



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

D-16

For the meeting of: October 4, 2016

Date: September 7, 2016

To: Board of Supervisors

From: Dan Fulks, Director of Human Resources

Subject: Approve the adoption of the new classification of Senior Automotive Service Technician; reallocate the Automotive Service Technician position currently held by Jo Wattle in budget unit 350 to Senior Automotive Service Technician.

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the new classification of Senior Automotive Service Technician (salary range 349, class number 0209, employee unit 02) into the classification plan; and
2. Adopt Resolution No. 16-114, (attached) approving the Amendment to Appendix A of the Memorandum of Understanding for Units 1-4 (American Federation of State, County and Municipal Employees) for fiscal years 2015-2017 to:

Include the classification of Senior Automotive Service Technician (salary range 349, class number 0209, employee unit 02) into the classification plan; and

Prepared by David Gauthier, HR Analyst II

CAO Approval

[Handwritten signature]

REVIEW:

Auditor MSM County Counsel an Human Resources DF Other PW

TYPE OF ITEM:

- Consent
- Departmental
- Public Hearing
- Other

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT

Upon motion of Supervisor Sundberg Seconded by Supervisor Bass

Ayes: Sundberg, Fennell, Lovelace, Bohm, Bass

Nays:

Abstain:

Absent:

PREVIOUS ACTION/REFERRAL:

Board Order No. C-15

Meeting of: 1/19/16

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: Oct. 4, 2016

By: [Handwritten signature]

Kathy Hayes, Clerk of the Board

3. Reallocate the Automotive Service Technician position (salary range 329, class 0246, position 01) currently occupied by Jo Wattle in budget unit 350 to Senior Automotive Service Technician (salary range 349, class 0209)

effective the beginning of the bi-weekly pay period following adoption by the board.

SOURCE OF FUNDING:

Public Works budget unit 350.

DISCUSSION:

At the request of the Public Works Department, the Human Resources Department conducted a classification review of the Automotive Service Technician position currently occupied by Jo Wattle. The review was requested for the purpose of evaluating the appropriateness of the classification for this position.

Currently, Jo Wattle performs her duties as Automotive Service Technician in the County Motor Pool. Based upon review of the Job Analysis Questionnaire prepared by Jo Wattle and Mike Hedding on February 9, 2016, and my subsequent interviews with Jo Wattle and Mike Hedding, the Human Resources Department has determined that the Automotive Service Technician position currently occupied by Jo Wattle is not appropriately classified. Furthermore, the Human Resources Department recommends that a new classification of Senior Automotive Service Technician be adopted into the County's classification plan, and that Jo Wattle be reclassified as Senior Automotive Service Technician.

During the course of the classification study it became evident that Jo Wattle has been performing duties beyond the scope of Automotive Service Technician. Ms. Wattle's position as Automotive Service Technician has evolved significantly since being hired to the position in 2005. The impetus for the change in Ms. Wattle's position was caused by changing business needs in the County Motor Pool which required an expansion of her duties and responsibilities as well as increasing her authority when delegating and monitoring the work of others. As such, her responsibilities broadened to meet those business needs. Currently, Ms. Wattle oversees and directs the work of other automotive service technician staff and motor pool work crews, enforces relevant policies and procedures, and manages special and complex motor pool projects. These types of duties and responsibilities are representative of lead worker assignments. Upon examining existing County job classifications, it became apparent that an appropriate existing County class was not available to reclassify Jo Wattle, so therefore, the development of Senior Automotive Service Technician.

During the development of the Senior Automotive Service Technician, the AFSCME union was consulted and they had no objections.

FINANCIAL IMPACT:

Sufficient fund balance exists in 350, Motor Pool Fund to cover the increased salary and benefits cost of \$4,467 for the Senior Automotive Service Technician position in fiscal year 2016-17. Ongoing costs will be incorporated in the annual cost allocation to departments.

The items before you support your Board's strategic framework by providing for and maintaining efficient County operations.

OTHER AGENCY INVOLVEMENT:

Public Works Department
AFSCME Union

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve the adoption of the new classification of Senior Automotive Service Technician. However, this is not recommended as it would have a negative impact on the Public Works Department efficiency with County motor pool duties and processes.

