

In the Rooms of the Board of Supervisors

County of Inyo, State of California

I, HEREBY CERTIFY, that at a regular meeting of the Board of Supervisors of the County of Inyo, State of California, held in their rooms at the County Administrative Center in Independence on the 3rd day of December 2024 an order was duly made and entered as follows:

CAO-Personnel –
ICEA
MOU/Resolution
#2024-40

CAO Greenberg provided a report on the Class and Compensation Study, discussed the negotiations process which began in August of 2023, and answered Board member questions with the assistance of Assistant Personnel Director Keri Oney.

Moved by Supervisor Orrill and seconded by Supervisor Roeser to ratify and approve the July 1, 2024, through June 30, 2027, Memorandum of Understanding between the County of Inyo and Inyo County Employees Association (ICEA) and approve Resolution No. 2024-40, titled, "Adopting and Approving an Memorandum of Understanding with the Inyo County Employees Association," and authorize the Chairperson to sign. Motion carried unanimously.

WITNESS my hand and the seal of said Board this 3rd
Day of December, 2024

<i>Routing</i>
CC Purchasing Personnel Auditor CAO Other: DATE: December 11, 2024



NATHAN GREENBERG
Clerk of the Board of Supervisors

A handwritten signature in blue ink, appearing to read "N. Greenberg", is written over a horizontal line.

By: _____



COMPREHENSIVE

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE COUNTY OF INYO

AND

THE INYO COUNTY EMPLOYEES
ASSOCIATION

(AFSCME LOCAL 315)

2024 - 2027

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ARTICLE 1 - RECOGNITION

The County of Inyo (hereinafter called the "County") recognizes the Inyo County Employees Association (hereinafter called the "Association" or "Union"), American Federation of State County and Municipal Employees Local 315 as the formally recognized employee organization of bargaining unit employees for the purpose of meeting its obligations under the Meyers-Milias-Brown Act, Government Code section 3500, *et seq.* This Agreement applies to all employees in the Association bargaining unit.

ARTICLE 2 - EFFECT OF PRIOR MEMORANDA OF UNDERSTANDING AND RESOLUTIONS

This Agreement supersedes all prior Memoranda of Understanding between the County and the Association and Resolutions approving such prior Memoranda of Understanding.

ARTICLE 3 - NON-DISCRIMINATION

Section 1. The County will recognize and will protect the rights of all employees hereby to join union activities, in accordance with Government Code sections 3500 to 3511. Notwithstanding the definition of a grievance in Article 21, this section creates a basis upon which a grievance may be filed. If an employee or the Union elects to utilize the grievance process to address allegations of the County violating this Section, it shall be the exclusive process available. The election of the grievance process is irrevocable.

Section 2. The County and the Association agree that they shall not discriminate against any employee because of race, color, sex, age, national origin, ancestry, political or religion or religious creed, marital status, physical or mental disability, medical condition or sexual orientation, whistleblower status, or on any other basis in violation of applicable federal, state, or municipal law(s). The County and the Association shall reopen any provision of this Agreement for the purpose of complying with any final order of a federal or state agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this Agreement to be in compliance with state or federal anti-discrimination laws. This section does not create a basis upon which an employee may file a grievance.

Section 3. Whenever the masculine gender is used in this Agreement, it shall be understood to include the feminine gender.

ARTICLE 4 - WORKDAY AND WORKWEEK

The work week begins at 0001 hours each Thursday and ends at 2400 hours the following Wednesday (one minute after 12 midnight Thursday through 12 midnight on Wednesday).

- A. Full-time permanent employees on either a seven (7) or eight (8) hour daily work schedule will work five (5) consecutive days, with two (2) consecutive days off. Any seven (7) hour per day position which becomes vacant shall be filled on an eight (8) hour per day basis. All future promotions and transfer of incumbent County employees shall be at with eight (8) hours per day.
- B. Employees may be assigned, and employees may request their Department Head recommend to the CAO, to work an alternative work schedule. This shall consist of a weekly work-week schedule consisting of no more than forty (40) work hours during the County designated workweek, as applicable, which may be at hours other than traditionally scheduled for the assigned shift. Such alternative work schedules may include a 4-10 (consecutive workdays unless otherwise agreed to by the employee), 9-80, or other schedule approved by the County Administrative Officer, in his/her sole discretion. A denial of a Department Head's recommendation for an employee request shall be explained in writing. The Department Head and CAO shall respond to any written request by any employee or group of employees for an alternative work schedule within 30 days.
- C. The County Administrative Officer may, in his/her discretion based upon recommendation from a Department Head change work hours and/or work shifts on a temporary basis in such department or work unit thereof.
- D. Temporary Alternative Scheduling During Public Health Crises and Community Emergencies (defined as local, state, or federally declared public health or community emergency).

The County and the Union affirm the importance and urgency of the County's mission to provide public services in the context of public health crises and community emergencies.

The County and Union shall continue to work together to ensure employees that are directly affected have the flexibility to address personal matters arising from such crises, in order that such needs not be in conflict with the provision of services.

Employees shall address temporary requests for flexible schedules to their Supervisor. Permanent requests shall be made in accordance with Section B.

As such crises dissipate, the parties agree to work together to develop a safe, supportive, and effective plan for return to the standard workplace environment.

ARTICLE 5 - OVERTIME AND COMPENSATORY TIME - FULL-TIME PERMANENT

The County will comply with the Fair Labor Standards Act (FLSA) and shall compensate all full-time nonexempt employees at the pay rate of time and one-half (1.5) for all overtime hours

worked. Time and one-half (1.5) compensation will be paid after forty (40) hours worked for those full-time non-exempt employees scheduled on a forty (40) hour work week. Non-exempt full-time employees covered by this Agreement shall be compensated for authorized overtime at the rate of one and one-half (1.5) times his or her equivalent hourly rate of pay, when approved in advance by the department head.

- A. All overtime must be scheduled with the employee in advance, except in the case of an emergency or when reasonable, unforeseeable operational needs prohibit advance notice.
- B. Overtime may be converted to compensatory time off at the rate of time and one-half (1.5). The compensatory time may be banked as provided in paragraph E. below. The conversion of overtime shall be at the option of the employee. Overtime shall be paid in accordance with current procedures unless an employee requests compensatory time.
- C. Attachment A to this Agreement is a list of those positions exempt from overtime and compensatory time under FLSA. Positions on this list may be added to or deleted from in accordance with the definitions of the FLSA. If issues of dispute arise between the County and Association, a letter of ruling will be sought from the U.S. Department of Labor, which administers FLSA, to determine if the position meets the appropriate criteria for inclusion or exclusion from the list.
- D. "Hours worked" will be calculated as provided for by the Fair Labor Standards Act, 29 U.S.C. § 201, *et seq.* "Hours worked" does not include time for which persons are compensated, but do not actually work.
- E. County will allow non-exempt full-time employees to carry eighty (80) hours of compensatory time on the books. Compensatory time will be placed on the books at the rate of one and one-half (1.5) hours for each hour of approved overtime worked. When an employee leaves employment, any compensatory time remaining on the books will be paid at the employee's hourly rate.

On two (2) occasions (December and July: first full pay period), pursuant to the County's Cash in Lieu of Leave Hours Policy (Attachment I), an employee may elect to convert compensatory time into a cash payment, at the regular rate of pay, up to a total of forty (40) hours of accrued compensatory time in a calendar year. Example: member elects to convert thirty (30) hours in July; member can only convert ten (10) in December.

ARTICLE 6 - STANDBY AND CALL-OUT COMPENSATION

- A. Stand-by Compensation. Employees requested by the department head to serve in an after-hours response capacity will receive \$85.00 for performing standby duties on each regularly scheduled day and \$135.00 for performing stand-by duties on regularly

scheduled days off or holidays. Holidays are those recognized pursuant to Article 19 of this Agreement.

- B. Call-Out Compensation. Those employees who are eligible for overtime compensation and have ended their workday and have left their place of employment, but who have been requested to perform duties after normal working hours, will be compensated at the rate of time and one-half (1.5). If the time worked is less than two (2) hours, the employee will receive two (2) hours compensation minimum at the rate of time and one-half (1.5). Provided, however, if the employee is not required to leave the location at which they would otherwise remain (e.g. the employee takes a call at home, and/or makes calls from home) then the employee will receive time and one-half (1.5) for the actual hours (calculated in fifteen [15] minute increments) worked. If the time worked is more than two (2) hours, the employee will receive time and one-half (1.5) for the actual hours or portions thereof worked.

These call-out provisions will apply to no more than two (2) call-out instances per twelve (12)-hour period. Any call-out instance after the first two (2) in a twelve (12)-hour period will be paid at normal overtime rates.

- C. Call Out Pay on holidays shall be at the rate of double time and a half.
- D. An employee will be deemed to be on telephone standby if the employee's department head informs the employee that the employee may be subject to being called out during a certain period. A department cannot avoid payment under this Article by informing an employee that they may be needed, but not formally placing the employee on standby.
- E. Meet to Consider Alternatives. Prior to implementing changes to on-call procedures, upon request by the Union, the parties shall meet within 7 days of notification in order to consider alternatives. Such request shall be sent to the labor management committee to discuss and come up with an agreement.

ARTICLE 7 - SALARIES

- A. Salaries: All salaries shall be adjusted annually on the first pay period following July 1 by the Cost of Living. Cost of Living shall be determined by the March-to-March change of the BLS (Bureau of Labor Statistics) Riverside -San Bernardino-Ontario Consumer Price Index Urban Wage Earners and Clerical Workers. The COLA will be no less than 0% and no more than 4% of the Urban Wage Earners and Clerical Workers.
- B. Longevity Pay: The County agrees to provide the following Longevity Pay to support retention: At year six (6) on the anniversary date the employee will receive a one percent (1%) increase to the base salary and will receive a half percent (0.5%)

increase every year after until employee reaches a total of eight percent (8%) and twenty (20) years of service.

- C. Bilingual Pay: The County will provide four tiers of bilingual compensation based on the degree of fluency needed by the Department and demonstrated by an eligible Employee, as follows:

- Tier I – Those who can communicate with the public = 2% of their base rate of pay.
- Tier II – Those who interview and interrogate = 3% of their base rate of pay.
- Tier III – Those who speak, read, and write = 5% of their base rate of pay.
- Tier IV – Those who are certified interpreters = 7.5% of their base rate of pay.

The County shall determine its need for bilingual communication skills including which positions qualify for pay under this section. The County may also require testing of bilingual fluency as it deems necessary or desirable, as a prerequisite to being eligible for bilingual pay.

GRANDFATHERING PROVISION: Any employees who were receiving the five percent (5%) bilingual differential prior to July 2021 shall continue to receive such pay until such time (if ever) as they may leave the department and/or position in which they were receiving that pay, or if and when they may qualify for any Tier IV level of fluency that the County determines it needs for their position, at which point this version of Section C shall then apply to them.

- D. Equity Adjustments: Effective the first pay period in July 2024, the parties agree to implement the recommended changes to the salary structure, transitioning from "Ranges" to "Grades" and adding two new salary steps, F and G. The parties will adhere to the recommendations of Evergreen Solutions LLC in determining the appropriate salary grade for each classification. All employees will be placed into the new structure, ensuring that they are brought up to at least the minimum salary step, which may result in an up or down change to the employee's current step to ensure there shall be no reduction in an employee's current base wages as a result of this implementation (Attachment D).

- E. Shift Differentials and Premium Pay. Employees shall receive the following:

1. Shift Differential:

- a. Employees assigned to work swing shift either permanently or in rotation (as designated by their Department Head), shall receive a shift differential of two percent (2%) added to their base salary.
- b. Employees assigned to work graveyard shifts (as designated by their Department Head) shall receive a shift differential of four percent (4%) added to their base salary.

In the event of an extended shift, the differential on the overtime shall be the same as the assigned shift. In the event overtime is not connected to an assigned shift, the differential compensation shall be determined by the shift during which the majority of the hours are worked.

Shifts subject to shift differential pay are attached to this MOU as Attachment C.

2. Detention Services Premium: Employees who are assigned a detention facility as their reporting location more than sixty percent (60%) of their workweek and are routinely and consistently assigned to areas where criminally charged (incarcerated people) are confined, are eligible for the five percent (5%) premium pay added to their base salary.
- F. Part Time, Temporary and Seasonal Employee Wages: Part Time, Temporary and Seasonal Employees shall be compensated in the same range as Full Time Employees at the appropriate hourly wage rate.
- G. Bi-Weekly Pay Period: Employees covered by this Agreement shall be paid bi-weekly (every other Friday).
- H. No Loss of Pay: No employee shall suffer any loss of base pay as a result of any provision of this article or any other Article in this Agreement.

ARTICLE 8 - HEALTHCARE BENEFITS

- A. The County shall continue to contract with the Public Employees Retirement System (PERS) for medical benefits during the term of this Agreement.
- B. County agrees to pay seventy five percent (75%) of the premium of PERS Platinum or one hundred percent (100%) of PERS Gold or EPO. The parties agree to meet and confer over any changes to Plan names or Plan configurations by PERS during the life of the MOU.
- C. The County will reimburse to employees opting into the County's medical coverage one hundred percent (100%) of the annual medical deductible after the full deductible per person has been paid, up to \$1000.
- D. County agrees to pay one hundred percent (100%) of the premium for optical insurance.
- E. County agrees to pay one hundred percent (100%) of the monthly premium (for employee and dependents) for Dental insurance during the term of this MOU. County agrees to provide through Delta Dental orthodontia benefits for adults and children, fifty percent (50%) benefit schedule; \$1,200 lifetime maximum.

F. County will pay the following per pay period to each employee who has other medical coverage and has opted out of the County's medical plan:

- Eligible for employee only coverage = \$200.00 per pay period
- Eligible for employee plus one coverage = \$300.00 per pay period
- Eligible for family coverage = \$400.00 per pay period

An employee receiving medical coverage, in part or fully funded, through a State or Federally funded program, is not eligible for the provisions of this subsection F.

G. Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICEA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided by the County (Attachment J). Activities subject to this wellness bonus are set forth on said affidavit.

H. AirMedCare Network: The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facilities for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through payroll deduction.

ARTICLE 9 - PART-TIME BENEFITS

Section 1. The County will provide the following benefits at the following levels for the following classifications of part-time employees:

A-Par Employees

A. Part-time, Non-benefited, Merit System Employees:

1. Defined as employees working between 1 to 19.99 hours per week;
2. Hired through County recruitment process;
3. Appeal rights under Article XII, Disciplinary Actions and Appeals Procedures, of the Personnel Rules, shall be limited to an appeal to the County Administrative Officer, whose decision shall be final and binding; such employees shall not be entitled to appeal any disciplinary matters to the Hearing Officer or any other higher authority;
4. Any hours worked in excess of forty (40) during the two (2) week pay period will be paid at time and one half (1.5);

5. Longevity Pay: The County agrees to provide the following Longevity Pay to support: At year six (6) on the anniversary date the employee will receive a one percent (1%) increase to the base salary and will receive a half percent (0.5%) increase every year after until employee reaches a total of eight percent (8%) and twenty (20) years of service. If an A-Par employee moves to a miscellaneous full-time category, the initial hire date is used to calculate the longevity pay accrual;
6. Flex Days: Employees will receive ten (10) hours of flex days per fiscal year – does not accrue;
7. Holiday Pay: Holiday pay shall be paid at the rate of time and one-half (1.5) to A-Par employees for working on recognized County Holidays scheduled and authorized by their department heads and according to the applicable Holiday Policy.
 - (a) Employees in this category will not receive holiday pay for county recognized holidays not worked;
8. Short-Term Disability Benefit: Employees in this category may opt into the County's Short-Term Disability program at their own expense through payroll deduction;
9. Employee Assistance Program (EAP): Employees in this category shall have access to the EAP.
10. Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICEA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided by the County. Activities subject to this wellness bonus are set forth on said affidavit.
11. AirMedCare: The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facility for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through a payroll deduction.
12. Such employees shall not receive any other benefits, including but not limited to those benefits provided for in Articles 8, 10, 11, 16, 17, 18, 20 or 33 of this Agreement or any other insurance, leave, or other benefits provided by the County to any other employees.

B-Par Employees

B. Part-time, Benefited, No PERS Retirement, Merit System Employees:

1. Defined as employees working between 20.00 to 29.99 hours per week;
2. Employees hired through the County recruitment process;
3. Merit System employees with full appellate rights under the Personnel Rules;
4. Employees shall be hourly employees and shall not receive any benefits provided for in Article 20 (PERS retirement benefits and limited payment of employee's contributions for Social Security and Medicare);
5. Employees shall receive the following benefits:
 - (a) The County will pay eighty percent (80%) contribution of the premium for employee only health benefits. (Employee has the option to purchase, at their own expense, dependent coverage).
 - (b) Dental and Vision Insurance: Employees will be allowed to opt into dental and vision insurance, premium to be paid by the employee through payroll deduction.
 - (c) Employees who do not receive PERS retirement benefits, but who choose to make contributions to a 457 account, shall have such contributions matched by the County to a maximum of 3% of eligible compensation. This program shall be implemented as soon as reasonably practicable.
 - (d) Employees shall receive prorated vacation (Article 17 hereof and Personnel Rule 10.9) and sick leave (Article 16 hereof and Personnel Rule 10.10). Proration shall be determined by the number of hours worked by the employees.
 - (e) Any hours worked in excess of sixty (60) hours during the two-week pay period, will be paid at time and one half (1.5).
 - (f) Longevity Pay: The County agrees to provide the following Longevity Pay to support retention: At year six (6) on the anniversary date the employee will receive a one percent (1%) increase to the base salary and will receive a half percent (0.5%) increase every year after until employee reaches a total of eight percent (8%) and twenty (20) years of service. If a B-Par employee moves to a miscellaneous full-time category, the initial hire date is used to calculate the longevity pay accrual.

- (g) Flex Days: Employees will receive thirty (30) hours of flex days per fiscal year - does not accrue.
- (h) Holidays: Twelve (12) holidays per year will be paid to B-Par employees at five (5) hours per holiday. Flex hours may be used to complement hours in order to spare the use of accrued vacation time by B-Par employees for holidays when county departments are closed.
- (i) Holiday Pay: Holiday pay shall be paid at the rate of time and one half (1.5) to B-Par employees for working on recognized County Holiday scheduled and authorized by their department heads and according to the applicable Holiday Policy.
- (j) Short-term Disability Insurance: Benefit for B-Par employees shall be paid by the County. County will cover the percent of base pay for all B-Par employees for the County Disability Program.
- (k) Employee moving from part-time status to full-time status will be allowed portability of vacation and sick leave accruals based on the prorated budgeted position.
- (l) Employees shall be entitled to participate in the County Flexible Benefit Program, provided for in Article 10, herein.
- (m) Employees shall be entitled to participate in the County Deferred Compensation programs, provided for in Article 12, herein.
- (n) Employee Assistance Program (EAP): Employees in this category shall have access to the EAP.
- (o) Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICEA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided by the County. Activities subject to this wellness bonus are set forth on said affidavit.
- (p) AirMedCare: The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facility for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through a payroll deduction.

- (q) Except as specifically provided in sections (a) through (p) above, these employees shall receive no other benefits provided by the County to its other employees, including but not limited to any other insurance, leave or other benefits provided by the County to any other employees.

C-Par Employees

C. Part-time, Prorated Benefits, Merit System Employees:

1. Defined as employees working between 30.00 to 39.99 hours per week, (as determined by the Personnel Rules and Article 4, herein).
2. Employees hired through County recruitment process and merit system employees.
3. Employees will have health benefits as provided by the County to full-time employees as provided in Article 8 – Healthcare Benefits.
4. Employees will have prorated dental, vision, leave and retirement benefits. Proration will be determined by the number of hours worked by the employee.
5. A non-exempt employee will be paid overtime and be eligible for compensatory time for all hours worked in excess of forty (40) hours per week. Overtime payments and compensatory time will be provided in Article 5.
6. Employee Assistance Program (EAP): Employees in this category shall have access to the EAP.
7. Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICEA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided by the County. Activities subject to this wellness bonus are set forth on said affidavit.
8. AirMedCare: The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facility for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through a payroll deduction.
9. All other wages and benefits shall be extended to these employees as with full time status employees.

Section 2. The benefits and status provided to the employee classifications defined in Section 1, above, are subject to the following:

- A. The following are excluded from the above classifications and, therefore, not entitled to any benefits or status provided for in Section 1: Seasonal employees, temporary reserve officers, contract employees, or other workers placed through state or federal programs;
- B. In the event PERS reverses its current position concerning the validity of the County's hourly exclusion in its PERS contract, the County and Association shall meet-and-confer concerning the impact of such decision and the necessary changes to the benefits provided for in Section 1.

ARTICLE 10 - FLEXIBLE BENEFIT PROGRAM

County will pay the monthly administration fee for each employee who participates in Flexible Benefit Program allowed by Section 125 of the Internal Revenue Code.

ARTICLE 11 - SHORT-TERM DISABILITY PROGRAM

Except as otherwise specified in Article 8, County will provide all eligible employees with a self-insured income protection plan for up to one (1) year for non-job-related disabilities preventing a person from working. County agrees to pay the applicable premium on behalf of the employee, as set forth in the County's Short-Term Disability Insurance Plan (as the same may be amended from time to time). Any employee denied benefits under this provision may file a grievance pursuant to Article XIII of the County Personnel Rules and may have the matter heard only up to the level of the County Administrative Officer. The benefit will be as set forth in the Short Term Disability Program.

ARTICLE 12 - DEFERRED COMPENSATION

County will provide deferred compensation programs for employees.

ARTICLE 13 - CONTRACTING OUT, ADVANCE NOTICE

- A. Contracting Out – The County agrees to address contracting-out of County Services in accordance with all applicable laws.
- B. Temporary Contracting to Meet Service Needs – In cases where the County must contract out ongoing bargaining unit work temporarily in order to meet the service needs of the community, where the County has no other option to meet the need, the County shall continue

to post positions as vacant until filled, shall actively recruit for the positions, and shall negotiate contracts that can be terminated once the county secures permanent staff.

- C. Advance Notice – Absent an emergency, as determined in the sole discretion of the County, the County shall provide at least one hundred twenty (120) hours advance notice to the Union prior to the Board of Supervisors formally considering at a public meeting any and all changes that affect the wages, hours, terms and conditions of employees in the represented bargaining unit as to allow time for the Union’s response and meet- and- confer if necessary. Said notice shall be sent to the ICEA and AFSCME.
- D. Board of Supervisors Agenda – County agrees to email ICEA President and AFSCME the Board of Supervisors agenda. The entire agenda packet will be available on the County website.

ARTICLE 14 - LABOR - MANAGEMENT TEAM

A Labor-Management Team is hereby established to create a forum for Union representatives and County management personnel to discuss issues surrounding general working conditions. One Labor-Management Team Meeting shall be convened during the months of February, May, August, and November. Said meetings shall be scheduled the month prior to the meeting. An agenda shall be drafted concurrently with scheduling each meeting in order to assist the Labor-Management Team to conduct a productive meeting.

ARTICLE 15 - JOB DESCRIPTIONS

The County will post all current job descriptions on the County website on or before October 1, 2017. Within two weeks of a written employee request to the Personnel Director or his/her designee, County shall provide an employee with a copy of any job descriptions in his/her personnel file existing therein at the time of ratification of this MOU. County will maintain personnel files, including copies of previous job descriptions therein, in a manner consistent with its current practice.

ARTICLE 16 - SICK LEAVE

- A. Each full-time and B-Par employee shall accrue sick leave. There is no limit on the amount of sick leave that may be accrued. Notwithstanding other provisions of Personnel Rule 10.10 newly hired employees eligible to accrue sick leave shall be granted twenty-four (24) hours of sick leave on their first working day and be eligible to use such leave if necessary.
- B. Sick Leave Bank: The County recognizes that the ICEA membership has created a sick leave pool for use by those members who exhaust all accrued leave (flex, vacation, sick, compensatory). The pool may be used for any non-industrial sick leave need

which is eligible for sick leave use. Rules governing use of the Sick Leave Bank have been established by the ICEA Sick Leave Bank Committee. A copy of those rules is available through ICEA, Personnel, or the department head. An employee may only receive a cumulative total of one hundred and twenty (120) hours from the ICEA Sick Leave Bank during any twelve-month period. Any exception to this limitation must be approved in writing by both the department head and County Administrator Officer. Prior to making their determination, the department head and County Administrator Officer shall consider a written recommendation from the ICEA board or its designee.

An employee who has exhausted all accrued leave (flex, vacation, sick, compensatory) is eligible to receive hours through the Sick Leave Bank. At the time the employee exhausts all accrued leave, the total hours donated shall immediately be added to the employee's sick leave accruals, for their exclusive use.

An employee only needs to exhaust all accruals once, in any twelve (12) month period, prior to receiving donated hours. However, should another donation of hours be granted, in the same twelve (12) month period, the employee will again be required to exhaust all accruals prior to the addition of the additional donated hours.

An employee who retires within 12 months of receiving a donation from the Sick Leave Bank, shall have the total donated hours deducted from their sick leave balance and those hours will not be eligible to be converted to service credit.

- C. Any employee may donate up to a maximum of ten (10) days per year of unused sick leave to the sick leave bank. Employee will have two fifteen (15)-day windows of opportunity (January 16-31 and July 16-31) to contribute to the sick leave bank.
- D. Any employee who separates or retires from the County may donate sick leave to the sick leave bank, without complying with the window requirement.

ARTICLE 17 - VACATION LEAVE

The maximum amount of vacation days which may be accrued shall be thirty-five (35). There shall be no accrual in excess of thirty-five (35) days.

- A. In the event an employee is denied a request for vacation, which denial causes the employee to cease accruing vacation benefits due to the thirty-five (35) day cap provided herein, the employee may continue to accrue vacation benefits so long as:
 - 1. the employee and his supervisor agree that the employee will take necessary vacation time at a date in the future to bring the employee below the thirty-five (35) day cap;
 - 2. the alternative vacation must be scheduled and taken by the employee within six months; and
 - 3. the County Administrative Officer approves the arrangement, which approval will not be unreasonably denied.

- B. The County Administrative Officer may approve requests for vacation in excess of twenty (20) consecutive work days based on extenuating circumstances.

ARTICLE 18 - FLEXIBLE LEAVE

The County shall grant employees forty (40) hours of Flexible Leave hours each fiscal year.

Flexible leave will be granted each July 1 and must be exhausted by the following June 30. Flexible leave will not accrue from one fiscal year to the next, with the following exception. If an employee believes there are extenuating circumstances that made it impossible for him to utilize flexible leave within the fiscal year, the employee must make a written request to the County Administrative Officer stating the reasons flexible leave should be carried over to the next fiscal year. If the County Administrative Officer approves the request, flexible leave shall be carried over.

Flexible leave will not be paid should an employee terminate, for any reason, from County service.

An employee requesting flexible leave shall give a minimum of forty-eight (48) hours' notice to his supervisor. A request to take flexible leave may be denied due to the operational needs of the employee's department.

New employees, upon appointment, shall be granted a prorated number of flexible leave days as follows:

July 1 - October 31.....	Five (5) days
November 1 - February 29.....	Three (3) days
March 1 - June 30.....	One (1) day.

