\$30.65</a>	<a href="#">\$32.40</a>
<a href="#">B123</a>	<a href="#">Benefits Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$28.98</a>	<a href="#">\$30.65</a>	<a href="#">\$32.40</a>
<a href="#">G070</a>	<a href="#">Benefits Analyst II</a>	<a href="#">1</a>	<a href="#">\$29.36</a>	<a href="#">\$31.05</a>	<a href="#">\$32.82</a>	<a href="#">\$34.70</a>	<a href="#">\$36.71</a>
<a href="#">B124</a>	<a href="#">Benefits Analyst II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.36</a>	<a href="#">\$31.05</a>	<a href="#">\$32.82</a>	<a href="#">\$34.70</a>	<a href="#">\$36.71</a>
<a href="#">G069</a>	<a href="#">Benefits Analyst III</a>	<a href="#">1</a>	<a href="#">\$31.57</a>	<a href="#">\$33.38</a>	<a href="#">\$35.29</a>	<a href="#">\$37.33</a>	<a href="#">\$39.45</a>
<a href="#">B202</a>	<a href="#">Benefits Analyst III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.57</a>	<a href="#">\$33.38</a>	<a href="#">\$35.29</a>	<a href="#">\$37.33</a>	<a href="#">\$39.45</a>
<a href="#">G239</a>	<a href="#">Case Management / Assessment Specialist I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">B012</a>	<a href="#">Case Management / Assessment Specialist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">G240</a>	<a href="#">Case Management / Assessment Specialist II</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">B013</a>	<a href="#">Case Management / Assessment Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">E433</a>	<a href="#">Child Support Investigator</a>	<a href="#">1</a>	<a href="#">\$37.60</a>	<a href="#">\$39.76</a>	<a href="#">\$42.05</a>	<a href="#">\$44.47</a>	<a href="#">\$47.02</a>
<a href="#">B029</a>	<a href="#">Child Support Investigator - Unclassified</a>	<a href="#">1</a>	<a href="#">\$37.60</a>	<a href="#">\$39.76</a>	<a href="#">\$42.05</a>	<a href="#">\$44.47</a>	<a href="#">\$47.02</a>
<a href="#">G094</a>	<a href="#">Children's Services Social Work Supervisor - E</a>	<a href="#">5</a>	<a href="#">\$48.81</a>	<a href="#">\$51.59</a>	<a href="#">\$54.55</a>	<a href="#">\$57.69</a>	<a href="#">\$61.01</a>
<a href="#">G090</a>	<a href="#">Children's Services Social Worker I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$34.80</a>	<a href="#">\$36.78</a>	<a href="#">\$38.89</a>
<a href="#">B286</a>	<a href="#">Children's Services Social Worker I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$34.80</a>	<a href="#">\$36.78</a>	<a href="#">\$38.89</a>
<a href="#">G091</a>	<a href="#">Children's Services Social Worker II</a>	<a href="#">5</a>	<a href="#">\$35.13</a>	<a href="#">\$37.17</a>	<a href="#">\$39.29</a>	<a href="#">\$41.57</a>	<a href="#">\$43.92</a>
<a href="#">B287</a>	<a href="#">Children's Services Social Worker II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$35.13</a>	<a href="#">\$37.17</a>	<a href="#">\$39.29</a>	<a href="#">\$41.57</a>	<a href="#">\$43.92</a>
<a href="#">G092</a>	<a href="#">Children's Services Social Worker III</a>	<a href="#">5</a>	<a href="#">\$41.45</a>	<a href="#">\$43.84</a>	<a href="#">\$46.34</a>	<a href="#">\$49.00</a>	<a href="#">\$51.82</a>
<a href="#">B288</a>	<a href="#">Children's Services Social Worker III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$41.45</a>	<a href="#">\$43.84</a>	<a href="#">\$46.34</a>	<a href="#">\$49.00</a>	<a href="#">\$51.82</a>
<a href="#">G112</a>	<a href="#">Community Worker I</a>	<a href="#">1</a>	<a href="#">\$22.18</a>	<a href="#">\$23.44</a>	<a href="#">\$24.79</a>	<a href="#">\$26.22</a>	<a href="#">\$27.71</a>
<a href="#">B183</a>	<a href="#">Community Worker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$22.18</a>	<a href="#">\$23.44</a>	<a href="#">\$24.79</a>	<a href="#">\$26.22</a>	<a href="#">\$27.71</a>
<a href="#">G113</a>	<a href="#">Community Worker II</a>	<a href="#">1</a>	<a href="#">\$24.49</a>	<a href="#">\$25.89</a>	<a href="#">\$27.37</a>	<a href="#">\$28.94</a>	<a href="#">\$30.60</a>
<a href="#">B184</a>	<a href="#">Community Worker II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.49</a>	<a href="#">\$25.89</a>	<a href="#">\$27.37</a>	<a href="#">\$28.94</a>	<a href="#">\$30.60</a>
<a href="#">G050</a>	<a href="#">Crime Analyst</a>	<a href="#">5</a>	<a href="#">\$37.73</a>	<a href="#">\$39.88</a>	<a href="#">\$42.17</a>	<a href="#">\$44.59</a>	<a href="#">\$47.15</a>
<a href="#">B010</a>	<a href="#">Crime Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$37.73</a>	<a href="#">\$39.88</a>	<a href="#">\$42.17</a>	<a href="#">\$44.59</a>	<a href="#">\$47.15</a>
<a href="#">G223</a>	<a href="#">Deputy Public Administrator I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">B325</a>	<a href="#">Deputy Public Administrator I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">G224</a>	<a href="#">Deputy Public Administrator II</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">B326</a>	<a href="#">Deputy Public Administrator II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">G220</a>	<a href="#">Deputy Public Guardian Conservator I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">G225</a>	<a href="#">Deputy Public Guardian Conservator II</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">G217</a>	<a href="#">Deputy Public Guardian Conservator III</a>	<a href="#">5</a>	<a href="#">\$37.79</a>	<a href="#">\$39.95</a>	<a href="#">\$42.23</a>	<a href="#">\$44.67</a>	<a href="#">\$47.22</a>
<a href="#">G110</a>	<a href="#">District Attorney's Office Supervising Victim Advocate</a>	<a href="#">5</a>	<a href="#">\$33.67</a>	<a href="#">\$35.61</a>	<a href="#">\$37.65</a>	<a href="#">\$39.82</a>	<a href="#">\$42.11</a>
<a href="#">G111</a>	<a href="#">District Attorney's Office Victim Advocate I</a>	<a href="#">1</a>	<a href="#">\$24.49</a>	<a href="#">\$25.89</a>	<a href="#">\$27.37</a>	<a href="#">\$28.94</a>	<a href="#">\$30.60</a>
<a href="#">G114</a>	<a href="#">District Attorney's Office Victim Advocate II</a>	<a href="#">1</a>	<a href="#">\$30.61</a>	<a href="#">\$32.37</a>	<a href="#">\$34.22</a>	<a href="#">\$36.18</a>	<a href="#">\$38.26</a>
<a href="#">G237</a>	<a href="#">Employment Services Specialist I</a>	<a href="#">1</a>	<a href="#">\$28.36</a>	<a href="#">\$29.99</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">B143</a>	<a href="#">Employment Services Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.36</a>	<a href="#">\$29.99</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">G238</a>	<a href="#">Employment Services Specialist II</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">B144</a>	<a href="#">Employment Services Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">G215</a>	<a href="#">Estate Property Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$44.48</a>	<a href="#">\$47.03</a>	<a href="#">\$49.73</a>	<a href="#">\$52.58</a>	<a href="#">\$55.60</a>
<a href="#">G055</a>	<a href="#">Evaluation Analyst</a>	<a href="#">5</a>	<a href="#">\$37.73</a>	<a href="#">\$39.88</a>	<a href="#">\$42.17</a>	<a href="#">\$44.59</a>	<a href="#">\$47.15</a>
<a href="#">G065</a>	<a href="#">Fraud Investigator I</a>	<a href="#">1</a>	<a href="#">\$32.35</a>	<a href="#">\$34.20</a>	<a href="#">\$36.16</a>	<a href="#">\$38.24</a>	<a href="#">\$40.44</a>
<a href="#">G066</a>	<a href="#">Fraud Investigator II</a>	<a href="#">1</a>	<a href="#">\$37.97</a>	<a href="#">\$40.15</a>	<a href="#">\$42.46</a>	<a href="#">\$44.90</a>	<a href="#">\$47.48</a>
<a href="#">G230</a>	<a href="#">Human Services Analyst I</a>	<a href="#">1</a>	<a href="#">\$30.41</a>	<a href="#">\$32.15</a>	<a href="#">\$33.99</a>	<a href="#">\$35.94</a>	<a href="#">\$37.99</a>
<a href="#">B062</a>	<a href="#">Human Services Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.41</a>	<a href="#">\$32.15</a>	<a href="#">\$33.99</a>	<a href="#">\$35.94</a>	<a href="#">\$37.99</a>
<a href="#">G231</a>	<a href="#">Human Services Analyst II</a>	<a href="#">5</a>	<a href="#">\$35.64</a>	<a href="#">\$37.71</a>	<a href="#">\$39.85</a>	<a href="#">\$42.13</a>	<a href="#">\$44.55</a>
<a href="#">B061</a>	<a href="#">Human Services Analyst II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$35.64</a>	<a href="#">\$37.71</a>	<a href="#">\$39.85</a>	<a href="#">\$42.13</a>	<a href="#">\$44.55</a>
<a href="#">G233</a>	<a href="#">Human Services Hearings Officer</a>	<a href="#">1</a>	<a href="#">\$39.76</a>	<a href="#">\$42.04</a>	<a href="#">\$44.46</a>	<a href="#">\$47.01</a>	<a href="#">\$49.71</a>
<a href="#">G221</a>	<a href="#">Human Services Program Policy Analyst</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.14</a>	<a href="#">\$46.69</a>	<a href="#">\$49.36</a>	<a href="#">\$52.20</a>
<a href="#">B231</a>	<a href="#">Human Services Program Policy Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.14</a>	<a href="#">\$46.69</a>	<a href="#">\$49.36</a>	<a href="#">\$52.20</a>
<a href="#">G232</a>	<a href="#">Human Services Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$39.76</a>	<a href="#">\$42.04</a>	<a href="#">\$44.46</a>	<a href="#">\$47.01</a>	<a href="#">\$49.71</a>
<a href="#">B060</a>	<a href="#">Human Services Supervisor - Unclassified / Exempt</a>	<a href="#">5</a>	<a href="#">\$39.76</a>	<a href="#">\$42.04</a>	<a href="#">\$44.46</a>	<a href="#">\$47.01</a>	<a href="#">\$49.71</a>
<a href="#">G067</a>	<a href="#">Investigative Analyst</a>	<a href="#">1</a>	<a href="#">\$30.30</a>	<a href="#">\$32.04</a>	<a href="#">\$33.88</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>
<a href="#">G234</a>	<a href="#">Job Development Specialist I</a>	<a href="#">1</a>	<a href="#">\$30.41</a>	<a href="#">\$32.15</a>	<a href="#">\$33.99</a>	<a href="#">\$35.94</a>	<a href="#">\$37.99</a>
<a href="#">B140</a>	<a href="#">Job Development Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.41</a>	<a href="#">\$32.15</a>	<a href="#">\$33.99</a>	<a href="#">\$35.94</a>	<a href="#">\$37.99</a>
<a href="#">G235</a>	<a href="#">Job Development Specialist II</a>	<a href="#">2</a>	<a href="#">\$35.64</a>	<a href="#">\$37.71</a>	<a href="#">\$39.85</a>	<a href="#">\$42.13</a>	<a href="#">\$44.55</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">B141</a>	<a href="#">Job Development Specialist II - Unclassified</a>	<a href="#">2</a>	<a href="#">\$35.64</a>	<a href="#">\$37.71</a>	<a href="#">\$39.85</a>	<a href="#">\$42.13</a>	<a href="#">\$44.55</a>
<a href="#">G051</a>	<a href="#">Lead Crime Analyst</a>	<a href="#">5</a>	<a href="#">\$41.49</a>	<a href="#">\$43.87</a>	<a href="#">\$46.39</a>	<a href="#">\$49.05</a>	<a href="#">\$51.87</a>
<a href="#">B007</a>	<a href="#">Lead Crime Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$41.49</a>	<a href="#">\$43.87</a>	<a href="#">\$46.39</a>	<a href="#">\$49.05</a>	<a href="#">\$51.87</a>
<a href="#">T104</a>	<a href="#">Lead Transportation Officer</a>	<a href="#">1</a>	<a href="#">\$24.77</a>	<a href="#">\$26.17</a>	<a href="#">\$27.68</a>	<a href="#">\$29.27</a>	<a href="#">\$30.94</a>
<a href="#">G121</a>	<a href="#">Marriage And Family Therapist I</a>	<a href="#">1</a>	<a href="#">\$36.86</a>	<a href="#">\$38.96</a>	<a href="#">\$41.20</a>	<a href="#">\$43.57</a>	<a href="#">\$46.08</a>
<a href="#">B110</a>	<a href="#">Marriage And Family Therapist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$36.86</a>	<a href="#">\$38.96</a>	<a href="#">\$41.20</a>	<a href="#">\$43.57</a>	<a href="#">\$46.08</a>
<a href="#">G120</a>	<a href="#">Marriage And Family Therapist II</a>	<a href="#">1</a>	<a href="#">\$41.45</a>	<a href="#">\$43.84</a>	<a href="#">\$46.34</a>	<a href="#">\$49.00</a>	<a href="#">\$51.82</a>
<a href="#">B109</a>	<a href="#">Marriage And Family Therapist II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$41.45</a>	<a href="#">\$43.84</a>	<a href="#">\$46.34</a>	<a href="#">\$49.00</a>	<a href="#">\$51.82</a>
<a href="#">G119</a>	<a href="#">Mental Health Counselor I</a>	<a href="#">1</a>	<a href="#">\$28.36</a>	<a href="#">\$29.99</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">B104</a>	<a href="#">Mental Health Counselor I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.36</a>	<a href="#">\$29.99</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">G118</a>	<a href="#">Mental Health Counselor II</a>	<a href="#">1</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">B105</a>	<a href="#">Mental Health Counselor II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">G081</a>	<a href="#">Mental Health Program Specialist</a>	<a href="#">5</a>	<a href="#">\$42.38</a>	<a href="#">\$44.80</a>	<a href="#">\$47.38</a>	<a href="#">\$50.10</a>	<a href="#">\$52.96</a>
<a href="#">B156</a>	<a href="#">Mental Health Program Specialist - Unclassified</a>	<a href="#">5</a>	<a href="#">\$42.38</a>	<a href="#">\$44.80</a>	<a href="#">\$47.38</a>	<a href="#">\$50.10</a>	<a href="#">\$52.96</a>
<a href="#">G115</a>	<a href="#">Peer Support Worker I</a>	<a href="#">1</a>	<a href="#">\$22.18</a>	<a href="#">\$23.44</a>	<a href="#">\$24.79</a>	<a href="#">\$26.22</a>	<a href="#">\$27.71</a>
<a href="#">B186</a>	<a href="#">Peer Support Worker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$22.18</a>	<a href="#">\$23.44</a>	<a href="#">\$24.79</a>	<a href="#">\$26.22</a>	<a href="#">\$27.71</a>
<a href="#">G116</a>	<a href="#">Peer Support Worker II</a>	<a href="#">1</a>	<a href="#">\$24.49</a>	<a href="#">\$25.89</a>	<a href="#">\$27.37</a>	<a href="#">\$28.94</a>	<a href="#">\$30.60</a>
<a href="#">B187</a>	<a href="#">Peer Support Worker II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.49</a>	<a href="#">\$25.89</a>	<a href="#">\$27.37</a>	<a href="#">\$28.94</a>	<a href="#">\$30.60</a>
<a href="#">G106</a>	<a href="#">Program Counselor I</a>	<a href="#">1</a>	<a href="#">\$24.49</a>	<a href="#">\$25.89</a>	<a href="#">\$27.37</a>	<a href="#">\$28.94</a>	<a href="#">\$30.60</a>
<a href="#">G107</a>	<a href="#">Program Counselor II</a>	<a href="#">1</a>	<a href="#">\$28.36</a>	<a href="#">\$29.99</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">G040</a>	<a href="#">Psychiatric Social Worker I</a>	<a href="#">5</a>	<a href="#">\$36.86</a>	<a href="#">\$38.96</a>	<a href="#">\$41.20</a>	<a href="#">\$43.57</a>	<a href="#">\$46.08</a>
<a href="#">B112</a>	<a href="#">Psychiatric Social Worker I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$36.86</a>	<a href="#">\$38.96</a>	<a href="#">\$41.20</a>	<a href="#">\$43.57</a>	<a href="#">\$46.08</a>
<a href="#">G035</a>	<a href="#">Psychiatric Social Worker II</a>	<a href="#">5</a>	<a href="#">\$41.45</a>	<a href="#">\$43.84</a>	<a href="#">\$46.34</a>	<a href="#">\$49.00</a>	<a href="#">\$51.82</a>
<a href="#">B111</a>	<a href="#">Psychiatric Social Worker II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$41.45</a>	<a href="#">\$43.84</a>	<a href="#">\$46.34</a>	<a href="#">\$49.00</a>	<a href="#">\$51.82</a>
<a href="#">F151</a>	<a href="#">Rehabilitation Marketing Manager</a>	<a href="#">5</a>	<a href="#">\$40.60</a>	<a href="#">\$42.93</a>	<a href="#">\$45.40</a>	<a href="#">\$48.01</a>	<a href="#">\$50.77</a>
<a href="#">F150</a>	<a href="#">Rehabilitation Production Manager - Exempt</a>	<a href="#">5</a>	<a href="#">\$42.44</a>	<a href="#">\$44.87</a>	<a href="#">\$47.46</a>	<a href="#">\$50.17</a>	<a href="#">\$53.06</a>
<a href="#">F041</a>	<a href="#">Rehabilitation Production Supervisor I</a>	<a href="#">5</a>	<a href="#">\$27.75</a>	<a href="#">\$29.34</a>	<a href="#">\$31.03</a>	<a href="#">\$32.80</a>	<a href="#">\$34.68</a>
<a href="#">B171</a>	<a href="#">Rehabilitation Production Supervisor I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$27.75</a>	<a href="#">\$29.34</a>	<a href="#">\$31.03</a>	<a href="#">\$32.80</a>	<a href="#">\$34.68</a>
<a href="#">F043</a>	<a href="#">Rehabilitation Production Supervisor II</a>	<a href="#">5</a>	<a href="#">\$31.52</a>	<a href="#">\$33.34</a>	<a href="#">\$35.25</a>	<a href="#">\$37.26</a>	<a href="#">\$39.41</a>
<a href="#">B172</a>	<a href="#">Rehabilitation Production Supervisor II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$31.52</a>	<a href="#">\$33.34</a>	<a href="#">\$35.25</a>	<a href="#">\$37.26</a>	<a href="#">\$39.41</a>
<a href="#">F048</a>	<a href="#">Rehabilitation Production Supervisor III</a>	<a href="#">5</a>	<a href="#">\$35.30</a>	<a href="#">\$37.34</a>	<a href="#">\$39.46</a>	<a href="#">\$41.73</a>	<a href="#">\$44.12</a>
<a href="#">G025</a>	<a href="#">Residential Counselor I</a>	<a href="#">1</a>	<a href="#">\$30.32</a>	<a href="#">\$32.07</a>	<a href="#">\$33.90</a>	<a href="#">\$35.86</a>	<a href="#">\$37.91</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<u>G025-R</u>	<u>Residential Counselor I - Relief</u>	<u>1</u>	<u>\$31.84</u>	<u>\$33.66</u>	<u>\$35.61</u>	<u>\$37.63</u>	<u>\$39.80</u>
<u>G027</u>	<u>Residential Counselor II</u>	<u>1</u>	<u>\$33.72</u>	<u>\$35.65</u>	<u>\$37.71</u>	<u>\$39.86</u>	<u>\$42.14</u>
<u>G027-R</u>	<u>Residential Counselor II - Relief</u>	<u>1</u>	<u>\$35.40</u>	<u>\$37.43</u>	<u>\$39.57</u>	<u>\$41.84</u>	<u>\$44.25</u>
<u>G028</u>	<u>Residential Counselor III</u>	<u>1</u>	<u>\$35.65</u>	<u>\$37.70</u>	<u>\$39.87</u>	<u>\$42.15</u>	<u>\$44.55</u>
<u>G117</u>	<u>Senior Community Worker</u>	<u>5</u>	<u>\$28.36</u>	<u>\$29.99</u>	<u>\$31.71</u>	<u>\$33.53</u>	<u>\$35.45</u>
<u>B273</u>	<u>Senior Community Worker - Unclassified</u>	<u>5</u>	<u>\$28.36</u>	<u>\$29.99</u>	<u>\$31.71</u>	<u>\$33.53</u>	<u>\$35.45</u>
<u>G063</u>	<u>Senior Shelter Care Counselor - Exempt</u>	<u>5</u>	<u>\$37.43</u>	<u>\$39.60</u>	<u>\$41.84</u>	<u>\$44.26</u>	<u>\$46.79</u>
<u>G061</u>	<u>Shelter Care Counselor I</u>	<u>1</u>	<u>\$30.32</u>	<u>\$32.07</u>	<u>\$33.90</u>	<u>\$35.86</u>	<u>\$37.91</u>
<u>G061-R</u>	<u>Shelter Care Counselor I - Relief</u>	<u>1</u>	<u>\$31.84</u>	<u>\$33.66</u>	<u>\$35.61</u>	<u>\$37.63</u>	<u>\$39.80</u>
<u>G062</u>	<u>Shelter Care Counselor II</u>	<u>1</u>	<u>\$33.72</u>	<u>\$35.65</u>	<u>\$37.71</u>	<u>\$39.86</u>	<u>\$42.14</u>
<u>G062-R</u>	<u>Shelter Care Counselor II - Relief</u>	<u>1</u>	<u>\$35.40</u>	<u>\$37.43</u>	<u>\$39.57</u>	<u>\$41.84</u>	<u>\$44.25</u>
<u>G095</u>	<u>Social Work Supervisor</u>	<u>5</u>	<u>\$44.48</u>	<u>\$47.03</u>	<u>\$49.73</u>	<u>\$52.58</u>	<u>\$55.60</u>
<u>G093</u>	<u>Social Work Supervisor - Exempt</u>	<u>5</u>	<u>\$44.48</u>	<u>\$47.03</u>	<u>\$49.73</u>	<u>\$52.58</u>	<u>\$55.60</u>
<u>G093-R</u>	<u>Social Work Supervisor-Exempt-R</u>	<u>5</u>	<u>\$44.27</u>	<u>\$46.80</u>	<u>\$49.48</u>	<u>\$52.32</u>	<u>\$55.32</u>
<u>G098</u>	<u>Social Worker I</u>	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$31.71</u>	<u>\$33.53</u>	<u>\$35.45</u>
<u>B107</u>	<u>Social Worker I - Unclassified</u>	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$31.71</u>	<u>\$33.53</u>	<u>\$35.45</u>
<u>G097</u>	<u>Social Worker II</u>	<u>5</u>	<u>\$32.04</u>	<u>\$33.87</u>	<u>\$35.82</u>	<u>\$37.87</u>	<u>\$40.05</u>
<u>B108</u>	<u>Social Worker II - Unclassified</u>	<u>5</u>	<u>\$32.04</u>	<u>\$33.87</u>	<u>\$35.82</u>	<u>\$37.87</u>	<u>\$40.05</u>
<u>G096</u>	<u>Social Worker III</u>	<u>5</u>	<u>\$37.79</u>	<u>\$39.95</u>	<u>\$42.23</u>	<u>\$44.67</u>	<u>\$47.22</u>
<u>G096-R</u>	<u>Social Worker III - R</u>	<u>5</u>	<u>\$37.59</u>	<u>\$39.75</u>	<u>\$42.04</u>	<u>\$44.45</u>	<u>\$47.00</u>
<u>B106</u>	<u>Social Worker III - Unclassified</u>	<u>5</u>	<u>\$37.79</u>	<u>\$39.95</u>	<u>\$42.23</u>	<u>\$44.67</u>	<u>\$47.22</u>
<u>G097-R</u>	<u>Social Worker II-R</u>	<u>5</u>	<u>\$31.87</u>	<u>\$33.72</u>	<u>\$35.64</u>	<u>\$37.71</u>	<u>\$39.85</u>
<u>G098-R</u>	<u>Social Worker I-R</u>	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$31.56</u>	<u>\$33.37</u>	<u>\$35.28</u>
<u>G218</u>	<u>Supervising Deputy Public Guardian - Conservator - Exempt</u>	<u>5</u>	<u>\$44.48</u>	<u>\$47.03</u>	<u>\$49.73</u>	<u>\$52.58</u>	<u>\$55.60</u>
<u>B329</u>	<u>Supervising Deputy Public Guardian Conservator - Unclassified / Exempt</u>	<u>5</u>	<u>\$44.48</u>	<u>\$47.03</u>	<u>\$49.73</u>	<u>\$52.58</u>	<u>\$55.60</u>
<u>F005</u>	<u>Supervising Mental Health Clinician - Exempt</u>	<u>2</u>	<u>\$48.81</u>	<u>\$51.59</u>	<u>\$54.55</u>	<u>\$57.69</u>	<u>\$61.01</u>
<u>G064</u>	<u>Supervisor Fraud Investigation Unit - Exempt</u>	<u>5</u>	<u>\$41.73</u>	<u>\$44.11</u>	<u>\$46.65</u>	<u>\$49.33</u>	<u>\$52.15</u>
<u>T103</u>	<u>Transportation Officer</u>	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$25.55</u>	<u>\$27.02</u>	<u>\$28.56</u>
<u>G216</u>	<u>Veterans Services Officer</u>	<u>5</u>	<u>\$39.76</u>	<u>\$42.04</u>	<u>\$44.46</u>	<u>\$47.01</u>	<u>\$49.71</u>
<u>G219</u>	<u>Veterans Services Representative I</u>	<u>1</u>	<u>\$30.41</u>	<u>\$32.15</u>	<u>\$33.99</u>	<u>\$35.94</u>	<u>\$37.99</u>
<u>G222</u>	<u>Veterans Services Representative II</u>	<u>5</u>	<u>\$35.64</u>	<u>\$37.71</u>	<u>\$39.85</u>	<u>\$42.13</u>	<u>\$44.55</u>
<u>G100</u>	<u>Vocational Rehabilitation Counseling Supervisor</u>	<u>5</u>	<u>\$45.40</u>	<u>\$48.01</u>	<u>\$50.77</u>	<u>\$53.68</u>	<u>\$56.74</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">G200</a>	<a href="#">Vocational Rehabilitation Counselor I</a>	<a href="#">1</a>	<a href="#">\$28.36</a>	<a href="#">\$29.99</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">B176</a>	<a href="#">Vocational Rehabilitation Counselor I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.36</a>	<a href="#">\$29.99</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.45</a>
<a href="#">G013</a>	<a href="#">Vocational Rehabilitation Counselor II</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">B177</a>	<a href="#">Vocational Rehabilitation Counselor II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$32.04</a>	<a href="#">\$33.87</a>	<a href="#">\$35.82</a>	<a href="#">\$37.87</a>	<a href="#">\$40.05</a>
<a href="#">G190</a>	<a href="#">Vocational Rehabilitation Counselor III</a>	<a href="#">5</a>	<a href="#">\$37.79</a>	<a href="#">\$39.95</a>	<a href="#">\$42.23</a>	<a href="#">\$44.67</a>	<a href="#">\$47.22</a>
<a href="#">B178</a>	<a href="#">Vocational Rehabilitation Counselor III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$37.79</a>	<a href="#">\$39.95</a>	<a href="#">\$42.23</a>	<a href="#">\$44.67</a>	<a href="#">\$47.22</a>

