

1 **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**

2 **RESOLUTION NO. _____**

3 **RESOLUTION ESTABLISHING SALARIES AND BENEFITS FOR MANAGEMENT EMPLOYEES**
4 **FOR THE PERIOD FROM NOVEMBER 1, 2020 TO OCTOBER 31, 2021**

5
6 RESOLVED by the Board of Supervisors of the County of Lake, State of California, that it finds,
7 determines and hereby declares that the salaries and benefits for County Management employees shall
8 be as follows:

9 **1. COMPENSATION**

10 1.1 Salary Schedule

11 The salary range for each classification from Step 1 through Step 5 shall be as shown in
12 Attachment "A-0," and "A-1," which are attached hereto and incorporated herein by reference,
13 and reflect the following adjustment:

14
15 Except as explained below, the CPS-HR Classification and Compensation (CC) Study dated
16 October 1, 2019 shall be implemented at 80% of market median (Market 80).

17
18 Given the extreme difficulty recruiting and retaining licensed nurses, the salary range for the
19 Director of Nursing shall be set as follows:

<u>Step One</u>	<u>Step Two</u>	<u>Step Three</u>	<u>Step Four</u>	<u>Step Five</u>
\$50.59	\$53.12	\$55.78	\$58.57	\$61.49

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21
22
23 With the combining of three departments, the salary range of the Director of Public Works/Water
24 Resources/Community Development, will be set as follows:

<u>Step One</u>	<u>Step Two</u>	<u>Step Three</u>	<u>Step Four</u>	<u>Step Five</u>
\$66.38	\$69.70	\$73.18	\$76.84	\$80.69

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28 1.2 Step Advancement

29 The Salary Step System contained herein is a five (5)-step salary schedule (Step 1, Step 2,
30 etc.). Salary step advancement as referenced above shall not be automatic, but movement in

MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 this system shall be based on an annual satisfactory performance evaluation as determined by
2 the employee's department head (or the Board of Supervisors if it is a department head
3 position) and procedural approval of the Human Resources Director.

4 Eligibility for progression through the first five (5) steps of the salary schedule shall be based
5 upon a term of satisfactory service at the preceding step as outlined in Section 1.2 or 1.3.

6 Management employees, other than elected officials, shall have completed at least six (6)
7 months satisfactory service at the preceding step to be eligible for advancement to Step 2 or
8 Step 3, and at least twelve months satisfactory service at the preceding step to be eligible for
9 advancement to Step 4 or Step 5.

10 In cases where an employee's performance evaluation is less than satisfactory, and, therefore,
11 progression to the next step is denied, the department head shall reevaluate that employee
12 following ninety (90) days additional service, and, if such employee's performance is determined
13 by the department head, or the Board of Supervisors, as applicable, to have improved to
14 satisfactory or better at the conclusion of such ninety (90)-day period, the employee may be
15 eligible to progress to the next step, subject to the full discretion of the department head, or the
16 Board of Supervisors, if it is a department head position. If progression is still denied, the salary
17 anniversary date will be set to one (1) year from the prior salary anniversary date.

18
19 **1.3 Management Incentive for Elected Department Heads**

20 In addition to base salary, incumbents in the offices of Assessor-Recorder, Auditor-Controller,
21 District Attorney, Sheriff-Coroner and Treasurer-Tax Collector are eligible for a management
22 incentive (for salaries as shown in Attachment A-0), based upon cumulative years of service
23 with the County of Lake. The specified years of service must be met prior to taking office, and
24 at least two (2) years must be served immediately prior to assuming elected office.

<u>Incentive</u>	<u>Cumulative Years of Service</u>	<u>Compounded</u>
1	5 years	2.5%
2	10 years	5.062%
3	15 years	7.689%

MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 1.4 Longevity Pay for Appointed County Management Employees

2 1.4.1 Eligibility – The fifth year after an employee reaches the fifth step, the employee shall
3 receive a 2.5% increase for longevity. Each fifth year thereafter, the employee shall
4 receive an additional 2.5% for longevity. Employees are eligible for longevity increases
5 even when they are in a Y-rated status.

