



COUNTY OF HUMBOLDT

AGENDA ITEM NO.
C18

For the meeting of: February 27, 2018

Date: February 1, 2018
To: Board of Supervisors
From: Lisa DeMatteo, Director of Human Resources *LD*
Subject: Amendment of the 2015-2016 and 2016-2017 Compensation Plan for Management & Confidential Employees to Include the New Classification of Senior Program Manager – Employment and Training Division (ETD)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the new classification of Senior Program Manager – Employment and Training Division (class 0751, salary range 507, unit 08) into the classification plan; and
2. Adopt Resolution No. 18-11 (attached) approving the amendment to Attachment 1 of the 2015-2016 and 2016-2017 Compensation Plans for Management & Confidential Employees to include the new job class of Senior Program Manager – Employment and Training Division (class 0751, salary range 507, unit 08) effective the first full pay period following approval by the Board.

SOURCE OF FUNDING: DHHS budget unit 597

DISCUSSION:

At the request of the Department of Health and Human Services, the Human Resources Department conducted a classification review of the Employment and Training Manager position currently occupied by

Prepared by Lisa DeMatteo CAO Approval *[Signature]*
 REVIEW: Auditor *kpd* County Counsel *JS* Human Resources *LD* Other _____

TYPE OF ITEM:
 Consent
 Departmental
 Public Hearing
 Other _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
 Upon motion of Supervisor *Wilson* Seconded by Supervisor *Bass*
 Ayes *Bass, Fennell, Sundberg, Bohn, Wilson*
 Nays _____
 Abstain _____
 Absent _____

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

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

Dated: 2/27/18

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

Connie Lorenzo. The review was requested for the purpose of evaluating the appropriateness of the classification for this position.

During the course of the classification study, it became evident that Connie Lorenzo has been performing duties beyond the scope of Employment and Training Manager. Ms. Lorenzo's position as Employment and Training Manager has evolved significantly since promoting to the position in 2010. The impetus for the change in Ms. Lorenzo's position was caused by changing business needs in the Employment and Training Division (ETD) due to significant and continued growth of the Workforce Improvement Act (WIA) programs and services. The changes required an expansion of her duties and responsibilities as well as increasing her autonomy when making important administrative decisions. As such, she has been performing at a level equivalent to the county class of Senior Program Manager to meet those business needs.

Although the job specification for Employment and Training Manager accounts for many of the duties currently performed by Ms. Lorenzo, it is the size, scope, and complexity of her assignment that has elevated her responsibilities and made necessary her ability to make high level decisions autonomously. When developed, the job specification for Employment and Training Manager was aligned with the Program Manager job specification and salary range due to the similarities in responsibilities and scope of duties. Typically, Program Managers provide administrative oversight for a single program or a few small and related programs. In contrast, the Senior Program Manager assignments have administrative oversight for multiple unrelated programs or a very large and complex program. Given the growth in WIA programs and services and the increased complexity of collaborating and coordinating with other departments and agencies indicate that Ms. Lorenzo's assignment is comparable to that of Senior Program Manager. However, an appropriate job specification does not currently exist, thus the development of the Senior Program Manager – Employment and Training Division job specification.

FINANCIAL IMPACT:

There is no financial impact for adopting the new job class of Senior Program Manager – Employment and Training Division. The Department of Health and Human Services will present information on the financial impact of a new allocation for this position when they choose to do so.

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

OTHER AGENCY INVOLVEMENT:

Department of Health and Human Services (DHHS) - SSB/ETD

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve the adoption of the new job classification of Senior Program Manager – Employment and Training Division. However, this is not recommended as it will have a negative impact on DHHS – ETD's ability to meet the needs of the community.