- - - - -

### AFSCME Extra Help: Salaries - 10/6/2019

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
V051	<a href="#">911 Communications Calltaker</a>	<a href="#">1</a>	<a href="#">\$28.31</a>	<a href="#">\$29.93</a>	<a href="#">\$31.65</a>	<a href="#">\$33.46</a>	<a href="#">\$35.38</a>
M003	<a href="#">Airport Operations Specialist I</a>	<a href="#">1</a>	<a href="#">\$27.77</a>	<a href="#">\$29.36</a>	<a href="#">\$31.04</a>	<a href="#">\$32.83</a>	<a href="#">\$34.72</a>
M002	<a href="#">Airport Operations Specialist II</a>	<a href="#">1</a>	<a href="#">\$30.91</a>	<a href="#">\$32.68</a>	<a href="#">\$34.54</a>	<a href="#">\$36.52</a>	<a href="#">\$38.63</a>
M001	<a href="#">Airport Operations Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$39.24</a>	<a href="#">\$41.48</a>	<a href="#">\$43.86</a>	<a href="#">\$46.37</a>	<a href="#">\$49.04</a>
L024	<a href="#">Assistant Harbormaster</a>	<a href="#">5</a>	<a href="#">\$36.24</a>	<a href="#">\$38.30</a>	<a href="#">\$40.52</a>	<a href="#">\$42.84</a>	<a href="#">\$45.29</a>
W038	<a href="#">Automotive Mechanic</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$43.23</a>
W039	<a href="#">Automotive Mechanic Trainee</a>	<a href="#">1</a>	<a href="#">\$32.75</a>	<a href="#">\$34.63</a>	<a href="#">\$36.63</a>	<a href="#">\$38.71</a>	<a href="#">\$40.93</a>
W125	<a href="#">Automotive Service Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$48.52</a>
W121	<a href="#">Automotive Service Worker I</a>	<a href="#">1</a>	<a href="#">\$23.70</a>	<a href="#">\$25.06</a>	<a href="#">\$26.51</a>	<a href="#">\$28.02</a>	<a href="#">\$29.63</a>
W040	<a href="#">Automotive Service Worker II</a>	<a href="#">1</a>	<a href="#">\$26.22</a>	<a href="#">\$27.73</a>	<a href="#">\$29.31</a>	<a href="#">\$30.99</a>	<a href="#">\$32.76</a>
W041	<a href="#">Automotive Service Worker III</a>	<a href="#">1</a>	<a href="#">\$28.92</a>	<a href="#">\$30.59</a>	<a href="#">\$32.33</a>	<a href="#">\$34.21</a>	<a href="#">\$36.16</a>
G078	<a href="#">Behavioral Health And Recovery Services Analyst I</a>	<a href="#">1</a>	<a href="#">\$34.77</a>	<a href="#">\$36.75</a>	<a href="#">\$38.89</a>	<a href="#">\$41.09</a>	<a href="#">\$43.46</a>
B278	<a href="#">Behavioral Health and Recovery Services Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$34.77</a>	<a href="#">\$36.75</a>	<a href="#">\$38.89</a>	<a href="#">\$41.09</a>	<a href="#">\$43.46</a>
G079	<a href="#">Behavioral Health And Recovery Services Analyst II</a>	<a href="#">5</a>	<a href="#">\$40.81</a>	<a href="#">\$43.14</a>	<a href="#">\$45.62</a>	<a href="#">\$48.24</a>	<a href="#">\$51.00</a>
B279	<a href="#">Behavioral Health and Recovery Services Analyst II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$40.81</a>	<a href="#">\$43.14</a>	<a href="#">\$45.62</a>	<a href="#">\$48.24</a>	<a href="#">\$51.00</a>
G080	<a href="#">Behavioral Health And Recovery Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$45.49</a>	<a href="#">\$48.11</a>	<a href="#">\$50.88</a>	<a href="#">\$53.77</a>	<a href="#">\$56.87</a>
G071	<a href="#">Benefits Analyst I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$30.14</a>	<a href="#">\$31.88</a>	<a href="#">\$33.70</a>
B123	<a href="#">Benefits Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$30.14</a>	<a href="#">\$31.88</a>	<a href="#">\$33.70</a>
G070	<a href="#">Benefits Analyst II</a>	<a href="#">1</a>	<a href="#">\$30.53</a>	<a href="#">\$32.29</a>	<a href="#">\$34.13</a>	<a href="#">\$36.09</a>	<a href="#">\$38.18</a>
B124	<a href="#">Benefits Analyst II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.53</a>	<a href="#">\$32.29</a>	<a href="#">\$34.13</a>	<a href="#">\$36.09</a>	<a href="#">\$38.18</a>
G069	<a href="#">Benefits Analyst III</a>	<a href="#">1</a>	<a href="#">\$32.83</a>	<a href="#">\$34.72</a>	<a href="#">\$36.70</a>	<a href="#">\$38.82</a>	<a href="#">\$41.03</a>
B202	<a href="#">Benefits Analyst III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$32.83</a>	<a href="#">\$34.72</a>	<a href="#">\$36.70</a>	<a href="#">\$38.82</a>	<a href="#">\$41.03</a>
J062	<a href="#">Biologist / Standards Specialist I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$29.32</a>
B093	<a href="#">Biologist / Standards Specialist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$29.32</a>
J063	<a href="#">Biologist / Standards Specialist II</a>	<a href="#">5</a>	<a href="#">\$30.76</a>	<a href="#">\$32.52</a>	<a href="#">\$34.38</a>	<a href="#">\$36.35</a>	<a href="#">\$38.46</a>
B094	<a href="#">Biologist / Standards Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$30.76</a>	<a href="#">\$32.52</a>	<a href="#">\$34.38</a>	<a href="#">\$36.35</a>	<a href="#">\$38.46</a>
J064	<a href="#">Biologist / Standards Specialist III</a>	<a href="#">5</a>	<a href="#">\$34.38</a>	<a href="#">\$36.35</a>	<a href="#">\$38.46</a>	<a href="#">\$40.64</a>	<a href="#">\$42.98</a>
B095	<a href="#">Biologist / Standards Specialist III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$34.38</a>	<a href="#">\$36.35</a>	<a href="#">\$38.46</a>	<a href="#">\$40.64</a>	<a href="#">\$42.98</a>
J065	<a href="#">Biologist / Standards Specialist IV</a>	<a href="#">5</a>	<a href="#">\$38.52</a>	<a href="#">\$40.72</a>	<a href="#">\$43.07</a>	<a href="#">\$45.52</a>	<a href="#">\$48.14</a>
B096	<a href="#">Biologist / Standards Specialist IV - Unclassified</a>	<a href="#">5</a>	<a href="#">\$38.52</a>	<a href="#">\$40.72</a>	<a href="#">\$43.07</a>	<a href="#">\$45.52</a>	<a href="#">\$48.14</a>
T048	<a href="#">Boiler Watch Engineer</a>	<a href="#">1</a>	<a href="#">\$34.08</a>	<a href="#">\$36.04</a>	<a href="#">\$38.12</a>	<a href="#">\$40.27</a>	<a href="#">\$42.60</a>
J057	<a href="#">Building Inspector I</a>	<a href="#">1</a>	<a href="#">\$36.05</a>	<a href="#">\$38.13</a>	<a href="#">\$40.28</a>	<a href="#">\$42.61</a>	<a href="#">\$45.05</a>
J058	<a href="#">Building Inspector II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$49.41</a>	<a href="#">\$52.24</a>	<a href="#">\$55.24</a>
J059	<a href="#">Building Inspector III</a>	<a href="#">1</a>	<a href="#">\$46.73</a>	<a href="#">\$49.41</a>	<a href="#">\$52.23</a>	<a href="#">\$55.23</a>	<a href="#">\$58.41</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
J056	<a href="#">Building Permit Coordinator</a>	<a href="#">1</a>	<a href="#">\$37.36</a>	<a href="#">\$39.48</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.69</a>
J050	<a href="#">Building Permit Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$41.07</a>	<a href="#">\$43.42</a>	<a href="#">\$45.91</a>	<a href="#">\$48.56</a>	<a href="#">\$51.34</a>
J060	<a href="#">Building Permit Technician I</a>	<a href="#">1</a>	<a href="#">\$26.26</a>	<a href="#">\$27.77</a>	<a href="#">\$29.36</a>	<a href="#">\$31.04</a>	<a href="#">\$32.83</a>
J061	<a href="#">Building Permit Technician II</a>	<a href="#">1</a>	<a href="#">\$31.11</a>	<a href="#">\$32.91</a>	<a href="#">\$34.78</a>	<a href="#">\$36.76</a>	<a href="#">\$38.90</a>
J055	<a href="#">Building Plans Specialist</a>	<a href="#">2</a>	<a href="#">\$53.63</a>	<a href="#">\$56.71</a>	<a href="#">\$59.97</a>	<a href="#">\$63.39</a>	<a href="#">\$67.05</a>
N108	<a href="#">Capital Projects Manager</a>	<a href="#">5</a>	<a href="#">\$54.62</a>	<a href="#">\$57.77</a>	<a href="#">\$61.09</a>	<a href="#">\$64.57</a>	<a href="#">\$68.30</a>
B208	<a href="#">Capital Projects Manager - Unclassified</a>	<a href="#">5</a>	<a href="#">\$54.62</a>	<a href="#">\$57.77</a>	<a href="#">\$61.09</a>	<a href="#">\$64.57</a>	<a href="#">\$68.30</a>
G239	<a href="#">Case Management / Assessment Specialist I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
B012	<a href="#">Case Management / Assessment Specialist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
G240	<a href="#">Case Management / Assessment Specialist II</a>	<a href="#">5</a>	<a href="#">\$33.32</a>	<a href="#">\$35.22</a>	<a href="#">\$37.25</a>	<a href="#">\$39.38</a>	<a href="#">\$41.65</a>
B013	<a href="#">Case Management / Assessment Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$33.32</a>	<a href="#">\$35.22</a>	<a href="#">\$37.25</a>	<a href="#">\$39.38</a>	<a href="#">\$41.65</a>
F080	<a href="#">Central Services And Supply Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$42.42</a>	<a href="#">\$44.86</a>	<a href="#">\$47.43</a>	<a href="#">\$50.16</a>	<a href="#">\$53.02</a>
F052	<a href="#">Chief Public Health Education</a>	<a href="#">2</a>	<a href="#">\$42.55</a>	<a href="#">\$45.00</a>	<a href="#">\$47.58</a>	<a href="#">\$50.29</a>	<a href="#">\$53.21</a>
E433	<a href="#">Child Support Investigator</a>	<a href="#">1</a>	<a href="#">\$39.10</a>	<a href="#">\$41.35</a>	<a href="#">\$43.73</a>	<a href="#">\$46.25</a>	<a href="#">\$48.90</a>
B029	<a href="#">Child Support Investigator - Unclassified</a>	<a href="#">1</a>	<a href="#">\$39.10</a>	<a href="#">\$41.35</a>	<a href="#">\$43.73</a>	<a href="#">\$46.25</a>	<a href="#">\$48.90</a>
G094	<a href="#">Children's Services Social Work Supervisor - E</a>	<a href="#">5</a>	<a href="#">\$50.76</a>	<a href="#">\$53.65</a>	<a href="#">\$56.73</a>	<a href="#">\$60.00</a>	<a href="#">\$63.45</a>
G090	<a href="#">Children's Services Social Worker I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$36.19</a>	<a href="#">\$38.25</a>	<a href="#">\$40.45</a>
B286	<a href="#">Children's Services Social Worker I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$36.19</a>	<a href="#">\$38.25</a>	<a href="#">\$40.45</a>
G091	<a href="#">Children's Services Social Worker II</a>	<a href="#">5</a>	<a href="#">\$36.54</a>	<a href="#">\$38.66</a>	<a href="#">\$40.86</a>	<a href="#">\$43.23</a>	<a href="#">\$45.68</a>
B287	<a href="#">Children's Services Social Worker II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$36.54</a>	<a href="#">\$38.66</a>	<a href="#">\$40.86</a>	<a href="#">\$43.23</a>	<a href="#">\$45.68</a>
G092	<a href="#">Children's Services Social Worker III</a>	<a href="#">5</a>	<a href="#">\$43.11</a>	<a href="#">\$45.59</a>	<a href="#">\$48.19</a>	<a href="#">\$50.96</a>	<a href="#">\$53.89</a>
B288	<a href="#">Children's Services Social Worker III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$43.11</a>	<a href="#">\$45.59</a>	<a href="#">\$48.19</a>	<a href="#">\$50.96</a>	<a href="#">\$53.89</a>
F047	<a href="#">Clinical Coordinator For Pharmacy Services</a>	<a href="#">5</a>	<a href="#">\$66.97</a>	<a href="#">\$70.80</a>	<a href="#">\$74.87</a>	<a href="#">\$79.15</a>	<a href="#">\$83.70</a>
E308	<a href="#">Clinical Documentation Specialist</a>	<a href="#">1</a>	<a href="#">\$46.32</a>	<a href="#">\$48.98</a>	<a href="#">\$51.79</a>	<a href="#">\$54.77</a>	<a href="#">\$57.91</a>
F074	<a href="#">Clinical Laboratory Scientist I</a>	<a href="#">5</a>	<a href="#">\$45.13</a>	<a href="#">\$47.72</a>	<a href="#">\$50.46</a>	<a href="#">\$53.35</a>	<a href="#">\$56.41</a>
F074-R	<a href="#">Clinical Laboratory Scientist I - Relief</a>	<a href="#">5</a>	<a href="#">\$46.95</a>	<a href="#">\$49.63</a>	<a href="#">\$52.48</a>	<a href="#">\$55.49</a>	<a href="#">\$58.69</a>
B040	<a href="#">Clinical Laboratory Scientist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$45.13</a>	<a href="#">\$47.72</a>	<a href="#">\$50.46</a>	<a href="#">\$53.35</a>	<a href="#">\$56.41</a>
F023	<a href="#">Clinical Laboratory Scientist II</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.51</a>	<a href="#">\$53.41</a>	<a href="#">\$56.47</a>	<a href="#">\$59.72</a>
F023-R	<a href="#">Clinical Laboratory Scientist II - Relief</a>	<a href="#">5</a>	<a href="#">\$49.70</a>	<a href="#">\$52.54</a>	<a href="#">\$55.55</a>	<a href="#">\$58.75</a>	<a href="#">\$62.11</a>
B041	<a href="#">Clinical Laboratory Scientist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.51</a>	<a href="#">\$53.41</a>	<a href="#">\$56.47</a>	<a href="#">\$59.72</a>
R004	<a href="#">Code Compliance Officer I</a>	<a href="#">5</a>	<a href="#">\$31.90</a>	<a href="#">\$33.72</a>	<a href="#">\$35.65</a>	<a href="#">\$37.72</a>	<a href="#">\$39.86</a>
R005	<a href="#">Code Compliance Officer II</a>	<a href="#">5</a>	<a href="#">\$36.72</a>	<a href="#">\$38.85</a>	<a href="#">\$41.07</a>	<a href="#">\$43.42</a>	<a href="#">\$45.91</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
R007	<a href="#">Code Compliance Officer III</a>	<a href="#">5</a>	<a href="#">\$38.78</a>	<a href="#">\$41.01</a>	<a href="#">\$43.37</a>	<a href="#">\$45.85</a>	<a href="#">\$48.50</a>
J047	<a href="#">Communicable Disease Investigator</a>	<a href="#">1</a>	<a href="#">\$33.25</a>	<a href="#">\$35.14</a>	<a href="#">\$37.15</a>	<a href="#">\$39.30</a>	<a href="#">\$41.55</a>
B050	<a href="#">Communicable Disease Investigator - Unclassified</a>	<a href="#">1</a>	<a href="#">\$33.25</a>	<a href="#">\$35.14</a>	<a href="#">\$37.15</a>	<a href="#">\$39.30</a>	<a href="#">\$41.55</a>
V045	<a href="#">Communication Dispatch Coordinator</a>	<a href="#">1</a>	<a href="#">\$43.09</a>	<a href="#">\$45.57</a>	<a href="#">\$48.17</a>	<a href="#">\$50.94</a>	<a href="#">\$53.86</a>
B133	<a href="#">Communications Dispatcher / Calltaker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$35.38</a>	<a href="#">\$37.41</a>	<a href="#">\$39.54</a>
V050	<a href="#">Communications Dispatcher I / Calltaker</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$35.38</a>	<a href="#">\$37.41</a>	<a href="#">\$39.54</a>
V050-R	<a href="#">Communications Dispatcher I / Calltaker - Relief</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$37.15</a>	<a href="#">\$39.29</a>	<a href="#">\$41.54</a>
V048	<a href="#">Communications Dispatcher II</a>	<a href="#">1</a>	<a href="#">\$39.10</a>	<a href="#">\$41.35</a>	<a href="#">\$43.73</a>	<a href="#">\$46.25</a>	<a href="#">\$48.90</a>
V048-R	<a href="#">Communications Dispatcher II - Relief</a>	<a href="#">1</a>	<a href="#">\$41.07</a>	<a href="#">\$43.43</a>	<a href="#">\$45.92</a>	<a href="#">\$48.57</a>	<a href="#">\$51.34</a>
F055	<a href="#">Community Health Planner</a>	<a href="#">2</a>	<a href="#">\$40.98</a>	<a href="#">\$43.33</a>	<a href="#">\$45.82</a>	<a href="#">\$48.44</a>	<a href="#">\$51.24</a>
T074	<a href="#">Community Services Officer</a>	<a href="#">1</a>	<a href="#">\$23.63</a>	<a href="#">\$24.99</a>	<a href="#">\$26.42</a>	<a href="#">\$27.94</a>	<a href="#">\$29.55</a>
B306	<a href="#">Community Services Officer - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.63</a>	<a href="#">\$24.99</a>	<a href="#">\$26.42</a>	<a href="#">\$27.94</a>	<a href="#">\$29.55</a>
G112	<a href="#">Community Worker I</a>	<a href="#">1</a>	<a href="#">\$23.07</a>	<a href="#">\$24.38</a>	<a href="#">\$25.78</a>	<a href="#">\$27.27</a>	<a href="#">\$28.82</a>
B183	<a href="#">Community Worker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.07</a>	<a href="#">\$24.38</a>	<a href="#">\$25.78</a>	<a href="#">\$27.27</a>	<a href="#">\$28.82</a>
G113	<a href="#">Community Worker II</a>	<a href="#">1</a>	<a href="#">\$25.47</a>	<a href="#">\$26.93</a>	<a href="#">\$28.46</a>	<a href="#">\$30.10</a>	<a href="#">\$31.82</a>
B184	<a href="#">Community Worker II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.47</a>	<a href="#">\$26.93</a>	<a href="#">\$28.46</a>	<a href="#">\$30.10</a>	<a href="#">\$31.82</a>
N001	<a href="#">Construction Project Manager</a>	<a href="#">5</a>	<a href="#">\$45.00</a>	<a href="#">\$47.59</a>	<a href="#">\$50.29</a>	<a href="#">\$53.21</a>	<a href="#">\$56.25</a>
B063	<a href="#">Construction Projects Manager - Unclassified</a>	<a href="#">5</a>	<a href="#">\$45.00</a>	<a href="#">\$47.59</a>	<a href="#">\$50.29</a>	<a href="#">\$53.21</a>	<a href="#">\$56.25</a>
S030	<a href="#">Cook I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$27.22</a>	<a href="#">\$28.79</a>	<a href="#">\$30.43</a>
S027	<a href="#">Cook II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$29.45</a>	<a href="#">\$31.14</a>	<a href="#">\$32.93</a>
L044	<a href="#">County Arborist - Urban Forester</a>	<a href="#">5</a>	<a href="#">\$42.84</a>	<a href="#">\$45.29</a>	<a href="#">\$47.89</a>	<a href="#">\$50.64</a>	<a href="#">\$53.56</a>
F029	<a href="#">Creative Arts Therapist</a>	<a href="#">5</a>	<a href="#">\$33.91</a>	<a href="#">\$35.87</a>	<a href="#">\$37.93</a>	<a href="#">\$40.11</a>	<a href="#">\$42.41</a>
G050	<a href="#">Crime Analyst</a>	<a href="#">5</a>	<a href="#">\$39.24</a>	<a href="#">\$41.48</a>	<a href="#">\$43.86</a>	<a href="#">\$46.37</a>	<a href="#">\$49.04</a>
B010	<a href="#">Crime Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$39.24</a>	<a href="#">\$41.48</a>	<a href="#">\$43.86</a>	<a href="#">\$46.37</a>	<a href="#">\$49.04</a>
F121	<a href="#">Crisis Team Technician</a>	<a href="#">1</a>	<a href="#">\$31.39</a>	<a href="#">\$33.19</a>	<a href="#">\$35.10</a>	<a href="#">\$37.11</a>	<a href="#">\$39.25</a>
T075	<a href="#">Custodian</a>	<a href="#">1</a>	<a href="#">\$22.59</a>	<a href="#">\$23.88</a>	<a href="#">\$25.24</a>	<a href="#">\$26.70</a>	<a href="#">\$28.23</a>
F070	<a href="#">Cytology Technologist II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$49.41</a>	<a href="#">\$52.24</a>	<a href="#">\$55.24</a>
F078	<a href="#">Darkroom Technician</a>	<a href="#">1</a>	<a href="#">\$20.89</a>	<a href="#">\$22.08</a>	<a href="#">\$23.34</a>	<a href="#">\$24.68</a>	<a href="#">\$26.11</a>
N016	<a href="#">Delineator II</a>	<a href="#">1</a>	<a href="#">\$40.74</a>	<a href="#">\$43.07</a>	<a href="#">\$45.56</a>	<a href="#">\$48.14</a>	<a href="#">\$50.92</a>
F039	<a href="#">Dental Assistant</a>	<a href="#">1</a>	<a href="#">\$23.58</a>	<a href="#">\$24.94</a>	<a href="#">\$26.35</a>	<a href="#">\$27.87</a>	<a href="#">\$29.47</a>
B086	<a href="#">Dental Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.58</a>	<a href="#">\$24.94</a>	<a href="#">\$26.35</a>	<a href="#">\$27.87</a>	<a href="#">\$29.47</a>
F036	<a href="#">Dental Hygienist</a>	<a href="#">1</a>	<a href="#">\$35.57</a>	<a href="#">\$37.61</a>	<a href="#">\$39.77</a>	<a href="#">\$42.06</a>	<a href="#">\$44.47</a>
N106	<a href="#">Department Facilities Projects Coordinator I</a>	<a href="#">1</a>	<a href="#">\$34.26</a>	<a href="#">\$36.23</a>	<a href="#">\$38.29</a>	<a href="#">\$40.50</a>	<a href="#">\$42.83</a>
N107	<a href="#">Department Facilities Projects Coordinator II</a>	<a href="#">5</a>	<a href="#">\$40.50</a>	<a href="#">\$42.83</a>	<a href="#">\$45.28</a>	<a href="#">\$47.88</a>	<a href="#">\$50.63</a>
G223	<a href="#">Deputy Public Administrator I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
B325	<a href="#">Deputy Public Administrator I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
G224	Deputy Public Administrator II	<u>5</u>	<u>\$33.32</u>	<u>\$35.22</u>	<u>\$37.25</u>	<u>\$39.38</u>	<u>\$41.65</u>
B326	Deputy Public Administrator II - Unclassified	<u>5</u>	<u>\$33.32</u>	<u>\$35.22</u>	<u>\$37.25</u>	<u>\$39.38</u>	<u>\$41.65</u>
G220	Deputy Public Guardian Conservator I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$32.98</u>	<u>\$34.87</u>	<u>\$36.87</u>
G225	Deputy Public Guardian Conservator II	<u>5</u>	<u>\$33.32</u>	<u>\$35.22</u>	<u>\$37.25</u>	<u>\$39.38</u>	<u>\$41.65</u>
G217	Deputy Public Guardian Conservator III	<u>5</u>	<u>\$39.30</u>	<u>\$41.55</u>	<u>\$43.92</u>	<u>\$46.46</u>	<u>\$49.11</u>
S032	Dietetic Assistant - Terminal	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$32.36</u>	<u>\$34.24</u>
S031	Dietetic Technician	<u>1</u>	<u>\$27.38</u>	<u>\$28.96</u>	<u>\$30.62</u>	<u>\$32.36</u>	<u>\$34.24</u>
B173	Dietetic Technician - Unclassified	<u>1</u>	<u>\$27.38</u>	<u>\$28.96</u>	<u>\$30.62</u>	<u>\$32.36</u>	<u>\$34.24</u>
S024	Dietitian	<u>5</u>	<u>\$37.44</u>	<u>\$39.60</u>	<u>\$41.86</u>	<u>\$44.26</u>	<u>\$46.80</u>
S023	Dietitian - Exempt	<u>5</u>	<u>\$37.44</u>	<u>\$39.60</u>	<u>\$41.86</u>	<u>\$44.26</u>	<u>\$46.80</u>
B174	Dietitian - Unclassified	<u>5</u>	<u>\$37.44</u>	<u>\$39.60</u>	<u>\$41.86</u>	<u>\$44.26</u>	<u>\$46.80</u>
G110	District Attorney's Office Supervising Victim Advocate	<u>5</u>	<u>\$35.02</u>	<u>\$37.03</u>	<u>\$39.16</u>	<u>\$41.41</u>	<u>\$43.79</u>
G111	District Attorney's Office Victim Advocate I	<u>1</u>	<u>\$25.47</u>	<u>\$26.93</u>	<u>\$28.46</u>	<u>\$30.10</u>	<u>\$31.82</u>
G114	District Attorney's Office Victim Advocate II	<u>1</u>	<u>\$31.83</u>	<u>\$33.66</u>	<u>\$35.59</u>	<u>\$37.63</u>	<u>\$39.79</u>
F107	Electrograph Technician I	<u>1</u>	<u>\$25.53</u>	<u>\$27.01</u>	<u>\$28.56</u>	<u>\$30.19</u>	<u>\$31.92</u>
F107-R	Electrograph Technician I - Relief	<u>1</u>	<u>\$26.79</u>	<u>\$28.33</u>	<u>\$29.96</u>	<u>\$31.69</u>	<u>\$33.49</u>
B074	Electrograph Technician I - Unclassified	<u>1</u>	<u>\$25.53</u>	<u>\$27.01</u>	<u>\$28.56</u>	<u>\$30.19</u>	<u>\$31.92</u>
F108	Electrograph Technician II	<u>1</u>	<u>\$29.45</u>	<u>\$31.15</u>	<u>\$32.93</u>	<u>\$34.82</u>	<u>\$36.82</u>
F108-R	Electrograph Technician II - Relief	<u>1</u>	<u>\$30.94</u>	<u>\$32.71</u>	<u>\$34.58</u>	<u>\$36.57</u>	<u>\$38.66</u>
B075	Electrograph Technician II - Unclassified	<u>1</u>	<u>\$29.45</u>	<u>\$31.15</u>	<u>\$32.93</u>	<u>\$34.82</u>	<u>\$36.82</u>
G237	Employment Services Specialist I	<u>1</u>	<u>\$29.49</u>	<u>\$31.19</u>	<u>\$32.98</u>	<u>\$34.87</u>	<u>\$36.87</u>
B143	Employment Services Specialist I - Unclassified	<u>1</u>	<u>\$29.49</u>	<u>\$31.19</u>	<u>\$32.98</u>	<u>\$34.87</u>	<u>\$36.87</u>
G238	Employment Services Specialist II	<u>5</u>	<u>\$33.32</u>	<u>\$35.22</u>	<u>\$37.25</u>	<u>\$39.38</u>	<u>\$41.65</u>
B144	Employment Services Specialist II - Unclassified	<u>5</u>	<u>\$33.32</u>	<u>\$35.22</u>	<u>\$37.25</u>	<u>\$39.38</u>	<u>\$41.65</u>
J007	Environmental Health Program Supervisor - Exempt	<u>2</u>	<u>\$55.20</u>	<u>\$58.36</u>	<u>\$61.72</u>	<u>\$65.25</u>	<u>\$68.99</u>
J048	Environmental Health Specialist I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$36.65</u>	<u>\$38.74</u>	<u>\$40.98</u>
B005	Environmental Health Specialist I - Unclassified	<u>1</u>	<u>\$32.77</u>	<u>\$34.66</u>	<u>\$36.65</u>	<u>\$38.74</u>	<u>\$40.98</u>
J046	Environmental Health Specialist II	<u>1</u>	<u>\$42.94</u>	<u>\$45.40</u>	<u>\$48.00</u>	<u>\$50.74</u>	<u>\$53.66</u>
B006	Environmental Health Specialist II - Unclassified	<u>1</u>	<u>\$42.94</u>	<u>\$45.40</u>	<u>\$48.00</u>	<u>\$50.74</u>	<u>\$53.66</u>
J049	Environmental Health Specialist III	<u>1</u>	<u>\$45.57</u>	<u>\$48.17</u>	<u>\$50.93</u>	<u>\$53.85</u>	<u>\$56.94</u>
B009	Environmental Health Specialist III - Unclassified	<u>1</u>	<u>\$45.57</u>	<u>\$48.17</u>	<u>\$50.93</u>	<u>\$53.85</u>	<u>\$56.94</u>
J037	Environmental Health Specialist IV	<u>5</u>	<u>\$49.18</u>	<u>\$52.01</u>	<u>\$54.98</u>	<u>\$58.14</u>	<u>\$61.48</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
J039	<a href="#">Environmental Health Technician I</a>	<a href="#">1</a>	<a href="#">\$29.09</a>	<a href="#">\$30.76</a>	<a href="#">\$32.52</a>	<a href="#">\$34.38</a>	<a href="#">\$36.35</a>
B302	<a href="#">Environmental Health Technician I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.09</a>	<a href="#">\$30.76</a>	<a href="#">\$32.52</a>	<a href="#">\$34.38</a>	<a href="#">\$36.35</a>
J040	<a href="#">Environmental Health Technician II</a>	<a href="#">1</a>	<a href="#">\$30.72</a>	<a href="#">\$32.49</a>	<a href="#">\$34.35</a>	<a href="#">\$36.33</a>	<a href="#">\$38.42</a>
B303	<a href="#">Environmental Health Technician II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.72</a>	<a href="#">\$32.49</a>	<a href="#">\$34.35</a>	<a href="#">\$36.33</a>	<a href="#">\$38.42</a>
F007	<a href="#">Epidemiologist I</a>	<a href="#">5</a>	<a href="#">\$37.36</a>	<a href="#">\$39.48</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.69</a>
F002	<a href="#">Epidemiologist II</a>	<a href="#">5</a>	<a href="#">\$41.76</a>	<a href="#">\$44.16</a>	<a href="#">\$46.70</a>	<a href="#">\$49.38</a>	<a href="#">\$52.20</a>
B051	<a href="#">Epidemiologist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$41.76</a>	<a href="#">\$44.16</a>	<a href="#">\$46.70</a>	<a href="#">\$49.38</a>	<a href="#">\$52.20</a>
L017	<a href="#">Equipment Mechanic / Operator Parks</a>	<a href="#">1</a>	<a href="#">\$38.55</a>	<a href="#">\$40.76</a>	<a href="#">\$43.09</a>	<a href="#">\$45.57</a>	<a href="#">\$48.17</a>
G215	<a href="#">Estate Property Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$46.26</a>	<a href="#">\$48.91</a>	<a href="#">\$51.72</a>	<a href="#">\$54.68</a>	<a href="#">\$57.82</a>
G055	<a href="#">Evaluation Analyst</a>	<a href="#">5</a>	<a href="#">\$39.24</a>	<a href="#">\$41.48</a>	<a href="#">\$43.86</a>	<a href="#">\$46.37</a>	<a href="#">\$49.04</a>
S035	<a href="#">Food Service Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$29.45</a>	<a href="#">\$31.14</a>	<a href="#">\$32.93</a>
B035	<a href="#">Food Service Supervisor - Unclassified / Exempt</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$29.45</a>	<a href="#">\$31.14</a>	<a href="#">\$32.93</a>
S038	<a href="#">Food Service Worker I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$24.63</a>	<a href="#">\$26.01</a>	<a href="#">\$27.51</a>
S037	<a href="#">Food Service Worker II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$25.94</a>	<a href="#">\$27.44</a>	<a href="#">\$29.01</a>
T070	<a href="#">Forensic Autopsy Technician</a>	<a href="#">1</a>	<a href="#">\$24.69</a>	<a href="#">\$26.11</a>	<a href="#">\$27.59</a>	<a href="#">\$29.19</a>	<a href="#">\$30.86</a>
G065	<a href="#">Fraud Investigator I</a>	<a href="#">1</a>	<a href="#">\$33.64</a>	<a href="#">\$35.57</a>	<a href="#">\$37.61</a>	<a href="#">\$39.77</a>	<a href="#">\$42.06</a>
G066	<a href="#">Fraud Investigator II</a>	<a href="#">1</a>	<a href="#">\$39.49</a>	<a href="#">\$41.76</a>	<a href="#">\$44.16</a>	<a href="#">\$46.70</a>	<a href="#">\$49.38</a>
L042	<a href="#">Gardener</a>	<a href="#">1</a>	<a href="#">\$31.63</a>	<a href="#">\$33.44</a>	<a href="#">\$35.36</a>	<a href="#">\$37.39</a>	<a href="#">\$39.52</a>
J001	<a href="#">Hazardous Materials Specialist I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$36.65</a>	<a href="#">\$38.74</a>	<a href="#">\$40.98</a>
B033	<a href="#">Hazardous Materials Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$36.65</a>	<a href="#">\$38.74</a>	<a href="#">\$40.98</a>
J003	<a href="#">Hazardous Materials Specialist II</a>	<a href="#">1</a>	<a href="#">\$42.94</a>	<a href="#">\$45.40</a>	<a href="#">\$48.00</a>	<a href="#">\$50.74</a>	<a href="#">\$53.66</a>
B052	<a href="#">Hazardous Materials Specialist II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$42.94</a>	<a href="#">\$45.40</a>	<a href="#">\$48.00</a>	<a href="#">\$50.74</a>	<a href="#">\$53.66</a>
J004	<a href="#">Hazardous Materials Specialist III</a>	<a href="#">1</a>	<a href="#">\$45.57</a>	<a href="#">\$48.17</a>	<a href="#">\$50.93</a>	<a href="#">\$53.85</a>	<a href="#">\$56.94</a>
B053	<a href="#">Hazardous Materials Specialist III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$45.57</a>	<a href="#">\$48.17</a>	<a href="#">\$50.93</a>	<a href="#">\$53.85</a>	<a href="#">\$56.94</a>
J005	<a href="#">Hazardous Materials Specialist IV</a>	<a href="#">5</a>	<a href="#">\$49.18</a>	<a href="#">\$52.01</a>	<a href="#">\$54.98</a>	<a href="#">\$58.14</a>	<a href="#">\$61.48</a>
B054	<a href="#">Hazardous Materials Specialist IV - Unclassified</a>	<a href="#">5</a>	<a href="#">\$49.18</a>	<a href="#">\$52.01</a>	<a href="#">\$54.98</a>	<a href="#">\$58.14</a>	<a href="#">\$61.48</a>
G085	<a href="#">Health Education Associate</a>	<a href="#">2</a>	<a href="#">\$30.53</a>	<a href="#">\$32.29</a>	<a href="#">\$34.13</a>	<a href="#">\$36.09</a>	<a href="#">\$38.18</a>
B115	<a href="#">Health Education Associate - Unclassified</a>	<a href="#">2</a>	<a href="#">\$30.53</a>	<a href="#">\$32.29</a>	<a href="#">\$34.13</a>	<a href="#">\$36.09</a>	<a href="#">\$38.18</a>
F001	<a href="#">Hospital Central Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$39.74</a>	<a href="#">\$42.02</a>	<a href="#">\$44.43</a>	<a href="#">\$46.97</a>	<a href="#">\$49.66</a>
R001	<a href="#">Housing / Community Development Specialist I</a>	<a href="#">1</a>	<a href="#">\$33.90</a>	<a href="#">\$35.86</a>	<a href="#">\$37.92</a>	<a href="#">\$40.08</a>	<a href="#">\$42.40</a>
R002	<a href="#">Housing / Community Development Specialist II</a>	<a href="#">1</a>	<a href="#">\$40.22</a>	<a href="#">\$42.52</a>	<a href="#">\$44.97</a>	<a href="#">\$47.54</a>	<a href="#">\$50.26</a>
R003	<a href="#">Housing / Community Development Specialist III</a>	<a href="#">1</a>	<a href="#">\$46.05</a>	<a href="#">\$48.69</a>	<a href="#">\$51.49</a>	<a href="#">\$54.44</a>	<a href="#">\$57.57</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">R010</a>	<a href="#">Housing And Community Development Supervisor</a>	<a href="#">5</a>	<a href="#">\$52.42</a>	<a href="#">\$55.41</a>	<a href="#">\$58.59</a>	<a href="#">\$61.96</a>	<a href="#">\$65.52</a>
<a href="#">G230</a>	<a href="#">Human Services Analyst I</a>	<a href="#">1</a>	<a href="#">\$31.63</a>	<a href="#">\$33.44</a>	<a href="#">\$35.35</a>	<a href="#">\$37.38</a>	<a href="#">\$39.51</a>
<a href="#">B062</a>	<a href="#">Human Services Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.63</a>	<a href="#">\$33.44</a>	<a href="#">\$35.35</a>	<a href="#">\$37.38</a>	<a href="#">\$39.51</a>
<a href="#">G231</a>	<a href="#">Human Services Analyst II</a>	<a href="#">5</a>	<a href="#">\$37.07</a>	<a href="#">\$39.22</a>	<a href="#">\$41.44</a>	<a href="#">\$43.82</a>	<a href="#">\$46.33</a>
<a href="#">B061</a>	<a href="#">Human Services Analyst II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$37.07</a>	<a href="#">\$39.22</a>	<a href="#">\$41.44</a>	<a href="#">\$43.82</a>	<a href="#">\$46.33</a>
<a href="#">G233</a>	<a href="#">Human Services Hearings Officer</a>	<a href="#">1</a>	<a href="#">\$41.35</a>	<a href="#">\$43.72</a>	<a href="#">\$46.24</a>	<a href="#">\$48.89</a>	<a href="#">\$51.70</a>
<a href="#">G221</a>	<a href="#">Human Services Program Policy Analyst</a>	<a href="#">5</a>	<a href="#">\$43.42</a>	<a href="#">\$45.91</a>	<a href="#">\$48.56</a>	<a href="#">\$51.33</a>	<a href="#">\$54.29</a>
<a href="#">B231</a>	<a href="#">Human Services Program Policy Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$43.42</a>	<a href="#">\$45.91</a>	<a href="#">\$48.56</a>	<a href="#">\$51.33</a>	<a href="#">\$54.29</a>
<a href="#">G232</a>	<a href="#">Human Services Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$41.35</a>	<a href="#">\$43.72</a>	<a href="#">\$46.24</a>	<a href="#">\$48.89</a>	<a href="#">\$51.70</a>
<a href="#">B060</a>	<a href="#">Human Services Supervisor - Unclassified / Exempt</a>	<a href="#">5</a>	<a href="#">\$41.35</a>	<a href="#">\$43.72</a>	<a href="#">\$46.24</a>	<a href="#">\$48.89</a>	<a href="#">\$51.70</a>
<a href="#">F081</a>	<a href="#">Imaging Specialist</a>	<a href="#">1</a>	<a href="#">\$54.71</a>	<a href="#">\$57.83</a>	<a href="#">\$61.15</a>	<a href="#">\$64.66</a>	<a href="#">\$68.37</a>
<a href="#">F081-R</a>	<a href="#">Imaging Specialist - Relief</a>	<a href="#">1</a>	<a href="#">\$57.44</a>	<a href="#">\$60.74</a>	<a href="#">\$64.21</a>	<a href="#">\$67.91</a>	<a href="#">\$71.81</a>
<a href="#">G067</a>	<a href="#">Investigative Analyst</a>	<a href="#">1</a>	<a href="#">\$31.51</a>	<a href="#">\$33.32</a>	<a href="#">\$35.24</a>	<a href="#">\$37.25</a>	<a href="#">\$39.38</a>
<a href="#">G234</a>	<a href="#">Job Development Specialist I</a>	<a href="#">1</a>	<a href="#">\$31.63</a>	<a href="#">\$33.44</a>	<a href="#">\$35.35</a>	<a href="#">\$37.38</a>	<a href="#">\$39.51</a>
<a href="#">B140</a>	<a href="#">Job Development Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.63</a>	<a href="#">\$33.44</a>	<a href="#">\$35.35</a>	<a href="#">\$37.38</a>	<a href="#">\$39.51</a>
<a href="#">G235</a>	<a href="#">Job Development Specialist II</a>	<a href="#">2</a>	<a href="#">\$37.07</a>	<a href="#">\$39.22</a>	<a href="#">\$41.44</a>	<a href="#">\$43.82</a>	<a href="#">\$46.33</a>
<a href="#">B141</a>	<a href="#">Job Development Specialist II - Unclassified</a>	<a href="#">2</a>	<a href="#">\$37.07</a>	<a href="#">\$39.22</a>	<a href="#">\$41.44</a>	<a href="#">\$43.82</a>	<a href="#">\$46.33</a>
<a href="#">F156</a>	<a href="#">Laboratory Assistant II</a>	<a href="#">1</a>	<a href="#">\$24.53</a>	<a href="#">\$25.94</a>	<a href="#">\$27.44</a>	<a href="#">\$29.01</a>	<a href="#">\$30.66</a>
<a href="#">F156-R</a>	<a href="#">Laboratory Assistant II - Relief</a>	<a href="#">1</a>	<a href="#">\$25.75</a>	<a href="#">\$27.22</a>	<a href="#">\$28.77</a>	<a href="#">\$30.43</a>	<a href="#">\$32.17</a>
<a href="#">B159</a>	<a href="#">Laboratory Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.53</a>	<a href="#">\$25.94</a>	<a href="#">\$27.44</a>	<a href="#">\$29.01</a>	<a href="#">\$30.66</a>
<a href="#">F152</a>	<a href="#">Laboratory Support Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$32.06</a>	<a href="#">\$33.89</a>	<a href="#">\$35.84</a>	<a href="#">\$37.90</a>	<a href="#">\$40.08</a>
<a href="#">G242</a>	<a href="#">Lead Behavioral Health and Recovery Services Specialist</a>	<a href="#">5</a>	<a href="#">\$36.66</a>	<a href="#">\$38.74</a>	<a href="#">\$40.98</a>	<a href="#">\$43.33</a>	<a href="#">\$45.81</a>
<a href="#">F076</a>	<a href="#">Lead Central Services And Supply Assistant</a>	<a href="#">1</a>	<a href="#">\$25.59</a>	<a href="#">\$27.08</a>	<a href="#">\$28.63</a>	<a href="#">\$30.27</a>	<a href="#">\$32.01</a>
<a href="#">G051</a>	<a href="#">Lead Crime Analyst</a>	<a href="#">5</a>	<a href="#">\$43.15</a>	<a href="#">\$45.62</a>	<a href="#">\$48.25</a>	<a href="#">\$51.01</a>	<a href="#">\$53.94</a>
<a href="#">B007</a>	<a href="#">Lead Crime Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$43.15</a>	<a href="#">\$45.62</a>	<a href="#">\$48.25</a>	<a href="#">\$51.01</a>	<a href="#">\$53.94</a>
<a href="#">T076</a>	<a href="#">Lead Custodian</a>	<a href="#">1</a>	<a href="#">\$24.54</a>	<a href="#">\$25.95</a>	<a href="#">\$27.45</a>	<a href="#">\$29.02</a>	<a href="#">\$30.67</a>
<a href="#">F045</a>	<a href="#">Lead Electrograph Technician</a>	<a href="#">1</a>	<a href="#">\$32.06</a>	<a href="#">\$33.89</a>	<a href="#">\$35.84</a>	<a href="#">\$37.90</a>	<a href="#">\$40.08</a>
<a href="#">J041</a>	<a href="#">Lead Environmental Health Technician</a>	<a href="#">1</a>	<a href="#">\$32.60</a>	<a href="#">\$34.47</a>	<a href="#">\$36.44</a>	<a href="#">\$38.53</a>	<a href="#">\$40.73</a>
<a href="#">L005</a>	<a href="#">Lead Gardener</a>	<a href="#">1</a>	<a href="#">\$36.24</a>	<a href="#">\$38.30</a>	<a href="#">\$40.52</a>	<a href="#">\$42.84</a>	<a href="#">\$45.29</a>
<a href="#">F082</a>	<a href="#">Lead Imaging Specialist</a>	<a href="#">1</a>	<a href="#">\$58.82</a>	<a href="#">\$62.19</a>	<a href="#">\$65.75</a>	<a href="#">\$69.53</a>	<a href="#">\$73.53</a>
<a href="#">E359</a>	<a href="#">Lead Medical Interpreter / Translator</a>	<a href="#">1</a>	<a href="#">\$32.49</a>	<a href="#">\$34.35</a>	<a href="#">\$36.32</a>	<a href="#">\$38.40</a>	<a href="#">\$40.60</a>
<a href="#">F090</a>	<a href="#">Lead Pharmacist</a>	<a href="#">5</a>	<a href="#">\$67.77</a>	<a href="#">\$71.66</a>	<a href="#">\$75.77</a>	<a href="#">\$80.11</a>	<a href="#">\$84.72</a>
<a href="#">F061</a>	<a href="#">Lead Pharmacy Technician</a>	<a href="#">1</a>	<a href="#">\$30.48</a>	<a href="#">\$32.23</a>	<a href="#">\$34.08</a>	<a href="#">\$36.04</a>	<a href="#">\$38.12</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">F160</a>	<a href="#">Lead Public Health Laboratory Technician</a>	<a href="#">1</a>	<a href="#">\$31.31</a>	<a href="#">\$33.11</a>	<a href="#">\$35.01</a>	<a href="#">\$37.02</a>	<a href="#">\$39.12</a>
<a href="#">F118</a>	<a href="#">Lead Radiologic Technologist</a>	<a href="#">1</a>	<a href="#">\$49.75</a>	<a href="#">\$52.59</a>	<a href="#">\$55.62</a>	<a href="#">\$58.80</a>	<a href="#">\$62.18</a>
<a href="#">F086</a>	<a href="#">Lead Sterile Processing Technician</a>	<a href="#">1</a>	<a href="#">\$27.07</a>	<a href="#">\$28.62</a>	<a href="#">\$30.27</a>	<a href="#">\$32.00</a>	<a href="#">\$33.83</a>
<a href="#">E478</a>	<a href="#">Lead Telephone Operator</a>	<a href="#">1</a>	<a href="#">\$28.42</a>	<a href="#">\$30.06</a>	<a href="#">\$31.78</a>	<a href="#">\$33.59</a>	<a href="#">\$35.53</a>
<a href="#">T104</a>	<a href="#">Lead Transportation Officer</a>	<a href="#">1</a>	<a href="#">\$25.76</a>	<a href="#">\$27.22</a>	<a href="#">\$28.79</a>	<a href="#">\$30.44</a>	<a href="#">\$32.18</a>
<a href="#">F120</a>	<a href="#">Licensed Psychiatric Technician</a>	<a href="#">1</a>	<a href="#">\$31.39</a>	<a href="#">\$33.19</a>	<a href="#">\$35.10</a>	<a href="#">\$37.11</a>	<a href="#">\$39.25</a>
<a href="#">F120-R</a>	<a href="#">Licensed Psychiatric Technician - Relief</a>	<a href="#">1</a>	<a href="#">\$32.95</a>	<a href="#">\$34.84</a>	<a href="#">\$36.84</a>	<a href="#">\$38.95</a>	<a href="#">\$41.19</a>