ARTICLE 19 - HOLIDAYS

- A. Recognized Holidays: County holidays are as follows:

January 1 (New Year's Day)
Third Monday in January (Martin Luther King Day)
Third Monday in February (President's Day)
Last Monday in May (Memorial Day)
July 4 (Independence Day)
First Monday in September (Labor Day)
November 11 (Veteran's Day)
Thanksgiving Day
Friday immediately following Thanksgiving Day

December 24
December 25 (Christmas Day)
December 31 (New Year's Eve)

B. Additional Provisions:

1. Any employee that is required to work on a County holiday shall be compensated at two and one half (2.5) times their regular rate for the hours worked. With the exception of A Par and B Par employees, which are outlined in Article 9, employees shall be compensated at 8 hours straight time for hours not worked on County-recognized holidays.
2. If a holiday falls on an employee's regularly scheduled workday and they are working an altered work schedule, they may choose to use vacation, flex, or compensatory time, or work additional hours during the same workweek to complete a 40-hour workweek.
3. If the holiday falls on the employee's regularly scheduled day off, the employee shall be compensated for 8 hours with no additional day off.

ARTICLE 20 - RETIREMENT PROVISIONS

PERS Employees hired prior to January 1, 2013 (Classic):

- A. County agrees to provide two percent (2%) at fifty-five (55) full formula PERS retirement for miscellaneous members.
- B. County agrees to pay the member's contribution for PERS retirement, at the rate of seven percent (7%) of gross pay, less Social Security (FICA) adjustment.
- C. Full-time employees shall pay their own contribution for both Social Security and Medicare through payroll deductions.
- D. PERS benefit to miscellaneous employees shall consist of:
 1. Final compensation to be based on highest one year's salary;
 2. Include post-retirement survivor allowance;
 3. Allow two hundred and sixty (260) days of accrued sick leave to be added to service credit;
 4. Employer Paid Member Contribution (EPMC);
 5. All other provisions as amended in the County PERS contract.

- E. New PERS members hired after January 2013 will fall under PEPPRA. Employees will receive two percent (2%) @ sixty-two (62) PERS Formula and will be required to pay at least fifty percent (50%) of normal cost.
- F. Inyo County shall implement a revised retiree health benefit plan as provided for in California Government Code section 22893 (Attachment H), applicable to employees hired on or after the ratification of this MOU and the date on which the revised retiree health benefit plan is adopted, as soon as reasonably practicable.

ARTICLE 21 - PERSONNEL RULES

- A. The Personnel Rules, as updated to incorporate "Attachment E" from the October 15, 2013 MOU, are hereby incorporated by reference. Specific Personnel Rules revisions applicable to the Association are set forth below and are effective upon ratification of this MOU. If a provision of the Personnel Rules is in conflict with a provision of this MOU, to the extent of such conflict, the provision of the MOU shall be controlling. Notwithstanding any other provision of this MOU, the parties agree that County may during the term of this MOU propose revisions to such rules and/or additional personnel rules, excluding those set forth below, provided that County allows an appropriate opportunity for affected employees and their bargaining units to "meet-and-confer" in compliance with the Meyers-Milias-Brown Act.

1. LEAVE WITHOUT PAY:

The following revision supersedes the existing Article X Section 10.4(b) of the Personnel Rules:

10.4(b) An employee on a leave of absence without pay shall not receive compensation or accrue sick leave, vacation, or holiday credits. County's contributions to the employee's retirement, life insurance, medical, dental, or other designated benefit plans shall be suspended until the employee is reinstated. However, upon approval of a leave of absence without pay, the employee may elect to continue his or her benefits coverage at his or her own expense, with the exception of retirement and Social Security. Any employee requesting a leave of absence without pay may utilize all of his or her accrued compensatory time-off, administrative leave, and vacation time prior to the start of the leave without pay.

2. DISCIPLINARY ACTION GUIDELINES:

Ordinarily, the County will use progressive discipline in correcting the behavior of a worker. The intent of progressive discipline is to be corrective in nature and allows for a worker to correct behavior. However, the circumstances of each case dictates the appropriate disciplinary response and the county reserves the right to skip one or all levels of discipline in appropriate circumstances. The facts and

circumstances of the specific act, misconduct or performance deficiency, together with the employee's performance history, and the harm to public service, will be reviewed to determine the appropriate level of disciplinary action to be imposed. In general, this policy contemplates a two-tier approach when determining the level of appropriate discipline. Examples of this policy include, but are not limited to, the following:

- a. The types of misconduct and poor performance that will usually result in an oral reprimand or written reprimand include limited incidents of tardiness and poor performance, minor acts of neglect of duty, incompetence, and violations of rules or policies that will be corrected by a reasonable level of discipline and supervision.
- b. The types of misconduct and poor performance that will usually result in suspension or termination will include any instance of insubordination, violence, harassment, discrimination, theft, violation of a felony or any crime of moral turpitude, repeated poor performance or misconduct following any written reprimand, performance violation, performance improvement plan or corrective action plan, repeated acts of insubordination, neglect of duty, incompetence, or violation of any rule, law, or policy that may cause a risk or harm to any person.

3. DISCIPLINE APPEALS:

Article XII of the County's Personnel Rules and Regulations, entitled "Disciplinary Actions and Appeals Procedures," contains a detailed description of the procedures applicable to employee discipline including employee rights to due process through the "Skelly" procedure for proposed discipline and the appeals procedure for imposed discipline.

Selection of Arbitrator (as a Hearing Officer for disciplinary appeals under Article XII) within 30 days of the date the grievant files a notice of appeal, the County and the employee, or if the employee is represented, the employee's representative, shall attempt to mutually agree on an experienced impartial Arbitrator to preside over the hearing. The parties may extend this date by mutual consent. If the parties are unable to identify a mutually acceptable Arbitrator, they will request a list of seven (7) experienced Arbitrators from the State Mediation and Conciliation Service (SMCS) or similar source agreed upon by the parties and select an Arbitrator via an alternate strike method. The party to strike the first name will be determined either by mutual agreement or by a random method such as coin toss. If the remaining individual on the list is unavailable to hear the matter, the parties may mutually agree to use the second remaining name on the list or will otherwise request a new list from SMCS. This provision shall also apply to the grievance process to the extent consistent therewith.

Re-Opener: In the event that ICEA becomes an “agency shop” the Union agrees to reopen the MOU upon the County’s request to provide for a new process regarding the manner in which disciplinary appeals are pursued.

4. GRIEVANCE

The following revisions supersede the existing Article XIII Sections 13.1(a) and (b) of the Personnel Rules:

13.1(a) Grievance. A grievance is a written allegation by a grievant, submitted by an employee or group of employees within forty five (45) days of the act or omission at issue, claiming violation of, or misapplication of, the specific expressed terms of a memorandum of understanding or rules or regulations governing the personnel practices or working conditions of employees and for which there is no other specific method of review provided by State or Federal law or by County ordinance or rules. All grievances must be signed by the employee or each employee of a group on whose behalf the grievance is submitted. The grievance must be submitted and pursued as set forth below.

13.1(b) Grievant. For all grievance procedures up to the level of arbitration, a grievant is an employee in the County Service (probationary or permanent), group of such employees, or the majority representative of a bargaining unit, adversely affected by an act or omission of the County. For all grievance procedures at the level of arbitration, the grievant is the Association. The Association is the exclusive representative of the employees subject to the INYO-ICEA MOU, with the sole right to appeal to arbitration Grievances that are eligible for such appeals. The Association may adopt internal policies and procedures to determine whether or not to elevate a Grievance to arbitration. All fees and expenses of the Arbitration shall be evenly split by the parties. Either the County or the Association may call any employee as a witness to the proceeding and the employee shall be considered to be working for such time. If called by the Union, the Union will reimburse the County for that time.

5. INTERNAL PROMOTIONS

- a. Employees who accept an internal promotion, transfer, or voluntary change to a position of the same or greater classification, but request to be reinstated in their previous position during the applicable probationary period for their new position, and/or who do not pass probation in the new position for reasons other than misconduct rising to a level of disciplinary action, shall be offered a reinstatement to their previous position so long as it remains vacant and without an outstanding offer of employment. If the employee’s previous position is filled or an offer of employment to that position is outstanding, an employee may request re-assignment to a similar position for which they are qualified during the applicable probationary period for their new position. If a vacancy for a similar position for which the

employee is qualified is in the department from which the employee promoted, the re-assignment shall be approved. If the vacancy is in another department, the Department Head has the discretion to make an offer to the employee. If the previous position is not available, the employee shall be placed on the reinstatement and re-employment list for a period of one (1) year from the date of reinstatement/re-assignment request as set forth in Personnel Rule Section 11.1(e) and a reinstatement of benefits as set forth in Personnel Rule Section 11.1(f).

- b. In cases of potential failed promotional probation, promotional probation may be extended for up to six months, with notification to the union.

6. RECRUITMENT

Both parties agree that job descriptions will be thoroughly reviewed to ensure that qualifications accurately reflect the requirements of each position. Where applicable, relevant experience may be considered as a substitute for formal education. The County will reference the current classification study to inform and support decisions regarding these substitutions. This review process aims to create more inclusive and flexible job criteria, promoting equal opportunity and attracting a diverse pool of qualified candidates. Updates to job descriptions will be made accordingly, ensuring they align with the findings of the classification study and uphold internal equity without diminishing the importance of necessary qualifications.

In addition to the preference set forth in Personnel Rule Section 6.4, the County shall give preference to competing internal candidates based on the total time any such employee has been employed by the County. In other words, a County employee who has been employed by the County for a total of five (5) years, regardless of any breaks in employment, shall have preference over another internal candidate who has four (4) years of total employment with the County, even if said four (4) years are continuous.

The parties recognize that potential ambiguities exist in the second sentence of Personnel Rule 6.4, which reads as follows: “While recognizing the need to recruit from a pool of persons both inside and outside County employment at all levels, the policy of the County is to transfer and promote persons already employed by the County when their qualifications, training, work performance and work experience are determined to be comparable to other applicants.”

In applying this language of 6.4 to future recruitments, the parties agree that:

- The County will evaluate applicants’ qualifications, training, and work experience at the initial application screening stage. The County shall clearly inform all applicants that a resume will not be considered as part of the initial screening. The County will utilize the NeoGov system for the management of

online recruitment and application processes. NeoGov will serve as the primary platform for posting job vacancies, collecting applications, posting job descriptions/class specs. and facilitating communication with applicants.

- The County will evaluate applicants' work training and experience and other relevant qualities at the interview stage.
- All applicants who are interviewed will be scored using the County's standard Interview Rating Form, an example of which is attached hereto along with the instructions to interview panel members for using the form (Attachment G). The Interview Rating Form provides scoring bands for overall ratings (e.g., an overall rating of ninety (90) to one hundred (100) points is "outstanding;" and an overall rating of eighty (80) to eighty-nine (89) points is "above satisfactory"). Note: the foregoing shall not prevent the County from exercising its management rights to modify the Interview Rating Form, including the scoring criteria, as it deems appropriate, provided such changes are consistent with Rule 6.4.
- Applicants with overall ratings in the same scoring band will be considered "comparable" for purposes of Rule 6.4. Thus, an applicant who is already employed by the County and has an overall rating of ninety (90) will be considered comparable to an applicant who is not already employed by the County and has an overall rating of ninety-eight (98), because both applicants' overall ratings are in the same "outstanding" scoring band.

7. CAREER LADDER

As outlined in Personnel Rules 5.19, Career Ladder, a career ladder is a term used to define movement through a job series without posting of the position (e.g. Office Clerk I, II, III) as the employee acquires additional skills, responsibilities and experience. Career ladder advancements do not require a vacant position. Job titles or positions within a job series constitute distinct classifications.

5.19 Career Ladders. Due to the nature of some classifications, various County positions have been assigned career ladders through the classification plan. These progressions are part of a job series and identified in the applicable job descriptions. Each rung on the career ladder represents a distinct classification.

- Advancement from a I to II
 - Employee who meets the minimum requirements for the II level, and who also receives a rating of "satisfactory" (employee must receive a three (3) [meets] or higher in every individual rating criteria) on the first annual evaluation report will advance to level II.

- Advancement from a II to III and III to IV

Employee must meet the minimum qualifications for the next level in the career ladder.

- Employee must receive a minimum overall rating of “Meets Expectations” in all categories on their most recent annual performance evaluation report.

Should the employee meet expectations in every category in their current position, the Department shall conduct a skills assessment based on the minimum qualifications of the next position on the ladder to determine whether the employee is eligible to move to the next level. This assessment shall be shared with the employee. Should the employee not be ready, they shall be eligible for assessment again at their next evaluation.

Department Head must provide written documentation that moving the employee to the higher level will benefit the efficiency and functioning of the Department. A copy of the document must be signed by the Department Head and employee, and transmitted to Personnel with the request for inclusion in the employee’s personnel file.

8. OUT OF CLASSIFICATION

The County may authorize and appoint an employee(s) to be assigned to a higher classification for a limited time period in order to meet a specified business need. Compensation for such work shall be in accordance with Article 4.8 of the County Personnel Rules. This most frequently occurs when a temporary assignment is needed to fill a vacancy for a short-term basis. In order to ensure that the selection is based upon objective standards and to reduce or eliminate the perception of favoritism, the parties agree that the following process will be followed:

1. Management will provide notification to a work group or division of the need for an employee(s) to work in an out-of-class status and invite employees to submit their name for consideration. If the position requires certain licensure or it is required that the person meet the minimum qualifications to work in an out-of-class status (e.g. a Merit Systems position), this information will be provided with the notification.
2. Ensure that notification includes specificity as to what types of skill sets and/or experience are desired. For example, strong technical skills, experience supervising, interpersonal skills, Class B license.

3. If more than one person expresses interest in working in the out-of-class status, the Department, with the concurrence of Personnel, will set up an internal selection process. Selection criteria may include, but not be limited to nor require, an interview; a technical skill screening examination; a review of performance evaluations and work experience, including a review of disciplinary history, and, in the event of equally qualified candidates, seniority. If the County determines that the business needs are best served by more than one employee, the County is not precluded from having more than one employee work in an out-of-class status.
4. If only one candidate meets the criteria to work in an out-of-class status or if only one person expresses interest, the Department will proceed as identified in by the Personnel Rules.

In the event that no employee is deemed qualified for any reason to work out-of-class in the higher position, the Department reserves the right to reassign duties to other similar or higher classified employees as an alternative to assigning someone to work out-of-class.

9. LAYOFF AND REDUCTIONS IN FORCE

If a position is abolished because of administrative reorganization or lack of appropriation, as determined by the Board upon recommendation from the County Administrator and Department Head, employees shall be laid off as provided in these Rules.

A. Procedure:

1. The department head shall notify the employee(s) of the layoff at least thirty (30) days before the effective date of the layoff. If any such employee has regular status, the Personnel Director shall make a reasonable effort to certify him or her as being qualified for other employment within the County.

The County shall also notify the Union at least thirty (30) days before the effective date of the layoff.

Upon request by the Union, the parties shall meet within 7 days of notification in order to consider alternatives to layoff; provided, however, that the parties shall not be required to continue meeting until they either reach agreement or impasse and any time spent meeting shall not have the effect of delaying or postponing the effective date of the layoff.

2. Layoffs shall be made by department and by classification. The department head shall recommend to the Board the classification(s)

from which layoffs are to be made, and the number of employees to be laid off. The Board shall approve, disapprove or modify such recommendations. Layoffs shall be made in the following order of categories: 1. Temporary and provisional employees in such classification; 2. Probationary employees in such classification; 3. Regular employees within such classification, with a less than satisfactory performance evaluation; 4. Regular employees in such classification, having satisfactory or satisfactory but improvement needed evaluations.

3. Within each category of layoff priority, layoffs shall be on a County seniority basis within the classification; that is, the employee with the least County seniority in the classification from which layoffs are to be made shall be laid off first.. Whenever two (2) or more employees have identical County seniority the order of layoff will be determined by departmental seniority in the classification.

B. Transfer and bumping in lieu of layoff:

1. Whenever there is a reduction in work force the department head shall offer to transfer any regular employee to be laid off to a departmental vacancy, if any, in another class for which the employee is qualified.
2. If no vacancy is available within the department, the Personnel Director shall also make a reasonable effort to certify the employee as being qualified for other employment with the County.

Whenever two (2) or more employees have identical classification seniority in the department, the order of layoff will be determined by the department head.

3. If no acceptable vacancy exists for which the employee is qualified, the employee may displace an employee with lesser County seniority in a classification they previously held or which is in the series previously held. In such cases, the employee with the least County seniority shall be bumped. That employee shall have the same rights.

C. Payout and Severance: Laid off employees are to be paid all accrued holiday, vacation, and compensatory time when separated as a result of a layoff. The sick leave accruals of such employee shall remain on the books and will be reinstated if they are reappointed.

D. Recall:

1. Employees who are laid off or who accepted a lower classification in lieu of layoff shall have their names placed on both a reinstatement list

and re-employment list for possible return to work (recall) as described below:

- Reinstatement List. This list is for re-employment opportunities that may arise in the original classification that an employee held prior to being laid off or accepting a lower classification in lieu of lay off (their “original classification”). Employees shall be listed in the order of their seniority in that original classification. Vacant positions within that original classification series shall first be offered to employees on the list.
- Re-employment List. This list is for re-employment opportunities that may arise in positions other than their original classification, at the same or lower salary and for which they qualify. Employees shall be listed in the order of their County seniority. Vacant positions within these classifications shall first be offered to employees on the list.

The re-employment list shall be exhausted before utilization of the reinstatement list.

2. The eligibility of individuals on the reinstatement and re-employment lists shall extend for a period of one year from the date of transfer or layoff. Eligible candidates not responding to written notification by certified mail, return receipt requested, of an opening within twenty (20) calendar days shall have their names removed from the re-employment list. If an eligible individual will be out of the County for more than twenty (20) calendar days, he/she may notify the Personnel Director, in writing, as to how he/she may be contacted. Should an employee decline a lesser position offered, they shall still remain on the reinstatement and reemployment list for the remainder of the one year period.
3. Upon re-employment following a reduction in force, an individual will have the following benefits restored:
 - prior unused sick leave accruals;
 - seniority at time of layoff for purposes of determining merit increases, vacation accruals, and future reduction in force.
4. The salary paid to an employee who is re-employed shall be equivalent to that which the employee was receiving immediately prior to layoff. If the employee chooses to be re-employed in a classification which has a salary range lower than the classification from which he or she was laid off, then salary placement will be made at a point either equivalent to his or her salary immediately prior to the layoff, or, if the maximum

of the salary range of the position to which the employee is to be re-employed is less than the employee's salary immediately prior to the layoff, then the employee will receive the maximum of the salary range contingent upon Board approval.

ARTICLE 22 - EMPLOYEE ASSISTANCE PROGRAM

The County will provide an Employee Assistance Program and make the program available to all represented employees.

ARTICLE 23 - TRAVEL PAY

County will use the Internal Revenue Service (IRS) policy regarding reimbursement of travel pay. If the IRS rates increase, the County reimbursement rates will increase in the same amount as the IRS rates. Should the IRS rates decrease or undergo fundamental changes, renegotiations between the County and the Association on travel pay will occur.

ARTICLE 24 – COMMUTER COMMITTEE

The parties agree to form a Committee within 180 days of ratification to explore ways the County can support employee commuting needs.

ARTICLE 25 - EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITY

Section 1. Dues Deductions: The County shall deduct for dues, on a regular basis, from the pay of all employees in the classifications and positions recognized to be represented by the Association, who voluntarily authorize such deduction. The County shall remit such funds to the Association within thirty (30) days following their deduction.

Section 2. PEOPLE Deduction: The County agrees to deduct from the wages of any employee who is a member of the Union and so elects a Public Employees Organized to Promote Legislative Equality (“PEOPLE”) deduction as provided for in a written authorization. The employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

Section 3. Indemnification: The County will not be responsible or liable for any claims, causes of action, or lawsuits arising out of the deductions or transmittal of such funds to the Association, except the intentional failure of the County to transmit to the Association monies deducted from the employees pursuant to this Article.

Section 4. Short-Term ICEA Release Time: County will release with pay for one day or less, ICEA Officers, Stewards, Bargaining Team Members, or other ICEA members (maximum seven [7] employees) from their normal duties to conduct legitimate and reasonable Association business. More than seven (7) employees may be released if agreed to by the County. The Union must request, in advance, release time for all employees for said purposes, which may be denied due to the operational needs of the department. The Union shall inform the County of any new officers or representatives within two (2) weeks of any changes.

Section 5. Long Time ICEA Release Time:

Upon reasonable notice by the Union, if reasonably practicable, the County shall release one or more employees for union business for a period ranging from 2 – 30 days. Longer term leave may be considered by mutual agreement. During such time, the County shall continue to fully compensate the employee, including but not limited to all wages and benefits, service credit, seniority, step increases, and benefits as they normally would when in the workplace. Under this provision the Union will reimburse the County the full cost of the employee, including rollup, for the time served on union leave, within forty-five (45) days of notification by the County of cost incurred.

Section 6. Reasonable Access: The practice will continue which allows ICEA/AFSCME Officers and Representatives reasonable access to County work locations, facilities, equipment and other County resources, provided he/she first makes arrangements with the Personnel Department, or his/her designee, to ensure such access does not unreasonably disrupt County business.

Section 7. Mailing List: County will provide the Union with current employee lists with personal mailing addresses, to provide the opportunity to correspond with all ICEA represented employees in a timely manner. This address list will be provided within two (2) weeks written notice.

Section 8. Bargaining Unit Notification: The Union shall be electronically notified of any new members of the bargaining unit as well as any bargaining unit separations, or transfers on a monthly basis. Such notice shall contain department and classification. The County shall provide the name, job title, department, work location, work, home, and personal cell phone numbers, personal email address and home address on file with the employer of any newly hired employee within thirty (30) days of the date of hire or first pay period of the month following hire. The Court also agrees to provide that information for all employees in the unit at least every one hundred and twenty (120) days.

Section 9. Orientation: The County shall distribute a copy of this MOU and the Personnel Rules to all new Bargaining Unit employees. The County will be holding orientations every other Thursday in Independence. If there are no new bargaining unit employees, the County Personnel will send an email to the Union Representative. The Union shall be given the first scheduled fifteen (15) minutes of each new employee orientation to provide the new employee(s) with official Union materials and information. The County shall ensure a Union Representative is made available for the purpose of this section.

ARTICLE 26 - FLSA EXEMPT AND REPRESENTED EMPLOYEES

Attachment A lists those classifications, which are FLSA exempt. This list will be edited based on the equity bargaining process. Any employee working in an FLSA exempt position shall receive twenty-four (24) hours of paid administrative leave. The administrative leave hours shall not accumulate and will be lost if not utilized during the fiscal year. The administrative leave shall have no cash value.

Attachment B lists those classifications that are represented by the Association, except as classifications may be severed in accordance with Resolution 2003-76.

ARTICLE 27 - PROBATION PERIOD

The following classifications will serve a twelve (12)-month probationary period:

- Dispatchers

ARTICLE 28 - UNIFORMS & SAFETY BOOTS/SHOE ALLOWANCE

County Issued Safety Equipment and Safety Uniforms

The County, at its sole discretion, will determine the protective safety equipment and safety uniforms required by County regulations, CAL OSHA, State or Federal regulations/laws for the assigned tasks. Additionally, the County will determine which classifications are required to use County-issued safety equipment and wear safety uniforms as a condition of employment. The parties acknowledge that County-issued safety equipment and safety uniforms are not suitable for everyday wear outside working hours. Therefore, employees shall use the equipment and wear the uniforms only while on duty and while traveling to and from County work. Employees in classifications required to wear County-issued safety uniforms must wear them as a condition of employment while on County duty. The County shall provide the necessary protective safety equipment and safety uniforms to employees in those classifications performing the assigned tasks.

All County-issued safety equipment and safety uniforms must be returned by the employee to the County upon termination of employment. Upon separation, the employee is responsible for the fair market replacement cost of any issued safety equipment or safety uniform not returned to the County.

County Issued Uniforms

For the purposes of this section, uniforms are defined as any articles of clothing required as part of a County uniform. The County, at its sole discretion, will determine which classifications must wear uniforms as a condition of employment. The parties acknowledge that County uniforms are not suitable for everyday wear outside working hours, and that employees shall

wear the uniforms only while on duty and traveling to and from County work. Employees in classifications required to wear uniforms must wear them as a condition of employment while on County duty.

The classifications covered by this section are listed below. Should the County determine that additional classifications are required to wear County-issued uniforms, the parties agree to add those classifications to this section.

LIST:

AGRICULTURAL COMMISSIONER	
Field Technician Lead	
Field Technician	
PUBLIC WORKS DEPARTMENT	
Equipment Mechanic Heavy - Road	
Equipment Mechanic Operator – Road	
Equipment Mechanic Trainee – Road	
Equipment Operator Heavy – Road	
Equipment Operator Lead – Road	
Facilities Operations Supervisor	
Road Maintenance Supervisor	
Road Maintenance Worker	
Road Shop Supervisor	

The parties agree that, to the extent permitted by law, the value of uniforms (rental and/or maintenance) is considered special compensation as defined by CalPERS regulations and shall be reported as such to CalPERS pursuant to Title 2 CCR, Section 571(a)(5) Uniform Allowance. However, for “new members” (PEPRA members) as defined by the Public Employees’ Pension Reform Act of 2013, the uniform allowance will not be reported as compensation earnable to CalPERS. County issued uniforms will be provided laundering and be reported to CalPERS accordingly.

Upon separation, the employee is responsible for the fair market replacement cost of any County issued uniform not returned to the County.

Replacement of County Issued Uniforms, Safety Equipment Or Uniforms and Replacement Of Uniforms Purchased with Uniform Allowance

The County shall replace or repair worn-out or damaged County-issued uniforms, safety equipment, or safety uniforms. To obtain a replacement or repaired item, the employee must turn in the worn-out or damaged item to the designated department, request a replacement, and verify that the damage was not caused by the employee.

The Department retains sole discretion in determining when an employee's uniform requires cleaning, mending, or replacement. This determination will be based on the Department's

standards of professionalism, safety, and operational functionality. Regular assessments will be conducted by supervisors or designated personnel to evaluate the condition of uniforms. These assessments will guide decisions regarding necessary maintenance or replacement to ensure that all uniforms meet the required standards.

Employees are required to adhere to directives issued by the Department concerning the upkeep of their uniforms. Failure to comply with these directives may result in disciplinary action. When a uniform is deemed in need of cleaning, mending, or replacement, the Department will provide the employee with timely notice. The employee is expected to take immediate action in accordance with the instructions provided by the Department.

Annual Uniform Allowance

For the purposes of this section, uniforms are defined as any articles of clothing required as part of a County uniform. Department Heads are responsible for establishing uniform standards and requirements for their respective employees, after consultation with and approval from the CAO or designee. The parties acknowledge that County uniforms are not suitable for everyday wear outside working hours, and that employees shall wear the uniforms only while on duty and traveling to and from County work. Employees in classifications required to wear uniforms must wear them as a condition of employment while on County duty. The County agrees to meet and confer over the impacts of implementation of the Annual Uniform Allowance as it relates to the standards established by the departments if the annual uniform allowance is insufficient to cover the cost of the applicable uniform standards and requirements.

If the County determines that additional classifications should receive an annual uniform allowance, the parties agree to add those classifications to this section.