6 1.4.2 Longevity upon Voluntary Demotion – Employees who voluntarily demote shall be
7 placed at the salary step representing the least loss of pay. In no case, shall the salary
8 be increased above that received in the classification from which the employee was
9 demoted. Any longevity increases accrued shall remain in effect to the extent such
10 longevity increases accrued in the previously held job classification to which the
11 employee demotes. The employee shall maintain any longevity step that has been
12 previously accrued in the classification to which the employee is demoting.

13 1.4.3 Longevity upon Promotion – Employees who are promoted to a position that places
14 them at the fifth step of the new position shall receive a 2.5% longevity increase after
15 serving five years in the new position.

16
17 1.5 Salary upon Promotion

18 1.5.1 An employee who is promoted, or whose position has been reclassified from a
19 management classification to another management classification, other than an elected
20 official or appointed department head, shall receive a salary at the first step of the
21 higher class or at the step that provides for at least a 5% increase over their base salary
22 prior to such promotion. If the employee being promoted, or whose position is
23 reclassified to a higher level, is at Step 5 or above in the new classification, the
24 employee’s salary anniversary date will be maintained.

25 1.5.2 An employee whose prior classification was not management and who is promoted or
26 reclassified to a management classification, other than an elected official or appointed
27 department head classification, shall receive a salary at the first step of the higher class
28 or at the step which provides for at least a 10% increase over their based salary prior to
29 such promotion. If the employee being promoted, or whose position is reclassified to a
30 higher level, is at Step 5 or above in the former classification and will be at Step 5 or

MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 above in the new classification, the employee's salary anniversary date will be
2 maintained.

3 1.5.3 Upon promotion of a full-time or part-time employee to a new class the employee has
4 not held before, the appointing authority may recommend based on the employee's
5 extraordinary qualifications that the employee receive a salary step which is higher than
6 that set forth in subsections 1.5.1 and 1.5.2. Under such circumstances, the Human
7 Resources Director may authorize an advanced salary step at Step 3. The County
8 Administrative Officer may authorize an advanced salary step at Step 4 or Step 5.

9 1.6 Working Above Class

10 Employees, other than elected officials, who are duly authorized, directed or assigned to work
11 above their normal classifications shall be compensated at the base salary rate of the position
12 to which assigned, or 5% above their normal salary rate, whichever is higher. Pay for
13 assignment above class shall commence on the 16th consecutive workday of such assignment,
14 or the 16th accumulated day in any period of sixty (60) calendar days.

15 1.7 Educational Incentives

16 Chief Probation Officer and Chief Deputy Probation Officer.

17 1.7.1 Each law enforcement management employee who holds an Intermediate, Supervisory
18 and Advanced Post Certificate shall receive an additional 2.5% of their base pay for
19 each certificate held. Each management employee shall be eligible to receive add
20 pays as provided to represented employees in their department for certain professional
21 certifications and/or training and education as
22 specified in the applicable memoranda of understanding.

23 1.8 Bilingual Differential

24 All Management employees certified as bilingual, through the County's standard bilingual
25 certification process, in Spanish or other language as necessary for County business, as
26 determined by the department head, or in the case of department heads, as determined by the
27 County Administrative Officer, shall receive 2.5% of their base pay for all hours worked.

28 1.9 Off-Salary Schedule Pay in Lieu of Vacation and Sick Leave

29 In recognition of their responsibilities for administering the day-to-day operations of a County
30 department, incumbents in the elected offices of Assessor-Recorder, Auditor-Controller, District

MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 Attorney, Sheriff-Coroner and Treasurer-Tax Collector shall receive an annual payment in lieu
2 of vacation, sick leave and administrative leave equal to 4.8% of their annual salary. Said
3 payment shall be issued by September 30 of each fiscal year.
4

5 **2. HEALTH AND LIFE INSURANCE**

6 2.1 Maximum Monthly County Contribution for Insurance Coverage

7 The County shall pay a maximum contribution of one thousand dollars (\$1000.00) per month
8 toward the County-sponsored group medical, dental and vision insurance plan for each
9 employee who enrolls in such a County-sponsored group plan. In no event shall the County's
10 financial obligation exceed the actual monthly premium for an employee's medical, dental and
11 vision insurance choices under the County's flexible benefits plan.