ATTACHMENTS:

Resolution No. 18-11

Job specification for Senior Program Manager – Employment and Training Division

Human Resources classification review report for Employment and Training Manager

Amended Attachment 1 of Exhibit A of the Compensation Plans for Management and Confidential Employees and Elected and Appointed Department Heads for fiscal years 2015-2016 and 2016-2017

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA
Certified copy of portion of proceedings, Meeting of February 27, 2018

RESOLUTION NO. 18-11

**RESOLUTION OF THE HUMBOLDT COUNTY BOARD OF SUPERVISORS AMENDING
RESOLUTION NO. 16-10 (2015-2016 AND 2016-2017 COMPENSATION PLANS FOR
MANAGEMENT AND CONFIDENTIAL EMPLOYEES AND FOR ELECTED AND
APPOINTED COUNTY DEPARTMENT HEADS)**

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. 16-10, providing for the compensation plans for management and confidential employees and for elected and appointed County department heads; and

WHEREAS, the Board of Supervisors desires to amend Resolution No. 16-10 to establish the salary for certain classifications.

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

1. Amend Attachment 1 to Exhibit A of Resolution No. 16-10, to read as shown on the attached sheet. (See Attachment 1).
2. This resolution shall become effective upon adoption by the Board of Supervisors and includes the implementation dates stated therein.

Dated: February 27, 2018.



Ryan Sundberg, Chair
Humboldt County Board of Supervisors

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

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

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

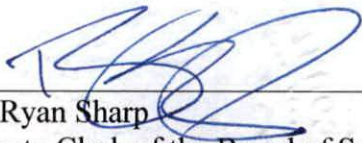
Certified copy of portion of proceedings, Meeting of February 27, 2018

RESOLUTION NO. 18-11

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 Ryan Sharp
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California

SENIOR PROGRAM MANAGER - EMPLOYMENT AND TRAINING DIVISION

DEFINITION

Under direction, plans, organizes, manages and evaluates programs, staff and activities for the Employment Training Division within the Department of Health and Human Services; provides expert professional assistance to the County and the public in areas of responsibility; and performs related work as assigned.

DISTINGUISHING CHARACTERISTICS

This is a management class within the Employment and Training Division of the Department of Health and Human Services with responsibility for managing the day to day activities of the employment and training function including accomplishing goals and objectives, supervising staff, collaborating with community partners and other County departments, managing the annual budget and contract service providers. This position is distinguished from the Health and Human Services - Social Service Branch Director in that the latter has overall responsibility for the social services activities of the Department of Health and Human Services.

EXAMPLES OF DUTIES (Illustrative Only)

- Directs and participates in the development of goals, objectives, policies, procedures and work standards for employment and training; participates in developing and administering the annual budget.
- Directs, plans, organizes, administers, reviews and evaluates the work of staff directly and through subordinate supervisors.
- Collaborates with community partners to develop, coordinate, implement, and manage Workforce Investment Act programs and services.
- Coordinates and streamlines services between the Employment and Training Division of DHHS with other County departments providing work related programs and services.
- Evaluates the effectiveness of program services in meeting clients' needs; develops and implements policy and procedure modifications as required.

- Manages and directs marketing, job development, program evaluation, contract services provision and monitoring.
- Reviews and interprets federal, state and local laws and regulations applicable to employment and training programs, analyzes requirements and recommends and develops procedures, practices and alternatives.
- Manages client assessment, counseling, training and placement activities through subordinate program staff.
- Represents the department and the County in meeting with federal, state and local public agencies, private groups and business organizations.
- Participates in and directs the development of funding sources for client services to meet the established goals and objectives.
- Prepares and directs the preparation of a variety of routine and specialized reports using established database and other information.

QUALIFICATIONS

Knowledge of:

Principles and practices of goal setting, program development and employee supervision.

Principles and practices of vocational program development and implementation, including planning, job development, marketing, funding and program evaluation.

Provisions, procedures and practices related to the screening and placement of applicants in employment and training programs or employment situations.

Applicable federal, state and local laws and guidelines. Regulations and procedures of relevant work assistance programs and services offered in the community.

Budgetary development and administration principles.

Business computer user applications, including the use of computerized database systems.

Statistical analyses and management research techniques.

Principles of contract administration and economic development.

Skill in:

Planning, organizing, directing, reviewing and evaluating the work of staff through subordinate supervision.

Selecting and motivating staff and providing for their professional development.

Developing, implementing, interpreting and applying complex laws, goals, objectives, policies, procedures, and work standards.