The classifications designated under this section, along with the amounts provided, are listed below:

LIST:

AGRICULTURAL COMMISSIONER	
AG Biologist Weights/Measures Inspector/Senior	\$250.00
AG Cannabis Inspector	\$250.00
AG Biologist Supervisor	\$250.00
ASSESSOR	
Appraiser	\$150.00
Auditor Appraiser	\$150.00
Assessment Analyst/Senior	\$150.00
ENVIRONMENTAL HEALTH	
Environmental Health REHS	\$250.00
Environmental Health Trainee	\$250.00
Hazard Materials Manager/Senior	\$250.00

HEALTH AND HUMAN SERVICES	
Nurse PHN Case Manager	\$225.00
Nurse Public Health	\$225.00
Nurse Registered	\$225.00
Nurse Registered Behavioral Health	\$225.00
Nurse/PHN Supervising	\$225.00
Food Cook Supervisor	\$150.00
Food Cook	\$150.00
PLANNING	
Planning Associate – Mine Inspector	\$150.00
Code Compliance Inspector	\$250.00
PUBLIC WORKS DEPARTMENT	
Building & Maintenance Water Supervisor	\$250.00
Building & Maintenance Worker	\$250.00
Custodian	\$250.00
Gate Attendant	\$250.00
Airport Supervisor Operations	\$250.00
Airport Technician	\$250.00
Building Inspector	\$250.00
Park Manager	\$250.00
Park Specialist Lead	\$250.00
Park Specialist	\$250.00
Park Helper - Seasonal	\$125.00
Solid Waste Foreman	\$250.00
Equipment Operator Lead – Solid Waste	\$250.00
Equipment Operator Heavy – Solid Waste	\$250.00
Equipment Mechanic Operator – Solid Waste	\$250.00
SHERIFF'S OFFICE	
Dispatcher	\$150.00
Administrative Analyst	\$150.00
Civil Officer	\$150.00
Community Relations Liaison	\$150.00
Records Support Analyst	\$150.00
Office Technician	\$150.00
Support Services Analyst	\$150.00
Food Cook Supervisor	\$150.00
Food Cook	\$150.00
Animal Control Supervisor	\$800.00
Animal Control Officer	\$800.00
Shelter Assistant	\$800.00
Evidence Technician	\$800.00

The uniform allowance payment compensates for all costs associated with uniform purchase, replacement, maintenance, and cleaning. Employees provided with a uniform allowance must wear such uniforms in accordance with Department policy. All employees in classifications designated under this section shall receive a uniform allowance paid directly to the employee. Eligible employees who are in paid status shall receive the annual uniform allowance as follows: Annual payments will be divided equally across each pay period throughout the year. The uniform allowance shall not be paid for any pay period in which the employee is in unpaid status for the entire pay period. In the first year only, new employees shall be advanced their uniform allowance in an up-front lump sum on the first pay period of employment and the pro-rated amount per pay period will begin in the employee's second year of employment.

The parties agree that, to the extent permitted by law, a uniform allowance is special compensation as defined by CalPERS regulations and shall be reported as such to CalPERS pursuant to Title 2 CCR, Section 571(a)(5) Uniform Allowance. However, for "new members" (PEPRA members) as defined by the Public Employees' Pension Reform Act of 2013, the uniform allowance will not be reported as compensation earnable to CalPERS.

Uniform allowance payments are taxable compensation, and the County will withhold taxes accordingly.

For those classifications that have not previously received an annual uniform allowance, they shall receive the advancement of the annual amount at the time of approval of the MOU and the pro-rated per pay period amount in the second and subsequent years of the MOU.

Safety Boots / Shoe Allowance

The County, at its sole discretion, will determine the protective safety boots and shoes required by County regulations, CAL OSHA, State, or Federal regulations/laws for the assigned tasks. The County will also determine which classifications must wear safety boots or safety shoes as a condition of employment.

Upon initial employment and annually on the first full pay period of each fiscal year, the County shall provide an annual Safety Boot Allowance or Shoe Allowance towards the purchase, replacement, maintenance, and cleaning of required safety boots or shoes for each employee in classifications required to wear protective safety boots or shoes while performing the assigned tasks.

Employees receiving a Safety Boot or Shoe Allowance are required to wear their safety boots or shoes while performing their duties.

For employees who have already received their annual Safety Boot Reimbursement at the time of signing this MOU, they will be eligible for a prorated difference between the reimbursement amount and the annual Safety Boot Allowance as specified in this MOU.

The Safety Boot/Shoe Allowance is not considered compensation reportable to CalPERS and, therefore, will not be reported.

The classifications eligible for an annual Safety Boot Allowance of \$200.00 are listed below:

List of Classifications for Safety Boot Allowance:

AGRICULTURAL COMMISSIONER
Agricultural Biologist/Weights & Measures Inspector Senior
Agricultural Biologist Supervisor
Agricultural Cannabis Inspector
Agricultural Commissioner Deputy
Ag Cannabis Inspector
Field Assistant
Field Technician
Field Technician Lead
PLANNING
Planning Associate – Mine Inspector
Code Compliance Inspector
PUBLIC WORKS
Airport Operations Supervisor
Airport Technician
Building & Maintenance Worker
Building & Maintenance Water Supervisor
Building Inspector
Custodian
Engineering Assistant
Equipment Mechanic Heavy
Equipment Mechanic Operator
Equipment Mechanic Trainee
Equipment Operator Heavy
Equipment Operator Lead
Facilities Operations Supervisor
Gate Attendant
Road Shop Supervisor
Park Attendant - Seasonal
Park Helper - Seasonal
Park Manager
Park Specialist
Park Specialist Lead
Road Maintenance Supervisor
Road Maintenance Worker
Road Shop Supervisor
Solid Waste Foreman

WATER
Field Assistant
Mitigation Project Manager
Research Assistant
Salt Cedar Manager
Vegetation Manager

The classifications eligible for an annual Safety Shoe Allowance of \$100.00 are listed below:

List of Classifications for Safety Shoe Allowance:

Food Cook Supervisor
Food Cook
Program Services Assistant

Should the County determine that additional classifications must wear protective safety boots or shoes, the parties agree to add those classifications.

ARTICLE 29 - TOOL DIFFERENTIAL

Full-time employees who are required to provide their own tools to perform mechanic work are eligible for a differential pay of five percent (5% to offset the cost of their tools.

The classifications eligible for a 5% Tool differential are listed below:

PUBLIC WORKS
Equipment Mechanic Heavy
Equipment Mechanic Operator
Equipment Mechanic Trainee
Road Shop Supervisor
Solid Waste Foreman
Facilities Operations Supervisor

ARTICLE 30 - PERFORMANCE EVALUATIONS

The County will use the performance evaluation form attached herewith as Attachment F. Challenges to the evaluation as set forth in Personnel Rules Section 8.2 (c) shall be heard by the County Administrator or neutral designee. This provision confirms the County's existing practice.

The parties agree to transition the performance evaluation platform to NeoGov or any other equivalent platform decide upon by the County. The parties agree to meet and confer regarding the implementation of any new evaluation criteria prior to the implementation of any new performance evaluation system and the discontinuation of the existing practice and Attachment F.

ARTICLE 31 - DRUG-FREE WORKPLACE/DEPARTMENT OF TRANSPORTATION DRUG TESTING POLICY

The County will enforce the Alcohol and Drug Abuse policy as amended September 1991.

The County of Inyo Drug will enforce the Alcohol Policy pursuant to the Department of Transportation Regulations as amended in accordance with the law.

ARTICLE 32 - MATERNITY LEAVE OF ABSENCE

Maternity leave is governed by Personnel Rule 10.2.

ARTICLE 33 - EMPLOYEE TRAINING AND TUITION ASSISTANCE PROGRAM POLICY

The County will reimburse educational expenses in accordance with Attachment E “Employee Training and Tuition Assistance Program Policy.” The County will also continue to reimburse all costs for licenses and certifications used in the course of employment.

ARTICLE 34 - SMOKING

There shall be no smoking, vaping, or chewing of tobacco, or any use of tobacco products, in any County facility or County vehicle. Employees smoking or vaping on County property shall smoke or vape in designated smoking areas, which areas will be agreed to by the County and Association.

ARTICLE 35 - MISTAKEN OVERPAYMENTS

Should any employee be overpaid due to any mistake or inadvertence, the County may recover the amount of overpayment by subsequent unilateral deductions from the pay of the employee in question up to the amount of overpayment with a minimum of fourteen (14) days advanced notice. However, not more than ten percent (10%) of any such employee’s net pay shall be deducted from any one paycheck for this purpose. Notwithstanding this, employee will have the option of ten percent (10%) to twenty-five percent (25%) being deducted from any one (1) paycheck.

ARTICLE 36 - LETTER OF REPRIMAND

Any employee who receives a letter of reprimand shall be entitled to submit a written response thereto, which shall be placed in such employee's personnel file, along with the written reprimand. While the employee may discuss a reprimand with the County Administrator, or his/her neutral designee, who shall have the authority to modify or remove the letter, there shall be no right to grieve or appeal any reprimand, warning, or counseling nor shall there be any formal hearings or review procedures concerning any reprimand, warning or counseling.

ARTICLE 37 - AUTHORIZED AGENTS

Authorized agents, for the purpose of administering the terms and provisions of the Memorandum of Understanding shall be:

- A. Representing the County
County Administrative Officer
P.O. Box N
Independence, CA 93526
- B. President
Inyo County Employees Association
P.O. Box 492
Independence, CA 93526
- C. AFSCME, District Council 57
P.O. Box 418
Independence, CA 93526

ARTICLE 38 - SOLE AND ENTIRE MEMORANDUM OF UNDERSTANDING

Section 1. It is the intent of the parties hereto that the provisions of this Memorandum of Understanding shall supersede all prior agreements and memoranda of agreement or memoranda of understanding, or contrary salary and/or personnel resolutions, oral or written, expressed or implied, between the parties, and shall govern the entire relationship and shall be the sole source of any and all rights which may be asserted hereunder. This Memorandum of Understanding is not intended to conflict with Federal or State law.

Section 2. The parties acknowledge that the Board of Supervisors will adopt this Agreement by Resolution and that said Resolution shall remain in full force and effect during the life of this Memorandum of Understanding.

ARTICLE 39 - NO STRIKE-NO LOCKOUT

Section 1. The Association, its officers, agents, representatives, and/or members agree that during the term of this MOU and any future renegotiations thereof through any and all mandatory impasse administrative procedures, they will not cause or condone any strike, walkout, slowdown, sickout, or any other job action by withholding or refusing to perform services. Informational picketing, rallying, and other public action by employees that does not involve withholding or refusing to perform services, shall only be permitted before or after work, or during breaks and lunch periods.

Section 2. The County agrees that it shall not lockout its employees during the term of this MOU and any future renegotiations thereof through any and all mandatory impasse administrative procedures. The term “lockout” is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work of employees of the County in the exercise of its rights as set forth in any of the provisions of the MOU or applicable ordinance or law.

Section 3. Any employee who participates in any conduct prohibited in Section 1 above may be subject to disciplinary action up to and including discharge.

Section 4. In the event that any one or more officers, agents, representatives, or members of the Association engage in any of the conduct prohibited in Section 1 above, the Association shall immediately instruct any persons engaging in such conduct that their conduct is in violation of this MOU and is unlawful and they must immediately cease engaging in conduct prohibited in Section 1 above, and return to work.

ARTICLE 40 - EMERGENCY WAIVER

In the event of circumstances beyond the control of the County, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, if the County Administrative Officer or his designee so declares, any provisions of this Agreement which restricts the County’s ability to respond to these emergencies shall be suspended for the duration of such emergency. After the emergency is declared over, the Association shall have the right to meet and confer with the County regarding the impact on employees of the suspension of these provisions of this Agreement and any Personnel rules and policies.

ARTICLE 41 - SEPARABILITY

Should any provision of this MOU be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect.

ARTICLE 42 - TERM

This Memorandum of Understanding shall be in force and effect upon ratification and adoption of this MOU by both parties beginning July 1, 2024, through June 30, 2027. The County will provide each employee represented by the Association with a copy of this and all subsequent MOUs.

ARTICLE 43 - RATIFICATION AND EXECUTION

The County and the Association acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by the Association and adopted by the Board of Supervisors of the County of Inyo. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the County and Association, and entered into this 3rd Day of December 2024.

COUNTY OF INYO: <u><i>Matt Kingsley</i></u> <small>Matt Kingsley (Dec 18, 2024 13:41 PST)</small> <hr/> Matt Kingsley, Chairperson	INYO COUNTY EMPLOYEES ASSOCIATION: <u><i>Darcy Miller</i></u> <small>Darcy Miller (Dec 13, 2024 15:54 PST)</small> <hr/> Darcy Miller, ICEA NEGOTIATOR <u><i>LN Boyer</i></u> <small>Laura Boyer (Dec 16, 2024 07:21 PST)</small> <hr/> Laura Boyer, ICEA NEGOTIATOR <u><i>Karen Simerlink</i></u> <small>Karen Simerlink (Dec 16, 2024 07:28 PST)</small> <hr/> Karen Simerlink, ICEA NEGOTIATOR <u><i>Kevin Lomeli</i></u> <small>Kevin Lomeli (Dec 17, 2024 12:55 PST)</small> <hr/> Kevin Lomeli, ICEA NEGOTIATOR <u><i>Michael Baffrey</i></u> <small>Michael Baffrey (Dec 18, 2024 10:08 PST)</small> <hr/> Mike Baffrey, ICEA NEGOTIATOR <u><i>Perla G</i></u> <small>Perla Gastelum (Dec 18, 2024 10:28 PST)</small> <hr/> Perla Gastelum, ICEA NEGOTIATOR <u><i>Jane McDonald</i></u> <small>Jane McDonald (Dec 17, 2024 06:41 PST)</small> <hr/> Jane McDonald, AFSCME Council 57
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ATTACHMENT A

EXEMPT POSTIONS UNDER THE FAIR LABOR STANDARDS ACT FOR PURPOSES OF OVERTIME

ADDICTION SUPERVISOR LICENSED
CHILD SUPPORT ATTORNEY I/II/III/IV
DISTRICT ATTORNEY DEPUTY I/II/III/IV
FIRST SUPERVISOR SENIOR
HAZARD MATERIALS MANAGER SENIOR
MHSA COMPLIANCE MANAGER
MITIGATION PROJECT MANAGER
PLANNING SENIOR
PLANNING TRANSPORTATION SENIOR
SCIENTIST SENIOR
SCIENTIST

ATTACHMENT B

ICEA REPRESENTED CLASSIFICATIONS

ADDICTION COUNSELOR
ADDICTION SUPERVISOR
ADDICTION SUPERVISOR LICENSED
ADM ASSESSMENT ANALYST SENIOR
ADMIN ASSESSMENT ANALYST
ADMINISTRATIVE ANALYST
AG BIOL W/M INSPECTOR SENIOR
AG BIOL WGHTS & MSRS INSPECTOR
AG CANNABIS INSPECTOR
AGING SERVICES SUPERVISOR
AGING SVCS SUPERVISOR ASST
AGRICULTURAL BIOLOGIST SUPV
AIRPORT SUPERVISOR
AIRPORT TECHNICIAN
AIRPORT TECHNICIAN PART TIME
ANIMAL CONTROL OFFICER
ANIMAL CONTROL SUPERVISOR
APPRAISER
ASSESSMENT ANALYST
AUDITOR APPRAISER
BUILDING INSPECTOR
BUILDING MAINTENANCE WATER SUP
BUILDING MAINTENANCE WORKER
CAREGIVER RESIDENTIAL
CHILD SUPPORT ATTORNEY
CHILD SUPPORT OFFICER
CHILD SUPPORT SUPERVISOR
CIVIL OFFICER
CLINICIAN BEHAVIORAL HEALTH
CLINICIAN TRAINEE BHV HLTH
CODE COMPLIANCE INSPECTOR
COMMUNITY RELATIONS LIAISON
CUSTODIAN
DISTRICT ATTORNEY DEPUTY
EMPLOYMENT & TRAINING WORKER
ENGINEER ASSISTANT CIVIL
ENGINEER ASSOCIATE
ENGINEER ASSOCIATE CIVIL
ENGINEERING ASSISTANT
ENGINEERING TECHNICIAN
ENVIRONMENTAL HEALTH OPS TECH
ENVIRONMENTAL HEALTH REHS

ATTACHMENT B

ICEA REPRESENTED CLASSIFICATIONS

ENVIRONMENTAL HEALTH TRAINEE
EQUIPMENT MECHANIC HEAVY
EQUIPMENT MECHANIC OPERATOR
EQUIPMENT MECHANIC TRAINEE
EQUIPMENT OPERATOR HEAVY
EQUIPMENT OPERATOR LEAD
EQUITY & DIVERSITY COORDINATOR
EVIDENCE TECHNICIAN
FACILITIES OPERATIONS SUPV
FIELD TECHNICIAN
FIELD TECHNICIAN LEAD
FIRST SUPERVISOR
FIRST SUPERVISOR SENIOR
FOOD COOK
FOOD COOK SUPERVISOR
GATE ATTENDANT
GIS ANALYST
GIS ANALYST SENIOR
HAZARD MATERIALS MANAGER
HAZARD MATERIALS MGR SENIOR
HHS SPECIALIST
HOME VISIT SUPERVISOR
INNOVATION & GRANT MANAGER
INTEGRATED CASE WORKER
INTEGRATED CASE WORKER SUPV
LABORATORY TECHNICIAN
LIBRARIAN
LIBRARY MUSEUM ASSISTANT
LIBRARY SPECIALIST
LONG TERM CARE OMBUDSMAN
LTC TRANSPORTATION TECHNICIAN
MHSA COMPLIANCE MANAGER
MITIGATION PROJECT MANAGER
MOTOR POOL HELPER
MUSEUM CURATOR COLL & EXHIBITS
NETWORK ANALYST
NETWORK ANALYST SENIOR
NURSE PHN CASE MANAGER
NURSE PHN SUPERVISOR
NURSE PUBLIC HEALTH
NURSE REGISTERED
NURSE SUPERVISING
OFFICE CLERK

ATTACHMENT B

ICEA REPRESENTED CLASSIFICATIONS

OFFICE CLERK SUPERVISOR
OFFICE TECHNICIAN
OPERATIONS MANAGER TECOPA
PARENT PARTNER
PARK MANAGER
PARK SPECIALIST
PARK SPECIALIST LEAD
PEER SUPPORT SPECIALIST
PLANNING ASSISTANT
PLANNING ASSOCIATE
PLANNING SENIOR
PLANNING TRANSPORTATION
PLANNING TRANSPORTATION SENIOR
PREVENTION SPECIALIST
PROBATION OPERATIONS ANALYST
PROGRAM MANAGER
PROGRAM MANAGER CHILD ADULT
PROGRAM MANAGER DISASTER
PROGRAM MANAGER FIRST FIVE
PROGRAM MANAGER PREVENTION
PROGRAM SERVICES ASST
PROGRAM SUPERVISOR
PROGRAMMER ANALYST SENIOR
PROGRESS HOUSE SUP TRAINEE
PROGRESS HOUSE SUPERVISOR
PROJECT COORDINATOR
PUBLIC ADMIN GUARD DEPUTY
PUBLIC GUARDIAN SPECIALIST
PUBLIC HEALTH COORDINATOR
PUBLIC SAFETY DISPATCHER
RECORDS SUPPORT ANALYST
RE-ENTRY SERVICES COORDINATOR
REGISTERED DIETITIAN NUTRITION
REGISTERED DIETITIAN SUPV
REGISTERED NURSE BEHAV HEALTH
RESEARCH ASSISTANT
ROAD MAINTENANCE SUPERVISOR
ROAD MAINTENANCE WORKER
ROAD SHOP SUPERVISOR
SALT CEDAR MANAGER
SCIENTIST
SCIENTIST ASSOCIATE
SCIENTIST SENIOR

ATTACHMENT B

ICEA REPRESENTED CLASSIFICATIONS

SECRETARY ADMINISTRATIVE
SECRETARY ADMINISTRATIVE LEGAL
SECRETARY LEGAL
SHELTER ASSISTANT
SOCIAL SERVICES AIDE
SOCIAL WORKER
SOCIAL WORKER SUPERVISOR
SOLID WASTE FOREMAN
SOLID WASTE MAINTENANCE WORKER
SUPPORT SERVICES ANALYST
TOBACCO EDUCATION SUPERVISOR
VEGETATION MANAGER
VETERAN SERVICES OFFICER
VETERAN SERVICES REP
VICTIM WITNESS COORDINATOR
WELLNESS CENTER PRG SUPERVISOR
WILDFIRE PREP CNTY COORDINATOR

ATTACHMENT C

SHIFTS SUBJECT TO SHIFT DIFFERENTIAL

Sheriff's Department

From	To	Shift
10:00 a.m.	8:00 p.m.	Swing Shift
2:00 p.m.	12:00 a.m.	Swing Shift
4:00 p.m.	2:00 a.m.	Swing Shift
8:00 p.m.	6:00 a.m.	Graveyard Shift

Public Works

From	To	Shift
12:30 p.m.	9:00 p.m.	Swing Shift
4:00 p.m.	12:30 a.m.	Swing Shift
2:00 p.m.	11:00 p.m.	Swing Shift

Health & Human Services

From	To	Shift
11:30 a.m.	9:30 p.m.	Swing Shift
9:15 p.m.	7:15 a.m.	Graveyard Shift

ATTACHMENT D

Title	Grade Change	Step Change	Salary Change
ADDICTION COUNSELOR 01	59 → 5	A → B	\$51,516.00 → \$53,480.51 (+ 3.81%)
ADDICTION COUNSELOR 01	59 → 5	B → C	\$54,036.00 → \$55,865.75 (+ 3.39%)
ADDICTION COUNSELOR 01	59 → 5	C → D	\$56,784.00 → \$58,357.36 (+ 2.77%)
ADDICTION COUNSELOR 01	59 → 5	D → E	\$59,616.00 → \$60,960.10 (+ 2.25%)
ADDICTION COUNSELOR 01	59 → 5	E → F	\$62,580.00 → \$63,678.92 (+ 1.76%)
ADDICTION COUNSELOR 01 [Hourly]	59 → 5	A → B	\$24.77 → \$25.71 (+ 3.81%)
ADDICTION COUNSELOR 01 [Hourly]	59 → 5	B → C	\$25.98 → \$26.86 (+ 3.39%)
ADDICTION COUNSELOR 01 [Hourly]	59 → 5	C → D	\$27.30 → \$28.06 (+ 2.77%)
ADDICTION COUNSELOR 01 [Hourly]	59 → 5	D → E	\$28.66 → \$29.31 (+ 2.25%)
ADDICTION COUNSELOR 01 [Hourly]	59 → 5	E → F	\$30.09 → \$30.61 (+ 1.76%)
ADDICTION COUNSELOR 02	62 → 7	A → A	\$55,248.00 → \$56,444.83 (+ 2.17%)
ADDICTION COUNSELOR 02	62 → 7	B → B	\$58,044.00 → \$58,962.27 (+ 1.58%)
ADDICTION COUNSELOR 02	62 → 7	C → C	\$60,972.00 → \$61,591.98 (+ 1.02%)
ADDICTION COUNSELOR 02	62 → 7	D → D	\$63,888.00 → \$64,338.99 (+ 0.71%)
ADDICTION COUNSELOR 02	62 → 7	E → E	\$67,176.00 → \$67,208.51 (+ 0.05%)
ADDICTION COUNSELOR 02 [Hourly]	62 → 7	A → A	\$26.56 → \$27.14 (+ 2.17%)
ADDICTION COUNSELOR 02 [Hourly]	62 → 7	B → B	\$27.91 → \$28.35 (+ 1.58%)
ADDICTION COUNSELOR 02 [Hourly]	62 → 7	C → C	\$29.31 → \$29.61 (+ 1.02%)
ADDICTION COUNSELOR 02 [Hourly]	62 → 7	D → D	\$30.72 → \$30.93 (+ 0.71%)
ADDICTION COUNSELOR 02 [Hourly]	62 → 7	E → E	\$32.30 → \$32.31 (+ 0.05%)
ADDICTION COUNSELOR 03	66 → 9	A → A	\$60,600.00 → \$62,230.42 (+ 2.69%)
ADDICTION COUNSELOR 03	66 → 9	B → B	\$63,660.00 → \$65,005.90 (+ 2.11%)
ADDICTION COUNSELOR 03	66 → 9	C → C	\$66,936.00 → \$67,905.16 (+ 1.45%)
ADDICTION COUNSELOR 03	66 → 9	D → D	\$70,212.00 → \$70,933.73 (+ 1.03%)
ADDICTION COUNSELOR 03	66 → 9	E → E	\$73,752.00 → \$74,097.38 (+ 0.47%)
ADDICTION COUNSELOR 03 [Hourly]	66 → 9	A → A	\$29.13 → \$29.92 (+ 2.69%)
ADDICTION COUNSELOR 03 [Hourly]	66 → 9	B → B	\$30.61 → \$31.25 (+ 2.11%)
ADDICTION COUNSELOR 03 [Hourly]	66 → 9	C → C	\$32.18 → \$32.65 (+ 1.45%)
ADDICTION COUNSELOR 03 [Hourly]	66 → 9	D → D	\$33.76 → \$34.10 (+ 1.03%)
ADDICTION COUNSELOR 03 [Hourly]	66 → 9	E → E	\$35.46 → \$35.62 (+ 0.47%)
ADDICTION SUPERVISOR	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
ADDICTION SUPERVISOR	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
ADDICTION SUPERVISOR	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
ADDICTION SUPERVISOR	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
ADDICTION SUPERVISOR	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
ADDICTION SUPERVISOR LICENSED	82 → 17	A → A	\$88,752.00 → \$91,942.68 (+ 3.60%)
ADDICTION SUPERVISOR LICENSED	82 → 17	B → B	\$93,072.00 → \$96,043.32 (+ 3.19%)
ADDICTION SUPERVISOR LICENSED	82 → 17	C → C	\$97,788.00 → \$100,326.85 (+ 2.60%)
ADDICTION SUPERVISOR LICENSED	82 → 17	D → D	\$102,672.00 → \$104,801.43 (+ 2.07%)
ADDICTION SUPERVISOR LICENSED	82 → 17	E → E	\$107,760.00 → \$109,475.57 (+ 1.59%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)

Title	Grade Change	Step Change	Salary Change
ADMINISTRATIVE ANALYST 01	68 → 10	A → A	\$63,636.00 → \$65,341.94 (+ 2.68%)
ADMINISTRATIVE ANALYST 01	68 → 10	B → B	\$66,828.00 → \$68,256.20 (+ 2.14%)
ADMINISTRATIVE ANALYST 01	68 → 10	C → C	\$70,152.00 → \$71,300.42 (+ 1.64%)
ADMINISTRATIVE ANALYST 01	68 → 10	D → D	\$73,584.00 → \$74,480.42 (+ 1.22%)
ADMINISTRATIVE ANALYST 01	68 → 10	E → E	\$77,316.00 → \$77,802.25 (+ 0.63%)
ADMINISTRATIVE ANALYST 02	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
ADMINISTRATIVE ANALYST 02	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
ADMINISTRATIVE ANALYST 02	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
ADMINISTRATIVE ANALYST 02	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
ADMINISTRATIVE ANALYST 02	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
ADMINISTRATIVE ANALYST 03	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
ADMINISTRATIVE ANALYST 03	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
ADMINISTRATIVE ANALYST 03	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
ADMINISTRATIVE ANALYST 03	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
ADMINISTRATIVE ANALYST 03	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
ADMINISTRATIVE ASSESSMENT ANALYST	74 → 12	A → B	\$73,320.00 → \$75,252.46 (+ 2.64%)
ADMINISTRATIVE ASSESSMENT ANALYST	74 → 12	B → C	\$76,980.00 → \$78,608.71 (+ 2.12%)
ADMINISTRATIVE ASSESSMENT ANALYST	74 → 12	C → D	\$80,796.00 → \$82,114.66 (+ 1.63%)
ADMINISTRATIVE ASSESSMENT ANALYST	74 → 12	D → E	\$84,900.00 → \$85,776.98 (+ 1.03%)
ADMINISTRATIVE ASSESSMENT ANALYST	74 → 12	E → F	\$89,148.00 → \$89,602.63 (+ 0.51%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02	65 → 8	A → A	\$59,184.00 → \$59,267.07 (+ 0.14%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02	65 → 8	B → C	\$62,220.00 → \$64,671.58 (+ 3.94%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02	65 → 8	C → D	\$65,340.00 → \$67,555.94 (+ 3.39%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02	65 → 8	D → E	\$68,640.00 → \$70,568.93 (+ 2.81%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02	65 → 8	E → F	\$72,000.00 → \$73,716.31 (+ 2.38%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II	65 → 8	A → A	\$59,184.00 → \$59,267.07 (+ 0.14%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II	65 → 8	B → C	\$62,220.00 → \$64,671.58 (+ 3.94%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II	65 → 8	C → D	\$65,340.00 → \$67,555.94 (+ 3.39%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II	65 → 8	D → E	\$68,640.00 → \$70,568.93 (+ 2.81%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II	65 → 8	E → F	\$72,000.00 → \$73,716.31 (+ 2.38%)