ATTACHMENTS:

Resolution No. 16-114
Copy of the job specification for Senior Automotive Service Technician
Copy of Appendix A of the Memorandum of Understanding for Units 1-4 (American Federation of State, County and Municipal Employees) for fiscal years 2015-2017

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA
Certified copy of portion of proceedings, Meeting of October 4, 2016

RESOLUTION NO. 16-114

RESOLUTION AMENDING RESOLUTION NO. 16-09 REGARDING THE MEMORANDUM OF UNDERSTANDING FOR UNITS 1-4 (AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES)

WHEREAS, the Board of Supervisors of the County of Humboldt (County) is authorized by the provisions of Section 25300 of the Government Code of the State of California to provide for the number, compensation, tenure, appointment and conditions of employment of County employees by resolution; and

WHEREAS, on January 19, 2016, the Board of Supervisors adopted Resolution No. 16-09, providing for the implementation of the Memorandum of Understanding for Units 1-4 (American Federation of State, County and Municipal Employees) for fiscal years 2015-2017; and

WHEREAS, the Board of Supervisors desires to amend Resolution No. 16-09 providing for the implementation of the Memorandum of Understanding for Units 1-4 (American Federation of State, County and Municipal Employees) for fiscal years 2015-2017.

NOW, THEREFORE, the Board of Supervisors of the County of Humboldt resolves as follows:

1. Include the classification of Senior Automotive Service Technician (salary range 349, class number 0209, employee unit 02) in the classification plan; and
2. This resolution shall become effective the beginning of the bi-weekly pay period following adoption by the Board.

Dated: October 4, 2016



MARK LOVELACE, Chair
Humboldt County Board of Supervisors

Adopted on motion by Supervisor Sundberg, seconded by Supervisor Bass, and the following vote:

AYES:	Supervisors	Sundberg, Fennell, Lovelace, Bohn, Bass
NAYS:	Supervisors	--
ABSENT:	Supervisors	--
ABSTAIN:	Supervisors	--

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA


Certified copy of portion of proceedings, Meeting of October 4, 2016

RESOLUTION NO. 16-114

STATE OF CALIFORNIA)
County of Humboldt)

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be an original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors.



By ANA HARTWELL
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California

SENIOR AUTOMOTIVE SERVICE TECHNICIAN

DEFINITION

Under general supervision, assigns, directs and reviews the work of automotive service technicians and assigned work crews; schedules and dispatches motor pool vehicles; maintains computerized records and prepares reports; cleans, inspects, services, and lubricates County motor pool vehicles; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS

This is the working lead level class in this series with responsibility for providing direction and training to automotive service technicians and work crews assigned to the County motor pool. This class is distinguished from the Equipment Superintendent which is responsible for all County vehicles and equipment fleets.

EXAMPLES OF DUTIES (Illustrative Only)

- Provides lead direction, training and work review to automotive service technicians.
- Assigns work, sets priorities and follows completion of assigned work.
- Participates in the selection of work crew participants, trains workers to perform simple work tasks and coordinates with the Sheriff's Department or appropriate agency regarding performance or attendance problems.
- Coordinates and oversees the activities of assigned workers from a variety of county and non-county work alternative, community service and job training programs; maintains records of days, hours and work performed.
- Provides input into selection decisions, performance evaluations, disciplinary matters and other personnel decisions.
- Assigns and schedules motor pool vehicles according to user needs, availability and other criteria; dispatches vehicles to user departments and checks in returned vehicles; informs vehicle users of policies and procedures pertaining to the use of vehicles including record keeping requirements.

Senior Automotive Service Technician

Page Two

- Maintains a variety of records using computerized and manual systems concerning vehicle assignments, mileage, dates of service, and other information; prepares reports and spreadsheets; reconciles mileage logs and resolves discrepancies.
- Ensures that the interior and exterior of vehicles are clean, participates and directs others in washing, waxing, vacuuming and removing trash from vehicles; documents and resolves complaints from users regarding the cleanliness or condition of vehicles.
- Performs preventive maintenance on motor pool vehicles; inspects, adds and/or changes fluid levels and wipers, inspects general operating condition and safety problems.
- Takes vehicle repair requests, troubleshoots problems, coordinates and schedules needed repairs, prepares and records work orders.
- Changes tires, charges and replaces batteries, replaces bulbs and makes other minor repairs.
- Conducts regular safety meetings, maintains meeting minutes, safety records and material safety data sheets.
- Maintains inventory of parts and supplies for routine maintenance; removes salvageable parts from damaged vehicles for reuse.
- Obtains estimates for damaged vehicles, photographs damage, assists departments in filling out accident reports and maintains computerized files pertaining to accidents involving county vehicles.
- Participates and directs workers in keeping motor pool facilities in a clean, orderly, and safe condition.
- Arranges for disabled vehicles to be towed; drives a tow truck and makes simple repairs in the field or tows vehicles to the appropriate place for repairs.
- Installs or removes specialized equipment and decals from vehicles; prepares vehicles for sale; verifies that new vehicles meet specifications.

