

# KINGS COUNTY

## RESOLUTION NUMBER 11-069

### A RESOLUTION FIXING THE COMPENSATION OF OFFICERS AND EMPLOYEES OF KINGS COUNTY

APPROVED BY THE BOARD OF SUPERVISORS ON 12/20/2011  
FOR PAY PERIOD 2012-01 (12/26/11)

WHEREAS, Section 18-4 of the Code of Ordinances of Kings County authorizes that, except as otherwise provided by state law, the compensation of officers and employees shall be established by resolution of the Board of Supervisors;

NOW, THEREFORE, BE IT RESOLVED that this resolution shall be known as "THE SALARY RESOLUTION" and hereby establishes a basic salary plan for payment of all Kings County officers and employees, elective and appointive; that said salary plan provides for a bi-weekly pay period; that the basic pay plan and compensation provisions are applied herein to the several classes or positions as shown in the following sections:

MOU/SR

## BASIC SALARY SCHEDULE

### SECTION I

The following basic monthly salary schedule of five step salary ranges shall apply to all full or part-time employment in the County Service for those positions assigned to a salary range:

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>84.0</b>	8.00	8.40	8.83	9.28	9.75	<b>84.0</b>	1387-1690
<b>84.5</b>	8.04	8.44	8.87	9.33	9.80	<b>84.5</b>	1394-1698
<b>85.0</b>	8.08	8.48	8.92	9.37	9.85	<b>85.0</b>	1401-1707
<b>85.5</b>	8.12	8.52	8.96	9.42	9.90	<b>85.5</b>	1407-1716
<b>86.0</b>	8.16	8.56	9.01	9.46	9.95	<b>86.0</b>	1414-1725
<b>86.5</b>	8.20	8.60	9.06	9.51	10.00	<b>86.5</b>	1421-1733
<b>87.0</b>	8.24	8.65	9.10	9.55	10.05	<b>87.0</b>	1428-1742
<b>87.5</b>	8.28	8.69	9.15	9.60	10.10	<b>87.5</b>	1435-1751
<b>88.0</b>	8.32	8.74	9.19	9.65	10.15	<b>88.0</b>	1442-1759
<b>88.5</b>	8.36	8.78	9.24	9.70	10.20	<b>88.5</b>	1449-1768
<b>89.0</b>	8.40	8.83	9.28	9.75	10.25	<b>89.0</b>	1456-1777
<b>89.5</b>	8.44	8.87	9.33	9.80	10.30	<b>89.5</b>	1463-1785
<b>90.0</b>	8.48	8.92	9.37	9.85	10.35	<b>90.0</b>	1470-1794
<b>90.5</b>	8.52	8.96	9.42	9.90	10.40	<b>90.5</b>	1477-1803
<b>91.0</b>	8.56	9.01	9.46	9.95	10.45	<b>91.0</b>	1484-1811
<b>91.5</b>	8.60	9.06	9.51	10.00	10.50	<b>91.5</b>	1491-1820
<b>92.0</b>	8.65	9.10	9.55	10.05	10.55	<b>92.0</b>	1499-1829
<b>92.5</b>	8.69	9.15	9.60	10.10	10.60	<b>92.5</b>	1507-1838
<b>93.0</b>	8.74	9.19	9.65	10.15	10.66	<b>93.0</b>	1515-1848
<b>93.5</b>	8.78	9.24	9.70	10.20	10.71	<b>93.5</b>	1523-1857
<b>94.0</b>	8.83	9.28	9.75	10.25	10.77	<b>94.0</b>	1531-1867
<b>94.5</b>	8.87	9.33	9.80	10.30	10.82	<b>94.5</b>	1538-1876
<b>95.0</b>	8.92	9.37	9.85	10.35	10.88	<b>95.0</b>	1546-1886
<b>95.5</b>	8.96	9.42	9.90	10.40	10.93	<b>95.5</b>	1554-1895
<b>96.0</b>	9.01	9.46	9.95	10.45	10.99	<b>96.0</b>	1562-1905
<b>96.5</b>	9.06	9.51	10.00	10.50	11.04	<b>96.5</b>	1570-1914
<b>97.0</b>	9.10	9.55	10.05	10.55	11.10	<b>97.0</b>	1577-1924
<b>97.5</b>	9.15	9.60	10.10	10.60	11.16	<b>97.5</b>	1585-1934
<b>98.0</b>	9.19	9.65	10.15	10.66	11.21	<b>98.0</b>	1593-1943
<b>98.5</b>	9.24	9.70	10.20	10.71	11.27	<b>98.5</b>	1601-1953
<b>99.0</b>	9.28	9.75	10.25	10.77	11.32	<b>99.0</b>	1609-1962
<b>99.5</b>	9.33	9.80	10.30	10.82	11.38	<b>99.5</b>	1616-1972
<b>100.0</b>	9.37	9.85	10.35	10.88	11.43	<b>100.0</b>	1624-1981
<b>100.5</b>	9.42	9.90	10.40	10.93	11.49	<b>100.5</b>	1632-1991
<b>101.0</b>	9.46	9.95	10.45	10.99	11.54	<b>101.0</b>	1640-2000
<b>101.5</b>	9.51	10.00	10.50	11.04	11.60	<b>101.5</b>	1648-2010
<b>102.0</b>	9.55	10.05	10.55	11.10	11.66	<b>102.0</b>	1655-2021
<b>102.5</b>	9.60	10.10	10.60	11.16	11.72	<b>102.5</b>	1664-2031
<b>103.0</b>	9.65	10.15	10.66	11.21	11.78	<b>103.0</b>	1673-2042
<b>103.5</b>	9.70	10.20	10.71	11.27	11.84	<b>103.5</b>	1681-2052
<b>104.0</b>	9.75	10.25	10.77	11.32	11.90	<b>104.0</b>	1690-2063
<b>104.5</b>	9.80	10.30	10.82	11.38	11.96	<b>104.5</b>	1698-2073

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>105.0</b>	9.85	10.35	10.88	11.43	12.02	<b>105.0</b>	1707-2083
<b>105.5</b>	9.90	10.40	10.93	11.49	12.08	<b>105.5</b>	1716-2094
<b>106.0</b>	9.95	10.45	10.99	11.54	12.14	<b>106.0</b>	1725-2104
<b>106.5</b>	10.00	10.50	11.04	11.60	12.20	<b>106.5</b>	1733-2115
<b>107.0</b>	10.05	10.55	11.10	11.66	12.26	<b>107.0</b>	1742-2125
<b>107.5</b>	10.10	10.60	11.16	11.72	12.32	<b>107.5</b>	1751-2136
<b>108.0</b>	10.15	10.66	11.21	11.78	12.38	<b>108.0</b>	1759-2146
<b>108.5</b>	10.20	10.71	11.27	11.84	12.44	<b>108.5</b>	1768-2157
<b>109.0</b>	10.25	10.77	11.32	11.90	12.50	<b>109.0</b>	1777-2167
<b>109.5</b>	10.30	10.82	11.38	11.96	12.56	<b>109.5</b>	1785-2178
<b>110.0</b>	10.35	10.88	11.43	12.02	12.63	<b>110.0</b>	1794-2189
<b>110.5</b>	10.40	10.93	11.49	12.08	12.69	<b>110.5</b>	1803-2200
<b>111.0</b>	10.45	10.99	11.54	12.14	12.76	<b>111.0</b>	1811-2212
<b>111.5</b>	10.50	11.04	11.60	12.20	12.82	<b>111.5</b>	1820-2223
<b>112.0</b>	10.55	11.10	11.66	12.26	12.89	<b>112.0</b>	1829-2234
<b>112.5</b>	10.60	11.16	11.72	12.32	12.95	<b>112.5</b>	1838-2245
<b>113.0</b>	10.66	11.21	11.78	12.38	13.02	<b>113.0</b>	1848-2257
<b>113.5</b>	10.71	11.27	11.84	12.44	13.09	<b>113.5</b>	1857-2268
<b>114.0</b>	10.77	11.32	11.90	12.50	13.15	<b>114.0</b>	1867-2279
<b>114.5</b>	10.82	11.38	11.96	12.56	13.22	<b>114.5</b>	1876-2291
<b>115.0</b>	10.88	11.43	12.02	12.63	13.28	<b>115.0</b>	1886-2302
<b>115.5</b>	10.93	11.49	12.08	12.69	13.35	<b>115.5</b>	1895-2313
<b>116.0</b>	10.99	11.54	12.14	12.76	13.41	<b>116.0</b>	1905-2324
<b>116.5</b>	11.04	11.60	12.20	12.82	13.48	<b>116.5</b>	1914-2336
<b>117.0</b>	11.10	11.66	12.26	12.89	13.54	<b>117.0</b>	1924-2347
<b>117.5</b>	11.16	11.72	12.32	12.95	13.61	<b>117.5</b>	1934-2359
<b>118.0</b>	11.21	11.78	12.38	13.02	13.68	<b>118.0</b>	1943-2371
<b>118.5</b>	11.27	11.84	12.44	13.09	13.75	<b>118.5</b>	1953-2383
<b>119.0</b>	11.32	11.90	12.50	13.15	13.82	<b>119.0</b>	1962-2395
<b>119.5</b>	11.38	11.96	12.56	13.22	13.89	<b>119.5</b>	1972-2407
<b>120.0</b>	11.43	12.02	12.63	13.28	13.96	<b>120.0</b>	1981-2420
<b>120.5</b>	11.49	12.08	12.69	13.35	14.03	<b>120.5</b>	1991-2432
<b>121.0</b>	11.54	12.14	12.76	13.41	14.10	<b>121.0</b>	2000-2444
<b>121.5</b>	11.60	12.20	12.82	13.48	14.17	<b>121.5</b>	2010-2456
<b>122.0</b>	11.66	12.26	12.89	13.54	14.24	<b>122.0</b>	2021-2468
<b>122.5</b>	11.72	12.32	12.95	13.61	14.31	<b>122.5</b>	2031-2481
<b>123.0</b>	11.78	12.38	13.02	13.68	14.38	<b>123.0</b>	2042-2492
<b>123.5</b>	11.84	12.44	13.09	13.75	14.45	<b>123.5</b>	2052-2505
<b>124.0</b>	11.90	12.50	13.15	13.82	14.52	<b>124.0</b>	2063-2517
<b>124.5</b>	11.96	12.56	13.22	13.89	14.59	<b>124.5</b>	2073-2529
<b>125.0</b>	12.02	12.63	13.28	13.96	14.67	<b>125.0</b>	2083-2543
<b>125.5</b>	12.08	12.69	13.35	14.03	14.74	<b>125.5</b>	2094-2555
<b>126.0</b>	12.14	12.76	13.41	14.10	14.82	<b>126.0</b>	2104-2569
<b>126.5</b>	12.20	12.82	13.48	14.17	14.89	<b>126.5</b>	2115-2582
<b>127.0</b>	12.26	12.89	13.54	14.24	14.97	<b>127.0</b>	2125-2595
<b>127.5</b>	12.32	12.95	13.61	14.31	15.04	<b>127.5</b>	2136-2608

