



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources Department



DATE: October 3, 2011
BOARD MEETING DATE: October 18, 2011
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: Majority

TO: Honorable Board of Supervisors

FROM: Donna Vaillancourt, Human Resources Director
Nicole McKay, Employee Relations Manager

SUBJECT: Resolution Establishing Salaries and Benefits For Unrepresented Management Employees

RECOMMENDATION:

Adopt a Resolution establishing the salary and benefits of unrepresented management employees of the County of San Mateo for the term November 1, 2010 through October 27, 2012.

BACKGROUND:

On November 9, 2010, this Board adopted Resolution 071134 establishing salaries and benefits for unrepresented management employees. That resolution reflected the retirement benefit changes for new management employees in the general retirement plan but it did not reflect the changes to new employees in the retirement safety retirement system belonging to the Management Probation and Management Institutions sub units or those new employees in the Managements Sheriff's sub unit. This resolution adds these provisions to the management resolution.

DISCUSSION:

Government Code section 31873 provides that the Board of Supervisors by majority vote may determine to pay part of the costs of the contributions which would be assessed to individual county employees for the cost of funding applicable cost of living adjustments ("COLAs") to pension benefits received from the San Mateo County Employees Retirement Association ("SamCERA"). Prior to this resolution, 100% of the COLA cost was paid for by the County

The resolution reflects the following changes to the retirement benefits of new safety management (commencing July 10, 2011 for Probation employees and January 8, 2012 for Sheriff employees). Newly hired safety management members will pay up to 50% of the cost of COLAs as determined by SamCERA. In addition, these new safety management employees will have a choice between plans with either the 2% at 50

formula with no cost share or the 3% at 55 formula with a cost share. Employees in Probation management and employees in Sheriff management will be paying different percentages of compensation earnable as their respective cost share.

A separate resolution formally implementing the new retirement formulas effective January 8, 2012 for non-probation safety including management will be coming to your Board in the coming weeks. Prior to that resolution, an actuarial will be presented to your Board discussing the full fiscal impact of these formula changes.

County Counsel has reviewed and approved the resolution.

Adopting this resolution relating to retirement benefit changes contributes to Shared Vision 2025 of a Prosperous Community by helping to meet current budget challenges.

FISCAL IMPACT:

During the time this resolution will be in effect, the County will realize ongoing structural savings of approximately \$54,000, with the long term savings estimated at \$2 million by year ten and \$7 million by year 20.

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RESOLUTION NO. _____

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

* * * * *

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

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

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

BE IT RESOLVED that Resolution No. 071134 is rescinded and the following benefits are available to unrepresented Management personnel not covered by a Memorandum of Understanding

SECTION 1: SALARIES AND BENEFITS

1. Definition

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

2. Retirement and Social Security

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

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

For general members who are employed by the County on or before July 2, 1994 and who are no longer making contributions to the retirement system under the Government Code section 31625.2 the County will make a contribution to the employees deferred compensation account in an amount

equal to 50% of what the retirement contribution would otherwise have been at the time of initial calculation. Consistent with state law this additional contribution to deferred compensation will not be offered to employees who reach 30 years of continuous membership on or after March 7, 2003.

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

B. For employees in the miscellaneous retirement system hired before August 7, 2011

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

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

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

C. For employees in the miscellaneous retirement system hired on or after August 7, 2011

Upon the adoption of a resolution making Government Code section 31676.1 effective, the retirement benefit for employees hired on or after August 7, 2011 or the date of the adoption of the resolution, whichever is later, shall be the 1.725% @ 58 benefit. This will be referred to as Plan 5.

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

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

D. Retirement COLA

Employees hired on or after August 7, 2011 in the general retirement plan will pay 50% of the retirement COLA cost as determined by SamCERA.

Employees hired on or after July 10, 2011 in the safety retirement plan belonging to the Management Probation and Management Institutions sub units will pay 50% of the retirement COLA costs as determined by SamCERA.

Employees hired on or after January 8, 2012 in the safety retirement plan belonging to the Management Sheriff's sub unit will pay 50% of the retirement COLA costs as determined by SamCERA.

E. For employees in the safety retirement system

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

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

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

- i. For employees in the safety retirement system belonging to the Management Sheriff's sub unit hired prior to January 8, 2012:
 - Employees shall contribute 5% of compensation earnable effective upon the implementation of the 3% @ 50 retirement benefit.
 - These contributions will not be reduced by the employer pick-ups described in paragraph 2A above.
- ii. For employees in the safety retirement system belonging to the Management Probation and Management Institutions sub units hired prior to July 10, 2011:
 - Employees share in the cost of the enhanced retirement benefits at the same rate as contributed by employees in the Probation and Detention bargaining unit.
 - These contributions will not be reduced by the employer pick-ups described in paragraph 2A above.
- iii. For employees in the safety retirement system belonging to Management Probation and Management Institutions sub units on or after July 10, 2011:
 - (1) The County shall again implement the 2% @ 50 safety retirement benefit consistent with Government Code section 31664 (Plan 6) and the 3% @ 55 (Plan 5) safety retirement benefit consistent with Government Code section 31664.2. All new employees hired on or after July 10, 2011, will have the option of either the section 31664 benefits or the section 31664.2 benefits.