<a href="#">B154</a>	<a href="#">Licensed Psychiatric Technician - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.39</a>	<a href="#">\$33.19</a>	<a href="#">\$35.10</a>	<a href="#">\$37.11</a>	<a href="#">\$39.25</a>
<a href="#">B154-R</a>	<a href="#">Licensed Psychiatric Technician - Unclassified / Relief</a>	<a href="#">1</a>	<a href="#">\$32.95</a>	<a href="#">\$34.84</a>	<a href="#">\$36.84</a>	<a href="#">\$38.95</a>	<a href="#">\$41.19</a>
<a href="#">F020</a>	<a href="#">Licensed Vocational Nurse</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$33.19</a>	<a href="#">\$35.10</a>	<a href="#">\$37.11</a>	<a href="#">\$39.25</a>
<a href="#">F020-R</a>	<a href="#">Licensed Vocational Nurse - Relief</a>	<a href="#">1</a>	<a href="#">\$32.95</a>	<a href="#">\$34.84</a>	<a href="#">\$36.84</a>	<a href="#">\$38.95</a>	<a href="#">\$41.19</a>
<a href="#">B155</a>	<a href="#">Licensed Vocational Nurse - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$33.19</a>	<a href="#">\$35.10</a>	<a href="#">\$37.11</a>	<a href="#">\$39.25</a>
<a href="#">G121</a>	<a href="#">Marriage And Family Therapist I</a>	<a href="#">1</a>	<a href="#">\$38.33</a>	<a href="#">\$40.52</a>	<a href="#">\$42.85</a>	<a href="#">\$45.31</a>	<a href="#">\$47.92</a>
<a href="#">B110</a>	<a href="#">Marriage And Family Therapist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$38.33</a>	<a href="#">\$40.52</a>	<a href="#">\$42.85</a>	<a href="#">\$45.31</a>	<a href="#">\$47.92</a>
<a href="#">G120</a>	<a href="#">Marriage And Family Therapist II</a>	<a href="#">1</a>	<a href="#">\$43.11</a>	<a href="#">\$45.59</a>	<a href="#">\$48.19</a>	<a href="#">\$50.96</a>	<a href="#">\$53.89</a>
<a href="#">B109</a>	<a href="#">Marriage And Family Therapist II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$43.11</a>	<a href="#">\$45.59</a>	<a href="#">\$48.19</a>	<a href="#">\$50.96</a>	<a href="#">\$53.89</a>
<a href="#">E360</a>	<a href="#">Medical Interpreter / Translator</a>	<a href="#">1</a>	<a href="#">\$27.29</a>	<a href="#">\$28.86</a>	<a href="#">\$30.50</a>	<a href="#">\$32.26</a>	<a href="#">\$34.10</a>
<a href="#">F157</a>	<a href="#">Medical Laboratory Technician</a>	<a href="#">1</a>	<a href="#">\$32.27</a>	<a href="#">\$34.12</a>	<a href="#">\$36.08</a>	<a href="#">\$38.15</a>	<a href="#">\$40.34</a>
<a href="#">E305</a>	<a href="#">Medical Records Coder I</a>	<a href="#">1</a>	<a href="#">\$29.14</a>	<a href="#">\$30.82</a>	<a href="#">\$32.59</a>	<a href="#">\$34.47</a>	<a href="#">\$36.44</a>
<a href="#">E305-R</a>	<a href="#">Medical Records Coder I - Relief</a>	<a href="#">1</a>	<a href="#">\$26.03</a>	<a href="#">\$27.53</a>	<a href="#">\$29.12</a>	<a href="#">\$30.79</a>	<a href="#">\$32.56</a>
<a href="#">E306</a>	<a href="#">Medical Records Coder II</a>	<a href="#">1</a>	<a href="#">\$35.96</a>	<a href="#">\$38.02</a>	<a href="#">\$40.21</a>	<a href="#">\$42.53</a>	<a href="#">\$44.96</a>
<a href="#">E306-R</a>	<a href="#">Medical Records Coder II - Relief</a>	<a href="#">1</a>	<a href="#">\$35.21</a>	<a href="#">\$37.24</a>	<a href="#">\$39.37</a>	<a href="#">\$41.64</a>	<a href="#">\$44.02</a>
<a href="#">E307</a>	<a href="#">Medical Records Coder III</a>	<a href="#">1</a>	<a href="#">\$41.35</a>	<a href="#">\$43.73</a>	<a href="#">\$46.25</a>	<a href="#">\$48.90</a>	<a href="#">\$51.71</a>
<a href="#">E304</a>	<a href="#">Medical Records Technician I</a>	<a href="#">1</a>	<a href="#">\$24.82</a>	<a href="#">\$26.25</a>	<a href="#">\$27.76</a>	<a href="#">\$29.35</a>	<a href="#">\$31.03</a>
<a href="#">E304-R</a>	<a href="#">Medical Records Technician I - Relief</a>	<a href="#">1</a>	<a href="#">\$26.03</a>	<a href="#">\$27.53</a>	<a href="#">\$29.12</a>	<a href="#">\$30.79</a>	<a href="#">\$32.56</a>
<a href="#">E303</a>	<a href="#">Medical Records Technician II</a>	<a href="#">1</a>	<a href="#">\$29.14</a>	<a href="#">\$30.82</a>	<a href="#">\$32.59</a>	<a href="#">\$34.47</a>	<a href="#">\$36.44</a>
<a href="#">E303-R</a>	<a href="#">Medical Records Technician II - Relief</a>	<a href="#">1</a>	<a href="#">\$30.62</a>	<a href="#">\$32.38</a>	<a href="#">\$34.24</a>	<a href="#">\$36.21</a>	<a href="#">\$38.27</a>
<a href="#">F077</a>	<a href="#">Medical Services Assistant I</a>	<a href="#">1</a>	<a href="#">\$20.70</a>	<a href="#">\$21.88</a>	<a href="#">\$23.14</a>	<a href="#">\$24.46</a>	<a href="#">\$25.86</a>
<a href="#">B081</a>	<a href="#">Medical Services Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$20.70</a>	<a href="#">\$21.88</a>	<a href="#">\$23.14</a>	<a href="#">\$24.46</a>	<a href="#">\$25.86</a>
<a href="#">F079</a>	<a href="#">Medical Services Assistant II</a>	<a href="#">1</a>	<a href="#">\$24.12</a>	<a href="#">\$25.51</a>	<a href="#">\$26.98</a>	<a href="#">\$28.53</a>	<a href="#">\$30.15</a>
<a href="#">B082</a>	<a href="#">Medical Services Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.12</a>	<a href="#">\$25.51</a>	<a href="#">\$26.98</a>	<a href="#">\$28.53</a>	<a href="#">\$30.15</a>
<a href="#">G119</a>	<a href="#">Mental Health Counselor I</a>	<a href="#">1</a>	<a href="#">\$29.49</a>	<a href="#">\$31.19</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
<a href="#">B104</a>	<a href="#">Mental Health Counselor I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.49</a>	<a href="#">\$31.19</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
<a href="#">G118</a>	<a href="#">Mental Health Counselor II</a>	<a href="#">1</a>	<a href="#">\$33.32</a>	<a href="#">\$35.22</a>	<a href="#">\$37.25</a>	<a href="#">\$39.38</a>	<a href="#">\$41.65</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">B105</a>	<a href="#">Mental Health Counselor II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$33.32</a>	<a href="#">\$35.22</a>	<a href="#">\$37.25</a>	<a href="#">\$39.38</a>	<a href="#">\$41.65</a>
<a href="#">G081</a>	<a href="#">Mental Health Program Specialist</a>	<a href="#">5</a>	<a href="#">\$44.08</a>	<a href="#">\$46.59</a>	<a href="#">\$49.28</a>	<a href="#">\$52.10</a>	<a href="#">\$55.08</a>
<a href="#">B156</a>	<a href="#">Mental Health Program Specialist - Unclassified</a>	<a href="#">5</a>	<a href="#">\$44.08</a>	<a href="#">\$46.59</a>	<a href="#">\$49.28</a>	<a href="#">\$52.10</a>	<a href="#">\$55.08</a>
<a href="#">J084</a>	<a href="#">Natural Resource Specialist I</a>	<a href="#">1</a>	<a href="#">\$35.67</a>	<a href="#">\$37.74</a>	<a href="#">\$39.88</a>	<a href="#">\$42.18</a>	<a href="#">\$44.61</a>
<a href="#">J085</a>	<a href="#">Natural Resource Specialist II</a>	<a href="#">1</a>	<a href="#">\$39.27</a>	<a href="#">\$41.51</a>	<a href="#">\$43.90</a>	<a href="#">\$46.43</a>	<a href="#">\$49.08</a>
<a href="#">F174</a>	<a href="#">Occupational Therapist I</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.44</a>	<a href="#">\$44.89</a>	<a href="#">\$47.46</a>	<a href="#">\$50.18</a>
<a href="#">B064</a>	<a href="#">Occupational Therapist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.44</a>	<a href="#">\$44.89</a>	<a href="#">\$47.46</a>	<a href="#">\$50.18</a>
<a href="#">F184</a>	<a href="#">Occupational Therapist I, California Children's Services</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.44</a>	<a href="#">\$44.89</a>	<a href="#">\$47.46</a>	<a href="#">\$50.18</a>
<a href="#">F175</a>	<a href="#">Occupational Therapist II</a>	<a href="#">5</a>	<a href="#">\$44.98</a>	<a href="#">\$47.57</a>	<a href="#">\$50.28</a>	<a href="#">\$53.19</a>	<a href="#">\$56.22</a>
<a href="#">B065</a>	<a href="#">Occupational Therapist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$44.98</a>	<a href="#">\$47.57</a>	<a href="#">\$50.28</a>	<a href="#">\$53.19</a>	<a href="#">\$56.22</a>
<a href="#">F185</a>	<a href="#">Occupational Therapist II, California Children's Services</a>	<a href="#">5</a>	<a href="#">\$44.98</a>	<a href="#">\$47.57</a>	<a href="#">\$50.28</a>	<a href="#">\$53.19</a>	<a href="#">\$56.22</a>
<a href="#">F084</a>	<a href="#">Operating Room Technician</a>	<a href="#">1</a>	<a href="#">\$31.39</a>	<a href="#">\$33.19</a>	<a href="#">\$35.10</a>	<a href="#">\$37.11</a>	<a href="#">\$39.25</a>
<a href="#">F084-R</a>	<a href="#">Operating Room Technician - Relief</a>	<a href="#">1</a>	<a href="#">\$32.95</a>	<a href="#">\$34.84</a>	<a href="#">\$36.84</a>	<a href="#">\$38.95</a>	<a href="#">\$41.19</a>
<a href="#">F004</a>	<a href="#">Optometrist</a>	<a href="#">2</a>	<a href="#">\$51.38</a>	<a href="#">\$54.34</a>	<a href="#">\$57.44</a>	<a href="#">\$60.74</a>	<a href="#">\$64.21</a>
<a href="#">F068</a>	<a href="#">Orthopedic Technician</a>	<a href="#">1</a>	<a href="#">\$26.55</a>	<a href="#">\$28.08</a>	<a href="#">\$29.68</a>	<a href="#">\$31.38</a>	<a href="#">\$33.17</a>
<a href="#">L046</a>	<a href="#">Park Aide - Extra Help</a>	<a href="#">1</a>	<a href="#">\$17.47</a>	<a href="#">\$18.48</a>	<a href="#">\$19.53</a>	<a href="#">\$20.66</a>	<a href="#">\$21.85</a>
<a href="#">L040</a>	<a href="#">Park Ranger I</a>	<a href="#">1</a>	<a href="#">\$29.14</a>	<a href="#">\$30.82</a>	<a href="#">\$32.59</a>	<a href="#">\$34.47</a>	<a href="#">\$36.44</a>
<a href="#">L041</a>	<a href="#">Park Ranger II</a>	<a href="#">1</a>	<a href="#">\$33.00</a>	<a href="#">\$34.90</a>	<a href="#">\$36.91</a>	<a href="#">\$39.02</a>	<a href="#">\$41.27</a>
<a href="#">L039</a>	<a href="#">Park Ranger III</a>	<a href="#">5</a>	<a href="#">\$37.82</a>	<a href="#">\$40.00</a>	<a href="#">\$42.30</a>	<a href="#">\$44.71</a>	<a href="#">\$47.27</a>
<a href="#">L025</a>	<a href="#">Park Ranger IV - Exempt</a>	<a href="#">5</a>	<a href="#">\$42.84</a>	<a href="#">\$45.29</a>	<a href="#">\$47.89</a>	<a href="#">\$50.64</a>	<a href="#">\$53.56</a>
<a href="#">L014</a>	<a href="#">Parks And Open Space Equipment Operator</a>	<a href="#">1</a>	<a href="#">\$39.31</a>	<a href="#">\$41.56</a>	<a href="#">\$43.94</a>	<a href="#">\$46.48</a>	<a href="#">\$49.14</a>
<a href="#">L043</a>	<a href="#">Parks Electrician And Maintenance Worker</a>	<a href="#">5</a>	<a href="#">\$39.84</a>	<a href="#">\$42.14</a>	<a href="#">\$44.55</a>	<a href="#">\$47.11</a>	<a href="#">\$49.82</a>
<a href="#">G115</a>	<a href="#">Peer Support Worker I</a>	<a href="#">1</a>	<a href="#">\$23.07</a>	<a href="#">\$24.38</a>	<a href="#">\$25.78</a>	<a href="#">\$27.27</a>	<a href="#">\$28.82</a>
<a href="#">B186</a>	<a href="#">Peer Support Worker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.07</a>	<a href="#">\$24.38</a>	<a href="#">\$25.78</a>	<a href="#">\$27.27</a>	<a href="#">\$28.82</a>
<a href="#">G116</a>	<a href="#">Peer Support Worker II</a>	<a href="#">1</a>	<a href="#">\$25.47</a>	<a href="#">\$26.93</a>	<a href="#">\$28.46</a>	<a href="#">\$30.10</a>	<a href="#">\$31.82</a>
<a href="#">B187</a>	<a href="#">Peer Support Worker II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.47</a>	<a href="#">\$26.93</a>	<a href="#">\$28.46</a>	<a href="#">\$30.10</a>	<a href="#">\$31.82</a>
<a href="#">J067</a>	<a href="#">Pest Detection Specialist</a>	<a href="#">5</a>	<a href="#">\$23.86</a>	<a href="#">\$25.21</a>	<a href="#">\$26.67</a>	<a href="#">\$28.19</a>	<a href="#">\$29.83</a>
<a href="#">B092</a>	<a href="#">Pest Detection Specialist - Unclassified</a>	<a href="#">5</a>	<a href="#">\$23.86</a>	<a href="#">\$25.21</a>	<a href="#">\$26.67</a>	<a href="#">\$28.19</a>	<a href="#">\$29.83</a>
<a href="#">J070</a>	<a href="#">Pest Detection Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$29.04</a>	<a href="#">\$30.72</a>	<a href="#">\$32.49</a>	<a href="#">\$34.34</a>	<a href="#">\$36.31</a>
<a href="#">F059</a>	<a href="#">Pharmacist</a>	<a href="#">5</a>	<a href="#">\$64.22</a>	<a href="#">\$67.90</a>	<a href="#">\$71.78</a>	<a href="#">\$75.91</a>	<a href="#">\$80.28</a>
<a href="#">F059-R</a>	<a href="#">Pharmacist - Relief</a>	<a href="#">5</a>	<a href="#">\$64.71</a>	<a href="#">\$68.40</a>	<a href="#">\$72.33</a>	<a href="#">\$76.48</a>	<a href="#">\$80.87</a>
<a href="#">B097</a>	<a href="#">Pharmacist - Unclassified</a>	<a href="#">5</a>	<a href="#">\$64.22</a>	<a href="#">\$67.90</a>	<a href="#">\$71.78</a>	<a href="#">\$75.91</a>	<a href="#">\$80.28</a>
<a href="#">B097-R</a>	<a href="#">Pharmacist - Unclassified / Relief</a>	<a href="#">5</a>	<a href="#">\$64.71</a>	<a href="#">\$68.40</a>	<a href="#">\$72.33</a>	<a href="#">\$76.48</a>	<a href="#">\$80.87</a>
<a href="#">F060</a>	<a href="#">Pharmacy Aide</a>	<a href="#">1</a>	<a href="#">\$23.54</a>	<a href="#">\$24.88</a>	<a href="#">\$26.30</a>	<a href="#">\$27.81</a>	<a href="#">\$29.41</a>
<a href="#">F053</a>	<a href="#">Pharmacy Buyer</a>	<a href="#">1</a>	<a href="#">\$31.20</a>	<a href="#">\$32.98</a>	<a href="#">\$34.88</a>	<a href="#">\$36.89</a>	<a href="#">\$39.00</a>
<a href="#">F058</a>	<a href="#">Pharmacy Technician</a>	<a href="#">1</a>	<a href="#">\$31.19</a>	<a href="#">\$32.99</a>	<a href="#">\$34.86</a>	<a href="#">\$36.87</a>	<a href="#">\$38.99</a>
<a href="#">B098</a>	<a href="#">Pharmacy Technician - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.19</a>	<a href="#">\$32.99</a>	<a href="#">\$34.86</a>	<a href="#">\$36.87</a>	<a href="#">\$38.99</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">F171</a>	<a href="#">Physical Therapist I</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.44</a>	<a href="#">\$44.89</a>	<a href="#">\$47.46</a>	<a href="#">\$50.18</a>
<a href="#">F181</a>	<a href="#">Physical Therapist I, California Children's Services</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.44</a>	<a href="#">\$44.89</a>	<a href="#">\$47.46</a>	<a href="#">\$50.18</a>
<a href="#">F172</a>	<a href="#">Physical Therapist II</a>	<a href="#">5</a>	<a href="#">\$44.98</a>	<a href="#">\$47.57</a>	<a href="#">\$50.28</a>	<a href="#">\$53.19</a>	<a href="#">\$56.22</a>
<a href="#">F182</a>	<a href="#">Physical Therapist II, California Children's Services</a>	<a href="#">5</a>	<a href="#">\$44.98</a>	<a href="#">\$47.57</a>	<a href="#">\$50.28</a>	<a href="#">\$53.19</a>	<a href="#">\$56.22</a>
<a href="#">F109</a>	<a href="#">Physicians Assistant</a>	<a href="#">5</a>	<a href="#">\$73.89</a>	<a href="#">\$78.15</a>	<a href="#">\$82.63</a>	<a href="#">\$87.37</a>	<a href="#">\$92.37</a>
<a href="#">R060</a>	<a href="#">Planner I</a>	<a href="#">1</a>	<a href="#">\$31.72</a>	<a href="#">\$33.54</a>	<a href="#">\$35.46</a>	<a href="#">\$37.50</a>	<a href="#">\$39.67</a>
<a href="#">B058</a>	<a href="#">Planner I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$31.72</a>	<a href="#">\$33.54</a>	<a href="#">\$35.46</a>	<a href="#">\$37.50</a>	<a href="#">\$39.67</a>
<a href="#">R050</a>	<a href="#">Planner II</a>	<a href="#">5</a>	<a href="#">\$37.61</a>	<a href="#">\$39.77</a>	<a href="#">\$42.06</a>	<a href="#">\$44.47</a>	<a href="#">\$47.01</a>
<a href="#">B057</a>	<a href="#">Planner II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$37.61</a>	<a href="#">\$39.77</a>	<a href="#">\$42.06</a>	<a href="#">\$44.47</a>	<a href="#">\$47.01</a>
<a href="#">R040</a>	<a href="#">Planner III</a>	<a href="#">5</a>	<a href="#">\$43.07</a>	<a href="#">\$45.52</a>	<a href="#">\$48.14</a>	<a href="#">\$50.91</a>	<a href="#">\$53.82</a>
<a href="#">B056</a>	<a href="#">Planner III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$43.07</a>	<a href="#">\$45.52</a>	<a href="#">\$48.14</a>	<a href="#">\$50.91</a>	<a href="#">\$53.82</a>
<a href="#">R065</a>	<a href="#">Planning Technician</a>	<a href="#">1</a>	<a href="#">\$27.83</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>	<a href="#">\$32.92</a>	<a href="#">\$34.79</a>
<a href="#">G106</a>	<a href="#">Program Counselor I</a>	<a href="#">1</a>	<a href="#">\$25.47</a>	<a href="#">\$26.93</a>	<a href="#">\$28.46</a>	<a href="#">\$30.10</a>	<a href="#">\$31.82</a>
<a href="#">G107</a>	<a href="#">Program Counselor II</a>	<a href="#">1</a>	<a href="#">\$29.49</a>	<a href="#">\$31.19</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
<a href="#">G040</a>	<a href="#">Psychiatric Social Worker I</a>	<a href="#">5</a>	<a href="#">\$38.33</a>	<a href="#">\$40.52</a>	<a href="#">\$42.85</a>	<a href="#">\$45.31</a>	<a href="#">\$47.92</a>
<a href="#">B112</a>	<a href="#">Psychiatric Social Worker I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$38.33</a>	<a href="#">\$40.52</a>	<a href="#">\$42.85</a>	<a href="#">\$45.31</a>	<a href="#">\$47.92</a>
<a href="#">G035</a>	<a href="#">Psychiatric Social Worker II</a>	<a href="#">5</a>	<a href="#">\$43.11</a>	<a href="#">\$45.59</a>	<a href="#">\$48.19</a>	<a href="#">\$50.96</a>	<a href="#">\$53.89</a>
<a href="#">B111</a>	<a href="#">Psychiatric Social Worker II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$43.11</a>	<a href="#">\$45.59</a>	<a href="#">\$48.19</a>	<a href="#">\$50.96</a>	<a href="#">\$53.89</a>
<a href="#">F116</a>	<a href="#">Psychologist I</a>	<a href="#">2</a>	<a href="#">\$44.87</a>	<a href="#">\$47.44</a>	<a href="#">\$50.17</a>	<a href="#">\$53.03</a>	<a href="#">\$56.09</a>
<a href="#">B045</a>	<a href="#">Psychologist I - Unclassified</a>	<a href="#">2</a>	<a href="#">\$44.87</a>	<a href="#">\$47.44</a>	<a href="#">\$50.17</a>	<a href="#">\$53.03</a>	<a href="#">\$56.09</a>
<a href="#">F050</a>	<a href="#">Psychologist II</a>	<a href="#">2</a>	<a href="#">\$49.20</a>	<a href="#">\$52.04</a>	<a href="#">\$55.02</a>	<a href="#">\$58.17</a>	<a href="#">\$61.52</a>
<a href="#">B046</a>	<a href="#">Psychologist II - Unclassified</a>	<a href="#">2</a>	<a href="#">\$49.20</a>	<a href="#">\$52.04</a>	<a href="#">\$55.02</a>	<a href="#">\$58.17</a>	<a href="#">\$61.52</a>
<a href="#">F057</a>	<a href="#">Public Health Educator</a>	<a href="#">2</a>	<a href="#">\$40.98</a>	<a href="#">\$43.33</a>	<a href="#">\$45.82</a>	<a href="#">\$48.44</a>	<a href="#">\$51.24</a>
<a href="#">B114</a>	<a href="#">Public Health Educator - Unclassified</a>	<a href="#">1</a>	<a href="#">\$40.98</a>	<a href="#">\$43.33</a>	<a href="#">\$45.82</a>	<a href="#">\$48.44</a>	<a href="#">\$51.24</a>
<a href="#">F158</a>	<a href="#">Public Health Laboratory Technician I</a>	<a href="#">1</a>	<a href="#">\$26.32</a>	<a href="#">\$27.83</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>	<a href="#">\$32.92</a>
<a href="#">F159</a>	<a href="#">Public Health Laboratory Technician II</a>	<a href="#">1</a>	<a href="#">\$29.62</a>	<a href="#">\$31.31</a>	<a href="#">\$33.11</a>	<a href="#">\$35.01</a>	<a href="#">\$37.02</a>
<a href="#">F065</a>	<a href="#">Public Health Microbiologist I</a>	<a href="#">5</a>	<a href="#">\$41.78</a>	<a href="#">\$44.17</a>	<a href="#">\$46.72</a>	<a href="#">\$49.40</a>	<a href="#">\$52.22</a>
<a href="#">F066</a>	<a href="#">Public Health Microbiologist II</a>	<a href="#">5</a>	<a href="#">\$44.23</a>	<a href="#">\$46.77</a>	<a href="#">\$49.44</a>	<a href="#">\$52.27</a>	<a href="#">\$55.28</a>
<a href="#">F075</a>	<a href="#">Radiologic Technologist I</a>	<a href="#">1</a>	<a href="#">\$41.28</a>	<a href="#">\$43.65</a>	<a href="#">\$46.16</a>	<a href="#">\$48.79</a>	<a href="#">\$51.60</a>
<a href="#">F075-R</a>	<a href="#">Radiologic Technologist I - Relief</a>	<a href="#">1</a>	<a href="#">\$43.33</a>	<a href="#">\$45.82</a>	<a href="#">\$48.44</a>	<a href="#">\$51.24</a>	<a href="#">\$54.15</a>
<a href="#">F119</a>	<a href="#">Radiologic Technologist II</a>	<a href="#">1</a>	<a href="#">\$43.66</a>	<a href="#">\$46.17</a>	<a href="#">\$48.82</a>	<a href="#">\$51.63</a>	<a href="#">\$54.58</a>
<a href="#">F119-R</a>	<a href="#">Radiologic Technologist II - Relief</a>	<a href="#">1</a>	<a href="#">\$45.83</a>	<a href="#">\$48.45</a>	<a href="#">\$51.25</a>	<a href="#">\$54.18</a>	<a href="#">\$57.28</a>
<a href="#">F125</a>	<a href="#">Radiologic Technologist III</a>	<a href="#">1</a>	<a href="#">\$46.12</a>	<a href="#">\$48.78</a>	<a href="#">\$51.59</a>	<a href="#">\$54.54</a>	<a href="#">\$57.67</a>
<a href="#">F125-R</a>	<a href="#">Radiologic Technologist III - Relief</a>	<a href="#">1</a>	<a href="#">\$48.45</a>	<a href="#">\$51.25</a>	<a href="#">\$54.16</a>	<a href="#">\$57.28</a>	<a href="#">\$60.57</a>
<a href="#">B072</a>	<a href="#">Radiologic Technologist III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$46.12</a>	<a href="#">\$48.78</a>	<a href="#">\$51.59</a>	<a href="#">\$54.54</a>	<a href="#">\$57.67</a>
<a href="#">F072</a>	<a href="#">Radiology Assistant</a>	<a href="#">1</a>	<a href="#">\$25.53</a>	<a href="#">\$27.01</a>	<a href="#">\$28.56</a>	<a href="#">\$30.19</a>	<a href="#">\$31.92</a>
<a href="#">F063</a>	<a href="#">Registered Dental Assistant</a>	<a href="#">1</a>	<a href="#">\$27.87</a>	<a href="#">\$29.47</a>	<a href="#">\$31.16</a>	<a href="#">\$32.95</a>	<a href="#">\$34.84</a>
<a href="#">F151</a>	<a href="#">Rehabilitation Marketing Manager</a>	<a href="#">5</a>	<a href="#">\$42.22</a>	<a href="#">\$44.65</a>	<a href="#">\$47.22</a>	<a href="#">\$49.93</a>	<a href="#">\$52.80</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">F150</a>	<a href="#">Rehabilitation Production Manager - Exempt</a>	<a href="#">5</a>	<a href="#">\$44.14</a>	<a href="#">\$46.66</a>	<a href="#">\$49.36</a>	<a href="#">\$52.18</a>	<a href="#">\$55.18</a>
<a href="#">F041</a>	<a href="#">Rehabilitation Production Supervisor I</a>	<a href="#">5</a>	<a href="#">\$28.86</a>	<a href="#">\$30.51</a>	<a href="#">\$32.27</a>	<a href="#">\$34.11</a>	<a href="#">\$36.07</a>
<a href="#">B171</a>	<a href="#">Rehabilitation Production Supervisor I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$28.86</a>	<a href="#">\$30.51</a>	<a href="#">\$32.27</a>	<a href="#">\$34.11</a>	<a href="#">\$36.07</a>
<a href="#">F043</a>	<a href="#">Rehabilitation Production Supervisor II</a>	<a href="#">5</a>	<a href="#">\$32.78</a>	<a href="#">\$34.67</a>	<a href="#">\$36.66</a>	<a href="#">\$38.75</a>	<a href="#">\$40.99</a>
<a href="#">B172</a>	<a href="#">Rehabilitation Production Supervisor II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$32.78</a>	<a href="#">\$34.67</a>	<a href="#">\$36.66</a>	<a href="#">\$38.75</a>	<a href="#">\$40.99</a>
<a href="#">F048</a>	<a href="#">Rehabilitation Production Supervisor III</a>	<a href="#">5</a>	<a href="#">\$36.71</a>	<a href="#">\$38.83</a>	<a href="#">\$41.04</a>	<a href="#">\$43.40</a>	<a href="#">\$45.88</a>
<a href="#">G025</a>	<a href="#">Residential Counselor I</a>	<a href="#">1</a>	<a href="#">\$31.53</a>	<a href="#">\$33.35</a>	<a href="#">\$35.26</a>	<a href="#">\$37.29</a>	<a href="#">\$39.43</a>
<a href="#">G025-R</a>	<a href="#">Residential Counselor I - Relief</a>	<a href="#">1</a>	<a href="#">\$33.11</a>	<a href="#">\$35.01</a>	<a href="#">\$37.03</a>	<a href="#">\$39.14</a>	<a href="#">\$41.39</a>
<a href="#">G027</a>	<a href="#">Residential Counselor II</a>	<a href="#">1</a>	<a href="#">\$35.07</a>	<a href="#">\$37.08</a>	<a href="#">\$39.22</a>	<a href="#">\$41.45</a>	<a href="#">\$43.83</a>
<a href="#">G027-R</a>	<a href="#">Residential Counselor II - Relief</a>	<a href="#">1</a>	<a href="#">\$36.82</a>	<a href="#">\$38.93</a>	<a href="#">\$41.15</a>	<a href="#">\$43.51</a>	<a href="#">\$46.02</a>
<a href="#">G028</a>	<a href="#">Residential Counselor III</a>	<a href="#">1</a>	<a href="#">\$37.08</a>	<a href="#">\$39.21</a>	<a href="#">\$41.46</a>	<a href="#">\$43.84</a>	<a href="#">\$46.33</a>
<a href="#">J082</a>	<a href="#">Resource Conservation Specialist I</a>	<a href="#">1</a>	<a href="#">\$35.67</a>	<a href="#">\$37.74</a>	<a href="#">\$39.88</a>	<a href="#">\$42.18</a>	<a href="#">\$44.61</a>
<a href="#">B047</a>	<a href="#">Resource Conservation Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$35.67</a>	<a href="#">\$37.74</a>	<a href="#">\$39.88</a>	<a href="#">\$42.18</a>	<a href="#">\$44.61</a>
<a href="#">J083</a>	<a href="#">Resource Conservation Specialist II</a>	<a href="#">1</a>	<a href="#">\$39.27</a>	<a href="#">\$41.51</a>	<a href="#">\$43.90</a>	<a href="#">\$46.43</a>	<a href="#">\$49.08</a>
<a href="#">B048</a>	<a href="#">Resource Conservation Specialist II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$39.27</a>	<a href="#">\$41.51</a>	<a href="#">\$43.90</a>	<a href="#">\$46.43</a>	<a href="#">\$49.08</a>
<a href="#">J081</a>	<a href="#">Resource Conservation Specialist III</a>	<a href="#">1</a>	<a href="#">\$42.41</a>	<a href="#">\$44.84</a>	<a href="#">\$47.41</a>	<a href="#">\$50.15</a>	<a href="#">\$53.01</a>
<a href="#">B011</a>	<a href="#">Resource Conservation Specialist III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$42.41</a>	<a href="#">\$44.84</a>	<a href="#">\$47.41</a>	<a href="#">\$50.15</a>	<a href="#">\$53.01</a>
<a href="#">F130</a>	<a href="#">Respiratory Therapist I</a>	<a href="#">1</a>	<a href="#">\$33.55</a>	<a href="#">\$35.47</a>	<a href="#">\$37.49</a>	<a href="#">\$39.67</a>	<a href="#">\$41.93</a>
<a href="#">F130-R</a>	<a href="#">Respiratory Therapist I - Relief</a>	<a href="#">1</a>	<a href="#">\$35.00</a>	<a href="#">\$37.00</a>	<a href="#">\$39.11</a>	<a href="#">\$41.36</a>	<a href="#">\$43.74</a>
<a href="#">F132</a>	<a href="#">Respiratory Therapist II</a>	<a href="#">1</a>	<a href="#">\$40.09</a>	<a href="#">\$42.39</a>	<a href="#">\$44.82</a>	<a href="#">\$47.40</a>	<a href="#">\$50.12</a>
<a href="#">F132-R</a>	<a href="#">Respiratory Therapist II - Relief</a>	<a href="#">1</a>	<a href="#">\$41.81</a>	<a href="#">\$44.20</a>	<a href="#">\$46.76</a>	<a href="#">\$49.42</a>	<a href="#">\$52.25</a>
<a href="#">F134</a>	<a href="#">Respiratory Therapist III</a>	<a href="#">1</a>	<a href="#">\$44.49</a>	<a href="#">\$47.06</a>	<a href="#">\$49.74</a>	<a href="#">\$52.59</a>	<a href="#">\$55.61</a>
<a href="#">F134-R</a>	<a href="#">Respiratory Therapist III - Relief</a>	<a href="#">1</a>	<a href="#">\$46.42</a>	<a href="#">\$49.07</a>	<a href="#">\$51.88</a>	<a href="#">\$54.85</a>	<a href="#">\$58.01</a>
<a href="#">T105</a>	<a href="#">School Bus Driver</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$26.57</a>	<a href="#">\$28.10</a>	<a href="#">\$29.70</a>
<a href="#">S065</a>	<a href="#">Seamstress</a>	<a href="#">1</a>	<a href="#">\$21.26</a>	<a href="#">\$22.48</a>	<a href="#">\$23.77</a>	<a href="#">\$25.13</a>	<a href="#">\$26.58</a>
<a href="#">R006</a>	<a href="#">Senior Code Compliance Officer - Exempt</a>	<a href="#">5</a>	<a href="#">\$43.90</a>	<a href="#">\$46.43</a>	<a href="#">\$49.08</a>	<a href="#">\$51.89</a>	<a href="#">\$54.87</a>
<a href="#">J045</a>	<a href="#">Senior Communicable Diseases Investigator</a>	<a href="#">1</a>	<a href="#">\$35.13</a>	<a href="#">\$37.14</a>	<a href="#">\$39.28</a>	<a href="#">\$41.53</a>	<a href="#">\$43.91</a>
<a href="#">F054</a>	<a href="#">Senior Community Health Planner</a>	<a href="#">2</a>	<a href="#">\$44.08</a>	<a href="#">\$46.59</a>	<a href="#">\$49.28</a>	<a href="#">\$52.10</a>	<a href="#">\$55.08</a>
<a href="#">G117</a>	<a href="#">Senior Community Worker</a>	<a href="#">5</a>	<a href="#">\$29.49</a>	<a href="#">\$31.19</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
<a href="#">B273</a>	<a href="#">Senior Community Worker - Unclassified</a>	<a href="#">5</a>	<a href="#">\$29.49</a>	<a href="#">\$31.19</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
<a href="#">R011</a>	<a href="#">Senior Housing and Community Development Policy Analyst</a>	<a href="#">1</a>	<a href="#">\$52.42</a>	<a href="#">\$55.41</a>	<a href="#">\$58.59</a>	<a href="#">\$61.96</a>	<a href="#">\$65.52</a>
<a href="#">R020</a>	<a href="#">Senior Planner - Exempt</a>	<a href="#">2</a>	<a href="#">\$54.39</a>	<a href="#">\$57.50</a>	<a href="#">\$60.80</a>	<a href="#">\$64.30</a>	<a href="#">\$67.97</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
F056	Senior Public Health Educator	<u>2</u>	<u>\$44.08</u>	<u>\$46.59</u>	<u>\$49.28</u>	<u>\$52.10</u>	<u>\$55.08</u>
G063	Senior Shelter Care Counselor - Exempt	<u>5</u>	<u>\$38.93</u>	<u>\$41.18</u>	<u>\$43.51</u>	<u>\$46.03</u>	<u>\$48.66</u>
J080	Senior Sustainability Specialist	<u>1</u>	<u>\$47.40</u>	<u>\$50.13</u>	<u>\$53.00</u>	<u>\$56.05</u>	<u>\$59.26</u>
T062	Senior Utility Worker	<u>1</u>	<u>\$27.63</u>	<u>\$29.21</u>	<u>\$30.88</u>	<u>\$32.67</u>	<u>\$34.53</u>
G061	Shelter Care Counselor I	<u>1</u>	<u>\$31.53</u>	<u>\$33.35</u>	<u>\$35.26</u>	<u>\$37.29</u>	<u>\$39.43</u>
G061-R	Shelter Care Counselor I - Relief	<u>1</u>	<u>\$33.11</u>	<u>\$35.01</u>	<u>\$37.03</u>	<u>\$39.14</u>	<u>\$41.39</u>
G062	Shelter Care Counselor II	<u>1</u>	<u>\$35.07</u>	<u>\$37.08</u>	<u>\$39.22</u>	<u>\$41.45</u>	<u>\$43.83</u>
G062-R	Shelter Care Counselor II - Relief	<u>1</u>	<u>\$36.82</u>	<u>\$38.93</u>	<u>\$41.15</u>	<u>\$43.51</u>	<u>\$46.02</u>
G095	Social Work Supervisor	<u>5</u>	<u>\$46.26</u>	<u>\$48.91</u>	<u>\$51.72</u>	<u>\$54.68</u>	<u>\$57.82</u>
G093	Social Work Supervisor - Exempt	<u>5</u>	<u>\$46.26</u>	<u>\$48.91</u>	<u>\$51.72</u>	<u>\$54.68</u>	<u>\$57.82</u>
G093-R	Social Work Supervisor-Exempt-R	<u>5</u>	<u>\$46.04</u>	<u>\$48.67</u>	<u>\$51.46</u>	<u>\$54.41</u>	<u>\$57.53</u>
G098	Social Worker I	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$32.98</u>	<u>\$34.87</u>	<u>\$36.87</u>
B107	Social Worker I - Unclassified	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$32.98</u>	<u>\$34.87</u>	<u>\$36.87</u>
G097	Social Worker II	<u>5</u>	<u>\$33.32</u>	<u>\$35.22</u>	<u>\$37.25</u>	<u>\$39.38</u>	<u>\$41.65</u>
B108	Social Worker II - Unclassified	<u>5</u>	<u>\$33.32</u>	<u>\$35.22</u>	<u>\$37.25</u>	<u>\$39.38</u>	<u>\$41.65</u>
G096	Social Worker III	<u>5</u>	<u>\$39.30</u>	<u>\$41.55</u>	<u>\$43.92</u>	<u>\$46.46</u>	<u>\$49.11</u>
G096-R	Social Worker III - R	<u>5</u>	<u>\$39.09</u>	<u>\$41.34</u>	<u>\$43.72</u>	<u>\$46.23</u>	<u>\$48.88</u>
B106	Social Worker III - Unclassified	<u>5</u>	<u>\$39.30</u>	<u>\$41.55</u>	<u>\$43.92</u>	<u>\$46.46</u>	<u>\$49.11</u>
G097-R	Social Worker II-R	<u>5</u>	<u>\$33.14</u>	<u>\$35.07</u>	<u>\$37.07</u>	<u>\$39.22</u>	<u>\$41.44</u>
G098-R	Social Worker I-R	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$32.82</u>	<u>\$34.70</u>	<u>\$36.69</u>
F003	Speech Pathologist	<u>5</u>	<u>\$44.98</u>	<u>\$47.57</u>	<u>\$50.28</u>	<u>\$53.19</u>	<u>\$56.22</u>
T041	Stationary Engineer I	<u>1</u>	<u>\$31.42</u>	<u>\$33.23</u>	<u>\$35.13</u>	<u>\$37.13</u>	<u>\$39.28</u>
T040	Stationary Engineer II	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$46.47</u>
F085	Sterile Processing Technician	<u>1</u>	<u>\$25.51</u>	<u>\$26.98</u>	<u>\$28.53</u>	<u>\$30.16</u>	<u>\$31.89</u>
F191	Supervising Clinical Laboratory Scientist - Exempt	<u>5</u>	<u>\$52.59</u>	<u>\$55.61</u>	<u>\$58.79</u>	<u>\$62.16</u>	<u>\$65.75</u>
S020	Supervising Cook - Exempt	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$31.35</u>	<u>\$33.13</u>	<u>\$35.03</u>
F168	Supervising Creative Arts Therapist - Exempt	<u>5</u>	<u>\$40.74</u>	<u>\$43.07</u>	<u>\$45.56</u>	<u>\$48.14</u>	<u>\$50.92</u>
T060	Supervising Custodian - Exempt	<u>5</u>	<u>\$26.27</u>	<u>\$27.79</u>	<u>\$29.38</u>	<u>\$31.06</u>	<u>\$32.85</u>
G218	Supervising Deputy Public Guardian - Conservator - Exempt	<u>5</u>	<u>\$46.26</u>	<u>\$48.91</u>	<u>\$51.72</u>	<u>\$54.68</u>	<u>\$57.82</u>
B329	Supervising Deputy Public Guardian Conservator - Unclassified / Exempt	<u>5</u>	<u>\$46.26</u>	<u>\$48.91</u>	<u>\$51.72</u>	<u>\$54.68</u>	<u>\$57.82</u>
S025	Supervising Dietitian	<u>2</u>	<u>\$41.32</u>	<u>\$43.70</u>	<u>\$46.21</u>	<u>\$48.86</u>	<u>\$51.67</u>
F101	Supervising Epidemiologist	<u>5</u>	<u>\$48.97</u>	<u>\$51.77</u>	<u>\$54.76</u>	<u>\$57.90</u>	<u>\$61.21</u>
F005	Supervising Mental Health Clinician - Exempt	<u>2</u>	<u>\$50.76</u>	<u>\$53.65</u>	<u>\$56.73</u>	<u>\$60.00</u>	<u>\$63.45</u>
F006	Supervising Mental Health Psychologist - Exempt	<u>2</u>	<u>\$54.87</u>	<u>\$58.03</u>	<u>\$61.36</u>	<u>\$64.88</u>	<u>\$68.60</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
F092	<a href="#">Supervising Pharmacist</a>	<a href="#">5</a>	<a href="#">\$71.53</a>	<a href="#">\$75.63</a>	<a href="#">\$79.98</a>	<a href="#">\$84.55</a>	<a href="#">\$89.41</a>
F194	<a href="#">Supervising Psychologist - Exempt</a>	<a href="#">2</a>	<a href="#">\$52.94</a>	<a href="#">\$55.97</a>	<a href="#">\$59.19</a>	<a href="#">\$62.59</a>	<a href="#">\$66.16</a>
F062	<a href="#">Supervising Public Health Microbiologist - Exempt</a>	<a href="#">5</a>	<a href="#">\$48.68</a>	<a href="#">\$51.47</a>	<a href="#">\$54.43</a>	<a href="#">\$57.56</a>	<a href="#">\$60.86</a>
F051	<a href="#">Supervising Public Health Nutritionist - Exempt</a>	<a href="#">2</a>	<a href="#">\$41.32</a>	<a href="#">\$43.70</a>	<a href="#">\$46.21</a>	<a href="#">\$48.86</a>	<a href="#">\$51.67</a>
F126	<a href="#">Supervising Radiologic Technologist - Exempt</a>	<a href="#">1</a>	<a href="#">\$63.23</a>	<a href="#">\$66.84</a>	<a href="#">\$70.70</a>	<a href="#">\$74.74</a>	<a href="#">\$79.04</a>
T012	<a href="#">Supervising Stationary Engineer - Exempt</a>	<a href="#">5</a>	<a href="#">\$46.24</a>	<a href="#">\$48.90</a>	<a href="#">\$51.71</a>	<a href="#">\$54.66</a>	<a href="#">\$57.80</a>
F187	<a href="#">Supervising Therapist - Exempt</a>	<a href="#">5</a>	<a href="#">\$48.79</a>	<a href="#">\$51.59</a>	<a href="#">\$54.54</a>	<a href="#">\$57.68</a>	<a href="#">\$60.99</a>
G064	<a href="#">Supervisor Fraud Investigation Unit - Exempt</a>	<a href="#">5</a>	<a href="#">\$43.40</a>	<a href="#">\$45.87</a>	<a href="#">\$48.52</a>	<a href="#">\$51.30</a>	<a href="#">\$54.24</a>
E480	<a href="#">Telephone Operator</a>	<a href="#">1</a>	<a href="#">\$23.02</a>	<a href="#">\$24.33</a>	<a href="#">\$25.74</a>	<a href="#">\$27.21</a>	<a href="#">\$28.77</a>
V053	<a href="#">Telephone Services Analyst</a>	<a href="#">1</a>	<a href="#">\$34.74</a>	<a href="#">\$36.72</a>	<a href="#">\$38.85</a>	<a href="#">\$41.07</a>	<a href="#">\$43.42</a>
E477	<a href="#">Telephone Services Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$32.19</a>	<a href="#">\$34.04</a>	<a href="#">\$35.98</a>	<a href="#">\$38.06</a>	<a href="#">\$40.23</a>
F044	<a href="#">Therapy Aide</a>	<a href="#">1</a>	<a href="#">\$25.33</a>	<a href="#">\$26.77</a>	<a href="#">\$28.32</a>	<a href="#">\$29.94</a>	<a href="#">\$31.66</a>
F166	<a href="#">Therapy Assistant</a>	<a href="#">1</a>	<a href="#">\$32.13</a>	<a href="#">\$33.97</a>	<a href="#">\$35.91</a>	<a href="#">\$37.96</a>	<a href="#">\$40.15</a>
B059	<a href="#">Therapy Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$32.13</a>	<a href="#">\$33.97</a>	<a href="#">\$35.91</a>	<a href="#">\$37.96</a>	<a href="#">\$40.15</a>
T103	<a href="#">Transportation Officer</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$26.57</a>	<a href="#">\$28.10</a>	<a href="#">\$29.70</a>
T064	<a href="#">Utility Worker I</a>	<a href="#">1</a>	<a href="#">\$23.76</a>	<a href="#">\$25.12</a>	<a href="#">\$26.57</a>	<a href="#">\$28.10</a>	<a href="#">\$29.70</a>
T063	<a href="#">Utility Worker II</a>	<a href="#">1</a>	<a href="#">\$25.06</a>	<a href="#">\$26.50</a>	<a href="#">\$28.02</a>	<a href="#">\$29.63</a>	<a href="#">\$31.32</a>
G216	<a href="#">Veterans Services Officer</a>	<a href="#">5</a>	<a href="#">\$41.35</a>	<a href="#">\$43.72</a>	<a href="#">\$46.24</a>	<a href="#">\$48.89</a>	<a href="#">\$51.70</a>
G219	<a href="#">Veterans Services Representative I</a>	<a href="#">1</a>	<a href="#">\$31.63</a>	<a href="#">\$33.44</a>	<a href="#">\$35.35</a>	<a href="#">\$37.38</a>	<a href="#">\$39.51</a>
G222	<a href="#">Veterans Services Representative II</a>	<a href="#">5</a>	<a href="#">\$37.07</a>	<a href="#">\$39.22</a>	<a href="#">\$41.44</a>	<a href="#">\$43.82</a>	<a href="#">\$46.33</a>
G100	<a href="#">Vocational Rehabilitation Counseling Supervisor</a>	<a href="#">5</a>	<a href="#">\$47.22</a>	<a href="#">\$49.93</a>	<a href="#">\$52.80</a>	<a href="#">\$55.83</a>	<a href="#">\$59.01</a>
G200	<a href="#">Vocational Rehabilitation Counselor I</a>	<a href="#">1</a>	<a href="#">\$29.49</a>	<a href="#">\$31.19</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
B176	<a href="#">Vocational Rehabilitation Counselor I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.49</a>	<a href="#">\$31.19</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.87</a>
G013	<a href="#">Vocational Rehabilitation Counselor II</a>	<a href="#">5</a>	<a href="#">\$33.32</a>	<a href="#">\$35.22</a>	<a href="#">\$37.25</a>	<a href="#">\$39.38</a>	<a href="#">\$41.65</a>
B177	<a href="#">Vocational Rehabilitation Counselor II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$33.32</a>	<a href="#">\$35.22</a>	<a href="#">\$37.25</a>	<a href="#">\$39.38</a>	<a href="#">\$41.65</a>
G190	<a href="#">Vocational Rehabilitation Counselor III</a>	<a href="#">5</a>	<a href="#">\$39.30</a>	<a href="#">\$41.55</a>	<a href="#">\$43.92</a>	<a href="#">\$46.46</a>	<a href="#">\$49.11</a>
B178	<a href="#">Vocational Rehabilitation Counselor III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$39.30</a>	<a href="#">\$41.55</a>	<a href="#">\$43.92</a>	<a href="#">\$46.46</a>	<a href="#">\$49.11</a>