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>128.0</b>	12.38	13.02	13.68	14.38	15.12	<b>128.0</b>	2146-2621
<b>128.5</b>	12.44	13.09	13.75	14.45	15.20	<b>128.5</b>	2157-2634
<b>129.0</b>	12.50	13.15	13.82	14.52	15.27	<b>129.0</b>	2167-2647
<b>129.5</b>	12.56	13.22	13.89	14.59	15.35	<b>129.5</b>	2178-2660
<b>130.0</b>	12.63	13.28	13.96	14.67	15.42	<b>130.0</b>	2189-2673
<b>130.5</b>	12.69	13.35	14.03	14.74	15.50	<b>130.5</b>	2200-2686
<b>131.0</b>	12.76	13.41	14.10	14.82	15.57	<b>131.0</b>	2212-2699
<b>131.5</b>	12.82	13.48	14.17	14.89	15.65	<b>131.5</b>	2223-2712
<b>132.0</b>	12.89	13.54	14.24	14.97	15.73	<b>132.0</b>	2234-2726
<b>132.5</b>	12.95	13.61	14.31	15.04	15.81	<b>132.5</b>	2245-2740
<b>133.0</b>	13.02	13.68	14.38	15.12	15.89	<b>133.0</b>	2257-2754
<b>133.5</b>	13.09	13.75	14.45	15.20	15.97	<b>133.5</b>	2268-2768
<b>134.0</b>	13.15	13.82	14.52	15.27	16.05	<b>134.0</b>	2279-2782
<b>134.5</b>	13.22	13.89	14.59	15.35	16.13	<b>134.5</b>	2291-2796
<b>135.0</b>	13.28	13.96	14.67	15.42	16.21	<b>135.0</b>	2302-2810
<b>135.5</b>	13.35	14.03	14.74	15.50	16.29	<b>135.5</b>	2313-2824
<b>136.0</b>	13.41	14.10	14.82	15.57	16.37	<b>136.0</b>	2324-2837
<b>136.5</b>	13.48	14.17	14.89	15.65	16.45	<b>136.5</b>	2336-2852
<b>137.0</b>	13.54	14.24	14.97	15.73	16.53	<b>137.0</b>	2347-2865
<b>137.5</b>	13.61	14.31	15.04	15.81	16.61	<b>137.5</b>	2359-2880
<b>138.0</b>	13.68	14.38	15.12	15.89	16.70	<b>138.0</b>	2371-2895
<b>138.5</b>	13.75	14.45	15.20	15.97	16.78	<b>138.5</b>	2383-2909
<b>139.0</b>	13.82	14.52	15.27	16.05	16.87	<b>139.0</b>	2395-2924
<b>139.5</b>	13.89	14.59	15.35	16.13	16.95	<b>139.5</b>	2407-2939
<b>140.0</b>	13.96	14.67	15.42	16.21	17.04	<b>140.0</b>	2420-2954
<b>140.5</b>	14.03	14.74	15.50	16.29	17.13	<b>140.5</b>	2432-2968
<b>141.0</b>	14.10	14.82	15.57	16.37	17.21	<b>141.0</b>	2444-2983
<b>141.5</b>	14.17	14.89	15.65	16.45	17.30	<b>141.5</b>	2456-2998
<b>142.0</b>	14.24	14.97	15.73	16.53	17.38	<b>142.0</b>	2468-3012
<b>142.5</b>	14.31	15.04	15.81	16.61	17.47	<b>142.5</b>	2481-3028
<b>143.0</b>	14.38	15.12	15.89	16.70	17.55	<b>143.0</b>	2492-3042
<b>143.5</b>	14.45	15.20	15.97	16.78	17.64	<b>143.5</b>	2505-3057
<b>144.0</b>	14.52	15.27	16.05	16.87	17.73	<b>144.0</b>	2517-3073
<b>144.5</b>	14.59	15.35	16.13	16.95	17.82	<b>144.5</b>	2529-3089
<b>145.0</b>	14.67	15.42	16.21	17.04	17.91	<b>145.0</b>	2543-3104
<b>145.5</b>	14.74	15.50	16.29	17.13	18.00	<b>145.5</b>	2555-3120
<b>146.0</b>	14.82	15.57	16.37	17.21	18.09	<b>146.0</b>	2569-3136
<b>146.5</b>	14.89	15.65	16.45	17.30	18.18	<b>146.5</b>	2582-3151
<b>147.0</b>	14.97	15.73	16.53	17.38	18.27	<b>147.0</b>	2595-3167
<b>147.5</b>	15.04	15.81	16.61	17.47	18.36	<b>147.5</b>	2608-3183
<b>148.0</b>	15.12	15.89	16.70	17.55	18.45	<b>148.0</b>	2621-3198
<b>148.5</b>	15.20	15.97	16.78	17.64	18.54	<b>148.5</b>	2634-3214
<b>149.0</b>	15.27	16.05	16.87	17.73	18.63	<b>149.0</b>	2647-3229
<b>149.5</b>	15.35	16.13	16.95	17.82	18.72	<b>149.5</b>	2660-3245
<b>150.0</b>	15.42	16.21	17.04	17.91	18.82	<b>150.0</b>	2673-3262
<b>150.5</b>	15.50	16.29	17.13	18.00	18.91	<b>150.5</b>	2686-3278

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>151.0</b>	15.57	16.37	17.21	18.09	19.01	<b>151.0</b>	2699-3295
<b>151.5</b>	15.65	16.45	17.30	18.18	19.11	<b>151.5</b>	2712-3311
<b>152.0</b>	15.73	16.53	17.38	18.27	19.20	<b>152.0</b>	2726-3328
<b>152.5</b>	15.81	16.61	17.47	18.36	19.30	<b>152.5</b>	2740-3345
<b>153.0</b>	15.89	16.70	17.55	18.45	19.39	<b>153.0</b>	2754-3361
<b>153.5</b>	15.97	16.78	17.64	18.54	19.49	<b>153.5</b>	2768-3378
<b>154.0</b>	16.05	16.87	17.73	18.63	19.58	<b>154.0</b>	2782-3394
<b>154.5</b>	16.13	16.95	17.82	18.72	19.68	<b>154.5</b>	2796-3411
<b>155.0</b>	16.21	17.04	17.91	18.82	19.78	<b>155.0</b>	2810-3428
<b>155.5</b>	16.29	17.13	18.00	18.91	19.88	<b>155.5</b>	2824-3446
<b>156.0</b>	16.37	17.21	18.09	19.01	19.98	<b>156.0</b>	2837-3463
<b>156.5</b>	16.45	17.30	18.18	19.11	20.08	<b>156.5</b>	2852-3480
<b>157.0</b>	16.53	17.38	18.27	19.20	20.18	<b>157.0</b>	2865-3498
<b>157.5</b>	16.61	17.47	18.36	19.30	20.28	<b>157.5</b>	2880-3515
<b>158.0</b>	16.70	17.55	18.45	19.39	20.38	<b>158.0</b>	2895-3532
<b>158.5</b>	16.78	17.64	18.54	19.49	20.48	<b>158.5</b>	2909-3550
<b>159.0</b>	16.87	17.73	18.63	19.58	20.58	<b>159.0</b>	2924-3567
<b>159.5</b>	16.95	17.82	18.72	19.68	20.68	<b>159.5</b>	2939-3585
<b>160.0</b>	17.04	17.91	18.82	19.78	20.79	<b>160.0</b>	2954-3604
<b>160.5</b>	17.13	18.00	18.91	19.88	20.89	<b>160.5</b>	2968-3622
<b>161.0</b>	17.21	18.09	19.01	19.98	21.00	<b>161.0</b>	2983-3640
<b>161.5</b>	17.30	18.18	19.11	20.08	21.11	<b>161.5</b>	2998-3658
<b>162.0</b>	17.38	18.27	19.20	20.18	21.21	<b>162.0</b>	3012-3676
<b>162.5</b>	17.47	18.36	19.30	20.28	21.32	<b>162.5</b>	3028-3695
<b>163.0</b>	17.55	18.45	19.39	20.38	21.42	<b>163.0</b>	3042-3713
<b>163.5</b>	17.64	18.54	19.49	20.48	21.53	<b>163.5</b>	3057-3731
<b>164.0</b>	17.73	18.63	19.58	20.58	21.63	<b>164.0</b>	3073-3749
<b>164.5</b>	17.82	18.72	19.68	20.68	21.74	<b>164.5</b>	3089-3768
<b>165.0</b>	17.91	18.82	19.78	20.79	21.85	<b>165.0</b>	3104-3787
<b>165.5</b>	18.00	18.91	19.88	20.89	21.96	<b>165.5</b>	3120-3806
<b>166.0</b>	18.09	19.01	19.98	21.00	22.07	<b>166.0</b>	3136-3825
<b>166.5</b>	18.18	19.11	20.08	21.11	22.18	<b>166.5</b>	3151-3844
<b>167.0</b>	18.27	19.20	20.18	21.21	22.29	<b>167.0</b>	3167-3864
<b>167.5</b>	18.36	19.30	20.28	21.32	22.40	<b>167.5</b>	3183-3883
<b>168.0</b>	18.45	19.39	20.38	21.42	22.51	<b>168.0</b>	3198-3902
<b>168.5</b>	18.54	19.49	20.48	21.53	22.62	<b>168.5</b>	3214-3921
<b>169.0</b>	18.63	19.58	20.58	21.63	22.74	<b>169.0</b>	3229-3942
<b>169.5</b>	18.72	19.68	20.68	21.74	22.85	<b>169.5</b>	3245-3961
<b>170.0</b>	18.82	19.78	20.79	21.85	22.97	<b>170.0</b>	3262-3981
<b>170.5</b>	18.91	19.88	20.89	21.96	23.08	<b>170.5</b>	3278-4001
<b>171.0</b>	19.01	19.98	21.00	22.07	23.20	<b>171.0</b>	3295-4021
<b>171.5</b>	19.11	20.08	21.11	22.18	23.32	<b>171.5</b>	3311-4041
<b>172.0</b>	19.20	20.18	21.21	22.29	23.43	<b>172.0</b>	3328-4061
<b>172.5</b>	19.30	20.28	21.32	22.40	23.55	<b>172.5</b>	3345-4081
<b>173.0</b>	19.39	20.38	21.42	22.51	23.66	<b>173.0</b>	3361-4101
<b>173.5</b>	19.49	20.48	21.53	22.62	23.78	<b>173.5</b>	3378-4121

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>174.0</b>	19.58	20.58	21.63	22.74	23.90	<b>174.0</b>	3394-4143
<b>174.5</b>	19.68	20.68	21.74	22.85	24.02	<b>174.5</b>	3411-4163
<b>175.0</b>	19.78	20.79	21.85	22.97	24.14	<b>175.0</b>	3428-4184
<b>175.5</b>	19.88	20.89	21.96	23.08	24.26	<b>175.5</b>	3446-4205
<b>176.0</b>	19.98	21.00	22.07	23.20	24.38	<b>176.0</b>	3463-4226
<b>176.5</b>	20.08	21.11	22.18	23.32	24.50	<b>176.5</b>	3480-4247
<b>177.0</b>	20.18	21.21	22.29	23.43	24.62	<b>177.0</b>	3498-4267
<b>177.5</b>	20.28	21.32	22.40	23.55	24.74	<b>177.5</b>	3515-4289
<b>178.0</b>	20.38	21.42	22.51	23.66	24.87	<b>178.0</b>	3532-4311
<b>178.5</b>	20.48	21.53	22.62	23.78	24.99	<b>178.5</b>	3550-4332
<b>179.0</b>	20.58	21.63	22.74	23.90	25.12	<b>179.0</b>	3567-4354
<b>179.5</b>	20.68	21.74	22.85	24.02	25.25	<b>179.5</b>	3585-4376
<b>180.0</b>	20.79	21.85	22.97	24.14	25.37	<b>180.0</b>	3604-4397
<b>180.5</b>	20.89	21.96	23.08	24.26	25.50	<b>180.5</b>	3622-4419
<b>181.0</b>	21.00	22.07	23.20	24.38	25.62	<b>181.0</b>	3640-4441
<b>181.5</b>	21.11	22.18	23.32	24.50	25.75	<b>181.5</b>	3658-4463
<b>182.0</b>	21.21	22.29	23.43	24.62	25.88	<b>182.0</b>	3676-4486
<b>182.5</b>	21.32	22.40	23.55	24.74	26.01	<b>182.5</b>	3695-4508
<b>183.0</b>	21.42	22.51	23.66	24.87	26.14	<b>183.0</b>	3713-4531
<b>183.5</b>	21.53	22.62	23.78	24.99	26.27	<b>183.5</b>	3731-4554
<b>184.0</b>	21.63	22.74	23.90	25.12	26.40	<b>184.0</b>	3749-4576
<b>184.5</b>	21.74	22.85	24.02	25.25	26.53	<b>184.5</b>	3768-4599
<b>185.0</b>	21.85	22.97	24.14	25.37	26.66	<b>185.0</b>	3787-4621
<b>185.5</b>	21.96	23.08	24.26	25.50	26.79	<b>185.5</b>	3806-4644
<b>186.0</b>	22.07	23.20	24.38	25.62	26.93	<b>186.0</b>	3825-4668
<b>186.5</b>	22.18	23.32	24.50	25.75	27.06	<b>186.5</b>	3844-4691
<b>187.0</b>	22.29	23.43	24.62	25.88	27.20	<b>187.0</b>	3864-4715
<b>187.5</b>	22.40	23.55	24.74	26.01	27.34	<b>187.5</b>	3883-4738
<b>188.0</b>	22.51	23.66	24.87	26.14	27.47	<b>188.0</b>	3902-4761
<b>188.5</b>	22.62	23.78	24.99	26.27	27.61	<b>188.5</b>	3921-4785
<b>189.0</b>	22.74	23.90	25.12	26.40	27.74	<b>189.0</b>	3942-4808
<b>189.5</b>	22.85	24.02	25.25	26.53	27.88	<b>189.5</b>	3961-4832
<b>190.0</b>	22.97	24.14	25.37	26.66	28.02	<b>190.0</b>	3981-4857
<b>190.5</b>	23.08	24.26	25.50	26.79	28.16	<b>190.5</b>	4001-4881
<b>191.0</b>	23.20	24.38	25.62	26.93	28.30	<b>191.0</b>	4021-4905
<b>191.5</b>	23.32	24.50	25.75	27.06	28.44	<b>191.5</b>	4041-4930
<b>192.0</b>	23.43	24.62	25.88	27.20	28.58	<b>192.0</b>	4061-4954
<b>192.5</b>	23.55	24.74	26.01	27.34	28.72	<b>192.5</b>	4081-4979
<b>193.0</b>	23.66	24.87	26.14	27.47	28.87	<b>193.0</b>	4101-5004
<b>193.5</b>	23.78	24.99	26.27	27.61	29.01	<b>193.5</b>	4121-5029
<b>194.0</b>	23.90	25.12	26.40	27.74	29.16	<b>194.0</b>	4143-5054
<b>194.5</b>	24.02	25.25	26.53	27.88	29.31	<b>194.5</b>	4163-5080
<b>195.0</b>	24.14	25.37	26.66	28.02	29.45	<b>195.0</b>	4184-5105
<b>195.5</b>	24.26	25.50	26.79	28.16	29.60	<b>195.5</b>	4205-5130
<b>196.0</b>	24.38	25.62	26.93	28.30	29.74	<b>196.0</b>	4226-5155
<b>196.5</b>	24.50	25.75	27.06	28.44	29.89	<b>196.5</b>	4247-5181

