



## COUNTY OF HUMBOLDT

AGENDA ITEM NO.

**C-13**

For the meeting of: December 15, 2015

Date: November 17, 2015  
To: Board of Supervisors  
From: Dan Fulks, Director of Human Resources  
Subject: Correction to salary range for Principle Appraiser and Principal Auditor-Appraiser.

### RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the correction to the salary range for the classification of Principal Appraiser (class #0656) from salary range 402 to salary range 415 and;
2. Approve the correction to the salary range for the classification of Principal Auditor-Appraiser (class #0659) from salary range 412 to salary range 425 and;
3. Adopt Resolution No. 15-129 (attachment A) amending Resolution No. 15-104 (attachment B) regarding the salary ranges for Principal Appraiser and Principal Auditor-Appraiser.

### SOURCE OF FUNDING:

Assessor's Office Budget Unit #113

Prepared by David Gauthier, HR Analyst II

CAO Approval

*Amy Rosen*

REVIEW:

Auditor

*MM*

County Counsel

*an*

Human Resources

*DF*

Other

TYPE OF ITEM:

☒ Consent  
☐ Departmental  
☐ Public Hearing  
☐ Other

PREVIOUS ACTION/REFERRAL:

Board Order No. \_\_\_\_\_

Meeting of: \_\_\_\_\_

**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT**

Upon motion of Supervisor *Lovelace* Seconded by Supervisor *Bass*

Ayes *Sundberg, Lovelace, Fennell, Bahn, Bass*

Nays

Abstain

Absent

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

Dated: *Dec. 15, 2015*

By:

*Kathy Hayes*  
Kathy Hayes, Clerk of the Board

### DISCUSSION:

On September 22, 2015 (agenda item D-7), your Board approved the new classifications of Principal Appraiser (class #0656, salary range 402, employee unit 01) and Principal Auditor-Appraiser (class #0659, salary range 412, employee unit 01). However, when Human Resources recommended the salary ranges for the new classifications as identified above, the fact that the Assessor's Office had switched from their traditional 37.5 hours per week work schedule to a 40 hour per week work scheduled was overlooked and did not account for the increased work hours when setting the salary ranges for these positions.

To account for the increase in monthly work hours and yet maintain the current hourly wage for each position, Human Resources recommends that the attached Resolution be approved by the Board of Supervisors so that the salary ranges for Principal Appraiser and Principal Auditor-Appraiser are corrected as identified therein.

### FINANCIAL IMPACT:

The corrections to the salary ranges for Principal Appraiser and Principal Auditor-Appraiser will result in increased annual costs of up to \$4,006 for the position of Principal Appraiser and \$4,211 for the position of Principal Auditor-Appraiser. However, the Assessor's Office is aware of the issue and has accounted for the increased costs in their budget accordingly.

### OTHER AGENCY INVOLVEMENT:

Assessor's Office and Auditor's Office

### ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve the corrected salary ranges for Principal Appraiser and Principal Auditor-Appraiser. However, this is not recommended as it would have a negative impact on the Assessor's Office ability to meet its obligations to the public.

### ATTACHMENTS:

Resolution No. 15-129

Copy of Resolution No. 15-104

Copy of AFSCME MOU Appendix A - AFSCME Represented Classes and Salary Ranges



**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA**

Certified copy of portion of proceedings, Meeting of December 15, 2015

RESOLUTION NO. 15-129

**RESOLUTION AMENDING RESOLUTION NO. 15-104 (MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF HUMBOLDT AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) LOCAL 1684 FOR UNITS 1-4**

**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 September 22, 2015, the Board of Supervisors adopted Resolution No. 15-104, providing for the amendment of the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County, and Municipal Employees (AFSCME) Local 1684 for units 1-4; and

**WHEREAS**, the Board of Supervisors desires to amend Resolution No. 15-104 providing for the amendment of the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County, and Municipal Employees (AFSCME) Local 1684 for units 1-4.