QUALIFICATIONS

Knowledge of:

Basic supervisory principles and practices.
Office practices and procedures, including filing and record keeping.

Senior Automotive Service Technician

Page Three

Basic business computer usage including database management and the use of spreadsheets.

Principles and practices of operation and maintenance of vehicle systems and components.

Use and maintenance of basic shop, hand and power tools.

Types and grades of lubricants, coolants, brake, steering and other fluids used in automotive servicing.

Safe working practices and safety equipment related to the work, including materials and supplies.

Basic business arithmetic.

Skill in:

Planning, assigning and directing the work of others.

Training others in work procedures.

Operating standard office equipment, including a word processor and computer terminal.

Using initiative and sound judgment within established procedures and guidelines.

Operating a variety of vehicles safely.

Operating basic shop, hand and power tools.

Performing preventive maintenance, routine service, fueling and lubricating duties.

Understanding and following oral and written instructions.

Keeping accurate logs and records.

Establishing and maintaining effective working relationships with those contacted in the course of the work.

Other Requirements:

Must possess a valid California driver's license. Must possess the strength and stamina sufficient to lift up to 60 lbs. Must be willing to work out of doors with exposure to traffic.

Desirable Education and Experience:

A typical way to obtain the knowledge and skills outlined above is:

One year of experience in motor pool work equivalent to the County's class of Automotive Services Technician II.

APPENDIX A
AFSCME REPRESENTED CLASSES
AND SALARY RANGES
ADOPTED: JANUARY 19, 2016

Class Number	Class	Salary Range 4-10-16	Salary Range 7-3-16	Salary Range 1-1-17	Work Week
607	Accountant Auditor I	355	359	363	37.5
643	Accountant Auditor I (40)	368	372	376	40
607	Accountant Auditor II	379	383	387	37.5
643	Accountant Auditor II (40)	392	396	400	40
692	Accounting Systems Analyst	404	408	412	40
354	Accounting Technician	338	342	346	37.5
355	Accounting Technician (40)	351	355	359	40
939	Activity Therapist	353	357	361	40
623	Administrative Analyst I	358	362	366	37.5
626	Administrative Analyst I (40)	371	375	379	40
623	Administrative Analyst II	391	395	399	37.5
626	Administrative Analyst II (40)	404	408	412	40
161	Administrative Secretary	316	320	324	37.5
164	Administrative Secretary (40)	329	333	337	40
648	Agriculture Weights & Measures Inspector I	352	356	360	40
648	Agriculture Weights & Measures Inspector II	385	389	393	40
271	Airport Groundskeeper	326	330	334	40
348	Airport Operations Supervisor	383	387	391	40
278	Airport Service Worker I	313	317	321	40
278	Airport Service Worker II	333	337	341	40
428	Animal Control Officer	305	309	313	37.5
1428	Animal Control Officer (40)	318	322	326	40
440	Animal Shelter and Care Attendant I	294	298	302	40
440	Animal Shelter and Care Attendant II	314	318	322	40
642	Appraisal Technician	329	333	337	40
628	Appraiser I	359	363	367	40
628	Appraiser II	382	386	390	40
628	Appraiser III	401	405	409	40
172	Assessment Technician I	289	293	297	40
172	Assessment Technician II	314	318	322	40
547	Assistant County Physician	\$62.88/hr	\$64.14/hr	\$65.42/hr	