12 Employees who select coverage with total monthly premiums less than one thousand dollars
13 (\$1000.00) per month will not be entitled to receive in cash, other compensation, benefits or in
14 any form the difference between the amount of the cost of such coverage and the one thousand
15 dollar (\$1000.00) per month County contribution.

16 2.2 Insurance Opt-Out

17 Employees may waive health care coverage in its entirety, i.e. medical, dental and vision
18 insurance. Eligibility for the opt-out, cash-in-lieu benefit shall be conditioned upon meeting the
19 current Affordable Care Act (ACA) definition of an "eligible opt out arrangement." Employees
20 wishing to receive the cash-in-lieu benefit described below are required to provide the County
21 proof of similar employer-sponsored coverage in such form as the County may require, in
22 addition to any documentation/certification/attestation/etc. required to demonstrate compliance
23 with the current ACA definition of "eligible opt-out arrangement." Employees waiving health
24 care coverage who are eligible for the opt-out stipend shall receive a cash-in-lieu benefit of two
25 hundred dollars (\$200.00) per month. The County will not pay cash-in-lieu to any employee, at
26 any time during the plan year, if the current provisions of the ACA eligible opt-out arrangement
27 dictate that the County must not pay that employee.

28 2.3 Retiree Insurance

29 For County retirees, who retire from County service with fifteen (15) years of total County
30 service as a permanent employee, of which five (5) years must be continuously served

MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 immediately prior to retiring, who participate in the County's retiree insurance program, the
2 County shall pay a monthly stipend to the retiree which is equivalent to 50% of the group health
3 insurance medical premium for active employees with employee-only coverage under the same
4 health plan. Such stipend shall be discontinued once the employee reaches sixty-five (65)
5 years of age or is eligible for Medicare coverage. For those retirees who retire from County with
6 twenty (20) years of total County service as a permanent employee, of which five (5) years must
7 be continuously served immediately prior to retiring, who participate in the County's retiree
8 insurance program, the County shall pay a monthly stipend to the retiree which is equivalent to
9 75% of the group health insurance medical premium for active employees with employee-only
10 coverage under the same health plan. Such stipend shall be discontinued once the employee
11 reaches sixty-five (65) years of age or is eligible for Medicare coverage.

12 2.3.1 Break in service due to layoff

13 When the last break in service immediately prior to retirement is due to a layoff, the
14 requirement to work at least five (5) continuous years shall be waived.

15 2.3.2 Discontinue Allowance for Break in Service

16 Notwithstanding the above, employees whose original hire date or rehire date is
17 November 1, 2011 or later, shall not be eligible for the retiree health insurance
18 monthly stipend unless they have either fifteen (15) or twenty (20) consecutive
19 years of County service as a permanent employee immediately prior to retirement.
20 However, if the last break in service immediately prior to retirement was due to a
21 layoff and the employee was rehired under the Reemployment provision under Rule
22 906 (A.) of the Lake County Personnel Rules, the employee maintains eligibility and
23 the requirement to work at least five (5) continuous years shall be waived.

24 2.4 Group Life Insurance

25 The County shall pay the cost for County-sponsored basic, group life insurance for eligible
26 employees. The County will pay the cost for County-sponsored basic, group life insurance for
27 qualified dependents of employees who do not waive or opt out of the cafeteria plan.
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MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

3. RETIREMENT BENEFITS

3.1 Miscellaneous and safety employees who, pursuant to AB 340 and CalPERS regulations, are defined as Classic members of the California Public Employee Retirement System (PERS) shall pay the employee's contribution to PERS.

3.2 For miscellaneous and safety employees who, pursuant to AB 340 and CalPERS regulations, are defined as New PERS members, the County is prohibited from paying any portion of the employee's share of PERS, and therefore will not pay any portion of the employee's contribution to PERS.