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

1. Amend 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 for Units 1-4, as follows:
  - Principal Appraiser, class number 0656, salary range 415, employee unit 01, 40 hours per week
  - Principal Auditor-Appraiser, class number 0659, salary range 425, employee unit 01, 40 hours per week
2. This resolution shall become effective immediately following adoption by the Board.

Dated: December 15, 2015



ESTELLE FENNELL, Chair  
Humboldt County Board of Supervisors

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

AYES:	Supervisors	Sundberg, Lovelace, Fennell, 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 December 15, 2015

RESOLUTION NO. 15-129

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



**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA**

Certified copy of portion of proceedings, Meeting of September 22, 2015

RESOLUTION NO. 15-104

**RESOLUTION AMENDING RESOLUTION NO. 15-53 (MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF HUMBOLDT AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) LOCAL 1684 FOR UNITS 1-4**

**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 May 26, 2015, the Board of Supervisors adopted Resolution No. 15-53, providing for the amendment of the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County, and Municipal Employees (AFSCME) Local 1684 for units 1-4; and

**WHEREAS**, the Board of Supervisors desires to amend Resolution No. 15-53 providing for providing for the amendment of the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County, and Municipal Employees (AFSCME) Local 1684 for units 1-4.

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

1. Amend 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 for Units 1-4, effective September 20, 2015, as follows:
  - Add the new classification of Principal Appraiser, class number 0656, salary range 402, employee unit 01, 40 hours per week
  - Add the new classification Principal Auditor-Appraiser, class number 0659, salary range 412, employee unit 01, 40 hours per week
  - Convert the following classifications from 37.5 hours per week classes to 40 hours per week
    - o From Appraiser I/II/III 37.5 hours per week class (class #0628, salary range 340/363/382) to Appraiser I/II/III 40 hours per week class (class #0628, salary range 353/376/395)
    - o From Auditor-Appraiser I/II/III 37.5 hours per week (class #0641, salary range 349/373/392) to Auditor-Appraiser I/II/III 40 hours per week (class #0641, salary range 362/386/405)
    - o From Appraisal Technician 37.5 hours per week (class #0642, salary range 310) to Appraisal Technician 40 hours per week (class #0642, salary range 323)
    - o From Assessment Technician I/II 37.5 hours per week (class #0172, salary range 270/295) to Assessment Technician I/II 40 hours per week (class #0172, salary range 283/308)
    - o From Cadastral Drafting Technician 37.5 hours per week (class #0320, salary

**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA**

Certified copy of portion of proceedings, Meeting of September 22, 2015

**RESOLUTION NO. 15-104**

range 323) to Cadastral Drafting Technician 40 hours per week (class #0320, salary range 336)

- From Property Transfer Assistant 37.5 hours per week (class #0316, salary range 313) to Property Transfer Assistant 40 hours per week (class #0316, salary range 326)

2. This resolution shall become effective the beginning of the bi-weekly pay period following adoption by the Board.

Dated: September 22, 2015



ESTELLE FENNELL, Chair  
Humboldt County Board of Supervisors

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

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

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 a full, true, and correct copy of the original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California as the same now appears of record in my Office.

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



APPENDIX A  
AFSCME REPRESENTED CLASSES  
AND SALARY RANGES  
ADOPTED: OCTOBER 21, 2014

<b>Class Number</b>	<b>Class</b>	<b>Salary Range 12-15-15</b>	<b>Work Week</b>
607	Accountant Auditor I	349	37.5
643	Accountant Auditor I (40)	362	40
607	Accountant Auditor II	373	37.5
643	Accountant Auditor II (40)	386	40
692	Accounting Systems Analyst	398	40
354	Accounting Technician	332	37.5
355	Accounting Technician (40)	345	40
939	Activity Therapist	347	40
623	Administrative Analyst I	352	37.5
626	Administrative Analyst I (40)	365	40
623	Administrative Analyst II	385	37.5
626	Administrative Analyst II (40)	398	40
161	Administrative Secretary	310	37.5
164	Administrative Secretary (40)	323	40
648	Agriculture Weights & Measures Inspector I	346	40
648	Agriculture Weights & Measures Inspector II	379	40
271	Airport Groundskeeper	320	40
348	Airport Operations Supervisor	377	40
278	Airport Service Worker I	307	40
278	Airport Service Worker II	327	40
428	Animal Control Officer	299	37.5
1428	Animal Control Officer (40)	312	40
440	Animal Shelter and Care Attendant I	288	40
440	Animal Shelter and Care Attendant II	308	40
642	Appraisal Technician	323	40
628	Appraiser I	353	40
628	Appraiser II	376	40