Working collaboratively with other County departments and community partners to improve services and attain shared goals.

Preparing and administering a complex budget.

Exercising sound independent judgment within established guidelines.

Preparing clear and concise reports, agendas, correspondence and other written materials.

Analyzing complex administrative and technical problems, evaluating alternative solutions and adopting effective courses of action.

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

Desirable Education and Experience:

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

Equivalent to graduation from a four year college or university with major coursework in business, public administration, psychology, social services or a closely related field and four years of professional level experience in a job development, employment training, or similar social service delivery programs.



**County of Humboldt
Human Resources/Risk Management
825 5th Street, Room 100
Eureka, CA 95501**

Date: January 30, 2018

To: Connie Beck, Director – Department of Health and Human Services

From: Human Resources

Subject: Classification review of Connie Lorenzo, Employment and Training Manager

At your request, the Human Resources Department conducted a classification review of the Employment and Training Manager position currently occupied by Connie Lorenzo. The review was requested for the purpose of evaluating the appropriateness of the classification for this position.

Currently, Connie Lorenzo serves as the Employment and Training Manager in the Department of Health and Human Services Employment and Training Division. Based upon review of the Job Analysis Questionnaire prepared by Connie Lorenzo and her immediate supervisor Kelly Hampton and submitted by your department on October 26, 2017, the Human Resources Department has determined that the Employment and Training Manager position currently occupied by Connie Lorenzo is not appropriately classified and an appropriate classification does not currently exist. Furthermore, the Human Resources Department recommends that a new classification of Senior Program Manager – Employment and Training Division be adopted into the County's classification plan, and that Connie Lorenzo be reclassified as Senior Program Manager – Employment and Training Division.

During the course of the classification study it became evident that Connie Lorenzo has been performing duties beyond the scope of Employment and Training Manager. Ms. Lorenzo's position as Employment and Training Manager has evolved significantly since originally promoting to the position in 2010. The impetus for the expansion of Ms. Lorenzo's responsibilities and duties is due to the continued growth of the Workforce Investment Act (WIA) programs and services as the number of other agencies providing those services declined, leading to a significant demand for collaboration and coordination with other county departments and community partners to improve program efficiency and outcomes. Examples include collaborating and coordinating work programs and services with the Employment Development Department, the Probation Department, and the CalWORKS Welfare to Work and General Relief programs.

Although the job specification for Employment and Training Manager accounts for many of the duties currently performed by Ms. Lorenzo, it is the size, scope, and complexity of her assignment that has elevated her responsibilities and made necessary her ability to make high level decisions autonomously. When developed, the job specification for Employment and Training Manager was aligned with the Program Manager job specification and salary range due to the similarities in responsibilities and scope of duties. Typically, Program Managers provide administrative oversight for a single program or a few small and related programs. In contrast, the Senior Program Manager assignments have administrative oversight for multiple unrelated programs or a very large and complex program. Given the growth in WIA programs and services and the increased complexity of collaborating and coordinating with other

departments and agencies indicate that Ms. Lorenzo's assignment is comparable to that of Senior Program Manager. However, an appropriate job specification does not currently exist, thus the development of the Senior Program Manager – Employment and Training Division job specification.

You will need to prepare a report to the Board of Supervisors following the adoption of the new classification on February 27, 2018, with the following specific recommendations:

“That the Board of Supervisors:

1. Allocate one full-time Senior Program Manager – Employment and Training Division (class 0751, salary range 507, unit 8) in budget unit 597 effective the beginning of the first full bi-weekly pay period following approval.”

For informational purposes, please include a copy of this report, along with the attached specification for Senior Program Manager – Employment and Training Division, with your report to the Board of Supervisors.

If you have any questions regarding this report please feel free to contact Human Resources at 476-2349.

