



OF HUMBOLDT

AGENDA ITEM NO.

C-18

For the meeting of: July 25, 2017

Date: July 6, 2017

To: Board of Supervisors

From: Daniel Fulks, Director of Human Resources *DF/KAB*

Subject: Revision to the Amendment of the Memorandum of Understanding between the County and the American Federation of State, County and Municipal Employees, Local 1684 to adopt the new classification of Public Health Microbiologist Trainee and the revised classification and salary of Public Health Microbiologist I/II.

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the new 40 hour per week classification of Public Health Microbiologist Trainee (class 0525, salary range 370, unit 04) into the classification plan effective December 18, 2016; and
2. Adopt the revised classification and salary range of Public Health Microbiologist I/II (class 0526, salary range 402/421, unit 04) effective December 18, 2016; and
3. Adopt Resolution No. 17-65 (attached) approving the Amendment to Appendix A of the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County and Municipal Employees (AFSCME), Local 1684 to include the new classification of Public Health Microbiologist Trainee (class 0525, salary range 370) and the revised classification and salary of Public Health Microbiologist I/II (class 0526, salary range 402/421, unit 04), effective December 18, 2016.

Prepared by: Stephanie McAfee,

CAO Approval *[Signature]*

REVIEW:

Auditor _____ County Counsel an Human Resources KAB Other _____

TYPE OF ITEM:

Consent

Departmental

Public Hearing

Other _____

PREVIOUS ACTION/REFERRAL:

Board Order No. C-15; C-21

Meeting of: January 19, 2016 December 13, 2016

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT

Upon motion of Supervisor Wilson Seconded by Supervisor Fennell

Ayes Wilson, Fennell, Sundberg

Nays _____

Abstain _____

Absent Bass, Bohn

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

Dated: July 25, 2017

By: [Signature]
Kathy Hayes, Clerk of the Board

SOURCE OF FUNDING:

DHHS Public Health, BU 435

DISCUSSION:

This item is before your Board as a revision to C-21, meeting of December 13, 2016. The purpose is to clarify the allocations for Public Health Microbiologist Trainee/I/II. In addition, information that the salary range for Public Health Microbiologist I/II is revised is also included. The clarifications are requested by County Payroll.

The Department of Health and Human Services, Public Health has proposed revising the Public Health Microbiologist classification series to meet the requirements of the State of California and the modern business demands of the department. The revised series separates the Public Health Microbiologist Trainee as a distinct classification, and updates the Public Health Microbiologist I/II to a two year flexible class.

Currently, the County's classification of Public Health Microbiologist I is the trainee level for the classification series. However, the State of California requires that microbiologist trainees must be identified as such in their job title. To accommodate this requirement, the new classification of Public Health Microbiologist Trainee has been created as a distinct classification. Some terminology has been updated as well to reflect current practices in the field. The purpose of the trainee position is to provide incumbents with the chance to receive the professional lab experience needed to attain California certification as a Public Health Microbiologist. The salary range for this classification will remain at 370, the same salary range as the current classification of Public Health Microbiologist I.

To better meet the business needs of the Public Health Laboratory, the Public Health Microbiologist classification has been revised to a two year flexible classification. The new Public Health Microbiologist I is now the apprentice level classification in the series, fully certified by the State to work as a Public Health Microbiologist, but lacking significant post certification experience in the field. The updated Public Health Microbiologist II classification is the journeyman level position, fully certified by the State with significant post certification experience in the field. Some terminology in the job specification has been updated as well to reflect current business practices. The salary range for the revised classification of Public Health Microbiologist I is set at 402 and the revised classification of Public Health Microbiologist II is set at 421. The increase in salary ranges compensates for the increased certification requirement for the Public Health Microbiologist I classification and the addition of one year experience requirement for the Public Health Microbiologist II classification.

There are two Public Health Microbiologist IIs currently working for DHHS Public Health that will receive the increased salary range. There are no County employees currently classified as a Public Health Microbiologist I.

Human Resources has met and conferred with AFSCME regarding the proposed new and revised classifications, as well as the recommended assigned salary ranges for each (Public Health Microbiologist Trainee, salary range 370; Public Health Microbiologist I, salary range 402; and Public Health Microbiologist II, salary range 421), and they are in agreement with the proposed recommendations.