3.3 County shall provide, pursuant to its contract with PERS, a Section 21548 Pre-Retirement Optional Settlement 2 Death Benefit to the family of an active miscellaneous or safety employee, eligible for CalPERS retirement, who dies prior to retirement from County service.

4. LEAVE BENEFITS

4.1 Vacation Leave

4.1.1 The following annual vacation allowance shall be credited to each employee, other than elected officials, based upon full-time, continuous, permanent employment with the County:

- a. Beginning of 1st year through end of 5th year: 3 weeks per year.
- b. Beginning of 6th year through end of 20th year: 4 weeks per year.
- c. After 20 or more years of continuous service: 5 weeks per year.

In any position of a part-time, permanent nature the allowed vacation leave shall be that part of the appropriate annual allowance equal to the proportion that actual service bears to full-time service.

4.1.2 For employees hired after April 1, 2009 who have previously worked for the County and were terminated due to layoff after March 1, 2009, the years of County service prior to that layoff shall be added to the current years of service for the purposes of earning vacation leave.

4.1.3 Employees upon separation (termination or retirement) from County employment shall receive payment in full for the balance of unused vacation hours earned.

MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 4.1.4 For employees, other than elected officials, whose first day of work with the County of
2 Lake is on or after November 1, 2007, years of full-time, continuous, permanent
3 employment for another county or city government for which the employee worked
4 within 30 days immediately prior to being hired by the County shall be added to the
5 years of service with the County for purposes of earning vacation time.

6 4.1.5 Accumulated vacation time shall be available for use during the pay period following its
7 accrual subject to approval of the department head.

8 4.1.6 A maximum of 280 hours of vacation leave may be accumulated.

9 **4.2 Sick Leave**

10 4.2.1 Sick leave provisions not contained herein shall be provided for in County Personnel
11 Rule 1503 et seq.

12 4.2.2 Employees who have accrued more than five hundred (500) hours of unused sick leave
13 may request and receive cash in lieu of sick leave hours which are in excess of five
14 hundred (500) hours. However, no employee shall receive more than sixty (60) hours
15 of cash in lieu of sick leave hours in any one (1) fiscal year.

16 4.2.3 The CalPERS plan shall continue to include the "credit for unused sick leave" option. At
17 the time of retirement, eligible employees shall have the option to elect either the
18 payment per the schedule in Personnel Rule 1503.3, or the CalPERS option, but may
19 not participate in both.

20 **4.3 Bereavement Leave**

21 Management employees, other than elected officials, shall receive bereavement leave of
22 twenty-four (24) hours for an incident that requires one way travel of less than five hundred
23 (500) miles, or forty (40) hours for an incident that requires one way travel of five hundred (500)
24 miles or more, due to the death of their parent, step-parent, mother-in-law, father-in-law, aunt,
25 uncle, spouse, registered domestic partner, child, stepchild, adopted child, niece, nephew,
26 grandchild, grandparent, sister, brother, step-sister, step-brother, sister-in-law, brother-in-law,
27 grandfather-in-law, grandmother-in-law, son-in-law, daughter-in-law or the death of any person
28 residing in the immediate household of the employee at the time of death.
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MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 Travel distances shall be computed using the “Maps & Directions” function available at
2 www.randmcnally.com, using the employee’s residence as the starting point and the site of the
3 memorial or funeral as the endpoint.

4 Bereavement leave is not subject to accrual and the leave allowed pursuant to this provision
5 generally must be used for any single incident of bereavement within seven (7) days of the time
6 the employee first takes bereavement leave for said incident. Upon advance request to do so,
7 the County Administrative Officer may approve an extension of the seven (7) day period.

8 Said bereavement leave is separate and shall not be credited against other forms of leave.

9 Bereavement leave shall be used by the employee before they make use of accrued sick leave
10 for the purposes of the bereavement leave provision of Section 1504 of the Lake County
11 Personnel Rules.