- - - - -

### AFSCME Extra Help: Salaries - 10/4/2020

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
V051	<a href="#">911 Communications Calltaker</a>	<a href="#">1</a>	<a href="#">\$29.16</a>	<a href="#">\$30.83</a>	<a href="#">\$32.60</a>	<a href="#">\$34.46</a>	<a href="#">\$36.44</a>
M003	<a href="#">Airport Operations Specialist I</a>	<a href="#">1</a>	<a href="#">\$28.60</a>	<a href="#">\$30.24</a>	<a href="#">\$31.97</a>	<a href="#">\$33.81</a>	<a href="#">\$35.76</a>
M002	<a href="#">Airport Operations Specialist II</a>	<a href="#">1</a>	<a href="#">\$31.84</a>	<a href="#">\$33.66</a>	<a href="#">\$35.58</a>	<a href="#">\$37.62</a>	<a href="#">\$39.79</a>
M001	<a href="#">Airport Operations Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$40.42</a>	<a href="#">\$42.72</a>	<a href="#">\$45.18</a>	<a href="#">\$47.76</a>	<a href="#">\$50.51</a>
L024	<a href="#">Assistant Harbormaster</a>	<a href="#">5</a>	<a href="#">\$37.33</a>	<a href="#">\$39.45</a>	<a href="#">\$41.74</a>	<a href="#">\$44.13</a>	<a href="#">\$46.65</a>
W038	<a href="#">Automotive Mechanic</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$44.53</a>
W039	<a href="#">Automotive Mechanic Trainee</a>	<a href="#">1</a>	<a href="#">\$33.73</a>	<a href="#">\$35.67</a>	<a href="#">\$37.73</a>	<a href="#">\$39.87</a>	<a href="#">\$42.16</a>
W125	<a href="#">Automotive Service Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$49.98</a>
W121	<a href="#">Automotive Service Worker I</a>	<a href="#">1</a>	<a href="#">\$24.41</a>	<a href="#">\$25.81</a>	<a href="#">\$27.31</a>	<a href="#">\$28.86</a>	<a href="#">\$30.52</a>
W040	<a href="#">Automotive Service Worker II</a>	<a href="#">1</a>	<a href="#">\$27.01</a>	<a href="#">\$28.56</a>	<a href="#">\$30.19</a>	<a href="#">\$31.92</a>	<a href="#">\$33.74</a>
W041	<a href="#">Automotive Service Worker III</a>	<a href="#">1</a>	<a href="#">\$29.79</a>	<a href="#">\$31.51</a>	<a href="#">\$33.30</a>	<a href="#">\$35.24</a>	<a href="#">\$37.24</a>
G078	<a href="#">Behavioral Health And Recovery Services Analyst I</a>	<a href="#">1</a>	<a href="#">\$35.81</a>	<a href="#">\$37.85</a>	<a href="#">\$40.06</a>	<a href="#">\$42.32</a>	<a href="#">\$44.76</a>
B278	<a href="#">Behavioral Health and Recovery Services Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$35.81</a>	<a href="#">\$37.85</a>	<a href="#">\$40.06</a>	<a href="#">\$42.32</a>	<a href="#">\$44.76</a>
G079	<a href="#">Behavioral Health And Recovery Services Analyst II</a>	<a href="#">5</a>	<a href="#">\$42.03</a>	<a href="#">\$44.43</a>	<a href="#">\$46.99</a>	<a href="#">\$49.69</a>	<a href="#">\$52.53</a>
B279	<a href="#">Behavioral Health and Recovery Services Analyst II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$42.03</a>	<a href="#">\$44.43</a>	<a href="#">\$46.99</a>	<a href="#">\$49.69</a>	<a href="#">\$52.53</a>
G080	<a href="#">Behavioral Health And Recovery Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$46.85</a>	<a href="#">\$49.55</a>	<a href="#">\$52.41</a>	<a href="#">\$55.38</a>	<a href="#">\$58.58</a>
G071	<a href="#">Benefits Analyst I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$31.04</a>	<a href="#">\$32.84</a>	<a href="#">\$34.71</a>
B123	<a href="#">Benefits Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$31.04</a>	<a href="#">\$32.84</a>	<a href="#">\$34.71</a>
G070	<a href="#">Benefits Analyst II</a>	<a href="#">1</a>	<a href="#">\$31.45</a>	<a href="#">\$33.26</a>	<a href="#">\$35.15</a>	<a href="#">\$37.17</a>	<a href="#">\$39.33</a>
B124	<a href="#">Benefits Analyst II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.45</a>	<a href="#">\$33.26</a>	<a href="#">\$35.15</a>	<a href="#">\$37.17</a>	<a href="#">\$39.33</a>
G069	<a href="#">Benefits Analyst III</a>	<a href="#">1</a>	<a href="#">\$33.81</a>	<a href="#">\$35.76</a>	<a href="#">\$37.80</a>	<a href="#">\$39.98</a>	<a href="#">\$42.26</a>
B202	<a href="#">Benefits Analyst III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$33.81</a>	<a href="#">\$35.76</a>	<a href="#">\$37.80</a>	<a href="#">\$39.98</a>	<a href="#">\$42.26</a>
J062	<a href="#">Biologist / Standards Specialist I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$30.20</a>
B093	<a href="#">Biologist / Standards Specialist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$30.20</a>
J063	<a href="#">Biologist / Standards Specialist II</a>	<a href="#">5</a>	<a href="#">\$31.68</a>	<a href="#">\$33.50</a>	<a href="#">\$35.41</a>	<a href="#">\$37.44</a>	<a href="#">\$39.61</a>
B094	<a href="#">Biologist / Standards Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$31.68</a>	<a href="#">\$33.50</a>	<a href="#">\$35.41</a>	<a href="#">\$37.44</a>	<a href="#">\$39.61</a>
J064	<a href="#">Biologist / Standards Specialist III</a>	<a href="#">5</a>	<a href="#">\$35.41</a>	<a href="#">\$37.44</a>	<a href="#">\$39.61</a>	<a href="#">\$41.86</a>	<a href="#">\$44.27</a>
B095	<a href="#">Biologist / Standards Specialist III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$35.41</a>	<a href="#">\$37.44</a>	<a href="#">\$39.61</a>	<a href="#">\$41.86</a>	<a href="#">\$44.27</a>
J065	<a href="#">Biologist / Standards Specialist IV</a>	<a href="#">5</a>	<a href="#">\$39.68</a>	<a href="#">\$41.94</a>	<a href="#">\$44.36</a>	<a href="#">\$46.89</a>	<a href="#">\$49.58</a>
B096	<a href="#">Biologist / Standards Specialist IV - Unclassified</a>	<a href="#">5</a>	<a href="#">\$39.68</a>	<a href="#">\$41.94</a>	<a href="#">\$44.36</a>	<a href="#">\$46.89</a>	<a href="#">\$49.58</a>
T048	<a href="#">Boiler Watch Engineer</a>	<a href="#">1</a>	<a href="#">\$35.10</a>	<a href="#">\$37.12</a>	<a href="#">\$39.26</a>	<a href="#">\$41.48</a>	<a href="#">\$43.88</a>
J057	<a href="#">Building Inspector I</a>	<a href="#">1</a>	<a href="#">\$37.13</a>	<a href="#">\$39.27</a>	<a href="#">\$41.49</a>	<a href="#">\$43.89</a>	<a href="#">\$46.40</a>
J058	<a href="#">Building Inspector II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$50.89</a>	<a href="#">\$53.81</a>	<a href="#">\$56.90</a>
J059	<a href="#">Building Inspector III</a>	<a href="#">1</a>	<a href="#">\$48.13</a>	<a href="#">\$50.89</a>	<a href="#">\$53.80</a>	<a href="#">\$56.89</a>	<a href="#">\$60.16</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
J056	<a href="#">Building Permit Coordinator</a>	<a href="#">1</a>	<a href="#">\$38.48</a>	<a href="#">\$40.66</a>	<a href="#">\$43.00</a>	<a href="#">\$45.47</a>	<a href="#">\$48.09</a>
J050	<a href="#">Building Permit Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$42.30</a>	<a href="#">\$44.72</a>	<a href="#">\$47.29</a>	<a href="#">\$50.02</a>	<a href="#">\$52.88</a>
J060	<a href="#">Building Permit Technician I</a>	<a href="#">1</a>	<a href="#">\$27.05</a>	<a href="#">\$28.60</a>	<a href="#">\$30.24</a>	<a href="#">\$31.97</a>	<a href="#">\$33.81</a>
J061	<a href="#">Building Permit Technician II</a>	<a href="#">1</a>	<a href="#">\$32.04</a>	<a href="#">\$33.90</a>	<a href="#">\$35.82</a>	<a href="#">\$37.86</a>	<a href="#">\$40.07</a>
J055	<a href="#">Building Plans Specialist</a>	<a href="#">2</a>	<a href="#">\$55.24</a>	<a href="#">\$58.41</a>	<a href="#">\$61.77</a>	<a href="#">\$65.29</a>	<a href="#">\$69.06</a>
N108	<a href="#">Capital Projects Manager</a>	<a href="#">5</a>	<a href="#">\$56.26</a>	<a href="#">\$59.50</a>	<a href="#">\$62.92</a>	<a href="#">\$66.51</a>	<a href="#">\$70.35</a>
B208	<a href="#">Capital Projects Manager - Unclassified</a>	<a href="#">5</a>	<a href="#">\$56.26</a>	<a href="#">\$59.50</a>	<a href="#">\$62.92</a>	<a href="#">\$66.51</a>	<a href="#">\$70.35</a>
G239	<a href="#">Case Management / Assessment Specialist I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>	<a href="#">\$37.98</a>
B012	<a href="#">Case Management / Assessment Specialist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>	<a href="#">\$37.98</a>
G240	<a href="#">Case Management / Assessment Specialist II</a>	<a href="#">5</a>	<a href="#">\$34.32</a>	<a href="#">\$36.28</a>	<a href="#">\$38.37</a>	<a href="#">\$40.56</a>	<a href="#">\$42.90</a>
B013	<a href="#">Case Management / Assessment Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$34.32</a>	<a href="#">\$36.28</a>	<a href="#">\$38.37</a>	<a href="#">\$40.56</a>	<a href="#">\$42.90</a>
F080	<a href="#">Central Services And Supply Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$43.69</a>	<a href="#">\$46.21</a>	<a href="#">\$48.85</a>	<a href="#">\$51.66</a>	<a href="#">\$54.61</a>
F052	<a href="#">Chief Public Health Education</a>	<a href="#">2</a>	<a href="#">\$43.83</a>	<a href="#">\$46.35</a>	<a href="#">\$49.01</a>	<a href="#">\$51.80</a>	<a href="#">\$54.81</a>
E433	<a href="#">Child Support Investigator</a>	<a href="#">1</a>	<a href="#">\$40.27</a>	<a href="#">\$42.59</a>	<a href="#">\$45.04</a>	<a href="#">\$47.64</a>	<a href="#">\$50.37</a>
B029	<a href="#">Child Support Investigator - Unclassified</a>	<a href="#">1</a>	<a href="#">\$40.27</a>	<a href="#">\$42.59</a>	<a href="#">\$45.04</a>	<a href="#">\$47.64</a>	<a href="#">\$50.37</a>
G094	<a href="#">Children's Services Social Work Supervisor - E</a>	<a href="#">5</a>	<a href="#">\$52.28</a>	<a href="#">\$55.26</a>	<a href="#">\$58.43</a>	<a href="#">\$61.80</a>	<a href="#">\$65.35</a>
G090	<a href="#">Children's Services Social Worker I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$37.28</a>	<a href="#">\$39.40</a>	<a href="#">\$41.66</a>
B286	<a href="#">Children's Services Social Worker I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$37.28</a>	<a href="#">\$39.40</a>	<a href="#">\$41.66</a>
G091	<a href="#">Children's Services Social Worker II</a>	<a href="#">5</a>	<a href="#">\$37.64</a>	<a href="#">\$39.82</a>	<a href="#">\$42.09</a>	<a href="#">\$44.53</a>	<a href="#">\$47.05</a>
B287	<a href="#">Children's Services Social Worker II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$37.64</a>	<a href="#">\$39.82</a>	<a href="#">\$42.09</a>	<a href="#">\$44.53</a>	<a href="#">\$47.05</a>
G092	<a href="#">Children's Services Social Worker III</a>	<a href="#">5</a>	<a href="#">\$44.40</a>	<a href="#">\$46.96</a>	<a href="#">\$49.64</a>	<a href="#">\$52.49</a>	<a href="#">\$55.51</a>
B288	<a href="#">Children's Services Social Worker III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$44.40</a>	<a href="#">\$46.96</a>	<a href="#">\$49.64</a>	<a href="#">\$52.49</a>	<a href="#">\$55.51</a>
F047	<a href="#">Clinical Coordinator For Pharmacy Services</a>	<a href="#">5</a>	<a href="#">\$68.98</a>	<a href="#">\$72.92</a>	<a href="#">\$77.12</a>	<a href="#">\$81.52</a>	<a href="#">\$86.21</a>
E308	<a href="#">Clinical Documentation Specialist</a>	<a href="#">1</a>	<a href="#">\$47.71</a>	<a href="#">\$50.45</a>	<a href="#">\$53.34</a>	<a href="#">\$56.41</a>	<a href="#">\$59.65</a>
F074	<a href="#">Clinical Laboratory Scientist I</a>	<a href="#">5</a>	<a href="#">\$46.48</a>	<a href="#">\$49.15</a>	<a href="#">\$51.97</a>	<a href="#">\$54.95</a>	<a href="#">\$58.10</a>
F074-R	<a href="#">Clinical Laboratory Scientist I - Relief</a>	<a href="#">5</a>	<a href="#">\$48.36</a>	<a href="#">\$51.12</a>	<a href="#">\$54.05</a>	<a href="#">\$57.15</a>	<a href="#">\$60.45</a>
B040	<a href="#">Clinical Laboratory Scientist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$46.48</a>	<a href="#">\$49.15</a>	<a href="#">\$51.97</a>	<a href="#">\$54.95</a>	<a href="#">\$58.10</a>
F023	<a href="#">Clinical Laboratory Scientist II</a>	<a href="#">5</a>	<a href="#">\$49.21</a>	<a href="#">\$52.03</a>	<a href="#">\$55.01</a>	<a href="#">\$58.16</a>	<a href="#">\$61.51</a>
F023-R	<a href="#">Clinical Laboratory Scientist II - Relief</a>	<a href="#">5</a>	<a href="#">\$51.19</a>	<a href="#">\$54.12</a>	<a href="#">\$57.22</a>	<a href="#">\$60.51</a>	<a href="#">\$63.97</a>
B041	<a href="#">Clinical Laboratory Scientist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$49.21</a>	<a href="#">\$52.03</a>	<a href="#">\$55.01</a>	<a href="#">\$58.16</a>	<a href="#">\$61.51</a>
R004	<a href="#">Code Compliance Officer I</a>	<a href="#">5</a>	<a href="#">\$32.86</a>	<a href="#">\$34.73</a>	<a href="#">\$36.72</a>	<a href="#">\$38.85</a>	<a href="#">\$41.06</a>
R005	<a href="#">Code Compliance Officer II</a>	<a href="#">5</a>	<a href="#">\$37.82</a>	<a href="#">\$40.02</a>	<a href="#">\$42.30</a>	<a href="#">\$44.72</a>	<a href="#">\$47.29</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
R007	<a href="#">Code Compliance Officer III</a>	<a href="#">5</a>	<a href="#">\$39.94</a>	<a href="#">\$42.24</a>	<a href="#">\$44.67</a>	<a href="#">\$47.23</a>	<a href="#">\$49.96</a>
J047	<a href="#">Communicable Disease Investigator</a>	<a href="#">1</a>	<a href="#">\$34.25</a>	<a href="#">\$36.19</a>	<a href="#">\$38.26</a>	<a href="#">\$40.48</a>	<a href="#">\$42.80</a>
B050	<a href="#">Communicable Disease Investigator - Unclassified</a>	<a href="#">1</a>	<a href="#">\$34.25</a>	<a href="#">\$36.19</a>	<a href="#">\$38.26</a>	<a href="#">\$40.48</a>	<a href="#">\$42.80</a>
V045	<a href="#">Communication Dispatch Coordinator</a>	<a href="#">1</a>	<a href="#">\$44.38</a>	<a href="#">\$46.94</a>	<a href="#">\$49.62</a>	<a href="#">\$52.47</a>	<a href="#">\$55.48</a>
B133	<a href="#">Communications Dispatcher / Calltaker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$36.44</a>	<a href="#">\$38.53</a>	<a href="#">\$40.73</a>
V050	<a href="#">Communications Dispatcher I / Calltaker</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$36.44</a>	<a href="#">\$38.53</a>	<a href="#">\$40.73</a>
V050-R	<a href="#">Communications Dispatcher I / Calltaker - Relief</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$38.26</a>	<a href="#">\$40.47</a>	<a href="#">\$42.79</a>
V048	<a href="#">Communications Dispatcher II</a>	<a href="#">1</a>	<a href="#">\$40.27</a>	<a href="#">\$42.59</a>	<a href="#">\$45.04</a>	<a href="#">\$47.64</a>	<a href="#">\$50.37</a>
V048-R	<a href="#">Communications Dispatcher II - Relief</a>	<a href="#">1</a>	<a href="#">\$42.30</a>	<a href="#">\$44.73</a>	<a href="#">\$47.30</a>	<a href="#">\$50.03</a>	<a href="#">\$52.88</a>
F055	<a href="#">Community Health Planner</a>	<a href="#">2</a>	<a href="#">\$42.21</a>	<a href="#">\$44.63</a>	<a href="#">\$47.19</a>	<a href="#">\$49.89</a>	<a href="#">\$52.78</a>
T074	<a href="#">Community Services Officer</a>	<a href="#">1</a>	<a href="#">\$24.34</a>	<a href="#">\$25.74</a>	<a href="#">\$27.21</a>	<a href="#">\$28.78</a>	<a href="#">\$30.44</a>
B306	<a href="#">Community Services Officer - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.34</a>	<a href="#">\$25.74</a>	<a href="#">\$27.21</a>	<a href="#">\$28.78</a>	<a href="#">\$30.44</a>
G112	<a href="#">Community Worker I</a>	<a href="#">1</a>	<a href="#">\$23.76</a>	<a href="#">\$25.11</a>	<a href="#">\$26.55</a>	<a href="#">\$28.09</a>	<a href="#">\$29.68</a>
B183	<a href="#">Community Worker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.76</a>	<a href="#">\$25.11</a>	<a href="#">\$26.55</a>	<a href="#">\$28.09</a>	<a href="#">\$29.68</a>
G113	<a href="#">Community Worker II</a>	<a href="#">1</a>	<a href="#">\$26.23</a>	<a href="#">\$27.74</a>	<a href="#">\$29.31</a>	<a href="#">\$31.00</a>	<a href="#">\$32.77</a>
B184	<a href="#">Community Worker II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.23</a>	<a href="#">\$27.74</a>	<a href="#">\$29.31</a>	<a href="#">\$31.00</a>	<a href="#">\$32.77</a>
N001	<a href="#">Construction Project Manager</a>	<a href="#">5</a>	<a href="#">\$46.35</a>	<a href="#">\$49.02</a>	<a href="#">\$51.80</a>	<a href="#">\$54.81</a>	<a href="#">\$57.94</a>
B063	<a href="#">Construction Projects Manager - Unclassified</a>	<a href="#">5</a>	<a href="#">\$46.35</a>	<a href="#">\$49.02</a>	<a href="#">\$51.80</a>	<a href="#">\$54.81</a>	<a href="#">\$57.94</a>
S030	<a href="#">Cook I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$28.04</a>	<a href="#">\$29.65</a>	<a href="#">\$31.34</a>
S027	<a href="#">Cook II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$30.33</a>	<a href="#">\$32.07</a>	<a href="#">\$33.92</a>
L044	<a href="#">County Arborist - Urban Forester</a>	<a href="#">5</a>	<a href="#">\$44.13</a>	<a href="#">\$46.65</a>	<a href="#">\$49.33</a>	<a href="#">\$52.16</a>	<a href="#">\$55.17</a>
F029	<a href="#">Creative Arts Therapist</a>	<a href="#">5</a>	<a href="#">\$34.93</a>	<a href="#">\$36.95</a>	<a href="#">\$39.07</a>	<a href="#">\$41.31</a>	<a href="#">\$43.68</a>
G050	<a href="#">Crime Analyst</a>	<a href="#">5</a>	<a href="#">\$40.42</a>	<a href="#">\$42.72</a>	<a href="#">\$45.18</a>	<a href="#">\$47.76</a>	<a href="#">\$50.51</a>
B010	<a href="#">Crime Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$40.42</a>	<a href="#">\$42.72</a>	<a href="#">\$45.18</a>	<a href="#">\$47.76</a>	<a href="#">\$50.51</a>
F121	<a href="#">Crisis Team Technician</a>	<a href="#">1</a>	<a href="#">\$32.33</a>	<a href="#">\$34.19</a>	<a href="#">\$36.15</a>	<a href="#">\$38.22</a>	<a href="#">\$40.43</a>
T075	<a href="#">Custodian</a>	<a href="#">1</a>	<a href="#">\$23.27</a>	<a href="#">\$24.60</a>	<a href="#">\$26.00</a>	<a href="#">\$27.50</a>	<a href="#">\$29.08</a>
F070	<a href="#">Cytology Technologist II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$50.89</a>	<a href="#">\$53.81</a>	<a href="#">\$56.90</a>
F078	<a href="#">Darkroom Technician</a>	<a href="#">1</a>	<a href="#">\$21.52</a>	<a href="#">\$22.74</a>	<a href="#">\$24.04</a>	<a href="#">\$25.42</a>	<a href="#">\$26.89</a>
N016	<a href="#">Delineator II</a>	<a href="#">1</a>	<a href="#">\$41.96</a>	<a href="#">\$44.36</a>	<a href="#">\$46.93</a>	<a href="#">\$49.58</a>	<a href="#">\$52.45</a>
F039	<a href="#">Dental Assistant</a>	<a href="#">1</a>	<a href="#">\$24.29</a>	<a href="#">\$25.69</a>	<a href="#">\$27.14</a>	<a href="#">\$28.71</a>	<a href="#">\$30.35</a>
B086	<a href="#">Dental Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.29</a>	<a href="#">\$25.69</a>	<a href="#">\$27.14</a>	<a href="#">\$28.71</a>	<a href="#">\$30.35</a>
F036	<a href="#">Dental Hygienist</a>	<a href="#">1</a>	<a href="#">\$36.64</a>	<a href="#">\$38.74</a>	<a href="#">\$40.96</a>	<a href="#">\$43.32</a>	<a href="#">\$45.80</a>
N106	<a href="#">Department Facilities Projects Coordinator I</a>	<a href="#">1</a>	<a href="#">\$35.29</a>	<a href="#">\$37.32</a>	<a href="#">\$39.44</a>	<a href="#">\$41.72</a>	<a href="#">\$44.11</a>
N107	<a href="#">Department Facilities Projects Coordinator II</a>	<a href="#">5</a>	<a href="#">\$41.72</a>	<a href="#">\$44.11</a>	<a href="#">\$46.64</a>	<a href="#">\$49.32</a>	<a href="#">\$52.15</a>
G223	<a href="#">Deputy Public Administrator I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>	<a href="#">\$37.98</a>
B325	<a href="#">Deputy Public Administrator I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>	<a href="#">\$37.98</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
G224	Deputy Public Administrator II	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
B326	Deputy Public Administrator II - Unclassified	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
G220	Deputy Public Guardian Conservator I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
G225	Deputy Public Guardian Conservator II	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
G217	Deputy Public Guardian Conservator III	<u>5</u>	<u>\$40.48</u>	<u>\$42.80</u>	<u>\$45.24</u>	<u>\$47.85</u>	<u>\$50.58</u>
S032	Dietetic Assistant - Terminal	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$33.33</u>	<u>\$35.27</u>
S031	Dietetic Technician	<u>1</u>	<u>\$28.20</u>	<u>\$29.83</u>	<u>\$31.54</u>	<u>\$33.33</u>	<u>\$35.27</u>
B173	Dietetic Technician - Unclassified	<u>1</u>	<u>\$28.20</u>	<u>\$29.83</u>	<u>\$31.54</u>	<u>\$33.33</u>	<u>\$35.27</u>
S024	Dietitian	<u>5</u>	<u>\$38.56</u>	<u>\$40.79</u>	<u>\$43.12</u>	<u>\$45.59</u>	<u>\$48.20</u>
S023	Dietitian - Exempt	<u>5</u>	<u>\$38.56</u>	<u>\$40.79</u>	<u>\$43.12</u>	<u>\$45.59</u>	<u>\$48.20</u>
B174	Dietitian - Unclassified	<u>5</u>	<u>\$38.56</u>	<u>\$40.79</u>	<u>\$43.12</u>	<u>\$45.59</u>	<u>\$48.20</u>
G110	District Attorney's Office Supervising Victim Advocate	<u>5</u>	<u>\$36.07</u>	<u>\$38.14</u>	<u>\$40.33</u>	<u>\$42.65</u>	<u>\$45.10</u>
G111	District Attorney's Office Victim Advocate I	<u>1</u>	<u>\$26.23</u>	<u>\$27.74</u>	<u>\$29.31</u>	<u>\$31.00</u>	<u>\$32.77</u>
G114	District Attorney's Office Victim Advocate II	<u>1</u>	<u>\$32.78</u>	<u>\$34.67</u>	<u>\$36.66</u>	<u>\$38.76</u>	<u>\$40.98</u>
F107	Electrograph Technician I	<u>1</u>	<u>\$26.30</u>	<u>\$27.82</u>	<u>\$29.42</u>	<u>\$31.10</u>	<u>\$32.88</u>
F107-R	Electrograph Technician I - Relief	<u>1</u>	<u>\$27.59</u>	<u>\$29.18</u>	<u>\$30.86</u>	<u>\$32.64</u>	<u>\$34.49</u>
B074	Electrograph Technician I - Unclassified	<u>1</u>	<u>\$26.30</u>	<u>\$27.82</u>	<u>\$29.42</u>	<u>\$31.10</u>	<u>\$32.88</u>
F108	Electrograph Technician II	<u>1</u>	<u>\$30.33</u>	<u>\$32.08</u>	<u>\$33.92</u>	<u>\$35.86</u>	<u>\$37.92</u>
F108-R	Electrograph Technician II - Relief	<u>1</u>	<u>\$31.87</u>	<u>\$33.69</u>	<u>\$35.62</u>	<u>\$37.67</u>	<u>\$39.82</u>
B075	Electrograph Technician II - Unclassified	<u>1</u>	<u>\$30.33</u>	<u>\$32.08</u>	<u>\$33.92</u>	<u>\$35.86</u>	<u>\$37.92</u>
G237	Employment Services Specialist I	<u>1</u>	<u>\$30.37</u>	<u>\$32.13</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
B143	Employment Services Specialist I - Unclassified	<u>1</u>	<u>\$30.37</u>	<u>\$32.13</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
G238	Employment Services Specialist II	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
B144	Employment Services Specialist II - Unclassified	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
J007	Environmental Health Program Supervisor - Exempt	<u>2</u>	<u>\$56.86</u>	<u>\$60.11</u>	<u>\$63.57</u>	<u>\$67.21</u>	<u>\$71.06</u>
J048	Environmental Health Specialist I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$37.75</u>	<u>\$39.90</u>	<u>\$42.21</u>
B005	Environmental Health Specialist I - Unclassified	<u>1</u>	<u>\$33.75</u>	<u>\$35.70</u>	<u>\$37.75</u>	<u>\$39.90</u>	<u>\$42.21</u>
J046	Environmental Health Specialist II	<u>1</u>	<u>\$44.23</u>	<u>\$46.76</u>	<u>\$49.44</u>	<u>\$52.26</u>	<u>\$55.27</u>
B006	Environmental Health Specialist II - Unclassified	<u>1</u>	<u>\$44.23</u>	<u>\$46.76</u>	<u>\$49.44</u>	<u>\$52.26</u>	<u>\$55.27</u>
J049	Environmental Health Specialist III	<u>1</u>	<u>\$46.94</u>	<u>\$49.62</u>	<u>\$52.46</u>	<u>\$55.47</u>	<u>\$58.65</u>
B009	Environmental Health Specialist III - Unclassified	<u>1</u>	<u>\$46.94</u>	<u>\$49.62</u>	<u>\$52.46</u>	<u>\$55.47</u>	<u>\$58.65</u>
J037	Environmental Health Specialist IV	<u>5</u>	<u>\$50.66</u>	<u>\$53.57</u>	<u>\$56.63</u>	<u>\$59.88</u>	<u>\$63.32</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
J039	<a href="#">Environmental Health Technician I</a>	<a href="#">1</a>	<a href="#">\$29.96</a>	<a href="#">\$31.68</a>	<a href="#">\$33.50</a>	<a href="#">\$35.41</a>	<a href="#">\$37.44</a>
B302	<a href="#">Environmental Health Technician I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.96</a>	<a href="#">\$31.68</a>	<a href="#">\$33.50</a>	<a href="#">\$35.41</a>	<a href="#">\$37.44</a>
J040	<a href="#">Environmental Health Technician II</a>	<a href="#">1</a>	<a href="#">\$31.64</a>	<a href="#">\$33.46</a>	<a href="#">\$35.38</a>	<a href="#">\$37.42</a>	<a href="#">\$39.57</a>
B303	<a href="#">Environmental Health Technician II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.64</a>	<a href="#">\$33.46</a>	<a href="#">\$35.38</a>	<a href="#">\$37.42</a>	<a href="#">\$39.57</a>
F007	<a href="#">Epidemiologist I</a>	<a href="#">5</a>	<a href="#">\$38.48</a>	<a href="#">\$40.66</a>	<a href="#">\$43.00</a>	<a href="#">\$45.47</a>	<a href="#">\$48.09</a>
F002	<a href="#">Epidemiologist II</a>	<a href="#">5</a>	<a href="#">\$43.01</a>	<a href="#">\$45.48</a>	<a href="#">\$48.10</a>	<a href="#">\$50.86</a>	<a href="#">\$53.77</a>
B051	<a href="#">Epidemiologist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$43.01</a>	<a href="#">\$45.48</a>	<a href="#">\$48.10</a>	<a href="#">\$50.86</a>	<a href="#">\$53.77</a>
L017	<a href="#">Equipment Mechanic / Operator Parks</a>	<a href="#">1</a>	<a href="#">\$39.71</a>	<a href="#">\$41.98</a>	<a href="#">\$44.38</a>	<a href="#">\$46.94</a>	<a href="#">\$49.62</a>
G215	<a href="#">Estate Property Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$47.65</a>	<a href="#">\$50.38</a>	<a href="#">\$53.27</a>	<a href="#">\$56.32</a>	<a href="#">\$59.55</a>
G055	<a href="#">Evaluation Analyst</a>	<a href="#">5</a>	<a href="#">\$40.42</a>	<a href="#">\$42.72</a>	<a href="#">\$45.18</a>	<a href="#">\$47.76</a>	<a href="#">\$50.51</a>
S035	<a href="#">Food Service Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$30.33</a>	<a href="#">\$32.07</a>	<a href="#">\$33.92</a>
B035	<a href="#">Food Service Supervisor - Unclassified / Exempt</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$30.33</a>	<a href="#">\$32.07</a>	<a href="#">\$33.92</a>
S038	<a href="#">Food Service Worker I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$25.37</a>	<a href="#">\$26.79</a>	<a href="#">\$28.34</a>
S037	<a href="#">Food Service Worker II</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$26.72</a>	<a href="#">\$28.26</a>	<a href="#">\$29.88</a>
T070	<a href="#">Forensic Autopsy Technician</a>	<a href="#">1</a>	<a href="#">\$25.43</a>	<a href="#">\$26.89</a>	<a href="#">\$28.42</a>	<a href="#">\$30.07</a>	<a href="#">\$31.79</a>
G065	<a href="#">Fraud Investigator I</a>	<a href="#">1</a>	<a href="#">\$34.65</a>	<a href="#">\$36.64</a>	<a href="#">\$38.74</a>	<a href="#">\$40.96</a>	<a href="#">\$43.32</a>
G066	<a href="#">Fraud Investigator II</a>	<a href="#">1</a>	<a href="#">\$40.67</a>	<a href="#">\$43.01</a>	<a href="#">\$45.48</a>	<a href="#">\$48.10</a>	<a href="#">\$50.86</a>
L042	<a href="#">Gardener</a>	<a href="#">1</a>	<a href="#">\$32.58</a>	<a href="#">\$34.44</a>	<a href="#">\$36.42</a>	<a href="#">\$38.51</a>	<a href="#">\$40.71</a>
J001	<a href="#">Hazardous Materials Specialist I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$37.75</a>	<a href="#">\$39.90</a>	<a href="#">\$42.21</a>
B033	<a href="#">Hazardous Materials Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$37.75</a>	<a href="#">\$39.90</a>	<a href="#">\$42.21</a>
J003	<a href="#">Hazardous Materials Specialist II</a>	<a href="#">1</a>	<a href="#">\$44.23</a>	<a href="#">\$46.76</a>	<a href="#">\$49.44</a>	<a href="#">\$52.26</a>	<a href="#">\$55.27</a>
B052	<a href="#">Hazardous Materials Specialist II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$44.23</a>	<a href="#">\$46.76</a>	<a href="#">\$49.44</a>	<a href="#">\$52.26</a>	<a href="#">\$55.27</a>
J004	<a href="#">Hazardous Materials Specialist III</a>	<a href="#">1</a>	<a href="#">\$46.94</a>	<a href="#">\$49.62</a>	<a href="#">\$52.46</a>	<a href="#">\$55.47</a>	<a href="#">\$58.65</a>
B053	<a href="#">Hazardous Materials Specialist III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$46.94</a>	<a href="#">\$49.62</a>	<a href="#">\$52.46</a>	<a href="#">\$55.47</a>	<a href="#">\$58.65</a>
J005	<a href="#">Hazardous Materials Specialist IV</a>	<a href="#">5</a>	<a href="#">\$50.66</a>	<a href="#">\$53.57</a>	<a href="#">\$56.63</a>	<a href="#">\$59.88</a>	<a href="#">\$63.32</a>
B054	<a href="#">Hazardous Materials Specialist IV - Unclassified</a>	<a href="#">5</a>	<a href="#">\$50.66</a>	<a href="#">\$53.57</a>	<a href="#">\$56.63</a>	<a href="#">\$59.88</a>	<a href="#">\$63.32</a>
G085	<a href="#">Health Education Associate</a>	<a href="#">2</a>	<a href="#">\$31.45</a>	<a href="#">\$33.26</a>	<a href="#">\$35.15</a>	<a href="#">\$37.17</a>	<a href="#">\$39.33</a>
B115	<a href="#">Health Education Associate - Unclassified</a>	<a href="#">2</a>	<a href="#">\$31.45</a>	<a href="#">\$33.26</a>	<a href="#">\$35.15</a>	<a href="#">\$37.17</a>	<a href="#">\$39.33</a>
F001	<a href="#">Hospital Central Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$40.93</a>	<a href="#">\$43.28</a>	<a href="#">\$45.76</a>	<a href="#">\$48.38</a>	<a href="#">\$51.15</a>
R001	<a href="#">Housing / Community Development Specialist I</a>	<a href="#">1</a>	<a href="#">\$34.92</a>	<a href="#">\$36.94</a>	<a href="#">\$39.06</a>	<a href="#">\$41.28</a>	<a href="#">\$43.67</a>
R002	<a href="#">Housing / Community Development Specialist II</a>	<a href="#">1</a>	<a href="#">\$41.43</a>	<a href="#">\$43.80</a>	<a href="#">\$46.32</a>	<a href="#">\$48.97</a>	<a href="#">\$51.77</a>
R003	<a href="#">Housing / Community Development Specialist III</a>	<a href="#">1</a>	<a href="#">\$47.43</a>	<a href="#">\$50.15</a>	<a href="#">\$53.03</a>	<a href="#">\$56.07</a>	<a href="#">\$59.30</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">R010</a>	<a href="#">Housing And Community Development Supervisor</a>	<a href="#">5</a>	<a href="#">\$53.99</a>	<a href="#">\$57.07</a>	<a href="#">\$60.35</a>	<a href="#">\$63.82</a>	<a href="#">\$67.49</a>
<a href="#">G230</a>	<a href="#">Human Services Analyst I</a>	<a href="#">1</a>	<a href="#">\$32.58</a>	<a href="#">\$34.44</a>	<a href="#">\$36.41</a>	<a href="#">\$38.50</a>	<a href="#">\$40.70</a>
<a href="#">B062</a>	<a href="#">Human Services Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$32.58</a>	<a href="#">\$34.44</a>	<a href="#">\$36.41</a>	<a href="#">\$38.50</a>	<a href="#">\$40.70</a>
<a href="#">G231</a>	<a href="#">Human Services Analyst II</a>	<a href="#">5</a>	<a href="#">\$38.18</a>	<a href="#">\$40.40</a>	<a href="#">\$42.68</a>	<a href="#">\$45.13</a>	<a href="#">\$47.72</a>
<a href="#">B061</a>	<a href="#">Human Services Analyst II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$38.18</a>	<a href="#">\$40.40</a>	<a href="#">\$42.68</a>	<a href="#">\$45.13</a>	<a href="#">\$47.72</a>
<a href="#">G233</a>	<a href="#">Human Services Hearings Officer</a>	<a href="#">1</a>	<a href="#">\$42.59</a>	<a href="#">\$45.03</a>	<a href="#">\$47.63</a>	<a href="#">\$50.36</a>	<a href="#">\$53.25</a>
<a href="#">G221</a>	<a href="#">Human Services Program Policy Analyst</a>	<a href="#">5</a>	<a href="#">\$44.72</a>	<a href="#">\$47.29</a>	<a href="#">\$50.02</a>	<a href="#">\$52.87</a>	<a href="#">\$55.92</a>
<a href="#">B231</a>	<a href="#">Human Services Program Policy Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$44.72</a>	<a href="#">\$47.29</a>	<a href="#">\$50.02</a>	<a href="#">\$52.87</a>	<a href="#">\$55.92</a>
<a href="#">G232</a>	<a href="#">Human Services Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$42.59</a>	<a href="#">\$45.03</a>	<a href="#">\$47.63</a>	<a href="#">\$50.36</a>	<a href="#">\$53.25</a>
<a href="#">B060</a>	<a href="#">Human Services Supervisor - Unclassified / Exempt</a>	<a href="#">5</a>	<a href="#">\$42.59</a>	<a href="#">\$45.03</a>	<a href="#">\$47.63</a>	<a href="#">\$50.36</a>	<a href="#">\$53.25</a>
<a href="#">F081</a>	<a href="#">Imaging Specialist</a>	<a href="#">1</a>	<a href="#">\$56.35</a>	<a href="#">\$59.56</a>	<a href="#">\$62.98</a>	<a href="#">\$66.60</a>	<a href="#">\$70.42</a>
<a href="#">F081-R</a>	<a href="#">Imaging Specialist - Relief</a>	<a href="#">1</a>	<a href="#">\$59.16</a>	<a href="#">\$62.56</a>	<a href="#">\$66.14</a>	<a href="#">\$69.95</a>	<a href="#">\$73.96</a>
<a href="#">G067</a>	<a href="#">Investigative Analyst</a>	<a href="#">1</a>	<a href="#">\$32.46</a>	<a href="#">\$34.32</a>	<a href="#">\$36.30</a>	<a href="#">\$38.37</a>	<a href="#">\$40.56</a>
<a href="#">G234</a>	<a href="#">Job Development Specialist I</a>	<a href="#">1</a>	<a href="#">\$32.58</a>	<a href="#">\$34.44</a>	<a href="#">\$36.41</a>	<a href="#">\$38.50</a>	<a href="#">\$40.70</a>
<a href="#">B140</a>	<a href="#">Job Development Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$32.58</a>	<a href="#">\$34.44</a>	<a href="#">\$36.41</a>	<a href="#">\$38.50</a>	<a href="#">\$40.70</a>
<a href="#">G235</a>	<a href="#">Job Development Specialist II</a>	<a href="#">2</a>	<a href="#">\$38.18</a>	<a href="#">\$40.40</a>	<a href="#">\$42.68</a>	<a href="#">\$45.13</a>	<a href="#">\$47.72</a>
<a href="#">B141</a>	<a href="#">Job Development Specialist II - Unclassified</a>	<a href="#">2</a>	<a href="#">\$38.18</a>	<a href="#">\$40.40</a>	<a href="#">\$42.68</a>	<a href="#">\$45.13</a>	<a href="#">\$47.72</a>
<a href="#">F156</a>	<a href="#">Laboratory Assistant II</a>	<a href="#">1</a>	<a href="#">\$25.27</a>	<a href="#">\$26.72</a>	<a href="#">\$28.26</a>	<a href="#">\$29.88</a>	<a href="#">\$31.58</a>
<a href="#">F156-R</a>	<a href="#">Laboratory Assistant II - Relief</a>	<a href="#">1</a>	<a href="#">\$26.52</a>	<a href="#">\$28.04</a>	<a href="#">\$29.63</a>	<a href="#">\$31.34</a>	<a href="#">\$33.14</a>
<a href="#">B159</a>	<a href="#">Laboratory Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.27</a>	<a href="#">\$26.72</a>	<a href="#">\$28.26</a>	<a href="#">\$29.88</a>	<a href="#">\$31.58</a>
<a href="#">F152</a>	<a href="#">Laboratory Support Services Supervisor</a>	<a href="#">5</a>	<a href="#">\$33.02</a>	<a href="#">\$34.91</a>	<a href="#">\$36.92</a>	<a href="#">\$39.04</a>	<a href="#">\$41.28</a>
<a href="#">G242</a>	<a href="#">Lead Behavioral Health and Recovery Services Specialist</a>	<a href="#">5</a>	<a href="#">\$37.76</a>	<a href="#">\$39.90</a>	<a href="#">\$42.21</a>	<a href="#">\$44.63</a>	<a href="#">\$47.18</a>
<a href="#">F076</a>	<a href="#">Lead Central Services And Supply Assistant</a>	<a href="#">1</a>	<a href="#">\$26.36</a>	<a href="#">\$27.89</a>	<a href="#">\$29.49</a>	<a href="#">\$31.18</a>	<a href="#">\$32.97</a>
<a href="#">G051</a>	<a href="#">Lead Crime Analyst</a>	<a href="#">5</a>	<a href="#">\$44.44</a>	<a href="#">\$46.99</a>	<a href="#">\$49.70</a>	<a href="#">\$52.54</a>	<a href="#">\$55.56</a>
<a href="#">B007</a>	<a href="#">Lead Crime Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$44.44</a>	<a href="#">\$46.99</a>	<a href="#">\$49.70</a>	<a href="#">\$52.54</a>	<a href="#">\$55.56</a>
<a href="#">T076</a>	<a href="#">Lead Custodian</a>	<a href="#">1</a>	<a href="#">\$25.28</a>	<a href="#">\$26.73</a>	<a href="#">\$28.27</a>	<a href="#">\$29.89</a>	<a href="#">\$31.59</a>
<a href="#">F045</a>	<a href="#">Lead Electrograph Technician</a>	<a href="#">1</a>	<a href="#">\$33.02</a>	<a href="#">\$34.91</a>	<a href="#">\$36.92</a>	<a href="#">\$39.04</a>	<a href="#">\$41.28</a>
<a href="#">J041</a>	<a href="#">Lead Environmental Health Technician</a>	<a href="#">1</a>	<a href="#">\$33.58</a>	<a href="#">\$35.50</a>	<a href="#">\$37.53</a>	<a href="#">\$39.69</a>	<a href="#">\$41.95</a>
<a href="#">L005</a>	<a href="#">Lead Gardener</a>	<a href="#">1</a>	<a href="#">\$37.33</a>	<a href="#">\$39.45</a>	<a href="#">\$41.74</a>	<a href="#">\$44.13</a>	<a href="#">\$46.65</a>
<a href="#">F082</a>	<a href="#">Lead Imaging Specialist</a>	<a href="#">1</a>	<a href="#">\$60.58</a>	<a href="#">\$64.06</a>	<a href="#">\$67.72</a>	<a href="#">\$71.62</a>	<a href="#">\$75.74</a>
<a href="#">E359</a>	<a href="#">Lead Medical Interpreter / Translator</a>	<a href="#">1</a>	<a href="#">\$33.46</a>	<a href="#">\$35.38</a>	<a href="#">\$37.41</a>	<a href="#">\$39.55</a>	<a href="#">\$41.82</a>
<a href="#">F090</a>	<a href="#">Lead Pharmacist</a>	<a href="#">5</a>	<a href="#">\$69.80</a>	<a href="#">\$73.81</a>	<a href="#">\$78.04</a>	<a href="#">\$82.51</a>	<a href="#">\$87.26</a>
<a href="#">F061</a>	<a href="#">Lead Pharmacy Technician</a>	<a href="#">1</a>	<a href="#">\$31.39</a>	<a href="#">\$33.20</a>	<a href="#">\$35.10</a>	<a href="#">\$37.12</a>	<a href="#">\$39.26</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
F160	Lead Public Health Laboratory Technician	<u>1</u>	<u>\$32.25</u>	<u>\$34.10</u>	<u>\$36.06</u>	<u>\$38.13</u>	<u>\$40.29</u>
F118	Lead Radiologic Technologist	<u>1</u>	<u>\$51.24</u>	<u>\$54.17</u>	<u>\$57.29</u>	<u>\$60.56</u>	<u>\$64.05</u>
F086	Lead Sterile Processing Technician	<u>1</u>	<u>\$27.88</u>	<u>\$29.48</u>	<u>\$31.18</u>	<u>\$32.96</u>	<u>\$34.84</u>
E478	Lead Telephone Operator	<u>1</u>	<u>\$29.27</u>	<u>\$30.96</u>	<u>\$32.73</u>	<u>\$34.60</u>	<u>\$36.60</u>
T104	Lead Transportation Officer	<u>1</u>	<u>\$26.53</u>	<u>\$28.04</u>	<u>\$29.65</u>	<u>\$31.35</u>	<u>\$33.15</u>
F120	Licensed Psychiatric Technician	<u>1</u>	<u>\$32.33</u>	<u>\$34.19</u>	<u>\$36.15</u>	<u>\$38.22</u>	<u>\$40.43</u>
F120-R	Licensed Psychiatric Technician - Relief	<u>1</u>	<u>\$33.94</u>	<u>\$35.89</u>	<u>\$37.95</u>	<u>\$40.12</u>	<u>\$42.43</u>
B154	Licensed Psychiatric Technician - Unclassified	<u>1</u>	<u>\$32.33</u>	<u>\$34.19</u>	<u>\$36.15</u>	<u>\$38.22</u>	<u>\$40.43</u>
B154-R	Licensed Psychiatric Technician - Unclassified / Relief	<u>1</u>	<u>\$33.94</u>	<u>\$35.89</u>	<u>\$37.95</u>	<u>\$40.12</u>	<u>\$42.43</u>
F020	Licensed Vocational Nurse	<u>1</u>	<u>\$0.00</u>	<u>\$34.19</u>	<u>\$36.15</u>	<u>\$38.22</u>	<u>\$40.43</u>
F020-R	Licensed Vocational Nurse - Relief	<u>1</u>	<u>\$33.94</u>	<u>\$35.89</u>	<u>\$37.95</u>	<u>\$40.12</u>	<u>\$42.43</u>
B155	Licensed Vocational Nurse - Unclassified	<u>1</u>	<u>\$0.00</u>	<u>\$34.19</u>	<u>\$36.15</u>	<u>\$38.22</u>	<u>\$40.43</u>
G121	Marriage And Family Therapist I	<u>1</u>	<u>\$39.48</u>	<u>\$41.74</u>	<u>\$44.14</u>	<u>\$46.67</u>	<u>\$49.36</u>
B110	Marriage And Family Therapist I - Unclassified	<u>1</u>	<u>\$39.48</u>	<u>\$41.74</u>	<u>\$44.14</u>	<u>\$46.67</u>	<u>\$49.36</u>
G120	Marriage And Family Therapist II	<u>1</u>	<u>\$44.40</u>	<u>\$46.96</u>	<u>\$49.64</u>	<u>\$52.49</u>	<u>\$55.51</u>
B109	Marriage And Family Therapist II - Unclassified	<u>1</u>	<u>\$44.40</u>	<u>\$46.96</u>	<u>\$49.64</u>	<u>\$52.49</u>	<u>\$55.51</u>
E360	Medical Interpreter / Translator	<u>1</u>	<u>\$28.11</u>	<u>\$29.73</u>	<u>\$31.42</u>	<u>\$33.23</u>	<u>\$35.12</u>
F157	Medical Laboratory Technician	<u>1</u>	<u>\$33.24</u>	<u>\$35.14</u>	<u>\$37.16</u>	<u>\$39.29</u>	<u>\$41.55</u>
E305	Medical Records Coder I	<u>1</u>	<u>\$30.01</u>	<u>\$31.74</u>	<u>\$33.57</u>	<u>\$35.50</u>	<u>\$37.53</u>
E305-R	Medical Records Coder I - Relief	<u>1</u>	<u>\$26.81</u>	<u>\$28.36</u>	<u>\$29.99</u>	<u>\$31.71</u>	<u>\$33.54</u>
E306	Medical Records Coder II	<u>1</u>	<u>\$37.04</u>	<u>\$39.16</u>	<u>\$41.42</u>	<u>\$43.81</u>	<u>\$46.31</u>
E306-R	Medical Records Coder II - Relief	<u>1</u>	<u>\$36.27</u>	<u>\$38.36</u>	<u>\$40.55</u>	<u>\$42.89</u>	<u>\$45.34</u>
E307	Medical Records Coder III	<u>1</u>	<u>\$42.59</u>	<u>\$45.04</u>	<u>\$47.64</u>	<u>\$50.37</u>	<u>\$53.26</u>
E304	Medical Records Technician I	<u>1</u>	<u>\$25.56</u>	<u>\$27.04</u>	<u>\$28.59</u>	<u>\$30.23</u>	<u>\$31.96</u>
E304-R	Medical Records Technician I - Relief	<u>1</u>	<u>\$26.81</u>	<u>\$28.36</u>	<u>\$29.99</u>	<u>\$31.71</u>	<u>\$33.54</u>
E303	Medical Records Technician II	<u>1</u>	<u>\$30.01</u>	<u>\$31.74</u>	<u>\$33.57</u>	<u>\$35.50</u>	<u>\$37.53</u>
E303-R	Medical Records Technician II - Relief	<u>1</u>	<u>\$31.54</u>	<u>\$33.35</u>	<u>\$35.27</u>	<u>\$37.30</u>	<u>\$39.42</u>
F077	Medical Services Assistant I	<u>1</u>	<u>\$21.32</u>	<u>\$22.54</u>	<u>\$23.83</u>	<u>\$25.19</u>	<u>\$26.64</u>
B081	Medical Services Assistant I - Unclassified	<u>1</u>	<u>\$21.32</u>	<u>\$22.54</u>	<u>\$23.83</u>	<u>\$25.19</u>	<u>\$26.64</u>
F079	Medical Services Assistant II	<u>1</u>	<u>\$24.84</u>	<u>\$26.28</u>	<u>\$27.79</u>	<u>\$29.39</u>	<u>\$31.05</u>
B082	Medical Services Assistant II - Unclassified	<u>1</u>	<u>\$24.84</u>	<u>\$26.28</u>	<u>\$27.79</u>	<u>\$29.39</u>	<u>\$31.05</u>
G119	Mental Health Counselor I	<u>1</u>	<u>\$30.37</u>	<u>\$32.13</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
B104	Mental Health Counselor I - Unclassified	<u>1</u>	<u>\$30.37</u>	<u>\$32.13</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
G118	Mental Health Counselor II	<u>1</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">B105</a>	<a href="#">Mental Health Counselor II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$34.32</a>	<a href="#">\$36.28</a>	<a href="#">\$38.37</a>	<a href="#">\$40.56</a>	<a href="#">\$42.90</a>
<a href="#">G081</a>	<a href="#">Mental Health Program Specialist</a>	<a href="#">5</a>	<a href="#">\$45.40</a>	<a href="#">\$47.99</a>	<a href="#">\$50.76</a>	<a href="#">\$53.66</a>	<a href="#">\$56.73</a>
<a href="#">B156</a>	<a href="#">Mental Health Program Specialist - Unclassified</a>	<a href="#">5</a>	<a href="#">\$45.40</a>	<a href="#">\$47.99</a>	<a href="#">\$50.76</a>	<a href="#">\$53.66</a>	<a href="#">\$56.73</a>
<a href="#">J084</a>	<a href="#">Natural Resource Specialist I</a>	<a href="#">1</a>	<a href="#">\$36.74</a>	<a href="#">\$38.87</a>	<a href="#">\$41.08</a>	<a href="#">\$43.45</a>	<a href="#">\$45.95</a>
<a href="#">J085</a>	<a href="#">Natural Resource Specialist II</a>	<a href="#">1</a>	<a href="#">\$40.45</a>	<a href="#">\$42.76</a>	<a href="#">\$45.22</a>	<a href="#">\$47.82</a>	<a href="#">\$50.55</a>
<a href="#">F174</a>	<a href="#">Occupational Therapist I</a>	<a href="#">5</a>	<a href="#">\$41.34</a>	<a href="#">\$43.71</a>	<a href="#">\$46.24</a>	<a href="#">\$48.88</a>	<a href="#">\$51.69</a>
<a href="#">B064</a>	<a href="#">Occupational Therapist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$41.34</a>	<a href="#">\$43.71</a>	<a href="#">\$46.24</a>	<a href="#">\$48.88</a>	<a href="#">\$51.69</a>
<a href="#">F184</a>	<a href="#">Occupational Therapist I, California Children's Services</a>	<a href="#">5</a>	<a href="#">\$41.34</a>	<a href="#">\$43.71</a>	<a href="#">\$46.24</a>	<a href="#">\$48.88</a>	<a href="#">\$51.69</a>
<a href="#">F175</a>	<a href="#">Occupational Therapist II</a>	<a href="#">5</a>	<a href="#">\$46.33</a>	<a href="#">\$49.00</a>	<a href="#">\$51.79</a>	<a href="#">\$54.79</a>	<a href="#">\$57.91</a>
<a href="#">B065</a>	<a href="#">Occupational Therapist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$46.33</a>	<a href="#">\$49.00</a>	<a href="#">\$51.79</a>	<a href="#">\$54.79</a>	<a href="#">\$57.91</a>
<a href="#">F185</a>	<a href="#">Occupational Therapist II, California Children's Services</a>	<a href="#">5</a>	<a href="#">\$46.33</a>	<a href="#">\$49.00</a>	<a href="#">\$51.79</a>	<a href="#">\$54.79</a>	<a href="#">\$57.91</a>
<a href="#">F084</a>	<a href="#">Operating Room Technician</a>	<a href="#">1</a>	<a href="#">\$32.33</a>	<a href="#">\$34.19</a>	<a href="#">\$36.15</a>	<a href="#">\$38.22</a>	<a href="#">\$40.43</a>
<a href="#">F084-R</a>	<a href="#">Operating Room Technician - Relief</a>	<a href="#">1</a>	<a href="#">\$33.94</a>	<a href="#">\$35.89</a>	<a href="#">\$37.95</a>	<a href="#">\$40.12</a>	<a href="#">\$42.43</a>
<a href="#">F004</a>	<a href="#">Optometrist</a>	<a href="#">2</a>	<a href="#">\$52.92</a>	<a href="#">\$55.97</a>	<a href="#">\$59.16</a>	<a href="#">\$62.56</a>	<a href="#">\$66.14</a>
<a href="#">F068</a>	<a href="#">Orthopedic Technician</a>	<a href="#">1</a>	<a href="#">\$27.35</a>	<a href="#">\$28.92</a>	<a href="#">\$30.57</a>	<a href="#">\$32.32</a>	<a href="#">\$34.17</a>
<a href="#">L046</a>	<a href="#">Park Aide - Extra Help</a>	<a href="#">1</a>	<a href="#">\$17.99</a>	<a href="#">\$19.03</a>	<a href="#">\$20.12</a>	<a href="#">\$21.28</a>	<a href="#">\$22.51</a>
<a href="#">L040</a>	<a href="#">Park Ranger I</a>	<a href="#">1</a>	<a href="#">\$30.01</a>	<a href="#">\$31.74</a>	<a href="#">\$33.57</a>	<a href="#">\$35.50</a>	<a href="#">\$37.53</a>
<a href="#">L041</a>	<a href="#">Park Ranger II</a>	<a href="#">1</a>	<a href="#">\$33.99</a>	<a href="#">\$35.95</a>	<a href="#">\$38.02</a>	<a href="#">\$40.19</a>	<a href="#">\$42.51</a>
<a href="#">L039</a>	<a href="#">Park Ranger III</a>	<a href="#">5</a>	<a href="#">\$38.95</a>	<a href="#">\$41.20</a>	<a href="#">\$43.57</a>	<a href="#">\$46.05</a>	<a href="#">\$48.69</a>
<a href="#">L025</a>	<a href="#">Park Ranger IV - Exempt</a>	<a href="#">5</a>	<a href="#">\$44.13</a>	<a href="#">\$46.65</a>	<a href="#">\$49.33</a>	<a href="#">\$52.16</a>	<a href="#">\$55.17</a>
<a href="#">L014</a>	<a href="#">Parks And Open Space Equipment Operator</a>	<a href="#">1</a>	<a href="#">\$40.49</a>	<a href="#">\$42.81</a>	<a href="#">\$45.26</a>	<a href="#">\$47.87</a>	<a href="#">\$50.61</a>
<a href="#">L043</a>	<a href="#">Parks Electrician And Maintenance Worker</a>	<a href="#">5</a>	<a href="#">\$41.04</a>	<a href="#">\$43.40</a>	<a href="#">\$45.89</a>	<a href="#">\$48.52</a>	<a href="#">\$51.31</a>
<a href="#">G115</a>	<a href="#">Peer Support Worker I</a>	<a href="#">1</a>	<a href="#">\$23.76</a>	<a href="#">\$25.11</a>	<a href="#">\$26.55</a>	<a href="#">\$28.09</a>	<a href="#">\$29.68</a>
<a href="#">B186</a>	<a href="#">Peer Support Worker I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.76</a>	<a href="#">\$25.11</a>	<a href="#">\$26.55</a>	<a href="#">\$28.09</a>	<a href="#">\$29.68</a>
<a href="#">G116</a>	<a href="#">Peer Support Worker II</a>	<a href="#">1</a>	<a href="#">\$26.23</a>	<a href="#">\$27.74</a>	<a href="#">\$29.31</a>	<a href="#">\$31.00</a>	<a href="#">\$32.77</a>
<a href="#">B187</a>	<a href="#">Peer Support Worker II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.23</a>	<a href="#">\$27.74</a>	<a href="#">\$29.31</a>	<a href="#">\$31.00</a>	<a href="#">\$32.77</a>
<a href="#">J067</a>	<a href="#">Pest Detection Specialist</a>	<a href="#">5</a>	<a href="#">\$24.58</a>	<a href="#">\$25.97</a>	<a href="#">\$27.47</a>	<a href="#">\$29.04</a>	<a href="#">\$30.72</a>
<a href="#">B092</a>	<a href="#">Pest Detection Specialist - Unclassified</a>	<a href="#">5</a>	<a href="#">\$24.58</a>	<a href="#">\$25.97</a>	<a href="#">\$27.47</a>	<a href="#">\$29.04</a>	<a href="#">\$30.72</a>
<a href="#">J070</a>	<a href="#">Pest Detection Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$29.91</a>	<a href="#">\$31.64</a>	<a href="#">\$33.46</a>	<a href="#">\$35.37</a>	<a href="#">\$37.40</a>
<a href="#">F059</a>	<a href="#">Pharmacist</a>	<a href="#">5</a>	<a href="#">\$66.15</a>	<a href="#">\$69.94</a>	<a href="#">\$73.93</a>	<a href="#">\$78.19</a>	<a href="#">\$82.69</a>
<a href="#">F059-R</a>	<a href="#">Pharmacist - Relief</a>	<a href="#">5</a>	<a href="#">\$66.65</a>	<a href="#">\$70.45</a>	<a href="#">\$74.50</a>	<a href="#">\$78.77</a>	<a href="#">\$83.30</a>
<a href="#">B097</a>	<a href="#">Pharmacist - Unclassified</a>	<a href="#">5</a>	<a href="#">\$66.15</a>	<a href="#">\$69.94</a>	<a href="#">\$73.93</a>	<a href="#">\$78.19</a>	<a href="#">\$82.69</a>
<a href="#">B097-R</a>	<a href="#">Pharmacist - Unclassified / Relief</a>	<a href="#">5</a>	<a href="#">\$66.65</a>	<a href="#">\$70.45</a>	<a href="#">\$74.50</a>	<a href="#">\$78.77</a>	<a href="#">\$83.30</a>
<a href="#">F060</a>	<a href="#">Pharmacy Aide</a>	<a href="#">1</a>	<a href="#">\$24.25</a>	<a href="#">\$25.63</a>	<a href="#">\$27.09</a>	<a href="#">\$28.64</a>	<a href="#">\$30.29</a>
<a href="#">F053</a>	<a href="#">Pharmacy Buyer</a>	<a href="#">1</a>	<a href="#">\$32.14</a>	<a href="#">\$33.97</a>	<a href="#">\$35.93</a>	<a href="#">\$38.00</a>	<a href="#">\$40.17</a>
<a href="#">F058</a>	<a href="#">Pharmacy Technician</a>	<a href="#">1</a>	<a href="#">\$32.13</a>	<a href="#">\$33.98</a>	<a href="#">\$35.91</a>	<a href="#">\$37.98</a>	<a href="#">\$40.16</a>
<a href="#">B098</a>	<a href="#">Pharmacy Technician - Unclassified</a>	<a href="#">1</a>	<a href="#">\$32.13</a>	<a href="#">\$33.98</a>	<a href="#">\$35.91</a>	<a href="#">\$37.98</a>	<a href="#">\$40.16</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">F171</a>	<a href="#">Physical Therapist I</a>	<a href="#">5</a>	<a href="#">\$41.34</a>	<a href="#">\$43.71</a>	<a href="#">\$46.24</a>	<a href="#">\$48.88</a>	<a href="#">\$51.69</a>
<a href="#">F181</a>	<a href="#">Physical Therapist I, California Children's Services</a>	<a href="#">5</a>	<a href="#">\$41.34</a>	<a href="#">\$43.71</a>	<a href="#">\$46.24</a>	<a href="#">\$48.88</a>	<a href="#">\$51.69</a>
<a href="#">F172</a>	<a href="#">Physical Therapist II</a>	<a href="#">5</a>	<a href="#">\$46.33</a>	<a href="#">\$49.00</a>	<a href="#">\$51.79</a>	<a href="#">\$54.79</a>	<a href="#">\$57.91</a>
<a href="#">F182</a>	<a href="#">Physical Therapist II, California Children's Services</a>	<a href="#">5</a>	<a href="#">\$46.33</a>	<a href="#">\$49.00</a>	<a href="#">\$51.79</a>	<a href="#">\$54.79</a>	<a href="#">\$57.91</a>
<a href="#">F109</a>	<a href="#">Physicians Assistant</a>	<a href="#">5</a>	<a href="#">\$76.11</a>	<a href="#">\$80.49</a>	<a href="#">\$85.11</a>	<a href="#">\$89.99</a>	<a href="#">\$95.14</a>
<a href="#">R060</a>	<a href="#">Planner I</a>	<a href="#">1</a>	<a href="#">\$32.67</a>	<a href="#">\$34.55</a>	<a href="#">\$36.52</a>	<a href="#">\$38.63</a>	<a href="#">\$40.86</a>
<a href="#">B058</a>	<a href="#">Planner I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$32.67</a>	<a href="#">\$34.55</a>	<a href="#">\$36.52</a>	<a href="#">\$38.63</a>	<a href="#">\$40.86</a>
<a href="#">R050</a>	<a href="#">Planner II</a>	<a href="#">5</a>	<a href="#">\$38.74</a>	<a href="#">\$40.96</a>	<a href="#">\$43.32</a>	<a href="#">\$45.80</a>	<a href="#">\$48.42</a>
<a href="#">B057</a>	<a href="#">Planner II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$38.74</a>	<a href="#">\$40.96</a>	<a href="#">\$43.32</a>	<a href="#">\$45.80</a>	<a href="#">\$48.42</a>
<a href="#">R040</a>	<a href="#">Planner III</a>	<a href="#">5</a>	<a href="#">\$44.36</a>	<a href="#">\$46.89</a>	<a href="#">\$49.58</a>	<a href="#">\$52.44</a>	<a href="#">\$55.43</a>
<a href="#">B056</a>	<a href="#">Planner III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$44.36</a>	<a href="#">\$46.89</a>	<a href="#">\$49.58</a>	<a href="#">\$52.44</a>	<a href="#">\$55.43</a>
<a href="#">R065</a>	<a href="#">Planning Technician</a>	<a href="#">1</a>	<a href="#">\$28.66</a>	<a href="#">\$30.32</a>	<a href="#">\$32.06</a>	<a href="#">\$33.91</a>	<a href="#">\$35.83</a>
<a href="#">G106</a>	<a href="#">Program Counselor I</a>	<a href="#">1</a>	<a href="#">\$26.23</a>	<a href="#">\$27.74</a>	<a href="#">\$29.31</a>	<a href="#">\$31.00</a>	<a href="#">\$32.77</a>
<a href="#">G107</a>	<a href="#">Program Counselor II</a>	<a href="#">1</a>	<a href="#">\$30.37</a>	<a href="#">\$32.13</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>	<a href="#">\$37.98</a>
<a href="#">G040</a>	<a href="#">Psychiatric Social Worker I</a>	<a href="#">5</a>	<a href="#">\$39.48</a>	<a href="#">\$41.74</a>	<a href="#">\$44.14</a>	<a href="#">\$46.67</a>	<a href="#">\$49.36</a>
<a href="#">B112</a>	<a href="#">Psychiatric Social Worker I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$39.48</a>	<a href="#">\$41.74</a>	<a href="#">\$44.14</a>	<a href="#">\$46.67</a>	<a href="#">\$49.36</a>
<a href="#">G035</a>	<a href="#">Psychiatric Social Worker II</a>	<a href="#">5</a>	<a href="#">\$44.40</a>	<a href="#">\$46.96</a>	<a href="#">\$49.64</a>	<a href="#">\$52.49</a>	<a href="#">\$55.51</a>
<a href="#">B111</a>	<a href="#">Psychiatric Social Worker II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$44.40</a>	<a href="#">\$46.96</a>	<a href="#">\$49.64</a>	<a href="#">\$52.49</a>	<a href="#">\$55.51</a>
<a href="#">F116</a>	<a href="#">Psychologist I</a>	<a href="#">2</a>	<a href="#">\$46.22</a>	<a href="#">\$48.86</a>	<a href="#">\$51.68</a>	<a href="#">\$54.62</a>	<a href="#">\$57.77</a>
<a href="#">B045</a>	<a href="#">Psychologist I - Unclassified</a>	<a href="#">2</a>	<a href="#">\$46.22</a>	<a href="#">\$48.86</a>	<a href="#">\$51.68</a>	<a href="#">\$54.62</a>	<a href="#">\$57.77</a>
<a href="#">F050</a>	<a href="#">Psychologist II</a>	<a href="#">2</a>	<a href="#">\$50.68</a>	<a href="#">\$53.60</a>	<a href="#">\$56.67</a>	<a href="#">\$59.92</a>	<a href="#">\$63.37</a>
<a href="#">B046</a>	<a href="#">Psychologist II - Unclassified</a>	<a href="#">2</a>	<a href="#">\$50.68</a>	<a href="#">\$53.60</a>	<a href="#">\$56.67</a>	<a href="#">\$59.92</a>	<a href="#">\$63.37</a>
<a href="#">F057</a>	<a href="#">Public Health Educator</a>	<a href="#">2</a>	<a href="#">\$42.21</a>	<a href="#">\$44.63</a>	<a href="#">\$47.19</a>	<a href="#">\$49.89</a>	<a href="#">\$52.78</a>
<a href="#">B114</a>	<a href="#">Public Health Educator - Unclassified</a>	<a href="#">1</a>	<a href="#">\$42.21</a>	<a href="#">\$44.63</a>	<a href="#">\$47.19</a>	<a href="#">\$49.89</a>	<a href="#">\$52.78</a>
<a href="#">F158</a>	<a href="#">Public Health Laboratory Technician I</a>	<a href="#">1</a>	<a href="#">\$27.11</a>	<a href="#">\$28.66</a>	<a href="#">\$30.32</a>	<a href="#">\$32.06</a>	<a href="#">\$33.91</a>
<a href="#">F159</a>	<a href="#">Public Health Laboratory Technician II</a>	<a href="#">1</a>	<a href="#">\$30.51</a>	<a href="#">\$32.25</a>	<a href="#">\$34.10</a>	<a href="#">\$36.06</a>	<a href="#">\$38.13</a>
<a href="#">F065</a>	<a href="#">Public Health Microbiologist I</a>	<a href="#">5</a>	<a href="#">\$43.03</a>	<a href="#">\$45.50</a>	<a href="#">\$48.12</a>	<a href="#">\$50.88</a>	<a href="#">\$53.79</a>
<a href="#">F066</a>	<a href="#">Public Health Microbiologist II</a>	<a href="#">5</a>	<a href="#">\$45.56</a>	<a href="#">\$48.17</a>	<a href="#">\$50.92</a>	<a href="#">\$53.84</a>	<a href="#">\$56.94</a>
<a href="#">F075</a>	<a href="#">Radiologic Technologist I</a>	<a href="#">1</a>	<a href="#">\$42.52</a>	<a href="#">\$44.96</a>	<a href="#">\$47.54</a>	<a href="#">\$50.25</a>	<a href="#">\$53.15</a>
<a href="#">F075-R</a>	<a href="#">Radiologic Technologist I - Relief</a>	<a href="#">1</a>	<a href="#">\$44.63</a>	<a href="#">\$47.19</a>	<a href="#">\$49.89</a>	<a href="#">\$52.78</a>	<a href="#">\$55.77</a>
<a href="#">F119</a>	<a href="#">Radiologic Technologist II</a>	<a href="#">1</a>	<a href="#">\$44.97</a>	<a href="#">\$47.56</a>	<a href="#">\$50.28</a>	<a href="#">\$53.18</a>	<a href="#">\$56.22</a>
<a href="#">F119-R</a>	<a href="#">Radiologic Technologist II - Relief</a>	<a href="#">1</a>	<a href="#">\$47.20</a>	<a href="#">\$49.90</a>	<a href="#">\$52.79</a>	<a href="#">\$55.81</a>	<a href="#">\$59.00</a>
<a href="#">F125</a>	<a href="#">Radiologic Technologist III</a>	<a href="#">1</a>	<a href="#">\$47.50</a>	<a href="#">\$50.24</a>	<a href="#">\$53.14</a>	<a href="#">\$56.18</a>	<a href="#">\$59.40</a>
<a href="#">F125-R</a>	<a href="#">Radiologic Technologist III - Relief</a>	<a href="#">1</a>	<a href="#">\$49.90</a>	<a href="#">\$52.79</a>	<a href="#">\$55.78</a>	<a href="#">\$59.00</a>	<a href="#">\$62.39</a>
<a href="#">B072</a>	<a href="#">Radiologic Technologist III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$47.50</a>	<a href="#">\$50.24</a>	<a href="#">\$53.14</a>	<a href="#">\$56.18</a>	<a href="#">\$59.40</a>
<a href="#">F072</a>	<a href="#">Radiology Assistant</a>	<a href="#">1</a>	<a href="#">\$26.30</a>	<a href="#">\$27.82</a>	<a href="#">\$29.42</a>	<a href="#">\$31.10</a>	<a href="#">\$32.88</a>
<a href="#">F063</a>	<a href="#">Registered Dental Assistant</a>	<a href="#">1</a>	<a href="#">\$28.71</a>	<a href="#">\$30.35</a>	<a href="#">\$32.09</a>	<a href="#">\$33.94</a>	<a href="#">\$35.89</a>
<a href="#">F151</a>	<a href="#">Rehabilitation Marketing Manager</a>	<a href="#">5</a>	<a href="#">\$43.49</a>	<a href="#">\$45.99</a>	<a href="#">\$48.64</a>	<a href="#">\$51.43</a>	<a href="#">\$54.38</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">F150</a>	<a href="#">Rehabilitation Production Manager - Exempt</a>	<a href="#">5</a>	<a href="#">\$45.46</a>	<a href="#">\$48.06</a>	<a href="#">\$50.84</a>	<a href="#">\$53.75</a>	<a href="#">\$56.84</a>
<a href="#">F041</a>	<a href="#">Rehabilitation Production Supervisor I</a>	<a href="#">5</a>	<a href="#">\$29.73</a>	<a href="#">\$31.43</a>	<a href="#">\$33.24</a>	<a href="#">\$35.13</a>	<a href="#">\$37.15</a>
<a href="#">B171</a>	<a href="#">Rehabilitation Production Supervisor I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$29.73</a>	<a href="#">\$31.43</a>	<a href="#">\$33.24</a>	<a href="#">\$35.13</a>	<a href="#">\$37.15</a>
<a href="#">F043</a>	<a href="#">Rehabilitation Production Supervisor II</a>	<a href="#">5</a>	<a href="#">\$33.76</a>	<a href="#">\$35.71</a>	<a href="#">\$37.76</a>	<a href="#">\$39.91</a>	<a href="#">\$42.22</a>
<a href="#">B172</a>	<a href="#">Rehabilitation Production Supervisor II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$33.76</a>	<a href="#">\$35.71</a>	<a href="#">\$37.76</a>	<a href="#">\$39.91</a>	<a href="#">\$42.22</a>
<a href="#">F048</a>	<a href="#">Rehabilitation Production Supervisor III</a>	<a href="#">5</a>	<a href="#">\$37.81</a>	<a href="#">\$39.99</a>	<a href="#">\$42.27</a>	<a href="#">\$44.70</a>	<a href="#">\$47.26</a>
<a href="#">G025</a>	<a href="#">Residential Counselor I</a>	<a href="#">1</a>	<a href="#">\$32.48</a>	<a href="#">\$34.35</a>	<a href="#">\$36.32</a>	<a href="#">\$38.41</a>	<a href="#">\$40.61</a>
<a href="#">G025-R</a>	<a href="#">Residential Counselor I - Relief</a>	<a href="#">1</a>	<a href="#">\$34.10</a>	<a href="#">\$36.06</a>	<a href="#">\$38.14</a>	<a href="#">\$40.31</a>	<a href="#">\$42.63</a>
<a href="#">G027</a>	<a href="#">Residential Counselor II</a>	<a href="#">1</a>	<a href="#">\$36.12</a>	<a href="#">\$38.19</a>	<a href="#">\$40.40</a>	<a href="#">\$42.69</a>	<a href="#">\$45.14</a>
<a href="#">G027-R</a>	<a href="#">Residential Counselor II - Relief</a>	<a href="#">1</a>	<a href="#">\$37.92</a>	<a href="#">\$40.10</a>	<a href="#">\$42.38</a>	<a href="#">\$44.82</a>	<a href="#">\$47.40</a>
<a href="#">G028</a>	<a href="#">Residential Counselor III</a>	<a href="#">1</a>	<a href="#">\$38.19</a>	<a href="#">\$40.39</a>	<a href="#">\$42.70</a>	<a href="#">\$45.16</a>	<a href="#">\$47.72</a>
<a href="#">J082</a>	<a href="#">Resource Conservation Specialist I</a>	<a href="#">1</a>	<a href="#">\$36.74</a>	<a href="#">\$38.87</a>	<a href="#">\$41.08</a>	<a href="#">\$43.45</a>	<a href="#">\$45.95</a>
<a href="#">B047</a>	<a href="#">Resource Conservation Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$36.74</a>	<a href="#">\$38.87</a>	<a href="#">\$41.08</a>	<a href="#">\$43.45</a>	<a href="#">\$45.95</a>
<a href="#">J083</a>	<a href="#">Resource Conservation Specialist II</a>	<a href="#">1</a>	<a href="#">\$40.45</a>	<a href="#">\$42.76</a>	<a href="#">\$45.22</a>	<a href="#">\$47.82</a>	<a href="#">\$50.55</a>
<a href="#">B048</a>	<a href="#">Resource Conservation Specialist II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$40.45</a>	<a href="#">\$42.76</a>	<a href="#">\$45.22</a>	<a href="#">\$47.82</a>	<a href="#">\$50.55</a>
<a href="#">J081</a>	<a href="#">Resource Conservation Specialist III</a>	<a href="#">1</a>	<a href="#">\$43.68</a>	<a href="#">\$46.19</a>	<a href="#">\$48.83</a>	<a href="#">\$51.65</a>	<a href="#">\$54.60</a>
<a href="#">B011</a>	<a href="#">Resource Conservation Specialist III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$43.68</a>	<a href="#">\$46.19</a>	<a href="#">\$48.83</a>	<a href="#">\$51.65</a>	<a href="#">\$54.60</a>
<a href="#">F130</a>	<a href="#">Respiratory Therapist I</a>	<a href="#">1</a>	<a href="#">\$34.56</a>	<a href="#">\$36.53</a>	<a href="#">\$38.61</a>	<a href="#">\$40.86</a>	<a href="#">\$43.19</a>
<a href="#">F130-R</a>	<a href="#">Respiratory Therapist I - Relief</a>	<a href="#">1</a>	<a href="#">\$36.05</a>	<a href="#">\$38.11</a>	<a href="#">\$40.28</a>	<a href="#">\$42.60</a>	<a href="#">\$45.05</a>
<a href="#">F132</a>	<a href="#">Respiratory Therapist II</a>	<a href="#">1</a>	<a href="#">\$41.29</a>	<a href="#">\$43.66</a>	<a href="#">\$46.16</a>	<a href="#">\$48.82</a>	<a href="#">\$51.62</a>
<a href="#">F132-R</a>	<a href="#">Respiratory Therapist II - Relief</a>	<a href="#">1</a>	<a href="#">\$43.06</a>	<a href="#">\$45.53</a>	<a href="#">\$48.16</a>	<a href="#">\$50.90</a>	<a href="#">\$53.82</a>
<a href="#">F134</a>	<a href="#">Respiratory Therapist III</a>	<a href="#">1</a>	<a href="#">\$45.82</a>	<a href="#">\$48.47</a>	<a href="#">\$51.23</a>	<a href="#">\$54.17</a>	<a href="#">\$57.28</a>
<a href="#">F134-R</a>	<a href="#">Respiratory Therapist III - Relief</a>	<a href="#">1</a>	<a href="#">\$47.81</a>	<a href="#">\$50.54</a>	<a href="#">\$53.44</a>	<a href="#">\$56.50</a>	<a href="#">\$59.75</a>
<a href="#">T105</a>	<a href="#">School Bus Driver</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$27.37</a>	<a href="#">\$28.94</a>	<a href="#">\$30.59</a>
<a href="#">S065</a>	<a href="#">Seamstress</a>	<a href="#">1</a>	<a href="#">\$21.90</a>	<a href="#">\$23.15</a>	<a href="#">\$24.48</a>	<a href="#">\$25.88</a>	<a href="#">\$27.38</a>
<a href="#">R006</a>	<a href="#">Senior Code Compliance Officer - Exempt</a>	<a href="#">5</a>	<a href="#">\$45.22</a>	<a href="#">\$47.82</a>	<a href="#">\$50.55</a>	<a href="#">\$53.45</a>	<a href="#">\$56.52</a>
<a href="#">J045</a>	<a href="#">Senior Communicable Diseases Investigator</a>	<a href="#">1</a>	<a href="#">\$36.18</a>	<a href="#">\$38.25</a>	<a href="#">\$40.46</a>	<a href="#">\$42.78</a>	<a href="#">\$45.23</a>
<a href="#">F054</a>	<a href="#">Senior Community Health Planner</a>	<a href="#">2</a>	<a href="#">\$45.40</a>	<a href="#">\$47.99</a>	<a href="#">\$50.76</a>	<a href="#">\$53.66</a>	<a href="#">\$56.73</a>
<a href="#">G117</a>	<a href="#">Senior Community Worker</a>	<a href="#">5</a>	<a href="#">\$30.37</a>	<a href="#">\$32.13</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>	<a href="#">\$37.98</a>
<a href="#">B273</a>	<a href="#">Senior Community Worker - Unclassified</a>	<a href="#">5</a>	<a href="#">\$30.37</a>	<a href="#">\$32.13</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>	<a href="#">\$37.98</a>
<a href="#">R011</a>	<a href="#">Senior Housing and Community Development Policy Analyst</a>	<a href="#">1</a>	<a href="#">\$53.99</a>	<a href="#">\$57.07</a>	<a href="#">\$60.35</a>	<a href="#">\$63.82</a>	<a href="#">\$67.49</a>
<a href="#">R020</a>	<a href="#">Senior Planner - Exempt</a>	<a href="#">2</a>	<a href="#">\$56.02</a>	<a href="#">\$59.23</a>	<a href="#">\$62.62</a>	<a href="#">\$66.23</a>	<a href="#">\$70.01</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
F056	Senior Public Health Educator	<u>2</u>	<u>\$45.40</u>	<u>\$47.99</u>	<u>\$50.76</u>	<u>\$53.66</u>	<u>\$56.73</u>
G063	Senior Shelter Care Counselor - Exempt	<u>5</u>	<u>\$40.10</u>	<u>\$42.42</u>	<u>\$44.82</u>	<u>\$47.41</u>	<u>\$50.12</u>
J080	Senior Sustainability Specialist	<u>1</u>	<u>\$48.82</u>	<u>\$51.63</u>	<u>\$54.59</u>	<u>\$57.73</u>	<u>\$61.04</u>
T062	Senior Utility Worker	<u>1</u>	<u>\$28.46</u>	<u>\$30.09</u>	<u>\$31.81</u>	<u>\$33.65</u>	<u>\$35.57</u>
G061	Shelter Care Counselor I	<u>1</u>	<u>\$32.48</u>	<u>\$34.35</u>	<u>\$36.32</u>	<u>\$38.41</u>	<u>\$40.61</u>
G061-R	Shelter Care Counselor I - Relief	<u>1</u>	<u>\$34.10</u>	<u>\$36.06</u>	<u>\$38.14</u>	<u>\$40.31</u>	<u>\$42.63</u>
G062	Shelter Care Counselor II	<u>1</u>	<u>\$36.12</u>	<u>\$38.19</u>	<u>\$40.40</u>	<u>\$42.69</u>	<u>\$45.14</u>
G062-R	Shelter Care Counselor II - Relief	<u>1</u>	<u>\$37.92</u>	<u>\$40.10</u>	<u>\$42.38</u>	<u>\$44.82</u>	<u>\$47.40</u>
G095	Social Work Supervisor	<u>5</u>	<u>\$47.65</u>	<u>\$50.38</u>	<u>\$53.27</u>	<u>\$56.32</u>	<u>\$59.55</u>
G093	Social Work Supervisor - Exempt	<u>5</u>	<u>\$47.65</u>	<u>\$50.38</u>	<u>\$53.27</u>	<u>\$56.32</u>	<u>\$59.55</u>
G093-R	Social Work Supervisor-Exempt-R	<u>5</u>	<u>\$47.42</u>	<u>\$50.13</u>	<u>\$53.00</u>	<u>\$56.04</u>	<u>\$59.26</u>
G098	Social Worker I	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
B107	Social Worker I - Unclassified	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
G097	Social Worker II	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
B108	Social Worker II - Unclassified	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
G096	Social Worker III	<u>5</u>	<u>\$40.48</u>	<u>\$42.80</u>	<u>\$45.24</u>	<u>\$47.85</u>	<u>\$50.58</u>
G096-R	Social Worker III - R	<u>5</u>	<u>\$40.26</u>	<u>\$42.58</u>	<u>\$45.03</u>	<u>\$47.62</u>	<u>\$50.35</u>
B106	Social Worker III - Unclassified	<u>5</u>	<u>\$40.48</u>	<u>\$42.80</u>	<u>\$45.24</u>	<u>\$47.85</u>	<u>\$50.58</u>
G097-R	Social Worker II-R	<u>5</u>	<u>\$34.13</u>	<u>\$36.12</u>	<u>\$38.18</u>	<u>\$40.40</u>	<u>\$42.68</u>
G098-R	Social Worker I-R	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$33.80</u>	<u>\$35.74</u>	<u>\$37.79</u>
F003	Speech Pathologist	<u>5</u>	<u>\$46.33</u>	<u>\$49.00</u>	<u>\$51.79</u>	<u>\$54.79</u>	<u>\$57.91</u>
T041	Stationary Engineer I	<u>1</u>	<u>\$32.36</u>	<u>\$34.23</u>	<u>\$36.18</u>	<u>\$38.24</u>	<u>\$40.46</u>
T040	Stationary Engineer II	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$47.86</u>
F085	Sterile Processing Technician	<u>1</u>	<u>\$26.28</u>	<u>\$27.79</u>	<u>\$29.39</u>	<u>\$31.06</u>	<u>\$32.85</u>
F191	Supervising Clinical Laboratory Scientist - Exempt	<u>5</u>	<u>\$54.17</u>	<u>\$57.28</u>	<u>\$60.55</u>	<u>\$64.02</u>	<u>\$67.72</u>
S020	Supervising Cook - Exempt	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$32.29</u>	<u>\$34.12</u>	<u>\$36.08</u>
F168	Supervising Creative Arts Therapist - Exempt	<u>5</u>	<u>\$41.96</u>	<u>\$44.36</u>	<u>\$46.93</u>	<u>\$49.58</u>	<u>\$52.45</u>
T060	Supervising Custodian - Exempt	<u>5</u>	<u>\$27.06</u>	<u>\$28.62</u>	<u>\$30.26</u>	<u>\$31.99</u>	<u>\$33.84</u>
G218	Supervising Deputy Public Guardian - Conservator - Exempt	<u>5</u>	<u>\$47.65</u>	<u>\$50.38</u>	<u>\$53.27</u>	<u>\$56.32</u>	<u>\$59.55</u>
B329	Supervising Deputy Public Guardian Conservator - Unclassified / Exempt	<u>5</u>	<u>\$47.65</u>	<u>\$50.38</u>	<u>\$53.27</u>	<u>\$56.32</u>	<u>\$59.55</u>
S025	Supervising Dietitian	<u>2</u>	<u>\$42.56</u>	<u>\$45.01</u>	<u>\$47.60</u>	<u>\$50.33</u>	<u>\$53.22</u>
F101	Supervising Epidemiologist	<u>5</u>	<u>\$50.44</u>	<u>\$53.32</u>	<u>\$56.40</u>	<u>\$59.64</u>	<u>\$63.05</u>
F005	Supervising Mental Health Clinician - Exempt	<u>2</u>	<u>\$52.28</u>	<u>\$55.26</u>	<u>\$58.43</u>	<u>\$61.80</u>	<u>\$65.35</u>
F006	Supervising Mental Health Psychologist - Exempt	<u>2</u>	<u>\$56.52</u>	<u>\$59.77</u>	<u>\$63.20</u>	<u>\$66.83</u>	<u>\$70.66</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
F092	Supervising Pharmacist	<u>5</u>	<u>\$73.68</u>	<u>\$77.90</u>	<u>\$82.38</u>	<u>\$87.09</u>	<u>\$92.09</u>
F194	Supervising Psychologist - Exempt	<u>2</u>	<u>\$54.53</u>	<u>\$57.65</u>	<u>\$60.97</u>	<u>\$64.47</u>	<u>\$68.14</u>
F062	Supervising Public Health Microbiologist - Exempt	<u>5</u>	<u>\$50.14</u>	<u>\$53.01</u>	<u>\$56.06</u>	<u>\$59.29</u>	<u>\$62.69</u>
F051	Supervising Public Health Nutritionist - Exempt	<u>2</u>	<u>\$42.56</u>	<u>\$45.01</u>	<u>\$47.60</u>	<u>\$50.33</u>	<u>\$53.22</u>
F126	Supervising Radiologic Technologist - Exempt	<u>1</u>	<u>\$65.13</u>	<u>\$68.85</u>	<u>\$72.82</u>	<u>\$76.98</u>	<u>\$81.41</u>
T012	Supervising Stationary Engineer - Exempt	<u>5</u>	<u>\$47.63</u>	<u>\$50.37</u>	<u>\$53.26</u>	<u>\$56.30</u>	<u>\$59.53</u>
F187	Supervising Therapist - Exempt	<u>5</u>	<u>\$50.25</u>	<u>\$53.14</u>	<u>\$56.18</u>	<u>\$59.41</u>	<u>\$62.82</u>
G064	Supervisor Fraud Investigation Unit - Exempt	<u>5</u>	<u>\$44.70</u>	<u>\$47.25</u>	<u>\$49.98</u>	<u>\$52.84</u>	<u>\$55.87</u>
E480	Telephone Operator	<u>1</u>	<u>\$23.71</u>	<u>\$25.06</u>	<u>\$26.51</u>	<u>\$28.03</u>	<u>\$29.63</u>
V053	Telephone Services Analyst	<u>1</u>	<u>\$35.78</u>	<u>\$37.82</u>	<u>\$40.02</u>	<u>\$42.30</u>	<u>\$44.72</u>
E477	Telephone Services Supervisor - Exempt	<u>5</u>	<u>\$33.16</u>	<u>\$35.06</u>	<u>\$37.06</u>	<u>\$39.20</u>	<u>\$41.44</u>
F044	Therapy Aide	<u>1</u>	<u>\$26.09</u>	<u>\$27.57</u>	<u>\$29.17</u>	<u>\$30.84</u>	<u>\$32.61</u>
F166	Therapy Assistant	<u>1</u>	<u>\$33.09</u>	<u>\$34.99</u>	<u>\$36.99</u>	<u>\$39.10</u>	<u>\$41.35</u>
B059	Therapy Assistant - Unclassified	<u>1</u>	<u>\$33.09</u>	<u>\$34.99</u>	<u>\$36.99</u>	<u>\$39.10</u>	<u>\$41.35</u>
T103	Transportation Officer	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$27.37</u>	<u>\$28.94</u>	<u>\$30.59</u>
T064	Utility Worker I	<u>1</u>	<u>\$24.47</u>	<u>\$25.87</u>	<u>\$27.37</u>	<u>\$28.94</u>	<u>\$30.59</u>
T063	Utility Worker II	<u>1</u>	<u>\$25.81</u>	<u>\$27.30</u>	<u>\$28.86</u>	<u>\$30.52</u>	<u>\$32.26</u>
G216	Veterans Services Officer	<u>5</u>	<u>\$42.59</u>	<u>\$45.03</u>	<u>\$47.63</u>	<u>\$50.36</u>	<u>\$53.25</u>
G219	Veterans Services Representative I	<u>1</u>	<u>\$32.58</u>	<u>\$34.44</u>	<u>\$36.41</u>	<u>\$38.50</u>	<u>\$40.70</u>
G222	Veterans Services Representative II	<u>5</u>	<u>\$38.18</u>	<u>\$40.40</u>	<u>\$42.68</u>	<u>\$45.13</u>	<u>\$47.72</u>
G100	Vocational Rehabilitation Counseling Supervisor	<u>5</u>	<u>\$48.64</u>	<u>\$51.43</u>	<u>\$54.38</u>	<u>\$57.50</u>	<u>\$60.78</u>
G200	Vocational Rehabilitation Counselor I	<u>1</u>	<u>\$30.37</u>	<u>\$32.13</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
B176	Vocational Rehabilitation Counselor I - Unclassified	<u>1</u>	<u>\$30.37</u>	<u>\$32.13</u>	<u>\$33.97</u>	<u>\$35.92</u>	<u>\$37.98</u>
G013	Vocational Rehabilitation Counselor II	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
B177	Vocational Rehabilitation Counselor II - Unclassified	<u>5</u>	<u>\$34.32</u>	<u>\$36.28</u>	<u>\$38.37</u>	<u>\$40.56</u>	<u>\$42.90</u>
G190	Vocational Rehabilitation Counselor III	<u>5</u>	<u>\$40.48</u>	<u>\$42.80</u>	<u>\$45.24</u>	<u>\$47.85</u>	<u>\$50.58</u>
B178	Vocational Rehabilitation Counselor III - Unclassified	<u>5</u>	<u>\$40.48</u>	<u>\$42.80</u>	<u>\$45.24</u>	<u>\$47.85</u>	<u>\$50.58</u>