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>197.0</b>	24.62	25.88	27.20	28.58	30.04	<b>197.0</b>	4267-5207
<b>197.5</b>	24.74	26.01	27.34	28.72	30.19	<b>197.5</b>	4289-5233
<b>198.0</b>	24.87	26.14	27.47	28.87	30.34	<b>198.0</b>	4311-5259
<b>198.5</b>	24.99	26.27	27.61	29.01	30.49	<b>198.5</b>	4332-5285
<b>199.0</b>	25.12	26.40	27.74	29.16	30.64	<b>199.0</b>	4354-5311
<b>199.5</b>	25.25	26.53	27.88	29.31	30.79	<b>199.5</b>	4376-5337
<b>200.0</b>	25.37	26.66	28.02	29.45	30.95	<b>200.0</b>	4397-5365
<b>200.5</b>	25.50	26.79	28.16	29.60	31.10	<b>200.5</b>	4419-5391
<b>201.0</b>	25.62	26.93	28.30	29.74	31.26	<b>201.0</b>	4441-5418
<b>201.5</b>	25.75	27.06	28.44	29.89	31.42	<b>201.5</b>	4463-5445
<b>202.0</b>	25.88	27.20	28.58	30.04	31.57	<b>202.0</b>	4486-5472
<b>202.5</b>	26.01	27.34	28.72	30.19	31.73	<b>202.5</b>	4508-5499
<b>203.0</b>	26.14	27.47	28.87	30.34	31.89	<b>203.0</b>	4531-5527
<b>203.5</b>	26.27	27.61	29.01	30.49	32.05	<b>203.5</b>	4554-5555
<b>204.0</b>	26.40	27.74	29.16	30.64	32.21	<b>204.0</b>	4576-5583
<b>204.5</b>	26.53	27.88	29.31	30.79	32.37	<b>204.5</b>	4599-5611
<b>205.0</b>	26.66	28.02	29.45	30.95	32.53	<b>205.0</b>	4621-5638
<b>205.5</b>	26.79	28.16	29.60	31.10	32.69	<b>205.5</b>	4644-5667
<b>206.0</b>	26.93	28.30	29.74	31.26	32.86	<b>206.0</b>	4668-5696
<b>206.5</b>	27.06	28.44	29.89	31.42	33.02	<b>206.5</b>	4691-5724
<b>207.0</b>	27.20	28.58	30.04	31.57	33.19	<b>207.0</b>	4715-5753
<b>207.5</b>	27.34	28.72	30.19	31.73	33.36	<b>207.5</b>	4738-5782
<b>208.0</b>	27.47	28.87	30.34	31.89	33.52	<b>208.0</b>	4761-5810
<b>208.5</b>	27.61	29.01	30.49	32.05	33.69	<b>208.5</b>	4785-5839
<b>209.0</b>	27.74	29.16	30.64	32.21	33.86	<b>209.0</b>	4808-5869
<b>209.5</b>	27.88	29.31	30.79	32.37	34.03	<b>209.5</b>	4832-5898
<b>210.0</b>	28.02	29.45	30.95	32.53	34.20	<b>210.0</b>	4857-5928
<b>210.5</b>	28.16	29.60	31.10	32.69	34.37	<b>210.5</b>	4881-5958
<b>211.0</b>	28.30	29.74	31.26	32.86	34.54	<b>211.0</b>	4905-5987
<b>211.5</b>	28.44	29.89	31.42	33.02	34.71	<b>211.5</b>	4930-6017
<b>212.0</b>	28.58	30.04	31.57	33.19	34.89	<b>212.0</b>	4954-6047
<b>212.5</b>	28.72	30.19	31.73	33.36	35.06	<b>212.5</b>	4979-6078
<b>213.0</b>	28.87	30.34	31.89	33.52	35.24	<b>213.0</b>	5004-6108
<b>213.5</b>	29.01	30.49	32.05	33.69	35.42	<b>213.5</b>	5029-6139
<b>214.0</b>	29.16	30.64	32.21	33.86	35.59	<b>214.0</b>	5054-6169
<b>214.5</b>	29.31	30.79	32.37	34.03	35.77	<b>214.5</b>	5080-6200
<b>215.0</b>	29.45	30.95	32.53	34.20	35.95	<b>215.0</b>	5105-6231
<b>215.5</b>	29.60	31.10	32.69	34.37	36.13	<b>215.5</b>	5130-6262
<b>216.0</b>	29.74	31.26	32.86	34.54	36.31	<b>216.0</b>	5155-6294
<b>216.5</b>	29.89	31.42	33.02	34.71	36.49	<b>216.5</b>	5181-6325
<b>217.0</b>	30.04	31.57	33.19	34.89	36.67	<b>217.0</b>	5207-6356
<b>217.5</b>	30.19	31.73	33.36	35.06	36.85	<b>217.5</b>	5233-6388
<b>218.0</b>	30.34	31.89	33.52	35.24	37.04	<b>218.0</b>	5259-6420
<b>218.5</b>	30.49	32.05	33.69	35.42	37.23	<b>218.5</b>	5285-6452
<b>219.0</b>	30.64	32.21	33.86	35.59	37.41	<b>219.0</b>	5311-6484
<b>219.5</b>	30.79	32.37	34.03	35.77	37.60	<b>219.5</b>	5337-6517

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>220.0</b>	30.95	32.53	34.20	35.95	37.78	<b>220.0</b>	5365-6548
<b>220.5</b>	31.10	32.69	34.37	36.13	37.97	<b>220.5</b>	5391-6581
<b>221.0</b>	31.26	32.86	34.54	36.31	38.16	<b>221.0</b>	5418-6614
<b>221.5</b>	31.42	33.02	34.71	36.49	38.35	<b>221.5</b>	5445-6647
<b>222.0</b>	31.57	33.19	34.89	36.67	38.54	<b>222.0</b>	5472-6680
<b>222.5</b>	31.73	33.36	35.06	36.85	38.73	<b>222.5</b>	5499-6714
<b>223.0</b>	31.89	33.52	35.24	37.04	38.93	<b>223.0</b>	5527-6748
<b>223.5</b>	32.05	33.69	35.42	37.23	39.12	<b>223.5</b>	5555-6782
<b>224.0</b>	32.21	33.86	35.59	37.41	39.32	<b>224.0</b>	5583-6815
<b>224.5</b>	32.37	34.03	35.77	37.60	39.52	<b>224.5</b>	5611-6849
<b>225.0</b>	32.53	34.20	35.95	37.78	39.71	<b>225.0</b>	5638-6883
<b>225.5</b>	32.69	34.37	36.13	37.97	39.91	<b>225.5</b>	5667-6917
<b>226.0</b>	32.86	34.54	36.31	38.16	40.11	<b>226.0</b>	5696-6952
<b>226.5</b>	33.02	34.71	36.49	38.35	40.31	<b>226.5</b>	5724-6987
<b>227.0</b>	33.19	34.89	36.67	38.54	40.51	<b>227.0</b>	5753-7022
<b>227.5</b>	33.36	35.06	36.85	38.73	40.71	<b>227.5</b>	5782-7057
<b>228.0</b>	33.52	35.24	37.04	38.93	40.92	<b>228.0</b>	5810-7093
<b>228.5</b>	33.69	35.42	37.23	39.12	41.12	<b>228.5</b>	5839-7128
<b>229.0</b>	33.86	35.59	37.41	39.32	41.33	<b>229.0</b>	5869-7164
<b>229.5</b>	34.03	35.77	37.60	39.52	41.54	<b>229.5</b>	5898-7200
<b>230.0</b>	34.20	35.95	37.78	39.71	41.74	<b>230.0</b>	5928-7235
<b>230.5</b>	34.37	36.13	37.97	39.91	41.95	<b>230.5</b>	5958-7271
<b>231.0</b>	34.54	36.31	38.16	40.11	42.16	<b>231.0</b>	5987-7308
<b>231.5</b>	34.71	36.49	38.35	40.31	42.37	<b>231.5</b>	6017-7344
<b>232.0</b>	34.89	36.67	38.54	40.51	42.58	<b>232.0</b>	6047-7380
<b>232.5</b>	35.06	36.85	38.73	40.71	42.79	<b>232.5</b>	6078-7417
<b>233.0</b>	35.24	37.04	38.93	40.92	43.01	<b>233.0</b>	6108-7455
<b>233.5</b>	35.42	37.23	39.12	41.12	43.23	<b>233.5</b>	6139-7492
<b>234.0</b>	35.59	37.41	39.32	41.33	43.44	<b>234.0</b>	6169-7529
<b>234.5</b>	35.77	37.60	39.52	41.54	43.66	<b>234.5</b>	6200-7567
<b>235.0</b>	35.95	37.78	39.71	41.74	43.87	<b>235.0</b>	6231-7604
<b>235.5</b>	36.13	37.97	39.91	41.95	44.09	<b>235.5</b>	6262-7642
<b>236.0</b>	36.31	38.16	40.11	42.16	44.31	<b>236.0</b>	6294-7680
<b>236.5</b>	36.49	38.35	40.31	42.37	44.53	<b>236.5</b>	6325-7719
<b>237.0</b>	36.67	38.54	40.51	42.58	44.75	<b>237.0</b>	6356-7757
<b>237.5</b>	36.85	38.73	40.71	42.79	44.97	<b>237.5</b>	6388-7795
<b>238.0</b>	37.04	38.93	40.92	43.01	45.20	<b>238.0</b>	6420-7835
<b>238.5</b>	37.23	39.12	41.12	43.23	45.43	<b>238.5</b>	6452-7874
<b>239.0</b>	37.41	39.32	41.33	43.44	45.65	<b>239.0</b>	6484-7913
<b>239.5</b>	37.60	39.52	41.54	43.66	45.88	<b>239.5</b>	6517-7952
<b>240.0</b>	37.78	39.71	41.74	43.87	46.11	<b>240.0</b>	6548-7992
<b>240.5</b>	37.97	39.91	41.95	44.09	46.34	<b>240.5</b>	6581-8032
<b>241.0</b>	38.16	40.11	42.16	44.31	46.57	<b>241.0</b>	6614-8072
<b>241.5</b>	38.35	40.31	42.37	44.53	46.80	<b>241.5</b>	6647-8112
<b>242.0</b>	38.54	40.51	42.58	44.75	47.04	<b>242.0</b>	6680-8153
<b>242.5</b>	38.73	40.71	42.79	44.97	47.28	<b>242.5</b>	6713-8195