Title	Grade Change	Step Change	Salary Change
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
AGING SERVICES SUPERVISOR	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
AGING SERVICES SUPERVISOR	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
AGING SERVICES SUPERVISOR	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
AGING SERVICES SUPERVISOR	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
AGING SERVICES SUPERVISOR	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
AGING SVCS SUPERVISOR ASST [Hourly]	65 → 8	A → A	\$28.45 → \$28.49 (+ 0.14%)
AGING SVCS SUPERVISOR ASST [Hourly]	65 → 8	B → C	\$29.91 → \$31.09 (+ 3.94%)
AGING SVCS SUPERVISOR ASST [Hourly]	65 → 8	C → D	\$31.41 → \$32.48 (+ 3.39%)
AGING SVCS SUPERVISOR ASST [Hourly]	65 → 8	D → E	\$33.00 → \$33.93 (+ 2.81%)
AGING SVCS SUPERVISOR ASST [Hourly]	65 → 8	E → F	\$34.62 → \$35.44 (+ 2.38%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR	71 → 11	A → A	\$68,268.00 → \$68,609.04 (+ 0.50%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR	71 → 11	B → C	\$71,688.00 → \$74,865.44 (+ 4.43%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR	71 → 11	C → D	\$75,300.00 → \$78,204.44 (+ 3.86%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR	71 → 11	D → E	\$79,020.00 → \$81,692.36 (+ 3.38%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR	71 → 11	E → F	\$83,016.00 → \$85,335.84 (+ 2.79%)
AIRPORT TECHNICIAN 01	56 → 4	A → A	\$48,072.00 → \$48,759.17 (+ 1.43%)
AIRPORT TECHNICIAN 01	56 → 4	B → B	\$50,364.00 → \$50,933.82 (+ 1.13%)
AIRPORT TECHNICIAN 01	56 → 4	C → C	\$52,872.00 → \$53,205.47 (+ 0.63%)
AIRPORT TECHNICIAN 01	56 → 4	D → D	\$55,536.00 → \$55,578.44 (+ 0.08%)
AIRPORT TECHNICIAN 01	56 → 4	E → F	\$58,332.00 → \$60,646.59 (+ 3.97%)
AIRPORT TECHNICIAN 02	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
AIRPORT TECHNICIAN 02	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
AIRPORT TECHNICIAN 02	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
AIRPORT TECHNICIAN 02	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
AIRPORT TECHNICIAN 02	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
AIRPORT TECHNICIAN PART TIME	54 → 3	A → A	\$45,792.00 → \$46,437.30 (+ 1.41%)
AIRPORT TECHNICIAN PART TIME	54 → 3	B → B	\$48,192.00 → \$48,508.40 (+ 0.66%)
AIRPORT TECHNICIAN PART TIME	54 → 3	C → C	\$50,496.00 → \$50,671.88 (+ 0.35%)
AIRPORT TECHNICIAN PART TIME	54 → 3	D → E	\$52,980.00 → \$55,292.60 (+ 4.37%)
AIRPORT TECHNICIAN PART TIME	54 → 3	E → F	\$55,716.00 → \$57,758.65 (+ 3.67%)
ANIMAL CONTROL OFFICER 01	56 → 4	A → A	\$48,072.00 → \$48,759.17 (+ 1.43%)
ANIMAL CONTROL OFFICER 01	56 → 4	B → B	\$50,364.00 → \$50,933.82 (+ 1.13%)
ANIMAL CONTROL OFFICER 01	56 → 4	C → C	\$52,872.00 → \$53,205.47 (+ 0.63%)
ANIMAL CONTROL OFFICER 01	56 → 4	D → D	\$55,536.00 → \$55,578.44 (+ 0.08%)
ANIMAL CONTROL OFFICER 01	56 → 4	E → F	\$58,332.00 → \$60,646.59 (+ 3.97%)

Title	Grade Change	Step Change	Salary Change
ANIMAL CONTROL OFFICER 02	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
ANIMAL CONTROL OFFICER 02	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
ANIMAL CONTROL OFFICER 02	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
ANIMAL CONTROL OFFICER 02	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
ANIMAL CONTROL OFFICER 02	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13	A → A	\$57,900.00 → \$75,641.47 (+30.64%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13	B → A	\$60,744.00 → \$75,641.47 (+24.53%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13	C → A	\$63,720.00 → \$75,641.47 (+18.71%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13	D → A	\$67,092.00 → \$75,641.47 (+12.74%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13	E → A	\$70,332.00 → \$75,641.47 (+ 7.55%)
APPRAISER 01	68 → 10	A → A	\$63,636.00 → \$65,341.94 (+ 2.68%)
APPRAISER 01	68 → 10	B → B	\$66,828.00 → \$68,256.20 (+ 2.14%)
APPRAISER 01	68 → 10	C → C	\$70,152.00 → \$71,300.42 (+ 1.64%)
APPRAISER 01	68 → 10	D → D	\$73,584.00 → \$74,480.42 (+ 1.22%)
APPRAISER 01	68 → 10	E → E	\$77,316.00 → \$77,802.25 (+ 0.63%)
APPRAISER 02	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
APPRAISER 02	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
APPRAISER 02	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
APPRAISER 02	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
APPRAISER 02	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
APPRAISER 03	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
APPRAISER 03	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
APPRAISER 03	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
APPRAISER 03	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
APPRAISER 03	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
AUDITOR APPRAISER 01	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
AUDITOR APPRAISER 01	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
AUDITOR APPRAISER 01	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
AUDITOR APPRAISER 01	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
AUDITOR APPRAISER 01	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
AUDITOR APPRAISER 02	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
AUDITOR APPRAISER 02	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
AUDITOR APPRAISER 02	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
AUDITOR APPRAISER 02	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
AUDITOR APPRAISER 02	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
AUDITOR APPRAISER 03	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
AUDITOR APPRAISER 03	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
AUDITOR APPRAISER 03	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
AUDITOR APPRAISER 03	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
AUDITOR APPRAISER 03	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12	A → A	\$71,568.00 → \$72,039.49 (+ 0.66%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12	B → B	\$75,192.00 → \$75,252.46 (+ 0.08%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12	C → D	\$78,972.00 → \$82,114.66 (+ 3.98%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12	D → E	\$82,920.00 → \$85,776.98 (+ 3.45%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12	E → F	\$87,048.00 → \$89,602.63 (+ 2.93%)

Title	Grade Change	Step Change	Salary Change	
BUILDING INSPECTOR	68 → 10	A → A	\$63,636.00 → \$65,341.94	(+ 2.68%)
BUILDING INSPECTOR	68 → 10	B → B	\$66,828.00 → \$68,256.20	(+ 2.14%)
BUILDING INSPECTOR	68 → 10	C → C	\$70,152.00 → \$71,300.42	(+ 1.64%)
BUILDING INSPECTOR	68 → 10	D → D	\$73,584.00 → \$74,480.42	(+ 1.22%)
BUILDING INSPECTOR	68 → 10	E → E	\$77,316.00 → \$77,802.25	(+ 0.63%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11	A → A	\$68,268.00 → \$68,609.04	(+ 0.50%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11	B → C	\$71,688.00 → \$74,865.44	(+ 4.43%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11	C → D	\$75,300.00 → \$78,204.44	(+ 3.86%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11	D → E	\$79,020.00 → \$81,692.36	(+ 3.38%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11	E → F	\$83,016.00 → \$85,335.84	(+ 2.79%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12	A → A	\$71,568.00 → \$72,039.49	(+ 0.66%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12	B → B	\$75,192.00 → \$75,252.46	(+ 0.08%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12	C → D	\$78,972.00 → \$82,114.66	(+ 3.98%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12	D → E	\$82,920.00 → \$85,776.98	(+ 3.45%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12	E → F	\$87,048.00 → \$89,602.63	(+ 2.93%)
BUILDING MAINTENANCE WORKER 01	56 → 4	A → A	\$48,072.00 → \$48,759.17	(+ 1.43%)
BUILDING MAINTENANCE WORKER 01	56 → 4	B → B	\$50,364.00 → \$50,933.82	(+ 1.13%)
BUILDING MAINTENANCE WORKER 01	56 → 4	C → C	\$52,872.00 → \$53,205.47	(+ 0.63%)
BUILDING MAINTENANCE WORKER 01	56 → 4	D → D	\$55,536.00 → \$55,578.44	(+ 0.08%)
BUILDING MAINTENANCE WORKER 01	56 → 4	E → F	\$58,332.00 → \$60,646.59	(+ 3.97%)
BUILDING MAINTENANCE WORKER 02	60 → 6	A → A	\$52,752.00 → \$53,756.98	(+ 1.91%)
BUILDING MAINTENANCE WORKER 02	60 → 6	B → B	\$55,332.00 → \$56,154.54	(+ 1.49%)
BUILDING MAINTENANCE WORKER 02	60 → 6	C → C	\$58,104.00 → \$58,659.03	(+ 0.96%)
BUILDING MAINTENANCE WORKER 02	60 → 6	D → D	\$61,068.00 → \$61,275.23	(+ 0.34%)
BUILDING MAINTENANCE WORKER 02	60 → 6	E → F	\$64,068.00 → \$66,862.86	(+ 4.36%)
BUILDING MAINTENANCE WORKER 03	62 → 7	A → A	\$55,248.00 → \$56,444.83	(+ 2.17%)
BUILDING MAINTENANCE WORKER 03	62 → 7	B → B	\$58,044.00 → \$58,962.27	(+ 1.58%)
BUILDING MAINTENANCE WORKER 03	62 → 7	C → C	\$60,972.00 → \$61,591.98	(+ 1.02%)
BUILDING MAINTENANCE WORKER 03	62 → 7	D → D	\$63,888.00 → \$64,338.99	(+ 0.71%)
BUILDING MAINTENANCE WORKER 03	62 → 7	E → E	\$67,176.00 → \$67,208.51	(+ 0.05%)
BUILDING MAINTENANCE WORKER 04	64 → 8	A → A	\$57,900.00 → \$59,267.07	(+ 2.36%)
BUILDING MAINTENANCE WORKER 04	64 → 8	B → B	\$60,744.00 → \$61,910.38	(+ 1.92%)
BUILDING MAINTENANCE WORKER 04	64 → 8	C → C	\$63,720.00 → \$64,671.58	(+ 1.49%)
BUILDING MAINTENANCE WORKER 04	64 → 8	D → D	\$67,092.00 → \$67,555.94	(+ 0.69%)
BUILDING MAINTENANCE WORKER 04	64 → 8	E → E	\$70,332.00 → \$70,568.93	(+ 0.34%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3	A → A	\$44,844.00 → \$46,437.30	(+ 3.55%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3	B → B	\$47,064.00 → \$48,508.40	(+ 3.07%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3	C → C	\$49,344.00 → \$50,671.88	(+ 2.69%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3	D → D	\$51,720.00 → \$52,931.84	(+ 2.34%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3	E → E	\$54,516.00 → \$55,292.60	(+ 1.42%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3	A → A	\$21.56 → \$22.33	(+ 3.55%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3	B → B	\$22.63 → \$23.32	(+ 3.07%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3	C → C	\$23.72 → \$24.36	(+ 2.69%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3	D → D	\$24.87 → \$25.45	(+ 2.34%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3	E → E	\$26.21 → \$26.58	(+ 1.42%)

Title	Grade Change	Step Change	Salary Change
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5	A → A	\$49,116.00 → \$51,197.12 (+ 4.24%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5	B → B	\$51,612.00 → \$53,480.51 (+ 3.62%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5	C → C	\$54,180.00 → \$55,865.75 (+ 3.11%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5	D → D	\$56,844.00 → \$58,357.36 (+ 2.66%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5	E → E	\$59,676.00 → \$60,960.10 (+ 2.15%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5	A → A	\$23.61 → \$24.61 (+ 4.24%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5	B → B	\$24.81 → \$25.71 (+ 3.62%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5	C → C	\$26.05 → \$26.86 (+ 3.11%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5	D → D	\$27.33 → \$28.06 (+ 2.66%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5	E → E	\$28.69 → \$29.31 (+ 2.15%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7	A → A	\$25.36 → \$27.14 (+ 7.00%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7	B → A	\$26.60 → \$27.14 (+ 2.01%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7	C → B	\$27.93 → \$28.35 (+ 1.48%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7	D → C	\$29.36 → \$29.61 (+ 0.86%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7	E → D	\$30.80 → \$30.93 (+ 0.42%)
CHILD SUPPORT ATTORNEY 01	81 → 16	A → A	\$86,484.00 → \$87,564.45 (+ 1.25%)
CHILD SUPPORT ATTORNEY 01	81 → 16	B → B	\$90,912.00 → \$91,469.83 (+ 0.61%)
CHILD SUPPORT ATTORNEY 01	81 → 16	C → C	\$95,424.00 → \$95,549.38 (+ 0.13%)
CHILD SUPPORT ATTORNEY 01	81 → 16	D → E	\$100,236.00 → \$104,262.45 (+ 4.02%)
CHILD SUPPORT ATTORNEY 01	81 → 16	E → F	\$105,180.00 → \$108,912.56 (+ 3.55%)
CHILD SUPPORT ATTORNEY 02	83 → 17	A → A	\$90,912.00 → \$91,942.68 (+ 1.13%)
CHILD SUPPORT ATTORNEY 02	83 → 17	B → B	\$95,424.00 → \$96,043.32 (+ 0.65%)
CHILD SUPPORT ATTORNEY 02	83 → 17	C → C	\$100,236.00 → \$100,326.85 (+ 0.09%)
CHILD SUPPORT ATTORNEY 02	83 → 17	D → E	\$105,084.00 → \$109,475.57 (+ 4.18%)
CHILD SUPPORT ATTORNEY 02	83 → 17	E → F	\$110,460.00 → \$114,358.19 (+ 3.53%)
CHILD SUPPORT ATTORNEY 03	86 → 18	A → B	\$97,800.00 → \$100,845.49 (+ 3.11%)
CHILD SUPPORT ATTORNEY 03	86 → 18	B → C	\$102,672.00 → \$105,343.20 (+ 2.60%)
CHILD SUPPORT ATTORNEY 03	86 → 18	C → D	\$107,760.00 → \$110,041.50 (+ 2.12%)
CHILD SUPPORT ATTORNEY 03	86 → 18	D → E	\$113,244.00 → \$114,949.35 (+ 1.51%)
CHILD SUPPORT ATTORNEY 03	86 → 18	E → F	\$118,872.00 → \$120,076.09 (+ 1.01%)
CHILD SUPPORT ATTORNEY 04	89 → 20	A → A	\$105,324.00 → \$106,435.14 (+ 1.05%)
CHILD SUPPORT ATTORNEY 04	89 → 20	B → B	\$110,460.00 → \$111,182.15 (+ 0.65%)
CHILD SUPPORT ATTORNEY 04	89 → 20	C → C	\$116,052.00 → \$116,140.87 (+ 0.08%)
CHILD SUPPORT ATTORNEY 04	89 → 20	D → E	\$121,752.00 → \$126,731.66 (+ 4.09%)
CHILD SUPPORT ATTORNEY 04	89 → 20	E → F	\$127,908.00 → \$132,383.89 (+ 3.50%)
CHILD SUPPORT OFFICER 01	57 → 4	A → B	\$49,116.00 → \$50,933.82 (+ 3.70%)
CHILD SUPPORT OFFICER 01	57 → 4	B → C	\$51,612.00 → \$53,205.47 (+ 3.09%)
CHILD SUPPORT OFFICER 01	57 → 4	C → D	\$54,180.00 → \$55,578.44 (+ 2.58%)
CHILD SUPPORT OFFICER 01	57 → 4	D → E	\$56,844.00 → \$58,057.23 (+ 2.13%)
CHILD SUPPORT OFFICER 01	57 → 4	E → F	\$59,676.00 → \$60,646.59 (+ 1.63%)

Title	Grade Change	Step Change	Salary Change
CHILD SUPPORT OFFICER 02	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
CHILD SUPPORT OFFICER 02	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
CHILD SUPPORT OFFICER 02	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
CHILD SUPPORT OFFICER 02	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
CHILD SUPPORT OFFICER 02	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
CHILD SUPPORT OFFICER 03	64 → 8	A → A	\$57,900.00 → \$59,267.07 (+ 2.36%)
CHILD SUPPORT OFFICER 03	64 → 8	B → B	\$60,744.00 → \$61,910.38 (+ 1.92%)
CHILD SUPPORT OFFICER 03	64 → 8	C → C	\$63,720.00 → \$64,671.58 (+ 1.49%)
CHILD SUPPORT OFFICER 03	64 → 8	D → D	\$67,092.00 → \$67,555.94 (+ 0.69%)
CHILD SUPPORT OFFICER 03	64 → 8	E → E	\$70,332.00 → \$70,568.93 (+ 0.34%)
CHILD SUPPORT SUPERVISOR	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
CHILD SUPPORT SUPERVISOR	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
CHILD SUPPORT SUPERVISOR	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
CHILD SUPPORT SUPERVISOR	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
CHILD SUPPORT SUPERVISOR	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
CIVIL OFFICER 01	64 → 8	A → A	\$57,900.00 → \$59,267.07 (+ 2.36%)
CIVIL OFFICER 01	64 → 8	B → B	\$60,744.00 → \$61,910.38 (+ 1.92%)
CIVIL OFFICER 01	64 → 8	C → C	\$63,720.00 → \$64,671.58 (+ 1.49%)
CIVIL OFFICER 01	64 → 8	D → D	\$67,092.00 → \$67,555.94 (+ 0.69%)
CIVIL OFFICER 01	64 → 8	E → E	\$70,332.00 → \$70,568.93 (+ 0.34%)
CIVIL OFFICER 02	67 → 9	A → A	\$62,112.00 → \$62,230.42 (+ 0.19%)
CIVIL OFFICER 02	67 → 9	B → C	\$65,220.00 → \$67,905.16 (+ 4.12%)
CIVIL OFFICER 02	67 → 9	C → D	\$68,496.00 → \$70,933.73 (+ 3.56%)
CIVIL OFFICER 02	67 → 9	D → E	\$71,976.00 → \$74,097.38 (+ 2.95%)
CIVIL OFFICER 02	67 → 9	E → F	\$75,396.00 → \$77,402.12 (+ 2.66%)
CIVIL OFFICER 03	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
CIVIL OFFICER 03	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
CIVIL OFFICER 03	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
CIVIL OFFICER 03	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
CIVIL OFFICER 03	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
CODE COMPLIANCE INSPECTOR	68 → 10	A → A	\$63,636.00 → \$65,341.94 (+ 2.68%)
CODE COMPLIANCE INSPECTOR	68 → 10	B → B	\$66,828.00 → \$68,256.20 (+ 2.14%)
CODE COMPLIANCE INSPECTOR	68 → 10	C → C	\$70,152.00 → \$71,300.42 (+ 1.64%)
CODE COMPLIANCE INSPECTOR	68 → 10	D → D	\$73,584.00 → \$74,480.42 (+ 1.22%)
CODE COMPLIANCE INSPECTOR	68 → 10	E → E	\$77,316.00 → \$77,802.25 (+ 0.63%)
COMMUNITY RELATIONS LIAISON	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
COMMUNITY RELATIONS LIAISON	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
COMMUNITY RELATIONS LIAISON	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
COMMUNITY RELATIONS LIAISON	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
COMMUNITY RELATIONS LIAISON	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)

Title	Grade Change	Step Change	Salary Change
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3	A → A	\$45,792.00 → \$46,437.30 (+ 1.41%)
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3	B → B	\$48,192.00 → \$48,508.40 (+ 0.66%)
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3	C → C	\$50,496.00 → \$50,671.88 (+ 0.35%)
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3	D → E	\$52,980.00 → \$55,292.60 (+ 4.37%)
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3	E → F	\$55,716.00 → \$57,758.65 (+ 3.67%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17	A → B	\$93,168.00 → \$96,043.32 (+ 3.09%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17	B → C	\$97,788.00 → \$100,326.85 (+ 2.60%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17	C → D	\$102,672.00 → \$104,801.43 (+ 2.07%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17	D → E	\$107,760.00 → \$109,475.57 (+ 1.59%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17	E → F	\$113,244.00 → \$114,358.19 (+ 0.98%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18	A → B	\$97,800.00 → \$100,845.49 (+ 3.11%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18	B → C	\$102,672.00 → \$105,343.20 (+ 2.60%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18	C → D	\$107,760.00 → \$110,041.50 (+ 2.12%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18	D → E	\$113,244.00 → \$114,949.35 (+ 1.51%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18	E → F	\$118,872.00 → \$120,076.09 (+ 1.01%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20	A → A	\$105,324.00 → \$106,435.14 (+ 1.05%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20	B → B	\$110,460.00 → \$111,182.15 (+ 0.65%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20	C → C	\$116,052.00 → \$116,140.87 (+ 0.08%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20	D → E	\$121,752.00 → \$126,731.66 (+ 4.09%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20	E → F	\$127,908.00 → \$132,383.89 (+ 3.50%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22	A → A	\$113,304.00 → \$117,344.74 (+ 3.57%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22	B → B	\$118,872.00 → \$122,578.32 (+ 3.12%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22	C → C	\$124,836.00 → \$128,045.31 (+ 2.57%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22	D → D	\$131,172.00 → \$133,756.13 (+ 1.97%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22	E → E	\$137,724.00 → \$139,721.66 (+ 1.45%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8	A → A	\$57,900.00 → \$59,267.07 (+ 2.36%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8	B → B	\$60,744.00 → \$61,910.38 (+ 1.92%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8	C → C	\$63,720.00 → \$64,671.58 (+ 1.49%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8	D → D	\$67,092.00 → \$67,555.94 (+ 0.69%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8	E → E	\$70,332.00 → \$70,568.93 (+ 0.34%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9	A → A	\$62,112.00 → \$62,230.42 (+ 0.19%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9	B → C	\$65,220.00 → \$67,905.16 (+ 4.12%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9	C → D	\$68,496.00 → \$70,933.73 (+ 3.56%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9	D → E	\$71,976.00 → \$74,097.38 (+ 2.95%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9	E → F	\$75,396.00 → \$77,402.12 (+ 2.66%)
ENGINEER ASSISTANT CIVIL	73 → 12	A → A	\$71,568.00 → \$72,039.49 (+ 0.66%)
ENGINEER ASSISTANT CIVIL	73 → 12	B → B	\$75,192.00 → \$75,252.46 (+ 0.08%)
ENGINEER ASSISTANT CIVIL	73 → 12	C → D	\$78,972.00 → \$82,114.66 (+ 3.98%)
ENGINEER ASSISTANT CIVIL	73 → 12	D → E	\$82,920.00 → \$85,776.98 (+ 3.45%)
ENGINEER ASSISTANT CIVIL	73 → 12	E → F	\$87,048.00 → \$89,602.63 (+ 2.93%)

Title	Grade Change	Step Change	Salary Change
ENGINEER ASSOCIATE	78 → 14	A → B	\$80,592.00 → \$82,965.83 (+ 2.95%)
ENGINEER ASSOCIATE	78 → 14	B → C	\$84,552.00 → \$86,666.11 (+ 2.50%)
ENGINEER ASSOCIATE	78 → 14	C → D	\$88,836.00 → \$90,531.42 (+ 1.91%)
ENGINEER ASSOCIATE	78 → 14	D → E	\$93,264.00 → \$94,569.12 (+ 1.40%)
ENGINEER ASSOCIATE	78 → 14	E → F	\$97,932.00 → \$98,786.90 (+ 0.87%)
ENGINEER ASSOCIATE CIVIL	82 → 16	A → B	\$88,752.00 → \$91,469.83 (+ 3.06%)
ENGINEER ASSOCIATE CIVIL	82 → 16	B → C	\$93,072.00 → \$95,549.38 (+ 2.66%)
ENGINEER ASSOCIATE CIVIL	82 → 16	C → D	\$97,788.00 → \$99,810.89 (+ 2.07%)
ENGINEER ASSOCIATE CIVIL	82 → 16	D → E	\$102,672.00 → \$104,262.45 (+ 1.55%)
ENGINEER ASSOCIATE CIVIL	82 → 16	E → F	\$107,760.00 → \$108,912.56 (+ 1.07%)
ENGINEERING ASSISTANT 01	71 → 11	A → A	\$68,268.00 → \$68,609.04 (+ 0.50%)
ENGINEERING ASSISTANT 01	71 → 11	B → C	\$71,688.00 → \$74,865.44 (+ 4.43%)
ENGINEERING ASSISTANT 01	71 → 11	C → D	\$75,300.00 → \$78,204.44 (+ 3.86%)
ENGINEERING ASSISTANT 01	71 → 11	D → E	\$79,020.00 → \$81,692.36 (+ 3.38%)
ENGINEERING ASSISTANT 01	71 → 11	E → F	\$83,016.00 → \$85,335.84 (+ 2.79%)
ENGINEERING ASSISTANT 02	75 → 14	A → A	\$75,096.00 → \$79,423.54 (+ 5.76%)
ENGINEERING ASSISTANT 02	75 → 14	B → A	\$78,888.00 → \$79,423.54 (+ 0.68%)
ENGINEERING ASSISTANT 02	75 → 14	C → B	\$82,692.00 → \$82,965.83 (+ 0.33%)
ENGINEERING ASSISTANT 02	75 → 14	D → D	\$86,880.00 → \$90,531.42 (+ 4.20%)
ENGINEERING ASSISTANT 02	75 → 14	E → E	\$91,248.00 → \$94,569.12 (+ 3.64%)
ENGINEERING TECHNICIAN 01	61 → 6	A → B	\$53,952.00 → \$56,154.54 (+ 4.08%)
ENGINEERING TECHNICIAN 01	61 → 6	B → C	\$56,640.00 → \$58,659.03 (+ 3.56%)
ENGINEERING TECHNICIAN 01	61 → 6	C → D	\$59,508.00 → \$61,275.23 (+ 2.97%)
ENGINEERING TECHNICIAN 01	61 → 6	D → E	\$62,532.00 → \$64,008.10 (+ 2.36%)
ENGINEERING TECHNICIAN 01	61 → 6	E → F	\$65,532.00 → \$66,862.86 (+ 2.03%)
ENGINEERING TECHNICIAN 02	66 → 9	A → A	\$60,600.00 → \$62,230.42 (+ 2.69%)
ENGINEERING TECHNICIAN 02	66 → 9	B → B	\$63,660.00 → \$65,005.90 (+ 2.11%)
ENGINEERING TECHNICIAN 02	66 → 9	C → C	\$66,936.00 → \$67,905.16 (+ 1.45%)
ENGINEERING TECHNICIAN 02	66 → 9	D → D	\$70,212.00 → \$70,933.73 (+ 1.03%)
ENGINEERING TECHNICIAN 02	66 → 9	E → E	\$73,752.00 → \$74,097.38 (+ 0.47%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8	A → A	\$59,184.00 → \$59,267.07 (+ 0.14%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8	B → C	\$62,220.00 → \$64,671.58 (+ 3.94%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8	C → D	\$65,340.00 → \$67,555.94 (+ 3.39%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8	D → E	\$68,640.00 → \$70,568.93 (+ 2.81%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8	E → F	\$72,000.00 → \$73,716.31 (+ 2.38%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11	A → A	\$68,268.00 → \$68,609.04 (+ 0.50%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11	B → C	\$71,688.00 → \$74,865.44 (+ 4.43%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11	C → D	\$75,300.00 → \$78,204.44 (+ 3.86%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11	D → E	\$79,020.00 → \$81,692.36 (+ 3.38%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11	E → F	\$83,016.00 → \$85,335.84 (+ 2.79%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13	A → A	\$75,096.00 → \$75,641.47 (+ 0.73%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13	B → B	\$78,888.00 → \$79,015.08 (+ 0.16%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13	C → D	\$82,692.00 → \$86,220.40 (+ 4.27%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13	D → E	\$86,880.00 → \$90,065.83 (+ 3.67%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13	E → F	\$91,248.00 → \$94,082.76 (+ 3.11%)