## EXHIBIT B. SEIU - Extra-Help Unit

- (1) Advance Payments for Extra-Help Auditor-Appraiser Travel. For out of town overnight assignments for a period greater than one week, extra-help Auditor-Appraisers will be allowed up to two thousand (\$2,000.00) dollars as an advance on expenses.
- (2) Operational/Management Audit Differential. Extra-help Senior Internal Auditors in the Controller's Office who are assigned to conduct operational/management audits shall receive a ten percent (10%) differential for all hours worked in said assignment.

### SEIU Extra Help: Salaries - 12/30/18

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">E030</a>	<a href="#">Accountant I</a>	<a href="#">5</a>	<a href="#">\$29.14</a>	<a href="#">\$30.82</a>	<a href="#">\$32.58</a>	<a href="#">\$34.47</a>	<a href="#">\$36.43</a>
<a href="#">B001</a>	<a href="#">Accountant I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$29.14</a>	<a href="#">\$30.82</a>	<a href="#">\$32.58</a>	<a href="#">\$34.47</a>	<a href="#">\$36.43</a>
<a href="#">E011</a>	<a href="#">Accountant II</a>	<a href="#">5</a>	<a href="#">\$34.08</a>	<a href="#">\$36.03</a>	<a href="#">\$38.11</a>	<a href="#">\$40.29</a>	<a href="#">\$42.59</a>
<a href="#">E010</a>	<a href="#">Accountant II - Exempt</a>	<a href="#">5</a>	<a href="#">\$34.08</a>	<a href="#">\$36.03</a>	<a href="#">\$38.11</a>	<a href="#">\$40.29</a>	<a href="#">\$42.59</a>
<a href="#">B002</a>	<a href="#">Accountant II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$34.08</a>	<a href="#">\$36.03</a>	<a href="#">\$38.11</a>	<a href="#">\$40.29</a>	<a href="#">\$42.59</a>
<a href="#">E029</a>	<a href="#">Administrative Assistant I</a>	<a href="#">5</a>	<a href="#">\$31.09</a>	<a href="#">\$32.86</a>	<a href="#">\$34.76</a>	<a href="#">\$36.74</a>	<a href="#">\$38.86</a>
<a href="#">B131</a>	<a href="#">Administrative Assistant I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$31.09</a>	<a href="#">\$32.86</a>	<a href="#">\$34.76</a>	<a href="#">\$36.74</a>	<a href="#">\$38.86</a>
<a href="#">E089</a>	<a href="#">Administrative Assistant II - Exempt</a>	<a href="#">2</a>	<a href="#">\$35.32</a>	<a href="#">\$37.36</a>	<a href="#">\$39.48</a>	<a href="#">\$41.74</a>	<a href="#">\$44.15</a>
<a href="#">B134</a>	<a href="#">Administrative Assistant II - Unclassified / Exempt</a>	<a href="#">2</a>	<a href="#">\$35.32</a>	<a href="#">\$37.36</a>	<a href="#">\$39.48</a>	<a href="#">\$41.74</a>	<a href="#">\$44.15</a>
<a href="#">E001</a>	<a href="#">Administrative Secretary I</a>	<a href="#">1</a>	<a href="#">\$26.01</a>	<a href="#">\$27.50</a>	<a href="#">\$29.06</a>	<a href="#">\$30.73</a>	<a href="#">\$32.49</a>
<a href="#">B017</a>	<a href="#">Administrative Secretary I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.01</a>	<a href="#">\$27.50</a>	<a href="#">\$29.06</a>	<a href="#">\$30.73</a>	<a href="#">\$32.49</a>
<a href="#">E002</a>	<a href="#">Administrative Secretary II</a>	<a href="#">1</a>	<a href="#">\$28.07</a>	<a href="#">\$29.68</a>	<a href="#">\$31.38</a>	<a href="#">\$33.19</a>	<a href="#">\$35.09</a>
<a href="#">B015</a>	<a href="#">Administrative Secretary II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.07</a>	<a href="#">\$29.68</a>	<a href="#">\$31.38</a>	<a href="#">\$33.19</a>	<a href="#">\$35.09</a>
<a href="#">E003</a>	<a href="#">Administrative Secretary III</a>	<a href="#">1</a>	<a href="#">\$29.46</a>	<a href="#">\$31.14</a>	<a href="#">\$32.93</a>	<a href="#">\$34.82</a>	<a href="#">\$36.81</a>
<a href="#">B016</a>	<a href="#">Administrative Secretary III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.46</a>	<a href="#">\$31.14</a>	<a href="#">\$32.93</a>	<a href="#">\$34.82</a>	<a href="#">\$36.81</a>
<a href="#">V215</a>	<a href="#">Advisory Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
<a href="#">U076</a>	<a href="#">Appraiser I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$32.02</a>	<a href="#">\$33.84</a>	<a href="#">\$35.78</a>
<a href="#">B304</a>	<a href="#">Appraiser I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$32.02</a>	<a href="#">\$33.84</a>	<a href="#">\$35.78</a>
<a href="#">U074</a>	<a href="#">Appraiser II</a>	<a href="#">2</a>	<a href="#">\$35.39</a>	<a href="#">\$37.44</a>	<a href="#">\$39.57</a>	<a href="#">\$41.84</a>	<a href="#">\$44.25</a>
<a href="#">B305</a>	<a href="#">Appraiser II - Unclassified</a>	<a href="#">2</a>	<a href="#">\$35.39</a>	<a href="#">\$37.44</a>	<a href="#">\$39.57</a>	<a href="#">\$41.84</a>	<a href="#">\$44.25</a>
<a href="#">E325</a>	<a href="#">Assessor / Recorder Support Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$31.09</a>	<a href="#">\$32.86</a>	<a href="#">\$34.76</a>	<a href="#">\$36.74</a>	<a href="#">\$38.86</a>
<a href="#">E321</a>	<a href="#">Assessor / Recorder Technician I</a>	<a href="#">1</a>	<a href="#">\$21.67</a>	<a href="#">\$22.90</a>	<a href="#">\$24.23</a>	<a href="#">\$25.63</a>	<a href="#">\$27.10</a>
<a href="#">E322</a>	<a href="#">Assessor / Recorder Technician II</a>	<a href="#">1</a>	<a href="#">\$22.84</a>	<a href="#">\$24.16</a>	<a href="#">\$25.51</a>	<a href="#">\$27.00</a>	<a href="#">\$28.55</a>
<a href="#">B126</a>	<a href="#">Assessor / Recorder Technician II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$22.84</a>	<a href="#">\$24.16</a>	<a href="#">\$25.51</a>	<a href="#">\$27.00</a>	<a href="#">\$28.55</a>
<a href="#">E323</a>	<a href="#">Assessor Recorder Technician III</a>	<a href="#">1</a>	<a href="#">\$26.16</a>	<a href="#">\$27.65</a>	<a href="#">\$29.24</a>	<a href="#">\$30.93</a>	<a href="#">\$32.70</a>
<a href="#">V200</a>	<a href="#">Assistant Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$34.13</a>	<a href="#">\$36.07</a>	<a href="#">\$38.16</a>	<a href="#">\$40.33</a>	<a href="#">\$42.65</a>
<a href="#">V205</a>	<a href="#">Associate Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.45</a>	<a href="#">\$44.90</a>	<a href="#">\$47.47</a>	<a href="#">\$50.21</a>
<a href="#">U079</a>	<a href="#">Auditor - Appraiser I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$32.02</a>	<a href="#">\$33.84</a>	<a href="#">\$35.78</a>
<a href="#">U078</a>	<a href="#">Auditor - Appraiser II</a>	<a href="#">2</a>	<a href="#">\$35.39</a>	<a href="#">\$37.44</a>	<a href="#">\$39.57</a>	<a href="#">\$41.84</a>	<a href="#">\$44.25</a>
<a href="#">E354</a>	<a href="#">Banking And Cash Management Supervisor-Exempt</a>	<a href="#">5</a>	<a href="#">\$37.74</a>	<a href="#">\$39.89</a>	<a href="#">\$42.18</a>	<a href="#">\$44.61</a>	<a href="#">\$47.16</a>
<a href="#">E140</a>	<a href="#">Buyer I</a>	<a href="#">1</a>	<a href="#">\$29.71</a>	<a href="#">\$31.41</a>	<a href="#">\$33.22</a>	<a href="#">\$35.13</a>	<a href="#">\$37.14</a>
<a href="#">E125</a>	<a href="#">Buyer II</a>	<a href="#">5</a>	<a href="#">\$34.26</a>	<a href="#">\$36.23</a>	<a href="#">\$38.29</a>	<a href="#">\$40.50</a>	<a href="#">\$42.82</a>
<a href="#">B217</a>	<a href="#">C/CAG Transportation Programs Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$33.12</a>	<a href="#">\$35.02</a>	<a href="#">\$37.03</a>	<a href="#">\$39.15</a>	<a href="#">\$41.40</a>
<a href="#">B218</a>	<a href="#">C/CAG Transportation Programs Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$38.88</a>	<a href="#">\$41.11</a>	<a href="#">\$43.46</a>	<a href="#">\$45.95</a>	<a href="#">\$48.58</a>
<a href="#">E348</a>	<a href="#">Cash Management Specialist</a>	<a href="#">1</a>	<a href="#">\$27.65</a>	<a href="#">\$29.24</a>	<a href="#">\$30.93</a>	<a href="#">\$32.71</a>	<a href="#">\$34.57</a>
<a href="#">E436</a>	<a href="#">Child Support Analyst I</a>	<a href="#">1</a>	<a href="#">\$29.32</a>	<a href="#">\$31.00</a>	<a href="#">\$32.79</a>	<a href="#">\$34.66</a>	<a href="#">\$36.66</a>
<a href="#">B227</a>	<a href="#">Child Support Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.32</a>	<a href="#">\$31.00</a>	<a href="#">\$32.79</a>	<a href="#">\$34.66</a>	<a href="#">\$36.66</a>
<a href="#">E435</a>	<a href="#">Child Support Analyst II</a>	<a href="#">1</a>	<a href="#">\$30.88</a>	<a href="#">\$32.65</a>	<a href="#">\$34.53</a>	<a href="#">\$36.50</a>	<a href="#">\$38.60</a>
<a href="#">B228</a>	<a href="#">Child Support Analyst II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.88</a>	<a href="#">\$32.65</a>	<a href="#">\$34.53</a>	<a href="#">\$36.50</a>	<a href="#">\$38.60</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">E437</a>	<a href="#">Child Support Analyst III</a>	<a href="#">1</a>	<a href="#">\$33.12</a>	<a href="#">\$35.03</a>	<a href="#">\$37.04</a>	<a href="#">\$39.16</a>	<a href="#">\$41.41</a>
<a href="#">E431</a>	<a href="#">Child Support Customer Service Specialist</a>	<a href="#">1</a>	<a href="#">\$26.15</a>	<a href="#">\$27.63</a>	<a href="#">\$29.21</a>	<a href="#">\$30.92</a>	<a href="#">\$32.68</a>
<a href="#">B330</a>	<a href="#">Child Support Customer Service Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.15</a>	<a href="#">\$27.63</a>	<a href="#">\$29.21</a>	<a href="#">\$30.92</a>	<a href="#">\$32.68</a>
<a href="#">E439</a>	<a href="#">Child Support Customer Service Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$38.51</a>	<a href="#">\$40.70</a>	<a href="#">\$43.04</a>	<a href="#">\$45.51</a>	<a href="#">\$48.12</a>
<a href="#">E290</a>	<a href="#">Child Support Specialist I</a>	<a href="#">1</a>	<a href="#">\$26.16</a>	<a href="#">\$27.65</a>	<a href="#">\$29.24</a>	<a href="#">\$30.93</a>	<a href="#">\$32.70</a>
<a href="#">E291</a>	<a href="#">Child Support Specialist II</a>	<a href="#">1</a>	<a href="#">\$28.06</a>	<a href="#">\$29.67</a>	<a href="#">\$31.37</a>	<a href="#">\$33.18</a>	<a href="#">\$35.08</a>
<a href="#">E294</a>	<a href="#">Child Support Specialist III</a>	<a href="#">1</a>	<a href="#">\$30.88</a>	<a href="#">\$32.65</a>	<a href="#">\$34.53</a>	<a href="#">\$36.50</a>	<a href="#">\$38.60</a>
<a href="#">E434</a>	<a href="#">Child Support Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$38.51</a>	<a href="#">\$40.70</a>	<a href="#">\$43.04</a>	<a href="#">\$45.51</a>	<a href="#">\$48.12</a>
<a href="#">B145</a>	<a href="#">Child Support Supervisor - Unclassified / Exempt</a>	<a href="#">5</a>	<a href="#">\$38.51</a>	<a href="#">\$40.70</a>	<a href="#">\$43.04</a>	<a href="#">\$45.51</a>	<a href="#">\$48.12</a>
<a href="#">E432</a>	<a href="#">Child Support Technician</a>	<a href="#">1</a>	<a href="#">\$26.15</a>	<a href="#">\$27.63</a>	<a href="#">\$29.21</a>	<a href="#">\$30.92</a>	<a href="#">\$32.68</a>
<a href="#">K008</a>	<a href="#">Circulation Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$31.71</a>	<a href="#">\$33.53</a>	<a href="#">\$35.44</a>	<a href="#">\$37.49</a>	<a href="#">\$39.64</a>
<a href="#">G245</a>	<a href="#">Community Program Analyst I</a>	<a href="#">5</a>	<a href="#">\$33.12</a>	<a href="#">\$35.02</a>	<a href="#">\$37.03</a>	<a href="#">\$39.15</a>	<a href="#">\$41.40</a>
<a href="#">G246</a>	<a href="#">Community Program Analyst II</a>	<a href="#">5</a>	<a href="#">\$38.88</a>	<a href="#">\$41.11</a>	<a href="#">\$43.46</a>	<a href="#">\$45.95</a>	<a href="#">\$48.58</a>
<a href="#">G226</a>	<a href="#">Community Program Specialist I</a>	<a href="#">1</a>	<a href="#">\$29.57</a>	<a href="#">\$31.27</a>	<a href="#">\$33.06</a>	<a href="#">\$34.94</a>	<a href="#">\$36.97</a>
<a href="#">B182</a>	<a href="#">Community Program Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.57</a>	<a href="#">\$31.27</a>	<a href="#">\$33.06</a>	<a href="#">\$34.94</a>	<a href="#">\$36.97</a>
<a href="#">G227</a>	<a href="#">Community Program Specialist II</a>	<a href="#">5</a>	<a href="#">\$33.12</a>	<a href="#">\$35.02</a>	<a href="#">\$37.03</a>	<a href="#">\$39.15</a>	<a href="#">\$41.40</a>
<a href="#">B181</a>	<a href="#">Community Program Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$33.12</a>	<a href="#">\$35.02</a>	<a href="#">\$37.03</a>	<a href="#">\$39.15</a>	<a href="#">\$41.40</a>
<a href="#">B180</a>	<a href="#">Community Program Specialist III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$38.88</a>	<a href="#">\$41.11</a>	<a href="#">\$43.46</a>	<a href="#">\$45.95</a>	<a href="#">\$48.58</a>
<a href="#">G236</a>	<a href="#">Community Program Supervisor</a>	<a href="#">5</a>	<a href="#">\$42.76</a>	<a href="#">\$45.21</a>	<a href="#">\$47.81</a>	<a href="#">\$50.54</a>	<a href="#">\$53.46</a>
<a href="#">N060</a>	<a href="#">Construction Inspector I</a>	<a href="#">1</a>	<a href="#">\$33.32</a>	<a href="#">\$35.25</a>	<a href="#">\$37.24</a>	<a href="#">\$39.38</a>	<a href="#">\$41.65</a>
<a href="#">N062</a>	<a href="#">Construction Inspector II</a>	<a href="#">1</a>	<a href="#">\$39.19</a>	<a href="#">\$41.42</a>	<a href="#">\$43.82</a>	<a href="#">\$46.31</a>	<a href="#">\$48.97</a>
<a href="#">G247</a>	<a href="#">Contract Administrator I</a>	<a href="#">5</a>	<a href="#">\$33.12</a>	<a href="#">\$35.02</a>	<a href="#">\$37.03</a>	<a href="#">\$39.15</a>	<a href="#">\$41.40</a>
<a href="#">G248</a>	<a href="#">Contract Administrator II</a>	<a href="#">5</a>	<a href="#">\$38.88</a>	<a href="#">\$41.11</a>	<a href="#">\$43.46</a>	<a href="#">\$45.95</a>	<a href="#">\$48.58</a>
<a href="#">E310</a>	<a href="#">Copy Operator</a>	<a href="#">1</a>	<a href="#">\$21.98</a>	<a href="#">\$23.22</a>	<a href="#">\$24.56</a>	<a href="#">\$25.99</a>	<a href="#">\$27.48</a>
<a href="#">E423</a>	<a href="#">Data Entry Operator I</a>	<a href="#">1</a>	<a href="#">\$18.98</a>	<a href="#">\$20.06</a>	<a href="#">\$21.21</a>	<a href="#">\$22.43</a>	<a href="#">\$23.72</a>
<a href="#">E424</a>	<a href="#">Data Entry Operator II</a>	<a href="#">1</a>	<a href="#">\$21.98</a>	<a href="#">\$23.22</a>	<a href="#">\$24.56</a>	<a href="#">\$25.99</a>	<a href="#">\$27.48</a>
<a href="#">E426</a>	<a href="#">Data Entry Supervisor</a>	<a href="#">5</a>	<a href="#">\$27.49</a>	<a href="#">\$29.06</a>	<a href="#">\$30.73</a>	<a href="#">\$32.49</a>	<a href="#">\$34.35</a>
<a href="#">N017</a>	<a href="#">Delineator I</a>	<a href="#">1</a>	<a href="#">\$31.09</a>	<a href="#">\$32.86</a>	<a href="#">\$34.76</a>	<a href="#">\$36.74</a>	<a href="#">\$38.86</a>
<a href="#">E531</a>	<a href="#">Departmental Data Processing Specialist</a>	<a href="#">1</a>	<a href="#">\$29.72</a>	<a href="#">\$31.42</a>	<a href="#">\$33.23</a>	<a href="#">\$35.14</a>	<a href="#">\$37.15</a>
<a href="#">V233</a>	<a href="#">Departmental Systems Analyst</a>	<a href="#">5</a>	<a href="#">\$46.83</a>	<a href="#">\$49.52</a>	<a href="#">\$52.36</a>	<a href="#">\$55.36</a>	<a href="#">\$58.54</a>
<a href="#">Q002</a>	<a href="#">District Coordinator, Sheriff's Office Of Emergency Services</a>	<a href="#">5</a>	<a href="#">\$35.39</a>	<a href="#">\$37.44</a>	<a href="#">\$39.57</a>	<a href="#">\$41.84</a>	<a href="#">\$44.25</a>
<a href="#">B321</a>	<a href="#">District Coordinator, Sheriff's Office Of Emergency Services - Unclassified</a>	<a href="#">5</a>	<a href="#">\$35.39</a>	<a href="#">\$37.44</a>	<a href="#">\$39.57</a>	<a href="#">\$41.84</a>	<a href="#">\$44.25</a>
<a href="#">N053</a>	<a href="#">Drafting Technician I</a>	<a href="#">1</a>	<a href="#">\$28.92</a>	<a href="#">\$30.60</a>	<a href="#">\$32.33</a>	<a href="#">\$34.20</a>	<a href="#">\$36.15</a>
<a href="#">N052</a>	<a href="#">Drafting Technician II</a>	<a href="#">1</a>	<a href="#">\$33.91</a>	<a href="#">\$35.86</a>	<a href="#">\$37.91</a>	<a href="#">\$40.09</a>	<a href="#">\$42.39</a>
<a href="#">E452</a>	<a href="#">Election Technician</a>	<a href="#">1</a>	<a href="#">\$24.92</a>	<a href="#">\$26.34</a>	<a href="#">\$27.85</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>
<a href="#">B032</a>	<a href="#">Elections Graphics Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.89</a>	<a href="#">\$33.71</a>	<a href="#">\$35.64</a>	<a href="#">\$37.71</a>	<a href="#">\$39.85</a>
<a href="#">E166</a>	<a href="#">Elections Specialist I</a>	<a href="#">1</a>	<a href="#">\$23.91</a>	<a href="#">\$25.29</a>	<a href="#">\$26.74</a>	<a href="#">\$28.28</a>	<a href="#">\$29.89</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E167	<a href="#">Elections Specialist II</a>	<a href="#">1</a>	<a href="#">\$27.18</a>	<a href="#">\$28.72</a>	<a href="#">\$30.38</a>	<a href="#">\$32.12</a>	<a href="#">\$33.97</a>
E168	<a href="#">Elections Specialist III</a>	<a href="#">1</a>	<a href="#">\$36.21</a>	<a href="#">\$38.28</a>	<a href="#">\$40.49</a>	<a href="#">\$42.81</a>	<a href="#">\$45.26</a>
E169	<a href="#">Elections Specialist Supervisor</a>	<a href="#">5</a>	<a href="#">\$41.64</a>	<a href="#">\$44.02</a>	<a href="#">\$46.56</a>	<a href="#">\$49.23</a>	<a href="#">\$52.05</a>
E443	<a href="#">Estate Property Officer</a>	<a href="#">1</a>	<a href="#">\$26.12</a>	<a href="#">\$27.62</a>	<a href="#">\$29.20</a>	<a href="#">\$30.90</a>	<a href="#">\$32.65</a>
B327	<a href="#">Estate Property Officer - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.12</a>	<a href="#">\$27.62</a>	<a href="#">\$29.20</a>	<a href="#">\$30.90</a>	<a href="#">\$32.65</a>
B160	<a href="#">First 5 Program Specialist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$33.12</a>	<a href="#">\$35.02</a>	<a href="#">\$37.03</a>	<a href="#">\$39.15</a>	<a href="#">\$41.40</a>
B161	<a href="#">First 5 Program Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$38.88</a>	<a href="#">\$41.11</a>	<a href="#">\$43.46</a>	<a href="#">\$45.95</a>	<a href="#">\$48.58</a>
E346	<a href="#">Fiscal Office Assistant I</a>	<a href="#">1</a>	<a href="#">\$21.67</a>	<a href="#">\$22.90</a>	<a href="#">\$24.23</a>	<a href="#">\$25.63</a>	<a href="#">\$27.10</a>
B042	<a href="#">Fiscal Office Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$21.67</a>	<a href="#">\$22.90</a>	<a href="#">\$24.23</a>	<a href="#">\$25.63</a>	<a href="#">\$27.10</a>
E347	<a href="#">Fiscal Office Assistant II</a>	<a href="#">1</a>	<a href="#">\$22.84</a>	<a href="#">\$24.16</a>	<a href="#">\$25.51</a>	<a href="#">\$27.00</a>	<a href="#">\$28.55</a>
B020	<a href="#">Fiscal Office Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$22.84</a>	<a href="#">\$24.16</a>	<a href="#">\$25.51</a>	<a href="#">\$27.00</a>	<a href="#">\$28.55</a>
E534	<a href="#">Fiscal Office Services Supervisor</a>	<a href="#">1</a>	<a href="#">\$31.09</a>	<a href="#">\$32.86</a>	<a href="#">\$34.76</a>	<a href="#">\$36.74</a>	<a href="#">\$38.86</a>
E351	<a href="#">Fiscal Office Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$31.09</a>	<a href="#">\$32.86</a>	<a href="#">\$34.76</a>	<a href="#">\$36.74</a>	<a href="#">\$38.86</a>
E350	<a href="#">Fiscal Office Specialist</a>	<a href="#">1</a>	<a href="#">\$26.16</a>	<a href="#">\$27.65</a>	<a href="#">\$29.24</a>	<a href="#">\$30.93</a>	<a href="#">\$32.70</a>
B067	<a href="#">Fiscal Office Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.16</a>	<a href="#">\$27.65</a>	<a href="#">\$29.24</a>	<a href="#">\$30.93</a>	<a href="#">\$32.70</a>
V057	<a href="#">GIS Supervisor</a>	<a href="#">1</a>	<a href="#">\$41.81</a>	<a href="#">\$44.20</a>	<a href="#">\$46.74</a>	<a href="#">\$49.41</a>	<a href="#">\$52.25</a>
V054	<a href="#">GIS Technician I</a>	<a href="#">1</a>	<a href="#">\$28.92</a>	<a href="#">\$30.60</a>	<a href="#">\$32.33</a>	<a href="#">\$34.20</a>	<a href="#">\$36.15</a>
V055	<a href="#">GIS Technician II</a>	<a href="#">1</a>	<a href="#">\$33.91</a>	<a href="#">\$35.86</a>	<a href="#">\$37.91</a>	<a href="#">\$40.09</a>	<a href="#">\$42.39</a>
V056	<a href="#">GIS Technician III</a>	<a href="#">1</a>	<a href="#">\$40.21</a>	<a href="#">\$40.19</a>	<a href="#">\$42.49</a>	<a href="#">\$44.93</a>	<a href="#">\$47.50</a>
N043	<a href="#">Graphics Communications Specialist</a>	<a href="#">1</a>	<a href="#">\$38.82</a>	<a href="#">\$41.05</a>	<a href="#">\$43.41</a>	<a href="#">\$45.90</a>	<a href="#">\$48.52</a>
N041	<a href="#">Graphics Specialist</a>	<a href="#">1</a>	<a href="#">\$31.09</a>	<a href="#">\$32.86</a>	<a href="#">\$34.76</a>	<a href="#">\$36.74</a>	<a href="#">\$38.86</a>
B028	<a href="#">Graphics Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.09</a>	<a href="#">\$32.86</a>	<a href="#">\$34.76</a>	<a href="#">\$36.74</a>	<a href="#">\$38.86</a>
E483	<a href="#">Health Benefits Analyst I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$28.71</a>	<a href="#">\$30.36</a>	<a href="#">\$32.10</a>
E484	<a href="#">Health Benefits Analyst II</a>	<a href="#">1</a>	<a href="#">\$29.08</a>	<a href="#">\$30.76</a>	<a href="#">\$32.52</a>	<a href="#">\$34.39</a>	<a href="#">\$36.37</a>
E486	<a href="#">Health Benefits Supervisor</a>	<a href="#">5</a>	<a href="#">\$39.38</a>	<a href="#">\$41.65</a>	<a href="#">\$44.03</a>	<a href="#">\$46.57</a>	<a href="#">\$49.24</a>
E418	<a href="#">Hospital Unit Coordinator</a>	<a href="#">1</a>	<a href="#">\$24.50</a>	<a href="#">\$25.91</a>	<a href="#">\$27.38</a>	<a href="#">\$28.95</a>	<a href="#">\$30.63</a>
V235	<a href="#">Information Technology Analyst</a>	<a href="#">5</a>	<a href="#">\$46.83</a>	<a href="#">\$49.52</a>	<a href="#">\$52.36</a>	<a href="#">\$55.36</a>	<a href="#">\$58.54</a>
B152	<a href="#">Information Technology Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$46.83</a>	<a href="#">\$49.52</a>	<a href="#">\$52.36</a>	<a href="#">\$55.36</a>	<a href="#">\$58.54</a>
V240	<a href="#">Information Technology Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
B136	<a href="#">Information Technology Supervisor - Unclassified</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V230	<a href="#">Information Technology Technician</a>	<a href="#">5</a>	<a href="#">\$37.12</a>	<a href="#">\$39.26</a>	<a href="#">\$41.51</a>	<a href="#">\$43.89</a>	<a href="#">\$46.39</a>
B150	<a href="#">Information Technology Technician - Unclassified</a>	<a href="#">5</a>	<a href="#">\$37.12</a>	<a href="#">\$39.26</a>	<a href="#">\$41.51</a>	<a href="#">\$43.89</a>	<a href="#">\$46.39</a>
E095	<a href="#">Internal Auditor I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$34.57</a>	<a href="#">\$36.54</a>	<a href="#">\$38.65</a>
E094	<a href="#">Internal Auditor II</a>	<a href="#">5</a>	<a href="#">\$36.10</a>	<a href="#">\$38.18</a>	<a href="#">\$40.37</a>	<a href="#">\$42.69</a>	<a href="#">\$45.13</a>
E014	<a href="#">Investment Services Specialist I</a>	<a href="#">1</a>	<a href="#">\$28.10</a>	<a href="#">\$29.71</a>	<a href="#">\$31.42</a>	<a href="#">\$33.23</a>	<a href="#">\$35.14</a>
E015	<a href="#">Investment Services Specialist II</a>	<a href="#">2</a>	<a href="#">\$31.75</a>	<a href="#">\$33.56</a>	<a href="#">\$35.50</a>	<a href="#">\$37.52</a>	<a href="#">\$39.69</a>
V263	<a href="#">IS Application Support - Senior</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V260	<a href="#">IS Application Support Analyst I</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.45</a>	<a href="#">\$44.90</a>	<a href="#">\$47.47</a>	<a href="#">\$50.21</a>
V261	<a href="#">IS Application Support Analyst II</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.50</a>	<a href="#">\$53.42</a>	<a href="#">\$56.48</a>	<a href="#">\$59.72</a>
V262	<a href="#">IS Application Support Analyst III</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V304	<a href="#">IS Application Support Supervisor</a>	<a href="#">5</a>	<a href="#">\$54.66</a>	<a href="#">\$57.79</a>	<a href="#">\$61.11</a>	<a href="#">\$64.63</a>	<a href="#">\$68.33</a>
V267	<a href="#">IS Business Analyst - Senior</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
V264	<a href="#">IS Business Analyst I</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.45</a>	<a href="#">\$44.90</a>	<a href="#">\$47.47</a>	<a href="#">\$50.21</a>
V265	<a href="#">IS Business Analyst II</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.50</a>	<a href="#">\$53.42</a>	<a href="#">\$56.48</a>	<a href="#">\$59.72</a>
B194	<a href="#">IS Business Analyst II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.50</a>	<a href="#">\$53.42</a>	<a href="#">\$56.48</a>	<a href="#">\$59.72</a>
V266	<a href="#">IS Business Analyst III</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V300	<a href="#">IS Business Supervisor</a>	<a href="#">5</a>	<a href="#">\$54.66</a>	<a href="#">\$57.79</a>	<a href="#">\$61.11</a>	<a href="#">\$64.63</a>	<a href="#">\$68.33</a>
V271	<a href="#">IS Client Systems Specialist - Senior</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V268	<a href="#">IS Client Systems Specialist I</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.45</a>	<a href="#">\$44.90</a>	<a href="#">\$47.47</a>	<a href="#">\$50.21</a>
V269	<a href="#">IS Client Systems Specialist II</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.50</a>	<a href="#">\$53.42</a>	<a href="#">\$56.48</a>	<a href="#">\$59.72</a>
V270	<a href="#">IS Client Systems Specialist III</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V301	<a href="#">IS Client Systems Supervisor</a>	<a href="#">5</a>	<a href="#">\$54.66</a>	<a href="#">\$57.79</a>	<a href="#">\$61.11</a>	<a href="#">\$64.63</a>	<a href="#">\$68.33</a>
V283	<a href="#">IS Communications Specialist - Senior</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V280	<a href="#">IS Communications Specialist I</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.45</a>	<a href="#">\$44.90</a>	<a href="#">\$47.47</a>	<a href="#">\$50.21</a>
V281	<a href="#">IS Communications Specialist II</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.50</a>	<a href="#">\$53.42</a>	<a href="#">\$56.48</a>	<a href="#">\$59.72</a>
V282	<a href="#">IS Communications Specialist III</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V307	<a href="#">IS Communications Supervisor</a>	<a href="#">5</a>	<a href="#">\$54.66</a>	<a href="#">\$57.79</a>	<a href="#">\$61.11</a>	<a href="#">\$64.63</a>	<a href="#">\$68.33</a>
V275	<a href="#">IS Data Specialist - Senior</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V272	<a href="#">IS Data Specialist I</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.45</a>	<a href="#">\$44.90</a>	<a href="#">\$47.47</a>	<a href="#">\$50.21</a>
V273	<a href="#">IS Data Specialist II</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.50</a>	<a href="#">\$53.42</a>	<a href="#">\$56.48</a>	<a href="#">\$59.72</a>
V274	<a href="#">IS Data Specialist III</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V302	<a href="#">IS Data Supervisor</a>	<a href="#">5</a>	<a href="#">\$54.66</a>	<a href="#">\$57.79</a>	<a href="#">\$61.11</a>	<a href="#">\$64.63</a>	<a href="#">\$68.33</a>
V305	<a href="#">IS Project Manager I</a>	<a href="#">5</a>	<a href="#">\$54.66</a>	<a href="#">\$57.79</a>	<a href="#">\$61.11</a>	<a href="#">\$64.63</a>	<a href="#">\$68.33</a>
V306	<a href="#">IS Project Manager II</a>	<a href="#">5</a>	<a href="#">\$57.79</a>	<a href="#">\$61.11</a>	<a href="#">\$64.63</a>	<a href="#">\$68.33</a>	<a href="#">\$72.24</a>
V279	<a href="#">IS Systems Specialist - Senior</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V276	<a href="#">IS Systems Specialist I</a>	<a href="#">5</a>	<a href="#">\$40.14</a>	<a href="#">\$42.45</a>	<a href="#">\$44.90</a>	<a href="#">\$47.47</a>	<a href="#">\$50.21</a>
V277	<a href="#">IS Systems Specialist II</a>	<a href="#">5</a>	<a href="#">\$47.78</a>	<a href="#">\$50.50</a>	<a href="#">\$53.42</a>	<a href="#">\$56.48</a>	<a href="#">\$59.72</a>
V278	<a href="#">IS Systems Specialist III</a>	<a href="#">5</a>	<a href="#">\$51.34</a>	<a href="#">\$54.28</a>	<a href="#">\$57.40</a>	<a href="#">\$60.68</a>	<a href="#">\$64.16</a>
V303	<a href="#">IS Systems Supervisor</a>	<a href="#">5</a>	<a href="#">\$54.66</a>	<a href="#">\$57.79</a>	<a href="#">\$61.11</a>	<a href="#">\$64.63</a>	<a href="#">\$68.33</a>
E324	<a href="#">Lead Assessor / Recorder Technician</a>	<a href="#">1</a>	<a href="#">\$24.92</a>	<a href="#">\$26.34</a>	<a href="#">\$27.85</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>
E124	<a href="#">Lead Buyer</a>	<a href="#">5</a>	<a href="#">\$37.66</a>	<a href="#">\$39.84</a>	<a href="#">\$42.13</a>	<a href="#">\$44.54</a>	<a href="#">\$47.09</a>
E438	<a href="#">Lead Child Support Customer Service Specialist</a>	<a href="#">1</a>	<a href="#">\$30.88</a>	<a href="#">\$32.65</a>	<a href="#">\$34.53</a>	<a href="#">\$36.50</a>	<a href="#">\$38.60</a>
E550	<a href="#">Lead Copy Operator</a>	<a href="#">1</a>	<a href="#">\$24.66</a>	<a href="#">\$26.08</a>	<a href="#">\$27.57</a>	<a href="#">\$29.15</a>	<a href="#">\$30.83</a>
E395	<a href="#">Lead Deputy Court Clerk</a>	<a href="#">1</a>	<a href="#">\$27.58</a>	<a href="#">\$29.16</a>	<a href="#">\$30.84</a>	<a href="#">\$32.60</a>	<a href="#">\$34.49</a>
E442	<a href="#">Lead Estate Property Officer</a>	<a href="#">1</a>	<a href="#">\$28.72</a>	<a href="#">\$30.38</a>	<a href="#">\$32.13</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>
E349	<a href="#">Lead Fiscal Office Assistant</a>	<a href="#">1</a>	<a href="#">\$24.92</a>	<a href="#">\$26.34</a>	<a href="#">\$27.85</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>
B025	<a href="#">Lead Fiscal Office Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.92</a>	<a href="#">\$26.34</a>	<a href="#">\$27.85</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>
E485	<a href="#">Lead Health Benefits Analyst</a>	<a href="#">1</a>	<a href="#">\$31.28</a>	<a href="#">\$33.07</a>	<a href="#">\$34.95</a>	<a href="#">\$36.98</a>	<a href="#">\$39.08</a>
E374	<a href="#">Lead Legal Office Assistant</a>	<a href="#">1</a>	<a href="#">\$28.76</a>	<a href="#">\$30.40</a>	<a href="#">\$32.14</a>	<a href="#">\$33.99</a>	<a href="#">\$35.94</a>
B030	<a href="#">Lead Legal Office Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.76</a>	<a href="#">\$30.40</a>	<a href="#">\$32.14</a>	<a href="#">\$33.99</a>	<a href="#">\$35.94</a>
E389	<a href="#">Lead Legal Process Technician</a>	<a href="#">1</a>	<a href="#">\$26.34</a>	<a href="#">\$27.85</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>	<a href="#">\$32.93</a>
B073	<a href="#">Lead Legal Process Technician - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.34</a>	<a href="#">\$27.85</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>	<a href="#">\$32.93</a>
E379	<a href="#">Lead Legal Secretary</a>	<a href="#">1</a>	<a href="#">\$31.88</a>	<a href="#">\$33.70</a>	<a href="#">\$35.64</a>	<a href="#">\$37.68</a>	<a href="#">\$39.84</a>
E356	<a href="#">Lead Legal Word Processor</a>	<a href="#">1</a>	<a href="#">\$29.46</a>	<a href="#">\$31.15</a>	<a href="#">\$32.94</a>	<a href="#">\$34.83</a>	<a href="#">\$36.82</a>
E401	<a href="#">Lead Mail Services Driver</a>	<a href="#">1</a>	<a href="#">\$24.66</a>	<a href="#">\$26.08</a>	<a href="#">\$27.57</a>	<a href="#">\$29.15</a>	<a href="#">\$30.83</a>
E419	<a href="#">Lead Medical Office Assistant</a>	<a href="#">1</a>	<a href="#">\$27.60</a>	<a href="#">\$29.18</a>	<a href="#">\$30.86</a>	<a href="#">\$32.62</a>	<a href="#">\$34.51</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E336	<a href="#">Lead Office Assistant</a>	<a href="#">1</a>	<a href="#">\$24.26</a>	<a href="#">\$25.66</a>	<a href="#">\$27.13</a>	<a href="#">\$28.68</a>	<a href="#">\$30.32</a>
E413	<a href="#">Lead Patient Services Assistant</a>	<a href="#">1</a>	<a href="#">\$28.02</a>	<a href="#">\$29.65</a>	<a href="#">\$31.35</a>	<a href="#">\$33.13</a>	<a href="#">\$35.05</a>
B031	<a href="#">Lead Patient Services Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.02</a>	<a href="#">\$29.65</a>	<a href="#">\$31.35</a>	<a href="#">\$33.13</a>	<a href="#">\$35.05</a>
V102	<a href="#">Lead Production Technician</a>	<a href="#">1</a>	<a href="#">\$30.70</a>	<a href="#">\$32.47</a>	<a href="#">\$34.33</a>	<a href="#">\$36.32</a>	<a href="#">\$38.37</a>
E450	<a href="#">Lead Property Transfer Assistant</a>	<a href="#">1</a>	<a href="#">\$26.78</a>	<a href="#">\$28.32</a>	<a href="#">\$29.93</a>	<a href="#">\$31.67</a>	<a href="#">\$33.47</a>
E482	<a href="#">Lead Records Center Assistant</a>	<a href="#">1</a>	<a href="#">\$26.34</a>	<a href="#">\$27.85</a>	<a href="#">\$29.44</a>	<a href="#">\$31.13</a>	<a href="#">\$32.93</a>
E456	<a href="#">Lead Revenue Collector</a>	<a href="#">1</a>	<a href="#">\$32.03</a>	<a href="#">\$33.86</a>	<a href="#">\$35.80</a>	<a href="#">\$37.86</a>	<a href="#">\$40.03</a>
E408	<a href="#">Lead Storekeeper</a>	<a href="#">1</a>	<a href="#">\$25.68</a>	<a href="#">\$27.15</a>	<a href="#">\$28.70</a>	<a href="#">\$30.35</a>	<a href="#">\$32.09</a>
E357	<a href="#">Lead Word Processor</a>	<a href="#">1</a>	<a href="#">\$25.47</a>	<a href="#">\$26.93</a>	<a href="#">\$28.49</a>	<a href="#">\$30.12</a>	<a href="#">\$31.86</a>
E372	<a href="#">Legal Office Assistant I</a>	<a href="#">1</a>	<a href="#">\$23.84</a>	<a href="#">\$25.21</a>	<a href="#">\$26.63</a>	<a href="#">\$28.17</a>	<a href="#">\$29.79</a>
B137	<a href="#">Legal Office Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.84</a>	<a href="#">\$25.21</a>	<a href="#">\$26.63</a>	<a href="#">\$28.17</a>	<a href="#">\$29.79</a>
E373	<a href="#">Legal Office Assistant II</a>	<a href="#">1</a>	<a href="#">\$25.13</a>	<a href="#">\$26.56</a>	<a href="#">\$28.09</a>	<a href="#">\$29.70</a>	<a href="#">\$31.41</a>
B138	<a href="#">Legal Office Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.13</a>	<a href="#">\$26.56</a>	<a href="#">\$28.09</a>	<a href="#">\$29.70</a>	<a href="#">\$31.41</a>
E376	<a href="#">Legal Office Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$34.22</a>	<a href="#">\$36.18</a>	<a href="#">\$38.25</a>	<a href="#">\$40.45</a>	<a href="#">\$42.76</a>
E375	<a href="#">Legal Office Specialist</a>	<a href="#">1</a>	<a href="#">\$28.76</a>	<a href="#">\$30.40</a>	<a href="#">\$32.14</a>	<a href="#">\$33.99</a>	<a href="#">\$35.94</a>
B055	<a href="#">Legal Office Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.76</a>	<a href="#">\$30.40</a>	<a href="#">\$32.14</a>	<a href="#">\$33.99</a>	<a href="#">\$35.94</a>
E387	<a href="#">Legal Process Technician I</a>	<a href="#">1</a>	<a href="#">\$21.94</a>	<a href="#">\$23.20</a>	<a href="#">\$24.54</a>	<a href="#">\$25.95</a>	<a href="#">\$27.44</a>
B071	<a href="#">Legal Process Technician I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$21.94</a>	<a href="#">\$23.20</a>	<a href="#">\$24.54</a>	<a href="#">\$25.95</a>	<a href="#">\$27.44</a>
E377	<a href="#">Legal Secretary I</a>	<a href="#">1</a>	<a href="#">\$26.62</a>	<a href="#">\$28.16</a>	<a href="#">\$29.78</a>	<a href="#">\$31.48</a>	<a href="#">\$33.29</a>
E378	<a href="#">Legal Secretary II</a>	<a href="#">1</a>	<a href="#">\$29.64</a>	<a href="#">\$31.35</a>	<a href="#">\$33.13</a>	<a href="#">\$35.05</a>	<a href="#">\$37.06</a>
E355	<a href="#">Legal Word Processor</a>	<a href="#">1</a>	<a href="#">\$26.70</a>	<a href="#">\$28.24</a>	<a href="#">\$29.85</a>	<a href="#">\$31.54</a>	<a href="#">\$33.36</a>
B068	<a href="#">Legal Word Processor - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.70</a>	<a href="#">\$28.24</a>	<a href="#">\$29.85</a>	<a href="#">\$31.54</a>	<a href="#">\$33.36</a>
K001	<a href="#">Librarian I</a>	<a href="#">5</a>	<a href="#">\$31.56</a>	<a href="#">\$33.36</a>	<a href="#">\$35.29</a>	<a href="#">\$37.33</a>	<a href="#">\$39.44</a>
K002	<a href="#">Librarian II</a>	<a href="#">5</a>	<a href="#">\$34.41</a>	<a href="#">\$36.39</a>	<a href="#">\$38.48</a>	<a href="#">\$40.67</a>	<a href="#">\$43.00</a>
E071	<a href="#">Library Aide - Extra Help</a>	<a href="#">1</a>	<a href="#">\$16.64</a>	<a href="#">\$17.60</a>	<a href="#">\$18.61</a>	<a href="#">\$19.68</a>	<a href="#">\$20.81</a>
K011	<a href="#">Library Assistant Bookmobile Operator</a>	<a href="#">1</a>	<a href="#">\$27.56</a>	<a href="#">\$29.14</a>	<a href="#">\$30.80</a>	<a href="#">\$32.57</a>	<a href="#">\$34.44</a>
K009	<a href="#">Library Assistant I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$24.16</a>	<a href="#">\$25.51</a>	<a href="#">\$27.00</a>
K010	<a href="#">Library Assistant II</a>	<a href="#">1</a>	<a href="#">\$25.49</a>	<a href="#">\$26.95</a>	<a href="#">\$28.52</a>	<a href="#">\$30.14</a>	<a href="#">\$31.88</a>
K014	<a href="#">Library Technician I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$24.16</a>	<a href="#">\$25.51</a>	<a href="#">\$27.00</a>
K012	<a href="#">Library Technician II</a>	<a href="#">1</a>	<a href="#">\$25.49</a>	<a href="#">\$26.95</a>	<a href="#">\$28.52</a>	<a href="#">\$30.14</a>	<a href="#">\$31.88</a>
K007	<a href="#">Literacy Specialist</a>	<a href="#">1</a>	<a href="#">\$31.18</a>	<a href="#">\$32.98</a>	<a href="#">\$34.86</a>	<a href="#">\$36.86</a>	<a href="#">\$38.98</a>
E399	<a href="#">Mail Services Aide</a>	<a href="#">1</a>	<a href="#">\$18.98</a>	<a href="#">\$20.06</a>	<a href="#">\$21.21</a>	<a href="#">\$22.43</a>	<a href="#">\$23.72</a>
E400	<a href="#">Mail Services Driver</a>	<a href="#">1</a>	<a href="#">\$22.02</a>	<a href="#">\$23.26</a>	<a href="#">\$24.62</a>	<a href="#">\$26.04</a>	<a href="#">\$27.53</a>
E416	<a href="#">Medical Office Assistant I</a>	<a href="#">1</a>	<a href="#">\$22.10</a>	<a href="#">\$23.37</a>	<a href="#">\$24.71</a>	<a href="#">\$26.12</a>	<a href="#">\$27.62</a>
B077	<a href="#">Medical Office Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$22.10</a>	<a href="#">\$23.37</a>	<a href="#">\$24.71</a>	<a href="#">\$26.12</a>	<a href="#">\$27.62</a>
E417	<a href="#">Medical Office Assistant II</a>	<a href="#">1</a>	<a href="#">\$23.82</a>	<a href="#">\$25.16</a>	<a href="#">\$26.61</a>	<a href="#">\$28.15</a>	<a href="#">\$29.76</a>
B078	<a href="#">Medical Office Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.82</a>	<a href="#">\$25.16</a>	<a href="#">\$26.61</a>	<a href="#">\$28.15</a>	<a href="#">\$29.76</a>
E421	<a href="#">Medical Office Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$32.84</a>	<a href="#">\$34.72</a>	<a href="#">\$36.71</a>	<a href="#">\$38.82</a>	<a href="#">\$41.05</a>
E420	<a href="#">Medical Office Specialist</a>	<a href="#">1</a>	<a href="#">\$27.60</a>	<a href="#">\$29.18</a>	<a href="#">\$30.86</a>	<a href="#">\$32.62</a>	<a href="#">\$34.51</a>
B076	<a href="#">Medical Office Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$27.60</a>	<a href="#">\$29.18</a>	<a href="#">\$30.86</a>	<a href="#">\$32.62</a>	<a href="#">\$34.51</a>
E361	<a href="#">Medical Transcriptionist</a>	<a href="#">1</a>	<a href="#">\$25.77</a>	<a href="#">\$27.26</a>	<a href="#">\$28.83</a>	<a href="#">\$30.48</a>	<a href="#">\$32.23</a>
E422	<a href="#">Mobile Health Services Assistant</a>	<a href="#">1</a>	<a href="#">\$25.92</a>	<a href="#">\$27.39</a>	<a href="#">\$28.96</a>	<a href="#">\$30.64</a>	<a href="#">\$32.40</a>
E334	<a href="#">Office Assistant I</a>	<a href="#">1</a>	<a href="#">\$19.12</a>	<a href="#">\$20.21</a>	<a href="#">\$21.36</a>	<a href="#">\$22.59</a>	<a href="#">\$23.89</a>
B069	<a href="#">Office Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$19.12</a>	<a href="#">\$20.21</a>	<a href="#">\$21.36</a>	<a href="#">\$22.59</a>	<a href="#">\$23.89</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E335	Office Assistant II	<u>1</u>	<u>\$21.98</u>	<u>\$23.22</u>	<u>\$24.56</u>	<u>\$25.99</u>	<u>\$27.48</u>
B070	Office Assistant II - Unclassified	<u>1</u>	<u>\$21.98</u>	<u>\$23.22</u>	<u>\$24.56</u>	<u>\$25.99</u>	<u>\$27.48</u>
E338	Office Services Supervisor - Exempt	<u>5</u>	<u>\$29.56</u>	<u>\$31.26</u>	<u>\$33.05</u>	<u>\$34.93</u>	<u>\$36.94</u>
E337	Office Specialist	<u>1</u>	<u>\$24.26</u>	<u>\$25.66</u>	<u>\$27.13</u>	<u>\$28.68</u>	<u>\$30.32</u>
B019	Office Specialist - Unclassified	<u>1</u>	<u>\$24.26</u>	<u>\$25.66</u>	<u>\$27.13</u>	<u>\$28.68</u>	<u>\$30.32</u>
E008	Paralegal	<u>1</u>	<u>\$31.88</u>	<u>\$33.70</u>	<u>\$35.64</u>	<u>\$37.68</u>	<u>\$39.84</u>
B008	Paralegal - Unclassified	<u>1</u>	<u>\$31.88</u>	<u>\$33.70</u>	<u>\$35.64</u>	<u>\$37.68</u>	<u>\$39.84</u>
E411	Patient Services Assistant I	<u>1</u>	<u>\$23.21</u>	<u>\$24.55</u>	<u>\$25.98</u>	<u>\$27.46</u>	<u>\$29.03</u>
B083	Patient Services Assistant I - Unclassified	<u>1</u>	<u>\$23.21</u>	<u>\$24.55</u>	<u>\$25.98</u>	<u>\$27.46</u>	<u>\$29.03</u>
E412	Patient Services Assistant II	<u>1</u>	<u>\$24.50</u>	<u>\$25.91</u>	<u>\$27.38</u>	<u>\$28.95</u>	<u>\$30.63</u>
B084	Patient Services Assistant II - Unclassified	<u>1</u>	<u>\$24.50</u>	<u>\$25.91</u>	<u>\$27.38</u>	<u>\$28.95</u>	<u>\$30.63</u>
E414	Patient Services Specialist	<u>1</u>	<u>\$28.02</u>	<u>\$29.65</u>	<u>\$31.35</u>	<u>\$33.13</u>	<u>\$35.05</u>
B244	Patient Services Specialist - Unclassified	<u>1</u>	<u>\$28.02</u>	<u>\$29.65</u>	<u>\$31.35</u>	<u>\$33.13</u>	<u>\$35.05</u>
E415	Patient Services Supervisor - Exempt	<u>1</u>	<u>\$34.85</u>	<u>\$36.84</u>	<u>\$38.96</u>	<u>\$41.19</u>	<u>\$43.56</u>
B085	Patient Services Supervisor - Unclassified	<u>1</u>	<u>\$34.85</u>	<u>\$36.84</u>	<u>\$38.96</u>	<u>\$41.19</u>	<u>\$43.56</u>
E403	Payroll / Personnel Services Specialist	<u>1</u>	<u>\$26.16</u>	<u>\$27.65</u>	<u>\$29.24</u>	<u>\$30.93</u>	<u>\$32.70</u>
U045	Principal Appraiser - Exempt	<u>2</u>	<u>\$47.55</u>	<u>\$50.29</u>	<u>\$53.16</u>	<u>\$56.21</u>	<u>\$59.46</u>
U077	Principal Auditor - Appraiser - Exempt	<u>2</u>	<u>\$47.55</u>	<u>\$50.29</u>	<u>\$53.16</u>	<u>\$56.21</u>	<u>\$59.46</u>
B049	Principal Auditor / Appraiser - Unclassified	<u>2</u>	<u>\$47.55</u>	<u>\$50.29</u>	<u>\$53.16</u>	<u>\$56.21</u>	<u>\$59.46</u>
V100	Production Technician I	<u>1</u>	<u>\$24.16</u>	<u>\$25.52</u>	<u>\$27.00</u>	<u>\$28.55</u>	<u>\$30.19</u>
V101	Production Technician II	<u>1</u>	<u>\$26.70</u>	<u>\$28.24</u>	<u>\$29.85</u>	<u>\$31.54</u>	<u>\$33.36</u>
G243	Program Coordinator I	<u>5</u>	<u>\$33.12</u>	<u>\$35.02</u>	<u>\$37.03</u>	<u>\$39.15</u>	<u>\$41.40</u>
G244	Program Coordinator II	<u>5</u>	<u>\$38.88</u>	<u>\$41.11</u>	<u>\$43.46</u>	<u>\$45.95</u>	<u>\$48.58</u>
K006	Project Read Program Director	<u>1</u>	<u>\$36.69</u>	<u>\$38.78</u>	<u>\$41.02</u>	<u>\$43.36</u>	<u>\$45.85</u>
E018	Property Tax Specialist	<u>5</u>	<u>\$34.08</u>	<u>\$36.03</u>	<u>\$38.11</u>	<u>\$40.29</u>	<u>\$42.59</u>
E367	Public Services Assistant	<u>1</u>	<u>\$20.39</u>	<u>\$21.57</u>	<u>\$22.81</u>	<u>\$24.12</u>	<u>\$25.48</u>
E368	Public Services Specialist	<u>1</u>	<u>\$23.07</u>	<u>\$24.37</u>	<u>\$25.77</u>	<u>\$27.26</u>	<u>\$28.82</u>
N010	Public Works Technician I	<u>1</u>	<u>\$28.92</u>	<u>\$30.60</u>	<u>\$32.33</u>	<u>\$34.20</u>	<u>\$36.15</u>
B192	Public Works Technician I - Unclassified	<u>1</u>	<u>\$28.92</u>	<u>\$30.60</u>	<u>\$32.33</u>	<u>\$34.20</u>	<u>\$36.15</u>
N011	Public Works Technician II	<u>1</u>	<u>\$33.91</u>	<u>\$35.86</u>	<u>\$37.91</u>	<u>\$40.09</u>	<u>\$42.39</u>
B193	Public Works Technician II - Unclassified	<u>1</u>	<u>\$33.91</u>	<u>\$35.86</u>	<u>\$37.91</u>	<u>\$40.09</u>	<u>\$42.39</u>
E405	Purchasing Technician	<u>1</u>	<u>\$23.66</u>	<u>\$25.03</u>	<u>\$26.47</u>	<u>\$27.98</u>	<u>\$29.59</u>
U005	Real Property Agent I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$34.78</u>	<u>\$36.77</u>	<u>\$38.90</u>
U004	Real Property Agent II	<u>1</u>	<u>\$42.70</u>	<u>\$45.14</u>	<u>\$47.75</u>	<u>\$50.47</u>	<u>\$53.37</u>
U003	Real Property Agent III	<u>1</u>	<u>\$47.44</u>	<u>\$50.16</u>	<u>\$53.05</u>	<u>\$56.10</u>	<u>\$59.31</u>
U081	Real Property Appraiser Technician	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$27.20</u>	<u>\$28.76</u>	<u>\$30.40</u>
E459	Records Center Assistant I	<u>1</u>	<u>\$23.05</u>	<u>\$24.35</u>	<u>\$25.75</u>	<u>\$27.24</u>	<u>\$28.80</u>
E460	Records Center Assistant II	<u>1</u>	<u>\$24.26</u>	<u>\$25.66</u>	<u>\$27.13</u>	<u>\$28.68</u>	<u>\$30.32</u>
E473	Records Center Supervisor - Exempt	<u>1</u>	<u>\$28.85</u>	<u>\$30.53</u>	<u>\$32.26</u>	<u>\$34.12</u>	<u>\$36.07</u>
V250	Resource Specialist Patient Financial Services System	<u>5</u>	<u>\$46.83</u>	<u>\$49.52</u>	<u>\$52.36</u>	<u>\$55.36</u>	<u>\$58.54</u>
E489	Retirement Accountant I	<u>5</u>	<u>\$29.14</u>	<u>\$30.82</u>	<u>\$32.58</u>	<u>\$34.47</u>	<u>\$36.43</u>
E490	Retirement Accountant II	<u>5</u>	<u>\$34.08</u>	<u>\$36.03</u>	<u>\$38.11</u>	<u>\$40.29</u>	<u>\$42.59</u>
E032	Retirement Accounting Technician I	<u>1</u>	<u>\$23.42</u>	<u>\$24.75</u>	<u>\$26.18</u>	<u>\$27.68</u>	<u>\$29.28</u>
E033	Retirement Accounting Technician II	<u>1</u>	<u>\$26.16</u>	<u>\$27.65</u>	<u>\$29.24</u>	<u>\$30.93</u>	<u>\$32.70</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E491	Retirement Analyst	<u>1</u>	<u>\$32.57</u>	<u>\$34.43</u>	<u>\$36.42</u>	<u>\$38.52</u>	<u>\$40.71</u>
E054	Retirement Communication Specialist	<u>5</u>	<u>\$43.25</u>	<u>\$45.73</u>	<u>\$48.35</u>	<u>\$51.13</u>	<u>\$54.06</u>
E052	Retirement Financial Analyst I	<u>1</u>	<u>\$39.38</u>	<u>\$41.65</u>	<u>\$44.03</u>	<u>\$46.57</u>	<u>\$49.24</u>
E053	Retirement Financial Analyst II	<u>5</u>	<u>\$49.24</u>	<u>\$52.07</u>	<u>\$55.06</u>	<u>\$58.22</u>	<u>\$61.56</u>
E012	Retirement Senior Accountant - Exempt	<u>5</u>	<u>\$41.80</u>	<u>\$44.21</u>	<u>\$46.74</u>	<u>\$49.41</u>	<u>\$52.26</u>
E493	Retirement Support Specialist	<u>1</u>	<u>\$26.92</u>	<u>\$28.48</u>	<u>\$30.10</u>	<u>\$31.84</u>	<u>\$33.66</u>
V237	Retirement Systems Technologist	<u>5</u>	<u>\$49.19</u>	<u>\$52.00</u>	<u>\$55.00</u>	<u>\$58.14</u>	<u>\$61.47</u>
E455	Revenue Collection Supervisor - Exempt	<u>5</u>	<u>\$37.74</u>	<u>\$39.89</u>	<u>\$42.18</u>	<u>\$44.61</u>	<u>\$47.16</u>
E458	Revenue Collector I	<u>1</u>	<u>\$23.87</u>	<u>\$25.24</u>	<u>\$26.69</u>	<u>\$28.22</u>	<u>\$29.84</u>
B043	Revenue Collector I - Unclassified	<u>1</u>	<u>\$23.87</u>	<u>\$25.24</u>	<u>\$26.69</u>	<u>\$28.22</u>	<u>\$29.84</u>
E457	Revenue Collector II	<u>1</u>	<u>\$29.52</u>	<u>\$31.20</u>	<u>\$33.00</u>	<u>\$34.89</u>	<u>\$36.88</u>
B044	Revenue Collector II - Unclassified	<u>1</u>	<u>\$29.52</u>	<u>\$31.20</u>	<u>\$33.00</u>	<u>\$34.89</u>	<u>\$36.88</u>
E007	Senior Accountant	<u>5</u>	<u>\$41.80</u>	<u>\$44.21</u>	<u>\$46.74</u>	<u>\$49.41</u>	<u>\$52.26</u>
E009	Senior Accountant - Exempt	<u>5</u>	<u>\$41.80</u>	<u>\$44.21</u>	<u>\$46.74</u>	<u>\$49.41</u>	<u>\$52.26</u>
B003	Senior Accountant - Unclassified - Exempt	<u>5</u>	<u>\$41.80</u>	<u>\$44.21</u>	<u>\$46.74</u>	<u>\$49.41</u>	<u>\$52.26</u>
U068	Senior Appraiser	<u>2</u>	<u>\$40.19</u>	<u>\$42.49</u>	<u>\$44.93</u>	<u>\$47.50</u>	<u>\$50.24</u>
B088	Senior Appraiser - Unclassified	<u>2</u>	<u>\$40.19</u>	<u>\$42.49</u>	<u>\$44.93</u>	<u>\$47.50</u>	<u>\$50.24</u>
U063	Senior Auditor - Appraiser	<u>2</u>	<u>\$40.19</u>	<u>\$42.49</u>	<u>\$44.93</u>	<u>\$47.50</u>	<u>\$50.24</u>
E345	Senior Cash Management Specialist	<u>1</u>	<u>\$29.24</u>	<u>\$30.93</u>	<u>\$32.70</u>	<u>\$34.58</u>	<u>\$36.55</u>
G228	Senior Community Program Specialist	<u>5</u>	<u>\$38.88</u>	<u>\$41.11</u>	<u>\$43.46</u>	<u>\$45.95</u>	<u>\$48.58</u>
N051	Senior Drafting Technician	<u>1</u>	<u>\$37.99</u>	<u>\$40.19</u>	<u>\$42.49</u>	<u>\$44.93</u>	<u>\$47.50</u>
V238	Senior Graphics Specialist	<u>5</u>	<u>\$37.87</u>	<u>\$40.04</u>	<u>\$42.35</u>	<u>\$44.76</u>	<u>\$47.34</u>
V234	Senior Information Technology Analyst	<u>5</u>	<u>\$47.78</u>	<u>\$50.50</u>	<u>\$53.42</u>	<u>\$56.48</u>	<u>\$59.72</u>
B153	Senior Information Technology Analyst - Unclassified	<u>5</u>	<u>\$47.78</u>	<u>\$50.50</u>	<u>\$53.42</u>	<u>\$56.48</u>	<u>\$59.72</u>
V231	Senior Information Technology Technician	<u>5</u>	<u>\$37.87</u>	<u>\$40.04</u>	<u>\$42.35</u>	<u>\$44.76</u>	<u>\$47.34</u>
E093	Senior Internal Auditor	<u>5</u>	<u>\$46.34</u>	<u>\$48.99</u>	<u>\$51.81</u>	<u>\$54.79</u>	<u>\$57.93</u>
K003	Senior Librarian	<u>5</u>	<u>\$36.81</u>	<u>\$38.93</u>	<u>\$41.16</u>	<u>\$43.51</u>	<u>\$46.01</u>
K017	Senior Library Assistant	<u>1</u>	<u>\$27.05</u>	<u>\$28.59</u>	<u>\$30.23</u>	<u>\$31.97</u>	<u>\$33.80</u>
K016	Senior Library Technician	<u>1</u>	<u>\$27.05</u>	<u>\$28.59</u>	<u>\$30.23</u>	<u>\$31.97</u>	<u>\$33.80</u>
E017	Senior Property Tax Specialist	<u>5</u>	<u>\$41.80</u>	<u>\$44.21</u>	<u>\$46.74</u>	<u>\$49.41</u>	<u>\$52.26</u>
E492	Senior Retirement Analyst	<u>1</u>	<u>\$38.19</u>	<u>\$40.38</u>	<u>\$42.70</u>	<u>\$45.14</u>	<u>\$47.75</u>
E447	Sheriff's Criminal Records Supervisor - Exempt	<u>5</u>	<u>\$32.83</u>	<u>\$34.70</u>	<u>\$36.71</u>	<u>\$38.81</u>	<u>\$41.04</u>
E445	Sheriff's Criminal Records Technician I	<u>1</u>	<u>\$23.66</u>	<u>\$25.02</u>	<u>\$26.46</u>	<u>\$27.97</u>	<u>\$29.58</u>
E446	Sheriff's Criminal Records Technician II	<u>1</u>	<u>\$25.04</u>	<u>\$26.49</u>	<u>\$28.00</u>	<u>\$29.62</u>	<u>\$31.31</u>
E406	Storekeeper I	<u>1</u>	<u>\$19.42</u>	<u>\$20.54</u>	<u>\$21.72</u>	<u>\$22.95</u>	<u>\$24.27</u>
E407	Storekeeper II	<u>1</u>	<u>\$23.66</u>	<u>\$25.03</u>	<u>\$26.47</u>	<u>\$27.98</u>	<u>\$29.59</u>
E410	Storekeeping Supervisor - Exempt	<u>1</u>	<u>\$28.85</u>	<u>\$30.53</u>	<u>\$32.26</u>	<u>\$34.12</u>	<u>\$36.07</u>
B331	Storekeeping Supervisor - Unclassified - Exempt	<u>1</u>	<u>\$28.85</u>	<u>\$30.53</u>	<u>\$32.26</u>	<u>\$34.12</u>	<u>\$36.07</u>
E358	Supervising Cash Management Specialist	<u>5</u>	<u>\$32.87</u>	<u>\$34.76</u>	<u>\$36.75</u>	<u>\$38.86</u>	<u>\$41.09</u>
Q005	Supervising District Coordinator, Sheriff's Office Of Emergency Services	<u>5</u>	<u>\$41.39</u>	<u>\$43.77</u>	<u>\$46.28</u>	<u>\$48.93</u>	<u>\$51.75</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<u>E380</u>	<u>Supervising Legal Secretary - Exempt</u>	<u>1</u>	<u>\$36.66</u>	<u>\$38.75</u>	<u>\$40.98</u>	<u>\$43.32</u>	<u>\$45.81</u>
<u>N035</u>	<u>Supervising Public Works Technician - Exempt</u>	<u>1</u>	<u>\$43.28</u>	<u>\$45.77</u>	<u>\$48.40</u>	<u>\$51.17</u>	<u>\$54.11</u>
<u>E409</u>	<u>Surplus Property Officer</u>	<u>1</u>	<u>\$29.71</u>	<u>\$31.41</u>	<u>\$33.22</u>	<u>\$35.13</u>	<u>\$37.14</u>
<u>V210</u>	<u>Systems Engineer</u>	<u>5</u>	<u>\$47.78</u>	<u>\$50.50</u>	<u>\$53.42</u>	<u>\$56.48</u>	<u>\$59.72</u>
<u>B128</u>	<u>Systems Engineer - Unclassified</u>	<u>5</u>	<u>\$47.78</u>	<u>\$50.50</u>	<u>\$53.42</u>	<u>\$56.48</u>	<u>\$59.72</u>
<u>V252</u>	<u>Systems Support Specialist</u>	<u>5</u>	<u>\$46.83</u>	<u>\$49.52</u>	<u>\$52.36</u>	<u>\$55.36</u>	<u>\$58.54</u>
<u>E352</u>	<u>Word Processor I</u>	<u>1</u>	<u>\$22.06</u>	<u>\$23.32</u>	<u>\$24.65</u>	<u>\$26.08</u>	<u>\$27.57</u>
<u>E353</u>	<u>Word Processor II</u>	<u>1</u>	<u>\$23.46</u>	<u>\$24.79</u>	<u>\$26.22</u>	<u>\$27.73</u>	<u>\$29.33</u>