<b>Salary Range Number</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Salary Range Number</b>	<b>Approximate Monthly Equivalent</b>
<b>243.0</b>	38.93	40.92	43.01	45.20	47.51	<b>243.0</b>	6748-8235
<b>243.5</b>	39.12	41.12	43.23	45.43	47.75	<b>243.5</b>	6781-8277
<b>244.0</b>	39.32	41.33	43.44	45.65	47.99	<b>244.0</b>	6815-8318
<b>244.5</b>	39.52	41.54	43.66	45.88	48.23	<b>244.5</b>	6849-8360
<b>245.0</b>	39.71	41.74	43.87	46.11	48.47	<b>245.0</b>	6883-8401
<b>245.5</b>	39.91	41.95	44.09	46.34	48.71	<b>245.5</b>	6917-8443
<b>246.0</b>	40.11	42.16	44.31	46.57	48.95	<b>246.0</b>	6952-8485
<b>246.5</b>	40.31	42.37	44.53	46.80	49.19	<b>246.5</b>	6987-8526
<b>247.0</b>	40.51	42.58	44.75	47.04	49.44	<b>247.0</b>	7022-8569
<b>247.5</b>	40.71	42.79	44.97	47.28	49.69	<b>247.5</b>	7056-8613
<b>248.0</b>	40.92	43.01	45.20	47.51	49.93	<b>248.0</b>	7093-8654
<b>248.5</b>	41.12	43.23	45.43	47.75	50.18	<b>248.5</b>	7127-8698
<b>249.0</b>	41.33	43.44	45.65	47.99	50.43	<b>249.0</b>	7164-8741
<b>249.5</b>	41.54	43.66	45.88	48.23	50.68	<b>249.5</b>	7200-8784
<b>250.0</b>	41.74	43.87	46.11	48.47	50.93	<b>250.0</b>	7235-8828
<b>250.5</b>	41.95	44.09	46.34	48.71	51.18	<b>250.5</b>	7271-8871
<b>251.0</b>	42.16	44.31	46.57	48.95	51.44	<b>251.0</b>	7308-8916
<b>251.5</b>	42.37	44.53	46.80	49.19	51.70	<b>251.5</b>	7344-8961
<b>252.0</b>	42.58	44.75	47.04	49.44	51.95	<b>252.0</b>	7380-9004
<b>252.5</b>	42.79	44.97	47.28	49.69	52.21	<b>252.5</b>	7417-9050
<b>253.0</b>	43.01	45.20	47.51	49.93	52.47	<b>253.0</b>	7455-9095
<b>253.5</b>	43.23	45.43	47.75	50.18	52.73	<b>253.5</b>	7492-9140
<b>254.0</b>	43.44	45.65	47.99	50.43	52.99	<b>254.0</b>	7529-9185
<b>254.5</b>	43.66	45.88	48.23	50.68	53.25	<b>254.5</b>	7567-9230
<b>255.0</b>	43.87	46.11	48.47	50.93	53.52	<b>255.0</b>	7604-9277
<b>255.5</b>	44.09	46.34	48.71	51.18	53.79	<b>255.5</b>	7642-9323
<b>256.0</b>	44.31	46.57	48.95	51.44	54.06	<b>256.0</b>	7680-9370
<b>256.5</b>	44.53	46.80	49.19	51.70	54.33	<b>256.5</b>	7718-9417
<b>257.0</b>	44.75	47.04	49.44	51.95	54.60	<b>257.0</b>	7757-9464
<b>257.5</b>	44.97	47.28	49.69	52.21	54.87	<b>257.5</b>	7795-9511
<b>258.0</b>	45.20	47.51	49.93	52.47	55.15	<b>258.0</b>	7835-9559
<b>258.5</b>	45.43	47.75	50.18	52.73	55.43	<b>258.5</b>	7874-9608
<b>259.0</b>	45.65	47.99	50.43	52.99	55.70	<b>259.0</b>	7913-9654
<b>259.5</b>	45.88	48.23	50.68	53.25	55.98	<b>259.5</b>	7952-9703
<b>260.0</b>	46.11	48.47	50.93	53.52	56.26	<b>260.0</b>	7992-9752
<b>260.5</b>	46.35	48.71	51.19	53.81	56.54	<b>260.5</b>	8034-9800
<b>261.0</b>	46.57	48.95	51.44	54.06	56.82	<b>261.0</b>	8072-9849
<b>261.5</b>	46.81	49.20	51.70	54.35	57.11	<b>261.5</b>	8114-9899
<b>262.0</b>	47.04	49.44	51.95	54.60	57.39	<b>262.0</b>	8453-9947
<b>262.5</b>	47.28	49.69	52.22	54.89	57.68	<b>262.5</b>	8195-9998
<b>263.0</b>	47.51	49.93	52.47	55.15	57.96	<b>263.0</b>	8235-10046
<b>263.5</b>	47.75	50.19	52.74	55.44	58.26	<b>263.5</b>	8277-10098
<b>264.0</b>	47.99	50.43	52.99	55.70	58.54	<b>264.0</b>	8318-10147
<b>264.5</b>	48.23	50.69	53.27	55.99	58.84	<b>264.5</b>	8360-10199
<b>265.0</b>	48.47	50.93	53.52	56.26	59.13	<b>265.0</b>	8401-10249
<b>265.5</b>	48.71	51.20	53.80	56.55	59.43	<b>265.5</b>	8443-10301
<b>266.0</b>	48.95	51.44	54.06	56.82	59.72	<b>266.0</b>	8485-10351

**SECTION II - General Employees****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Class Code</u>	<u>Class Title</u>	<u>Effective</u> 12/26/11	<u>Salary Range Number</u>	<u>Approx. Monthly Salary</u>
C06	Account Clerk I		117.0	1924-2347
C05	Account Clerk II		125.0	2083-2543
C04	Account Clerk III		135.0	2302-2810
B13	Accountant I		189.0	3942-4808
B02	Accountant II		199.0	4354-5311
C85	Accounting Assistant		149.0	2647-3229
E57	Accounting Specialist – Treasury Operations		189.0	3942-4808
E03	Accounting Technician		159.0	2924-3567
N02	Ag & Standards Aide		145.0	2543-3104
N04	Ag & Standards Inspector I		167.0	3167-3864
N03	Ag & Standards Inspector II		182.0	3676-4486
N05	Ag & Standards Inspector III		197.0	4267-5207
N33	Ag Computer Systems Coordinator		185.0	3787-4621
N16	Ag Research Assistant		158.0	2895-3532
N14	Animal Control Officer I		136.0	2324-2837
N13	Animal Control Officer II		146.0	2569-3136
N20	Animal Control Officer III		156.0	2837-3463
N31	Animal Services Outreach Coordinator		156.0	2837-3463
N37	Animal Shelter Technician I		126.0	2104-2569
N36	Animal Shelter Technician II		136.0	2324-2837
C44	Appraisal Aide I		125.0	2083-2543
C45	Appraisal Aide II		135.0	2302-2810
C47	Appraisal Aide III		149.0	2647-3229
B19	Appraiser I		166.0	3136-3825
B18	Appraiser II		181.0	3640-4441
B31	Appraiser III		195.0	4184-5105
S00	Apprentice Mechanic		145.0	2543-3104
B17	Auditor-Appraiser I		172.0	3328-4061
B16	Auditor-Appraiser II		187.0	3864-4715
B34	Auditor-Appraiser III		202.0	4486-5472
E67	Behavioral Health Community Specialist		150.0	2673-3262
E05	Building & Planning Aide I		138.0	2371-2895
E06	Building & Planning Aide II		157.0	2865-3498
N07	Building Inspector I		173.0	3361-4101
N17	Building Inspector II		180.0	3604-4397
N08	Building Inspector III		190.0	3981-4857
J21	Building Maintenance Supervisor		178.0	3532-4311
J05	Building Maintenance Worker		153.0	2754-3361
J10	Building Operations Specialist		190.0	3981-4857
J11	Building Operations Trainee		175.0	3428-4184
E22	Cadastral G.I.S. Technician I		161.0	2893-3640
E28	Cadastral G.I.S. Technician II		171.0	3295-4021
E29	Cadastral G.I.S. Technician III		186.0	3825-4668
C63	Central Services Supervisor		149.0	2647-3229
H47	CHI Case Manager		145.0	2543-3104
I07	Child Health Counselor		144.0	2517-3073
P47	Child Support Assistant		128.0	2146-2621
P46	Child Support Assistant Trainee		108.0	1759-2146
C51	Child Support Office Supervisor		157.0	2865-3498
P45	Child Support Specialist I		138.0	2371-2895
P27	Child Support Specialist II		148.0	2621-3198
P26	Child Support Specialist III		158.0	2895-3532

**SECTION II - General Employees****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Class Code</u>	<u>Class Title</u>	<u>Effective</u>	<u>12/26/11</u>
		<u>Salary Range Number</u>	<u>Approx. Monthly Salary</u>
P10	Child Support Supervisor	173.0	3361-4101
C48	Children's Medical Services Worker	144.0	2517-3073
C21	Clerical Trainee	90.0	1470-1794
C12	Clerk I	106.0	1725-2104
C11	Clerk II	112.0	1829-2234
H25	Clinical Laboratory Technologist	183.0	3713-4531
E45	Code Compliance Specialist I	170.0	3262-3981
E44	Code Compliance Specialist II	180.0	3604-4397
E41	Code Compliance Specialist III	190.0	3981-4857
C65	Collections Assistant	149.0	2647-3229
C61	Collector-Tax	159.0	2924-3567
I01	Community Health Aide I	102.0	1655-2021
I02	Community Health Aide II	112.0	1829-2234
I04	Community Health Aide III	122.0	2021-2468
E48	Community Specialist	150.0	2673-3262
P70	Compliance Officer	188.0	3902-4761
B80	Computer Forensics Specialist I	181.0	3640-4441
B79	Computer Forensics Specialist II	196.0	4226-5155
B30	Computer Operations Supervisor	187.0	3864-4715
B22	Computer Operator I	142.0	2468-3012
B25	Computer Operator II	157.0	2865-3498
B29	Computer Operator III	177.0	3498-4267
B60	Computer Support Technician I	172.0	3328-4061
B59	Computer Support Technician II	182.0	3676-4486
H06	County Health Nurse I	184.0	3749-4576
H05	County Health Nurse II	194.0	4143-5054
E13	County Surveyor	212.0	4954-6047
B88	Database Administrator	227.0	5753-7022
B93	Database Analyst I	186.0	3825-4668
B92	Database Analyst II	201.0	4441-5418
B91	Database Analyst III	211.0	4905-5987
C83	Department Specialist I	117.0	1924-2347
C82	Department Specialist II	127.0	2125-2595
C81	Department Specialist III	137.0	2347-2865
P40	Deputy Public Guardian	174.0	3394-4143
M26	Deputy Sheriff Cadet	166.0	3136-3825
H28	Dietitian	189.0	3942-4808
E51	Electronic Monitoring Technician	156.0	2837-3463
P28	Eligibility Supervisor	171.0	3295-4021
P16	Eligibility Worker I	136.0	2324-2837
P17	Eligibility Worker II	146.0	2569-3136
P32	Eligibility Worker III	156.0	2837-3463
E14	Emergency Dispatch Training Officer	187.0	3864-4715
E38	Emergency Dispatcher I	157.0	2865-3498
E37	Emergency Dispatcher II	167.0	3167-3864
P90	Emergency Response Coordinator	196.0	4226-5155
C99	Emergency Services Specialist	140.0	2420-2954
P15	Employment & Training Supervisor	183.0	3713-4531
P65	Employment & Training Technician I	153.0	2754-3361
P22	Employment & Training Technician II	163.0	3042-3713
P07	Employment & Training Worker I	153.0	2754-3361
P08	Employment & Training Worker II	163.0	3042-3713

**SECTION II - General Employees****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Class Code</u>	<u>Class Title</u>	<u>Effective</u> 12/26/11	<u>Salary Range Number</u>	<u>Approx. Monthly Salary</u>
P09	Employment & Training Worker III		173.0	3361-4101
E08	Engineer I (Civil)		186.0	3825-4668
E09	Engineer II (Civil)		201.0	4441-5418
E10	Engineer III (Civil)		211.0	4905-5987
E17	Engineering Technician I		166.0	3136-3825
E18	Engineering Technician II		183.0	3713-4531
C60	Environmental Health Office Supv		138.0	2371-2895
N12	Environmental Health Officer I		174.0	3394-4143
N11	Environmental Health Officer II		184.0	3749-4576
N19	Environmental Health Officer III		194.0	4143-5054
N10	Environmental Health Officer IV		204.0	4576-5583
K14	Equipment & Groundswoker		149.0	2647-3229
S10	Equipment Serviceworker		149.0	2647-3229
M24	Evidence Technician		158.0	2895-3532
P56	Family Resource Assistant		140.0	2420-2954
P57	Family Resource Coordinator		160.0	2954-3604
E62	Finance Specialist		172.0	3328-4061
K25	Fire Equipment Supply Specialist		153.0	2754-3361
E47	First 5 Resource Specialist		150.0	2673-3262
E31	Fiscal Specialist I		169.0	3229-3942
E27	Fiscal Specialist II		179.0	3567-4354
E26	Fiscal Specialist III		189.0	3942-4808
S05	Fleet Service Attendant		129.0	2167-2647
E64	G.I.S. Specialist I		170.0	3262-3981
E63	G.I.S. Specialist II		180.0	3604-4397
K06	Groundswoker I		134.0	2279-2782
K05	Groundswoker II		144.0	2517-3073
H15	Health Educator		176.0	3463-4226
C43	Human Services Office Supervisor		154.0	2782-3394
C53	Investigative Assistant		158.0	2895-3532
B85	IT Service and Training Supervisor		221.0	5418-6614
K21	Jail Cook		141.0	2444-2983
J02	Janitor		124.0	2063-2517
J01	Janitor Supervisor		144.0	2517-3073
J19	Janitor Trainee		109.0	1777-2167
C86	Juvenile Center Support Clerk		127.0	2125-2595
P42	Juvenile Corrections Lieutenant		186.0	3825-4668
P35	Juvenile Corrections Officer I		156.0	2837-3463
P36	Juvenile Corrections Officer II		166.0	3136-3825
P39	Juvenile Corrections Sergeant		176.0	3463-4226
N00	Kennelworker		126.0	2104-2569
I03	Laboratory Assistant I		116.0	1905-2324
I10	Laboratory Assistant II		126.0	2104-2569
B48	Law Librarian/Small Claims Advisor		148.0	2621-3198
C57	Legal Clerk I		129.0	2167-2647
C58	Legal Clerk II		139.0	2395-2924
C59	Legal Clerk III		144.0	2517-3073