APPENDIX A  
AFSCME REPRESENTED CLASSES  
AND SALARY RANGES  
ADOPTED: OCTOBER 21, 2014

628	Appraiser III	395	40
172	Assessment Technician I	283	40
172	Assessment Technician II	308	40
547	Assistant County Physician	\$61.05/hr	
306	Assistant Engineer I	403	40
306	Assistant Engineer II	432	40
342	Assistant Materials Testing Engineer	432	40
304	Associate Civil Engineer	462	40
302	Associate Engineer	452	40
314	Associate Land Surveyor	462	40
641	Auditor-Appraiser I	362	40
641	Auditor-Appraiser II	386	40
641	Auditor-Appraiser III	405	40
228	Automotive Mechanic I	329	40
228	Automotive Mechanic II	347	40
246	Automotive Service Technician	319	40
431	Boat Operator I	311	40
431	Boat Operator II	325	40
112	Bookmobile Library Assistant	323	37.5
205	Bridge Crew Supervisor	379	40
229	Bridge Maintenance Worker	339	40
318	Building Inspector I	363	37.5
318	Building Inspector II	386	37.5
268	Building Maintenance Custodian	293	40
671	Buyer I	313	40
671	Buyer II	346	40
320	Cadastral Drafting Technician	336	40
226	Carpenter	362	40
732	Child Care Worker	264	37.5
1732	Child Care Worker (40)	277	40



APPENDIX A  
AFSCME REPRESENTED CLASSES  
AND SALARY RANGES  
ADOPTED: OCTOBER 21, 2014

359	Child Support Accounting Specialist	362	40
366	Child Support Assistant I	272	40
366	Child Support Assistant II	305	40
367	Child Support Assistant III	338	40
362	Child Support Compliance Specialist	398	40
361	Child Support Office Manager	383	40
196	Child Support Process Server	338	40
141	Child Support Specialist I	324	40
141	Child Support Specialist II	343	40
147	Child Support Specialist III	362	40
766	Client Services Supervisor	371	40
772	Client Services Worker I	298	40
772	Client Services Worker II	331	40
343	Code Compliance Officer I	347	40
343	Code Compliance Officer II	370	40
511	Community Health Outreach Worker I	320	40
511	Community Health Outreach Worker II	348	40
411	Community Services Officer	323	37.5
415	Community Services Officer (40)	336	40
206	Construction Projects Manager	462	40
433	Correctional Cook	312	40
424	Correctional Deputy I	328	40
424	Correctional Deputy II	348	40
430	Correctional Programs Coordinator	375	40
427	Correctional Work Crew Leader	364	40
900	Crisis Specialist	398	40
264	Custodial Supervisor	363	40
276	Custodian	272	40
1195	Data Entry Operator Supervisor MSS	322	40
763	Departmental Information Systems Analyst	387	37.5

APPENDIX A  
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ADOPTED: OCTOBER 21, 2014