### SEIU Extra Help: Salaries - 10/6/2019

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">E030</a>	<a href="#">Accountant I</a>	<a href="#">5</a>	<a href="#">\$30.31</a>	<a href="#">\$32.05</a>	<a href="#">\$33.88</a>	<a href="#">\$35.85</a>	<a href="#">\$37.89</a>
<a href="#">B001</a>	<a href="#">Accountant I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$30.31</a>	<a href="#">\$32.05</a>	<a href="#">\$33.88</a>	<a href="#">\$35.85</a>	<a href="#">\$37.89</a>
<a href="#">E011</a>	<a href="#">Accountant II</a>	<a href="#">5</a>	<a href="#">\$35.44</a>	<a href="#">\$37.47</a>	<a href="#">\$39.63</a>	<a href="#">\$41.90</a>	<a href="#">\$44.29</a>
<a href="#">E010</a>	<a href="#">Accountant II - Exempt</a>	<a href="#">5</a>	<a href="#">\$35.44</a>	<a href="#">\$37.47</a>	<a href="#">\$39.63</a>	<a href="#">\$41.90</a>	<a href="#">\$44.29</a>
<a href="#">B002</a>	<a href="#">Accountant II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$35.44</a>	<a href="#">\$37.47</a>	<a href="#">\$39.63</a>	<a href="#">\$41.90</a>	<a href="#">\$44.29</a>
<a href="#">E029</a>	<a href="#">Administrative Assistant I</a>	<a href="#">5</a>	<a href="#">\$32.33</a>	<a href="#">\$34.17</a>	<a href="#">\$36.15</a>	<a href="#">\$38.21</a>	<a href="#">\$40.41</a>
<a href="#">B131</a>	<a href="#">Administrative Assistant I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$32.33</a>	<a href="#">\$34.17</a>	<a href="#">\$36.15</a>	<a href="#">\$38.21</a>	<a href="#">\$40.41</a>
<a href="#">E089</a>	<a href="#">Administrative Assistant II - Exempt</a>	<a href="#">2</a>	<a href="#">\$36.73</a>	<a href="#">\$38.85</a>	<a href="#">\$41.06</a>	<a href="#">\$43.41</a>	<a href="#">\$45.92</a>
<a href="#">B134</a>	<a href="#">Administrative Assistant II - Unclassified / Exempt</a>	<a href="#">2</a>	<a href="#">\$36.73</a>	<a href="#">\$38.85</a>	<a href="#">\$41.06</a>	<a href="#">\$43.41</a>	<a href="#">\$45.92</a>
<a href="#">E001</a>	<a href="#">Administrative Secretary I</a>	<a href="#">1</a>	<a href="#">\$27.05</a>	<a href="#">\$28.60</a>	<a href="#">\$30.22</a>	<a href="#">\$31.96</a>	<a href="#">\$33.79</a>
<a href="#">B017</a>	<a href="#">Administrative Secretary I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$27.05</a>	<a href="#">\$28.60</a>	<a href="#">\$30.22</a>	<a href="#">\$31.96</a>	<a href="#">\$33.79</a>
<a href="#">E002</a>	<a href="#">Administrative Secretary II</a>	<a href="#">1</a>	<a href="#">\$29.19</a>	<a href="#">\$30.87</a>	<a href="#">\$32.64</a>	<a href="#">\$34.52</a>	<a href="#">\$36.49</a>
<a href="#">B015</a>	<a href="#">Administrative Secretary II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.19</a>	<a href="#">\$30.87</a>	<a href="#">\$32.64</a>	<a href="#">\$34.52</a>	<a href="#">\$36.49</a>
<a href="#">E003</a>	<a href="#">Administrative Secretary III</a>	<a href="#">1</a>	<a href="#">\$30.64</a>	<a href="#">\$32.39</a>	<a href="#">\$34.25</a>	<a href="#">\$36.21</a>	<a href="#">\$38.28</a>
<a href="#">B016</a>	<a href="#">Administrative Secretary III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.64</a>	<a href="#">\$32.39</a>	<a href="#">\$34.25</a>	<a href="#">\$36.21</a>	<a href="#">\$38.28</a>
<a href="#">V215</a>	<a href="#">Advisory Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
<a href="#">U076</a>	<a href="#">Appraiser I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$33.30</a>	<a href="#">\$35.19</a>	<a href="#">\$37.21</a>
<a href="#">B304</a>	<a href="#">Appraiser I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$33.30</a>	<a href="#">\$35.19</a>	<a href="#">\$37.21</a>
<a href="#">U074</a>	<a href="#">Appraiser II</a>	<a href="#">2</a>	<a href="#">\$36.81</a>	<a href="#">\$38.94</a>	<a href="#">\$41.15</a>	<a href="#">\$43.51</a>	<a href="#">\$46.02</a>
<a href="#">B305</a>	<a href="#">Appraiser II - Unclassified</a>	<a href="#">2</a>	<a href="#">\$36.81</a>	<a href="#">\$38.94</a>	<a href="#">\$41.15</a>	<a href="#">\$43.51</a>	<a href="#">\$46.02</a>
<a href="#">E325</a>	<a href="#">Assessor / Recorder Support Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$32.33</a>	<a href="#">\$34.17</a>	<a href="#">\$36.15</a>	<a href="#">\$38.21</a>	<a href="#">\$40.41</a>
<a href="#">E321</a>	<a href="#">Assessor / Recorder Technician I</a>	<a href="#">1</a>	<a href="#">\$22.54</a>	<a href="#">\$23.82</a>	<a href="#">\$25.20</a>	<a href="#">\$26.66</a>	<a href="#">\$28.18</a>
<a href="#">E322</a>	<a href="#">Assessor / Recorder Technician II</a>	<a href="#">1</a>	<a href="#">\$23.75</a>	<a href="#">\$25.13</a>	<a href="#">\$26.53</a>	<a href="#">\$28.08</a>	<a href="#">\$29.69</a>
<a href="#">B126</a>	<a href="#">Assessor / Recorder Technician II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.75</a>	<a href="#">\$25.13</a>	<a href="#">\$26.53</a>	<a href="#">\$28.08</a>	<a href="#">\$29.69</a>
<a href="#">E323</a>	<a href="#">Assessor Recorder Technician III</a>	<a href="#">1</a>	<a href="#">\$27.21</a>	<a href="#">\$28.76</a>	<a href="#">\$30.41</a>	<a href="#">\$32.17</a>	<a href="#">\$34.01</a>
<a href="#">V200</a>	<a href="#">Assistant Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$35.50</a>	<a href="#">\$37.51</a>	<a href="#">\$39.69</a>	<a href="#">\$41.94</a>	<a href="#">\$44.36</a>
<a href="#">V205</a>	<a href="#">Associate Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.70</a>	<a href="#">\$49.37</a>	<a href="#">\$52.22</a>
<a href="#">U079</a>	<a href="#">Auditor - Appraiser I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$33.30</a>	<a href="#">\$35.19</a>	<a href="#">\$37.21</a>
<a href="#">U078</a>	<a href="#">Auditor - Appraiser II</a>	<a href="#">2</a>	<a href="#">\$36.81</a>	<a href="#">\$38.94</a>	<a href="#">\$41.15</a>	<a href="#">\$43.51</a>	<a href="#">\$46.02</a>
<a href="#">E354</a>	<a href="#">Banking And Cash Management Supervisor-Exempt</a>	<a href="#">5</a>	<a href="#">\$39.25</a>	<a href="#">\$41.49</a>	<a href="#">\$43.87</a>	<a href="#">\$46.39</a>	<a href="#">\$49.05</a>
<a href="#">E140</a>	<a href="#">Buyer I</a>	<a href="#">1</a>	<a href="#">\$30.90</a>	<a href="#">\$32.67</a>	<a href="#">\$34.55</a>	<a href="#">\$36.54</a>	<a href="#">\$38.63</a>
<a href="#">E125</a>	<a href="#">Buyer II</a>	<a href="#">5</a>	<a href="#">\$35.63</a>	<a href="#">\$37.68</a>	<a href="#">\$39.82</a>	<a href="#">\$42.12</a>	<a href="#">\$44.53</a>
<a href="#">B217</a>	<a href="#">C/CAG Transportation Programs Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$34.44</a>	<a href="#">\$36.42</a>	<a href="#">\$38.51</a>	<a href="#">\$40.72</a>	<a href="#">\$43.06</a>
<a href="#">B218</a>	<a href="#">C/CAG Transportation Programs Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$40.44</a>	<a href="#">\$42.75</a>	<a href="#">\$45.20</a>	<a href="#">\$47.79</a>	<a href="#">\$50.52</a>
<a href="#">E348</a>	<a href="#">Cash Management Specialist</a>	<a href="#">1</a>	<a href="#">\$28.76</a>	<a href="#">\$30.41</a>	<a href="#">\$32.17</a>	<a href="#">\$34.02</a>	<a href="#">\$35.95</a>
<a href="#">E436</a>	<a href="#">Child Support Analyst I</a>	<a href="#">1</a>	<a href="#">\$30.49</a>	<a href="#">\$32.24</a>	<a href="#">\$34.10</a>	<a href="#">\$36.05</a>	<a href="#">\$38.13</a>
<a href="#">B227</a>	<a href="#">Child Support Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.49</a>	<a href="#">\$32.24</a>	<a href="#">\$34.10</a>	<a href="#">\$36.05</a>	<a href="#">\$38.13</a>
<a href="#">E435</a>	<a href="#">Child Support Analyst II</a>	<a href="#">1</a>	<a href="#">\$32.12</a>	<a href="#">\$33.96</a>	<a href="#">\$35.91</a>	<a href="#">\$37.96</a>	<a href="#">\$40.14</a>
<a href="#">B228</a>	<a href="#">Child Support Analyst II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$32.12</a>	<a href="#">\$33.96</a>	<a href="#">\$35.91</a>	<a href="#">\$37.96</a>	<a href="#">\$40.14</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">E437</a>	<a href="#">Child Support Analyst III</a>	<a href="#">1</a>	<a href="#">\$34.44</a>	<a href="#">\$36.43</a>	<a href="#">\$38.52</a>	<a href="#">\$40.73</a>	<a href="#">\$43.07</a>
<a href="#">E431</a>	<a href="#">Child Support Customer Service Specialist</a>	<a href="#">1</a>	<a href="#">\$27.20</a>	<a href="#">\$28.74</a>	<a href="#">\$30.38</a>	<a href="#">\$32.16</a>	<a href="#">\$33.99</a>
<a href="#">B330</a>	<a href="#">Child Support Customer Service Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$27.20</a>	<a href="#">\$28.74</a>	<a href="#">\$30.38</a>	<a href="#">\$32.16</a>	<a href="#">\$33.99</a>
<a href="#">E439</a>	<a href="#">Child Support Customer Service Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$40.05</a>	<a href="#">\$42.33</a>	<a href="#">\$44.76</a>	<a href="#">\$47.33</a>	<a href="#">\$50.04</a>
<a href="#">E290</a>	<a href="#">Child Support Specialist I</a>	<a href="#">1</a>	<a href="#">\$27.21</a>	<a href="#">\$28.76</a>	<a href="#">\$30.41</a>	<a href="#">\$32.17</a>	<a href="#">\$34.01</a>
<a href="#">E291</a>	<a href="#">Child Support Specialist II</a>	<a href="#">1</a>	<a href="#">\$29.18</a>	<a href="#">\$30.86</a>	<a href="#">\$32.62</a>	<a href="#">\$34.51</a>	<a href="#">\$36.48</a>
<a href="#">E294</a>	<a href="#">Child Support Specialist III</a>	<a href="#">1</a>	<a href="#">\$32.12</a>	<a href="#">\$33.96</a>	<a href="#">\$35.91</a>	<a href="#">\$37.96</a>	<a href="#">\$40.14</a>
<a href="#">E434</a>	<a href="#">Child Support Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$40.05</a>	<a href="#">\$42.33</a>	<a href="#">\$44.76</a>	<a href="#">\$47.33</a>	<a href="#">\$50.04</a>
<a href="#">B145</a>	<a href="#">Child Support Supervisor - Unclassified / Exempt</a>	<a href="#">5</a>	<a href="#">\$40.05</a>	<a href="#">\$42.33</a>	<a href="#">\$44.76</a>	<a href="#">\$47.33</a>	<a href="#">\$50.04</a>
<a href="#">E432</a>	<a href="#">Child Support Technician</a>	<a href="#">1</a>	<a href="#">\$27.20</a>	<a href="#">\$28.74</a>	<a href="#">\$30.38</a>	<a href="#">\$32.16</a>	<a href="#">\$33.99</a>
<a href="#">K008</a>	<a href="#">Circulation Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$32.98</a>	<a href="#">\$34.87</a>	<a href="#">\$36.86</a>	<a href="#">\$38.99</a>	<a href="#">\$41.23</a>
<a href="#">G245</a>	<a href="#">Community Program Analyst I</a>	<a href="#">5</a>	<a href="#">\$34.44</a>	<a href="#">\$36.42</a>	<a href="#">\$38.51</a>	<a href="#">\$40.72</a>	<a href="#">\$43.06</a>
<a href="#">G246</a>	<a href="#">Community Program Analyst II</a>	<a href="#">5</a>	<a href="#">\$40.44</a>	<a href="#">\$42.75</a>	<a href="#">\$45.20</a>	<a href="#">\$47.79</a>	<a href="#">\$50.52</a>
<a href="#">G226</a>	<a href="#">Community Program Specialist I</a>	<a href="#">1</a>	<a href="#">\$30.75</a>	<a href="#">\$32.52</a>	<a href="#">\$34.38</a>	<a href="#">\$36.34</a>	<a href="#">\$38.45</a>
<a href="#">B182</a>	<a href="#">Community Program Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.75</a>	<a href="#">\$32.52</a>	<a href="#">\$34.38</a>	<a href="#">\$36.34</a>	<a href="#">\$38.45</a>
<a href="#">G227</a>	<a href="#">Community Program Specialist II</a>	<a href="#">5</a>	<a href="#">\$34.44</a>	<a href="#">\$36.42</a>	<a href="#">\$38.51</a>	<a href="#">\$40.72</a>	<a href="#">\$43.06</a>
<a href="#">B181</a>	<a href="#">Community Program Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$34.44</a>	<a href="#">\$36.42</a>	<a href="#">\$38.51</a>	<a href="#">\$40.72</a>	<a href="#">\$43.06</a>
<a href="#">B180</a>	<a href="#">Community Program Specialist III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$40.44</a>	<a href="#">\$42.75</a>	<a href="#">\$45.20</a>	<a href="#">\$47.79</a>	<a href="#">\$50.52</a>
<a href="#">G236</a>	<a href="#">Community Program Supervisor</a>	<a href="#">5</a>	<a href="#">\$44.47</a>	<a href="#">\$47.02</a>	<a href="#">\$49.72</a>	<a href="#">\$52.56</a>	<a href="#">\$55.60</a>
<a href="#">N060</a>	<a href="#">Construction Inspector I</a>	<a href="#">1</a>	<a href="#">\$34.65</a>	<a href="#">\$36.66</a>	<a href="#">\$38.73</a>	<a href="#">\$40.96</a>	<a href="#">\$43.32</a>
<a href="#">N062</a>	<a href="#">Construction Inspector II</a>	<a href="#">1</a>	<a href="#">\$40.76</a>	<a href="#">\$43.08</a>	<a href="#">\$45.57</a>	<a href="#">\$48.16</a>	<a href="#">\$50.93</a>
<a href="#">G247</a>	<a href="#">Contract Administrator I</a>	<a href="#">5</a>	<a href="#">\$34.44</a>	<a href="#">\$36.42</a>	<a href="#">\$38.51</a>	<a href="#">\$40.72</a>	<a href="#">\$43.06</a>
<a href="#">G248</a>	<a href="#">Contract Administrator II</a>	<a href="#">5</a>	<a href="#">\$40.44</a>	<a href="#">\$42.75</a>	<a href="#">\$45.20</a>	<a href="#">\$47.79</a>	<a href="#">\$50.52</a>
<a href="#">E310</a>	<a href="#">Copy Operator</a>	<a href="#">1</a>	<a href="#">\$22.86</a>	<a href="#">\$24.15</a>	<a href="#">\$25.54</a>	<a href="#">\$27.03</a>	<a href="#">\$28.58</a>
<a href="#">E423</a>	<a href="#">Data Entry Operator I</a>	<a href="#">1</a>	<a href="#">\$19.74</a>	<a href="#">\$20.86</a>	<a href="#">\$22.06</a>	<a href="#">\$23.33</a>	<a href="#">\$24.67</a>
<a href="#">E424</a>	<a href="#">Data Entry Operator II</a>	<a href="#">1</a>	<a href="#">\$22.86</a>	<a href="#">\$24.15</a>	<a href="#">\$25.54</a>	<a href="#">\$27.03</a>	<a href="#">\$28.58</a>
<a href="#">E426</a>	<a href="#">Data Entry Supervisor</a>	<a href="#">5</a>	<a href="#">\$28.59</a>	<a href="#">\$30.22</a>	<a href="#">\$31.96</a>	<a href="#">\$33.79</a>	<a href="#">\$35.72</a>
<a href="#">N017</a>	<a href="#">Delineator I</a>	<a href="#">1</a>	<a href="#">\$32.33</a>	<a href="#">\$34.17</a>	<a href="#">\$36.15</a>	<a href="#">\$38.21</a>	<a href="#">\$40.41</a>
<a href="#">E531</a>	<a href="#">Departmental Data Processing Specialist</a>	<a href="#">1</a>	<a href="#">\$30.91</a>	<a href="#">\$32.68</a>	<a href="#">\$34.56</a>	<a href="#">\$36.55</a>	<a href="#">\$38.64</a>
<a href="#">V233</a>	<a href="#">Departmental Systems Analyst</a>	<a href="#">5</a>	<a href="#">\$48.70</a>	<a href="#">\$51.50</a>	<a href="#">\$54.45</a>	<a href="#">\$57.57</a>	<a href="#">\$60.88</a>
<a href="#">Q002</a>	<a href="#">District Coordinator, Sheriff's Office Of Emergency Services</a>	<a href="#">5</a>	<a href="#">\$36.81</a>	<a href="#">\$38.94</a>	<a href="#">\$41.15</a>	<a href="#">\$43.51</a>	<a href="#">\$46.02</a>
<a href="#">B321</a>	<a href="#">District Coordinator, Sheriff's Office Of Emergency Services - Unclassified</a>	<a href="#">5</a>	<a href="#">\$36.81</a>	<a href="#">\$38.94</a>	<a href="#">\$41.15</a>	<a href="#">\$43.51</a>	<a href="#">\$46.02</a>
<a href="#">N053</a>	<a href="#">Drafting Technician I</a>	<a href="#">1</a>	<a href="#">\$30.08</a>	<a href="#">\$31.82</a>	<a href="#">\$33.62</a>	<a href="#">\$35.57</a>	<a href="#">\$37.60</a>
<a href="#">N052</a>	<a href="#">Drafting Technician II</a>	<a href="#">1</a>	<a href="#">\$35.27</a>	<a href="#">\$37.29</a>	<a href="#">\$39.43</a>	<a href="#">\$41.69</a>	<a href="#">\$44.09</a>
<a href="#">E452</a>	<a href="#">Election Technician</a>	<a href="#">1</a>	<a href="#">\$25.92</a>	<a href="#">\$27.39</a>	<a href="#">\$28.96</a>	<a href="#">\$30.62</a>	<a href="#">\$32.38</a>
<a href="#">B032</a>	<a href="#">Elections Graphics Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$33.17</a>	<a href="#">\$35.06</a>	<a href="#">\$37.07</a>	<a href="#">\$39.22</a>	<a href="#">\$41.44</a>
<a href="#">E166</a>	<a href="#">Elections Specialist I</a>	<a href="#">1</a>	<a href="#">\$24.87</a>	<a href="#">\$26.30</a>	<a href="#">\$27.81</a>	<a href="#">\$29.41</a>	<a href="#">\$31.09</a>