APPENDIX A
AFSCME REPRESENTED CLASSES
AND SALARY RANGES
ADOPTED: JANUARY 19, 2016

306	Assistant Engineer I	409	413	417	40
306	Assistant Engineer II	438	442	446	40
342	Assistant Materials Testing Engineer	438	442	446	40
304	Associate Civil Engineer	468	472	476	40
302	Associate Engineer	458	462	466	40
314	Associate Land Surveyor	468	472	476	40
641	Auditor-Appraiser I	368	372	376	40
641	Auditor-Appraiser II	392	396	400	40
641	Auditor-Appraiser III	411	415	419	40
228	Automotive Mechanic I	335	339	343	40
228	Automotive Mechanic II	353	357	361	40
246	Automotive Service Technician	325	329	333	40
431	Boat Operator I	317	321	325	40
431	Boat Operator II	331	335	339	40
112	Bookmobile Library Assistant	329	333	337	37.5
205	Bridge Crew Supervisor	385	389	393	40
229	Bridge Maintenance Worker	345	349	353	40
318	Building Inspector I	369	373	377	37.5
318	Building Inspector II	392	396	400	37.5
268	Building Maintenance Custodian	299	303	307	40
671	Buyer I	319	323	327	40
671	Buyer II	352	356	360	40
320	Cadastral Drafting Technician	342	346	350	40
226	Carpenter	368	372	376	40
732	Child Care Worker	270	274	278	37.5
1732	Child Care Worker (40)	283	287	291	40
359	Child Support Accounting Specialist	368	372	376	40
366	Child Support Assistant I	278	282	286	40
366	Child Support Assistant II	311	315	319	40
367	Child Support Assistant III	344	348	352	40
362	Child Support Compliance Specialist	404	408	412	40
361	Child Support Office Manager	389	393	397	40
196	Child Support Process Server	344	348	352	40
141	Child Support Specialist I	330	334	338	40

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

141	Child Support Specialist II	349	353	357	40
147	Child Support Specialist III	368	372	376	40
766	Client Services Supervisor	377	381	385	40
772	Client Services Worker I	304	308	312	40
772	Client Services Worker II	337	341	345	40
343	Code Compliance Officer I	353	357	361	40
343	Code Compliance Officer II	376	380	384	40
511	Community Health Outreach Worker I	326	330	334	40
511	Community Health Outreach Worker II	354	358	362	40
411	Community Services Officer	329	333	337	37.5
415	Community Services Officer (40)	342	346	350	40
206	Construction Projects Manager	468	472	476	40
433	Correctional Cook	318	322	326	40
424	Correctional Deputy I	334	338	342	40
424	Correctional Deputy II	354	358	362	40
430	Correctional Programs Coordinator	381	385	389	40
427	Correctional Work Crew Leader	370	374	378	40
900	Crisis Specialist	404	408	412	40
264	Custodial Supervisor	369	373	377	40
276	Custodian	278	282	286	40
1195	Data Entry Operator Supervisor MSS	328	332	336	40
763	Departmental Information Systems Analyst	393	397	401	37.5
762	Departmental Information Systems Analyst (40)	406	410	414	40
759	Departmental Information Systems Supervisor	446	450	454	40
760	Departmental Information Systems Technician	349	353	357	37.5
761	Departmental Information Systems Technician (40)	362	366	370	40
936	Departmental Programmer/Analyst	426	430	434	40
678	Deputy Public Guardian	369	373	377	40
901	Director of Dietary Services	357	361	365	40
903	Discharge Planner	345	349	353	40
640	Economic Development Specialist	424	428	432	40
770	Educational Laboratory Instructor	406	410	414	40
132	Election Specialist I	306	310	314	40
132	Election Specialist II	336	340	344	40

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

191	Election Worker	260	264	268	40
192	Election Worker - Rover	277	281	285	40
729	Eligibility Supervisor	379	383	387	37.5
1729	Eligibility Supervisor (40)	392	396	400	40
731	Eligibility Worker I	288	292	296	37.5
1731	Eligibility Worker I (40)	301	305	309	40
731	Eligibility Worker II	320	324	328	37.5
1731	Eligibility Worker II (40)	333	337	341	40
731	Eligibility Worker III	346	350	354	37.5
1731	Eligibility Worker III (40)	359	363	367	40
128	Emergency Communications Dispatcher	341	345	349	40
401	Emergency Communications Supervisor	394	398	402	40
764	Employment & Training Program Coordinator	391	395	399	37.5
765	Employment & Training Program Coordinator (40)	404	408	412	40
724	Employment & Training Supervisor	431	435	439	40
721	Employment & Training Worker I	312	316	320	37.5
722	Employment & Training Worker I (40)	325	329	333	40
721	Employment & Training Worker II	354	358	362	37.5
722	Employment & Training Worker II (40)	367	371	375	40
723	Employment & Training Worker III	381	385	389	40
324	Engineering Aide	333	337	341	40
322	Engineering Technician I	381	385	389	40
322	Engineering Technician II	405	409	413	40
208	Environmental Analyst	385	389	393	40
535	Environmental Health Specialist I	371	375	379	40
535	Environmental Health Specialist II	403	407	411	40
532	Environmental Health Technician I	305	309	313	40
532	Environmental Health Technician II	325	329	333	40
555	Epidemiologist	406	410	414	40
224	Equipment Mechanic I	342	346	350	40
224	Equipment Mechanic II	362	366	370	40
407	Evidence Technician	384	388	392	40
163	Executive Secretary	336	340	344	37.5
235	Fabricator-Mechanic	367	371	375	40