Attachment: Job specification for Senior Program Manager – Employment and Training Division

cc: Connie Lorenzo
Kelly Hampton
Yvonne Winter

Attachment 1

**SALARY RANGE FOR
MANAGEMENT AND CONFIDENTIAL
CLASSES**

	AMENDED SALARY RANGE	AMENDED SALARY RANGE	AMENDED SALARY RANGE
UNITS 8 AND 9 ADOPTED 1-19-16	7-3-16	4-10-16	1-1-17

CLASS NUMBER	CLASS	AMENDED SALARY RANGE	AMENDED SALARY RANGE	AMENDED SALARY RANGE
0606	Accountant/Auditor I	391	395	399
0606	Accountant/Auditor II	413	417	421
0199	ADA Coordinator	-	446	450
0605	Administrative Analyst I	411	415	419
0605	Administrative Analyst II	442	446	450
1115	Administrative Assistant/Deputy Clerk of the Board I	374	378	382
1115	Administrative Assistant/Deputy Clerk of the Board II	394	398	402
1115	Administrative Assistant/Deputy Clerk of the Board III	414	418	422
0166	Administrative Secretary	355	359	363
0775	Administrative Services Manager	444	448	452
0776	Administrative Services Officer	419	423	427
0102	Administrative Support Manager to the BOS/Clerk of the Board	442	446	450
0617	Airport Manager	454	458	462
0439	Animal Control And Facilities Manager	424	428	432
0624	Assistant Agricultural Commissioner/ Sealer Weights and Measures	450	454	458
0646	Assistant Auditor-Controller	485	489	493
0474	Assistant Chief Probation Officer	485	489	493
0408	Assistant Coroner-Public Administrator	439	443	447
0601	Assistant County Administrative Officer	564	568	572
0109	Assistant County Clerk	422	426	430
0603	Assistant County Counsel	566	570	574

Attachment 1

**SALARY RANGE FOR
MANAGEMENT AND CONFIDENTIAL CLASSES
UNITS 8 AND 9
ADOPTED 1-19-16**

CLASS NUMBER	CLASS	AMENDED SALARY RANGE 4-10-16	AMENDED SALARY RANGE 7-3-16	AMENDED SALARY RANGE 1-1-17
0104	Assistant County Payroll Manager	-	-	437
0142	Assistant Dir. of Child Support Services	496	500	504
0922	Assistant Dir. of Psychiatric Nursing	488	492	496
0650	Assistant Director - Administration Health & Human Services	561	565	569
0651	Assistant Director of Human Resources	508	512	516
0655	Assistant Director of Library Services	481	485	489
0649	Assistant Director- Programs Health & Human Services	561	565	569
0616	Assistant District Attorney	546	550	554
0625	Assistant Public Defender	542	546	550
0677	Assistant Public Guardian	410	414	418
0682	Assistant Treasurer & Tax Collector	485	489	493
0303	Associate Engineer	476	480	484
0223	Auditor-Controller Payroll Specialist I	-	-	365
0223	Auditor-Controller Payroll Specialist II	-	-	380
0117	Budget Specialist	438	442	446
0608	Business Manager	438	442	446
0198	CAO Project Manager	485	489	493
0838	Chief Building Official	503	507	511
0368	Child Support Program Manager	489	493	497
0680	Child Support Special Programs Coord.	420	424	428
0942	Clinic Physician (extra help only)	\$120.48/hr	\$122.89/hr	\$125.35/hr
0852	Compliance and Quality Assurance Administrator	475	479	483

Attachment 1

CLASS NUMBER	CLASS	SALARY RANGE FOR MANAGEMENT AND CONFIDENTIAL CLASSES UNITS 8 AND 9 ADOPTED 1-19-16		
		AMENDED SALARY RANGE 4-10-16	AMENDED SALARY RANGE 7-3-16	AMENDED SALARY RANGE 1-1-17
0113	County Payroll Services Manager	-	-	467
0207	County Surveyor	478	482	486
0759	Departmental Information Systems Supervisor	446	450	454
0618	Deputy Auditor-Controller	485	489	493
0931	Deputy Branch Director	523	527	531
0599	Deputy County Administrative Officer	520	524	528
0600	Deputy County Counsel I	427	431	435
0600	Deputy County Counsel II	460	464	468
0600	Deputy County Counsel III	493	497	501
0600	Deputy County Counsel IV	525	529	533
0438	Deputy Director - Sheriff's Administration	485	489	493
0554	Deputy Health Officer	\$10,973/mo	\$11,192/mo	\$11,416/mo
0315	Deputy Planning Director	503	507	511
0300	Deputy Public Works Director	512	516	520
0307	Deputy Public Works Director - Environmental Services	490	504	508
0200	Deputy Public Works Director - Facilities Management	498	502	506
0301	Deputy Public Works Director - General Services	481	485	489
0619	Development Assistance Manager	485	489	493
0510	Director of Environmental Health	499	503	507
0932	Director of Psychiatric Nursing	499	503	507
0508	Director of Public Health Nursing	499	503	507
0638	Economic Development Coordinator	465	469	473