Title	Grade Change	Step Change	Salary Change
ENVIRONMENTAL HEALTH REHS 03	79 → 15	A → A	\$82,464.00 → \$83,394.72 (+ 1.13%)
ENVIRONMENTAL HEALTH REHS 03	79 → 15	B → B	\$86,652.00 → \$87,114.12 (+ 0.53%)
ENVIRONMENTAL HEALTH REHS 03	79 → 15	C → C	\$90,924.00 → \$90,999.41 (+ 0.08%)
ENVIRONMENTAL HEALTH REHS 03	79 → 15	D → E	\$95,472.00 → \$99,297.57 (+ 4.01%)
ENVIRONMENTAL HEALTH REHS 03	79 → 15	E → F	\$100,296.00 → \$103,726.25 (+ 3.42%)
ENVIRONMENTAL HEALTH TRAINEE	67 → 9	A → A	\$62,112.00 → \$62,230.42 (+ 0.19%)
ENVIRONMENTAL HEALTH TRAINEE	67 → 9	B → C	\$65,220.00 → \$67,905.16 (+ 4.12%)
ENVIRONMENTAL HEALTH TRAINEE	67 → 9	C → D	\$68,496.00 → \$70,933.73 (+ 3.56%)
ENVIRONMENTAL HEALTH TRAINEE	67 → 9	D → E	\$71,976.00 → \$74,097.38 (+ 2.95%)
ENVIRONMENTAL HEALTH TRAINEE	67 → 9	E → F	\$75,396.00 → \$77,402.12 (+ 2.66%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I	61 → 6	A → B	\$53,952.00 → \$56,154.54 (+ 4.08%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I	61 → 6	B → C	\$56,640.00 → \$58,659.03 (+ 3.56%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I	61 → 6	C → D	\$59,508.00 → \$61,275.23 (+ 2.97%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I	61 → 6	D → E	\$62,532.00 → \$64,008.10 (+ 2.36%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I	61 → 6	E → F	\$65,532.00 → \$66,862.86 (+ 2.03%)
EQUIPMENT MECHANIC HEAVY 02 → HEAVY EQUIPMENT MECHANIC II	63 → 7	A → B	\$56,472.00 → \$58,962.27 (+ 4.41%)
EQUIPMENT MECHANIC HEAVY 02 → HEAVY EQUIPMENT MECHANIC II	63 → 7	B → C	\$59,340.00 → \$61,591.98 (+ 3.80%)
EQUIPMENT MECHANIC HEAVY 02 → HEAVY EQUIPMENT MECHANIC II	63 → 7	C → D	\$62,388.00 → \$64,338.99 (+ 3.13%)
EQUIPMENT MECHANIC HEAVY 02 → HEAVY EQUIPMENT MECHANIC II	63 → 7	D → E	\$65,472.00 → \$67,208.51 (+ 2.65%)
EQUIPMENT MECHANIC HEAVY 02 → HEAVY EQUIPMENT MECHANIC II	63 → 7	E → F	\$68,724.00 → \$70,206.01 (+ 2.16%)
EQUIPMENT MECHANIC OPERATOR 01	61 → 6	A → B	\$53,952.00 → \$56,154.54 (+ 4.08%)
EQUIPMENT MECHANIC OPERATOR 01	61 → 6	B → C	\$56,640.00 → \$58,659.03 (+ 3.56%)
EQUIPMENT MECHANIC OPERATOR 01	61 → 6	C → D	\$59,508.00 → \$61,275.23 (+ 2.97%)
EQUIPMENT MECHANIC OPERATOR 01	61 → 6	D → E	\$62,532.00 → \$64,008.10 (+ 2.36%)
EQUIPMENT MECHANIC OPERATOR 01	61 → 6	E → F	\$65,532.00 → \$66,862.86 (+ 2.03%)
EQUIPMENT MECHANIC OPERATOR 02	63 → 7	A → B	\$56,472.00 → \$58,962.27 (+ 4.41%)
EQUIPMENT MECHANIC OPERATOR 02	63 → 7	B → C	\$59,340.00 → \$61,591.98 (+ 3.80%)
EQUIPMENT MECHANIC OPERATOR 02	63 → 7	C → D	\$62,388.00 → \$64,338.99 (+ 3.13%)
EQUIPMENT MECHANIC OPERATOR 02	63 → 7	D → E	\$65,472.00 → \$67,208.51 (+ 2.65%)
EQUIPMENT MECHANIC OPERATOR 02	63 → 7	E → F	\$68,724.00 → \$70,206.01 (+ 2.16%)
EQUIPMENT MECHANIC TRAINEE 01	50 → 1	A → A	\$41,772.00 → \$42,120.00 (+ 0.83%)
EQUIPMENT MECHANIC TRAINEE 01	50 → 1	B → B	\$43,908.00 → \$43,998.55 (+ 0.21%)
EQUIPMENT MECHANIC TRAINEE 01	50 → 1	C → D	\$46,080.00 → \$48,010.74 (+ 4.19%)
EQUIPMENT MECHANIC TRAINEE 01	50 → 1	D → E	\$48,324.00 → \$50,152.02 (+ 3.78%)
EQUIPMENT MECHANIC TRAINEE 01	50 → 1	E → F	\$50,820.00 → \$52,388.80 (+ 3.09%)
EQUIPMENT MECHANIC TRAINEE 02	52 → 2	A → A	\$43,776.00 → \$44,226.00 (+ 1.03%)
EQUIPMENT MECHANIC TRAINEE 02	52 → 2	B → B	\$45,888.00 → \$46,198.48 (+ 0.68%)
EQUIPMENT MECHANIC TRAINEE 02	52 → 2	C → D	\$48,276.00 → \$50,411.28 (+ 4.42%)
EQUIPMENT MECHANIC TRAINEE 02	52 → 2	D → E	\$50,616.00 → \$52,659.62 (+ 4.04%)
EQUIPMENT MECHANIC TRAINEE 02	52 → 2	E → F	\$53,184.00 → \$55,008.24 (+ 3.43%)
EQUIPMENT OPERATOR HEAVY 01 → HEAVY EQUIPMENT OPERATOR I	58 → 5	A → A	\$50,292.00 → \$51,197.12 (+ 1.80%)
EQUIPMENT OPERATOR HEAVY 01 → HEAVY EQUIPMENT OPERATOR I	58 → 5	B → B	\$52,788.00 → \$53,480.51 (+ 1.31%)
EQUIPMENT OPERATOR HEAVY 01 → HEAVY EQUIPMENT OPERATOR I	58 → 5	C → C	\$55,392.00 → \$55,865.75 (+ 0.86%)
EQUIPMENT OPERATOR HEAVY 01 → HEAVY EQUIPMENT OPERATOR I	58 → 5	D → D	\$58,200.00 → \$58,357.36 (+ 0.27%)
EQUIPMENT OPERATOR HEAVY 01 → HEAVY EQUIPMENT OPERATOR I	58 → 5	E → F	\$61,188.00 → \$63,678.92 (+ 4.07%)

Title	Grade Change	Step Change	Salary Change
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9	A → A	\$60,600.00 → \$62,230.42 (+ 2.69%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9	B → B	\$63,660.00 → \$65,005.90 (+ 2.11%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9	C → C	\$66,936.00 → \$67,905.16 (+ 1.45%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9	D → D	\$70,212.00 → \$70,933.73 (+ 1.03%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9	E → E	\$73,752.00 → \$74,097.38 (+ 0.47%)
EQUITY & DIVERSITY COORDINATOR	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
EQUITY & DIVERSITY COORDINATOR	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
EQUITY & DIVERSITY COORDINATOR	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
EQUITY & DIVERSITY COORDINATOR	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
EQUITY & DIVERSITY COORDINATOR	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
EVIDENCE TECHNICIAN 01	64 → 7	A → B	\$57,900.00 → \$58,962.27 (+ 1.83%)
EVIDENCE TECHNICIAN 01	64 → 7	B → C	\$60,744.00 → \$61,591.98 (+ 1.40%)
EVIDENCE TECHNICIAN 01	64 → 7	C → D	\$63,720.00 → \$64,338.99 (+ 0.97%)
EVIDENCE TECHNICIAN 01	64 → 7	D → E	\$67,092.00 → \$67,208.51 (+ 0.17%)
EVIDENCE TECHNICIAN 01	64 → 7	E → G	\$70,332.00 → \$73,337.19 (+ 4.27%)
EVIDENCE TECHNICIAN 02	67 → 9	A → A	\$62,112.00 → \$62,230.42 (+ 0.19%)
EVIDENCE TECHNICIAN 02	67 → 9	B → C	\$65,220.00 → \$67,905.16 (+ 4.12%)
EVIDENCE TECHNICIAN 02	67 → 9	C → D	\$68,496.00 → \$70,933.73 (+ 3.56%)
EVIDENCE TECHNICIAN 02	67 → 9	D → E	\$71,976.00 → \$74,097.38 (+ 2.95%)
EVIDENCE TECHNICIAN 02	67 → 9	E → F	\$75,396.00 → \$77,402.12 (+ 2.66%)
EVIDENCE TECHNICIAN 03	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
EVIDENCE TECHNICIAN 03	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
EVIDENCE TECHNICIAN 03	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
EVIDENCE TECHNICIAN 03	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
EVIDENCE TECHNICIAN 03	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13	A → A	\$75,096.00 → \$75,641.47 (+ 0.73%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13	B → B	\$78,888.00 → \$79,015.08 (+ 0.16%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13	C → D	\$82,692.00 → \$86,220.40 (+ 4.27%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13	D → E	\$86,880.00 → \$90,065.83 (+ 3.67%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13	E → F	\$91,248.00 → \$94,082.76 (+ 3.11%)
FIELD ASSISTANT	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
FIELD ASSISTANT	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
FIELD ASSISTANT	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
FIELD ASSISTANT	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
FIELD ASSISTANT	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
FIELD TECHNICIAN 01	52 → 3	A → A	\$43,776.00 → \$46,437.30 (+ 6.08%)
FIELD TECHNICIAN 01	52 → 3	B → A	\$45,888.00 → \$46,437.30 (+ 1.20%)
FIELD TECHNICIAN 01	52 → 3	C → B	\$48,276.00 → \$48,508.40 (+ 0.48%)
FIELD TECHNICIAN 01	52 → 3	D → C	\$50,616.00 → \$50,671.88 (+ 0.11%)
FIELD TECHNICIAN 01	52 → 3	E → E	\$53,184.00 → \$55,292.60 (+ 3.96%)

Title	Grade Change	Step Change	Salary Change
FIELD TECHNICIAN 02	56 → 5	A → A	\$48,072.00 → \$51,197.12 (+ 6.50%)
FIELD TECHNICIAN 02	56 → 5	B → A	\$50,364.00 → \$51,197.12 (+ 1.65%)
FIELD TECHNICIAN 02	56 → 5	C → B	\$52,872.00 → \$53,480.51 (+ 1.15%)
FIELD TECHNICIAN 02	56 → 5	D → C	\$55,536.00 → \$55,865.75 (+ 0.59%)
FIELD TECHNICIAN 02	56 → 5	E → D	\$58,332.00 → \$58,357.36 (+ 0.04%)
FIELD TECHNICIAN 03	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
FIELD TECHNICIAN 03	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
FIELD TECHNICIAN 03	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
FIELD TECHNICIAN 03	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
FIELD TECHNICIAN 03	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
FIELD TECHNICIAN LEAD	66 → 10	A → A	\$60,600.00 → \$65,341.94 (+ 7.82%)
FIELD TECHNICIAN LEAD	66 → 10	B → A	\$63,660.00 → \$65,341.94 (+ 2.64%)
FIELD TECHNICIAN LEAD	66 → 10	C → B	\$66,936.00 → \$68,256.20 (+ 1.97%)
FIELD TECHNICIAN LEAD	66 → 10	D → C	\$70,212.00 → \$71,300.42 (+ 1.55%)
FIELD TECHNICIAN LEAD	66 → 10	E → D	\$73,752.00 → \$74,480.42 (+ 0.99%)
FIRST SUPERVISOR	76 → 14	A → A	\$76,872.00 → \$79,423.54 (+ 3.32%)
FIRST SUPERVISOR	76 → 14	B → B	\$80,712.00 → \$82,965.83 (+ 2.79%)
FIRST SUPERVISOR	76 → 14	C → C	\$84,816.00 → \$86,666.11 (+ 2.18%)
FIRST SUPERVISOR	76 → 14	D → D	\$89,040.00 → \$90,531.42 (+ 1.67%)
FIRST SUPERVISOR	76 → 14	E → E	\$93,480.00 → \$94,569.12 (+ 1.17%)
FIRST SUPERVISOR SENIOR	81 → 16	A → A	\$86,484.00 → \$87,564.45 (+ 1.25%)
FIRST SUPERVISOR SENIOR	81 → 16	B → B	\$90,912.00 → \$91,469.83 (+ 0.61%)
FIRST SUPERVISOR SENIOR	81 → 16	C → C	\$95,424.00 → \$95,549.38 (+ 0.13%)
FIRST SUPERVISOR SENIOR	81 → 16	D → E	\$100,236.00 → \$104,262.45 (+ 4.02%)
FIRST SUPERVISOR SENIOR	81 → 16	E → F	\$105,180.00 → \$108,912.56 (+ 3.55%)
FOOD COOK	51 → 2	A → A	\$42,780.00 → \$44,226.00 (+ 3.38%)
FOOD COOK	51 → 2	B → B	\$44,952.00 → \$46,198.48 (+ 2.77%)
FOOD COOK	51 → 2	C → C	\$47,124.00 → \$48,258.93 (+ 2.41%)
FOOD COOK	51 → 2	D → D	\$49,500.00 → \$50,411.28 (+ 1.84%)
FOOD COOK	51 → 2	E → E	\$51,876.00 → \$52,659.62 (+ 1.51%)
FOOD COOK [Hourly]	51 → 2	A → A	\$20.57 → \$21.26 (+ 3.38%)
FOOD COOK [Hourly]	51 → 2	B → B	\$21.61 → \$22.21 (+ 2.77%)
FOOD COOK [Hourly]	51 → 2	C → C	\$22.66 → \$23.20 (+ 2.41%)
FOOD COOK [Hourly]	51 → 2	D → D	\$23.80 → \$24.24 (+ 1.84%)
FOOD COOK [Hourly]	51 → 2	E → E	\$24.94 → \$25.32 (+ 1.51%)
FOOD COOK SUPERVISOR	58 → 5	A → A	\$50,292.00 → \$51,197.12 (+ 1.80%)
FOOD COOK SUPERVISOR	58 → 5	B → B	\$52,788.00 → \$53,480.51 (+ 1.31%)
FOOD COOK SUPERVISOR	58 → 5	C → C	\$55,392.00 → \$55,865.75 (+ 0.86%)
FOOD COOK SUPERVISOR	58 → 5	D → D	\$58,200.00 → \$58,357.36 (+ 0.27%)
FOOD COOK SUPERVISOR	58 → 5	E → F	\$61,188.00 → \$63,678.92 (+ 4.07%)
GATE ATTENDANT 01	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
GATE ATTENDANT 01	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
GATE ATTENDANT 01	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
GATE ATTENDANT 01	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
GATE ATTENDANT 01	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)

Title	Grade Change	Step Change	Salary Change
GATE ATTENDANT 02	52 → 4	A → A	\$43,776.00 → \$48,759.17 (+11.38%)
GATE ATTENDANT 02	52 → 4	B → A	\$45,888.00 → \$48,759.17 (+ 6.26%)
GATE ATTENDANT 02	52 → 4	C → A	\$48,276.00 → \$48,759.17 (+ 1.00%)
GATE ATTENDANT 02	52 → 4	D → B	\$50,616.00 → \$50,933.82 (+ 0.63%)
GATE ATTENDANT 02	52 → 4	E → C	\$53,184.00 → \$53,205.47 (+ 0.04%)
GIS ANALYST 01	71 → 13	A → A	\$68,268.00 → \$75,641.47 (+10.80%)
GIS ANALYST 01	71 → 13	B → A	\$71,688.00 → \$75,641.47 (+ 5.51%)
GIS ANALYST 01	71 → 13	C → A	\$75,300.00 → \$75,641.47 (+ 0.45%)
GIS ANALYST 01	71 → 13	D → C	\$79,020.00 → \$82,539.15 (+ 4.45%)
GIS ANALYST 01	71 → 13	E → D	\$83,016.00 → \$86,220.40 (+ 3.86%)
GIS ANALYST 02	75 → 14	A → A	\$75,096.00 → \$79,423.54 (+ 5.76%)
GIS ANALYST 02	75 → 14	B → A	\$78,888.00 → \$79,423.54 (+ 0.68%)
GIS ANALYST 02	75 → 14	C → B	\$82,692.00 → \$82,965.83 (+ 0.33%)
GIS ANALYST 02	75 → 14	D → D	\$86,880.00 → \$90,531.42 (+ 4.20%)
GIS ANALYST 02	75 → 14	E → E	\$91,248.00 → \$94,569.12 (+ 3.64%)
GIS ANALYST 03	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
GIS ANALYST 03	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
GIS ANALYST 03	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
GIS ANALYST 03	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
GIS ANALYST 03	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)
GIS ANALYST 04	82 → 17	A → A	\$88,752.00 → \$91,942.68 (+ 3.60%)
GIS ANALYST 04	82 → 17	B → B	\$93,072.00 → \$96,043.32 (+ 3.19%)
GIS ANALYST 04	82 → 17	C → C	\$97,788.00 → \$100,326.85 (+ 2.60%)
GIS ANALYST 04	82 → 17	D → D	\$102,672.00 → \$104,801.43 (+ 2.07%)
GIS ANALYST 04	82 → 17	E → E	\$107,760.00 → \$109,475.57 (+ 1.59%)
GIS ANALYST SENIOR	87 → 20	A → A	\$100,248.00 → \$106,435.14 (+ 6.17%)
GIS ANALYST SENIOR	87 → 20	B → A	\$105,084.00 → \$106,435.14 (+ 1.29%)
GIS ANALYST SENIOR	87 → 20	C → B	\$110,460.00 → \$111,182.15 (+ 0.65%)
GIS ANALYST SENIOR	87 → 20	D → C	\$116,052.00 → \$116,140.87 (+ 0.08%)
GIS ANALYST SENIOR	87 → 20	E → E	\$121,752.00 → \$126,731.66 (+ 4.09%)
HAZARD MATERIALS MANAGER	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
HAZARD MATERIALS MANAGER	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
HAZARD MATERIALS MANAGER	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
HAZARD MATERIALS MANAGER	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
HAZARD MATERIALS MANAGER	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84 → 18	A → A	\$93,168.00 → \$96,539.81 (+ 3.62%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84 → 18	B → B	\$97,788.00 → \$100,845.49 (+ 3.13%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84 → 18	C → C	\$102,672.00 → \$105,343.20 (+ 2.60%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84 → 18	D → D	\$107,760.00 → \$110,041.50 (+ 2.12%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84 → 18	E → E	\$113,244.00 → \$114,949.35 (+ 1.51%)
HHS SPECIALIST 01 → HHS SPECIALIST	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
HHS SPECIALIST 01 → HHS SPECIALIST	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
HHS SPECIALIST 01 → HHS SPECIALIST	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
HHS SPECIALIST 01 → HHS SPECIALIST	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
HHS SPECIALIST 01 → HHS SPECIALIST	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)

Title	Grade Change	Step Change	Salary Change
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]	50 → 3	A → A	\$20.08 → \$22.33 (+11.17%)
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]	50 → 3	B → A	\$21.11 → \$22.33 (+ 5.76%)
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]	50 → 3	C → A	\$22.15 → \$22.33 (+ 0.78%)
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]	50 → 3	D → B	\$23.23 → \$23.32 (+ 0.38%)
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]	50 → 3	E → D	\$24.43 → \$25.45 (+ 4.16%)
HHS SPECIALIST 02 → HHS SPECIALIST	53 → 3	A → A	\$44,844.00 → \$46,437.30 (+ 3.55%)
HHS SPECIALIST 02 → HHS SPECIALIST	53 → 3	B → B	\$47,064.00 → \$48,508.40 (+ 3.07%)
HHS SPECIALIST 02 → HHS SPECIALIST	53 → 3	C → C	\$49,344.00 → \$50,671.88 (+ 2.69%)
HHS SPECIALIST 02 → HHS SPECIALIST	53 → 3	D → D	\$51,720.00 → \$52,931.84 (+ 2.34%)
HHS SPECIALIST 02 → HHS SPECIALIST	53 → 3	E → E	\$54,516.00 → \$55,292.60 (+ 1.42%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]	53 → 3	A → A	\$21.56 → \$22.33 (+ 3.55%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]	53 → 3	B → B	\$22.63 → \$23.32 (+ 3.07%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]	53 → 3	C → C	\$23.72 → \$24.36 (+ 2.69%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]	53 → 3	D → D	\$24.87 → \$25.45 (+ 2.34%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]	53 → 3	E → E	\$26.21 → \$26.58 (+ 1.42%)
HHS SPECIALIST 03 → CASE MANAGER I	57 → 5	A → A	\$49,116.00 → \$51,197.12 (+ 4.24%)
HHS SPECIALIST 03 → CASE MANAGER I	57 → 5	B → B	\$51,612.00 → \$53,480.51 (+ 3.62%)
HHS SPECIALIST 03 → CASE MANAGER I	57 → 5	C → C	\$54,180.00 → \$55,865.75 (+ 3.11%)
HHS SPECIALIST 03 → CASE MANAGER I	57 → 5	D → D	\$56,844.00 → \$58,357.36 (+ 2.66%)
HHS SPECIALIST 03 → CASE MANAGER I	57 → 5	E → E	\$59,676.00 → \$60,960.10 (+ 2.15%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]	57 → 5	A → A	\$23.61 → \$24.61 (+ 4.24%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]	57 → 5	B → B	\$24.81 → \$25.71 (+ 3.62%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]	57 → 5	C → C	\$26.05 → \$26.86 (+ 3.11%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]	57 → 5	D → D	\$27.33 → \$28.06 (+ 2.66%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]	57 → 5	E → E	\$28.69 → \$29.31 (+ 2.15%)
HHS SPECIALIST 04 → CASE MANAGER II	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
HHS SPECIALIST 04 → CASE MANAGER II	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
HHS SPECIALIST 04 → CASE MANAGER II	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
HHS SPECIALIST 04 → CASE MANAGER II	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
HHS SPECIALIST 04 → CASE MANAGER II	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]	60 → 7	A → A	\$25.36 → \$27.14 (+ 7.00%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]	60 → 7	B → A	\$26.60 → \$27.14 (+ 2.01%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]	60 → 7	C → B	\$27.93 → \$28.35 (+ 1.48%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]	60 → 7	D → C	\$29.36 → \$29.61 (+ 0.86%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]	60 → 7	E → D	\$30.80 → \$30.93 (+ 0.42%)
HOME VISIT SUPERVISOR	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
HOME VISIT SUPERVISOR	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
HOME VISIT SUPERVISOR	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
HOME VISIT SUPERVISOR	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
HOME VISIT SUPERVISOR	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
INNOVATION & GRANT MANAGER	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
INNOVATION & GRANT MANAGER	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
INNOVATION & GRANT MANAGER	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
INNOVATION & GRANT MANAGER	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
INNOVATION & GRANT MANAGER	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)

Title	Grade Change	Step Change	Salary Change
INTEGRATED CASE WORKER 01	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
INTEGRATED CASE WORKER 01	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
INTEGRATED CASE WORKER 01	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
INTEGRATED CASE WORKER 01	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
INTEGRATED CASE WORKER 01	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
INTEGRATED CASE WORKER 02	64 → 8	A → A	\$57,900.00 → \$59,267.07 (+ 2.36%)
INTEGRATED CASE WORKER 02	64 → 8	B → B	\$60,744.00 → \$61,910.38 (+ 1.92%)
INTEGRATED CASE WORKER 02	64 → 8	C → C	\$63,720.00 → \$64,671.58 (+ 1.49%)
INTEGRATED CASE WORKER 02	64 → 8	D → D	\$67,092.00 → \$67,555.94 (+ 0.69%)
INTEGRATED CASE WORKER 02	64 → 8	E → E	\$70,332.00 → \$70,568.93 (+ 0.34%)
INTEGRATED CASE WORKER 03	67 → 9	A → A	\$62,112.00 → \$62,230.42 (+ 0.19%)
INTEGRATED CASE WORKER 03	67 → 9	B → C	\$65,220.00 → \$67,905.16 (+ 4.12%)
INTEGRATED CASE WORKER 03	67 → 9	C → D	\$68,496.00 → \$70,933.73 (+ 3.56%)
INTEGRATED CASE WORKER 03	67 → 9	D → E	\$71,976.00 → \$74,097.38 (+ 2.95%)
INTEGRATED CASE WORKER 03	67 → 9	E → F	\$75,396.00 → \$77,402.12 (+ 2.66%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
LABORATORY TECHNICIAN 01	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
LABORATORY TECHNICIAN 01	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
LABORATORY TECHNICIAN 01	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
LABORATORY TECHNICIAN 01	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
LABORATORY TECHNICIAN 01	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
LABORATORY TECHNICIAN 02	65 → 8	A → A	\$59,184.00 → \$59,267.07 (+ 0.14%)
LABORATORY TECHNICIAN 02	65 → 8	B → C	\$62,220.00 → \$64,671.58 (+ 3.94%)
LABORATORY TECHNICIAN 02	65 → 8	C → D	\$65,340.00 → \$67,555.94 (+ 3.39%)
LABORATORY TECHNICIAN 02	65 → 8	D → E	\$68,640.00 → \$70,568.93 (+ 2.81%)
LABORATORY TECHNICIAN 02	65 → 8	E → F	\$72,000.00 → \$73,716.31 (+ 2.38%)
LIBRARIAN 01	57 → 5	A → A	\$49,116.00 → \$51,197.12 (+ 4.24%)
LIBRARIAN 01	57 → 5	B → B	\$51,612.00 → \$53,480.51 (+ 3.62%)
LIBRARIAN 01	57 → 5	C → C	\$54,180.00 → \$55,865.75 (+ 3.11%)
LIBRARIAN 01	57 → 5	D → D	\$56,844.00 → \$58,357.36 (+ 2.66%)
LIBRARIAN 01	57 → 5	E → E	\$59,676.00 → \$60,960.10 (+ 2.15%)
LIBRARIAN 01 [Hourly]	57 → 5	A → A	\$23.61 → \$24.61 (+ 4.24%)
LIBRARIAN 01 [Hourly]	57 → 5	B → B	\$24.81 → \$25.71 (+ 3.62%)
LIBRARIAN 01 [Hourly]	57 → 5	C → C	\$26.05 → \$26.86 (+ 3.11%)
LIBRARIAN 01 [Hourly]	57 → 5	D → D	\$27.33 → \$28.06 (+ 2.66%)
LIBRARIAN 01 [Hourly]	57 → 5	E → E	\$28.69 → \$29.31 (+ 2.15%)
LIBRARIAN 02	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
LIBRARIAN 02	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
LIBRARIAN 02	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
LIBRARIAN 02	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
LIBRARIAN 02	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)