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

250	Facility Maintenance Mechanic I	317	321	325	37.5
251	Facility Maintenance Mechanic I (40)	330	334	338	40
250	Facility Maintenance Mechanic II	355	359	363	37.5
251	Facility Maintenance Mechanic II (40)	368	372	376	40
587	Family Nurse Practitioner	507	511	515	40
148	Fiscal Assistant I	276	280	284	37.5
177	Fiscal Assistant I (40)	289	293	297	40
148	Fiscal Assistant II	302	306	310	37.5
177	Fiscal Assistant II (40)	315	319	323	40
185	Fiscal Officer	411	415	419	40
149	Fiscal Services Supervisor	355	359	363	37.5
1149	Fiscal Services Supervisor (40)	368	372	376	40
283	Food Services Supervisor	364	368	372	40
330	Geographic Information Systems Coordinator	425	429	433	37.5
305	Geologist	454	458	462	40
319	Graphic Arts Technician (MSS)	386	390	394	40
536	Hazardous Materials Specialist I	371	375	379	40
536	Hazardous Materials Specialist II	403	407	411	40
573	Health Client Services Worker	303	307	311	37.5
1573	Health Client Services Worker (40)	316	320	324	40
595	Health Education Specialist I	349	353	357	37.5
1595	Health Education Specialist I (40)	362	366	370	40
595	Health Education Specialist II	382	386	390	37.5
1595	Health Education Specialist II (40)	395	399	403	40
540	Health Program Coordinator	360	364	368	40
517	HHS Program Services Coordinator	440	444	448	40
739	Homemaker	272	276	280	40
647	Housing and Community Programs Specialist	358	362	366	40
356	Information Systems Coordinator II	358	362	366	40
353	Information Systems Coordinator III	398	402	406	40
719	Integrated Caseworker I	330	334	338	40
719	Integrated Caseworker II	352	356	360	40
720	Integrated Caseworker III	384	388	392	40
449	Investigator	410	414	418	40

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

622	IT Applications Analyst I	421	425	429	40
622	IT Applications Analyst II	436	440	444	40
627	IT Applications Analyst III	451	455	459	40
120	IT Systems Administrator I	349	353	357	40
120	IT Systems Administrator II	364	368	372	40
189	IT Technician I	396	400	404	40
189	IT Technician II	416	420	424	40
486	Juvenile Corrections Officer I	313	317	321	40
486	Juvenile Corrections Officer II	333	337	341	40
432	Kitchen and Laundry Supervisor	402	406	410	40
635	Labor Market Information Specialist	348	352	356	40
571	Laboratory Assistant I	273	277	281	37.5
1571	Laboratory Assistant I (40)	287	291	295	40
571	Laboratory Assistant II	320	324	328	37.5
1571	Laboratory Assistant II (40)	333	337	341	40
266	Laborer	277	281	285	40
350	Legal Clerk I	274	278	282	37.5
351	Legal Clerk I (40)	284	288	292	40
350	Legal Clerk II	294	298	302	37.5
351	Legal Clerk II (40)	307	311	315	40
352	Legal Clerk III	337	341	345	40
153	Legal Office Assistant I	271	275	279	37.5
178	Legal Office Assistant I (40)	284	288	292	40
153	Legal Office Assistant II	293	297	301	37.5
178	Legal Office Assistant II (40)	306	310	314	40
133	Legal Office Services Manager	389	393	397	40
150	Legal Office Services Supervisor	355	359	363	37.5
1150	Legal Office Services Supervisor (40)	368	372	376	40
144	Legal Secretary I	295	299	303	37.5
1144	Legal Secretary I (40)	308	312	316	40
144	Legal Secretary II	316	320	324	37.5
1144	Legal Secretary II (40)	329	333	337	40
358	Legal Secretary III	349	353	357	40
106	Legal Services Assistant I	277	281	285	40