**SECTION II - General Employees****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Class Code</u>	<u>Class Title</u>	<u>Effective</u> 12/26/11 <u>Salary Range</u> <u>Number</u>	<u>Approx. Monthly Salary</u>
C92	Legal Office Supervisor	159.0	2924-3567
C50	Legal Secretary	149.0	2647-3229
B21	Librarian I	175.0	3428-4184
B20	Librarian II	185.0	3787-4621
B24	Librarian III	195.0	4184-5105
B39	Library Aide	90.0	1470-1794
B36	Library Assistant I	119.0	1962-2395
B37	Library Assistant II	128.0	2146-2621
B38	Library Assistant III	138.0	2371-2895
B65	Library Technology Specialist I	172.0	3328-4061
B61	Library Technology Specialist II	182.0	3676-4486
P79	Licensed Clinical Social Worker	213.0	5004-6108
P93	Licensed Mental Health Clinician	213.0	5004-6108
H49	Licensed Vocational Nurse I	164.0	3073-3749
H48	Licensed Vocational Nurse II	174.0	3394-4143
S02	Master Mechanic	179.0	3567-4354
S01	Mechanic	164.0	3073-3749
S03	Mechanic Leadworker	189.0	3942-4808
H36	Medical Assistant I	112.0	1829-2234
H31	Medical Assistant II	122.0	2021-2468
C98	Medical Billing Clerk I	135.0	2302-2810
C97	Medical Billing Clerk II	145.0	2543-3104
C95	Medical Billing Supervisor	159.0	2924-3567
H22	Microbiologist	202.0	4486-5472
H19	Microbiologist Trainee	184.0	3749-4576
B53	Network Analyst I	186.0	3825-4668
B54	Network Analyst II	201.0	4441-5418
B52	Network Analyst III	211.0	4905-5987
H14	Nurse Practitioner I/PA I	220.0	5365-6548
H29	Nurse Practitioner II/PA II	230.0	5928-7235
H42	Nutrition Educator	169.0	3229-3942
H38	Occupational Therapist	220.0	5365-6548
C10	Office Assistant I	112.0	1829-2234
C09	Office Assistant II	122.0	2021-2468
C08	Office Assistant III	132.0	2234-2726
B27	Office Systems Analyst I	186.0	3825-4668
B28	Office Systems Analyst II	201.0	4441-5418
B23	Office Systems Analyst III	211.0	4905-5987
C30	Offset Equipment Oper I	129.0	2167-2647
C31	Offset Equipment Oper II	139.0	2395-2924
C64	Paralegal	163.0	3042-3713
U01	Park Aide	101.0	1640-2000
K13	Park Caretaker	154.0	2782-3394
E39	Permit Technician I	153.0	2754-3361
E40	Permit Technician II	163.0	3042-3713
H40	Physical Therapist	220.0	5365-6548
E04	Planner I	172.0	3328-4061
E16	Planner II	187.0	3864-4715
E21	Planner III	197.0	4267-5207
B55	Prevention Coordinator	188.0	3902-4761

**SECTION II - General Employees****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<u>Class Code</u>	<u>Class Title</u>	<u>Effective</u> 12/26/11	<u>Salary Range Number</u>	<u>Approx. Monthly Salary</u>
B76	Principal Information Technology Analyst		227.0	5753-7022
P31	Probation Aide		154.0	2782-3394
P30	Process Server		133.0	2257-2754
B06	Programmer Analyst I		186.0	3825-4668
B05	Programmer Analyst II		201.0	4441-5418
B11	Programmer Analyst III		211.0	4905-5987
E32	Public Guardian Technician		149.0	2647-3229
C87	Public Guardian/Vet Svcs Case Wkr		137.0	2347-2865
H02	Public Health Nurse I		199.0	4354-5311
H01	Public Health Nurse II		209.0	4808-5869
C54	Records & Microfilm Supervisor		150.0	2673-3262
C74	Records & Micrographics Technician I		120.0	1981-2420
C73	Records & Micrographics Technician II		130.0	2189-2673
C17	Records Supv & Automation Coordinator		167.0	3167-3864
P88	Recovery Support Coordinator I		163.0	3042-3713
P87	Recovery Support Coordinator II		173.0	3361-4101
P86	Recovery Support Coordinator III		183.0	3713-4531
H27	Registered Dietitian		204.0	4576-5583
N32	Registered Veterinary Technician		156.0	2837-3463
E52	Right of Way Agent		191.0	4021-4905
R04	Road Maintenance Worker I		135.0	2302-2810
R05	Road Maintenance Worker II		149.0	2647-3229
R06	Road Maintenance Worker III		159.0	2924-3567
R07	Road Maintenance Worker IV		169.0	3229-3942
R08	Roads Supervisor		179.0	3567-4354
E66	Senior Accounting Assistant		159.0	2924-3567
B32	Senior Appraiser		205.0	4621-5638
J04	Senior Bldg Maintenance Wkr		163.0	3042-3713
H12	Senior Dietitian		209.0	4808-5869
E23	Senior Emergency Dispatcher		177.0	3498-4267
P63	Senior Employment & Training Tech		173.0	3361-4101
K16	Senior Groundsworker		154.0	2782-3394
H16	Senior Health Educator		189.0	3942-4808
K23	Senior Jail Cook		151.0	2699-3295
J17	Senior Janitor		134.0	2279-2782
B51	Senior Network Analyst		221.0	5418-6614
B14	Senior Office Systems Analyst		221.0	5418-6614
B04	Senior Programmer Analyst		221.0	5418-6614
H24	Senior Public Health Nurse		214.0	5054-6169
P52	Senior Social Service Worker		188.0	3902-4761
K32	Service Writer		153.0	2754-3361
C13	Sheriff Records Clerk I		127.0	2125-2595
C14	Sheriff Records Clerk II		137.0	2347-2865
C16	Sheriff Records Clerk III		147.0	2595-3167
M45	Sheriff's Investigative Assistant		158.0	2895-3532
M30	Sheriff's Security Officer		130.0	2189-2673
C89	Social Service Office Supervisor		164.0	3073-3749
P81	Social Service Practitioner - CPS		203.0	4531-5527
P06	Social Service Supervisor		203.0	4531-5527
P80	Social Service Supervisor - CPS		213.0	5004-6108
P14	Social Service Worker I		163.0	3042-3713

**SECTION II - General Employees****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b><u>Effective</u></b>	<b><u>12/26/11</u></b>
		<b><u>Salary Range</u></b>	<b><u>Approx. Monthly Salary</u></b>
		<b><u>Number</u></b>	
P84	Social Service Worker I - CPS	173.0	3361-4101
P13	Social Service Worker II	173.0	3361-4101
P83	Social Service Worker II - CPS	183.0	3713-4531
P12	Social Service Worker III	183.0	3713-4531
P82	Social Service Worker III - CPS	193.0	4101-5004
P76	Social Services Assistant I	133.0	2257-2754
P75	Social Services Assistant II	143.0	2492-3042
H55	Staff Nurse	184.0	3749-4576
C23	Supervising Account Clerk	149.0	2647-3229
C18	Supervising Appraisal Aide	164.0	3073-3749
C07	Support Services Specialist	164.0	3073-3749
B68	System Support Specialist	164.0	3073-3749
E59	Tax Collection Supervisor	189.0	3942-4808
P92	Unlicensed Mental Health Clinician	203.0	4531-5527
P24	Veterans' Service Representative I	139.0	2395-2924
P25	Veterans' Service Representative II	149.0	2647-3229
P21	Victim/Witness Advocate I	141.0	2444-2983
P19	Victim/Witness Advocate II	151.0	2699-3295
P38	Welfare Fraud Investigator I	174.0	3394-4143
P37	Welfare Fraud Investigator II	184.0	3749-4576
P33	Welfare Fraud Investigator III	189.0	3942-4808
P60	Welfare Fraud Investigator Trainee	166.0	3136-3825
H52	WIC Breastfeeding Coordinator	169.0	3229-3942
I122	WIC Nutrition Assistant I	116.0	1905-2324
I121	WIC Nutrition Assistant II	126.0	2104-2569
I120	WIC Nutrition Assistant III	136.0	2324-2837
P50	Work Crew Supervisor	143.0	2492-3042
I05	X-Ray Technician I	142.0	2468-3012
I06	X-Ray Technician II	161.0	2893-3640
I09	X-Ray Technician Trainee	123.0	2042-2492

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**SECTION II - Detentions Employees****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b><u>Effective 03/24/08 Salary Range Number</u></b>	<b><u>Approx. Monthly Salary</u></b>
M52	Detentions Technician I	137.0	2347-2865
M51	Detentions Technician II	147.0	2595-3167
M04	Detentions Deputy I*	163.0	3042-3713
M03	Detentions Deputy II*	173.0	3361-4101
M09	Detentions Sergeant*	193.0	4101-5004
C76	Senior Detentions Clerk	143.0	2492-3042
M07	Senior Detentions Deputy*	183.0	3713-4531

\* Incumbents pay the full 9% of the employee share of PERS (3% at 55 local safety) retirement contribution.

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**SECTION II – Fire**

**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b>Effective 12/28/09 Salary Range Number</b>	<b>Approx. Monthly Salary</b>
M14	Fire Apparatus Engineer	183.0	3713-4531
M12	Fire Apparatus Engineer Trainee	175.0	3428-4184
M13	Fire Apparatus Engineer Trainee (Reserve)	175.0	3428-4184
M16	Fire Captain	195.0	4184-5105

<p><b>FIRE SALARY SCHEDULE - HOURLY RATES</b> based on average 56 hour workweek</p>
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**EFFECTIVE – December 28, 2009 (hourly rates)**

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b><u>Range</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>
M14	Fire Apparatus Engineer	183.0	15.30	16.08	16.90	17.76	18.67
M12	Fire Apparatus Engineer Trainee	175.0	14.13	14.85	15.61	16.41	17.24
M13	Fire Apparatus Engineer Trainee (Reserve)	175.0	14.13	14.85	15.61	16.41	17.24
M16	Fire Captain	195.0	17.24	18.12	19.04	20.01	21.04

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**SECTION II - Law Enforcement****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b><u>Effective Salary Range Number</u></b>	<b><u>12/17/07 Approx. Monthly Salary</u></b>
L10	Assistant Chief District Attorney Investigator	214.0	5054-6169
M06	Chief Civil Deputy Sheriff	205.0	4621-5638
M35	Chief Dep Coroner/Public Administrator	205.0	4621-5638
P03	Deputy Probation Officer I	171.0	3295-4021
P02	Deputy Probation Officer II	186.0	3825-4668
P01	Deputy Probation Officer III	196.0	4226-5155
P05	Deputy Probation Officer IV	206.0	4668-5696
M25	Deputy Sheriff I	178.0	3532-4311
M02	Deputy Sheriff II	188.0	3902-4761
M41	Deputy Sheriff Bailiff	178.0	3532-4311
L16	District Attorney Investigator I	195.0	4184-5105
L15	District Attorney Investigator II	204.0	4576-5583
M22	Juvenile Services Officer	195.0	4184-5105
M23	Senior Deputy Sheriff	195.0	4184-5105
M05	Sheriff's Sergeant	205.0	4621-5638

Incumbents pay the full 9% of the employee share of PERS (3% at 55 local safety) retirement contribution and 4% of the employers PERS retirement contribution.

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**SECTION II – Prosecutors Unit****CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b><u>Effective</u></b>	<b><u>12/26/11</u></b>
		<b><u>Salary Range</u></b>	<b><u>Approx. Monthly Salary</u></b>
		<b><u>Number</u></b>	
T19	Attorney I - Child Advocacy	206.0	4668-5696
T15	Attorney I - Child Support	206.0	4668-5696
T18	Attorney II - Child Advocacy	221.0	5418-6614
T14	Attorney II - Child Support	221.0	5418-6614
T17	Attorney III - Child Advocacy	241.0	6614-8072
T13	Attorney III - Child Support	241.0	6614-8072
T16	Attorney IV - Child Advocacy	251.0	7308-8916
T12	Attorney IV - Child Support	251.0	7308-8916
T09	Deputy District Attorney I	206.0	4668-5696
T08	Deputy District Attorney II	221.0	5418-6614
T07	Deputy District Attorney III	241.0	6614-8072
T06	Deputy District Attorney IV	251.0	7308-8916

**SECTION II - Middle Management & Confidential Employees**

**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

The following classes are hereby assigned to the salary ranges in the basic salary schedule which are designated opposite the class titles as shown below.