Attachment 1

CLASS NUMBER	CLASS	SALARY RANGE FOR MANAGEMENT AND CONFIDENTIAL CLASSES UNITS 8 AND 9			
		ADOPTED 1-19-16	AMENDED SALARY RANGE 4-10-16	AMENDED SALARY RANGE 7-3-16	AMENDED SALARY RANGE 1-1-17
0634	Economic Development Specialist		442	446	450
0119	Elections Manager		444	448	452
0193	Emergency Services Manager		424	428	432
0851	Employment and Training Manager		489	493	497
0341	Environmental Permitting and Compliance Manager			460	464
0202	Equipment Superintendent		439	443	447
0103	Executive Assistant to the CAO		376	380	384
0167	Executive Secretary		374	378	382
0181	Executive Secretary-Children & Family Commission		374	378	382
0253	Facility Maintenance Manager		428	432	436
0252	Facility Maintenance Supervisor		395	399	403
0184	Fiscal Officer		419	423	427
0174	Fiscal Services Supervisor		391	395	399
0545	Health & Human Services - Mental Health Branch Director		542	546	550
0544	Health & Human Services - Public Health Branch Director		542	546	550
0818	Health & Human Services - Child Welfare Division Director		542	546	550
0814	Health and Human Services - Deputy Director-Employee Services		518	522	526
0817	Health and Human Services - Deputy Director-Finance		518	522	526
0816	Health and Human Services - Deputy Director-Information Services		518	522	526
0840	Health Officer-Medical Director		\$88.67/hr	\$90.44/hr	\$92.25/hr

Attachment 1

CLASS NUMBER	CLASS	SALARY RANGE FOR MANAGEMENT AND CONFIDENTIAL CLASSES UNITS 8 AND 9 ADOPTED 1-19-16		
		AMENDED SALARY RANGE 4-10-16	AMENDED SALARY RANGE 7-3-16	AMENDED SALARY RANGE 1-1-17
0645	Housing and Assistance Coordinator	442	446	450
0697	Human Resources Analyst - Risk I	414	418	422
0697	Human Resources Analyst - Risk II	442	446	450
0684	Human Resources Analyst I	414	418	422
0684	Human Resources Analyst II	442	446	450
0699	Human Resources Technician I	363	367	371
0699	Human Resources Technician II	392	396	400
0380	Information Systems Supervisor	446	450	454
0417	Investigator	428	432	436
0413	Investigator (Code Enforcement)	442	446	450
0644	IT Applications Analyst Supervisor	466	470	474
0131	IT Division Director	518	522	526
0289	IT Security Analyst I	-	-	444
0289	IT Security Analyst II	-	-	459
0289	IT Security Analyst III	-	-	493
0645	IT Systems Supervisor	452	456	460
0482	Juvenile Corrections Facility Manager	429	433	437
0815	Legal Accounting Specialist	374	378	382
0683	Legal Analyst	442	446	450
0197A	Legal Office Assistant I	302	306	310
0197B	Legal Office Assistant II	322	326	330
0134	Legal Office Business Manager	457	461	465
0143	Legal Office Services Manager	419	423	427