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

106	Legal Services Assistant II	306	310	314	40
357	Legal Services Assistant III	337	341	345	40
653	Librarian I	334	338	342	37.5
653	Librarian II	361	365	369	37.5
157	Library Assistant I	264	268	272	37.5
157	Library Assistant II	286	290	294	37.5
654	Library Circulation Manager	412	416	420	37.5
152	Library Materials Mender	255	259	263	37.5
156	Library Shipping Clerk	282	286	290	37.5
904	Licensed Clinical Psychologist I	421	425	429	40
904	Licensed Clinical Psychologist II	468	472	476	40
567	Licensed Vocational Nurse (PH)	366	370	374	40
162	Mail Services Driver	290	294	298	40
312	Materials Testing Technician I	381	385	389	40
312	Materials Testing Technician II	405	409	413	40
513	Medical Clinic Assistant I	268	272	276	37.5
513	Medical Clinic Assistant II	286	290	294	37.5
570	Medical Office Assistant I	278	282	286	37.5
574	Medical Office Assistant I (40)	291	295	299	40
570	Medical Office Assistant II	296	300	304	37.5
574	Medical Office Assistant II (40)	309	313	317	40
907	Mental Health Case Manager I	346	350	354	40
907	Mental Health Case Manager II	374	378	382	40
908	Mental Health Clinician I	401	405	409	37.5
909	Mental Health Clinician I (40)	414	418	422	40
908	Mental Health Clinician II	431	435	439	37.5
909	Mental Health Clinician II (40)	444	448	452	40
434	Mental Health Cook	312	316	320	40
435	Mental Health Cook's Aide	266	270	274	40
269	Mental Health Maintenance Custodian	305	309	313	40
911	Mental Health Worker I	293	297	301	40
911	Mental Health Worker II	312	316	320	40
176	Microfilm Technician I	287	291	295	40
176	Microfilm Technician II	315	319	323	40

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

588	Mid Level Practitioner	466	470	474	40
550	Milk Laboratory Technician	328	332	336	40
515	Nurse Case Manager	421	425	429	40
586	Nurse Practitioner-Family Planning	406	410	414	37.5
581	Nutrition Aide	303	307	311	37.5
1581	Nutrition Aide (40)	316	320	324	40
533	Occupational Therapist	492	496	500	40
180	Office Assistant I	247	251	255	37.5
179	Office Assistant I (40)	260	264	268	40
180	Office Assistant II	278	282	286	37.5
179	Office Assistant II (40)	291	295	299	40
121	Office Services Supervisor	349	353	357	37.5
122	Office Services Supervisor (40)	362	366	370	40
450	Paralegal I	304	308	312	37.5
450	Paralegal II	324	328	332	37.5
596	Parent Educator	375	379	383	40
578A	Parent Partner I	271	275	279	40
578B	Parent Partner II	285	289	293	40
579	Parent Partner III	292	296	300	40
272	Park Caretaker I	299	303	307	40
272	Park Caretaker II	319	323	327	40
219	Parks Supervisor	379	383	387	40
249	Parts Storekeeper	302	306	310	40
576A	Peer Coach I	271	275	279	40
576B	Peer Coach II	285	289	293	40
577	Peer Coach III	292	296	300	40
335	Permit Specialist I	343	347	351	37.5
335	Permit Specialist II	361	365	369	37.5
502	Pharmacist	502	506	510	37.5
534	Physical Therapist	492	496	500	40
317	Plan Checker I	426	430	434	37.5
317	Plan Checker II	436	440	444	37.5
631	Planner I	361	365	369	37.5
631	Planner II	388	392	396	37.5