Title	Grade Change	Step Change	Salary Change
LIBRARIAN 02 [Hourly]	60 → 6	A → A	\$25.36 → \$25.84 (+ 1.91%)
LIBRARIAN 02 [Hourly]	60 → 6	B → B	\$26.60 → \$27.00 (+ 1.49%)
LIBRARIAN 02 [Hourly]	60 → 6	C → C	\$27.93 → \$28.20 (+ 0.96%)
LIBRARIAN 02 [Hourly]	60 → 6	D → D	\$29.36 → \$29.46 (+ 0.34%)
LIBRARIAN 02 [Hourly]	60 → 6	E → F	\$30.80 → \$32.15 (+ 4.36%)
LIBRARIAN 03	63 → 7	A → B	\$56,472.00 → \$58,962.27 (+ 4.41%)
LIBRARIAN 03	63 → 7	B → C	\$59,340.00 → \$61,591.98 (+ 3.80%)
LIBRARIAN 03	63 → 7	C → D	\$62,388.00 → \$64,338.99 (+ 3.13%)
LIBRARIAN 03	63 → 7	D → E	\$65,472.00 → \$67,208.51 (+ 2.65%)
LIBRARIAN 03	63 → 7	E → F	\$68,724.00 → \$70,206.01 (+ 2.16%)
LIBRARIAN 03 [Hourly]	63 → 7	A → B	\$27.15 → \$28.35 (+ 4.41%)
LIBRARIAN 03 [Hourly]	63 → 7	B → C	\$28.53 → \$29.61 (+ 3.80%)
LIBRARIAN 03 [Hourly]	63 → 7	C → D	\$29.99 → \$30.93 (+ 3.13%)
LIBRARIAN 03 [Hourly]	63 → 7	D → E	\$31.48 → \$32.31 (+ 2.65%)
LIBRARIAN 03 [Hourly]	63 → 7	E → F	\$33.04 → \$33.75 (+ 2.16%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	A → A	\$38,016.00 → \$42,120.00 (+10.80%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	B → A	\$40,104.00 → \$42,120.00 (+ 5.03%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	C → A	\$41,940.00 → \$42,120.00 (+ 0.43%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	D → C	\$44,172.00 → \$45,960.89 (+ 4.05%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	E → D	\$46,428.00 → \$48,010.74 (+ 3.41%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	A → A	\$18.28 → \$20.25 (+10.80%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	B → A	\$19.28 → \$20.25 (+ 5.03%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	C → A	\$20.16 → \$20.25 (+ 0.43%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	D → C	\$21.24 → \$22.10 (+ 4.05%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	E → D	\$22.32 → \$23.08 (+ 3.41%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	A → A	\$40,020.00 → \$44,226.00 (+10.51%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	B → A	\$41,832.00 → \$44,226.00 (+ 5.72%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	C → A	\$43,956.00 → \$44,226.00 (+ 0.61%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	D → C	\$46,284.00 → \$48,258.93 (+ 4.27%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	E → D	\$48,480.00 → \$50,411.28 (+ 3.98%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	A → A	\$19.24 → \$21.26 (+10.51%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	B → A	\$20.11 → \$21.26 (+ 5.72%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	C → A	\$21.13 → \$21.26 (+ 0.61%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	D → C	\$22.25 → \$23.20 (+ 4.27%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	E → D	\$23.31 → \$24.24 (+ 3.98%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	A → A	\$20.08 → \$22.33 (+11.17%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	B → A	\$21.11 → \$22.33 (+ 5.76%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	C → A	\$22.15 → \$22.33 (+ 0.78%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	D → B	\$23.23 → \$23.32 (+ 0.38%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	E → D	\$24.43 → \$25.45 (+ 4.16%)

Title	Grade Change	Step Change	Salary Change
LIBRARY SPECIALIST 01	46 → 1	A → A	\$38,016.00 → \$42,120.00 (+10.80%)
LIBRARY SPECIALIST 01	46 → 1	B → A	\$40,104.00 → \$42,120.00 (+ 5.03%)
LIBRARY SPECIALIST 01	46 → 1	C → A	\$41,940.00 → \$42,120.00 (+ 0.43%)
LIBRARY SPECIALIST 01	46 → 1	D → C	\$44,172.00 → \$45,960.89 (+ 4.05%)
LIBRARY SPECIALIST 01	46 → 1	E → D	\$46,428.00 → \$48,010.74 (+ 3.41%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1	A → A	\$18.28 → \$20.25 (+10.80%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1	B → A	\$19.28 → \$20.25 (+ 5.03%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1	C → A	\$20.16 → \$20.25 (+ 0.43%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1	D → C	\$21.24 → \$22.10 (+ 4.05%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1	E → D	\$22.32 → \$23.08 (+ 3.41%)
LIBRARY SPECIALIST 02	48 → 2	A → A	\$40,020.00 → \$44,226.00 (+10.51%)
LIBRARY SPECIALIST 02	48 → 2	B → A	\$41,832.00 → \$44,226.00 (+ 5.72%)
LIBRARY SPECIALIST 02	48 → 2	C → A	\$43,956.00 → \$44,226.00 (+ 0.61%)
LIBRARY SPECIALIST 02	48 → 2	D → C	\$46,284.00 → \$48,258.93 (+ 4.27%)
LIBRARY SPECIALIST 02	48 → 2	E → D	\$48,480.00 → \$50,411.28 (+ 3.98%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2	A → A	\$19.24 → \$21.26 (+10.51%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2	B → A	\$20.11 → \$21.26 (+ 5.72%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2	C → A	\$21.13 → \$21.26 (+ 0.61%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2	D → C	\$22.25 → \$23.20 (+ 4.27%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2	E → D	\$23.31 → \$24.24 (+ 3.98%)
LIBRARY SPECIALIST 03	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
LIBRARY SPECIALIST 03	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
LIBRARY SPECIALIST 03	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
LIBRARY SPECIALIST 03	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
LIBRARY SPECIALIST 03	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3	A → A	\$20.08 → \$22.33 (+11.17%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3	B → A	\$21.11 → \$22.33 (+ 5.76%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3	C → A	\$22.15 → \$22.33 (+ 0.78%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3	D → B	\$23.23 → \$23.32 (+ 0.38%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3	E → D	\$24.43 → \$25.45 (+ 4.16%)
LONG TERM CARE OMBUDSMAN	72 → 14	A → A	\$69,912.00 → \$79,423.54 (+13.61%)
LONG TERM CARE OMBUDSMAN	72 → 14	B → A	\$73,488.00 → \$79,423.54 (+ 8.08%)
LONG TERM CARE OMBUDSMAN	72 → 14	C → A	\$77,076.00 → \$79,423.54 (+ 3.05%)
LONG TERM CARE OMBUDSMAN	72 → 14	D → B	\$80,856.00 → \$82,965.83 (+ 2.61%)
LONG TERM CARE OMBUDSMAN	72 → 14	E → C	\$84,936.00 → \$86,666.11 (+ 2.04%)
MHSA COMPLIANCE MANAGER	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
MHSA COMPLIANCE MANAGER	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
MHSA COMPLIANCE MANAGER	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
MHSA COMPLIANCE MANAGER	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
MHSA COMPLIANCE MANAGER	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)
MITIGATION PROJECT MANAGER	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
MITIGATION PROJECT MANAGER	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
MITIGATION PROJECT MANAGER	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
MITIGATION PROJECT MANAGER	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
MITIGATION PROJECT MANAGER	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)

Title	Grade Change	Step Change	Salary Change
MUSEUM CURATOR COLL & EXHIBITS	60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
MUSEUM CURATOR COLL & EXHIBITS	60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
MUSEUM CURATOR COLL & EXHIBITS	60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
MUSEUM CURATOR COLL & EXHIBITS	60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
MUSEUM CURATOR COLL & EXHIBITS	60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
NETWORK ANALYST 01	71 → 12	A → A	\$68,268.00 → \$72,039.49 (+ 5.52%)
NETWORK ANALYST 01	71 → 12	B → A	\$71,688.00 → \$72,039.49 (+ 0.49%)
NETWORK ANALYST 01	71 → 12	C → C	\$75,300.00 → \$78,608.71 (+ 4.39%)
NETWORK ANALYST 01	71 → 12	D → D	\$79,020.00 → \$82,114.66 (+ 3.92%)
NETWORK ANALYST 01	71 → 12	E → E	\$83,016.00 → \$85,776.98 (+ 3.33%)
NETWORK ANALYST 02	75 → 14	A → A	\$75,096.00 → \$79,423.54 (+ 5.76%)
NETWORK ANALYST 02	75 → 14	B → A	\$78,888.00 → \$79,423.54 (+ 0.68%)
NETWORK ANALYST 02	75 → 14	C → B	\$82,692.00 → \$82,965.83 (+ 0.33%)
NETWORK ANALYST 02	75 → 14	D → D	\$86,880.00 → \$90,531.42 (+ 4.20%)
NETWORK ANALYST 02	75 → 14	E → E	\$91,248.00 → \$94,569.12 (+ 3.64%)
NETWORK ANALYST 03	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
NETWORK ANALYST 03	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
NETWORK ANALYST 03	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
NETWORK ANALYST 03	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
NETWORK ANALYST 03	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)
NETWORK ANALYST 04	82 → 17	A → A	\$88,752.00 → \$91,942.68 (+ 3.60%)
NETWORK ANALYST 04	82 → 17	B → B	\$93,072.00 → \$96,043.32 (+ 3.19%)
NETWORK ANALYST 04	82 → 17	C → C	\$97,788.00 → \$100,326.85 (+ 2.60%)
NETWORK ANALYST 04	82 → 17	D → D	\$102,672.00 → \$104,801.43 (+ 2.07%)
NETWORK ANALYST 04	82 → 17	E → E	\$107,760.00 → \$109,475.57 (+ 1.59%)
NETWORK ANALYST SENIOR	87 → 20	A → A	\$100,248.00 → \$106,435.14 (+ 6.17%)
NETWORK ANALYST SENIOR	87 → 20	B → A	\$105,084.00 → \$106,435.14 (+ 1.29%)
NETWORK ANALYST SENIOR	87 → 20	C → B	\$110,460.00 → \$111,182.15 (+ 0.65%)
NETWORK ANALYST SENIOR	87 → 20	D → C	\$116,052.00 → \$116,140.87 (+ 0.08%)
NETWORK ANALYST SENIOR	87 → 20	E → E	\$121,752.00 → \$126,731.66 (+ 4.09%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16	A → A	\$84,480.00 → \$87,564.45 (+ 3.65%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16	B → B	\$88,776.00 → \$91,469.83 (+ 3.03%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16	C → C	\$93,240.00 → \$95,549.38 (+ 2.48%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16	D → D	\$97,872.00 → \$99,810.89 (+ 1.98%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16	E → E	\$102,768.00 → \$104,262.45 (+ 1.45%)
NURSE PHN SUPERVISOR	86 → 19	A → A	\$97,800.00 → \$101,366.80 (+ 3.65%)
NURSE PHN SUPERVISOR	86 → 19	B → B	\$102,672.00 → \$105,887.76 (+ 3.13%)
NURSE PHN SUPERVISOR	86 → 19	C → C	\$107,760.00 → \$110,610.36 (+ 2.65%)
NURSE PHN SUPERVISOR	86 → 19	D → D	\$113,244.00 → \$115,543.58 (+ 2.03%)
NURSE PHN SUPERVISOR	86 → 19	E → E	\$118,872.00 → \$120,696.82 (+ 1.54%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)

Title	Grade Change	Step Change	Salary Change
NURSE REGISTERED → REGISTERED NURSE	78 → 14	A → B	\$80,592.00 → \$82,965.83 (+ 2.95%)
NURSE REGISTERED → REGISTERED NURSE	78 → 14	B → C	\$84,552.00 → \$86,666.11 (+ 2.50%)
NURSE REGISTERED → REGISTERED NURSE	78 → 14	C → D	\$88,836.00 → \$90,531.42 (+ 1.91%)
NURSE REGISTERED → REGISTERED NURSE	78 → 14	D → E	\$93,264.00 → \$94,569.12 (+ 1.40%)
NURSE REGISTERED → REGISTERED NURSE	78 → 14	E → F	\$97,932.00 → \$98,786.90 (+ 0.87%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]	78 → 14	A → B	\$38.75 → \$39.89 (+ 2.95%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]	78 → 14	B → C	\$40.65 → \$41.67 (+ 2.50%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]	78 → 14	C → D	\$42.71 → \$43.52 (+ 1.91%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]	78 → 14	D → E	\$44.84 → \$45.47 (+ 1.40%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]	78 → 14	E → F	\$47.08 → \$47.49 (+ 0.87%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I	78 → 14	A → B	\$80,592.00 → \$82,965.83 (+ 2.95%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I	78 → 14	B → C	\$84,552.00 → \$86,666.11 (+ 2.50%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I	78 → 14	C → D	\$88,836.00 → \$90,531.42 (+ 1.91%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I	78 → 14	D → E	\$93,264.00 → \$94,569.12 (+ 1.40%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I	78 → 14	E → F	\$97,932.00 → \$98,786.90 (+ 0.87%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II	80 → 16	A → A	\$84,480.00 → \$87,564.45 (+ 3.65%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II	80 → 16	B → B	\$88,776.00 → \$91,469.83 (+ 3.03%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II	80 → 16	C → C	\$93,240.00 → \$95,549.38 (+ 2.48%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II	80 → 16	D → D	\$97,872.00 → \$99,810.89 (+ 1.98%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II	80 → 16	E → E	\$102,768.00 → \$104,262.45 (+ 1.45%)
NURSE SUPERVISING → SUPERVISING NURSE	84 → 18	A → A	\$93,168.00 → \$96,539.81 (+ 3.62%)
NURSE SUPERVISING → SUPERVISING NURSE	84 → 18	B → B	\$97,788.00 → \$100,845.49 (+ 3.13%)
NURSE SUPERVISING → SUPERVISING NURSE	84 → 18	C → C	\$102,672.00 → \$105,343.20 (+ 2.60%)
NURSE SUPERVISING → SUPERVISING NURSE	84 → 18	D → D	\$107,760.00 → \$110,041.50 (+ 2.12%)
NURSE SUPERVISING → SUPERVISING NURSE	84 → 18	E → E	\$113,244.00 → \$114,949.35 (+ 1.51%)
OFFICE CLERK 01 → OFFICE ASSISTANT I	48 → 1	A → A	\$40,020.00 → \$42,120.00 (+ 5.25%)
OFFICE CLERK 01 → OFFICE ASSISTANT I	48 → 1	B → A	\$41,832.00 → \$42,120.00 (+ 0.69%)
OFFICE CLERK 01 → OFFICE ASSISTANT I	48 → 1	C → B	\$43,956.00 → \$43,998.55 (+ 0.10%)
OFFICE CLERK 01 → OFFICE ASSISTANT I	48 → 1	D → D	\$46,284.00 → \$48,010.74 (+ 3.73%)
OFFICE CLERK 01 → OFFICE ASSISTANT I	48 → 1	E → E	\$48,480.00 → \$50,152.02 (+ 3.45%)
OFFICE CLERK 02 → OFFICE ASSISTANT II	50 → 2	A → A	\$41,772.00 → \$44,226.00 (+ 5.87%)
OFFICE CLERK 02 → OFFICE ASSISTANT II	50 → 2	B → A	\$43,908.00 → \$44,226.00 (+ 0.72%)
OFFICE CLERK 02 → OFFICE ASSISTANT II	50 → 2	C → B	\$46,080.00 → \$46,198.48 (+ 0.26%)
OFFICE CLERK 02 → OFFICE ASSISTANT II	50 → 2	D → D	\$48,324.00 → \$50,411.28 (+ 4.32%)
OFFICE CLERK 02 → OFFICE ASSISTANT II	50 → 2	E → E	\$50,820.00 → \$52,659.62 (+ 3.62%)
OFFICE CLERK 03 → OFFICE ASSISTANT III	52 → 3	A → A	\$43,776.00 → \$46,437.30 (+ 6.08%)
OFFICE CLERK 03 → OFFICE ASSISTANT III	52 → 3	B → A	\$45,888.00 → \$46,437.30 (+ 1.20%)
OFFICE CLERK 03 → OFFICE ASSISTANT III	52 → 3	C → B	\$48,276.00 → \$48,508.40 (+ 0.48%)
OFFICE CLERK 03 → OFFICE ASSISTANT III	52 → 3	D → C	\$50,616.00 → \$50,671.88 (+ 0.11%)
OFFICE CLERK 03 → OFFICE ASSISTANT III	52 → 3	E → E	\$53,184.00 → \$55,292.60 (+ 3.96%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR	66 → 10	A → A	\$60,600.00 → \$65,341.94 (+ 7.82%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR	66 → 10	B → A	\$63,660.00 → \$65,341.94 (+ 2.64%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR	66 → 10	C → B	\$66,936.00 → \$68,256.20 (+ 1.97%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR	66 → 10	D → C	\$70,212.00 → \$71,300.42 (+ 1.55%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR	66 → 10	E → D	\$73,752.00 → \$74,480.42 (+ 0.99%)

Title	Grade Change	Step Change	Salary Change
OFFICE TECHNICIAN 01	55 → 4	A → A	\$46,932.00 → \$48,759.17 (+ 3.89%)
OFFICE TECHNICIAN 01	55 → 4	B → B	\$49,188.00 → \$50,933.82 (+ 3.55%)
OFFICE TECHNICIAN 01	55 → 4	C → C	\$51,672.00 → \$53,205.47 (+ 2.97%)
OFFICE TECHNICIAN 01	55 → 4	D → D	\$54,300.00 → \$55,578.44 (+ 2.35%)
OFFICE TECHNICIAN 01	55 → 4	E → E	\$57,072.00 → \$58,057.23 (+ 1.73%)
OFFICE TECHNICIAN 02	59 → 6	A → A	\$51,516.00 → \$53,756.98 (+ 4.35%)
OFFICE TECHNICIAN 02	59 → 6	B → B	\$54,036.00 → \$56,154.54 (+ 3.92%)
OFFICE TECHNICIAN 02	59 → 6	C → C	\$56,784.00 → \$58,659.03 (+ 3.30%)
OFFICE TECHNICIAN 02	59 → 6	D → D	\$59,616.00 → \$61,275.23 (+ 2.78%)
OFFICE TECHNICIAN 02	59 → 6	E → E	\$62,580.00 → \$64,008.10 (+ 2.28%)
OFFICE TECHNICIAN 03	63 → 8	A → A	\$56,472.00 → \$59,267.07 (+ 4.95%)
OFFICE TECHNICIAN 03	63 → 8	B → B	\$59,340.00 → \$61,910.38 (+ 4.33%)
OFFICE TECHNICIAN 03	63 → 8	C → C	\$62,388.00 → \$64,671.58 (+ 3.66%)
OFFICE TECHNICIAN 03	63 → 8	D → D	\$65,472.00 → \$67,555.94 (+ 3.18%)
OFFICE TECHNICIAN 03	63 → 8	E → E	\$68,724.00 → \$70,568.93 (+ 2.68%)
OPERATIONS MANAGER TECOPA	67 → 10	A → A	\$62,112.00 → \$65,341.94 (+ 5.20%)
OPERATIONS MANAGER TECOPA	67 → 10	B → A	\$65,220.00 → \$65,341.94 (+ 0.19%)
OPERATIONS MANAGER TECOPA	67 → 10	C → C	\$68,496.00 → \$71,300.42 (+ 4.09%)
OPERATIONS MANAGER TECOPA	67 → 10	D → D	\$71,976.00 → \$74,480.42 (+ 3.48%)
OPERATIONS MANAGER TECOPA	67 → 10	E → E	\$75,396.00 → \$77,802.25 (+ 3.19%)
PARENT PARTNER → FAMILY SUPPORT PARTNER	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
PARENT PARTNER → FAMILY SUPPORT PARTNER	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
PARENT PARTNER → FAMILY SUPPORT PARTNER	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
PARENT PARTNER → FAMILY SUPPORT PARTNER	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
PARENT PARTNER → FAMILY SUPPORT PARTNER	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
PARK HELPER	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
PARK HELPER	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
PARK HELPER	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
PARK HELPER	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
PARK HELPER	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
PARK MANAGER	71 → 11	A → A	\$68,268.00 → \$68,609.04 (+ 0.50%)
PARK MANAGER	71 → 11	B → C	\$71,688.00 → \$74,865.44 (+ 4.43%)
PARK MANAGER	71 → 11	C → D	\$75,300.00 → \$78,204.44 (+ 3.86%)
PARK MANAGER	71 → 11	D → E	\$79,020.00 → \$81,692.36 (+ 3.38%)
PARK MANAGER	71 → 11	E → F	\$83,016.00 → \$85,335.84 (+ 2.79%)
PARK SPECIALIST 01	50 → 2	A → A	\$41,772.00 → \$44,226.00 (+ 5.87%)
PARK SPECIALIST 01	50 → 2	B → A	\$43,908.00 → \$44,226.00 (+ 0.72%)
PARK SPECIALIST 01	50 → 2	C → B	\$46,080.00 → \$46,198.48 (+ 0.26%)
PARK SPECIALIST 01	50 → 2	D → D	\$48,324.00 → \$50,411.28 (+ 4.32%)
PARK SPECIALIST 01	50 → 2	E → E	\$50,820.00 → \$52,659.62 (+ 3.62%)
PARK SPECIALIST 02	54 → 3	A → A	\$45,792.00 → \$46,437.30 (+ 1.41%)
PARK SPECIALIST 02	54 → 3	B → B	\$48,192.00 → \$48,508.40 (+ 0.66%)
PARK SPECIALIST 02	54 → 3	C → C	\$50,496.00 → \$50,671.88 (+ 0.35%)
PARK SPECIALIST 02	54 → 3	D → E	\$52,980.00 → \$55,292.60 (+ 4.37%)
PARK SPECIALIST 02	54 → 3	E → F	\$55,716.00 → \$57,758.65 (+ 3.67%)

Title	Grade Change	Step Change	Salary Change
PARK SPECIALIST 03	56 → 4	A → A	\$48,072.00 → \$48,759.17 (+ 1.43%)
PARK SPECIALIST 03	56 → 4	B → B	\$50,364.00 → \$50,933.82 (+ 1.13%)
PARK SPECIALIST 03	56 → 4	C → C	\$52,872.00 → \$53,205.47 (+ 0.63%)
PARK SPECIALIST 03	56 → 4	D → D	\$55,536.00 → \$55,578.44 (+ 0.08%)
PARK SPECIALIST 03	56 → 4	E → F	\$58,332.00 → \$60,646.59 (+ 3.97%)
PARK SPECIALIST LEAD	61 → 6	A → B	\$53,952.00 → \$56,154.54 (+ 4.08%)
PARK SPECIALIST LEAD	61 → 6	B → C	\$56,640.00 → \$58,659.03 (+ 3.56%)
PARK SPECIALIST LEAD	61 → 6	C → D	\$59,508.00 → \$61,275.23 (+ 2.97%)
PARK SPECIALIST LEAD	61 → 6	D → E	\$62,532.00 → \$64,008.10 (+ 2.36%)
PARK SPECIALIST LEAD	61 → 6	E → F	\$65,532.00 → \$66,862.86 (+ 2.03%)
PEER SUPPORT SPECIALIST	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
PEER SUPPORT SPECIALIST	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
PEER SUPPORT SPECIALIST	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
PEER SUPPORT SPECIALIST	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
PEER SUPPORT SPECIALIST	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	A → A	\$73,320.00 → \$79,423.54 (+ 8.32%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	B → A	\$76,980.00 → \$79,423.54 (+ 3.17%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	C → B	\$80,796.00 → \$82,965.83 (+ 2.69%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	D → C	\$84,900.00 → \$86,666.11 (+ 2.08%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	E → D	\$89,148.00 → \$90,531.42 (+ 1.55%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	A → A	\$80,592.00 → \$91,942.68 (+14.08%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	B → A	\$84,552.00 → \$91,942.68 (+ 8.74%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	C → A	\$88,836.00 → \$91,942.68 (+ 3.50%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	D → B	\$93,264.00 → \$96,043.32 (+ 2.98%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	E → C	\$97,932.00 → \$100,326.85 (+ 2.45%)
PLANNING TRANSPORTATION SENIOR	78 → 14	A → B	\$80,592.00 → \$82,965.83 (+ 2.95%)
PLANNING TRANSPORTATION SENIOR	78 → 14	B → C	\$84,552.00 → \$86,666.11 (+ 2.50%)
PLANNING TRANSPORTATION SENIOR	78 → 14	C → D	\$88,836.00 → \$90,531.42 (+ 1.91%)
PLANNING TRANSPORTATION SENIOR	78 → 14	D → E	\$93,264.00 → \$94,569.12 (+ 1.40%)
PLANNING TRANSPORTATION SENIOR	78 → 14	E → F	\$97,932.00 → \$98,786.90 (+ 0.87%)
PREVENTION SPECIALIST 01	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
PREVENTION SPECIALIST 01	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
PREVENTION SPECIALIST 01	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
PREVENTION SPECIALIST 01	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
PREVENTION SPECIALIST 01	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
PREVENTION SPECIALIST 02	63 → 8	A → A	\$56,472.00 → \$59,267.07 (+ 4.95%)
PREVENTION SPECIALIST 02	63 → 8	B → B	\$59,340.00 → \$61,910.38 (+ 4.33%)
PREVENTION SPECIALIST 02	63 → 8	C → C	\$62,388.00 → \$64,671.58 (+ 3.66%)
PREVENTION SPECIALIST 02	63 → 8	D → D	\$65,472.00 → \$67,555.94 (+ 3.18%)
PREVENTION SPECIALIST 02	63 → 8	E → E	\$68,724.00 → \$70,568.93 (+ 2.68%)