12 **4.4 Holidays**

13 4.4.1 The following holidays shall be observed:

- 14 1. July 4 (Independence Day)
 - 15 2. First Monday in September (Labor Day)
 - 16 3. Second Monday in October (Indigenous Peoples’ Day)
 - 17 4. November 11 (Veteran’s Day)
 - 18 5. Thanksgiving Day
 - 19 6. Day after Thanksgiving Day
 - 20 7. Winter Holiday (Monday – Friday of the week December 25th falls on, if December
21 25th falls on a weekday. If December 25th falls on a Saturday or Sunday, the 23rd
22 through the 29th of December.)
 - 23 8. January 1 (New Year’s Day)
 - 24 9. Third Monday in January (Martin Luther King, Jr. Day)
 - 25 10. Third Monday in February (President’s Day)
 - 26 11. Last Monday in May (Memorial Day)
 - 27 12. Any other holiday declared by the Board pursuant to State Law
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MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 4.4.2 Holidays Worked

2 Management employees are not eligible for additional compensation for working on
3 County holidays. Management employees who are required to work on holidays may
4 be provided equivalent time off within the same pay period or within the succeeding
5 sixty (60) day period.

6 4.4.3 Holiday Observance

7 Any holiday, except Winter Holiday, as stated above in subsection 4.4.1, which falls on
8 a Sunday shall be observed the following Monday. Any holiday, except Winter Holiday,
9 as stated above in subsection 4.4.1, which falls on a Saturday shall be observed the
10 preceding Friday.

11
12 4.5 Administrative Leave

13 4.5.1 Management employees, other than elected officials, shall be entitled to receive forty
14 (40) hours of administrative leave annually or the equivalent cash in lieu. Employees
15 appointed after April 1st of a fiscal year shall not be entitled to any administrative leave
16 for that fiscal year and shall not receive any allocation of administrative leave until July
17 1st of the following fiscal year. The annual allowance for administrative leave shall not
18 accrue from one fiscal year to another fiscal year. Employees in positions allocated
19 less than full-time shall receive a proportionate amount of administrative leave hours.
20 Employees with less than one year of service shall be entitled to receive a pro rata
21 share of the forty (40) hours (except employees appointed after April 1st as stated
22 above).

23 4.5.2 Employees who terminate County service or who otherwise discontinue serving in a
24 management classification before the end of the fiscal year, and who have used
25 administrative leave hours greater than the pro rata share to which they are entitled
26 shall have the cash equivalent of those hours deducted from their separation pay or
27 deducted from their next payroll check if they are continuing in County service.

28
29 **5. OTHER BENEFITS**

MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

1 5.1 Tool Allowance

2 Each Management employee who is required to use their personal tools as a condition of their
3 employment shall be paid a tool allowance of thirty dollars (\$30.00) per month. The amount
4 shall be paid in the manner prescribed by the Auditor-Controller on a monthly
5 basis as a reimbursement for the cost of maintaining and supplying the tools utilized.
6 Classifications authorized to receive this benefit must be approved by the Board of Supervisors.

7 5.2 Cellular Phone Stipend

8 Pursuant to County policy adopted by the Board of Supervisors, each eligible employee, as
9 defined herein, shall be provided a County owned mobile device or a wireless-communication
10 device stipend. Eligible employees are defined as the Board of Supervisors, Elected Officials,
11 Department Heads and County Management employees, who have demonstrated a need to
12 utilize a cellular phone for County business purposes on a daily basis. The stipend amount for
13 a cellular phone shall be forty dollars (\$40.00) per month and the stipend amount for mobile
14 devices with Personal Digital Assistant (PDA)-like and mobile phone functionality shall be
15 seventy-five dollars (\$75.00) per month. The stipend shall be payable by the Auditor-Controller
16 directly to employees on a monthly basis. Employees shall submit their request for the stipend
17 to the County Administrative Officer, who shall approve or disapprove their request. The
18 County Administrative Officer's eligibility for said stipend shall be subject to the approval of the
19 Board of Supervisors' Chairman.

20 5.3 Overtime In Certain Board Designated Emergencies

21 Management employees shall be eligible for straight-time overtime pay when working beyond
22 forty (40) hours in a week as Disaster Service Workers due to a Board of Supervisors' declared
23 emergency that is concurrent with an active Emergency Operation Center (EOC). Such
24 straight-time overtime must be specifically authorized by the Board of Supervisors resolution,
25 shall be paid in cash and capped at a maximum of forty (40) hours per each authorized incident.