<a href="#">E167</a>	<a href="#">Elections Specialist II</a>	<a href="#">1</a>	<a href="#">\$28.27</a>	<a href="#">\$29.87</a>	<a href="#">\$31.60</a>	<a href="#">\$33.40</a>	<a href="#">\$35.33</a>
<a href="#">E168</a>	<a href="#">Elections Specialist III</a>	<a href="#">1</a>	<a href="#">\$37.66</a>	<a href="#">\$39.81</a>	<a href="#">\$42.11</a>	<a href="#">\$44.52</a>	<a href="#">\$47.07</a>
<a href="#">E169</a>	<a href="#">Elections Specialist Supervisor</a>	<a href="#">5</a>	<a href="#">\$43.31</a>	<a href="#">\$45.78</a>	<a href="#">\$48.42</a>	<a href="#">\$51.20</a>	<a href="#">\$54.13</a>
<a href="#">E443</a>	<a href="#">Estate Property Officer</a>	<a href="#">1</a>	<a href="#">\$27.16</a>	<a href="#">\$28.72</a>	<a href="#">\$30.37</a>	<a href="#">\$32.14</a>	<a href="#">\$33.96</a>
<a href="#">B327</a>	<a href="#">Estate Property Officer - Unclassified</a>	<a href="#">1</a>	<a href="#">\$27.16</a>	<a href="#">\$28.72</a>	<a href="#">\$30.37</a>	<a href="#">\$32.14</a>	<a href="#">\$33.96</a>
<a href="#">B160</a>	<a href="#">First 5 Program Specialist I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$34.44</a>	<a href="#">\$36.42</a>	<a href="#">\$38.51</a>	<a href="#">\$40.72</a>	<a href="#">\$43.06</a>
<a href="#">B161</a>	<a href="#">First 5 Program Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$40.44</a>	<a href="#">\$42.75</a>	<a href="#">\$45.20</a>	<a href="#">\$47.79</a>	<a href="#">\$50.52</a>
<a href="#">E346</a>	<a href="#">Fiscal Office Assistant I</a>	<a href="#">1</a>	<a href="#">\$22.54</a>	<a href="#">\$23.82</a>	<a href="#">\$25.20</a>	<a href="#">\$26.66</a>	<a href="#">\$28.18</a>
<a href="#">B042</a>	<a href="#">Fiscal Office Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$22.54</a>	<a href="#">\$23.82</a>	<a href="#">\$25.20</a>	<a href="#">\$26.66</a>	<a href="#">\$28.18</a>
<a href="#">E347</a>	<a href="#">Fiscal Office Assistant II</a>	<a href="#">1</a>	<a href="#">\$23.75</a>	<a href="#">\$25.13</a>	<a href="#">\$26.53</a>	<a href="#">\$28.08</a>	<a href="#">\$29.69</a>
<a href="#">B020</a>	<a href="#">Fiscal Office Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.75</a>	<a href="#">\$25.13</a>	<a href="#">\$26.53</a>	<a href="#">\$28.08</a>	<a href="#">\$29.69</a>
<a href="#">E534</a>	<a href="#">Fiscal Office Services Supervisor</a>	<a href="#">1</a>	<a href="#">\$32.33</a>	<a href="#">\$34.17</a>	<a href="#">\$36.15</a>	<a href="#">\$38.21</a>	<a href="#">\$40.41</a>
<a href="#">E351</a>	<a href="#">Fiscal Office Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$32.33</a>	<a href="#">\$34.17</a>	<a href="#">\$36.15</a>	<a href="#">\$38.21</a>	<a href="#">\$40.41</a>
<a href="#">E350</a>	<a href="#">Fiscal Office Specialist</a>	<a href="#">1</a>	<a href="#">\$27.21</a>	<a href="#">\$28.76</a>	<a href="#">\$30.41</a>	<a href="#">\$32.17</a>	<a href="#">\$34.01</a>
<a href="#">B067</a>	<a href="#">Fiscal Office Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$27.21</a>	<a href="#">\$28.76</a>	<a href="#">\$30.41</a>	<a href="#">\$32.17</a>	<a href="#">\$34.01</a>
<a href="#">V057</a>	<a href="#">GIS Supervisor</a>	<a href="#">1</a>	<a href="#">\$43.48</a>	<a href="#">\$45.97</a>	<a href="#">\$48.61</a>	<a href="#">\$51.39</a>	<a href="#">\$54.34</a>
<a href="#">V054</a>	<a href="#">GIS Technician I</a>	<a href="#">1</a>	<a href="#">\$30.08</a>	<a href="#">\$31.82</a>	<a href="#">\$33.62</a>	<a href="#">\$35.57</a>	<a href="#">\$37.60</a>
<a href="#">V055</a>	<a href="#">GIS Technician II</a>	<a href="#">1</a>	<a href="#">\$35.27</a>	<a href="#">\$37.29</a>	<a href="#">\$39.43</a>	<a href="#">\$41.69</a>	<a href="#">\$44.09</a>
<a href="#">V056</a>	<a href="#">GIS Technician III</a>	<a href="#">1</a>	<a href="#">\$41.82</a>	<a href="#">\$41.80</a>	<a href="#">\$44.19</a>	<a href="#">\$46.73</a>	<a href="#">\$49.40</a>
<a href="#">N043</a>	<a href="#">Graphics Communications Specialist</a>	<a href="#">1</a>	<a href="#">\$40.37</a>	<a href="#">\$42.69</a>	<a href="#">\$45.15</a>	<a href="#">\$47.74</a>	<a href="#">\$50.46</a>
<a href="#">N041</a>	<a href="#">Graphics Specialist</a>	<a href="#">1</a>	<a href="#">\$32.33</a>	<a href="#">\$34.17</a>	<a href="#">\$36.15</a>	<a href="#">\$38.21</a>	<a href="#">\$40.41</a>
<a href="#">B028</a>	<a href="#">Graphics Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$32.33</a>	<a href="#">\$34.17</a>	<a href="#">\$36.15</a>	<a href="#">\$38.21</a>	<a href="#">\$40.41</a>
<a href="#">E483</a>	<a href="#">Health Benefits Analyst I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$29.86</a>	<a href="#">\$31.57</a>	<a href="#">\$33.38</a>
<a href="#">E484</a>	<a href="#">Health Benefits Analyst II</a>	<a href="#">1</a>	<a href="#">\$30.24</a>	<a href="#">\$31.99</a>	<a href="#">\$33.82</a>	<a href="#">\$35.77</a>	<a href="#">\$37.82</a>
<a href="#">E486</a>	<a href="#">Health Benefits Supervisor</a>	<a href="#">5</a>	<a href="#">\$40.96</a>	<a href="#">\$43.32</a>	<a href="#">\$45.79</a>	<a href="#">\$48.43</a>	<a href="#">\$51.21</a>
<a href="#">E418</a>	<a href="#">Hospital Unit Coordinator</a>	<a href="#">1</a>	<a href="#">\$25.48</a>	<a href="#">\$26.95</a>	<a href="#">\$28.48</a>	<a href="#">\$30.11</a>	<a href="#">\$31.86</a>
<a href="#">V235</a>	<a href="#">Information Technology Analyst</a>	<a href="#">5</a>	<a href="#">\$48.70</a>	<a href="#">\$51.50</a>	<a href="#">\$54.45</a>	<a href="#">\$57.57</a>	<a href="#">\$60.88</a>
<a href="#">B152</a>	<a href="#">Information Technology Analyst - Unclassified</a>	<a href="#">5</a>	<a href="#">\$48.70</a>	<a href="#">\$51.50</a>	<a href="#">\$54.45</a>	<a href="#">\$57.57</a>	<a href="#">\$60.88</a>
<a href="#">V240</a>	<a href="#">Information Technology Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
<a href="#">B136</a>	<a href="#">Information Technology Supervisor - Unclassified</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
<a href="#">V230</a>	<a href="#">Information Technology Technician</a>	<a href="#">5</a>	<a href="#">\$38.60</a>	<a href="#">\$40.83</a>	<a href="#">\$43.17</a>	<a href="#">\$45.65</a>	<a href="#">\$48.25</a>
<a href="#">B150</a>	<a href="#">Information Technology Technician - Unclassified</a>	<a href="#">5</a>	<a href="#">\$38.60</a>	<a href="#">\$40.83</a>	<a href="#">\$43.17</a>	<a href="#">\$45.65</a>	<a href="#">\$48.25</a>
<a href="#">E095</a>	<a href="#">Internal Auditor I</a>	<a href="#">5</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$35.95</a>	<a href="#">\$38.00</a>	<a href="#">\$40.20</a>
<a href="#">E094</a>	<a href="#">Internal Auditor II</a>	<a href="#">5</a>	<a href="#">\$37.54</a>	<a href="#">\$39.71</a>	<a href="#">\$41.98</a>	<a href="#">\$44.40</a>	<a href="#">\$46.94</a>
<a href="#">E014</a>	<a href="#">Investment Services Specialist I</a>	<a href="#">1</a>	<a href="#">\$29.22</a>	<a href="#">\$30.90</a>	<a href="#">\$32.68</a>	<a href="#">\$34.56</a>	<a href="#">\$36.55</a>
<a href="#">E015</a>	<a href="#">Investment Services Specialist II</a>	<a href="#">2</a>	<a href="#">\$33.02</a>	<a href="#">\$34.90</a>	<a href="#">\$36.92</a>	<a href="#">\$39.02</a>	<a href="#">\$41.28</a>
<a href="#">V263</a>	<a href="#">IS Application Support - Senior</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
<a href="#">V260</a>	<a href="#">IS Application Support Analyst I</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.70</a>	<a href="#">\$49.37</a>	<a href="#">\$52.22</a>
<a href="#">V261</a>	<a href="#">IS Application Support Analyst II</a>	<a href="#">5</a>	<a href="#">\$49.69</a>	<a href="#">\$52.52</a>	<a href="#">\$55.56</a>	<a href="#">\$58.74</a>	<a href="#">\$62.11</a>
<a href="#">V262</a>	<a href="#">IS Application Support Analyst III</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
<a href="#">V304</a>	<a href="#">IS Application Support Supervisor</a>	<a href="#">5</a>	<a href="#">\$56.85</a>	<a href="#">\$60.10</a>	<a href="#">\$63.55</a>	<a href="#">\$67.22</a>	<a href="#">\$71.06</a>
<a href="#">V267</a>	<a href="#">IS Business Analyst - Senior</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
<a href="#">V264</a>	<a href="#">IS Business Analyst I</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.70</a>	<a href="#">\$49.37</a>	<a href="#">\$52.22</a>
<a href="#">V265</a>	<a href="#">IS Business Analyst II</a>	<a href="#">5</a>	<a href="#">\$49.69</a>	<a href="#">\$52.52</a>	<a href="#">\$55.56</a>	<a href="#">\$58.74</a>	<a href="#">\$62.11</a>
<a href="#">B194</a>	<a href="#">IS Business Analyst II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$49.69</a>	<a href="#">\$52.52</a>	<a href="#">\$55.56</a>	<a href="#">\$58.74</a>	<a href="#">\$62.11</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
V266	<a href="#">IS Business Analyst III</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V300	<a href="#">IS Business Supervisor</a>	<a href="#">5</a>	<a href="#">\$56.85</a>	<a href="#">\$60.10</a>	<a href="#">\$63.55</a>	<a href="#">\$67.22</a>	<a href="#">\$71.06</a>
V271	<a href="#">IS Client Systems Specialist - Senior</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V268	<a href="#">IS Client Systems Specialist I</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.70</a>	<a href="#">\$49.37</a>	<a href="#">\$52.22</a>
V269	<a href="#">IS Client Systems Specialist II</a>	<a href="#">5</a>	<a href="#">\$49.69</a>	<a href="#">\$52.52</a>	<a href="#">\$55.56</a>	<a href="#">\$58.74</a>	<a href="#">\$62.11</a>
V270	<a href="#">IS Client Systems Specialist III</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V301	<a href="#">IS Client Systems Supervisor</a>	<a href="#">5</a>	<a href="#">\$56.85</a>	<a href="#">\$60.10</a>	<a href="#">\$63.55</a>	<a href="#">\$67.22</a>	<a href="#">\$71.06</a>
V283	<a href="#">IS Communications Specialist - Senior</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V280	<a href="#">IS Communications Specialist I</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.70</a>	<a href="#">\$49.37</a>	<a href="#">\$52.22</a>
V281	<a href="#">IS Communications Specialist II</a>	<a href="#">5</a>	<a href="#">\$49.69</a>	<a href="#">\$52.52</a>	<a href="#">\$55.56</a>	<a href="#">\$58.74</a>	<a href="#">\$62.11</a>
V282	<a href="#">IS Communications Specialist III</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V307	<a href="#">IS Communications Supervisor</a>	<a href="#">5</a>	<a href="#">\$56.85</a>	<a href="#">\$60.10</a>	<a href="#">\$63.55</a>	<a href="#">\$67.22</a>	<a href="#">\$71.06</a>
V275	<a href="#">IS Data Specialist - Senior</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V272	<a href="#">IS Data Specialist I</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.70</a>	<a href="#">\$49.37</a>	<a href="#">\$52.22</a>
V273	<a href="#">IS Data Specialist II</a>	<a href="#">5</a>	<a href="#">\$49.69</a>	<a href="#">\$52.52</a>	<a href="#">\$55.56</a>	<a href="#">\$58.74</a>	<a href="#">\$62.11</a>
V274	<a href="#">IS Data Specialist III</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V302	<a href="#">IS Data Supervisor</a>	<a href="#">5</a>	<a href="#">\$56.85</a>	<a href="#">\$60.10</a>	<a href="#">\$63.55</a>	<a href="#">\$67.22</a>	<a href="#">\$71.06</a>
V305	<a href="#">IS Project Manager I</a>	<a href="#">5</a>	<a href="#">\$56.85</a>	<a href="#">\$60.10</a>	<a href="#">\$63.55</a>	<a href="#">\$67.22</a>	<a href="#">\$71.06</a>
V306	<a href="#">IS Project Manager II</a>	<a href="#">5</a>	<a href="#">\$60.10</a>	<a href="#">\$63.55</a>	<a href="#">\$67.22</a>	<a href="#">\$71.06</a>	<a href="#">\$75.13</a>
V279	<a href="#">IS Systems Specialist - Senior</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V276	<a href="#">IS Systems Specialist I</a>	<a href="#">5</a>	<a href="#">\$41.75</a>	<a href="#">\$44.15</a>	<a href="#">\$46.70</a>	<a href="#">\$49.37</a>	<a href="#">\$52.22</a>
V277	<a href="#">IS Systems Specialist II</a>	<a href="#">5</a>	<a href="#">\$49.69</a>	<a href="#">\$52.52</a>	<a href="#">\$55.56</a>	<a href="#">\$58.74</a>	<a href="#">\$62.11</a>
V278	<a href="#">IS Systems Specialist III</a>	<a href="#">5</a>	<a href="#">\$53.39</a>	<a href="#">\$56.45</a>	<a href="#">\$59.70</a>	<a href="#">\$63.11</a>	<a href="#">\$66.73</a>
V303	<a href="#">IS Systems Supervisor</a>	<a href="#">5</a>	<a href="#">\$56.85</a>	<a href="#">\$60.10</a>	<a href="#">\$63.55</a>	<a href="#">\$67.22</a>	<a href="#">\$71.06</a>
E324	<a href="#">Lead Assessor / Recorder Technician</a>	<a href="#">1</a>	<a href="#">\$25.92</a>	<a href="#">\$27.39</a>	<a href="#">\$28.96</a>	<a href="#">\$30.62</a>	<a href="#">\$32.38</a>
E124	<a href="#">Lead Buyer</a>	<a href="#">5</a>	<a href="#">\$39.17</a>	<a href="#">\$41.43</a>	<a href="#">\$43.82</a>	<a href="#">\$46.32</a>	<a href="#">\$48.97</a>
E438	<a href="#">Lead Child Support Customer Service Specialist</a>	<a href="#">1</a>	<a href="#">\$32.12</a>	<a href="#">\$33.96</a>	<a href="#">\$35.91</a>	<a href="#">\$37.96</a>	<a href="#">\$40.14</a>
E550	<a href="#">Lead Copy Operator</a>	<a href="#">1</a>	<a href="#">\$25.65</a>	<a href="#">\$27.12</a>	<a href="#">\$28.67</a>	<a href="#">\$30.32</a>	<a href="#">\$32.06</a>
E395	<a href="#">Lead Deputy Court Clerk</a>	<a href="#">1</a>	<a href="#">\$28.68</a>	<a href="#">\$30.33</a>	<a href="#">\$32.07</a>	<a href="#">\$33.90</a>	<a href="#">\$35.87</a>
E442	<a href="#">Lead Estate Property Officer</a>	<a href="#">1</a>	<a href="#">\$29.87</a>	<a href="#">\$31.60</a>	<a href="#">\$33.42</a>	<a href="#">\$35.33</a>	<a href="#">\$37.36</a>
E349	<a href="#">Lead Fiscal Office Assistant</a>	<a href="#">1</a>	<a href="#">\$25.92</a>	<a href="#">\$27.39</a>	<a href="#">\$28.96</a>	<a href="#">\$30.62</a>	<a href="#">\$32.38</a>
B025	<a href="#">Lead Fiscal Office Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.92</a>	<a href="#">\$27.39</a>	<a href="#">\$28.96</a>	<a href="#">\$30.62</a>	<a href="#">\$32.38</a>
E485	<a href="#">Lead Health Benefits Analyst</a>	<a href="#">1</a>	<a href="#">\$32.53</a>	<a href="#">\$34.39</a>	<a href="#">\$36.35</a>	<a href="#">\$38.46</a>	<a href="#">\$40.64</a>
E374	<a href="#">Lead Legal Office Assistant</a>	<a href="#">1</a>	<a href="#">\$29.91</a>	<a href="#">\$31.62</a>	<a href="#">\$33.43</a>	<a href="#">\$35.35</a>	<a href="#">\$37.38</a>
B030	<a href="#">Lead Legal Office Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.91</a>	<a href="#">\$31.62</a>	<a href="#">\$33.43</a>	<a href="#">\$35.35</a>	<a href="#">\$37.38</a>
E389	<a href="#">Lead Legal Process Technician</a>	<a href="#">1</a>	<a href="#">\$27.39</a>	<a href="#">\$28.96</a>	<a href="#">\$30.62</a>	<a href="#">\$32.38</a>	<a href="#">\$34.25</a>
B073	<a href="#">Lead Legal Process Technician - Unclassified</a>	<a href="#">1</a>	<a href="#">\$27.39</a>	<a href="#">\$28.96</a>	<a href="#">\$30.62</a>	<a href="#">\$32.38</a>	<a href="#">\$34.25</a>
E379	<a href="#">Lead Legal Secretary</a>	<a href="#">1</a>	<a href="#">\$33.16</a>	<a href="#">\$35.05</a>	<a href="#">\$37.07</a>	<a href="#">\$39.19</a>	<a href="#">\$41.43</a>
E356	<a href="#">Lead Legal Word Processor</a>	<a href="#">1</a>	<a href="#">\$30.64</a>	<a href="#">\$32.40</a>	<a href="#">\$34.26</a>	<a href="#">\$36.22</a>	<a href="#">\$38.29</a>
E401	<a href="#">Lead Mail Services Driver</a>	<a href="#">1</a>	<a href="#">\$25.65</a>	<a href="#">\$27.12</a>	<a href="#">\$28.67</a>	<a href="#">\$30.32</a>	<a href="#">\$32.06</a>
E419	<a href="#">Lead Medical Office Assistant</a>	<a href="#">1</a>	<a href="#">\$28.70</a>	<a href="#">\$30.35</a>	<a href="#">\$32.09</a>	<a href="#">\$33.92</a>	<a href="#">\$35.89</a>
E336	<a href="#">Lead Office Assistant</a>	<a href="#">1</a>	<a href="#">\$25.23</a>	<a href="#">\$26.69</a>	<a href="#">\$28.22</a>	<a href="#">\$29.83</a>	<a href="#">\$31.53</a>
E413	<a href="#">Lead Patient Services Assistant</a>	<a href="#">1</a>	<a href="#">\$29.14</a>	<a href="#">\$30.84</a>	<a href="#">\$32.60</a>	<a href="#">\$34.46</a>	<a href="#">\$36.45</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
B031	Lead Patient Services Assistant - Unclassified	1	\$29.14	\$30.84	\$32.60	\$34.46	\$36.45
V102	Lead Production Technician	1	\$31.93	\$33.77	\$35.70	\$37.77	\$39.90
E450	Lead Property Transfer Assistant	1	\$27.85	\$29.45	\$31.13	\$32.94	\$34.81
E482	Lead Records Center Assistant	1	\$27.39	\$28.96	\$30.62	\$32.38	\$34.25
E456	Lead Revenue Collector	1	\$33.31	\$35.21	\$37.23	\$39.37	\$41.63
E408	Lead Storekeeper	1	\$26.71	\$28.24	\$29.85	\$31.56	\$33.37
E357	Lead Word Processor	1	\$26.49	\$28.01	\$29.63	\$31.32	\$33.13
E372	Legal Office Assistant I	1	\$24.79	\$26.22	\$27.70	\$29.30	\$30.98
B137	Legal Office Assistant I - Unclassified	1	\$24.79	\$26.22	\$27.70	\$29.30	\$30.98
E373	Legal Office Assistant II	1	\$26.14	\$27.62	\$29.21	\$30.89	\$32.67
B138	Legal Office Assistant II - Unclassified	1	\$26.14	\$27.62	\$29.21	\$30.89	\$32.67
E376	Legal Office Services Supervisor - Exempt	1	\$35.59	\$37.63	\$39.78	\$42.07	\$44.47
E375	Legal Office Specialist	1	\$29.91	\$31.62	\$33.43	\$35.35	\$37.38
B055	Legal Office Specialist - Unclassified	1	\$29.91	\$31.62	\$33.43	\$35.35	\$37.38
E387	Legal Process Technician I	1	\$22.82	\$24.13	\$25.52	\$26.99	\$28.54
B071	Legal Process Technician I - Unclassified	1	\$22.82	\$24.13	\$25.52	\$26.99	\$28.54
E377	Legal Secretary I	1	\$27.68	\$29.29	\$30.97	\$32.74	\$34.62
E378	Legal Secretary II	1	\$30.83	\$32.60	\$34.46	\$36.45	\$38.54
E355	Legal Word Processor	1	\$27.77	\$29.37	\$31.04	\$32.80	\$34.69
B068	Legal Word Processor - Unclassified	1	\$27.77	\$29.37	\$31.04	\$32.80	\$34.69
K001	Librarian I	5	\$32.82	\$34.69	\$36.70	\$38.82	\$41.02
K002	Librarian II	5	\$35.79	\$37.85	\$40.02	\$42.30	\$44.72
E071	Library Aide - Extra Help	1	\$17.31	\$18.30	\$19.35	\$20.47	\$21.64
K011	Library Assistant Bookmobile Operator	1	\$28.66	\$30.31	\$32.03	\$33.87	\$35.82
K009	Library Assistant I	1	\$0.00	\$0.00	\$25.13	\$26.53	\$28.08
K010	Library Assistant II	1	\$26.51	\$28.03	\$29.66	\$31.35	\$33.16
K014	Library Technician I	1	\$0.00	\$0.00	\$25.13	\$26.53	\$28.08
K012	Library Technician II	1	\$26.51	\$28.03	\$29.66	\$31.35	\$33.16
K007	Literacy Specialist	1	\$32.43	\$34.30	\$36.25	\$38.33	\$40.54
E399	Mail Services Aide	1	\$19.74	\$20.86	\$22.06	\$23.33	\$24.67
E400	Mail Services Driver	1	\$22.90	\$24.19	\$25.60	\$27.08	\$28.63
E416	Medical Office Assistant I	1	\$22.98	\$24.30	\$25.70	\$27.16	\$28.72
B077	Medical Office Assistant I - Unclassified	1	\$22.98	\$24.30	\$25.70	\$27.16	\$28.72
E417	Medical Office Assistant II	1	\$24.77	\$26.17	\$27.67	\$29.28	\$30.95
B078	Medical Office Assistant II - Unclassified	1	\$24.77	\$26.17	\$27.67	\$29.28	\$30.95
E421	Medical Office Services Supervisor - Exempt	1	\$34.15	\$36.11	\$38.18	\$40.37	\$42.69
E420	Medical Office Specialist	1	\$28.70	\$30.35	\$32.09	\$33.92	\$35.89
B076	Medical Office Specialist - Unclassified	1	\$28.70	\$30.35	\$32.09	\$33.92	\$35.89
E361	Medical Transcriptionist	1	\$26.80	\$28.35	\$29.98	\$31.70	\$33.52
E422	Mobile Health Services Assistant	1	\$26.96	\$28.49	\$30.12	\$31.87	\$33.70
E334	Office Assistant I	1	\$19.88	\$21.02	\$22.21	\$23.49	\$24.85
B069	Office Assistant I - Unclassified	1	\$19.88	\$21.02	\$22.21	\$23.49	\$24.85
E335	Office Assistant II	1	\$22.86	\$24.15	\$25.54	\$27.03	\$28.58
B070	Office Assistant II - Unclassified	1	\$22.86	\$24.15	\$25.54	\$27.03	\$28.58

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E338	<a href="#">Office Services Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$30.74</a>	<a href="#">\$32.51</a>	<a href="#">\$34.37</a>	<a href="#">\$36.33</a>	<a href="#">\$38.42</a>
E337	<a href="#">Office Specialist</a>	<a href="#">1</a>	<a href="#">\$25.23</a>	<a href="#">\$26.69</a>	<a href="#">\$28.22</a>	<a href="#">\$29.83</a>	<a href="#">\$31.53</a>
B019	<a href="#">Office Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.23</a>	<a href="#">\$26.69</a>	<a href="#">\$28.22</a>	<a href="#">\$29.83</a>	<a href="#">\$31.53</a>
E008	<a href="#">Paralegal</a>	<a href="#">1</a>	<a href="#">\$33.16</a>	<a href="#">\$35.05</a>	<a href="#">\$37.07</a>	<a href="#">\$39.19</a>	<a href="#">\$41.43</a>
B008	<a href="#">Paralegal - Unclassified</a>	<a href="#">1</a>	<a href="#">\$33.16</a>	<a href="#">\$35.05</a>	<a href="#">\$37.07</a>	<a href="#">\$39.19</a>	<a href="#">\$41.43</a>
E411	<a href="#">Patient Services Assistant I</a>	<a href="#">1</a>	<a href="#">\$24.14</a>	<a href="#">\$25.53</a>	<a href="#">\$27.02</a>	<a href="#">\$28.56</a>	<a href="#">\$30.19</a>
B083	<a href="#">Patient Services Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.14</a>	<a href="#">\$25.53</a>	<a href="#">\$27.02</a>	<a href="#">\$28.56</a>	<a href="#">\$30.19</a>
E412	<a href="#">Patient Services Assistant II</a>	<a href="#">1</a>	<a href="#">\$25.48</a>	<a href="#">\$26.95</a>	<a href="#">\$28.48</a>	<a href="#">\$30.11</a>	<a href="#">\$31.86</a>
B084	<a href="#">Patient Services Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.48</a>	<a href="#">\$26.95</a>	<a href="#">\$28.48</a>	<a href="#">\$30.11</a>	<a href="#">\$31.86</a>
E414	<a href="#">Patient Services Specialist</a>	<a href="#">1</a>	<a href="#">\$29.14</a>	<a href="#">\$30.84</a>	<a href="#">\$32.60</a>	<a href="#">\$34.46</a>	<a href="#">\$36.45</a>
B244	<a href="#">Patient Services Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$29.14</a>	<a href="#">\$30.84</a>	<a href="#">\$32.60</a>	<a href="#">\$34.46</a>	<a href="#">\$36.45</a>
E415	<a href="#">Patient Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$36.24</a>	<a href="#">\$38.31</a>	<a href="#">\$40.52</a>	<a href="#">\$42.84</a>	<a href="#">\$45.30</a>
B085	<a href="#">Patient Services Supervisor - Unclassified</a>	<a href="#">1</a>	<a href="#">\$36.24</a>	<a href="#">\$38.31</a>	<a href="#">\$40.52</a>	<a href="#">\$42.84</a>	<a href="#">\$45.30</a>
E403	<a href="#">Payroll / Personnel Services Specialist</a>	<a href="#">1</a>	<a href="#">\$27.21</a>	<a href="#">\$28.76</a>	<a href="#">\$30.41</a>	<a href="#">\$32.17</a>	<a href="#">\$34.01</a>
U045	<a href="#">Principal Appraiser - Exempt</a>	<a href="#">2</a>	<a href="#">\$49.45</a>	<a href="#">\$52.30</a>	<a href="#">\$55.29</a>	<a href="#">\$58.46</a>	<a href="#">\$61.84</a>
U077	<a href="#">Principal Auditor - Appraiser - Exempt</a>	<a href="#">2</a>	<a href="#">\$49.45</a>	<a href="#">\$52.30</a>	<a href="#">\$55.29</a>	<a href="#">\$58.46</a>	<a href="#">\$61.84</a>
B049	<a href="#">Principal Auditor / Appraiser - Unclassified</a>	<a href="#">2</a>	<a href="#">\$49.45</a>	<a href="#">\$52.30</a>	<a href="#">\$55.29</a>	<a href="#">\$58.46</a>	<a href="#">\$61.84</a>
V100	<a href="#">Production Technician I</a>	<a href="#">1</a>	<a href="#">\$25.13</a>	<a href="#">\$26.54</a>	<a href="#">\$28.08</a>	<a href="#">\$29.69</a>	<a href="#">\$31.40</a>
V101	<a href="#">Production Technician II</a>	<a href="#">1</a>	<a href="#">\$27.77</a>	<a href="#">\$29.37</a>	<a href="#">\$31.04</a>	<a href="#">\$32.80</a>	<a href="#">\$34.69</a>
G243	<a href="#">Program Coordinator I</a>	<a href="#">5</a>	<a href="#">\$34.44</a>	<a href="#">\$36.42</a>	<a href="#">\$38.51</a>	<a href="#">\$40.72</a>	<a href="#">\$43.06</a>
G244	<a href="#">Program Coordinator II</a>	<a href="#">5</a>	<a href="#">\$40.44</a>	<a href="#">\$42.75</a>	<a href="#">\$45.20</a>	<a href="#">\$47.79</a>	<a href="#">\$50.52</a>
K006	<a href="#">Project Read Program Director</a>	<a href="#">1</a>	<a href="#">\$38.16</a>	<a href="#">\$40.33</a>	<a href="#">\$42.66</a>	<a href="#">\$45.09</a>	<a href="#">\$47.68</a>
E018	<a href="#">Property Tax Specialist</a>	<a href="#">5</a>	<a href="#">\$35.44</a>	<a href="#">\$37.47</a>	<a href="#">\$39.63</a>	<a href="#">\$41.90</a>	<a href="#">\$44.29</a>
E367	<a href="#">Public Services Assistant</a>	<a href="#">1</a>	<a href="#">\$21.21</a>	<a href="#">\$22.43</a>	<a href="#">\$23.72</a>	<a href="#">\$25.08</a>	<a href="#">\$26.50</a>
E368	<a href="#">Public Services Specialist</a>	<a href="#">1</a>	<a href="#">\$23.99</a>	<a href="#">\$25.34</a>	<a href="#">\$26.80</a>	<a href="#">\$28.35</a>	<a href="#">\$29.97</a>
N010	<a href="#">Public Works Technician I</a>	<a href="#">1</a>	<a href="#">\$30.08</a>	<a href="#">\$31.82</a>	<a href="#">\$33.62</a>	<a href="#">\$35.57</a>	<a href="#">\$37.60</a>
B192	<a href="#">Public Works Technician I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.08</a>	<a href="#">\$31.82</a>	<a href="#">\$33.62</a>	<a href="#">\$35.57</a>	<a href="#">\$37.60</a>
N011	<a href="#">Public Works Technician II</a>	<a href="#">1</a>	<a href="#">\$35.27</a>	<a href="#">\$37.29</a>	<a href="#">\$39.43</a>	<a href="#">\$41.69</a>	<a href="#">\$44.09</a>
B193	<a href="#">Public Works Technician II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$35.27</a>	<a href="#">\$37.29</a>	<a href="#">\$39.43</a>	<a href="#">\$41.69</a>	<a href="#">\$44.09</a>
E405	<a href="#">Purchasing Technician</a>	<a href="#">1</a>	<a href="#">\$24.61</a>	<a href="#">\$26.03</a>	<a href="#">\$27.53</a>	<a href="#">\$29.10</a>	<a href="#">\$30.77</a>
U005	<a href="#">Real Property Agent I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$36.17</a>	<a href="#">\$38.24</a>	<a href="#">\$40.46</a>
U004	<a href="#">Real Property Agent II</a>	<a href="#">1</a>	<a href="#">\$44.41</a>	<a href="#">\$46.95</a>	<a href="#">\$49.66</a>	<a href="#">\$52.49</a>	<a href="#">\$55.50</a>
U003	<a href="#">Real Property Agent III</a>	<a href="#">1</a>	<a href="#">\$49.34</a>	<a href="#">\$52.17</a>	<a href="#">\$55.17</a>	<a href="#">\$58.34</a>	<a href="#">\$61.68</a>
U081	<a href="#">Real Property Appraiser Technician</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$28.29</a>	<a href="#">\$29.91</a>	<a href="#">\$31.62</a>
E459	<a href="#">Records Center Assistant I</a>	<a href="#">1</a>	<a href="#">\$23.97</a>	<a href="#">\$25.32</a>	<a href="#">\$26.78</a>	<a href="#">\$28.33</a>	<a href="#">\$29.95</a>
E460	<a href="#">Records Center Assistant II</a>	<a href="#">1</a>	<a href="#">\$25.23</a>	<a href="#">\$26.69</a>	<a href="#">\$28.22</a>	<a href="#">\$29.83</a>	<a href="#">\$31.53</a>
E473	<a href="#">Records Center Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$30.00</a>	<a href="#">\$31.75</a>	<a href="#">\$33.55</a>	<a href="#">\$35.48</a>	<a href="#">\$37.51</a>
V250	<a href="#">Resource Specialist Patient Financial Services System</a>	<a href="#">5</a>	<a href="#">\$48.70</a>	<a href="#">\$51.50</a>	<a href="#">\$54.45</a>	<a href="#">\$57.57</a>	<a href="#">\$60.88</a>
E489	<a href="#">Retirement Accountant I</a>	<a href="#">5</a>	<a href="#">\$30.31</a>	<a href="#">\$32.05</a>	<a href="#">\$33.88</a>	<a href="#">\$35.85</a>	<a href="#">\$37.89</a>
E490	<a href="#">Retirement Accountant II</a>	<a href="#">5</a>	<a href="#">\$35.44</a>	<a href="#">\$37.47</a>	<a href="#">\$39.63</a>	<a href="#">\$41.90</a>	<a href="#">\$44.29</a>
E032	<a href="#">Retirement Accounting Technician I</a>	<a href="#">1</a>	<a href="#">\$24.36</a>	<a href="#">\$25.74</a>	<a href="#">\$27.23</a>	<a href="#">\$28.79</a>	<a href="#">\$30.45</a>
E033	<a href="#">Retirement Accounting Technician II</a>	<a href="#">1</a>	<a href="#">\$27.21</a>	<a href="#">\$28.76</a>	<a href="#">\$30.41</a>	<a href="#">\$32.17</a>	<a href="#">\$34.01</a>
E491	<a href="#">Retirement Analyst</a>	<a href="#">1</a>	<a href="#">\$33.87</a>	<a href="#">\$35.81</a>	<a href="#">\$37.88</a>	<a href="#">\$40.06</a>	<a href="#">\$42.34</a>
E054	<a href="#">Retirement Communication Specialist</a>	<a href="#">5</a>	<a href="#">\$44.98</a>	<a href="#">\$47.56</a>	<a href="#">\$50.28</a>	<a href="#">\$53.18</a>	<a href="#">\$56.22</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E052	Retirement Financial Analyst I	<u>1</u>	<u>\$40.96</u>	<u>\$43.32</u>	<u>\$45.79</u>	<u>\$48.43</u>	<u>\$51.21</u>
E053	Retirement Financial Analyst II	<u>5</u>	<u>\$51.21</u>	<u>\$54.15</u>	<u>\$57.26</u>	<u>\$60.55</u>	<u>\$64.02</u>
E012	Retirement Senior Accountant - Exempt	<u>5</u>	<u>\$43.47</u>	<u>\$45.98</u>	<u>\$48.61</u>	<u>\$51.39</u>	<u>\$54.35</u>
E493	Retirement Support Specialist	<u>1</u>	<u>\$28.00</u>	<u>\$29.62</u>	<u>\$31.30</u>	<u>\$33.11</u>	<u>\$35.01</u>
V237	Retirement Systems Technologist	<u>5</u>	<u>\$51.16</u>	<u>\$54.08</u>	<u>\$57.20</u>	<u>\$60.47</u>	<u>\$63.93</u>
E455	Revenue Collection Supervisor - Exempt	<u>5</u>	<u>\$39.25</u>	<u>\$41.49</u>	<u>\$43.87</u>	<u>\$46.39</u>	<u>\$49.05</u>
E458	Revenue Collector I	<u>1</u>	<u>\$24.82</u>	<u>\$26.25</u>	<u>\$27.76</u>	<u>\$29.35</u>	<u>\$31.03</u>
B043	Revenue Collector I - Unclassified	<u>1</u>	<u>\$24.82</u>	<u>\$26.25</u>	<u>\$27.76</u>	<u>\$29.35</u>	<u>\$31.03</u>
E457	Revenue Collector II	<u>1</u>	<u>\$30.70</u>	<u>\$32.45</u>	<u>\$34.32</u>	<u>\$36.29</u>	<u>\$38.36</u>
B044	Revenue Collector II - Unclassified	<u>1</u>	<u>\$30.70</u>	<u>\$32.45</u>	<u>\$34.32</u>	<u>\$36.29</u>	<u>\$38.36</u>
E007	Senior Accountant	<u>5</u>	<u>\$43.47</u>	<u>\$45.98</u>	<u>\$48.61</u>	<u>\$51.39</u>	<u>\$54.35</u>
E009	Senior Accountant - Exempt	<u>5</u>	<u>\$43.47</u>	<u>\$45.98</u>	<u>\$48.61</u>	<u>\$51.39</u>	<u>\$54.35</u>
B003	Senior Accountant - Unclassified - Exempt	<u>5</u>	<u>\$43.47</u>	<u>\$45.98</u>	<u>\$48.61</u>	<u>\$51.39</u>	<u>\$54.35</u>
U068	Senior Appraiser	<u>2</u>	<u>\$41.80</u>	<u>\$44.19</u>	<u>\$46.73</u>	<u>\$49.40</u>	<u>\$52.25</u>
B088	Senior Appraiser - Unclassified	<u>2</u>	<u>\$41.80</u>	<u>\$44.19</u>	<u>\$46.73</u>	<u>\$49.40</u>	<u>\$52.25</u>
U063	Senior Auditor - Appraiser	<u>2</u>	<u>\$41.80</u>	<u>\$44.19</u>	<u>\$46.73</u>	<u>\$49.40</u>	<u>\$52.25</u>
E345	Senior Cash Management Specialist	<u>1</u>	<u>\$30.41</u>	<u>\$32.17</u>	<u>\$34.01</u>	<u>\$35.96</u>	<u>\$38.01</u>
G228	Senior Community Program Specialist	<u>5</u>	<u>\$40.44</u>	<u>\$42.75</u>	<u>\$45.20</u>	<u>\$47.79</u>	<u>\$50.52</u>
N051	Senior Drafting Technician	<u>1</u>	<u>\$39.51</u>	<u>\$41.80</u>	<u>\$44.19</u>	<u>\$46.73</u>	<u>\$49.40</u>
V238	Senior Graphics Specialist	<u>5</u>	<u>\$39.38</u>	<u>\$41.64</u>	<u>\$44.04</u>	<u>\$46.55</u>	<u>\$49.23</u>
V234	Senior Information Technology Analyst	<u>5</u>	<u>\$49.69</u>	<u>\$52.52</u>	<u>\$55.56</u>	<u>\$58.74</u>	<u>\$62.11</u>
B153	Senior Information Technology Analyst - Unclassified	<u>5</u>	<u>\$49.69</u>	<u>\$52.52</u>	<u>\$55.56</u>	<u>\$58.74</u>	<u>\$62.11</u>
V231	Senior Information Technology Technician	<u>5</u>	<u>\$39.38</u>	<u>\$41.64</u>	<u>\$44.04</u>	<u>\$46.55</u>	<u>\$49.23</u>
E093	Senior Internal Auditor	<u>5</u>	<u>\$48.19</u>	<u>\$50.95</u>	<u>\$53.88</u>	<u>\$56.98</u>	<u>\$60.25</u>
K003	Senior Librarian	<u>5</u>	<u>\$38.28</u>	<u>\$40.49</u>	<u>\$42.81</u>	<u>\$45.25</u>	<u>\$47.85</u>
K017	Senior Library Assistant	<u>1</u>	<u>\$28.13</u>	<u>\$29.73</u>	<u>\$31.44</u>	<u>\$33.25</u>	<u>\$35.15</u>
K016	Senior Library Technician	<u>1</u>	<u>\$28.13</u>	<u>\$29.73</u>	<u>\$31.44</u>	<u>\$33.25</u>	<u>\$35.15</u>
E017	Senior Property Tax Specialist	<u>5</u>	<u>\$43.47</u>	<u>\$45.98</u>	<u>\$48.61</u>	<u>\$51.39</u>	<u>\$54.35</u>
E492	Senior Retirement Analyst	<u>1</u>	<u>\$39.72</u>	<u>\$42.00</u>	<u>\$44.41</u>	<u>\$46.95</u>	<u>\$49.66</u>
E447	Sheriff's Criminal Records Supervisor - Exempt	<u>5</u>	<u>\$34.14</u>	<u>\$36.09</u>	<u>\$38.18</u>	<u>\$40.36</u>	<u>\$42.68</u>
E445	Sheriff's Criminal Records Technician I	<u>1</u>	<u>\$24.61</u>	<u>\$26.02</u>	<u>\$27.52</u>	<u>\$29.09</u>	<u>\$30.76</u>
E446	Sheriff's Criminal Records Technician II	<u>1</u>	<u>\$26.04</u>	<u>\$27.55</u>	<u>\$29.12</u>	<u>\$30.80</u>	<u>\$32.56</u>
E406	Storekeeper I	<u>1</u>	<u>\$20.20</u>	<u>\$21.36</u>	<u>\$22.59</u>	<u>\$23.87</u>	<u>\$25.24</u>
E407	Storekeeper II	<u>1</u>	<u>\$24.61</u>	<u>\$26.03</u>	<u>\$27.53</u>	<u>\$29.10</u>	<u>\$30.77</u>
E410	Storekeeping Supervisor - Exempt	<u>1</u>	<u>\$30.00</u>	<u>\$31.75</u>	<u>\$33.55</u>	<u>\$35.48</u>	<u>\$37.51</u>
B331	Storekeeping Supervisor - Unclassified - Exempt	<u>1</u>	<u>\$30.00</u>	<u>\$31.75</u>	<u>\$33.55</u>	<u>\$35.48</u>	<u>\$37.51</u>
E358	Supervising Cash Management Specialist	<u>5</u>	<u>\$34.18</u>	<u>\$36.15</u>	<u>\$38.22</u>	<u>\$40.41</u>	<u>\$42.73</u>
Q005	Supervising District Coordinator, Sheriff's Office Of Emergency Services	<u>5</u>	<u>\$43.05</u>	<u>\$45.52</u>	<u>\$48.13</u>	<u>\$50.89</u>	<u>\$53.82</u>
E380	Supervising Legal Secretary - Exempt	<u>1</u>	<u>\$38.13</u>	<u>\$40.30</u>	<u>\$42.62</u>	<u>\$45.05</u>	<u>\$47.64</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<u>N035</u>	<u>Supervising Public Works Technician - Exempt</u>	<u>1</u>	<u>\$45.01</u>	<u>\$47.60</u>	<u>\$50.34</u>	<u>\$53.22</u>	<u>\$56.27</u>
<u>E409</u>	<u>Surplus Property Officer</u>	<u>1</u>	<u>\$30.90</u>	<u>\$32.67</u>	<u>\$34.55</u>	<u>\$36.54</u>	<u>\$38.63</u>
<u>V210</u>	<u>Systems Engineer</u>	<u>5</u>	<u>\$49.69</u>	<u>\$52.52</u>	<u>\$55.56</u>	<u>\$58.74</u>	<u>\$62.11</u>
<u>B128</u>	<u>Systems Engineer - Unclassified</u>	<u>5</u>	<u>\$49.69</u>	<u>\$52.52</u>	<u>\$55.56</u>	<u>\$58.74</u>	<u>\$62.11</u>
<u>V252</u>	<u>Systems Support Specialist</u>	<u>5</u>	<u>\$48.70</u>	<u>\$51.50</u>	<u>\$54.45</u>	<u>\$57.57</u>	<u>\$60.88</u>
<u>E352</u>	<u>Word Processor I</u>	<u>1</u>	<u>\$22.94</u>	<u>\$24.25</u>	<u>\$25.64</u>	<u>\$27.12</u>	<u>\$28.67</u>
<u>E353</u>	<u>Word Processor II</u>	<u>1</u>	<u>\$24.40</u>	<u>\$25.78</u>	<u>\$27.27</u>	<u>\$28.84</u>	<u>\$30.50</u>

Effective October 4, 2020, the base monthly salary for represented classifications shall be increased by **at least two percent (2%) and no more than three percent (3%)** to be determined by the amount of April 2019 to April 2020 fiscal year average of Bureau of Labor Statistics San Francisco Bay Area Consumer Price Index (CPI) for all Urban Wage Earners. The salary rate table includes the salary minimum of 2% and 1% equity increase.