Title	Grade Change	Step Change	Salary Change
PREVENTION SPECIALIST 03	66 → 10	A → A	\$60,600.00 → \$65,341.94 (+ 7.82%)
PREVENTION SPECIALIST 03	66 → 10	B → A	\$63,660.00 → \$65,341.94 (+ 2.64%)
PREVENTION SPECIALIST 03	66 → 10	C → B	\$66,936.00 → \$68,256.20 (+ 1.97%)
PREVENTION SPECIALIST 03	66 → 10	D → C	\$70,212.00 → \$71,300.42 (+ 1.55%)
PREVENTION SPECIALIST 03	66 → 10	E → D	\$73,752.00 → \$74,480.42 (+ 0.99%)
PROBATION OPERATIONS ANALYST	74 → 13	A → A	\$73,320.00 → \$75,641.47 (+ 3.17%)
PROBATION OPERATIONS ANALYST	74 → 13	B → B	\$76,980.00 → \$79,015.08 (+ 2.64%)
PROBATION OPERATIONS ANALYST	74 → 13	C → C	\$80,796.00 → \$82,539.15 (+ 2.16%)
PROBATION OPERATIONS ANALYST	74 → 13	D → D	\$84,900.00 → \$86,220.40 (+ 1.56%)
PROBATION OPERATIONS ANALYST	74 → 13	E → E	\$89,148.00 → \$90,065.83 (+ 1.03%)
PROGRAM MANAGER	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
PROGRAM MANAGER	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
PROGRAM MANAGER	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
PROGRAM MANAGER	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
PROGRAM MANAGER	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)
PROGRAM MANAGER CHILD ADULT	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
PROGRAM MANAGER CHILD ADULT	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
PROGRAM MANAGER CHILD ADULT	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
PROGRAM MANAGER CHILD ADULT	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
PROGRAM MANAGER CHILD ADULT	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)
PROGRAM MANAGER DISASTER	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
PROGRAM MANAGER DISASTER	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
PROGRAM MANAGER DISASTER	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
PROGRAM MANAGER DISASTER	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
PROGRAM MANAGER DISASTER	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)
PROGRAM MANAGER FIRST FIVE	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
PROGRAM MANAGER FIRST FIVE	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
PROGRAM MANAGER FIRST FIVE	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
PROGRAM MANAGER FIRST FIVE	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
PROGRAM MANAGER FIRST FIVE	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)
PROGRAM MANAGER PREVENTION	80 → 15	A → B	\$84,480.00 → \$87,114.12 (+ 3.12%)
PROGRAM MANAGER PREVENTION	80 → 15	B → C	\$88,776.00 → \$90,999.41 (+ 2.50%)
PROGRAM MANAGER PREVENTION	80 → 15	C → D	\$93,240.00 → \$95,057.99 (+ 1.95%)
PROGRAM MANAGER PREVENTION	80 → 15	D → E	\$97,872.00 → \$99,297.57 (+ 1.46%)
PROGRAM MANAGER PREVENTION	80 → 15	E → F	\$102,768.00 → \$103,726.25 (+ 0.93%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1	A → A	\$18.28 → \$20.25 (+10.80%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1	B → A	\$19.28 → \$20.25 (+ 5.03%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1	C → A	\$20.16 → \$20.25 (+ 0.43%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1	D → C	\$21.24 → \$22.10 (+ 4.05%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1	E → D	\$22.32 → \$23.08 (+ 3.41%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2	A → A	\$19.24 → \$21.26 (+10.51%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2	B → A	\$20.11 → \$21.26 (+ 5.72%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2	C → A	\$21.13 → \$21.26 (+ 0.61%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2	D → C	\$22.25 → \$23.20 (+ 4.27%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2	E → D	\$23.31 → \$24.24 (+ 3.98%)

Title	Grade Change	Step Change	Salary Change
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]	50 → 3	A → A	\$20.08 → \$22.33 (+11.17%)
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]	50 → 3	B → A	\$21.11 → \$22.33 (+ 5.76%)
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]	50 → 3	C → A	\$22.15 → \$22.33 (+ 0.78%)
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]	50 → 3	D → B	\$23.23 → \$23.32 (+ 0.38%)
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]	50 → 3	E → D	\$24.43 → \$25.45 (+ 4.16%)
PROGRAM SUPERVISOR	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
PROGRAM SUPERVISOR	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
PROGRAM SUPERVISOR	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
PROGRAM SUPERVISOR	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
PROGRAM SUPERVISOR	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
PROGRAMMER ANALYST SENIOR	87 → 20	A → A	\$100,248.00 → \$106,435.14 (+ 6.17%)
PROGRAMMER ANALYST SENIOR	87 → 20	B → A	\$105,084.00 → \$106,435.14 (+ 1.29%)
PROGRAMMER ANALYST SENIOR	87 → 20	C → B	\$110,460.00 → \$111,182.15 (+ 0.65%)
PROGRAMMER ANALYST SENIOR	87 → 20	D → C	\$116,052.00 → \$116,140.87 (+ 0.08%)
PROGRAMMER ANALYST SENIOR	87 → 20	E → E	\$121,752.00 → \$126,731.66 (+ 4.09%)
PROGRESS HOUSE SUPERVISOR	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
PROGRESS HOUSE SUPERVISOR	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
PROGRESS HOUSE SUPERVISOR	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
PROGRESS HOUSE SUPERVISOR	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
PROGRESS HOUSE SUPERVISOR	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
PROGRESS HOUSE SUPERVISOR TRAINEE	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
PROGRESS HOUSE SUPERVISOR TRAINEE	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
PROGRESS HOUSE SUPERVISOR TRAINEE	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
PROGRESS HOUSE SUPERVISOR TRAINEE	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
PROGRESS HOUSE SUPERVISOR TRAINEE	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
PROJECT COORDINATOR	66 → 9	A → A	\$60,600.00 → \$62,230.42 (+ 2.69%)
PROJECT COORDINATOR	66 → 9	B → B	\$63,660.00 → \$65,005.90 (+ 2.11%)
PROJECT COORDINATOR	66 → 9	C → C	\$66,936.00 → \$67,905.16 (+ 1.45%)
PROJECT COORDINATOR	66 → 9	D → D	\$70,212.00 → \$70,933.73 (+ 1.03%)
PROJECT COORDINATOR	66 → 9	E → E	\$73,752.00 → \$74,097.38 (+ 0.47%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN	81 → 16	A → A	\$86,484.00 → \$87,564.45 (+ 1.25%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN	81 → 16	B → B	\$90,912.00 → \$91,469.83 (+ 0.61%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN	81 → 16	C → C	\$95,424.00 → \$95,549.38 (+ 0.13%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN	81 → 16	D → E	\$100,236.00 → \$104,262.45 (+ 4.02%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN	81 → 16	E → F	\$105,180.00 → \$108,912.56 (+ 3.55%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN	68 → 10	A → A	\$63,636.00 → \$65,341.94 (+ 2.68%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN	68 → 10	B → B	\$66,828.00 → \$68,256.20 (+ 2.14%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN	68 → 10	C → C	\$70,152.00 → \$71,300.42 (+ 1.64%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN	68 → 10	D → D	\$73,584.00 → \$74,480.42 (+ 1.22%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN	68 → 10	E → E	\$77,316.00 → \$77,802.25 (+ 0.63%)
PUBLIC GUARDIAN SPECIALIST [Hourly]	57 → 5	A → A	\$23.61 → \$24.61 (+ 4.24%)
PUBLIC GUARDIAN SPECIALIST [Hourly]	57 → 5	B → B	\$24.81 → \$25.71 (+ 3.62%)
PUBLIC GUARDIAN SPECIALIST [Hourly]	57 → 5	C → C	\$26.05 → \$26.86 (+ 3.11%)
PUBLIC GUARDIAN SPECIALIST [Hourly]	57 → 5	D → D	\$27.33 → \$28.06 (+ 2.66%)
PUBLIC GUARDIAN SPECIALIST [Hourly]	57 → 5	E → E	\$28.69 → \$29.31 (+ 2.15%)

Title	Grade Change	Step Change	Salary Change		
PUBLIC HEALTH COORDINATOR	74 → 12	A → B	\$73,320.00	→	\$75,252.46 (+ 2.64%)
PUBLIC HEALTH COORDINATOR	74 → 12	B → C	\$76,980.00	→	\$78,608.71 (+ 2.12%)
PUBLIC HEALTH COORDINATOR	74 → 12	C → D	\$80,796.00	→	\$82,114.66 (+ 1.63%)
PUBLIC HEALTH COORDINATOR	74 → 12	D → E	\$84,900.00	→	\$85,776.98 (+ 1.03%)
PUBLIC HEALTH COORDINATOR	74 → 12	E → F	\$89,148.00	→	\$89,602.63 (+ 0.51%)
PUBLIC SAFETY DISPATCHER 01	57 → 5	A → A	\$49,116.00	→	\$51,197.12 (+ 4.24%)
PUBLIC SAFETY DISPATCHER 01	57 → 5	B → B	\$51,612.00	→	\$53,480.51 (+ 3.62%)
PUBLIC SAFETY DISPATCHER 01	57 → 5	C → C	\$54,180.00	→	\$55,865.75 (+ 3.11%)
PUBLIC SAFETY DISPATCHER 01	57 → 5	D → D	\$56,844.00	→	\$58,357.36 (+ 2.66%)
PUBLIC SAFETY DISPATCHER 01	57 → 5	E → E	\$59,676.00	→	\$60,960.10 (+ 2.15%)
PUBLIC SAFETY DISPATCHER 02	62 → 7	A → A	\$55,248.00	→	\$56,444.83 (+ 2.17%)
PUBLIC SAFETY DISPATCHER 02	62 → 7	B → B	\$58,044.00	→	\$58,962.27 (+ 1.58%)
PUBLIC SAFETY DISPATCHER 02	62 → 7	C → C	\$60,972.00	→	\$61,591.98 (+ 1.02%)
PUBLIC SAFETY DISPATCHER 02	62 → 7	D → D	\$63,888.00	→	\$64,338.99 (+ 0.71%)
PUBLIC SAFETY DISPATCHER 02	62 → 7	E → E	\$67,176.00	→	\$67,208.51 (+ 0.05%)
PUBLIC SAFETY DISPATCHER 03	66 → 9	A → A	\$60,600.00	→	\$62,230.42 (+ 2.69%)
PUBLIC SAFETY DISPATCHER 03	66 → 9	B → B	\$63,660.00	→	\$65,005.90 (+ 2.11%)
PUBLIC SAFETY DISPATCHER 03	66 → 9	C → C	\$66,936.00	→	\$67,905.16 (+ 1.45%)
PUBLIC SAFETY DISPATCHER 03	66 → 9	D → D	\$70,212.00	→	\$70,933.73 (+ 1.03%)
PUBLIC SAFETY DISPATCHER 03	66 → 9	E → E	\$73,752.00	→	\$74,097.38 (+ 0.47%)
RECORDS SUPPORT ANALYST	68 → 10	A → A	\$63,636.00	→	\$65,341.94 (+ 2.68%)
RECORDS SUPPORT ANALYST	68 → 10	B → B	\$66,828.00	→	\$68,256.20 (+ 2.14%)
RECORDS SUPPORT ANALYST	68 → 10	C → C	\$70,152.00	→	\$71,300.42 (+ 1.64%)
RECORDS SUPPORT ANALYST	68 → 10	D → D	\$73,584.00	→	\$74,480.42 (+ 1.22%)
RECORDS SUPPORT ANALYST	68 → 10	E → E	\$77,316.00	→	\$77,802.25 (+ 0.63%)
RE-ENTRY SERVICES COORDINATOR	73 → 12	A → A	\$71,568.00	→	\$72,039.49 (+ 0.66%)
RE-ENTRY SERVICES COORDINATOR	73 → 12	B → B	\$75,192.00	→	\$75,252.46 (+ 0.08%)
RE-ENTRY SERVICES COORDINATOR	73 → 12	C → D	\$78,972.00	→	\$82,114.66 (+ 3.98%)
RE-ENTRY SERVICES COORDINATOR	73 → 12	D → E	\$82,920.00	→	\$85,776.98 (+ 3.45%)
RE-ENTRY SERVICES COORDINATOR	73 → 12	E → F	\$87,048.00	→	\$89,602.63 (+ 2.93%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14	A → B	\$80,592.00	→	\$82,965.83 (+ 2.95%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14	B → C	\$84,552.00	→	\$86,666.11 (+ 2.50%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14	C → D	\$88,836.00	→	\$90,531.42 (+ 1.91%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14	D → E	\$93,264.00	→	\$94,569.12 (+ 1.40%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14	E → F	\$97,932.00	→	\$98,786.90 (+ 0.87%)
RESEARCH ASSISTANT	64 → 9	A → A	\$57,900.00	→	\$62,230.42 (+ 7.48%)
RESEARCH ASSISTANT	64 → 9	B → A	\$60,744.00	→	\$62,230.42 (+ 2.45%)
RESEARCH ASSISTANT	64 → 9	C → B	\$63,720.00	→	\$65,005.90 (+ 2.02%)
RESEARCH ASSISTANT	64 → 9	D → C	\$67,092.00	→	\$67,905.16 (+ 1.21%)
RESEARCH ASSISTANT	64 → 9	E → D	\$70,332.00	→	\$70,933.73 (+ 0.86%)
ROAD MAINTENANCE SUPERVISOR	71 → 11	A → A	\$68,268.00	→	\$68,609.04 (+ 0.50%)
ROAD MAINTENANCE SUPERVISOR	71 → 11	B → C	\$71,688.00	→	\$74,865.44 (+ 4.43%)
ROAD MAINTENANCE SUPERVISOR	71 → 11	C → D	\$75,300.00	→	\$78,204.44 (+ 3.86%)
ROAD MAINTENANCE SUPERVISOR	71 → 11	D → E	\$79,020.00	→	\$81,692.36 (+ 3.38%)
ROAD MAINTENANCE SUPERVISOR	71 → 11	E → F	\$83,016.00	→	\$85,335.84 (+ 2.79%)

Title	Grade Change	Step Change	Salary Change
ROAD MAINTENANCE WORKER 01	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
ROAD MAINTENANCE WORKER 01	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
ROAD MAINTENANCE WORKER 01	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
ROAD MAINTENANCE WORKER 01	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
ROAD MAINTENANCE WORKER 01	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
ROAD MAINTENANCE WORKER 02	52 → 4	A → A	\$43,776.00 → \$48,759.17 (+11.38%)
ROAD MAINTENANCE WORKER 02	52 → 4	B → A	\$45,888.00 → \$48,759.17 (+ 6.26%)
ROAD MAINTENANCE WORKER 02	52 → 4	C → A	\$48,276.00 → \$48,759.17 (+ 1.00%)
ROAD MAINTENANCE WORKER 02	52 → 4	D → B	\$50,616.00 → \$50,933.82 (+ 0.63%)
ROAD MAINTENANCE WORKER 02	52 → 4	E → C	\$53,184.00 → \$53,205.47 (+ 0.04%)
ROAD SHOP SUPERVISOR	71 → 11	A → A	\$68,268.00 → \$68,609.04 (+ 0.50%)
ROAD SHOP SUPERVISOR	71 → 11	B → C	\$71,688.00 → \$74,865.44 (+ 4.43%)
ROAD SHOP SUPERVISOR	71 → 11	C → D	\$75,300.00 → \$78,204.44 (+ 3.86%)
ROAD SHOP SUPERVISOR	71 → 11	D → E	\$79,020.00 → \$81,692.36 (+ 3.38%)
ROAD SHOP SUPERVISOR	71 → 11	E → F	\$83,016.00 → \$85,335.84 (+ 2.79%)
SALT CEDAR MANAGER	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
SALT CEDAR MANAGER	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
SALT CEDAR MANAGER	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
SALT CEDAR MANAGER	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
SALT CEDAR MANAGER	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
SCIENTIST	80 → 16	A → A	\$84,480.00 → \$87,564.45 (+ 3.65%)
SCIENTIST	80 → 16	B → B	\$88,776.00 → \$91,469.83 (+ 3.03%)
SCIENTIST	80 → 16	C → C	\$93,240.00 → \$95,549.38 (+ 2.48%)
SCIENTIST	80 → 16	D → D	\$97,872.00 → \$99,810.89 (+ 1.98%)
SCIENTIST	80 → 16	E → E	\$102,768.00 → \$104,262.45 (+ 1.45%)
SCIENTIST ASSOCIATE	76 → 14	A → A	\$76,872.00 → \$79,423.54 (+ 3.32%)
SCIENTIST ASSOCIATE	76 → 14	B → B	\$80,712.00 → \$82,965.83 (+ 2.79%)
SCIENTIST ASSOCIATE	76 → 14	C → C	\$84,816.00 → \$86,666.11 (+ 2.18%)
SCIENTIST ASSOCIATE	76 → 14	D → D	\$89,040.00 → \$90,531.42 (+ 1.67%)
SCIENTIST ASSOCIATE	76 → 14	E → E	\$93,480.00 → \$94,569.12 (+ 1.17%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17	A → A	\$88,752.00 → \$91,942.68 (+ 3.60%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17	B → B	\$93,072.00 → \$96,043.32 (+ 3.19%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17	C → C	\$97,788.00 → \$100,326.85 (+ 2.60%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17	D → D	\$102,672.00 → \$104,801.43 (+ 2.07%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17	E → E	\$107,760.00 → \$109,475.57 (+ 1.59%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17	A → A	\$88,752.00 → \$91,942.68 (+ 3.60%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17	B → B	\$93,072.00 → \$96,043.32 (+ 3.19%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17	C → C	\$97,788.00 → \$100,326.85 (+ 2.60%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17	D → D	\$102,672.00 → \$104,801.43 (+ 2.07%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17	E → E	\$107,760.00 → \$109,475.57 (+ 1.59%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17	A → A	\$88,752.00 → \$91,942.68 (+ 3.60%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17	B → B	\$93,072.00 → \$96,043.32 (+ 3.19%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17	C → C	\$97,788.00 → \$100,326.85 (+ 2.60%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17	D → D	\$102,672.00 → \$104,801.43 (+ 2.07%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17	E → E	\$107,760.00 → \$109,475.57 (+ 1.59%)

Title	Grade Change	Step Change	Salary Change
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I	56 → 5	A → A	\$48,072.00 → \$51,197.12 (+ 6.50%)
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I	56 → 5	B → A	\$50,364.00 → \$51,197.12 (+ 1.65%)
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I	56 → 5	C → B	\$52,872.00 → \$53,480.51 (+ 1.15%)
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I	56 → 5	D → C	\$55,536.00 → \$55,865.75 (+ 0.59%)
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I	56 → 5	E → D	\$58,332.00 → \$58,357.36 (+ 0.04%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III	64 → 8	A → A	\$57,900.00 → \$59,267.07 (+ 2.36%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III	64 → 8	B → B	\$60,744.00 → \$61,910.38 (+ 1.92%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III	64 → 8	C → C	\$63,720.00 → \$64,671.58 (+ 1.49%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III	64 → 8	D → D	\$67,092.00 → \$67,555.94 (+ 0.69%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III	64 → 8	E → E	\$70,332.00 → \$70,568.93 (+ 0.34%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I	56 → 5	A → A	\$48,072.00 → \$51,197.12 (+ 6.50%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I	56 → 5	B → A	\$50,364.00 → \$51,197.12 (+ 1.65%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I	56 → 5	C → B	\$52,872.00 → \$53,480.51 (+ 1.15%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I	56 → 5	D → C	\$55,536.00 → \$55,865.75 (+ 0.59%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I	56 → 5	E → D	\$58,332.00 → \$58,357.36 (+ 0.04%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III	64 → 9	A → A	\$57,900.00 → \$62,230.42 (+ 7.48%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III	64 → 9	B → A	\$60,744.00 → \$62,230.42 (+ 2.45%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III	64 → 9	C → B	\$63,720.00 → \$65,005.90 (+ 2.02%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III	64 → 9	D → C	\$67,092.00 → \$67,905.16 (+ 1.21%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III	64 → 9	E → D	\$70,332.00 → \$70,933.73 (+ 0.86%)
SHELTER ASSISTANT → SHELTER ATTENDANT	46 → 1	A → A	\$38,016.00 → \$42,120.00 (+10.80%)
SHELTER ASSISTANT → SHELTER ATTENDANT	46 → 1	B → A	\$40,104.00 → \$42,120.00 (+ 5.03%)
SHELTER ASSISTANT → SHELTER ATTENDANT	46 → 1	C → A	\$41,940.00 → \$42,120.00 (+ 0.43%)
SHELTER ASSISTANT → SHELTER ATTENDANT	46 → 1	D → C	\$44,172.00 → \$45,960.89 (+ 4.05%)
SHELTER ASSISTANT → SHELTER ATTENDANT	46 → 1	E → D	\$46,428.00 → \$48,010.74 (+ 3.41%)
SOCIAL SERVICES AIDE	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
SOCIAL SERVICES AIDE	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
SOCIAL SERVICES AIDE	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
SOCIAL SERVICES AIDE	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
SOCIAL SERVICES AIDE	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
SOCIAL WORKER 01	65 → 8	A → A	\$59,184.00 → \$59,267.07 (+ 0.14%)
SOCIAL WORKER 01	65 → 8	B → C	\$62,220.00 → \$64,671.58 (+ 3.94%)
SOCIAL WORKER 01	65 → 8	C → D	\$65,340.00 → \$67,555.94 (+ 3.39%)
SOCIAL WORKER 01	65 → 8	D → E	\$68,640.00 → \$70,568.93 (+ 2.81%)
SOCIAL WORKER 01	65 → 8	E → F	\$72,000.00 → \$73,716.31 (+ 2.38%)

Title	Grade Change	Step Change	Salary Change
SOCIAL WORKER 02	67 → 9	A → A	\$62,112.00 → \$62,230.42 (+ 0.19%)
SOCIAL WORKER 02	67 → 9	B → C	\$65,220.00 → \$67,905.16 (+ 4.12%)
SOCIAL WORKER 02	67 → 9	C → D	\$68,496.00 → \$70,933.73 (+ 3.56%)
SOCIAL WORKER 02	67 → 9	D → E	\$71,976.00 → \$74,097.38 (+ 2.95%)
SOCIAL WORKER 02	67 → 9	E → F	\$75,396.00 → \$77,402.12 (+ 2.66%)
SOCIAL WORKER 03	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
SOCIAL WORKER 03	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
SOCIAL WORKER 03	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
SOCIAL WORKER 03	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
SOCIAL WORKER 03	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
SOCIAL WORKER 04	73 → 12	A → A	\$71,568.00 → \$72,039.49 (+ 0.66%)
SOCIAL WORKER 04	73 → 12	B → B	\$75,192.00 → \$75,252.46 (+ 0.08%)
SOCIAL WORKER 04	73 → 12	C → D	\$78,972.00 → \$82,114.66 (+ 3.98%)
SOCIAL WORKER 04	73 → 12	D → E	\$82,920.00 → \$85,776.98 (+ 3.45%)
SOCIAL WORKER 04	73 → 12	E → F	\$87,048.00 → \$89,602.63 (+ 2.93%)
SOCIAL WORKER SUPERVISOR 01	76 → 14	A → A	\$76,872.00 → \$79,423.54 (+ 3.32%)
SOCIAL WORKER SUPERVISOR 01	76 → 14	B → B	\$80,712.00 → \$82,965.83 (+ 2.79%)
SOCIAL WORKER SUPERVISOR 01	76 → 14	C → C	\$84,816.00 → \$86,666.11 (+ 2.18%)
SOCIAL WORKER SUPERVISOR 01	76 → 14	D → D	\$89,040.00 → \$90,531.42 (+ 1.67%)
SOCIAL WORKER SUPERVISOR 01	76 → 14	E → E	\$93,480.00 → \$94,569.12 (+ 1.17%)
SOCIAL WORKER SUPERVISOR 02	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
SOCIAL WORKER SUPERVISOR 02	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
SOCIAL WORKER SUPERVISOR 02	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
SOCIAL WORKER SUPERVISOR 02	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
SOCIAL WORKER SUPERVISOR 02	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)
SOLID WASTE FOREMAN	71 → 11	A → A	\$68,268.00 → \$68,609.04 (+ 0.50%)
SOLID WASTE FOREMAN	71 → 11	B → C	\$71,688.00 → \$74,865.44 (+ 4.43%)
SOLID WASTE FOREMAN	71 → 11	C → D	\$75,300.00 → \$78,204.44 (+ 3.86%)
SOLID WASTE FOREMAN	71 → 11	D → E	\$79,020.00 → \$81,692.36 (+ 3.38%)
SOLID WASTE FOREMAN	71 → 11	E → F	\$83,016.00 → \$85,335.84 (+ 2.79%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2	A → A	\$41,772.00 → \$44,226.00 (+ 5.87%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2	B → A	\$43,908.00 → \$44,226.00 (+ 0.72%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2	C → B	\$46,080.00 → \$46,198.48 (+ 0.26%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2	D → D	\$48,324.00 → \$50,411.28 (+ 4.32%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2	E → E	\$50,820.00 → \$52,659.62 (+ 3.62%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3	A → A	\$43,776.00 → \$46,437.30 (+ 6.08%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3	B → A	\$45,888.00 → \$46,437.30 (+ 1.20%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3	C → B	\$48,276.00 → \$48,508.40 (+ 0.48%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3	D → C	\$50,616.00 → \$50,671.88 (+ 0.11%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3	E → E	\$53,184.00 → \$55,292.60 (+ 3.96%)
SUPPORT SERVICES ANALYST	68 → 10	A → A	\$63,636.00 → \$65,341.94 (+ 2.68%)
SUPPORT SERVICES ANALYST	68 → 10	B → B	\$66,828.00 → \$68,256.20 (+ 2.14%)
SUPPORT SERVICES ANALYST	68 → 10	C → C	\$70,152.00 → \$71,300.42 (+ 1.64%)
SUPPORT SERVICES ANALYST	68 → 10	D → D	\$73,584.00 → \$74,480.42 (+ 1.22%)
SUPPORT SERVICES ANALYST	68 → 10	E → E	\$77,316.00 → \$77,802.25 (+ 0.63%)

Title	Grade Change	Step Change	Salary Change		
TOBACCO EDUCATION SUPERVISOR	70 → 11	A → A	\$66,732.00	→	\$68,609.04 (+ 2.81%)
TOBACCO EDUCATION SUPERVISOR	70 → 11	B → B	\$70,116.00	→	\$71,669.00 (+ 2.21%)
TOBACCO EDUCATION SUPERVISOR	70 → 11	C → C	\$73,572.00	→	\$74,865.44 (+ 1.76%)
TOBACCO EDUCATION SUPERVISOR	70 → 11	D → D	\$77,292.00	→	\$78,204.44 (+ 1.18%)
TOBACCO EDUCATION SUPERVISOR	70 → 11	E → E	\$81,144.00	→	\$81,692.36 (+ 0.68%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	A → A	\$69,912.00	→	\$72,039.49 (+ 3.04%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	B → B	\$73,488.00	→	\$75,252.46 (+ 2.40%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	C → C	\$77,076.00	→	\$78,608.71 (+ 1.99%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	D → D	\$80,856.00	→	\$82,114.66 (+ 1.56%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	E → E	\$84,936.00	→	\$85,776.98 (+ 0.99%)
VETERAN SERVICES OFFICER	78 → 14	A → B	\$80,592.00	→	\$82,965.83 (+ 2.95%)
VETERAN SERVICES OFFICER	78 → 14	B → C	\$84,552.00	→	\$86,666.11 (+ 2.50%)
VETERAN SERVICES OFFICER	78 → 14	C → D	\$88,836.00	→	\$90,531.42 (+ 1.91%)
VETERAN SERVICES OFFICER	78 → 14	D → E	\$93,264.00	→	\$94,569.12 (+ 1.40%)
VETERAN SERVICES OFFICER	78 → 14	E → F	\$97,932.00	→	\$98,786.90 (+ 0.87%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	A → A	\$62,112.00	→	\$62,230.42 (+ 0.19%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	B → C	\$65,220.00	→	\$67,905.16 (+ 4.12%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	C → D	\$68,496.00	→	\$70,933.73 (+ 3.56%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	D → E	\$71,976.00	→	\$74,097.38 (+ 2.95%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	E → F	\$75,396.00	→	\$77,402.12 (+ 2.66%)
VICTIM WITNESS COORDINATOR	63 → 8	A → A	\$56,472.00	→	\$59,267.07 (+ 4.95%)
VICTIM WITNESS COORDINATOR	63 → 8	B → B	\$59,340.00	→	\$61,910.38 (+ 4.33%)
VICTIM WITNESS COORDINATOR	63 → 8	C → C	\$62,388.00	→	\$64,671.58 (+ 3.66%)
VICTIM WITNESS COORDINATOR	63 → 8	D → D	\$65,472.00	→	\$67,555.94 (+ 3.18%)
VICTIM WITNESS COORDINATOR	63 → 8	E → E	\$68,724.00	→	\$70,568.93 (+ 2.68%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	A → A	\$66,732.00	→	\$68,609.04 (+ 2.81%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	B → B	\$70,116.00	→	\$71,669.00 (+ 2.21%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	C → C	\$73,572.00	→	\$74,865.44 (+ 1.76%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	D → D	\$77,292.00	→	\$78,204.44 (+ 1.18%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	E → E	\$81,144.00	→	\$81,692.36 (+ 0.68%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	A → A	\$60,600.00	→	\$62,230.42 (+ 2.69%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	B → B	\$63,660.00	→	\$65,005.90 (+ 2.11%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	C → C	\$66,936.00	→	\$67,905.16 (+ 1.45%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	D → D	\$70,212.00	→	\$70,933.73 (+ 1.03%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	E → E	\$73,752.00	→	\$74,097.38 (+ 0.47%)



ATTACHMENT E

County of Inyo

Policy Name: Employee Training, Continuing Education
and Tuition Assistance Program Policy

Page 1 of 8

COUNTY OF INYO

EMPLOYEE TRAINING, CONTINUING EDUCATION AND TUITION ASSISTANCE POLICY

*This policy currently applies to ICEA, ICPPOA, Non-Represented and Management Employees

STATEMENT OF POLICY

It is the policy of the County of Inyo to encourage training, self-improvement and personal development programs for employees which includes three (3) general categories: on-the-job training; continuing education, and tuition assistance programs. In its discretion, the County may provide limited financial assistance in the form of tuition assistance loans for a given employee's participation in an education program.