FINANCIAL IMPACT:

The adoption of the new classification and new salary ranges for Public Health Microbiologist Trainee, Public Health Microbiologist I and Public Health Microbiologist II is anticipated to cost \$2,488 annually for salary and benefits. For Fiscal Year (FY) 2016-17 there will be an overall increase of \$1,244 for the remaining pay periods of the year, there are sufficient savings in Fund 1175, Budget Unit 435, Public Health Laboratory to cover this increase in salaries and benefits. The increased salary costs will be incorporated into the county budget process for FY 2017-18. There is no impact to the General Fund.

This agenda item supports the Board's strategic framework by providing for the health and safety of the community.

OTHER AGENCY INVOLVEMENT:

The Department of Health and Human Services

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to adopt the new classification of Public Health Microbiologist Trainee and the revised classification of Public Health Microbiologist I/II. However, this is not recommended as it will have a negative impact on the Public Health Laboratory's ability to meet the needs of the community.

ATTACHMENTS:

- Resolution No. 17-65
- New job specification for Public Health Microbiologist Trainee
- Revised job specification for Public Health Microbiologist I/II
- Amended Appendix A of the 2015-2017 AFSCME MOU

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of July 25, 2017

RESOLUTION NO. 17-6~~5~~

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 new classification of Public Health Microbiologist Trainee (salary range 370, class number 0525, employee unit 04) effective December 18, 2016; and
2. Include the revised classification and salary range of Public Health Microbiologist I/II (salary range 402/421, class number 0526, employee unit 04) in the classification plan effective December 18, 2016.

Dated: July 25, 2017



RYAN SUNDBERG, Vice-Chair
Humboldt County Board of Supervisors

Adopted on motion by Supervisor Wilson, seconded by Supervisor Fennell, and the following vote:

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

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of July 25, 2017

RESOLUTION NO. 17-64

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 BROOKE EBERHARDT
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California

PUBLIC HEALTH MICROBIOLOGIST TRAINEE

DEFINITION

Under close supervision, gains work experience and learns to perform microbiologist and related public health laboratory examinations in order to attain certification as a Public Health Microbiologist from the California Department of Health Services; develops skills in specimen processing, test performance, and test results reporting on clinical and environmental specimens with increasing independence; performs related work as assigned or required.

DISTINGUISHING CHARACTERISTICS

This is the trainee level position in this professional series. The purpose of this position is to provide the practical experience necessary for certification as a Public Health Microbiologist to candidates with the proper academic qualifications. Under close supervision, incumbents conduct and interpret microbiological and other analytical tests while fulfilling the training requirements for certification as a Public Health Microbiologist established by the California State Department of Health Services. This class is distinguished from Public Health Microbiologist I in that the latter has certification from the State of California as a Public Health Microbiologist and fully competent to perform a broad range of microbiologist duties. Public Health Microbiologist Trainee incumbents may advance to Public Health Microbiologist I once they have attained the required certification.

EXAMPLES OF DUTIES (Illustrative Only)

- Examines clinical specimens for the presence of pathogens.
- Performs bacteriological, biological, parasitological, toxicological, molecular and serological tests and analyses.
- Performs tests and examinations for a variety of communicable diseases including HIV, tuberculosis, diphtheria and gonorrhoea.
- Performs tests on environmental health samples, such as water, wastewater and food.
- Performs general tests on submitted cultures for the identification of bacteria.
- Performs laboratory quality control tests on media and reagents used in laboratory testing; maintains quality assurance standards.

- Travels to and attends formal microbiologist training programs as necessary.
- Operates and maintains a variety of laboratory equipment; troubleshoots operating problems and makes adjustments.
- Maintains detailed records of laboratory testing and prepares written reports as necessary.

QUALIFICATIONS

Knowledge of:

Principles, practices and procedures of clinical laboratory operations including chemistry, microbiology, serology, mycology and parasitology.

Medical terminology and concepts.

Principles and practices of laboratory quality control, statistical measurements, and evaluation.

Operation and minor maintenance of a wide variety of laboratory equipment used in the work.

Computer applications related to laboratory support and recordkeeping.

Clinical procedures and recordkeeping requirements.

Safety precautions and safe work methods related to the work.

Skill in:

Performing a wide variety of laboratory tests and procedures.

Operating and maintaining complex laboratory equipment.

Developing and implementing test procedures to isolate and identify pathogens.

Maintaining quality control in performing laboratory work.

Preparing and maintaining accurate records of work performed.

Observing safety practices related to the work.

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

Other Requirements:

Must be willing to work with infectious material, including the AIDS virus. May be required to be immunized against various communicable diseases, including rabies. Must possess a letter of approval as a Public Health Microbiologist Trainee issued by the California State Department of Health Services. Must be willing to travel out of the local area for extended periods for training purposes. Must be able to obtain certification from the California State Department of Health Services as a Public Health Microbiologist within two years from date of hire.