<b><u>Class Code</u></b>	<b><u>Class Title</u></b>	<b><u>Effective Salary Range Number</u></b>	<b><u>12/26/11 Approx. Monthly Salary</u></b>
D72	Accountant-Auditor	209.0	4808-5869
D104	Animal Services Manager	200.0	4397-5365
D23	Assistant Ag Commissioner - Sealer	221.0	5418-6614
D55	Assistant Assessor/Clerk/Recorder	223.0	5527-6748
D10	Assistant County Counsel	248.0	7093-8654
D52	Assistant Director of Child Support Svcs (1)	224.0	5583-6815
D20	Assistant Director of Finance – Accting Div. (1)	233.0	6108-7455
D09	Assistant Director of Finance – Treasury Div. (1)	233.0	6108-7455
D105	Assistant Fire Chief (1)	241.0**	6614-8072
D14	Assistant Sheriff (1)	245.0*	6883-8401
D45	Battalion Chief (2)	225.5**	5667-6917
D111	Behavioral Health Program Manager	206.0	4668-5696
D25	Building Maintenance Superintendent	218.0	5259-6420
D78	CHI Program Coordinator	189.0	3942-4808
D50	Chief Appraiser	213.0	5004-6108
D36	Chief Deputy District Attorney (1)	261.0	8072-9849
D93	Chief District Attorney Investigator	228.0*	5810-7093
D06	Chief Engineer	233.0	6108-7455
D81	Chief Trial Attorney (1)	261.0	8072-9849
D89	Child Support Program Manager	206.0	4668-5696
D84	Clerk of the Board of Supervisors (1)	189.0	3942-4808
D68	Clerk/Recorder Manager	189.0	3942-4808
D22	Communications & Records Manager	218.0	5259-6420
D40	Deputy Ag Commissioner	201.0	4441-5418
D39	Deputy Ag Commissioner-Sealer	216.0	5155-6294
D90	Deputy Building Official	208.0	4761-5810
D35	Deputy Chief Probation Officer	232.0*	6047-7380
Q20	Deputy Clerk to the Board of Supervisor I	154.0	2782-3394
Q19	Deputy Clerk to the Board of Supervisor II	164.0	3073-3749
D48	Deputy County Administrative Officer	231.0	5987-7308
D87	Deputy County Counsel I	206.0	4668-5696
D85	Deputy County Counsel II	221.0	5418-6614
D18	Deputy County Counsel III	241.0	6614-8072
D28	Deputy County Counsel IV	251.0	7308-8916
D80	Deputy County Librarian	216.0	5155-6294
D115	Deputy Director – Building Official (1)	223.0	5527-6748
D16	Deputy Director, Human Services (1)	228.0	5810-7093
D112	Deputy Director – Planning (1)	223.0	5527-6748
D100	Deputy Director, Social Services (1)	233.0	6108-7455
D102	Deputy Health Dir, Environment Health Services (1)	222.0	5472-6680
D101	Deputy Health Dir, Nursing & Com Services (1)	235.0	6231-7604
D41	Deputy Sealer of Weights & Measures	201.0	4441-5418
D27	Deputy Veteran’s Service Officer/Public Guardian (1)	201.0	4441-5418
D12	Detentions Commander	225.0*	5638-6883
D76	Economic Development Manager	206.0	4668-5696
D98	Elections Manager	199.0	4354-5311
D120	Emergency Services Manager	206.0	4668-5696
D07	Employment Development Specialist	189.0	3942-4808
Q22	Executive Secretary	159.0	2924-3567
D114	Facilities Manager	200.0	4397-5365
D69	Fire Marshal	219.0**	5311-6484
D56	First 5 Program Officer	206.0	4668-5696
D62	First 5 School Readiness Coordinator	206.0	4668-5696

**SECTION II - Middle Management & Confidential Employees**

**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

<b>Class Code</b>	<b>Class Title</b>	<b>Effective Salary Range Number</b>	<b>12/26/11 Approx. Monthly Salary</b>
D17	Fiscal Analyst I	189.0	3942-4808
D02	Fiscal Analyst II	199.0	4354-5311
D121	Fleet Services Manager	196.0	4226-5155
D94	Fiscal Manager	216.0	5155-6294
D110	Food Services Manager	176.0	3463-4226
D106	IT Security and Compliance Administrator	227.0	5753-7022
D59	Information Technology Manager	233.0	6108-7455
D26	Internal Auditor/Controller	228.0	5810-7093
D123	Juvenile Corrections Captain	201.0*	4441-5418
D61	JTO Program Manager	206.0	4668-5696
D79	Library Manager	206.0	4668-5696
D00	Management Analyst I	184.0	3749-4576
D01	Management Analyst II	199.0	4354-5311
D15	Management Analyst III	213.0	5004-6108
D37	Nutrition Services Manager	215.0	5105-6231
D21	Office Manager	166.0	3136-3825
D77	Parks & Grounds Superintendent	204.0	4576-5583
Q25	Payroll Manager	199.0	4354-5311
D03	Personnel Analyst I	189.0	3942-4808
D04	Personnel Analyst II	204.0	4576-5583
D05	Personnel Analyst III	219.0	5311-6484
Q11	Personnel Assistant I	139.0	2395-2924
Q12	Personnel Assistant II	149.0	2647-3229
Q13	Personnel Assistant III	159.0	2924-3567
Q05	Personnel Technician I	168.0	3198-3902
Q04	Personnel Technician II	178.0	3532-4311
D67	Planner IV	208.0	4761-5810
D65	Program Manager	206.0	4668-5696
D96	Program Specialist	189.0	3942-4808
D71	Property Tax Manager	199.0	4354-5311
D58	Public Health Laboratory Director	225.0	5638-6883
D92	Purchasing Manager	213.0	5004-6108
D88	Risk Analyst I	189.0	3942-4808
D66	Risk Analyst II	204.0	4576-5583
D113	Risk and Safety Manager	223.0	5527-6748
Q17	Risk Technician I	168.0	3198-3902
Q16	Risk Technician II	178.0	3532-4311
D60	Road Superintendent	218.0	5259-6420
D49	Safety Officer	204.0	4576-5583
Q15	Safety Technician I	168.0	3198-3902
Q14	Safety Technician II	178.0	3532-4311
Q07	Secretary	149.0	2647-3229
Q01	Secretary to the C.A.O.	164.0	3073-3749
Q02	Secretary to the County Counsel	164.0	3073-3749
Q03	Secretary to the District Attorney	164.0	3073-3749
D08	Senior Accountant-Auditor	223.0	5527-6748
D29	Sheriff's Commander	228.0*	5810-7093
D54	Social Services Program Manager	223.0	5527-6748
D86	Supervising Attorney	246.0	6952-8485

**SECTION II - Middle Management & Confidential Employees**

**CLASSES ASSIGNED TO SALARY RANGE NUMBERS**

<b>Class Code</b>	<b>Class Title</b>	<b>Effective Salary Range Number</b>	<b>12/26/11 Approx. Monthly Salary</b>
D75	Supervising Attorney - Child Advocacy	256.0	7680-9370
D34	Supervising Attorney - Child Support	256.0	7680-9370
D108	Supervising Environmental Health Officer	209.0	4808-5869
D42	Supervising Probation Officer	220.0*	5365-6548
D13	Supervising Public Health Nurse	220.0	5365-6548
D122	Supervising Welfare Fraud Investigator	194.0	4143-5054
D91	Treasury Manager	223.0	5527-6748
D109	Victim Witness Coordinator	189.0	3942-4808

Incumbents pay 7% of employee share of PERS (2% at 55 miscellaneous) retirement contribution with these exceptions:

\* Incumbents pay 9% of the employee share of PERS (3% at 55 local safety) retirement contribution and 4% of the employer share of PERS (3% at 55 local safety) retirement contribution.

\*\* Incumbents pay 4% of the employee share of PERS (3% at 55 local safety) retirement contribution.

(1) These classifications are at-will and exempt from the merit system.

(2) BATTALION CHIEF - HOURLY RATES - based on a 224 hour, 28-day work cycle

<u>Range</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
225.5	\$23.42	\$24.62	\$25.88	\$27.20	\$28.59

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**SECTION III**

**SALARIES FOR COUNTY OFFICIALS**

The following Officers and Department Heads (appointed and elected) shall receive compensation within the following band structure:

Salary Band Designation	30% Salary Band	Classifications	Class Code
1	\$11,400-14,300	County Administrative Officer	A02
2	\$10,000-\$13,000	County Counsel District Attorney Sheriff *	A41 A11 A21
3	\$9,000-\$11,700	Assessor/Clerk/Recorder Assistant County Administrative Officer Chief Information Officer Chief Probation Officer ** (a) Director of Finance Director of Human Services Director of Community Development Director of Public Health Services Director of Public Works	A25 A07 A09 A22 A37 A33 A27 A29 A31
4	\$8,000-10,400	Ag. Commissioner/Sealer of Wts. & Measures County Fire Chief*** Director of Child Support Services Human Resources Director Job Training Office Director	A23 A42 A45 A40 A43
5	\$6,500-\$8,450	Behavioral Health Director Children & Families Commission Dir. Library Director Public Guardian/Veteran's Service Officer	A47 A48 A38 A35

Incumbents pay 7% of employee share of PERS (2% at 55 miscellaneous) retirement contribution with these exceptions:

- \* Incumbent pays the full 9% of the employee share of PERS (3% at 55 local safety) retirement contribution.
- \*\* Incumbent pays 7% of the employee share of PERS (3% at 55 local safety) retirement contribution and 4% of the employer share of PERS (3% at 55 local safety) retirement contribution.
- \*\*\* Incumbent pays 4% of the employee share of PERS (3% at 55 local safety) retirement contribution.

Flat Monthly (b)

\$4893.93	Board of Supervisors	A01
\$5293.91	Chairperson, Board of Supervisors	A00

- (a) The Chief Probation Officer is covered by a modified merit system (see personnel rule 2034).
- (b) The salaries for the Board of Supervisors and the Chairman, Board of Supervisors are set by County Ordinance. Proposed salary increases are effective in the pay period following 60 days after adoption of an amended ordinance (March 24, 2008).

## SECTION III

## SALARIES FOR COUNTY OFFICIALS

### Salary Bands

Selected management positions receive the equivalent of a flat rate monthly salary. The Board of Supervisors has adopted salary bands specifying a minimum and maximum flat dollar amount (salary) payable for each position. Adjustment to this flat dollar amount is based on action by the Board of Supervisors as certified by the County Administrative Officer on a County Personnel Action Form.

The County Administrative Officer's flat dollar salary amount shall be certified by the Chair of the Board of Supervisors on a County Personnel Action Form. Adjustments to compensation within Salary Bands is at the sole discretion of the Board of Supervisors, after advice from the County Administrative Officer, and:

1. Is not intended to be adjusted periodically based on length of service, (which distinguishes Salary Bands from Salary Ranges which require consideration of 5% incremental pay adjustments at predetermined intervals);
2. Adjustments may be made in any increment either a dollar amount or percentage; provided however, such adjustment shall be rounded to the nearest whole dollar;
3. Salary Bands, may be adjusted by the Board of Supervisors, from time to time, but not necessarily annually, and are intended to remain fixed for one or more years, during which time salary increases or decreases to individual positions may be made based on such factors and conditions as the Board of Supervisors deems appropriate including but not limited to: employee performance, changes in the cost of living and the County's ability to pay;
4. The inclusion of multiple positions in salary bands should not be construed to imply that all positions in each band are deemed exactly comparable for purposes of compensation; but only requires at the time of adoption or amendment of the Salary Bands, a salary amount within that band shall be designated for each position;
5. Five Step salary ranges for most classifications are typically adjusted annually based on negotiated agreements with employee organizations. Individual position salaries are automatically adjusted by the change in the range. Flat monthly salaries, designated by the Board of Supervisors do not automatically change at such time as the Board may elect to modify Salary Bands, except that no position in a band may be paid more or less than the minimum or maximum dollar amount that defines the Salary Band;
6. There is no expectation that any particular position in a Salary Band would be set at the highest dollar amount permitted by the band in the same manner that positions in salary ranges, after designated service intervals, reach the fifth or top step of a range. Salary Bands are purposely designed to provide maximum flexibility to the Board of Supervisors to increase, decrease or leave salaries unchanged; and
7. When a salary-banded position is vacated, the Board of Supervisors after consultation with the County Administrative Officer shall designate a salary rate or a salary range within the Salary Band that shall be used for purposes of recruitment. Notwithstanding this provision governing the recruitment process, the Board of Supervisors may appoint the candidate selected for the position at any flat dollar amount within the Salary Band.