ON-THE-JOB TRAINING

Responsibility for developing and assigning on-the-job training programs for employees shall be assumed jointly by the Department Head, Personnel staff, and the employee's supervisor. Such training may include demonstration, assignments of reading matter, lecture courses; seminars, conferences, and/or training courses inside and outside the workplace, or such other devices as may be available for the purpose of improving the effectiveness in broadening the knowledge of employees in the performance of their respective duties. All on-the-job training shall be assigned or otherwise approved in advance by the County and the cost of on-the-job training will be paid by the County.

CONTINUING EDUCATION

Employees who, as a job requirement of their current employment, must utilize certifications or licenses which require renewal or continuing education will have the cost of doing so paid by the County. The time associated with participating in the continuing education program will count as time worked. The continuing education program, course,



or class required to renew certificate or license, and associated use of time and travel expense, must be approved in advance by the County, and are expected to be planned in advance of the deadline for acquiring them, and achieved using the most cost-effective means available. The County will not provide reimbursement for continuing education activities and associated costs not approved in advance by the County. Nothing in this policy shall be construed as limiting an employee's ability to select and attend a continuing education program, certificate, license renewal course, or class of his or her choice, at their expense and on their time

TUITION ASSISTANCE

Personal and professional development of employees can be beneficial to both employees and the County. In this regard, the County understands that some employees on their own initiative and on their own time (outside of work), may wish to voluntarily pursue advanced education programs leading to college degrees, certificates, or professional licenses. Although pursuit of such education programs is not mandated by the County for employees, the County recognizes that an employee's attainment of a degree, certificate, or professional license that is not a job requirement for their current employment may be a benefit to the County. As such, in accordance with eligibility criteria described below and subject to available funding, the County may provide limited financial assistance to employees in the form of tuition assistance loans that may be satisfied over time through continued County employment.

ELIGIBILITY FOR TUITION ASSISTANCE

To be considered for the Tuition Assistance Program, an individual must be a full-time employee and have received a performance evaluation of "Meet Standards", "Exceeds Standards", or "Exemplary" during the most recent rating period. Probationary employees are generally not eligible to be considered for tuition assistance except in the case of probation due to promotional reclassification. The County Administrator/Personnel Director may make exceptions; in his/her sole discretion based upon the potential benefit to the County, for newly hired employees who are already participating in an advanced education program.



In addition, the advanced education program or course(s) must be employment related, a benefit to the County, and be provided through an accredited educational institution. Conferences, conventions, seminars, workshops, short courses, etc. are not eligible for Tuition Assistance Program. Attendance at these types of events will typically be handled at the department level. Programs in specific courses of study that do not result in a degree or certificate may be pursued on a case-by-case basis through on- the-job training.

The advanced education program or course(s) must be pursued on the employee's personal time and shall not interfere with the employee's normal workday, and is not considered compensable time. Any scheduling impacts with the employee's job related duties and responsibilities must have prior approval from the employee's supervisor or Department Head, and utilize compensatory time off (or accrued leave other than sick leave) or a flexed work schedule.

APPLICATION PROCESS AND ASSISTANCE PLAN

1. PRE-APPROVAL REQUIREMENT

To participate in the Tuition Assistance Program, an employee must be accepted into the course of study for which he/she is seeking tuition assistance, complete an application provided by the Personnel Office, and submit the completed and signed application to the Department Head. The Department Head reviews the application, and provides a recommendation for approval or denial based on whether the employee meets the eligibility requirements, and if the Department Head believes the proposed course of study is relevant to the employee's current job or professional development, or will otherwise benefit or meet the needs of the County. The Department Head may consult with the County Administrator/Personnel Director regarding County needs, if necessary.

Regardless of his or her recommendation, the Department Head must forward the employee's completed application for the Tuition Assistance Program to the County Administrator/Personnel Director who, in his or her sole discretion, will determine the employee's eligibility to participate in the Program in accordance with the criteria outlined in this Policy and his/her understanding of the needs of the County; and, if eligible, approves the employee's participation in the Tuition Reimbursement Program



and the associated level of reimbursement based on available funding in the selected course of study.

If an employee is pursuing a degree program, the entire course of study must be submitted as part of the application. Only those courses within the degree program that are employment related, as determined by the County Administrator /Personnel Director, are eligible to be considered for assistance. Required versus elective courses will be taken into account in this evaluation. Advanced degrees beyond the Masters level are not eligible for this program.

2. **CRITERIA**

a. Employment Related

Eligibility for tuition assistance will be primarily based on the relevance for the employee's duties and responsibilities at the County, in the context of how the course of study will improve the employee's knowledge or skills as it relates to his/her current position, or to prepare him/her for a higher position within the organization. Course electives which are part of the degree program curriculum, and are chosen by the employee, and are relevant to the employee's current duties and responsibilities and/or professional development as a County employee, may be considered for assistance. The final decision on eligibility for assistance and acceptance into the program will be made by the County Administrator/Personnel Director in his/her sole discretion.

b. Assistance (Loan Agreement)

Once accepted in the Tuition Assistance Program, an employee will be eligible to enter into a tuition loan agreement (promissory note) with the County on terms and conditions specified in the agreement, which will be approved as to form by County Counsel. Among other things, the agreement will provide for the County to loan the employee money toward agreed-upon tuition expenses up to a maximum dollar amount specified in the agreement and within the maximum rates/schedule specified by this Policy. Among other things, the agreement will specify the interest rate applicable to the loan, the term for repayment, and the minimum monthly payments which shall be forgiven under the terms of the agreement for each month that the employee remains



employed with County, beginning with the first month thereafter the employee draws upon the loan as described below. The employee will be permitted to draw down funding from the authorized loan amount over time toward approved tuition expenses after submission of satisfactory evidence that the course work associated with the tuition has been successfully completed with at least a grade of C, and provided that the employee has a minimum 2.0 GPA, at an accredited educational institution. Grades are determined by the educational institution. Subject to the maximum rate/schedule set forth in this Policy (see below) and the maximum dollar amounts of individual loan agreements, loan funds can potentially cover up to one hundred percent (100%) of tuition, however, no loan funds will be made available for any course which the employee has not received a minimum C grade (i.e. not C minus or lower). Additionally, the classes taken on an audit basis are not eligible for tuition assistance.

c. Assistance Rate/Schedule

- i. *Link to State University Fee*- The maximum amount of loan agreement funds that will be made available for tuition will be set at the highest cost per unit at inland California State University campuses within the Southern California area. Currently, these campuses include: Bakersfield, Dominguez Hills, Fresno, Fullerton, Los Angeles, Northridge, Pomona and San Bernardino. The Personnel Office will monitor the State University fee annually to ensure that the assistance rate is current in determining the per unit cost of tuition, the tuition cost for up to six units will be divided into the total cost (for example, the FY 2016-2017 Tuition is \$3,174 for up to six units, the per unit cost is \$529 per unit.)
- ii. *Subject to Available Funding- Tuition* Assistance Program funding will be limited to the Program budget approved by the Inyo County Board of Supervisors as part of the annual County Budget process. Generally, dollars budgeted for each fiscal year will be available on a first-come, first- served basis, with existing tuition loan agreements being prioritized for funding over new applications. In accordance with the terms and conditions specified in the tuition loan agreement, the



County will determine the amount of budgeted funds available in a given fiscal year for the employee to draw against for approved tuition expenses, and will earmark (reserve) a portion of the budgeted funds for that purpose.

- iii. *Grants/Scholarships* - If an employee receives assistance for approved educational classes/programs under the Veterans Administration, other federal/state student aid programs or public grants/scholarships, only the difference, if any, between such assistance and the cost the employee actually incurs, subject to the criteria established for maximum reimbursement, will be eligible for County assistance under this Policy.
- iv. *Use of Funds* - The purpose of the Tuition Assistance Program is to fund a portion of the cost of tuition for an approved course of study at an accredited institution. However, to the extent that the County Tuition Assistance Program funds are drawn down upon the completion of an approved course of study or discrete class, with a qualifying grade, and in accordance with the approved program application, the maximum rate/schedule specified by this Policy, and the tuition loan agreement, the employee may, in his/her sole discretion, apply funds to the cost of books, materials, supplies, fees for entrance to a university program, or similar expenses.

STEPS FOR PARTICIPATING IN TUITION ASSISTANCE PROGRAM

1. Employee completes a County provided Tuition Assistance Program application and submits it to the Department Head for review. The employee must submit the application to participate in the Tuition Assistance Program for review at least sixty (60) days prior to the beginning of the course of study, but no sooner than the first day of April preceding the fiscal year for which application is being made to the Tuition Assistance Program. As provided for in the Tuition Assistance Program application, the employee must provide a



detailed explanation of the course(s) and how the degree and/or course(s) related to the employee's professional development benefit the County of Inyo.

2. The Department Head reviews a signed application for completeness, and provides a recommendation for approval or denial based on whether the employee meets the eligibility requirements, and if the Department Head believes the proposed course of study is relevant to the employee's current job or professional development, or will otherwise benefit or meet the needs of the County. The Department Head will consult with the County Administrator/Personnel Director regarding County needs, if necessary. Regardless of his or her recommendation, the Department Head forwards the signed and completed application to the County Administrator/Personnel Office for review and consideration.
3. Upon receiving complete applications , including the Department Head's recommendation, the County Administrator/Personnel Office will consider applications on a first-come first-served basis and, in his or her sole discretion will determine the employee's eligibility to participate in the Program in accordance with the criteria outlined in this Policy and his/her understanding of the needs of the County; and, if eligible, approves the employee's participation in the Tuition Reimbursement Program and the associated level of reimbursement based on available funding and selected course of study.
4. Approval or modified approvals of applications for participation in the Tuition Assistance Program will be conditioned on budget availability, and final approval may not be made until adoption of the Final County Budget for the fiscal year in which application to the Tuition Assistance Program is made. Funding will be allocated in the order in which approved or modified applications were received. However, in the event that the number of applications received exceeds the available funding if all were fully funded, funding may be based on those applications that are deemed to provide the greatest potential benefit to the County and may be funded on a limited term basis (e.g. a semester as opposed to a degree program.) Employees already enrolled in an approved degree program in the prior year's Tuition Assistance Program, which maintain a 2.0 or higher GPA will be given top priority for continued funding (based on seniority in the Tuition Assistance Program) if their application is received by April 1 preceding the fiscal year for which application for continued participation in the Tuition Assistance Program is made.



5. Once accepted in the Tuition Assistance Program, the employee will be eligible to enter into the tuition loan agreement (promissory note) with the County on terms and conditions specified in the agreement, which will be approved as to form by County Counsel. See the discussion above under "application process."
6. Upon successful completion of a course that has been approved for tuition assistance under the Program and pursuant to their tuition loan agreement, the employee forwards a copy of their official grade reports, and original tuition receipts to the Personnel Office with a request to draw down their loan. The employee must submit, with each grade report, a separate tuition assistance (loan) approval/acceptance form per semester, trimester or quarter.
7. Request to draw against the loan amount specified in an employee's tuition loan agreement for an approved course must be submitted by the employee within three (3) months after completion of the course(s), but not later than the 31st day of July following the fiscal year in which the course was successfully completed. Request to draw against the loan amount specified in the employee's tuition loan agreement which are submitted after the three (3) month specified deadline, or after July 31st, whichever is less, will not be considered or approved by the Personnel Office.

JOHN H. DOE
Anniversary



08/01/2016 - 07/31/2017

COUNTY OF INYO PERFORMANCE EVALUATION

General Information

Employee: JOHN H. DOE
Position: OFFICE TECHNICIAN I
Department: ASSESSOR
Supervisor: Jane M. Smith
Type of Review: Anniversary
Review Period: 08/01/2016 to 07/31/2017

Rating Information

Overall Rating:	3.84	Exceeds Standards	4.50+	Exemplary
Section I Rating:	3.67	Exceeds Standards	3.50 - 4.49	Exceeds Standards
Section II Rating:	3.48	Meets Standards	2.50 - 3.49	Meets Standards
Section III Rating:	3.80	Exceeds Standards	Less than 2.50	Does Not Meet Standards

**ATTACHMENT G
COUNTY OF INYO
INTERVIEW RATING FORM**

APPLICANT: _____ **DATE:** _____

POSITION: _____ **DEPARTMENT:** _____

	Point Value (Standard)	Point Value (Department)	Rater Score	Comments
Employment Application Completed accurately and clearly	5			
Education/Training Does the candidate meet the educational and/or training criteria necessary for this position? Does the candidate demonstrate thorough and current knowledge of profession or position?	25			
Work Experience Does the candidate possess the required work experience to be successful in this position? Length of employment in prior jobs?	25			
Communication Skills Does the candidate have communication skills that are appropriate to this position? Is the candidate able to understand implications of questions and to make clear and direct replies and ideas?	25			
Written Exam Score/Other Applicable Skills and/or Abilities Does the candidate have other skills and abilities necessary to be successful in this position?	10			
Physical Appearance/Demeanor Is the candidate's behavior and appearance appropriate to this position? Poise, tact, neatness, grooming, maturity. Does the candidate present a positive attitude toward the duties and responsibilities of the position?	10			
Other (Determined by Department Head):				
TOTAL points	100			OVERALL RATING: (To be completed by Personnel Staff) If DD214 rec'd, add 4 additional points

Final Rating

Standard Rating is Personnel-recommended point value. Department Heads have the ability to change the standard rating based upon departmental need and position being rated. Departmental changes in point values **MUST BE RECEIVED BY THE PERSONNEL OFFICE, ALONG WITH CATEGORIZED INTERVIEW QUESTIONS, NO LATER THAN 48 HOURS PRIOR TO THE INTERVIEW DATE.**

Raters are to give each candidate a final numerical rating. A passing score can be any rating between 70 and 100 points. Overall rating will be based on a combined average of all scores. Below are scoring bands that act as a guide for determining your final rating.

- An overall rating of 90 to 100 points is **OUTSTANDING**.
- An overall rating of 80 to 89 points is **ABOVE SATISFACTORY**.
- An overall rating of 70 to 79 points is **SATISFACTORY**.
- An overall rating of 69 or fewer points is **UNSATISFACTORY**.

RATER'S SIGNATURE: _____

RATER'S PRINTED NAME: _____

**COUNTY OF INYO
PANEL INTERVIEW**

**INSTRUCTIONS TO PANEL MEMBERS –
INTERVIEW RATING FORM**

The rating form for each candidate is designed to be compatible with the structured interview used by this panel and to provide the rater with a maximum amount of flexibility in recording reactions to the candidate. The entire form should be completed during and/or immediately following the interview. This will determine the overall rating following each interview.

Rating System:

An overall rating of **Unsatisfactory** (69 points or fewer) indicates a rater judgment that the candidate did not demonstrate the necessary knowledge or abilities required to successfully perform the essential functions of the position based on the criteria being evaluated.

An overall rating of **Satisfactory** (70 to 79 points) indicates a rater judgment of candidate competency to perform the essential functions of the position and a prediction of satisfactory performance of the position based on the criteria being evaluated.

An overall rating of **Above Satisfactory** (80 to 89 points) indicates a rater judgment of above adequate predicted performance of the position based on the criteria being evaluated.

An overall rating of **Outstanding** (90 to 100 points) indicates a rater judgment of advanced knowledge or ability level for the position and a prediction of outstanding performance of the position based on the criteria being evaluated.

West's Annotated California Codes
 Government Code (Refs & Annos)
 Title 2. Government of the State of California
 Division 5. Personnel (Refs & Annos)
 Part 5. The Public Employees' Medical and Hospital Care Act (Refs & Annos)
 Chapter 1. Public Employees' Health Benefits (Refs & Annos)
 Article 8. Contracting Agency Contributions (Refs & Annos)

West's Ann.Cal.Gov.Code § 22893

§ 22893. Percentage of employer contribution payable for postretirement health benefits
 for employees of specified contracting agencies; computation of benefits; exceptions

Effective: June 24, 2004

Currentness

(a) Notwithstanding Section 22892, the percentage of employer contribution payable for postretirement health benefits for an employee of a contracting agency subject to this section shall, except as provided in subdivision (b), be based on the member's completed years of credited state service at retirement as shown in the following table:

Credited Years of Service	Percentage of Employer Contributions
10.....	50
11.....	55
12.....	60
13.....	65
14.....	70
15.....	75
16.....	80
17.....	85
18.....	90
19.....	95
20 or more.....	100

This subdivision shall apply only to employees who retire for service and are first employed after this section becomes applicable to their employer, except as otherwise provided in paragraph (6). The application of this subdivision shall be subject to the following provisions:

(1) The employer contribution with respect to each annuitant shall be adjusted by the employer each year. Those adjustments shall be based upon the principle that the employer contribution for each annuitant may not be less than the amount equal to 100 percent of the weighted average of the health benefit plan premiums for an employee or annuitant enrolled for self-alone, during the benefit year to which the formula is applied, for the four health benefit plans that had the largest state enrollment, excluding family members, during the previous benefit year. For each annuitant with enrolled family members, the employer shall contribute an additional 90 percent of the weighted average of the additional premiums required for enrollment of those family members, during the benefit year to which the formula is applied, in the four health benefit plans that had the largest state enrollment, excluding family members, during the previous benefit year. Only the enrollment of, and premiums paid by, state employees and annuitants enrolled in basic health benefit plans shall be counted for purposes of calculating the employer contribution under this section.

(2) The employer shall have, in the case of employees represented by a bargaining unit, reached an agreement with that bargaining unit to be subject to this section.

(3) The employer shall certify to the board, in the case of employees not represented by a bargaining unit, that there is not an applicable memorandum of understanding.

(4) The credited service of an employee for the purpose of determining the percentage of employer contributions applicable under this section shall mean state service as defined in Section 20069, except that at least five years of service shall have been performed entirely with that employer.

(5) The employer shall provide the board any information requested that the board determines is necessary to implement this section.

(6) The employer may, once each year without discrimination, allow all employees who were first employed before this section became applicable to the employer to individually elect to be subject to the provisions of this section, and the employer shall notify the board which employees have made that election.

(b) Notwithstanding subdivision (a), the contribution payable by an employer subject to this section shall be equal to 100 percent of the amount established pursuant to paragraph (1) of subdivision (a) on behalf of any annuitant who either:

(1) Retired for disability.

(2) Retired for service with 20 or more years of service credit entirely with that employer, regardless of the number of days after separation from employment. The contribution payable by an employer under this paragraph shall be paid only if it is greater than, and made in lieu of, a contribution payable to the annuitant by another employer under this part. The board shall establish application procedures and eligibility criteria to implement this paragraph.

(c) This section does not apply to any contracting agency, its employees, or annuitants unless and until the agency files with the board a resolution of its governing body electing to be so subject. The resolution shall be adopted by a majority vote of the governing body and shall be effective at the time provided in board regulations.

Credits

(Added by Stats.2004, c. 69 (S.B.626), § 22, eff. June 24, 2004.)

Editors' Notes

OPERATIVE EFFECT

<For operative effect of this Part with respect to employees and annuitants of the University of California, see Government Code § 22755.>

West's Ann. Cal. Gov. Code § 22893, CA GOVT § 22893

Current with urgency legislation through Ch. 1 of 2024 Reg.Sess. Some statute sections may be more current, see credits for details.

End of Document

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Amy Shepherd
Auditor-Controller
ashepherd@inyocounty.us

(760) 878-0343
FAX: (760) 878-0391



Keri Oney
Assistant Personnel Director
koney@inyocounty.us

(760) 878-0294
FAX: (760) 878-0465

COUNTY OF INYO

CASH IN LIEU OF LEAVE HOURS POLICY ~~APPENDIX B~~

ELIGIBILITY:

Requirements for obtaining eligibility to receive cash in lieu of compensatory (comp) hours are set forth in "Article 3 – Overtime and Compensatory Time" of the Deputy Sheriff's Association (DSA) MOU or Resolution, and may include:

- A. The employee's hire date and type of employment
- B. The employee's position classification.
- C. The number of cumulative hours earned.
- D. Maximum amount of compensatory hours for cash out.

ELECTION PROCESS:

As to employees covered by the MOU that adopt the County's policy, of Constructive Receipt the following conditions shall apply:

- A. To cash out leave, an employee must make an irrevocable election to cash out leave in the calendar year proceeding taxable calendar year in which the leave is cashed out.
- B. Elections will be processed each calendar year during the Benefits Open Enrollment period for employees hired prior to that open enrollment period (September-November) during which time an employee will have the opportunity to make an irrevocable election of cash in lieu of leave hours for hours scheduled to accrue in the next taxable calendar year.
- C. All elections must be received and recorded by the Auditor-Controller's Office on or before December 31st of the calendar year preceding the taxable calendar year accrual and cash out period (taxable pay periods between January 1 and December 31).
- D. Employees hired after December 31st shall not be eligible to elect a purchase until the next calendar year.
- E. DSA Employees: Employees exercising the cash out option must contain at least the number of hours of comp leave banked that they wish to buy back.
- F. Employees that qualify for the election process may cash out up to a maximum of eighty (80) hours of accrued compensatory time per calendar year (example: member elects to convert 30 hours in July; he or she can only convert 50 hours in December). Payment of the cash out will be completed two times per year in July and December. The scheduled date is available at the Auditor-Controller's Office, Payroll.
- G. If an employee elects into the Cash in Lieu Program for the July payment and does not qualify based on hours available, the request for cash out will carry over to the December payment.
- H. If an employee elects into the Cash In Lieu Program and does not qualify, Payroll will notify them that no payment will be processed.
- I. Employees ineligible to receive cash in lieu of leave hours must wait for the next open enrollment cycle to perform another election to purchase.



Wellness Bonus Affidavit Form

It is the purpose of the Wellness Bonus Program to improve the overall well-being of our employees by promoting mental, physical, nutritional, and emotional health. The goal is to provide County employees as many options and as much flexibility as possible to find a physical activity which promotes aerobic exercise, flexibility, and/or strength training and provide for integrative health and wellness programs.

The Wellness Bonus Program provides a reimbursement of up to \$500 for specific wellness activities during the program year.

The program is by calendar year with a reimbursement submission period of January 1 – December 15. This is payable through payroll and is includable in employee's income, pursuant to IRC Section 213(d)

Allowable Reimbursement Costs	Examples
Entry, Registration, Participation, and League Fees	<ul style="list-style-type: none"> Fees for participation in group, team, or league sporting activities Softball or Golf League Foot Race Entry Fees (5k,10k, Marathon, etc.) Bicycle Race Entry Fees <p>Note: Fees for individual employee participating on a team only. Fee for entire team excluded</p>
Fitness Classes/Activities	<ul style="list-style-type: none"> Physical fitness / exercise classes, certified trainers Yoga / Pilates / Zumba / T'ai Chi Boot Camp Alpine or Cross Country Ski or Snowboard Ticket/Annual Pass <p>Note: Travel, lodging, and food are not reimbursable under Wellness (e.g. health, wellness, and fitness retreats)</p>
Health and Wellness Promotion & Education	<ul style="list-style-type: none"> Classes and educational programs with primary focus to improve health and wellness. Wellness workshops, on-line training Includes meditation, massage, and acupuncture Smoking cessation programs (including patches) Stress reduction programs <p>Note: Travel, lodging, and food are not reimbursable under Wellness (e.g. health, wellness, and fitness retreats)</p>
Health Club Membership	<ul style="list-style-type: none"> Health club physical fitness/exercise classes
Personal Training	<ul style="list-style-type: none"> Strength training Pilates reformer training Personal training Suspension System training Fitness Assessments
Physical Fitness Products and Equipment	<ul style="list-style-type: none"> Sporting and exercise equipment, athletic safety and protective gear, running shoes, weights, gloves, exercise mats, ski or snowboard equipment (snowboard, skis, poles, boots) <p>Note: Excludes clothing, fitness apparel, and uniforms</p>
Recreational Classes and Sport Lessons	<ul style="list-style-type: none"> Personal training and individual coaching Tennis/Golf

	<ul style="list-style-type: none"> • Karate/Tae Kwon Do/Jiu Jitsu/Martial Arts • Dance classes
Weight Reduction Programs	<ul style="list-style-type: none"> • Exercise programs • Diet management programs (Weight Watchers, Jenny Craig, etc.) • Stress reduction programs • Nutrition Classes • Healthy eating and cooking classes to support health related goals • Weight loss coaching <p>Note: Excludes food, food preparation equipment and food and nutritional supplements, medications; Excludes residential dietary/weight loss programs</p>

Please indicate the allowable reimbursement activity and amount you are requesting:

	Entry, Registration, Participation, and League Fees	\$
	Fitness Classes	\$
	Health and Wellness Promotion & Education	\$
	Health Club Membership	\$
	Personal Training	\$
	Physical Fitness Products and Equipment	\$
	Recreational Classes and Sport Lessons	\$
	Weight Reduction Programs	\$
TOTAL		\$

I understand that I must keep expense receipts for 3 years from date of submission for reimbursement and will be subject to audit anytime during the 3-year period.

I understand I must truthfully complete and submit this affidavit in order to be eligible for the Wellness Bonus reimbursement. Furthermore, I understand that purposefully falsifying this form and not keeping verification/receipts for reimbursed expenses constitutes fraud against the Program, and will be subject to disciplinary action, up to and including termination of employment.

Name (Print)

Department

Signature

Date