### SEIU Extra Help: Salaries - 10/4/2020

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E030	<a href="#">Accountant I</a>	<a href="#">5</a>	<a href="#">\$31.22</a>	<a href="#">\$33.01</a>	<a href="#">\$34.90</a>	<a href="#">\$36.93</a>	<a href="#">\$39.03</a>
B001	<a href="#">Accountant I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$31.22</a>	<a href="#">\$33.01</a>	<a href="#">\$34.90</a>	<a href="#">\$36.93</a>	<a href="#">\$39.03</a>
E011	<a href="#">Accountant II</a>	<a href="#">5</a>	<a href="#">\$36.50</a>	<a href="#">\$38.59</a>	<a href="#">\$40.82</a>	<a href="#">\$43.16</a>	<a href="#">\$45.62</a>
E010	<a href="#">Accountant II - Exempt</a>	<a href="#">5</a>	<a href="#">\$36.50</a>	<a href="#">\$38.59</a>	<a href="#">\$40.82</a>	<a href="#">\$43.16</a>	<a href="#">\$45.62</a>
B002	<a href="#">Accountant II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$36.50</a>	<a href="#">\$38.59</a>	<a href="#">\$40.82</a>	<a href="#">\$43.16</a>	<a href="#">\$45.62</a>
E029	<a href="#">Administrative Assistant I</a>	<a href="#">5</a>	<a href="#">\$33.30</a>	<a href="#">\$35.20</a>	<a href="#">\$37.23</a>	<a href="#">\$39.36</a>	<a href="#">\$41.62</a>
B131	<a href="#">Administrative Assistant I - Unclassified</a>	<a href="#">5</a>	<a href="#">\$33.30</a>	<a href="#">\$35.20</a>	<a href="#">\$37.23</a>	<a href="#">\$39.36</a>	<a href="#">\$41.62</a>
E089	<a href="#">Administrative Assistant II - Exempt</a>	<a href="#">2</a>	<a href="#">\$37.83</a>	<a href="#">\$40.02</a>	<a href="#">\$42.29</a>	<a href="#">\$44.71</a>	<a href="#">\$47.30</a>
B134	<a href="#">Administrative Assistant II - Unclassified / Exempt</a>	<a href="#">2</a>	<a href="#">\$37.83</a>	<a href="#">\$40.02</a>	<a href="#">\$42.29</a>	<a href="#">\$44.71</a>	<a href="#">\$47.30</a>
E001	<a href="#">Administrative Secretary I</a>	<a href="#">1</a>	<a href="#">\$27.86</a>	<a href="#">\$29.46</a>	<a href="#">\$31.13</a>	<a href="#">\$32.92</a>	<a href="#">\$34.80</a>
B017	<a href="#">Administrative Secretary I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$27.86</a>	<a href="#">\$29.46</a>	<a href="#">\$31.13</a>	<a href="#">\$32.92</a>	<a href="#">\$34.80</a>
E002	<a href="#">Administrative Secretary II</a>	<a href="#">1</a>	<a href="#">\$30.07</a>	<a href="#">\$31.80</a>	<a href="#">\$33.62</a>	<a href="#">\$35.56</a>	<a href="#">\$37.58</a>
B015	<a href="#">Administrative Secretary II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.07</a>	<a href="#">\$31.80</a>	<a href="#">\$33.62</a>	<a href="#">\$35.56</a>	<a href="#">\$37.58</a>
E003	<a href="#">Administrative Secretary III</a>	<a href="#">1</a>	<a href="#">\$31.56</a>	<a href="#">\$33.36</a>	<a href="#">\$35.28</a>	<a href="#">\$37.30</a>	<a href="#">\$39.43</a>
B016	<a href="#">Administrative Secretary III - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.56</a>	<a href="#">\$33.36</a>	<a href="#">\$35.28</a>	<a href="#">\$37.30</a>	<a href="#">\$39.43</a>
V215	<a href="#">Advisory Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$54.99</a>	<a href="#">\$58.14</a>	<a href="#">\$61.49</a>	<a href="#">\$65.00</a>	<a href="#">\$68.73</a>
U076	<a href="#">Appraiser I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$34.30</a>	<a href="#">\$36.25</a>	<a href="#">\$38.33</a>
B304	<a href="#">Appraiser I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$34.30</a>	<a href="#">\$36.25</a>	<a href="#">\$38.33</a>
U074	<a href="#">Appraiser II</a>	<a href="#">2</a>	<a href="#">\$37.91</a>	<a href="#">\$40.11</a>	<a href="#">\$42.38</a>	<a href="#">\$44.82</a>	<a href="#">\$47.40</a>
B305	<a href="#">Appraiser II - Unclassified</a>	<a href="#">2</a>	<a href="#">\$37.91</a>	<a href="#">\$40.11</a>	<a href="#">\$42.38</a>	<a href="#">\$44.82</a>	<a href="#">\$47.40</a>
E325	<a href="#">Assessor / Recorder Support Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$33.30</a>	<a href="#">\$35.20</a>	<a href="#">\$37.23</a>	<a href="#">\$39.36</a>	<a href="#">\$41.62</a>
E321	<a href="#">Assessor / Recorder Technician I</a>	<a href="#">1</a>	<a href="#">\$23.22</a>	<a href="#">\$24.53</a>	<a href="#">\$25.96</a>	<a href="#">\$27.46</a>	<a href="#">\$29.03</a>
E322	<a href="#">Assessor / Recorder Technician II</a>	<a href="#">1</a>	<a href="#">\$24.46</a>	<a href="#">\$25.88</a>	<a href="#">\$27.33</a>	<a href="#">\$28.92</a>	<a href="#">\$30.58</a>
B126	<a href="#">Assessor / Recorder Technician II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$24.46</a>	<a href="#">\$25.88</a>	<a href="#">\$27.33</a>	<a href="#">\$28.92</a>	<a href="#">\$30.58</a>
E323	<a href="#">Assessor Recorder Technician III</a>	<a href="#">1</a>	<a href="#">\$28.03</a>	<a href="#">\$29.62</a>	<a href="#">\$31.32</a>	<a href="#">\$33.14</a>	<a href="#">\$35.03</a>
V200	<a href="#">Assistant Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$36.57</a>	<a href="#">\$38.64</a>	<a href="#">\$40.88</a>	<a href="#">\$43.20</a>	<a href="#">\$45.69</a>
V205	<a href="#">Associate Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$43.00</a>	<a href="#">\$45.47</a>	<a href="#">\$48.10</a>	<a href="#">\$50.85</a>	<a href="#">\$53.79</a>
U079	<a href="#">Auditor - Appraiser I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$34.30</a>	<a href="#">\$36.25</a>	<a href="#">\$38.33</a>
U078	<a href="#">Auditor - Appraiser II</a>	<a href="#">2</a>	<a href="#">\$37.91</a>	<a href="#">\$40.11</a>	<a href="#">\$42.38</a>	<a href="#">\$44.82</a>	<a href="#">\$47.40</a>
E354	<a href="#">Banking And Cash Management Supervisor-Exempt</a>	<a href="#">5</a>	<a href="#">\$40.43</a>	<a href="#">\$42.73</a>	<a href="#">\$45.19</a>	<a href="#">\$47.78</a>	<a href="#">\$50.52</a>
E140	<a href="#">Buyer I</a>	<a href="#">1</a>	<a href="#">\$31.83</a>	<a href="#">\$33.65</a>	<a href="#">\$35.59</a>	<a href="#">\$37.64</a>	<a href="#">\$39.79</a>
E125	<a href="#">Buyer II</a>	<a href="#">5</a>	<a href="#">\$36.70</a>	<a href="#">\$38.81</a>	<a href="#">\$41.01</a>	<a href="#">\$43.38</a>	<a href="#">\$45.87</a>
B217	<a href="#">C/CAG Transportation Programs Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$35.47</a>	<a href="#">\$37.51</a>	<a href="#">\$39.67</a>	<a href="#">\$41.94</a>	<a href="#">\$44.35</a>
B218	<a href="#">C/CAG Transportation Programs Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$41.65</a>	<a href="#">\$44.03</a>	<a href="#">\$46.56</a>	<a href="#">\$49.22</a>	<a href="#">\$52.04</a>
E348	<a href="#">Cash Management Specialist</a>	<a href="#">1</a>	<a href="#">\$29.62</a>	<a href="#">\$31.32</a>	<a href="#">\$33.14</a>	<a href="#">\$35.04</a>	<a href="#">\$37.03</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">E436</a>	<a href="#">Child Support Analyst I</a>	<a href="#">1</a>	<a href="#">\$31.40</a>	<a href="#">\$33.21</a>	<a href="#">\$35.12</a>	<a href="#">\$37.13</a>	<a href="#">\$39.27</a>
<a href="#">B227</a>	<a href="#">Child Support Analyst I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.40</a>	<a href="#">\$33.21</a>	<a href="#">\$35.12</a>	<a href="#">\$37.13</a>	<a href="#">\$39.27</a>
<a href="#">E435</a>	<a href="#">Child Support Analyst II</a>	<a href="#">1</a>	<a href="#">\$33.08</a>	<a href="#">\$34.98</a>	<a href="#">\$36.99</a>	<a href="#">\$39.10</a>	<a href="#">\$41.34</a>
<a href="#">B228</a>	<a href="#">Child Support Analyst II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$33.08</a>	<a href="#">\$34.98</a>	<a href="#">\$36.99</a>	<a href="#">\$39.10</a>	<a href="#">\$41.34</a>
<a href="#">E437</a>	<a href="#">Child Support Analyst III</a>	<a href="#">1</a>	<a href="#">\$35.47</a>	<a href="#">\$37.52</a>	<a href="#">\$39.68</a>	<a href="#">\$41.95</a>	<a href="#">\$44.36</a>
<a href="#">E431</a>	<a href="#">Child Support Customer Service Specialist</a>	<a href="#">1</a>	<a href="#">\$28.02</a>	<a href="#">\$29.60</a>	<a href="#">\$31.29</a>	<a href="#">\$33.12</a>	<a href="#">\$35.01</a>
<a href="#">B330</a>	<a href="#">Child Support Customer Service Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.02</a>	<a href="#">\$29.60</a>	<a href="#">\$31.29</a>	<a href="#">\$33.12</a>	<a href="#">\$35.01</a>
<a href="#">E439</a>	<a href="#">Child Support Customer Service Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$41.25</a>	<a href="#">\$43.60</a>	<a href="#">\$46.10</a>	<a href="#">\$48.75</a>	<a href="#">\$51.54</a>
<a href="#">E290</a>	<a href="#">Child Support Specialist I</a>	<a href="#">1</a>	<a href="#">\$28.03</a>	<a href="#">\$29.62</a>	<a href="#">\$31.32</a>	<a href="#">\$33.14</a>	<a href="#">\$35.03</a>
<a href="#">E291</a>	<a href="#">Child Support Specialist II</a>	<a href="#">1</a>	<a href="#">\$30.06</a>	<a href="#">\$31.79</a>	<a href="#">\$33.60</a>	<a href="#">\$35.55</a>	<a href="#">\$37.57</a>
<a href="#">E294</a>	<a href="#">Child Support Specialist III</a>	<a href="#">1</a>	<a href="#">\$33.08</a>	<a href="#">\$34.98</a>	<a href="#">\$36.99</a>	<a href="#">\$39.10</a>	<a href="#">\$41.34</a>
<a href="#">E434</a>	<a href="#">Child Support Supervisor - Exempt</a>	<a href="#">5</a>	<a href="#">\$41.25</a>	<a href="#">\$43.60</a>	<a href="#">\$46.10</a>	<a href="#">\$48.75</a>	<a href="#">\$51.54</a>
<a href="#">B145</a>	<a href="#">Child Support Supervisor - Unclassified / Exempt</a>	<a href="#">5</a>	<a href="#">\$41.25</a>	<a href="#">\$43.60</a>	<a href="#">\$46.10</a>	<a href="#">\$48.75</a>	<a href="#">\$51.54</a>
<a href="#">E432</a>	<a href="#">Child Support Technician</a>	<a href="#">1</a>	<a href="#">\$28.02</a>	<a href="#">\$29.60</a>	<a href="#">\$31.29</a>	<a href="#">\$33.12</a>	<a href="#">\$35.01</a>
<a href="#">K008</a>	<a href="#">Circulation Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$33.97</a>	<a href="#">\$35.92</a>	<a href="#">\$37.97</a>	<a href="#">\$40.16</a>	<a href="#">\$42.47</a>
<a href="#">G245</a>	<a href="#">Community Program Analyst I</a>	<a href="#">5</a>	<a href="#">\$35.47</a>	<a href="#">\$37.51</a>	<a href="#">\$39.67</a>	<a href="#">\$41.94</a>	<a href="#">\$44.35</a>
<a href="#">G246</a>	<a href="#">Community Program Analyst II</a>	<a href="#">5</a>	<a href="#">\$41.65</a>	<a href="#">\$44.03</a>	<a href="#">\$46.56</a>	<a href="#">\$49.22</a>	<a href="#">\$52.04</a>
<a href="#">G226</a>	<a href="#">Community Program Specialist I</a>	<a href="#">1</a>	<a href="#">\$31.67</a>	<a href="#">\$33.50</a>	<a href="#">\$35.41</a>	<a href="#">\$37.43</a>	<a href="#">\$39.60</a>
<a href="#">B182</a>	<a href="#">Community Program Specialist I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$31.67</a>	<a href="#">\$33.50</a>	<a href="#">\$35.41</a>	<a href="#">\$37.43</a>	<a href="#">\$39.60</a>
<a href="#">G227</a>	<a href="#">Community Program Specialist II</a>	<a href="#">5</a>	<a href="#">\$35.47</a>	<a href="#">\$37.51</a>	<a href="#">\$39.67</a>	<a href="#">\$41.94</a>	<a href="#">\$44.35</a>
<a href="#">B181</a>	<a href="#">Community Program Specialist II - Unclassified</a>	<a href="#">5</a>	<a href="#">\$35.47</a>	<a href="#">\$37.51</a>	<a href="#">\$39.67</a>	<a href="#">\$41.94</a>	<a href="#">\$44.35</a>
<a href="#">B180</a>	<a href="#">Community Program Specialist III - Unclassified</a>	<a href="#">5</a>	<a href="#">\$41.65</a>	<a href="#">\$44.03</a>	<a href="#">\$46.56</a>	<a href="#">\$49.22</a>	<a href="#">\$52.04</a>
<a href="#">G236</a>	<a href="#">Community Program Supervisor</a>	<a href="#">5</a>	<a href="#">\$45.80</a>	<a href="#">\$48.43</a>	<a href="#">\$51.21</a>	<a href="#">\$54.14</a>	<a href="#">\$57.27</a>
<a href="#">N060</a>	<a href="#">Construction Inspector I</a>	<a href="#">1</a>	<a href="#">\$35.69</a>	<a href="#">\$37.76</a>	<a href="#">\$39.89</a>	<a href="#">\$42.19</a>	<a href="#">\$44.62</a>
<a href="#">N062</a>	<a href="#">Construction Inspector II</a>	<a href="#">1</a>	<a href="#">\$41.98</a>	<a href="#">\$44.37</a>	<a href="#">\$46.94</a>	<a href="#">\$49.60</a>	<a href="#">\$52.46</a>
<a href="#">G247</a>	<a href="#">Contract Administrator I</a>	<a href="#">5</a>	<a href="#">\$35.47</a>	<a href="#">\$37.51</a>	<a href="#">\$39.67</a>	<a href="#">\$41.94</a>	<a href="#">\$44.35</a>
<a href="#">G248</a>	<a href="#">Contract Administrator II</a>	<a href="#">5</a>	<a href="#">\$41.65</a>	<a href="#">\$44.03</a>	<a href="#">\$46.56</a>	<a href="#">\$49.22</a>	<a href="#">\$52.04</a>
<a href="#">E310</a>	<a href="#">Copy Operator</a>	<a href="#">1</a>	<a href="#">\$23.55</a>	<a href="#">\$24.87</a>	<a href="#">\$26.31</a>	<a href="#">\$27.84</a>	<a href="#">\$29.44</a>
<a href="#">E423</a>	<a href="#">Data Entry Operator I</a>	<a href="#">1</a>	<a href="#">\$20.33</a>	<a href="#">\$21.49</a>	<a href="#">\$22.72</a>	<a href="#">\$24.03</a>	<a href="#">\$25.41</a>
<a href="#">E424</a>	<a href="#">Data Entry Operator II</a>	<a href="#">1</a>	<a href="#">\$23.55</a>	<a href="#">\$24.87</a>	<a href="#">\$26.31</a>	<a href="#">\$27.84</a>	<a href="#">\$29.44</a>
<a href="#">E426</a>	<a href="#">Data Entry Supervisor</a>	<a href="#">5</a>	<a href="#">\$29.45</a>	<a href="#">\$31.13</a>	<a href="#">\$32.92</a>	<a href="#">\$34.80</a>	<a href="#">\$36.79</a>
<a href="#">N017</a>	<a href="#">Delineator I</a>	<a href="#">1</a>	<a href="#">\$33.30</a>	<a href="#">\$35.20</a>	<a href="#">\$37.23</a>	<a href="#">\$39.36</a>	<a href="#">\$41.62</a>
<a href="#">E531</a>	<a href="#">Departmental Data Processing Specialist</a>	<a href="#">1</a>	<a href="#">\$31.84</a>	<a href="#">\$33.66</a>	<a href="#">\$35.60</a>	<a href="#">\$37.65</a>	<a href="#">\$39.80</a>
<a href="#">V233</a>	<a href="#">Departmental Systems Analyst</a>	<a href="#">5</a>	<a href="#">\$50.16</a>	<a href="#">\$53.05</a>	<a href="#">\$56.08</a>	<a href="#">\$59.30</a>	<a href="#">\$62.71</a>
<a href="#">Q002</a>	<a href="#">District Coordinator, Sheriff's Office Of Emergency Services</a>	<a href="#">5</a>	<a href="#">\$37.91</a>	<a href="#">\$40.11</a>	<a href="#">\$42.38</a>	<a href="#">\$44.82</a>	<a href="#">\$47.40</a>
<a href="#">B321</a>	<a href="#">District Coordinator, Sheriff's Office Of Emergency Services - Unclassified</a>	<a href="#">5</a>	<a href="#">\$37.91</a>	<a href="#">\$40.11</a>	<a href="#">\$42.38</a>	<a href="#">\$44.82</a>	<a href="#">\$47.40</a>
<a href="#">N053</a>	<a href="#">Drafting Technician I</a>	<a href="#">1</a>	<a href="#">\$30.98</a>	<a href="#">\$32.77</a>	<a href="#">\$34.63</a>	<a href="#">\$36.64</a>	<a href="#">\$38.73</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
N052	Drafting Technician II	<u>1</u>	<u>\$36.33</u>	<u>\$38.41</u>	<u>\$40.61</u>	<u>\$42.94</u>	<u>\$45.41</u>
E452	Election Technician	<u>1</u>	<u>\$26.70</u>	<u>\$28.21</u>	<u>\$29.83</u>	<u>\$31.54</u>	<u>\$33.35</u>
B032	Elections Graphics Specialist - Unclassified	<u>1</u>	<u>\$34.17</u>	<u>\$36.11</u>	<u>\$38.18</u>	<u>\$40.40</u>	<u>\$42.68</u>
E166	Elections Specialist I	<u>1</u>	<u>\$25.62</u>	<u>\$27.09</u>	<u>\$28.64</u>	<u>\$30.29</u>	<u>\$32.02</u>
E167	Elections Specialist II	<u>1</u>	<u>\$29.12</u>	<u>\$30.77</u>	<u>\$32.55</u>	<u>\$34.40</u>	<u>\$36.39</u>
E168	Elections Specialist III	<u>1</u>	<u>\$38.79</u>	<u>\$41.00</u>	<u>\$43.37</u>	<u>\$45.86</u>	<u>\$48.48</u>
E169	Elections Specialist Supervisor	<u>5</u>	<u>\$44.61</u>	<u>\$47.15</u>	<u>\$49.87</u>	<u>\$52.74</u>	<u>\$55.75</u>
E443	Estate Property Officer	<u>1</u>	<u>\$27.97</u>	<u>\$29.58</u>	<u>\$31.28</u>	<u>\$33.10</u>	<u>\$34.98</u>
B327	Estate Property Officer - Unclassified	<u>1</u>	<u>\$27.97</u>	<u>\$29.58</u>	<u>\$31.28</u>	<u>\$33.10</u>	<u>\$34.98</u>
B160	First 5 Program Specialist I - Unclassified	<u>5</u>	<u>\$35.47</u>	<u>\$37.51</u>	<u>\$39.67</u>	<u>\$41.94</u>	<u>\$44.35</u>
B161	First 5 Program Specialist II - Unclassified	<u>5</u>	<u>\$41.65</u>	<u>\$44.03</u>	<u>\$46.56</u>	<u>\$49.22</u>	<u>\$52.04</u>
E346	Fiscal Office Assistant I	<u>1</u>	<u>\$23.22</u>	<u>\$24.53</u>	<u>\$25.96</u>	<u>\$27.46</u>	<u>\$29.03</u>
B042	Fiscal Office Assistant I - Unclassified	<u>1</u>	<u>\$23.22</u>	<u>\$24.53</u>	<u>\$25.96</u>	<u>\$27.46</u>	<u>\$29.03</u>
E347	Fiscal Office Assistant II	<u>1</u>	<u>\$24.46</u>	<u>\$25.88</u>	<u>\$27.33</u>	<u>\$28.92</u>	<u>\$30.58</u>
B020	Fiscal Office Assistant II - Unclassified	<u>1</u>	<u>\$24.46</u>	<u>\$25.88</u>	<u>\$27.33</u>	<u>\$28.92</u>	<u>\$30.58</u>
E534	Fiscal Office Services Supervisor	<u>1</u>	<u>\$33.30</u>	<u>\$35.20</u>	<u>\$37.23</u>	<u>\$39.36</u>	<u>\$41.62</u>
E351	Fiscal Office Services Supervisor - Exempt	<u>1</u>	<u>\$33.30</u>	<u>\$35.20</u>	<u>\$37.23</u>	<u>\$39.36</u>	<u>\$41.62</u>
E350	Fiscal Office Specialist	<u>1</u>	<u>\$28.03</u>	<u>\$29.62</u>	<u>\$31.32</u>	<u>\$33.14</u>	<u>\$35.03</u>
B067	Fiscal Office Specialist - Unclassified	<u>1</u>	<u>\$28.03</u>	<u>\$29.62</u>	<u>\$31.32</u>	<u>\$33.14</u>	<u>\$35.03</u>
V057	GIS Supervisor	<u>1</u>	<u>\$44.78</u>	<u>\$47.35</u>	<u>\$50.07</u>	<u>\$52.93</u>	<u>\$55.97</u>
V054	GIS Technician I	<u>1</u>	<u>\$30.98</u>	<u>\$32.77</u>	<u>\$34.63</u>	<u>\$36.64</u>	<u>\$38.73</u>
V055	GIS Technician II	<u>1</u>	<u>\$36.33</u>	<u>\$38.41</u>	<u>\$40.61</u>	<u>\$42.94</u>	<u>\$45.41</u>
V056	GIS Technician III	<u>1</u>	<u>\$43.07</u>	<u>\$43.05</u>	<u>\$45.52</u>	<u>\$48.13</u>	<u>\$50.88</u>
N043	Graphics Communications Specialist	<u>1</u>	<u>\$41.58</u>	<u>\$43.97</u>	<u>\$46.50</u>	<u>\$49.17</u>	<u>\$51.97</u>
N041	Graphics Specialist	<u>1</u>	<u>\$33.30</u>	<u>\$35.20</u>	<u>\$37.23</u>	<u>\$39.36</u>	<u>\$41.62</u>
B028	Graphics Specialist - Unclassified	<u>1</u>	<u>\$33.30</u>	<u>\$35.20</u>	<u>\$37.23</u>	<u>\$39.36</u>	<u>\$41.62</u>
E483	Health Benefits Analyst I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$30.76</u>	<u>\$32.52</u>	<u>\$34.38</u>
E484	Health Benefits Analyst II	<u>1</u>	<u>\$31.15</u>	<u>\$32.95</u>	<u>\$34.83</u>	<u>\$36.84</u>	<u>\$38.95</u>
E486	Health Benefits Supervisor	<u>5</u>	<u>\$42.19</u>	<u>\$44.62</u>	<u>\$47.16</u>	<u>\$49.88</u>	<u>\$52.75</u>
E418	Hospital Unit Coordinator	<u>1</u>	<u>\$26.24</u>	<u>\$27.76</u>	<u>\$29.33</u>	<u>\$31.01</u>	<u>\$32.82</u>
V235	Information Technology Analyst	<u>5</u>	<u>\$50.16</u>	<u>\$53.05</u>	<u>\$56.08</u>	<u>\$59.30</u>	<u>\$62.71</u>
B152	Information Technology Analyst - Unclassified	<u>5</u>	<u>\$50.16</u>	<u>\$53.05</u>	<u>\$56.08</u>	<u>\$59.30</u>	<u>\$62.71</u>
V240	Information Technology Supervisor - Exempt	<u>5</u>	<u>\$54.99</u>	<u>\$58.14</u>	<u>\$61.49</u>	<u>\$65.00</u>	<u>\$68.73</u>
B136	Information Technology Supervisor - Unclassified	<u>5</u>	<u>\$54.99</u>	<u>\$58.14</u>	<u>\$61.49</u>	<u>\$65.00</u>	<u>\$68.73</u>
V230	Information Technology Technician	<u>5</u>	<u>\$39.76</u>	<u>\$42.05</u>	<u>\$44.47</u>	<u>\$47.02</u>	<u>\$49.70</u>
B150	Information Technology Technician - Unclassified	<u>5</u>	<u>\$39.76</u>	<u>\$42.05</u>	<u>\$44.47</u>	<u>\$47.02</u>	<u>\$49.70</u>
E095	Internal Auditor I	<u>5</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$37.03</u>	<u>\$39.14</u>	<u>\$41.41</u>
E094	Internal Auditor II	<u>5</u>	<u>\$38.67</u>	<u>\$40.90</u>	<u>\$43.24</u>	<u>\$45.73</u>	<u>\$48.35</u>
E014	Investment Services Specialist I	<u>1</u>	<u>\$30.10</u>	<u>\$31.83</u>	<u>\$33.66</u>	<u>\$35.60</u>	<u>\$37.65</u>
E015	Investment Services Specialist II	<u>2</u>	<u>\$34.01</u>	<u>\$35.95</u>	<u>\$38.03</u>	<u>\$40.19</u>	<u>\$42.52</u>
V263	IS Application Support - Senior	<u>5</u>	<u>\$54.99</u>	<u>\$58.14</u>	<u>\$61.49</u>	<u>\$65.00</u>	<u>\$68.73</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
V260	IS Application Support Analyst I	5	\$43.00	\$45.47	\$48.10	\$50.85	\$53.79
V261	IS Application Support Analyst II	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
V262	IS Application Support Analyst III	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V304	IS Application Support Supervisor	5	\$58.56	\$61.90	\$65.46	\$69.24	\$73.19
V267	IS Business Analyst - Senior	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V264	IS Business Analyst I	5	\$43.00	\$45.47	\$48.10	\$50.85	\$53.79
V265	IS Business Analyst II	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
B194	IS Business Analyst II - Unclassified	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
V266	IS Business Analyst III	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V300	IS Business Supervisor	5	\$58.56	\$61.90	\$65.46	\$69.24	\$73.19
V271	IS Client Systems Specialist - Senior	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V268	IS Client Systems Specialist I	5	\$43.00	\$45.47	\$48.10	\$50.85	\$53.79
V269	IS Client Systems Specialist II	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
V270	IS Client Systems Specialist III	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V301	IS Client Systems Supervisor	5	\$58.56	\$61.90	\$65.46	\$69.24	\$73.19
V283	IS Communications Specialist - Senior	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V280	IS Communications Specialist I	5	\$43.00	\$45.47	\$48.10	\$50.85	\$53.79
V281	IS Communications Specialist II	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
V282	IS Communications Specialist III	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V307	IS Communications Supervisor	5	\$58.56	\$61.90	\$65.46	\$69.24	\$73.19
V275	IS Data Specialist - Senior	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V272	IS Data Specialist I	5	\$43.00	\$45.47	\$48.10	\$50.85	\$53.79
V273	IS Data Specialist II	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
V274	IS Data Specialist III	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V302	IS Data Supervisor	5	\$58.56	\$61.90	\$65.46	\$69.24	\$73.19
V305	IS Project Manager I	5	\$58.56	\$61.90	\$65.46	\$69.24	\$73.19
V306	IS Project Manager II	5	\$61.90	\$65.46	\$69.24	\$73.19	\$77.38
V279	IS Systems Specialist - Senior	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V276	IS Systems Specialist I	5	\$43.00	\$45.47	\$48.10	\$50.85	\$53.79
V277	IS Systems Specialist II	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
V278	IS Systems Specialist III	5	\$54.99	\$58.14	\$61.49	\$65.00	\$68.73
V303	IS Systems Supervisor	5	\$58.56	\$61.90	\$65.46	\$69.24	\$73.19
E324	Lead Assessor / Recorder Technician	1	\$26.70	\$28.21	\$29.83	\$31.54	\$33.35
E124	Lead Buyer	5	\$40.35	\$42.67	\$45.13	\$47.71	\$50.44
E438	Lead Child Support Customer Service Specialist	1	\$33.08	\$34.98	\$36.99	\$39.10	\$41.34
E550	Lead Copy Operator	1	\$26.42	\$27.93	\$29.53	\$31.23	\$33.02
E395	Lead Deputy Court Clerk	1	\$29.54	\$31.24	\$33.03	\$34.92	\$36.95
E442	Lead Estate Property Officer	1	\$30.77	\$32.55	\$34.42	\$36.39	\$38.48
E349	Lead Fiscal Office Assistant	1	\$26.70	\$28.21	\$29.83	\$31.54	\$33.35
B025	Lead Fiscal Office Assistant - Unclassified	1	\$26.70	\$28.21	\$29.83	\$31.54	\$33.35
E485	Lead Health Benefits Analyst	1	\$33.51	\$35.42	\$37.44	\$39.61	\$41.86
E374	Lead Legal Office Assistant	1	\$30.81	\$32.57	\$34.43	\$36.41	\$38.50
B030	Lead Legal Office Assistant - Unclassified	1	\$30.81	\$32.57	\$34.43	\$36.41	\$38.50
E389	Lead Legal Process Technician	1	\$28.21	\$29.83	\$31.54	\$33.35	\$35.28

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">B073</a>	<a href="#">Lead Legal Process Technician - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.21</a>	<a href="#">\$29.83</a>	<a href="#">\$31.54</a>	<a href="#">\$33.35</a>	<a href="#">\$35.28</a>
<a href="#">E379</a>	<a href="#">Lead Legal Secretary</a>	<a href="#">1</a>	<a href="#">\$34.15</a>	<a href="#">\$36.10</a>	<a href="#">\$38.18</a>	<a href="#">\$40.37</a>	<a href="#">\$42.67</a>
<a href="#">E356</a>	<a href="#">Lead Legal Word Processor</a>	<a href="#">1</a>	<a href="#">\$31.56</a>	<a href="#">\$33.37</a>	<a href="#">\$35.29</a>	<a href="#">\$37.31</a>	<a href="#">\$39.44</a>
<a href="#">E401</a>	<a href="#">Lead Mail Services Driver</a>	<a href="#">1</a>	<a href="#">\$26.42</a>	<a href="#">\$27.93</a>	<a href="#">\$29.53</a>	<a href="#">\$31.23</a>	<a href="#">\$33.02</a>
<a href="#">E419</a>	<a href="#">Lead Medical Office Assistant</a>	<a href="#">1</a>	<a href="#">\$29.56</a>	<a href="#">\$31.26</a>	<a href="#">\$33.05</a>	<a href="#">\$34.94</a>	<a href="#">\$36.97</a>
<a href="#">E336</a>	<a href="#">Lead Office Assistant</a>	<a href="#">1</a>	<a href="#">\$25.99</a>	<a href="#">\$27.49</a>	<a href="#">\$29.07</a>	<a href="#">\$30.72</a>	<a href="#">\$32.48</a>
<a href="#">E413</a>	<a href="#">Lead Patient Services Assistant</a>	<a href="#">1</a>	<a href="#">\$30.01</a>	<a href="#">\$31.77</a>	<a href="#">\$33.58</a>	<a href="#">\$35.49</a>	<a href="#">\$37.54</a>
<a href="#">B031</a>	<a href="#">Lead Patient Services Assistant - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.01</a>	<a href="#">\$31.77</a>	<a href="#">\$33.58</a>	<a href="#">\$35.49</a>	<a href="#">\$37.54</a>
<a href="#">V102</a>	<a href="#">Lead Production Technician</a>	<a href="#">1</a>	<a href="#">\$32.89</a>	<a href="#">\$34.78</a>	<a href="#">\$36.77</a>	<a href="#">\$38.90</a>	<a href="#">\$41.10</a>
<a href="#">E450</a>	<a href="#">Lead Property Transfer Assistant</a>	<a href="#">1</a>	<a href="#">\$28.69</a>	<a href="#">\$30.33</a>	<a href="#">\$32.06</a>	<a href="#">\$33.93</a>	<a href="#">\$35.85</a>
<a href="#">E482</a>	<a href="#">Lead Records Center Assistant</a>	<a href="#">1</a>	<a href="#">\$28.21</a>	<a href="#">\$29.83</a>	<a href="#">\$31.54</a>	<a href="#">\$33.35</a>	<a href="#">\$35.28</a>
<a href="#">E456</a>	<a href="#">Lead Revenue Collector</a>	<a href="#">1</a>	<a href="#">\$34.31</a>	<a href="#">\$36.27</a>	<a href="#">\$38.35</a>	<a href="#">\$40.55</a>	<a href="#">\$42.88</a>
<a href="#">E408</a>	<a href="#">Lead Storekeeper</a>	<a href="#">1</a>	<a href="#">\$27.51</a>	<a href="#">\$29.09</a>	<a href="#">\$30.75</a>	<a href="#">\$32.51</a>	<a href="#">\$34.37</a>
<a href="#">E357</a>	<a href="#">Lead Word Processor</a>	<a href="#">1</a>	<a href="#">\$27.28</a>	<a href="#">\$28.85</a>	<a href="#">\$30.52</a>	<a href="#">\$32.26</a>	<a href="#">\$34.12</a>
<a href="#">E372</a>	<a href="#">Legal Office Assistant I</a>	<a href="#">1</a>	<a href="#">\$25.53</a>	<a href="#">\$27.01</a>	<a href="#">\$28.53</a>	<a href="#">\$30.18</a>	<a href="#">\$31.91</a>
<a href="#">B137</a>	<a href="#">Legal Office Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.53</a>	<a href="#">\$27.01</a>	<a href="#">\$28.53</a>	<a href="#">\$30.18</a>	<a href="#">\$31.91</a>
<a href="#">E373</a>	<a href="#">Legal Office Assistant II</a>	<a href="#">1</a>	<a href="#">\$26.92</a>	<a href="#">\$28.45</a>	<a href="#">\$30.09</a>	<a href="#">\$31.82</a>	<a href="#">\$33.65</a>
<a href="#">B138</a>	<a href="#">Legal Office Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$26.92</a>	<a href="#">\$28.45</a>	<a href="#">\$30.09</a>	<a href="#">\$31.82</a>	<a href="#">\$33.65</a>
<a href="#">E376</a>	<a href="#">Legal Office Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$36.66</a>	<a href="#">\$38.76</a>	<a href="#">\$40.97</a>	<a href="#">\$43.33</a>	<a href="#">\$45.80</a>
<a href="#">E375</a>	<a href="#">Legal Office Specialist</a>	<a href="#">1</a>	<a href="#">\$30.81</a>	<a href="#">\$32.57</a>	<a href="#">\$34.43</a>	<a href="#">\$36.41</a>	<a href="#">\$38.50</a>
<a href="#">B055</a>	<a href="#">Legal Office Specialist - Unclassified</a>	<a href="#">1</a>	<a href="#">\$30.81</a>	<a href="#">\$32.57</a>	<a href="#">\$34.43</a>	<a href="#">\$36.41</a>	<a href="#">\$38.50</a>
<a href="#">E387</a>	<a href="#">Legal Process Technician I</a>	<a href="#">1</a>	<a href="#">\$23.50</a>	<a href="#">\$24.85</a>	<a href="#">\$26.29</a>	<a href="#">\$27.80</a>	<a href="#">\$29.40</a>
<a href="#">B071</a>	<a href="#">Legal Process Technician I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.50</a>	<a href="#">\$24.85</a>	<a href="#">\$26.29</a>	<a href="#">\$27.80</a>	<a href="#">\$29.40</a>
<a href="#">E377</a>	<a href="#">Legal Secretary I</a>	<a href="#">1</a>	<a href="#">\$28.51</a>	<a href="#">\$30.17</a>	<a href="#">\$31.90</a>	<a href="#">\$33.72</a>	<a href="#">\$35.66</a>
<a href="#">E378</a>	<a href="#">Legal Secretary II</a>	<a href="#">1</a>	<a href="#">\$31.75</a>	<a href="#">\$33.58</a>	<a href="#">\$35.49</a>	<a href="#">\$37.54</a>	<a href="#">\$39.70</a>
<a href="#">E355</a>	<a href="#">Legal Word Processor</a>	<a href="#">1</a>	<a href="#">\$28.60</a>	<a href="#">\$30.25</a>	<a href="#">\$31.97</a>	<a href="#">\$33.78</a>	<a href="#">\$35.73</a>
<a href="#">B068</a>	<a href="#">Legal Word Processor - Unclassified</a>	<a href="#">1</a>	<a href="#">\$28.60</a>	<a href="#">\$30.25</a>	<a href="#">\$31.97</a>	<a href="#">\$33.78</a>	<a href="#">\$35.73</a>
<a href="#">K001</a>	<a href="#">Librarian I</a>	<a href="#">5</a>	<a href="#">\$33.80</a>	<a href="#">\$35.73</a>	<a href="#">\$37.80</a>	<a href="#">\$39.98</a>	<a href="#">\$42.25</a>
<a href="#">K002</a>	<a href="#">Librarian II</a>	<a href="#">5</a>	<a href="#">\$36.86</a>	<a href="#">\$38.99</a>	<a href="#">\$41.22</a>	<a href="#">\$43.57</a>	<a href="#">\$46.06</a>
<a href="#">E071</a>	<a href="#">Library Aide - Extra Help</a>	<a href="#">1</a>	<a href="#">\$17.83</a>	<a href="#">\$18.85</a>	<a href="#">\$19.93</a>	<a href="#">\$21.08</a>	<a href="#">\$22.29</a>
<a href="#">K011</a>	<a href="#">Library Assistant Bookmobile Operator</a>	<a href="#">1</a>	<a href="#">\$29.52</a>	<a href="#">\$31.22</a>	<a href="#">\$32.99</a>	<a href="#">\$34.89</a>	<a href="#">\$36.89</a>
<a href="#">K009</a>	<a href="#">Library Assistant I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$25.88</a>	<a href="#">\$27.33</a>	<a href="#">\$28.92</a>
<a href="#">K010</a>	<a href="#">Library Assistant II</a>	<a href="#">1</a>	<a href="#">\$27.31</a>	<a href="#">\$28.87</a>	<a href="#">\$30.55</a>	<a href="#">\$32.29</a>	<a href="#">\$34.15</a>
<a href="#">K014</a>	<a href="#">Library Technician I</a>	<a href="#">1</a>	<a href="#">\$0.00</a>	<a href="#">\$0.00</a>	<a href="#">\$25.88</a>	<a href="#">\$27.33</a>	<a href="#">\$28.92</a>
<a href="#">K012</a>	<a href="#">Library Technician II</a>	<a href="#">1</a>	<a href="#">\$27.31</a>	<a href="#">\$28.87</a>	<a href="#">\$30.55</a>	<a href="#">\$32.29</a>	<a href="#">\$34.15</a>
<a href="#">K007</a>	<a href="#">Literacy Specialist</a>	<a href="#">1</a>	<a href="#">\$33.40</a>	<a href="#">\$35.33</a>	<a href="#">\$37.34</a>	<a href="#">\$39.48</a>	<a href="#">\$41.76</a>
<a href="#">E399</a>	<a href="#">Mail Services Aide</a>	<a href="#">1</a>	<a href="#">\$20.33</a>	<a href="#">\$21.49</a>	<a href="#">\$22.72</a>	<a href="#">\$24.03</a>	<a href="#">\$25.41</a>
<a href="#">E400</a>	<a href="#">Mail Services Driver</a>	<a href="#">1</a>	<a href="#">\$23.59</a>	<a href="#">\$24.92</a>	<a href="#">\$26.37</a>	<a href="#">\$27.89</a>	<a href="#">\$29.49</a>
<a href="#">E416</a>	<a href="#">Medical Office Assistant I</a>	<a href="#">1</a>	<a href="#">\$23.67</a>	<a href="#">\$25.03</a>	<a href="#">\$26.47</a>	<a href="#">\$27.97</a>	<a href="#">\$29.58</a>
<a href="#">B077</a>	<a href="#">Medical Office Assistant I - Unclassified</a>	<a href="#">1</a>	<a href="#">\$23.67</a>	<a href="#">\$25.03</a>	<a href="#">\$26.47</a>	<a href="#">\$27.97</a>	<a href="#">\$29.58</a>
<a href="#">E417</a>	<a href="#">Medical Office Assistant II</a>	<a href="#">1</a>	<a href="#">\$25.51</a>	<a href="#">\$26.96</a>	<a href="#">\$28.50</a>	<a href="#">\$30.16</a>	<a href="#">\$31.88</a>
<a href="#">B078</a>	<a href="#">Medical Office Assistant II - Unclassified</a>	<a href="#">1</a>	<a href="#">\$25.51</a>	<a href="#">\$26.96</a>	<a href="#">\$28.50</a>	<a href="#">\$30.16</a>	<a href="#">\$31.88</a>
<a href="#">E421</a>	<a href="#">Medical Office Services Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$35.17</a>	<a href="#">\$37.19</a>	<a href="#">\$39.33</a>	<a href="#">\$41.58</a>	<a href="#">\$43.97</a>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
E420	Medical Office Specialist	<u>1</u>	<u>\$29.56</u>	<u>\$31.26</u>	<u>\$33.05</u>	<u>\$34.94</u>	<u>\$36.97</u>
B076	Medical Office Specialist - Unclassified	<u>1</u>	<u>\$29.56</u>	<u>\$31.26</u>	<u>\$33.05</u>	<u>\$34.94</u>	<u>\$36.97</u>
E361	Medical Transcriptionist	<u>1</u>	<u>\$27.60</u>	<u>\$29.20</u>	<u>\$30.88</u>	<u>\$32.65</u>	<u>\$34.53</u>
E422	Mobile Health Services Assistant	<u>1</u>	<u>\$27.77</u>	<u>\$29.34</u>	<u>\$31.02</u>	<u>\$32.83</u>	<u>\$34.71</u>
E334	Office Assistant I	<u>1</u>	<u>\$20.48</u>	<u>\$21.65</u>	<u>\$22.88</u>	<u>\$24.19</u>	<u>\$25.60</u>
B069	Office Assistant I - Unclassified	<u>1</u>	<u>\$20.48</u>	<u>\$21.65</u>	<u>\$22.88</u>	<u>\$24.19</u>	<u>\$25.60</u>
E335	Office Assistant II	<u>1</u>	<u>\$23.55</u>	<u>\$24.87</u>	<u>\$26.31</u>	<u>\$27.84</u>	<u>\$29.44</u>
B070	Office Assistant II - Unclassified	<u>1</u>	<u>\$23.55</u>	<u>\$24.87</u>	<u>\$26.31</u>	<u>\$27.84</u>	<u>\$29.44</u>
E338	Office Services Supervisor - Exempt	<u>5</u>	<u>\$31.66</u>	<u>\$33.49</u>	<u>\$35.40</u>	<u>\$37.42</u>	<u>\$39.57</u>
E337	Office Specialist	<u>1</u>	<u>\$25.99</u>	<u>\$27.49</u>	<u>\$29.07</u>	<u>\$30.72</u>	<u>\$32.48</u>
B019	Office Specialist - Unclassified	<u>1</u>	<u>\$25.99</u>	<u>\$27.49</u>	<u>\$29.07</u>	<u>\$30.72</u>	<u>\$32.48</u>
E008	Paralegal	<u>1</u>	<u>\$34.15</u>	<u>\$36.10</u>	<u>\$38.18</u>	<u>\$40.37</u>	<u>\$42.67</u>
B008	Paralegal - Unclassified	<u>1</u>	<u>\$34.15</u>	<u>\$36.10</u>	<u>\$38.18</u>	<u>\$40.37</u>	<u>\$42.67</u>
E411	Patient Services Assistant I	<u>1</u>	<u>\$24.86</u>	<u>\$26.30</u>	<u>\$27.83</u>	<u>\$29.42</u>	<u>\$31.10</u>
B083	Patient Services Assistant I - Unclassified	<u>1</u>	<u>\$24.86</u>	<u>\$26.30</u>	<u>\$27.83</u>	<u>\$29.42</u>	<u>\$31.10</u>
E412	Patient Services Assistant II	<u>1</u>	<u>\$26.24</u>	<u>\$27.76</u>	<u>\$29.33</u>	<u>\$31.01</u>	<u>\$32.82</u>
B084	Patient Services Assistant II - Unclassified	<u>1</u>	<u>\$26.24</u>	<u>\$27.76</u>	<u>\$29.33</u>	<u>\$31.01</u>	<u>\$32.82</u>
E414	Patient Services Specialist	<u>1</u>	<u>\$30.01</u>	<u>\$31.77</u>	<u>\$33.58</u>	<u>\$35.49</u>	<u>\$37.54</u>
B244	Patient Services Specialist - Unclassified	<u>1</u>	<u>\$30.01</u>	<u>\$31.77</u>	<u>\$33.58</u>	<u>\$35.49</u>	<u>\$37.54</u>
E415	Patient Services Supervisor - Exempt	<u>1</u>	<u>\$37.33</u>	<u>\$39.46</u>	<u>\$41.74</u>	<u>\$44.13</u>	<u>\$46.66</u>
B085	Patient Services Supervisor - Unclassified	<u>1</u>	<u>\$37.33</u>	<u>\$39.46</u>	<u>\$41.74</u>	<u>\$44.13</u>	<u>\$46.66</u>
E403	Payroll / Personnel Services Specialist	<u>1</u>	<u>\$28.03</u>	<u>\$29.62</u>	<u>\$31.32</u>	<u>\$33.14</u>	<u>\$35.03</u>
U045	Principal Appraiser - Exempt	<u>2</u>	<u>\$50.93</u>	<u>\$53.87</u>	<u>\$56.95</u>	<u>\$60.21</u>	<u>\$63.70</u>
U077	Principal Auditor - Appraiser - Exempt	<u>2</u>	<u>\$50.93</u>	<u>\$53.87</u>	<u>\$56.95</u>	<u>\$60.21</u>	<u>\$63.70</u>
B049	Principal Auditor / Appraiser - Unclassified	<u>2</u>	<u>\$50.93</u>	<u>\$53.87</u>	<u>\$56.95</u>	<u>\$60.21</u>	<u>\$63.70</u>
V100	Production Technician I	<u>1</u>	<u>\$25.88</u>	<u>\$27.34</u>	<u>\$28.92</u>	<u>\$30.58</u>	<u>\$32.34</u>
V101	Production Technician II	<u>1</u>	<u>\$28.60</u>	<u>\$30.25</u>	<u>\$31.97</u>	<u>\$33.78</u>	<u>\$35.73</u>
G243	Program Coordinator I	<u>5</u>	<u>\$35.47</u>	<u>\$37.51</u>	<u>\$39.67</u>	<u>\$41.94</u>	<u>\$44.35</u>
G244	Program Coordinator II	<u>5</u>	<u>\$41.65</u>	<u>\$44.03</u>	<u>\$46.56</u>	<u>\$49.22</u>	<u>\$52.04</u>
K006	Project Read Program Director	<u>1</u>	<u>\$39.30</u>	<u>\$41.54</u>	<u>\$43.94</u>	<u>\$46.44</u>	<u>\$49.11</u>
E018	Property Tax Specialist	<u>5</u>	<u>\$36.50</u>	<u>\$38.59</u>	<u>\$40.82</u>	<u>\$43.16</u>	<u>\$45.62</u>
E367	Public Services Assistant	<u>1</u>	<u>\$21.85</u>	<u>\$23.10</u>	<u>\$24.43</u>	<u>\$25.83</u>	<u>\$27.30</u>
E368	Public Services Specialist	<u>1</u>	<u>\$24.71</u>	<u>\$26.10</u>	<u>\$27.60</u>	<u>\$29.20</u>	<u>\$30.87</u>
N010	Public Works Technician I	<u>1</u>	<u>\$30.98</u>	<u>\$32.77</u>	<u>\$34.63</u>	<u>\$36.64</u>	<u>\$38.73</u>
B192	Public Works Technician I - Unclassified	<u>1</u>	<u>\$30.98</u>	<u>\$32.77</u>	<u>\$34.63</u>	<u>\$36.64</u>	<u>\$38.73</u>
N011	Public Works Technician II	<u>1</u>	<u>\$36.33</u>	<u>\$38.41</u>	<u>\$40.61</u>	<u>\$42.94</u>	<u>\$45.41</u>
B193	Public Works Technician II - Unclassified	<u>1</u>	<u>\$36.33</u>	<u>\$38.41</u>	<u>\$40.61</u>	<u>\$42.94</u>	<u>\$45.41</u>
E405	Purchasing Technician	<u>1</u>	<u>\$25.35</u>	<u>\$26.81</u>	<u>\$28.36</u>	<u>\$29.97</u>	<u>\$31.69</u>
U005	Real Property Agent I	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$37.26</u>	<u>\$39.39</u>	<u>\$41.67</u>
U004	Real Property Agent II	<u>1</u>	<u>\$45.74</u>	<u>\$48.36</u>	<u>\$51.15</u>	<u>\$54.06</u>	<u>\$57.17</u>
U003	Real Property Agent III	<u>1</u>	<u>\$50.82</u>	<u>\$53.74</u>	<u>\$56.83</u>	<u>\$60.09</u>	<u>\$63.53</u>
U081	Real Property Appraiser Technician	<u>1</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$29.14</u>	<u>\$30.81</u>	<u>\$32.57</u>
E459	Records Center Assistant I	<u>1</u>	<u>\$24.69</u>	<u>\$26.08</u>	<u>\$27.58</u>	<u>\$29.18</u>	<u>\$30.85</u>
E460	Records Center Assistant II	<u>1</u>	<u>\$25.99</u>	<u>\$27.49</u>	<u>\$29.07</u>	<u>\$30.72</u>	<u>\$32.48</u>
E473	Records Center Supervisor - Exempt	<u>1</u>	<u>\$30.90</u>	<u>\$32.70</u>	<u>\$34.56</u>	<u>\$36.54</u>	<u>\$38.64</u>

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
V250	Resource Specialist Patient Financial Services System	5	\$50.16	\$53.05	\$56.08	\$59.30	\$62.71
E489	Retirement Accountant I	5	\$31.22	\$33.01	\$34.90	\$36.93	\$39.03
E490	Retirement Accountant II	5	\$36.50	\$38.59	\$40.82	\$43.16	\$45.62
E032	Retirement Accounting Technician I	1	\$25.09	\$26.51	\$28.05	\$29.65	\$31.36
E033	Retirement Accounting Technician II	1	\$28.03	\$29.62	\$31.32	\$33.14	\$35.03
E491	Retirement Analyst	1	\$34.89	\$36.88	\$39.02	\$41.26	\$43.61
E054	Retirement Communication Specialist	5	\$46.33	\$48.99	\$51.79	\$54.78	\$57.91
E052	Retirement Financial Analyst I	1	\$42.19	\$44.62	\$47.16	\$49.88	\$52.75
E053	Retirement Financial Analyst II	5	\$52.75	\$55.77	\$58.98	\$62.37	\$65.94
E012	Retirement Senior Accountant - Exempt	5	\$44.77	\$47.36	\$50.07	\$52.93	\$55.98
E493	Retirement Support Specialist	1	\$28.84	\$30.51	\$32.24	\$34.10	\$36.06
V237	Retirement Systems Technologist	5	\$52.69	\$55.70	\$58.92	\$62.28	\$65.85
E455	Revenue Collection Supervisor - Exempt	5	\$40.43	\$42.73	\$45.19	\$47.78	\$50.52
E458	Revenue Collector I	1	\$25.56	\$27.04	\$28.59	\$30.23	\$31.96
B043	Revenue Collector I - Unclassified	1	\$25.56	\$27.04	\$28.59	\$30.23	\$31.96
E457	Revenue Collector II	1	\$31.62	\$33.42	\$35.35	\$37.38	\$39.51
B044	Revenue Collector II - Unclassified	1	\$31.62	\$33.42	\$35.35	\$37.38	\$39.51
E007	Senior Accountant	5	\$44.77	\$47.36	\$50.07	\$52.93	\$55.98
E009	Senior Accountant - Exempt	5	\$44.77	\$47.36	\$50.07	\$52.93	\$55.98
B003	Senior Accountant - Unclassified - Exempt	5	\$44.77	\$47.36	\$50.07	\$52.93	\$55.98
U068	Senior Appraiser	2	\$43.05	\$45.52	\$48.13	\$50.88	\$53.82
B088	Senior Appraiser - Unclassified	2	\$43.05	\$45.52	\$48.13	\$50.88	\$53.82
U063	Senior Auditor - Appraiser	2	\$43.05	\$45.52	\$48.13	\$50.88	\$53.82
E345	Senior Cash Management Specialist	1	\$31.32	\$33.14	\$35.03	\$37.04	\$39.15
G228	Senior Community Program Specialist	5	\$41.65	\$44.03	\$46.56	\$49.22	\$52.04
N051	Senior Drafting Technician	1	\$40.70	\$43.05	\$45.52	\$48.13	\$50.88
V238	Senior Graphics Specialist	5	\$40.56	\$42.89	\$45.36	\$47.95	\$50.71
V234	Senior Information Technology Analyst	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
B153	Senior Information Technology Analyst - Unclassified	5	\$51.18	\$54.10	\$57.23	\$60.50	\$63.97
V231	Senior Information Technology Technician	5	\$40.56	\$42.89	\$45.36	\$47.95	\$50.71
E093	Senior Internal Auditor	5	\$49.64	\$52.48	\$55.50	\$58.69	\$62.06
K003	Senior Librarian	5	\$39.43	\$41.70	\$44.09	\$46.61	\$49.29
K017	Senior Library Assistant	1	\$28.97	\$30.62	\$32.38	\$34.25	\$36.20
K016	Senior Library Technician	1	\$28.97	\$30.62	\$32.38	\$34.25	\$36.20
E017	Senior Property Tax Specialist	5	\$44.77	\$47.36	\$50.07	\$52.93	\$55.98
E492	Senior Retirement Analyst	1	\$40.91	\$43.26	\$45.74	\$48.36	\$51.15
E447	Sheriff's Criminal Records Supervisor - Exempt	5	\$35.16	\$37.17	\$39.33	\$41.57	\$43.96
E445	Sheriff's Criminal Records Technician I	1	\$25.35	\$26.80	\$28.35	\$29.96	\$31.68
E446	Sheriff's Criminal Records Technician II	1	\$26.82	\$28.38	\$29.99	\$31.72	\$33.54
E406	Storekeeper I	1	\$20.81	\$22.00	\$23.27	\$24.59	\$26.00
E407	Storekeeper II	1	\$25.35	\$26.81	\$28.36	\$29.97	\$31.69

<u>Class Code</u>	<u>Class Title</u>	<u>Work Group</u>	<u>Step A Hourly Rate</u>	<u>Step B Hourly Rate</u>	<u>Step C Hourly Rate</u>	<u>Step D Hourly Rate</u>	<u>Step E Hourly Rate</u>
<a href="#">E410</a>	<a href="#">Storekeeping Supervisor - Exempt</a>	<a href="#">1</a>	<a href="#">\$30.90</a>	<a href="#">\$32.70</a>	<a href="#">\$34.56</a>	<a href="#">\$36.54</a>	<a href="#">\$38.64</a>
<a href="#">B331</a>	<a href="#">Storekeeping Supervisor - Unclassified - Exempt</a>	<a href="#">1</a>	<a href="#">\$30.90</a>	<a href="#">\$32.70</a>	<a href="#">\$34.56</a>	<a href="#">\$36.54</a>	<a href="#">\$38.64</a>
<a href="#">E358</a>	<a href="#">Supervising Cash Management Specialist</a>	<a href="#">5</a>	<a href="#">\$35.21</a>	<a href="#">\$37.23</a>	<a href="#">\$39.37</a>	<a href="#">\$41.62</a>	<a href="#">\$44.01</a>
<a href="#">Q005</a>	<a href="#">Supervising District Coordinator, Sheriff's Office Of Emergency Services</a>	<a href="#">5</a>	<a href="#">\$44.34</a>	<a href="#">\$46.89</a>	<a href="#">\$49.57</a>	<a href="#">\$52.42</a>	<a href="#">\$55.43</a>
<a href="#">E380</a>	<a href="#">Supervising Legal Secretary - Exempt</a>	<a href="#">1</a>	<a href="#">\$39.27</a>	<a href="#">\$41.51</a>	<a href="#">\$43.90</a>	<a href="#">\$46.40</a>	<a href="#">\$49.07</a>
<a href="#">N035</a>	<a href="#">Supervising Public Works Technician - Exempt</a>	<a href="#">1</a>	<a href="#">\$46.36</a>	<a href="#">\$49.03</a>	<a href="#">\$51.85</a>	<a href="#">\$54.82</a>	<a href="#">\$57.96</a>
<a href="#">E409</a>	<a href="#">Surplus Property Officer</a>	<a href="#">1</a>	<a href="#">\$31.83</a>	<a href="#">\$33.65</a>	<a href="#">\$35.59</a>	<a href="#">\$37.64</a>	<a href="#">\$39.79</a>
<a href="#">V210</a>	<a href="#">Systems Engineer</a>	<a href="#">5</a>	<a href="#">\$51.18</a>	<a href="#">\$54.10</a>	<a href="#">\$57.23</a>	<a href="#">\$60.50</a>	<a href="#">\$63.97</a>
<a href="#">B128</a>	<a href="#">Systems Engineer - Unclassified</a>	<a href="#">5</a>	<a href="#">\$51.18</a>	<a href="#">\$54.10</a>	<a href="#">\$57.23</a>	<a href="#">\$60.50</a>	<a href="#">\$63.97</a>
<a href="#">V252</a>	<a href="#">Systems Support Specialist</a>	<a href="#">5</a>	<a href="#">\$50.16</a>	<a href="#">\$53.05</a>	<a href="#">\$56.08</a>	<a href="#">\$59.30</a>	<a href="#">\$62.71</a>
<a href="#">E352</a>	<a href="#">Word Processor I</a>	<a href="#">1</a>	<a href="#">\$23.63</a>	<a href="#">\$24.98</a>	<a href="#">\$26.41</a>	<a href="#">\$27.93</a>	<a href="#">\$29.53</a>
<a href="#">E353</a>	<a href="#">Word Processor II</a>	<a href="#">1</a>	<a href="#">\$25.13</a>	<a href="#">\$26.55</a>	<a href="#">\$28.09</a>	<a href="#">\$29.71</a>	<a href="#">\$31.42</a>

## EXHIBIT C. Definitions

### I. Extra-help

#### Usage:

- Temporary absence of a regular employee
- Short-term variation in workload
- Short-term special project/assignment/pilot program
- Temporary filling of a vacant position

#### Eligible Classifications:

Classifications represented by AFSCME and SEIU, other than seasonal/periodic and relief.

#### Compensation:

Hourly wage, at the same rate of pay as regular employees who are in the same classification

#### Health Benefits:

Eligible under the criteria listed in Section 197, ~~Hospitalization and Medical Care~~ Health Insurance

#### Hours Limitations:

Cannot work more than 1,040 hours in a fiscal year, unless an exemption is filed by the department and approved by the County Manager's Office

### II. Seasonal/Periodic

#### Usage:

Operational need for increased staffing is on a predictable seasonal or periodic basis

#### Eligible Classifications:

- Seasonal – Park Aide and Pest Detection Specialist
- Periodic – Election Technician

#### Compensation:

Hourly wage. For all but the Park Aide classification, the wage is at the same rate of pay as regular employees who are in the same classification

#### Health Benefits:

Eligible under the criteria listed in Section 197, Health Insurance ~~Hospitalization and Medical Care~~ Hours Limitations:

#### Hours Limitations:

Cannot work more than 1,040 hours in a fiscal year, unless an exemption is filed by the department and approved by the County Manager's Office

### **III. Relief**

#### **Usage:**

Where there is an ongoing need, based on health/safety requirements in certain 24/7 County operations, for an ongoing relief pool of skilled professionals who work on a per diem basis.

#### **Eligible Classifications:**

- Clinical Laboratory Scientist I/II Communications Dispatcher I/II Electrograph Technician I/II Imaging Specialist
- Laboratory Assistant I/II
- Licensed Psychiatric Technician Licensed Vocational Nurse Medical Records Coder I/II Medical Records Technician I/II Operating Room Technician Pharmacist
- Radiologic Technologist I/II/III Residential Counselor I/II
- Respiratory Therapist I/II/III Shelter Care Counselor I/II

#### **Compensation:**

The hourly wage for relief classifications is 5% above the rate for regular employees in the same classification.

#### **Health Benefits:**

Relief ~~employees~~ ~~workers~~ are not covered by Section 17, Hospitalization and Medical Care.

#### **Hours Limitations:**

Relief ~~employees~~ ~~workers~~ are not limited to working 1,040 hours per fiscal year.

### **IV. Limited Term**

#### **Usage:**

Circumstances listed in Section 30 (Limited Term Employees) of this MOU.

#### **Eligible Classifications:**

Classifications represented by AFSCME and SEIU.

#### **Compensation:**

Eligible for the same base rate of pay as regular employees in the same classification.

Eligible for holiday, vacation and sick leave at the same rate as regular employees with the same tenure.

Eligible for County contributions to a 401(a) plan in accordance with Section 30 (Limited Term Employees) this MOU.

#### **Health Benefits:**

Eligible for health benefits and coverage as provided to regular employees in the same classification.

#### **Hours Limitations:**

As defined by the County, not to exceed three (3) years.

**SIDE LETTER AGREEMENT**  
**Between County of San Mateo and**  
**AFSCME Local 859 and Service Employees International Union Local 521**  
**Re: Anti-Bullying Policy**

This Side Letter Agreement is entered into by and between the County of San Mateo ("County") and the American Federation of State, County and Municipal Employees (AFSCME) Local 859 the Service Employees International Union (SEIU) Local 521 ("Unions").

This letter is effective immediately upon approval of a 2018 successor MOU by the San Mateo County Board of Supervisors and shall expire upon the County's adoption of a County-wide Anti-Bullying Policy. By this side letter, the parties agree as follows:

The County proposes to adopt the following new County-wide policy. The County will present the proposed policy to all labor organizations and will offer the opportunity meet and confer as provided by law through a joint process involving all participating labor organizations. Until such time the County adopts a County-wide, Anti-Bullying policy, the following terms shall be in effect for employees represented by the Unions:

**Anti-Bullying Policy**

The County of San Mateo considers workplace bullying unacceptable and will not tolerate it under any circumstances. It is the policy of the County that all employees should be able to work in an environment free of bullying.

It is the County's expectation that all communication and interaction between County workers will, at all times be professional, courteous and respectful.

Workplace bullying is behavior that harms, intimidates, offends, degrades or humiliates an employee, possibly in front of other employees, clients or members of the public.

Examples of bullying include, but are not limited to:

- Profane or disrespectful language
- Hostile and rude behavior and speech directed at a co-worker
- Derogatory remarks or comments about a co-worker's appearance or job performance, angry outbursts or yelling
- Name calling
- Throwing anything at or toward a co-worker
- Retaliation against any person who has reported disruptive behavior

Managers and supervisors must take reasonable measures to prevent workplace bullying, and to respond promptly if it is identified to address and prevent future instances.

The County has processes and investigative procedures to deal with workplace bullying. Any reports of workplace bullying will be treated seriously and investigated promptly, confidentially (within limits) and impartially. All employees are encouraged to report workplace bullying. Retaliation against any employee who is a target of bullying behavior, as well as any employee who makes complaints about or participated in any investigation or administrative process related to a complaint of workplace bullying is prohibited.

Employees who feel they are being bullied should report any such activity to their supervisor immediately. If the employee is not comfortable reporting the activity to their supervisor, or the supervisor is the subject of the complaint, the employee should report the conduct to their manager.

If the issue is not resolved at this level, the employee may submit a written statement to the next level manager or to the EEO or Employee Relations Divisions of Human Resources who will oversee an investigation of the allegation. The written statement should include factual information of recent event(s) including name of employee raising the complaint, dates, times, witnesses (if any) location and the circumstances of the event. Human Resources may not be able to investigate allegations that are more than twelve (12) months old, or those which do not contain the name(s) of the reporting party, or sufficient specifics to be properly investigated. Human Resources may contact the reporting party for additional information if necessary and will work with departments to investigate and resolve complaints.

Disciplinary action, up to and including dismissal from County service, may be taken against anyone who bullies a co-worker or retaliates against an employee that has reported workplace bullying.

**San Mateo County:**

**SEIU Local 521:**

\_\_\_\_\_  
\_\_\_\_\_  
*(Signature / Printed Name)*                      *(Signature / Printed Name)*

Dated: \_\_\_\_\_ Dated: \_\_\_\_\_

**AFSCME:**

\_\_\_\_\_  
\_\_\_\_\_  
*(Signature / Printed Name)*

Dated: \_\_\_\_\_

October 22, 2019

<u>John Tucker, Business Agent</u>	<u>Sandra Floyd, Internal Organizer</u>
<u>AFSCME Local 829</u>	<u>SEIU Local 521</u>
<u>80 Swan Way, Suite 110</u>	<u>2302 Zanker Rd.</u>
<u>Oakland, CA 94621</u>	<u>San Jose, CA 95131</u>

Dear Mr. Tucker and Ms. Floyd,

The County of San Mateo commits to utilizing the “Open and Promotional” recruitment designation where applicable, and on a frequent and continual basis, in order to encourage promotional opportunities to County employees.

For the purpose of the Extra Help Bargaining Unit, “Open” recruitments shall be limited to Extra Help positions (not including represented Limited Term positions) and recruitments where it is in the County’s best interest to conduct an “Open” recruitment as determined solely by the County Human Resources Director.

Sincerely,

Rocio Kiryczun  
Director of Human Resources