762	Departmental Information Systems Analyst (40)	400	40
759	Departmental Information Systems Supervisor	440	40
760	Departmental Information Systems Technician	343	37.5
761	Departmental Information Systems Technician (40)	356	40
936	Departmental Programmer/Analyst	420	40
678	Deputy Public Guardian	363	40
901	Director of Dietary Services	351	40
903	Discharge Planner	339	40
640	Economic Development Specialist	418	40
770	Educational Laboratory Instructor	400	40
132	Election Specialist I	300	40
132	Election Specialist II	330	40
191	Election Worker	254	40
192	Election Worker - Rover	271	40
729	Eligibility Supervisor	373	37.5
1729	Eligibility Supervisor (40)	386	40
731	Eligibility Worker I	282	37.5
1731	Eligibility Worker I (40)	295	40
731	Eligibility Worker II	314	37.5
1731	Eligibility Worker II (40)	327	40
731	Eligibility Worker III	340	37.5
1731	Eligibility Worker III (40)	353	40
128	Emergency Communications Dispatcher	335	40
401	Emergency Communications Supervisor	388	40
764	Employment & Training Program Coordinator	385	37.5
765	Employment & Training Program Coordinator (40)	398	40
724	Employment & Training Supervisor	425	40
721	Employment & Training Worker I	306	37.5
722	Employment & Training Worker I (40)	319	40
721	Employment & Training Worker II	348	37.5



APPENDIX A  
AFSCME REPRESENTED CLASSES  
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722	Employment & Training Worker II (40)	361	40
723	Employment & Training Worker III	375	40
324	Engineering Aide	327	40
322	Engineering Technician I	375	40
322	Engineering Technician II	399	40
208	Environmental Analyst	379	40
535	Environmental Health Specialist I	365	40
535	Environmental Health Specialist II	397	40
532	Environmental Health Technician I	299	40
532	Environmental Health Technician II	319	40
555	Epidemiologist	400	40
224	Equipment Mechanic I	336	40
224	Equipment Mechanic II	356	40
407	Evidence Technician	378	40
163	Executive Secretary	330	37.5
235	Fabricator-Mechanic	361	40
250	Facility Maintenance Mechanic I	311	37.5
251	Facility Maintenance Mechanic I (40)	324	40
250	Facility Maintenance Mechanic II	349	37.5
251	Facility Maintenance Mechanic II (40)	362	40
587	Family Nurse Practitioner	501	40
148	Fiscal Assistant I	270	37.5
177	Fiscal Assistant I (40)	283	40
148	Fiscal Assistant II	296	37.5
177	Fiscal Assistant II (40)	309	40
185	Fiscal Officer	405	40
149	Fiscal Services Supervisor	349	37.5
1149	Fiscal Services Supervisor (40)	362	40
283	Food Services Supervisor	358	40
330	Geographic Information Systems Coordinator	419	37.5

APPENDIX A  
AFSCME REPRESENTED CLASSES  
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305	Geologist	448	40
319	Graphic Arts Technician (MSS)	380	40
536	Hazardous Materials Specialist I	365	40
536	Hazardous Materials Specialist II	397	40
573	Health Client Services Worker	297	37.5
1573	Health Client Services Worker (40)	310	40
595	Health Education Specialist I	343	37.5
1595	Health Education Specialist I (40)	356	40
595	Health Education Specialist II	376	37.5
1595	Health Education Specialist II (40)	389	40
540	Health Program Coordinator	354	40
517	HHS Program Services Coordinator	434	40
739	Homemaker	266	40
647	Housing and Community Programs Specialist	352	40
356	Information Systems Coordinator II	352	40
353	Information Systems Coordinator III	392	40
719	Integrated Caseworker I	324	40
719	Integrated Caseworker II	346	40
720	Integrated Caseworker III	378	40
449	Investigator	404	40
622	IT Applications Analyst I	415	40
622	IT Applications Analyst II	430	40
627	IT Applications Analyst III	445	40
120	IT Systems Administrator I	343	40
120	IT Systems Administrator II	358	40
189	IT Technician I	390	40
189	IT Technician II	410	40
486	Juvenile Corrections Officer I	307	40
486	Juvenile Corrections Officer II	327	40
432	Kitchen and Laundry Supervisor	396	40