**SECTION IV**

**SPECIAL COMPENSATION SCHEDULE**

P.O.S.T. EDUCATION INCENTIVE

Employees in the classifications of Assistant Sheriff, Sheriff's Commander, Detentions Commander and Chief District Attorney Investigator who are eligible to possess a valid P.O.S.T. Management Certificate shall be entitled to receive compensation in the amount of \$200.00 per month (\$92.31 per pay period). Employees must submit certification to the appropriate department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Management Certification shall not be entitled to compensation for other P.O.S.T. certification.

Employees in the above classifications who are not eligible to possess a P.O.S.T. Management Certificate but who are eligible to possess a P.O.S.T. Advanced or Supervisory Certificate shall be entitled to receive the prevailing compensation for these certificates for a period not to exceed two years upon appointment to one of the above classifications. Employees in the above classifications shall be entitled to receive the prevailing compensation for these certificates for a period not to exceed two years from that date. Employees must submit certification to the appropriate department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Advanced or Supervisory Certification shall not be entitled to compensation for other P.O.S.T. certification.

UNIFORM ALLOWANCE

Certain management employees shall be entitled to receive a uniform allowance as follows:

Assistant Fire Chief *	\$600
Assistant Sheriff	\$775
Battalion Chief *	\$600
Chief District Attorney Investigator	\$475
Chief Probation Officer	\$475
Communications & Records Manager	\$275
Deputy Chief Probation Officer	\$475
Detentions Commander	\$775
Emergency Services Manager	\$250
Fire Chief *	\$600
Food Services Manager	\$275
Sheriff	\$775
Sheriff's Commander	\$775
Supervising Probation Officer	\$475
Juvenile Corrections Captain	\$475

\* These employees participate in the uniform quartermaster system and this amount is deposited in the department's line item on their behalf.

LEGAL SPECIALIST CERTIFICATION PAY

Employees who are hired at or promoted to the classifications of Deputy County Counsel III or IV are eligible for additional compensation as outlined below once they have acquired and maintain a State Bar of California-approved Legal Specialist Certification as a Family Law Specialist or Child Welfare Law Specialist. Certification in any other legal specialties will not be considered qualifying for Legal Specialist Certification pay.

\$150 per month Deputy County Counsel III	\$200 per month Deputy County Counsel IV
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Eligible employees must present proof of certification in order to qualify for Legal Specialist Certification Pay. Proof of re-certification must be presented at the end of each subsequent certification period in order to continue to qualify for certification pay.

**SECTION IV**

**SPECIAL COMPENSATION SCHEDULE**

DEPARTMENT OF FINANCE

Student Accounting Major - below entry level Accountant I  
 30 ranges below with completion of 30-59 units.  
 20 ranges below with completion of 60-89 units.  
 10 ranges below with completion of 90 units to graduation.

COMMUNITY DEVELOPMENT AGENCY

Planning Commission Members  
 \$50/meeting not to exceed 4 meetings in any one month.

COUNTY CLERK (Elections)

Poll Inspector           \$125/day  
 Judge                       \$ 98/day  
 Clerk                       \$ 98/day

EXTRA HELP

Shall normally be compensated at the hourly rate of the first step of the salary range for the class of employment. Extra help not working in a class otherwise covered by this resolution shall be compensated at the federal minimum wage. Extra help is not in the competitive service and is authorized solely to provide necessary help on a limited or short-term basis not to exceed 999 hours in any fiscal year.

GOVERNMENT AIDE & GOVERNMENT INTERN (Z55)

The salary for positions in these classes shall be 10 ranges below the entry level for which training is being received. If a degree is required, the following shall apply:  
 30 ranges below with completion of 30-59 units.  
 20 ranges below with completion of 60-89 units.  
 10 ranges below with completion of 90 units to graduation.

GRAND JURY

Grand Jury members  
 \$15/per day for attendance as a grand juror, and the mileage reimbursement applicable to county employees for each mile actually traveled in attending court as a grand juror.

HEALTH

Special Compensation Plan – Professional Nursing Classifications  
 Effective September 20, 2005 the following professional nursing classifications were temporarily removed from their assigned placement on the Salary Resolution and shall receive compensation within the following modified band structure (approximate monthly equivalent):

Salary Effective December 26, 2011

Classification Title	JCN	Band	Base	Top
Staff Nurse	H55	N1	\$23.90/hr	N/A
County Health Nurse I	H06	N2	\$4143/mo	\$5054/mo
County Health Nurse II	H05	N3	\$4576/mo	\$5583/mo
Public Health Nurse I	H02	N4	\$4808/mo	\$5869/mo
Public Health Nurse II	H01	N5	\$5311/mo	\$6484/mo
Senior Public Health Nurse	H24	N6	\$5583/mo	\$6815/mo
Nurse Practitioner I/Physician's Asst. I	H14	N7	\$5928/mo	\$7235/mo
Nurse Practitioner II/Physician's Asst. II	H29	N8	\$6548/mo	\$7992/mo
Supervising Public Health Nurse	D13	N9	\$5928/mo	\$7235/mo
Deputy Health Director, Nursing	D101	N10	\$6883/mo	\$8401/mo

**SECTION IV**

**SPECIAL COMPENSATION SCHEDULE**

The band structure shall begin at Step 3 of the normal salary range of each classification as of the date of adoption and shall represent an approximate 25% band range. Any future band adjustments shall be made in accordance with negotiated salary adjustments or may be made by action of the Board of Supervisors. Department Head hiring authorization shall be for no more than 5% above the base of each band. Offers of employment which exceed that level are required to be submitted to the County Administrative Office for review and consideration; such requests may require approval by the Board of Supervisors. Promotional and/or merit increases shall be administered in accordance with County Personnel Rules. The Special Compensation Plan – Professional Nursing Classifications shall be reviewed annually by the Department and the Administrative Office and may be modified or rescinded, based on Department needs and budgetary considerations, subject to meet and confer obligations with the applicable bargaining unit. If the Plan is rescinded, the affected classifications shall return to placement within the County's Salary Resolution.

Special Compensation Plan – Microbiologist Classification

Effective September 20, 2005 the following Microbiologist classifications and the Public Health Laboratory Director classification were temporarily removed from their assigned placement on the Salary Resolution and shall receive compensation within the following band structure (approximate monthly equivalent):

Salary Effective December 26, 2011

Classification Title	JCN	Band	Base	Top
Microbiologist Trainee	H19	M1	\$4143/mo	\$5054/mo
Microbiologist	H22	M2	\$4954/mo	\$6048/mo
Public Health Laboratory Director	D58	M3	\$6231/mo	\$7604/mo

The band structure shall begin at Step 3 of the normal salary range of each classification as of the date of adoption and shall represent an approximate 25% band range. Any future band adjustments shall be made in accordance with negotiated salary adjustments or may be made by action of the Board of Supervisors. Department Head hiring authorization shall be for no more than 5% above the base of each band. Offers of employment which exceed that level are required to be submitted to the County Administrative Office for review and consideration; such requests may require approval by the Board of Supervisors. Promotional and/or merit increases shall be administered in accordance with County Personnel Rules. The Special Compensation Plan -- Microbiologist Classifications shall be reviewed annually by the Department and the Administrative Office and may be modified or rescinded, based on Department needs and budgetary considerations, subject to meet and confer obligations with the applicable bargaining unit. If the Plan is rescinded, the affected classifications shall return to placement within the County's Salary Resolution.

HUMAN RESOURCES

Personnel Appeals Board Members

\$10/meeting – not to exceed 24 meetings per fiscal year.

MILEAGE

Employees required to use personal vehicles for travel in performance of their duties shall be reimbursed at the rate allowable under I.R.S. regulations as determined and administered by the Department of Finance.

PARKS & GROUNDS

Museum Curator (extra help) - Compensation not to exceed Step 1 of Library Assistant II and no more than 999 hours per fiscal year.

## SECTION IV

## SPECIAL COMPENSATION SCHEDULE

### PROBATION

#### Juvenile Justice Commissioners

\$10/meeting not to exceed 2 meetings in any one month.

#### Delinquency Prevention Commission

\$10/meeting not to exceed 2 meetings in any one month.

### PUBLIC GUARDIAN/VETERANS' SERVICE

Z21 Transportation Aide – Incumbent shall be compensated at a rate no higher than 2 ranges below step one for Veterans' Service Representative I.

### PUBLIC WORKS

#### Student Engineer - below entry level Engineer I (Civil)

30 ranges below with completion of 30-59 units.

20 ranges below with completion of 60-89 units.

10 ranges below with completion of 90 units to graduation.

#### Student Road Employee - below entry level Road Maintenance Worker I

30 ranges below during first year of employment.

15 ranges below during second year of employment and thereafter.

### SHERIFF'S OFFICE

Reserve Deputy Sheriff (M00) and Technical Reserve (M01) - \$29.81 (1/26 the annual uniform allowance of a Deputy Sheriff I) shall be provided as reimbursement for uniform expenses in each pay period worked. Reserves are compensated for hours worked at a rate no higher than nine ranges below step one for Deputy Sheriff I.

Reserve Detentions Deputy (M11) - \$29.81 (1/26 the annual uniform allowance of a Detentions Deputy I) shall be provided as reimbursement for uniform expenses per pay period worked. Reserves are compensated for hours worked at a rate no higher than seven ranges below step one for Detentions Deputy I.

Reserve Emergency-Dispatcher (Z05) - Compensation for hours worked is set at a rate no higher than the hourly rate for Step 1 of Communications Dispatcher I.

Federal law requires employers to make a deduction from the pay of part-time employees for either social security or an acceptable alternative such as a deferred compensation program. Extra Help Reserves not already enrolled in PERS will contribute to the County's Deferred Compensation Plan in the amount of 7.5% of compensation. They also must pay into Medicare at the rate of 1.45% of compensation.

**KINGS COUNTY UNREPRESENTED MANAGEMENT BENEFITS**

- Management Group I = Appointed and elected officials in salary bands.
- Management Group II = Middle management (all other management not in Group I or III).
- Confidential Management Group III = All Executive Secretary positions Risk Technician I/II  
 (non-exempt) Deputy Clerk to B.O.S. I/II Safety Technician I/II  
 Payroll Manager Secretary to C.A.O.  
 Personnel Assistant I/II/III Secretary to County Counsel  
 Personnel Technician I/II Secretary to District Attorney  
 Secretary

VACATION

1. An eligible management employee may accrue vacation at the appropriate rate applicable to the employees length of service (2080 hours of actual service as defined in the County Personnel rules equals one year) as follows:

<u>Service Hours</u>	<u>Hours (days) Earned (based on hrs)</u>	<u>Rate (based on hours)</u>
0 - 10,400	96 (12 days)	.046154
10,401 - 20,800	120 (15 days)	.057693
20,801 - 31,200	140 (17.5 days)	.067308
31,201 +	160 (20 days)	.076924

2. An eligible management employee may accrue vacation at the appropriate rate applicable to the employee's length of service (as set forth above) until the employee reaches one of the following accrued hours of vacation limits:

<u>Hours (days) Earned (based on hrs)</u>	<u>Maximum Vacation Accumulation Limits</u>
96 (12 days)	192 hours
120 (15 days)	240 hours
140 (17.5 days)	280 hours
160 (20 days)	320 hours

Once the appropriate accumulation limit has been reached, the employee shall cease to earn additional vacation until the employee's accumulated vacation balance falls below the limits listed above.

3. Management employees in Group I & II will be granted 48 hours of additional vacation time in the first full pay period of each fiscal year. This 48 hours is a separate leave benefit and not counted against the maximum vacation accrual established based on length of service. Employees may, at their option, sell back up to 48 hours of accrued vacation each fiscal year at their hourly rate of pay. This leave will be tracked separately from the regular vacation accrual and will not carry over from year to year. If this time is not used by the end of the fiscal year (see note), any remaining balance will be automatically cashed out to the employee. Any sale of management vacation hours will be deducted only from the management vacation leave balance.

Management employees in Group III will be granted 40 hours of vacation time in the first full pay period of each fiscal year. All other terms described above apply.

Management employees may, at their option, sell back an additional 8 hours of accrued regular vacation each fiscal year, (see note) at their hourly rate of pay, to be contributed directly to the employee's deferred compensation account .

**KINGS COUNTY UNREPRESENTED MANAGEMENT BENEFITS (continued)**

- 4. Upon the recommendation of the Human Resources Director, the County Administrative Officer may authorize a vacation accrual rate for management positions hired from outside the county at an amount equivalent to what their accrual would be if their service time with other public agencies was earned in Kings County. Additionally, when this advanced accrual rate is authorized at the time of hire, the prior public service time will be used for calculating future adjustments to the accrual rate as if the time was earned with Kings County.

Note: (1) For purposes of payroll processing of vacation hour sell backs described above, the end of the fiscal year is defined as the last day of pay period 13 in any year. (2) Provisions regarding vacation do not apply to elected officials.