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

328	Planning Technician I	329	333	337	37.5
328	Planning Technician II	343	347	351	37.5
656	Principal Appraiser	421	425	429	40
659	Principal Auditor-Appraiser	431	435	439	40
436	Program Coordinator	398	402	406	37.5
1425	Program Coordinator (40)	411	415	419	40
410	Property Technician I	308	312	316	37.5
1410	Property Technician I (40)	321	325	329	40
410	Property Technician II	334	338	342	37.5
1410	Property Technician II (40)	347	351	355	40
316	Property Transfer Assistant	332	336	340	40
912	Psychiatric Mid-Level Practitioner	507	511	515	40
913	Psychiatric Nurse	449	453	457	40
921	Psychiatric Physician's Assistant	488	492	496	40
914	Psychiatric Technician I	355	359	363	40
914	Psychiatric Technician II	384	388	392	40
526	Public Health Microbiologist I	366	370	374	40
526	Public Health Microbiologist II	410	414	418	40
528	Public Health Nurse	457	461	465	40
594	Public Health Nutritionist	405	409	413	37.5
1594	Public Health Nutritionist (40)	418	422	426	40
1596	Public Health Nutritionist Supervisor	448	452	456	40
636	Real Property Agent I	360	364	368	40
636	Real Property Agent II	384	388	392	40
155	Recordable Documents Examiner I	279	283	287	37.5
155	Recordable Documents Examiner II	308	312	316	37.5
556	Registered Nurse (Public Health)	449	453	457	40
160A	Reprographics Technician I	266	270	274	37.5
160B	Reprographics Technician II	313	317	321	37.5
1197	Revenue Recovery Officer I	315	319	323	40
1197	Revenue Recovery Officer II	343	347	351	40
204	Road Maintenance Supervisor	385	389	393	40
238	Road Maintenance Worker I	317	321	325	40
238	Road Maintenance Worker II	331	335	339	40

APPENDIX A
AFSCME REPRESENTED CLASSES
AND SALARY RANGES
ADOPTED: JANUARY 19, 2016

230	Road Maintenance Worker III	345	349	353	40
730	Screenener	302	306	310	40
165	Secretary	298	302	306	37.5
1168	Secretary (40)	311	315	319	40
632	Senior Accountant/Auditor	398	402	406	37.5
1632	Senior Accountant/Auditor (40)	411	415	419	40
901	Senior Activity Therapist	384	388	392	40
448	Senior Animal Control Officer	-	342	346	40
648	Senior Agriculture Weights & Measures Inspector	408	412	416	40
1172	Senior Assessment Technician	339	343	347	40
218	Senior Automotive Mechanic	369	373	377	40
0209	Senior Automotive Service Technician	-	349	353	40
340	Senior Building Inspector	416	420	424	37.5
263	Senior Building Maintenance Custodian	315	319	323	40
665	Senior Buyer	376	380	384	40
923	Senior Case Manager	384	388	392	40
421	Senior Correctional Deputy	369	373	377	40
280	Senior Custodian	302	306	310	40
127	Senior Emergency Communications Dispatcher	361	365	369	40
313	Senior Engineering Technician	423	427	431	40
520	Senior Environmental Analyst	417	421	425	40
518	Senior Environmental Health Specialist	417	421	425	40
213	Senior Equipment Mechanic	371	375	379	40
125	Senior Fiscal Assistant	326	330	334	37.5
124	Senior Fiscal Assistant (40)	339	343	347	40
537	Senior Hazardous Materials Specialist	417	421	425	40
582	Senior Health Education Specialist	405	409	413	40
691	Senior Information Systems Analyst	426	430	434	40
126	Senior IT Systems Administrator	377	381	385	40
188	Senior IT Technician	429	433	437	40
487	Senior Juvenile Corrections Officer	353	357	361	40
1572	Senior Laboratory Assistant	359	363	367	37.5
145	Senior Legal Office Assistant	324	328	332	37.5

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

168	Senior Legal Office Assistant (40)	337	341	345	40
140	Senior Legal Secretary	336	340	344	37.5
1140	Senior Legal Secretary (40)	349	353	357	40
657	Senior Library Assistant	324	328	332	37.5
572	Senior Medical Office Assistant	324	328	332	37.5
575	Senior Medical Office Assistant (40)	337	341	345	40
917	Senior Mental Health Clinician	453	457	461	40
270	Senior Mental Health Maintenance Custodian	335	339	343	40
919	Senior Mental Health Worker	341	345	349	40
154	Senior Microfilm Technician	339	343	347	40
130	Senior Office Assistant	313	317	321	37.5
135	Senior Office Assistant (40)	326	330	334	40
265	Senior Park Caretaker	349	353	357	40
248	Senior Parts Storekeeper	329	333	337	40
337	Senior Permit Specialist	388	392	396	37.5
630	Senior Planner	425	429	433	37.5
323	Senior Property Transfer Assistant	357	361	365	40
527	Senior Public Health Nurse	467	471	475	40
629	Senior Real Property Agent	412	416	420	40
158	Senior Recordable Documents Examiner	330	334	338	37.5
1199	Senior Revenue Recovery Officer	368	372	376	40
216	Senior Road Maintenance Worker	359	363	367	40
492	Senior Substance Abuse Counselor	365	369	373	40
679	Senior Treasury & Tax Assistant	353	357	361	40
1734	Senior Vocational Counselor	380	384	388	40
137	Services Support Assistant I	264	268	272	37.5
1137	Services Support Assistant I (40)	277	281	285	40
137	Services Support Assistant II	298	302	306	37.5
1137	Services Support Assistant II (40)	311	315	319	40
194	Services Support Assistant III	320	324	328	37.5
1194	Services Support Assistant III (40)	333	337	341	40
422	Sheriff's Compliance Officer	409	413	417	40
708	Social Service Aide (MSS)	293	297	301	40
726	Social Worker I	334	338	342	37.5