APPENDIX A  
AFSCME REPRESENTED CLASSES  
AND SALARY RANGES  
ADOPTED: OCTOBER 21, 2014

635	Labor Market Information Specialist	342	40
571	Laboratory Assistant I	267	37.5
1571	Laboratory Assistant I (40)	281	40
571	Laboratory Assistant II	314	37.5
1571	Laboratory Assistant II (40)	327	40
266	Laborer	271	40
350	Legal Clerk I	268	37.5
351	Legal Clerk I (40)	278	40
350	Legal Clerk II	288	37.5
351	Legal Clerk II (40)	301	40
352	Legal Clerk III	331	40
153	Legal Office Assistant I	265	37.5
178	Legal Office Assistant I (40)	278	40
153	Legal Office Assistant II	287	37.5
178	Legal Office Assistant II (40)	300	40
133	Legal Office Services Manager	383	40
150	Legal Office Services Supervisor	349	37.5
1150	Legal Office Services Supervisor (40)	362	40
144	Legal Secretary I	289	37.5
1144	Legal Secretary I (40)	302	40
144	Legal Secretary II	310	37.5
1144	Legal Secretary II (40)	323	40
358	Legal Secretary III	343	40
106	Legal Services Assistant I	271	40
106	Legal Services Assistant II	300	40
357	Legal Services Assistant III	331	40
653	Librarian I	328	37.5
653	Librarian II	355	37.5
157	Library Assistant I	258	37.5
157	Library Assistant II	280	37.5

APPENDIX A  
AFSCME REPRESENTED CLASSES  
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654	Library Circulation Manager	406	37.5
152	Library Materials Mender	249	37.5
156	Library Shipping Clerk	276	37.5
904	Licensed Clinical Psychologist I	415	40
904	Licensed Clinical Psychologist II	462	40
567	Licensed Vocational Nurse (PH)	360	40
162	Mail Services Driver	284	40
312	Materials Testing Technician I	375	40
312	Materials Testing Technician II	399	40
513	Medical Clinic Assistant I	262	37.5
513	Medical Clinic Assistant II	280	37.5
570	Medical Office Assistant I	272	37.5
574	Medical Office Assistant I (40)	285	40
570	Medical Office Assistant II	290	37.5
574	Medical Office Assistant II (40)	303	40
907	Mental Health Case Manager I	340	40
907	Mental Health Case Manager II	368	40
908	Mental Health Clinician I	395	37.5
909	Mental Health Clinician I (40)	408	40
908	Mental Health Clinician II	425	37.5
909	Mental Health Clinician II (40)	438	40
434	Mental Health Cook	306	40
435	Mental Health Cook's Aide	260	40
269	Mental Health Maintenance Custodian	299	40
911	Mental Health Worker I	287	40
911	Mental Health Worker II	306	40
176	Microfilm Technician I	281	40
176	Microfilm Technician II	309	40
588	Mid Level Practitioner	460	40
550	Milk Laboratory Technician	322	40

APPENDIX A  
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515	Nurse Case Manager	415	40
586	Nurse Practitioner-Family Planning	400	37.5
581	Nutrition Aide	297	37.5
1581	Nutrition Aide (40)	310	40
533	Occupational Therapist	486	40
180	Office Assistant I	241	37.5
179	Office Assistant I (40)	254	40
180	Office Assistant II	272	37.5
179	Office Assistant II (40)	285	40
121	Office Services Supervisor	343	37.5
122	Office Services Supervisor (40)	356	40
450	Paralegal I	298	37.5
450	Paralegal II	318	37.5
596	Parent Educator	369	40
578A	Parent Partner I	265	40
578B	Parent Partner II	279	40
579	Parent Partner III	286	40
272	Park Caretaker I	293	40
272	Park Caretaker II	313	40
219	Parks Supervisor	373	40
249	Parts Storekeeper	296	40
576A	Peer Coach I	265	40
576B	Peer Coach II	279	40
577	Peer Coach III	286	40
335	Permit Specialist I	337	37.5
335	Permit Specialist II	355	37.5
502	Pharmacist	496	37.5
534	Physical Therapist	486	40
317	Plan Checker I	420	37.5
317	Plan Checker II	430	37.5