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27 6. **All previous Board of Supervisors Resolutions in conflict herewith are rescinded to the**
28 **extent of such conflict and no further.**

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MANAGEMENT RESOLUTION November 1, 2020 to October 31, 2021:

THIS RESOLUTION was passed and adopted by the Board of Supervisors of the County of Lake at a regular meeting thereof on the 20th day of October, 2020 by the following vote:

AYES:

NOES:

ABSENT OR NOT VOTING:

ATTEST: CAROL J. HUCHINGSON

COUNTY OF LAKE

Clerk to the Board of Supervisors

By: _____

Chair, Board of Supervisors

APPROVED AS TO FORM:

AUDITOR REVIEW:

ANITA L. GRANT

CATHY SADERLUND

County Counsel

Auditor-Controller

JOB CLASSIFICATION	JOB CODE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
AGRICULTURAL COMMISSIONER/SEALER OF WEIGHTS & MEASURES	01-0090	151	44.72	46.95	49.30	51.76	54.35
AIR POLLUTION CONTROL OFFICER	01-0110	151	44.72	46.95	49.30	51.76	54.35
ANIMAL CONTROL DIRECTOR	01-0155	136	30.87	32.42	34.04	35.74	37.53
ASSISTANT ASSESSOR RECORDER	01-0363	140	34.08	35.78	37.57	39.45	41.42
ASSISTANT AUDITOR-CONTROLLER	01-0288	146	39.52	41.50	43.57	45.75	48.04
ASSISTANT CHIEF PROBATION OFFICER	01-0230	143	36.70	38.53	40.46	42.48	44.61
ASSISTANT COUNTY ADMINISTRATIVE OFFICER	01-2015	159	54.48	57.21	60.07	63.07	66.22
ASSISTANT PUBLIC WORKS DIRECTOR	01-0799	149	42.56	44.69	46.92	49.27	51.73
ASSISTANT TREASURER TAX COLLECTOR	01-1375	141	34.93	36.68	38.51	40.44	42.46
BEHAVIORAL HEALTH DIRECTOR	01-0646	155	49.36	51.83	54.42	57.14	59.99
BEHAVIORAL HEALTH PROGRAM MANAGER	01-1136	141	34.93	36.68	38.51	40.44	42.46
CANNABIS PROGRAM MANAGER	01-1106	135	30.12	31.63	33.21	34.87	36.61
CAPTAIN - CORRECTIONS	01-2101	144	37.62	39.50	41.47	43.55	45.72
CENTRAL DISPATCH MANAGER	01-2104	130	26.62	27.95	29.35	30.82	32.36
CHIEF BUILDING OFFICIAL	01-2106	144	37.62	39.50	41.47	43.55	45.72
CHIEF DEPUTY ASSESSOR/RECORDER-VALUATIONS	01-0360	134	29.39	30.86	32.40	34.02	35.72
CHIEF DEPUTY AUDITOR-CONTROLLER	01-0285	142	35.80	37.59	39.47	41.45	43.52
CHIEF DEPUTY COUNTY ADMINISTRATIVE OFFICER	01-2002	154	48.15	50.56	53.09	55.74	58.53