Those safety employees electing to have the benefit consistent with Government Code section 31664 will not pay the contributions set forth in paragraph 3 below. Those new employees electing to have the benefit consistent with Government Code section 31664.2 shall contribute an

additional 3.5% of compensation earnable as set forth in paragraph 3 below. These contributions will not be reduced by the employer pick-ups described in paragraph 2A above.

Any new employee failing to make an election within 60 days from date of hire shall be deemed to have elected the 2% @ 50 safety retirement benefit consistent with Government Code section 31664.

- (2) All elections are permanent decisions and shall be irrevocable. Any employee who has elected, or is deemed to have elected, a benefit plan and who terminates his or her employment and is later reemployed shall not be entitled to change his or her election upon that reemployment.
- (3) For all safety members with benefits under Government Code section 31664.2 which are applicable all safety service back to the date of employment pursuant to the Board of Supervisor's authority under to Government Code section 31678.2(a), section 31678.2(b) authorizes the collection, from employees, of all or part of the contributions by a member or employer or both, that would have been required if section 31664.2 had been in effect during the time period specified in the resolution adopting 31664.2, and that the time period specified in the resolution will be all future and past safety service back to the date of employment. These employees will share in the cost of such retirement benefits by contributing an additional 3.5% total of compensation earnable as defined in SamCERA regulations.

- iv. For employees in the safety retirement system belonging to the Sheriff Management sub unit hired on or after January 8, 2012:

- (1) The County shall again implement the 2% @ 50 safety retirement benefit consistent with Government Code section 31664 (Plan 6) and the 3% @ 55 (Plan 5) retirement benefit consistent with Government Code section 31664.2. All new safety employees hired on or after January 8, 2012, will have the option of either the section 31664 benefits or the section 31664.2 benefits.

Those employees electing to have the benefit consistent with Government Code section 31664 will not pay the contributions set forth in paragraph 3 below. Those new safety employees electing to have the benefit consistent with Government Code section 31664.2 shall contribute an additional 5% of compensation earnable as set forth in paragraph 3 below. These contributions will not be reduced by the employer pick-ups described in paragraph 2A above.

Any new employee failing to make an election within 60 days from date of hire shall be deemed to have elected the 2% @ 50 safety retirement benefit consistent with Government Code section 31664.

- (2) All elections are permanent decisions and shall be irrevocable. Any employee who has elected, or is deemed to have elected, a benefit plan and who terminates his or her employment and is later reemployed shall not be entitled to change his or her election upon that reemployment.
- (3) For all safety members with benefits under Government Code section 31664.2 which are applicable all safety service back to the date of employment pursuant to the Board of Supervisor's authority under to Government Code section 31678.2(a), section 31678.2(b) authorizes the collection, from employees, of all or part of the contributions by a member or employer or both, that would have been required if section 31664.2 had been in effect during the time period specified in the resolution adopting 31664.2, and that the time period specified in the resolution will be all future and past safety service back to the date of employment. These employees will share in the cost of such retirement benefits by contributing an additional 5% total of compensation earnable as defined in SamCERA regulations.

3. Health Insurance

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

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

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

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

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

4. Dental Insurance

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

5. Vision Care

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

6. Life Insurance

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

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

7. Accidental Death and Dismemberment Insurance

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

8. Long Term Disability Insurance

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

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

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

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

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

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

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

For management employees and elective officers commencing employment

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

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

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

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

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

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

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

10. Administrative/Management Leave Time

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

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

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

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

11. Bereavement Leave

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

12. Transportation Allowance in Lieu of Traveling Expenses

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

12. Severance Pay

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

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

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

13. Leave for Management Employees

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

14. Holiday

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

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

15. Salaries

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

part hereof.

16. Special Compensation

Board of Supervisors

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

County Manager's Office

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

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

County Library

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

District Attorney's Office

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

Health System

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

differential is assigned to incumbent.

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

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

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

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

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

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

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

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

Human Resources Department

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

Human Services Agency

Management Analysts assigned as lead worker over other Management Analysts shall receive premium pay of one step in addition to all other

compensation. Only one employee at a time may be so assigned.

Information Services Department

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

Probation Department

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

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

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

Public Works Department

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

Sheriff's Department

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

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

Shift-Differential: Shift differential pay is pay at a rate that is one step above the employee's base pay in the salary range for his/her

classification. If the base pay is at the top step, shift differential pay shall be computed at one step above such base pay. Employees shall be paid shift differential for all hours so worked between the hours of 6:00 p.m. and 6:00 a.m.

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

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

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

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

Miscellaneous

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

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

and

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

and

The manager cannot receive on-call when:

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

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

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

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

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

Management

Salaries: 11/01/2010

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

Management

Salaries: 11/01/2010

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

Management

Salaries: 11/01/2010

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

Management

Salaries: 11/01/2010

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

Management

Salaries: 11/01/2010

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

Management

Salaries: 11/01/2010

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

Management

Salaries: 11/01/2010

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