APPENDIX A  
AFSCME REPRESENTED CLASSES  
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631	Planner I	355	37.5
631	Planner II	382	37.5
328	Planning Technician I	323	37.5
328	Planning Technician II	337	37.5
<b>656</b>	<b>Principal Appraiser</b>	<b>415</b>	<b>40</b>
<b>659</b>	<b>Principal Auditor-Appraiser</b>	<b>425</b>	<b>40</b>
436	Program Coordinator	392	37.5
1425	Program Coordinator (40)	405	40
410	Property Technician I	302	37.5
1410	Property Technician I (40)	315	40
410	Property Technician II	328	37.5
1410	Property Technician II (40)	341	40
316	Property Transfer Assistant	326	40
912	Psychiatric Mid-Level Practitioner	501	40
913	Psychiatric Nurse	443	40
921	Psychiatric Physician's Assistant	482	40
914	Psychiatric Technician I	349	40
914	Psychiatric Technician II	378	40
526	Public Health Microbiologist I	360	40
526	Public Health Microbiologist II	404	40
528	Public Health Nurse	451	40
594	Public Health Nutritionist	399	37.5
1594	Public Health Nutritionist (40)	412	40
1596	Public Health Nutritionist Supervisor	442	40
636	Real Property Agent I	354	40
636	Real Property Agent II	378	40
155	Recordable Documents Examiner I	273	37.5
155	Recordable Documents Examiner II	302	37.5
556	Registered Nurse (Public Health)	443	40
160A	Reprographics Technician I	260	37.5

APPENDIX A  
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AND SALARY RANGES  
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160B	Reprographics Technician II	307	37.5
1197	Revenue Recovery Officer I	309	40
1197	Revenue Recovery Officer II	337	40
204	Road Maintenance Supervisor	379	40
238	Road Maintenance Worker I	311	40
238	Road Maintenance Worker II	325	40
230	Road Maintenance Worker III	339	40
730	Screeners	296	40
165	Secretary	292	37.5
1168	Secretary (40)	305	40
632	Senior Accountant/Auditor	392	37.5
1632	Senior Accountant/Auditor (40)	405	40
901	Senior Activity Therapist	378	40
648	Senior Agriculture Weights & Measures Inspector	402	40
1172	Senior Assessment Technician	333	40
218	Senior Automotive Mechanic	363	40
340	Senior Building Inspector	410	37.5
263	Senior Building Maintenance Custodian	309	40
665	Senior Buyer	370	40
923	Senior Case Manager	378	40
421	Senior Correctional Deputy	363	40
280	Senior Custodian	296	40
127	Senior Emergency Communications Dispatcher	355	40
313	Senior Engineering Technician	417	40
520	Senior Environmental Analyst	411	40
518	Senior Environmental Health Specialist	411	40
213	Senior Equipment Mechanic	365	40
125	Senior Fiscal Assistant	320	37.5
124	Senior Fiscal Assistant (40)	333	40
537	Senior Hazardous Materials Specialist	411	40



APPENDIX A  
AFSCME REPRESENTED CLASSES  
AND SALARY RANGES  
ADOPTED: OCTOBER 21, 2014

582	Senior Health Education Specialist	399	40
691	Senior Information Systems Analyst	420	40
126	Senior IT Systems Administrator	371	40
188	Senior IT Technician	423	40
487	Senior Juvenile Corrections Officer	347	40
1572	Senior Laboratory Assistant	353	37.5
145	Senior Legal Office Assistant	318	37.5
168	Senior Legal Office Assistant (40)	331	40
140	Senior Legal Secretary	330	37.5
1140	Senior Legal Secretary (40)	343	40
657	Senior Library Assistant	318	37.5
572	Senior Medical Office Assistant	318	37.5
575	Senior Medical Office Assistant (40)	331	40
917	Senior Mental Health Clinician	447	40
270	Senior Mental Health Maintenance Custodian	329	40
919	Senior Mental Health Worker	335	40
154	Senior Microfilm Technician	333	40
130	Senior Office Assistant	307	37.5
135	Senior Office Assistant (40)	320	40
265	Senior Park Caretaker	343	40
248	Senior Parts Storekeeper	323	40
337	Senior Permit Specialist	382	37.5
630	Senior Planner	419	37.5
323	Senior Property Transfer Assistant	351	40
527	Senior Public Health Nurse	461	40
629	Senior Real Property Agent	406	40
158	Senior Recordable Documents Examiner	324	37.5
1199	Senior Revenue Recovery Officer	362	40
216	Senior Road Maintenance Worker	353	40
492	Senior Substance Abuse Counselor	359	40