HEALTH/DENTAL/OPTICAL PLAN PREMIUM CONTRIBUTION

Employees who elect to use a Health Plan offered by the County must continue to participate in the Dental and Optical plans and must remain in that plan until the open enrollment period of the plan. Employees electing to pretax their insurance will not be allowed to drop insurance coverage except at open enrollment unless the employee has a qualifying status change.

Effective May 16, 2011, the County contribution (per month based on 24 pay periods) to the health/dental/optical insurance premium will be as follows:

	<u>PPO Plan</u>	
	<u>County</u>	<u>Employee</u>
	<u>Share</u>	<u>Share</u>
Single	\$478.70	\$0
Two-Party	\$871.68	\$0
Family	\$1,311.66	\$0

The County shall pay 100% of the health insurance premium (including the medical, dental and vision plans) for the health plan offered by the County for each management employee and their eligible family members, based on their enrollment in such health plan. Employees promoting into or demoting out of management classifications after open enrollment will be treated as a "status" change and may enter or leave the plan, or modify the number of dependents covered.

DEFERRED COMPENSATION

For every three dollars contributed to the County contracted deferred compensation programs by management employees, the County shall contribute one dollar to the employee's account, up to a maximum of twenty five hundred dollars \$2,500 per calendar year. The Board of Supervisors indefinitely suspended the match for this program effective June 29, 2009.

RETIREMENT/PERS SERVICE CREDIT

The County contracts with the Public Employee Retirement System (PERS) for this benefit and may pay the employees contribution, either directly or through salary, in the miscellaneous or safety plans as appropriate. All non-fire management employees pay the total 7% Miscellaneous or 9% Safety PERS employee contribution depending on their classification. Effective April 4, 2011, all non-fire law enforcement managers also pay 4% of the PERS employer contribution (1). Effective April 18, 2011, all fire/safety management employees pay 4 of the 9% PERS employee contribution only.

Non-Safety Management employees shall have, at their option, the ability to (1) apply to PERS for retirement service credit for unused sick leave OR (2) the option to implement the Post Retirement Health Insurance program defined below (see Post Retirement Health Insurance).

Pursuant to State Law local elected officials have the option of declining participation in the Public Employees Retirement System. An amount equal to the Employee's share of retirement may, if an elected officer declines participation in PERS, be applied toward the County Sponsored deferred compensation plan in lieu of the PERS contribution. Such elected official shall continue to be eligible for the County match at a three to 1 ratio on the balance of the contributions made to the maximum permitted by law.

(1) With the exception of the Sheriff-Coroner whose compensation can not be reduced during the term of office.

**KINGS COUNTY UNREPRESENTED MANAGEMENT BENEFITS (continued)**

TERM LIFE/ACCIDENT INSURANCE

Term life/accident insurance (with an option for portability when leaving County service in good standing) is provided for management employees as follows:

Management Group I	\$ 50,000
Management Group II/III	\$ 40,000

LONG TERM DISABILITY INSURANCE

Long Term Disability (LTD) Insurance is provided to management employees.

SICK LEAVE ACCRUAL

a. All regular full-time and regular part-time management employees hired prior to January 1, 1999, shall be entitled to point zero-four-six-one-five-four (.046154) hours of sick leave with pay for each hour of the actual hours of regular employment.

b. All regular full-time and regular part-time management employees hired January 1, 1999 or thereafter will accrue sick leave as follows:

<u>Service Hours</u>	<u>Hours Earned</u>	<u>Sick leave earned at the rate of (based on hours worked)</u>
0 - 10,400	80 (10 days)	.038462
10,401 - 20,800	88 (11 days)	.042308
20,801 +	96 (12 days)	.046154

Note: Provisions regarding sick leave do not apply to elected officials.

UNUSED SICK LEAVE PAYOFF/POST RETIREMENT HEALTH INSURANCE

a) Management employees hired January 1, 1999 or later, who retire in good standing from PERS at the time of their separation from Kings County employment (or in the event of death of an employee, were eligible to retire) will receive a percentage of the dollar value of accrued sick put into an "account" to be used toward all or part of the total premium for Kings County health insurance until the employee, and/or spouse or dependent if covered, is no longer eligible, (by age and within COBRA guidelines if applicable) for the County health insurance program, or the money runs out, whichever is first. If a balance remains at the time the employee, and/or spouse or eligible dependent can no longer participate in the County health insurance, this amount can be applied toward a Medicare Part B plan or Medicare supplement, or PERS Long Term Care plan. Participation in the County health Insurance program is not required for the employee, and/or spouse or eligible dependent to direct all or part of the funds in this account to a Medicare Part B or PERS Long Term Care plan premium. The retiree health benefit percentage shall be as follows:

<u>Service Hours</u>	<u>Percent of compensation (based on hours)</u>
10,401 - 41,600	40%
41,601 and over	50%

To qualify for the retiree health benefit the employee and any eligible dependents to be covered must be enrolled in the County's existing health benefit plan at the time of the employee's separation from County service. However, the employee or eligible dependent may defer use of this benefit if otherwise covered on the County health plan at retirement. Health benefit payments may be used toward coverage for the employee's dependents only as long as the dependent(s) is eligible for coverage under the plan, and, in the case of children, only to the age permitted under the plan contract as dependent children. In all other instances, any balance in account remains property of County.

**KINGS COUNTY UNREPRESENTED MANAGEMENT BENEFITS (continued)**

b) Management employees hired prior to January 1, 1999 shall be allowed a one time irrevocable election to decide whether to receive the post retirement health insurance benefit or cash as follows:

Service Hours	Percent of Compensation (based on hrs)	OR	Percent of compensation (based on hrs)
	Cash		Health Benefit
10,401 - 41,600	25%		40%
41,601 and over	30%		50%

To qualify for the health benefit (non-cash) benefit, the employee and any eligible dependents to be covered must be enrolled in the County's existing health benefit plan at the time of the employee's retirement (or in the case of death of an employee, eligible to retire) from County service. However, the employee or eligible dependent may defer use of this benefit if otherwise covered on the County health plan at retirement. Decision to accept cash or the health benefit option must be made in writing to the Department of Finance not later than 14 days after retirement. In the event of death of an employee eligible to retire (while still employed in good standing), the qualifying eligible dependent(s) shall make a determination of either cash or the health benefit option within 30 days of the death of the employee.

If employee (or in the event of death, eligible dependent) elects the cash option, the employee will receive the benefit if the employee separates in good standing as a result of resignation, layoff, retirement or death.

If employee elects the health benefit option, the County will pay all or part of the total health insurance premium until the employee, and/or spouse or dependent if covered, is no longer eligible (by age or within COBRA guidelines if applicable) for the County health insurance program or the money runs out, whichever is first. Health benefit payments may be used toward coverage for the employee's dependents only as long as the dependent(s) is eligible for coverage under the plan; and, in the case of children, only to the age permitted under the plan contract as dependent children. If a balance remains at the time the employee, and/or spouse or eligible dependent can no longer participate in the County health insurance, this amount can be applied toward a Medicare Part B plan or Medicare supplement, or PERS Long Term Care plan. Participation in the County health Insurance program is not required for the employee, and/or spouse or eligible dependent to direct all or part of the funds in this account to a Medicare Part B or PERS Long Term Care plan premium.

Taxes will be paid by the employee on the full cash distribution, or the portion of the deposit into the account that could have been taken in cash. Additionally, the cash benefit is taxable in the year the cash is received. In all other instances, any balance in account remains property of County.

**ELECTED OFFICIALS - POST RETIREMENT HEALTH INSURANCE**

Kings County elected Officials who at the time of their retirement from elected office may be eligible for the Post Retirement Health Insurance program. All the criteria shall apply as for management generally except that:

Upon eligibility for the benefit, which occurs on the fifth anniversary from the date of assuming office, for each 12 months of service from the original date of assuming office the official shall be entitled to 7.5 months of health insurance premium payments equivalent to the single person premium per month of the health plan offered by the County. The official may defer use of this benefit if otherwise covered on the County health plan at retirement. Additionally, there can be no break in coverage from the time of retirement until the benefit is utilized.

If a balance remains at the time the employee, and/or spouse or eligible dependent can no longer participate in the County health insurance, this amount can be applied toward a Medicare Part B plan or Medicare supplement, or PERS Long Term Care plan. Participation in the County health Insurance program is not required for the employee, and/or spouse or eligible dependent to direct all or part of the funds in this account to a Medicare Part B or PERS Long Term Care plan premium.

**SECTION IV**

**SPECIAL COMPENSATION SCHEDULE**

P.O.S.T. EDUCATION INCENTIVE

Employees in the classifications of Assistant Sheriff, Sheriff's Commander, Detentions Commander and Chief District Attorney Investigator who are eligible to possess a valid P.O.S.T. Management Certificate shall be entitled to receive compensation in the amount of \$200.00 per month (\$92.31 per pay period). Employees must submit certification to the appropriate department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Management Certification shall not be entitled to compensation for other P.O.S.T. certification.

Employees in the above classifications who are not eligible to possess a P.O.S.T. Management Certificate but who are eligible to possess a P.O.S.T. Advanced or Supervisory Certificate shall be entitled to receive the prevailing compensation for these certificates for a period not to exceed two years upon appointment to one of the above classifications. Employees in the above classifications shall be entitled to receive the prevailing compensation for these certificates for a period not to exceed two years from that date. Employees must submit certification to the appropriate department head prior to payment authorization. Employees receiving compensation for P.O.S.T. Advanced or Supervisory Certification shall not be entitled to compensation for other P.O.S.T. certification.

UNIFORM ALLOWANCE

Certain management employees shall be entitled to receive a uniform allowance as follows:

Assistant Fire Chief *	\$600
Assistant Sheriff	\$775
Battalion Chief *	\$600
Chief District Attorney Investigator	\$475
Chief Probation Officer	\$475
Communications & Records Manager	\$275
Deputy Chief Probation Officer	\$475
Detentions Commander	\$775
Emergency Services Manager	\$250
Fire Chief *	\$600
Food Services Manager	\$275
Sheriff	\$775
Sheriff's Commander	\$775
Supervising Probation Officer	\$475
Juvenile Corrections Captain	\$475

\* These employees participate in the uniform quartermaster system and this amount is deposited in the department's line item on their behalf.

LEGAL SPECIALIST CERTIFICATION PAY

Employees who are hired at or promoted to the classifications of Deputy County Counsel III or IV are eligible for additional compensation as outlined below once they have acquired and maintain a State Bar of California-approved Legal Specialist Certification as a Family Law Specialist or Child Welfare Law Specialist. Certification in any other legal specialties will not be considered qualifying for Legal Specialist Certification pay.

\$150 per month Deputy County Counsel III	\$200 per month Deputy County Counsel IV
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Eligible employees must present proof of certification in order to qualify for Legal Specialist Certification Pay. Proof of re-certification must be presented at the end of each subsequent certification period in order to continue to qualify for certification pay.

SECTION V

BASE AND TIME OF PAY

Compensation shall be paid on a bi-weekly basis within the hourly or monthly rate established for the class of position to which an individual has been appointed except where otherwise indicated in this resolution. For accounting purposes within the Auditor's Office and in the Human Resources Department, the employment records of all employees, whether paid at a monthly or hourly rate, will be maintained on an hourly basis. The first pay period shall be from Monday (starting at 0001 Monday morning) to midnight (2400) of the second Sunday thereafter. Compensation shall be payable on or before the fifth working day after the conclusion of each pay period for service rendered during the preceding pay period.

Any officer required to file an affidavit as a condition of receiving his/her salary for any one month shall not receive the final installment of his/her salary for any month until he/she has submitted to the Auditor/Controller such affidavit or affidavits as are required by law.

EFFECTIVE DATE

This Resolution shall take effect December 20, 2011, except as to those items previously approved by action of the Kings County Board of Supervisors, and as to those items, the effective day shall be the date of the Board action.

The foregoing resolution was adopted upon motion (excluding the District Attorney's portion) by Supervisor Verboon, seconded by Supervisor Valle, at a regular meeting held December 20, 2011, by the following vote:

AYES: Supervisors Verboon, Valle, Neves, Fagundes, Barba  
NOES: None  
ABSENT: None  
ABSTAIN: None

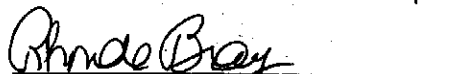
The District Attorney's portion was adopted upon motion by Supervisor Verboon, seconded by Supervisor Neves, at a regular meeting held December 20, 2011, by the following vote:

AYES: Supervisors Verboon, Neves, Fagundes, Barba  
NOES: None  
ABSENT: None  
ABSTAIN: Valle



Tony Barba, Chairman of the Board of Supervisors  
County of Kings, State of California

WITNESS my hand and seal of said Board of Supervisors this 20<sup>th</sup> day of  
December, 2011.



Rhonda Bray, Deputy Clerk of said Board of Supervisors