Attachment 1

CLASS NUMBER	CLASS	SALARY RANGE FOR MANAGEMENT AND CONFIDENTIAL CLASSES UNITS 8 AND 9			
		ADOPTED 1-19-16	AMENDED SALARY RANGE 4-10-16	AMENDED SALARY RANGE 7-3-16	AMENDED SALARY RANGE 1-1-17
0139	Legal Secretary I		333	337	341
0139	Legal Secretary II		352	356	360
0652	Library Division Manager		458	462	466
0661	Library Operations Manager		-	-	476
0344	Manager-Clerk/Recorder's Office		-	448	452
0902	Medical Director		717	721	725
0905	Medical Records Manager		462	466	470
0169	Office Assistant I		284	288	292
0169	Office Assistant II		305	309	313
0118	Office Services Supervisor		378	382	386
0452	Paralegal I		344	348	352
0452	Paralegal II		363	367	371
0938	Payroll/Personnel Specialist		352	356	360
0941	Payroll/Personnel Supervisor		384	388	392
0336	Permit Supervisor		448	452	456
0151	Personnel Assistant		320	324	328
0609	Personnel Technician		363	367	371
0937	Physician/Psychiatrist		686	690	694
0930	Physician/Psychiatrist (extra help only)		733	737	741
0687	Policy and Legislative Manager (MSS)		475	479	483
0475	Probation Division Director		449	453	457
0425	Program Coordinator		424	428	432
0934	Program Manager		489	493	497

Attachment 1

CLASS NUMBER	CLASS	SALARY RANGE FOR MANAGEMENT AND CONFIDENTIAL CLASSES UNITS 8 AND 9 ADOPTED 1-19-16		
		AMENDED SALARY RANGE 4-10-16	AMENDED SALARY RANGE 7-3-16	AMENDED SALARY RANGE 1-1-17
0747	Program Manager I	489	493	497
0750	Program Manager II	499	503	507
0146	Public Education and Information Manager (MSS)	466	470	474
0842	Public Guardian	446	450	454
0512	Public Health Lab Director	514	518	522
0516	Public Health Lab Manager	481	485	489
0195	Public Information Specialist	411	415	419
0129	Public Works Dispatcher	345	349	353
0221	Purchasing Coordinator	-	406	410
0620	Real Property Manager	469	473	477
0700	Risk Manager	475	479	483
0210	Roads Division Manager	-	-	485
0201	Road Superintendent	434	438	442
0175	Secretary	339	343	347
0605	Senior Administrative Analyst	465	469	473
0605	Senior Administrative Analyst Trainee	383	387	391
0598	Senior Deputy County Counsel	540	544	548
0123	Senior Fiscal Assistant	357	361	365
0539	Senior Health Program Manager	439	443	447
0690	Senior Human Resources Analyst - Risk	454	458	462
0138	Senior Legal Secretary	374	378	382
0110	Senior Office Assistant	352	356	360

Attachment 1

CLASS NUMBER	CLASS	SALARY RANGE FOR MANAGEMENT AND CONFIDENTIAL CLASSES UNITS 8 AND 9 ADOPTED 1-19-16		
		AMENDED SALARY RANGE 4-10-16	AMENDED SALARY RANGE 7-3-16	AMENDED SALARY RANGE 1-1-17
0685	Senior Payroll/Personnel Specialist	362	366	370
0751	Senior Program Manager - Employment and Training Division	-	-	507
0928	Senior Program Manager - Mental Health	499	503	507
0929	Senior Program Manager - Public Health	499	503	507
0924	Senior Psychiatrist	702	706	710
0394	Senior Staff Services Manager	456	460	464
0295	Sheriff's Public Information Specialist	-	-	419
0182	SSB Secretary II (MSS class)	355	359	363
0729	Staff Services Analyst I	411	415	419
0729	Staff Services Analyst II	442	446	450
0396	Staff Services Analyst III	444	448	452
0395	Staff Services Manager	446	450	454
0610	Supervising Attorney	542	546	550
0364	Supervising Child Support Attorney	542	546	550
0114	Supervising Legal Secretary	384	388	392
0681	Supervising Planner	466	470	474
0470	Supervising Probation Officer	429	433	437
0674	Supervising Tax-Collector	383	387	391
0171	Supervising Treasurer	383	387	391
0672	Veterans Service Officer	383	387	391