CHIEF DEPUTY DISTRICT ATTORNEY	01-0526	152	45.83	48.12	50.53	53.06	55.71
CHIEF DEPUTY PROBATION OFFICER	01-0234	135	30.12	31.63	33.21	34.87	36.61
CHIEF DISTRICT ATTORNEY INVESTIGATOR	01-0853	135	30.12	31.63	33.21	34.87	36.61
CHIEF PROBATION OFFICER	01-1130	153	46.98	49.33	51.79	54.38	57.10
CODE ENFORCEMENT MANAGER	01-2045	131	27.29	28.65	30.09	31.59	33.17
COMMUNITY DEVELOPMENT DIRECTOR	01-1110	155	49.36	51.83	54.42	57.14	59.99
COUNTY ADMINISTRATIVE OFFICER	01-2001	169	69.74	73.23	76.89	80.73	84.77
COUNTY COUNSEL	01-0520	167	66.38	69.70	73.18	76.84	80.69
COUNTY LIBRARIAN	01-0530	144	37.62	39.50	41.47	43.55	45.72
COUNTY SURVEYOR	01-0610	141	34.93	36.68	38.51	40.44	42.46
DEPUTY AGRICULTURAL COMMISSIONER / SEALER OF WEIGHTS & MEASURES	01-0154	134	29.39	30.86	32.40	34.02	35.72
DEPUTY ANIMAL CONTROL DIRECTOR	01-0158	125	23.53	24.71	25.94	27.24	28.60
DEPUTY BUILDING OFFICIAL	01-2107	138	32.44	34.06	35.76	37.55	39.43
DEPUTY COMMUNITY DEVELOPMENT DIRECTOR	01-1113	148	41.52	43.60	45.78	48.07	50.47
DEPUTY COUNTY ADMINISTRATIVE OFFICER - ADMINISTRATIVE PROJECTS & GRANTS	01-1999	143	36.70	38.53	40.46	42.48	44.61
DEPUTY COUNTY ADMN OFFICER I	01-2003	143	36.70	38.53	40.46	42.48	44.61
DEPUTY COUNTY ADMN OFFICER II	01-2009	146	39.52	41.50	43.57	45.75	48.04
DEPUTY DIRECTOR OF BEHAVIORAL HEALTH	01-0648	145	38.56	40.49	42.51	44.64	46.87
DEPUTY DIRECTOR OF BEHAVIORAL HEALTH - ADMINISTRATION	01-0647	146	39.52	41.50	43.57	45.75	48.04
DEPUTY DIRECTOR OF CHILD SUPPORT SERVICES	01-2108	144	37.62	39.50	41.47	43.55	45.72
DEPUTY HUMAN RESOURCES DIRECTOR	01-1523	146	39.52	41.50	43.57	45.75	48.04
DEPUTY INFORMATION TECHNOLOGY DIRECTOR	01-2233	147	40.51	42.54	44.66	46.90	49.24
DEPUTY PUBLIC SERVICES DIRECTOR - PROJECT	01-2212	142	35.80	37.59	39.47	41.45	43.52
DEPUTY PUBLIC SERVICES DIRECTOR I - ADMINISTRATION	01-2209	138	32.44	34.06	35.76	37.55	39.43
DEPUTY PUBLIC SERVICES DIRECTOR II - ADMINISTRATION	01-2210	142	35.80	37.59	39.47	41.45	43.52
DEPUTY PUBLIC WORKS DIRECTOR I - ADMINISTRATION	01-0804	138	32.44	34.06	35.76	37.55	39.43
DEPUTY PUBLIC WORKS DIRECTOR II - ADMINISTRATION	01-0805	142	35.80	37.59	39.47	41.45	43.52
DEPUTY REGISTRAR OF VOTERS	01-2112	134	29.39	30.86	32.40	34.02	35.72