APPENDIX A  
AFSCME REPRESENTED CLASSES  
AND SALARY RANGES  
ADOPTED: OCTOBER 21, 2014

679	Senior Treasury & Tax Assistant	347	40
1734	Senior Vocational Counselor	374	40
137	Services Support Assistant I	258	37.5
1137	Services Support Assistant I (40)	271	40
137	Services Support Assistant II	292	37.5
1137	Services Support Assistant II (40)	305	40
194	Services Support Assistant III	314	37.5
1194	Services Support Assistant III (40)	327	40
422	Sheriff's Compliance Officer	403	40
708	Social Service Aide (MSS)	287	40
726	Social Worker I	328	37.5
727	Social Worker I (40)	341	40
726	Social Worker II	353	37.5
727	Social Worker II (40)	366	40
726	Social Worker III	369	37.5
727	Social Worker III (40)	382	40
706	Social Worker IV A	379	37.5
707	Social Worker IV A (40)	392	40
706	Social Worker IV B	393	37.5
707	Social Worker IV B (40)	406	40
707	Social Worker IV C	408	40
707	Social Worker IV D	438	40
1708	Social Worker Supervisor I	435	40
704	Social Worker Supervisor II	448	37.5
714	Social Worker Supervisor II (40)	461	40
1737	SSB-Accountant-Auditor I	362	40
1737	SSB-Accountant-Auditor II	386	40
1740	SSB-Information Systems Analyst I	370	40
1740	SSB-Information Systems Analyst II	400	40
1738	SSB-Programmer/Analyst	420	40

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AFSCME REPRESENTED CLASSES  
AND SALARY RANGES  
ADOPTED: OCTOBER 21, 2014

183	SSB-Secretary I	305	40
1739	SSB-Systems Support Analyst	358	40
391	Staff Services Analyst I	365	40
391	Staff Services Analyst II	398	40
392	Staff Services Analyst III	413	40
390	Staff Services Specialist	362	40
1733	Stock Clerk	281	40
673	Student Professional Worker	291	40
491	Substance Abuse Counselor I	328	40
491	Substance Abuse Counselor II	346	40
491	Substance Abuse Counselor Trainee	298	40
686	Supervising Agricultural/Weights & Measures Inspector	413	40
279	Supervising Airport Service Worker	353	40
136	Supervising Child Support Specialist	388	40
420	Supervising Correctional Deputy	403	40
519	Supervising Environmental Health Specialist	447	40
721	Supervising Integrated Caseworker	414	40
485	Supervising Juvenile Corrections Officer	370	40
658	Supervising Librarian	397	37.5
916	Supervising Mental Health Clinician	462	40
920	Supervising Psychiatric Nurse	462	40
514	Supervising Public Health Nurse	470	40
393	Supervising Staff Services Analyst	426	40
940	Supervising Therapist	493	40
329	Survey Party Chief	417	40
236	Tire Repair Specialist	349	40
215	Traffic Control Crew Supervisor	379	40
220	Traffic Control Maintenance Worker	325	40
426	Training Coordinator	361	37.5
429	Training Coordinator (40)	374	40



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ADOPTED: OCTOBER 21, 2014

495	Translator/Interpreter	320	40
170	Treasury and Tax Assistant I	295	40
170	Treasury and Tax Assistant II	313	40
552	Vector Control Officer	368	40
675	Veterans Service Representative	336	40
689	Victim Witness Program Specialist	330	37.5
742	Vocational Assistant	277	40
769	Vocational Counselor I	318	37.5
768	Vocational Counselor I (40)	331	40
769	Vocational Counselor II	341	37.5
768	Vocational Counselor II (40)	354	40
742	Vocational Trainee	263	40
233	Work Crew Leader	312	40