PUBLIC HEALTH MICROBIOLOGIST I/II

DEFINITION

Under general supervision, conducts and interprets microbiological and bacteriological tests in the fields of communicable diseases and environmental sanitation; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS

Public Health Microbiologist I is the entry level in this professional series for those who have been certified as Public Health Microbiologist by the State of California, and have minimal post certification experience or have been out of practice for a number of years. Under close supervision, incumbents conduct and interpret microbiological and other analytical tests. This class is alternately staffed with Public Health Microbiologist II, and incumbents may advance after gaining experience and demonstrating proficiency which meet the qualifications for the higher level.

Public Health Microbiologist II is the journey level in this skilled, professional class, certified by the State of California and fully competent to prepare, conduct and interpret a broad range of microbiological and other analytical tests to support public health clinic and environmental health staff. Incumbents also train and oversee the work of Public Health Microbiologist Trainees. Successful performance of the work requires the use of independence, judgment and initiative within established guidelines. This class is distinguished from Public Health Laboratory Manager in that the latter has supervisory responsibility over all functions of the public health laboratory.

EXAMPLES OF DUTIES (Illustrative Only)

- Examines clinical specimens for the presence of pathogens.
- Performs bacteriological, biological, parasitological, toxicological, molecular and serological tests and analyses.
- Performs tests and examinations for a variety of communicable diseases including HIV, tuberculosis, diphtheria and gonorrhoea.
- Performs tests on environmental health samples, such as water, wastewater and food.
- Performs general tests on submitted cultures for the identification of bacteria.

- Performs laboratory quality control tests on media and reagents used in laboratory testing; maintains quality assurance standards.
- Operates and maintains a variety of laboratory equipment; troubleshoots operating problems and makes adjustments.
- Coordinates laboratory activity with those of medical clinics, physicians, public health services and outside laboratories; provides training concerning proper collection and handling of specimens.
- Coordinates and/or participates in training activities for community agencies such as law enforcement agencies and fire departments; may participate in developing training protocols.
- Maintains detailed records of laboratory testing and prepares written reports as necessary.
- May train and direct the work of laboratory assistants on a project or day to day basis.
- May train and direct the work of other staff; may oversee and sign off on tests performed by uncertified staff.

QUALIFICATIONS

Knowledge of:

Basic supervisory principles and practices.
Principles, practices and procedures of clinical laboratory operations including chemistry, microbiology, serology, mycology and parasitology.
Medical terminology and concepts.
Principles and practices of laboratory quality control, statistical measurements, and evaluation.
Operation and minor maintenance of a wide variety of laboratory equipment used in the work.
Computer applications related to laboratory support and recordkeeping.
Clinical procedures and recordkeeping requirements.
Safety precautions and safe work methods related to the work.

Skill in:

Directing and training support staff on a project or day to day basis.
Performing a wide variety of laboratory tests and procedures.

Operating and maintaining complex laboratory equipment.
Developing and implementing test procedures to isolate and identify pathogens.
Maintaining quality control in performing laboratory work.
Preparing and maintaining accurate records of work performed.
Observing safety practices related to the work.
Establishing and maintaining effective working relationships with those contacted in the course of the work.

Other Requirements:

Must possess a valid certificate as a Public Health Microbiologist as issued by the California State Department of Health Services. Must be willing to work with infectious material, including the AIDS virus. May be required to be immunized against various communicable diseases, including rabies. May be required to work after hours and weekends as necessary.

Desirable Education and Experience:

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

Public Health Microbiologist I: Recent certification as a Public Health Microbiologist as issued by the California State Department of Health Services.

Public Health Microbiologist II: In addition to above, one year of experience equivalent to the County's class of Public Health Microbiologist I.

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	

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 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

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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

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 AND SALARY RANGES
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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

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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

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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

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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

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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

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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
0525	Public Health Microbiologist Trainee	-	370	374	40
526	Public Health Microbiologist I	-	402	406	40
526	Public Health Microbiologist II	-	421	425	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

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238	Road Maintenance Worker II	331	335	339	40
230	Road Maintenance Worker III	345	349	353	40
730	Screeener	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

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145	Senior Legal Office Assistant	324	328	332	37.5
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

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726	Social Worker I	334	338	342	37.5
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

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420	Supervising Correctional Deputy	409	413	417	40
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