DEPUTY SOCIAL SERVICES DIRECTOR	01-1220	148	41.52	43.60	45.78	48.07	50.47
DEPUTY SOCIAL SERVICES DIRECTOR - CPS	01-1221	153	46.98	49.33	51.79	54.38	57.10
DEPUTY SPECIAL DISTRICTS ADMINISTRATOR - FISCAL	01-2059	138	32.44	34.06	35.76	37.55	39.43
DEPUTY SPECIAL DISTRICTS ADMINISTRATOR I	01-2062	144	37.62	39.50	41.47	43.55	45.72
DEPUTY SPECIAL DISTRICTS ADMINISTRATOR II	01-2063	148	41.52	43.60	45.78	48.07	50.47
DIRECTOR OF CHILD SUPPORT SERVICES	01-0525	153	46.98	49.33	51.79	54.38	57.10
DISTRICT ATTORNEY ADMINISTRATIVE COORDINATOR	01-2067	128	25.34	26.61	27.94	29.33	30.80
EMERGENCY EVENT DATA EVALUATION PROGRAM MANAGER	01-0641	134	29.39	30.86	32.40	34.02	35.72
EMERGENCY SERVICES MANAGER	01-1600	135	30.12	31.63	33.21	34.87	36.61
ENVIRONMENTAL HEALTH DIRECTOR	01-1195	144	37.62	39.50	41.47	43.55	45.72
FACILITIES MAINTENANCE SUPERINTENDENT	01-2017	130	26.62	27.95	29.35	30.82	32.36
FIRST FIVE EXECUTIVE DIRECTOR	01-0666	134	29.39	30.86	32.40	34.02	35.72
HEALTH SERVICES ADMINISTRATIVE MANAGER	01-2065	136	30.87	32.42	34.04	35.74	37.53
HEALTH SERVICES DIRECTOR	01-0658	156	50.59	53.12	55.78	58.57	61.49
HEALTH SERVICES PROGRAM MANAGER	01-1137	143	36.70	38.53	40.46	42.48	44.61
HEAVY EQUIPMENT & FLEET MAINTENANCE SUPERINTENDENT	01-2211	129	25.97	27.27	28.64	30.07	31.57
HUMAN RESOURCES DIRECTOR	01-1525	154	48.15	50.56	53.09	55.74	58.53
INFORMATION TECHNOLOGY DIRECTOR	01-2110	156	50.59	53.12	55.78	58.57	61.49
LANDFILL MANAGER	01-0809	133	28.67	30.10	31.61	33.19	34.85
PRINCIPAL CIVIL ENGINEER	01-2027	143	36.70	38.53	40.46	42.48	44.61
PRINCIPAL PLANNER	01-1105	144	37.62	39.50	41.47	43.55	45.72
PROGRAM MANAGER	01-1138	141	34.93	36.68	38.51	40.44	42.46
PROGRAM MANAGER-CPS	01-1139	146	39.52	41.50	43.57	45.75	48.04
PROJECT & PARKS SUPERINTENDENT	01-2094	128	25.34	26.61	27.94	29.33	30.80
PUBLIC HEALTH NURSING DIRECTOR	01-0036		50.59	53.12	55.78	58.57	61.49
PUBLIC HEALTH OFFICER	01-2215	169	69.74	73.23	76.89	80.73	84.77
PUBLIC SERVICES DIRECTOR	01-1321	157	51.86	54.45	57.17	60.03	63.03
PUBLIC WORKS DIRECTOR	01-0800		66.38	69.70	73.18	76.84	80.69
PUBLIC WORKS SUPERINTENDENT	01-1180	134	29.39	30.86	32.40	34.02	35.72
REGISTRAR OF VOTERS	01-2111	142	35.80	37.59	39.47	41.45	43.52
RISK MANAGEMENT PROGRAM COORD	01-1500	132	27.97	29.37	30.84	32.38	34.00
RISK MANAGER	01-1501	143	36.70	38.53	40.46	42.48	44.61
SHERIFF-CORONER ADMINISTRATIVE MANAGER	01-2105	134	29.39	30.86	32.40	34.02	35.72
SOCIAL SERVICES DIRECTOR	01-1490	160	55.84	58.64	61.57	64.65	67.88
SPECIAL DISTRICT ADMINISTRATOR	01-2006	155	49.36	51.83	54.42	57.14	59.99
STAFF SERVICES MANAGER	01-1526	141	34.93	36.68	38.51	40.44	42.46
TAX ADMINISTRATOR	01-1605	141	34.93	36.68	38.51	40.44	42.46
UTILITY SYSTEMS COMPLIANCE COORDINATOR	01-2060	143	36.70	38.53	40.46	42.48	44.61
VETERANS SERVICES OFFICER	01-1420	134	29.39	30.86	32.40	34.02	35.72
VETERINARIAN	01-0165	139	33.25	34.91	36.66	38.49	40.41
VICTIM WITNESS PROGRAM ADMINISTRATOR	01-0566	126	24.12	25.32	26.59	27.92	29.32
WATER RESOURCES DEPUTY DIRECTOR	01-0791	143	36.70	38.53	40.46	42.48	44.61