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

727	Social Worker I (40)	347	351	355	40
726	Social Worker II	359	363	367	37.5
727	Social Worker II (40)	372	376	380	40
726	Social Worker III	375	379	383	37.5
727	Social Worker III (40)	388	392	396	40
706	Social Worker IV A	385	389	393	37.5
707	Social Worker IV A (40)	398	402	406	40
706	Social Worker IV B	399	403	407	37.5
707	Social Worker IV B (40)	412	416	420	40
707	Social Worker IV C	414	418	422	40
707	Social Worker IV D	444	448	452	40
1708	Social Worker Supervisor I	441	445	449	40
704	Social Worker Supervisor II	454	458	462	37.5
714	Social Worker Supervisor II (40)	467	471	475	40
1737	SSB-Accountant-Auditor I	368	372	376	40
1737	SSB-Accountant-Auditor II	392	396	400	40
1740	SSB-Information Systems Analyst I	376	380	384	40
1740	SSB-Information Systems Analyst II	406	410	414	40
1738	SSB-Programmer/Analyst	426	430	434	40
183	SSB-Secretary I	311	315	319	40
1739	SSB-Systems Support Analyst	364	368	372	40
391	Staff Services Analyst I	371	375	379	40
391	Staff Services Analyst II	404	408	412	40
392	Staff Services Analyst III	419	423	427	40
390	Staff Services Specialist	368	372	376	40
1733	Stock Clerk	287	291	295	40
673	Student Professional Worker	297	301	305	40
491	Substance Abuse Counselor I	334	338	342	40
491	Substance Abuse Counselor II	352	356	360	40
491	Substance Abuse Counselor Trainee	304	308	312	40
686	Supervising Agricultural/Weights & Measures Inspector	419	423	427	40
279	Supervising Airport Service Worker	359	363	367	40
136	Supervising Child Support Specialist	394	398	402	40
420	Supervising Correctional Deputy	409	413	417	40

APPENDIX A
 AFSCME REPRESENTED CLASSES
 AND SALARY RANGES
 ADOPTED: JANUARY 19, 2016

519	Supervising Environmental Health Specialist	453	457	461	40
721	Supervising Integrated Caseworker	420	424	428	40
485	Supervising Juvenile Corrections Officer	376	380	384	40
658	Supervising Librarian	403	407	411	37.5
916	Supervising Mental Health Clinician	468	472	476	40
920	Supervising Psychiatric Nurse	468	472	476	40
514	Supervising Public Health Nurse	476	480	484	40
393	Supervising Staff Services Analyst	432	436	440	40
940	Supervising Therapist	499	503	507	40
329	Survey Party Chief	423	427	431	40
236	Tire Repair Specialist	355	359	363	40
215	Traffic Control Crew Supervisor	385	389	393	40
220	Traffic Control Maintenance Worker	331	335	339	40
426	Training Coordinator	367	371	375	37.5
429	Training Coordinator (40)	380	384	388	40
495	Translator/Interpreter	326	330	334	40
170	Treasury and Tax Assistant I	301	305	309	40
170	Treasury and Tax Assistant II	319	323	327	40
552	Vector Control Officer	374	378	382	40
675	Veterans Service Representative	342	346	350	40
689	Victim Witness Program Specialist	336	340	344	37.5
742	Vocational Assistant	283	287	291	40
769	Vocational Counselor I	324	328	332	37.5
768	Vocational Counselor I (40)	337	341	345	40
769	Vocational Counselor II	347	351	355	37.5
768	Vocational Counselor II (40)	360	364	368	40
742	Vocational Trainee	269	273	277	40
233	Work Crew Leader	318	322	326	40