

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of December 21, 1982

RESOLUTION NO. 82-170

PERTAINING TO COMPENSATION OF EMPLOYEES,
VACATION AND SICK LEAVE BENEFITS, AND OTHER
MATTERS CONCERNING EMPLOYMENT BY COUNTY OF
HUMBOLDT; AND RESCINDING RESOLUTIONS NO.

79-145, 79-150, 80-9, 80-78, 80-88, 80-95, 80-103,
80-120, 80-132, 80-133, 80-138, 81-23, 81-27, 81-42,
81-48, 81-62, 81-73, 81-79, 81-117, 81-118, 81-125,
81-133, 81-135, 81-138, 81-144, 81-145, 81-149, 82-5,
82-9, 82-10, 82-15, 82-37, 82-43, 82-45, 82-46, 82-50,
82-73, 82-89, 82-93, 82-94, 82-96, 82-125, 82-129,
82-139, 82-142, 82-162 AND 82-163.

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

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Humboldt as follows:

SECTION 1. TITLE OF RESOLUTION. This resolution shall be known as the Humboldt County Salary Resolution.

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SECTION 2. DEFINITIONS OF EMPLOYMENT TERMINOLOGY.

A. Employee. The term "employee" when used herein shall include officers, deputies, assistants and all other persons employed by the County of Humboldt in the offices and institutions of the County of Humboldt.

B. Elected and Appointed Officials. Elected officials are elected by the electors of Humboldt County; appointed officials are appointed by the Board of Supervisors, except that the Chief Probation Officer is appointed by the Court.

C. Position. The term "position" when used herein shall mean a set of duties and responsibilities which may be assigned to a person who becomes an employee. All positions shall be in one of the following categories:

(1) Regular Full-Time Position. A position in which an employee works a continuing, year-round, five (5) day week of seven and one-half (7-1/2) hours or eight (8) hours per day; or a continuing, year-round, four (4) day week of ten (10) hours per day. Regular full-time positions can be either in the classified or unclassified Merit System as defined in Resolution No. 78-142, Section 2.

(2) Regular Part-Time Position. A position in which an employee is paid on an hourly basis for working a continuing, year-round work week of fewer hours than the established work week in the department in which he/she is employed. Regular part-time positions are in the classified service as defined in Resolution No. 78-142, Section 2.

(3) Grant Position. A position which has been authorized by the Board of Supervisors as a direct result of grant funding (Federal or State) or other outside subsidy becoming available to the County for the budgeting of additional County positions for a specific period of time, except for work experience positions as defined in Paragraph (5) below.

(4) Extra-Help Position. A position intended to be occupied on less than a year-round basis to cover seasonal peak workloads, unanticipated workloads of a limited duration, normal vacation and sick leave relief, and other situations involving a fluctuating staff. Extra-help positions are paid on an hourly basis and are in the unclassified service as defined in Resolution No. 78-142, Section 2.

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(5) Work Experience Position. A full-time or part-time position which is designed to provide job training to persons who might not otherwise be able to compete in the labor market for regular positions. Work experience programs are normally supported by Federal or State grant funding with the condition that positions in the programs do not replace regular positions in the work force. Work experience positions shall be identified by the name of the program, and incumbents in the positions shall have such benefits, rights and privileges as may be due them under the applicable program guidelines.

(6) Emergency Position. A position which is authorized during an emergency situation by the County Administrative Officer, as defined in Merit System Rule IV, Section 7, in order to prevent stoppage of public business, loss of life, or damage to persons or property.

D. Appointment. The term "appointment" when used herein shall mean the offer and acceptance of a job made in accordance with this resolution, Resolution No. 78-142, and the Merit System Rules adopted by the Board of Supervisors. The offer must be made by the appointing authority or authorized representative and only to a person eligible for the type of appointment offered. The types of appointments are as follows:

(1) Permanent Appointment. The appointment of a person to a regular full-time position in the unclassified service as defined in Section 2C(1), above, or to a regular full-time position in the classified service upon completion of the probationary period.

(2) Probationary Appointment. A probationary appointment is the initial appointment of a person to a regular full-time position in the classified service and is made in accordance with Merit System Rule V.

(3) Provisional Appointment. A provisional appointment is the appointment of a person to a regular full-time, regular part-time, or grant position in the absence of an appropriate employment list and is made in accordance with Merit System Rule IV, Section 6, pending the results of the next examination for the class to which the position is allocated. Provisional appointees must meet the minimum qualifications for the class prior to their appointment.

(4) Regular Part-Time Appointment. The appointment of a person to a regular part-time position as defined in Section 2C(2), above.

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(5) Grant Appointment. The appointment of a person to a grant position as defined in Section 2C(3), above. In general, grant employees in full-time and part-time grant positions have all the rights and privileges of employees in regular full-time and regular part-time positions except permanent status and any exclusive rights or privileges of employees with permanent status; however, some grant appointments may carry with them a higher or lower level of rights, privileges or benefits, depending upon the regulations governing the administration of the specific grant program.

(6) Temporary Appointment. The appointment of a person to an extra-help position as defined in Section 2C(4), above; or, under unusual circumstances and with the approval of the County Administrative Officer, to a regular full-time or regular part-time position. No temporary employee shall be allowed to work more than four hundred eighty (480) hours during one (1) fiscal year under the direction of any one (1) appointing authority, except as authorized by the Board of Supervisors.

(7) Substitute Appointment. The appointment of a person to a regular full-time or regular part-time position which is filled by a regular employee who is expected to be on an authorized leave of absence without pay for more than sixty (60) continuous working days. A substitute appointment may also be made to fill the position of a regular employee who is working in a grant-funded position. Substitute employees have all the rights and benefits of the regular employees they are replacing, except for permanent status and any exclusive rights or privileges of employees with permanent status. In all cases, the duration of a substitute appointment shall be determined by the length of time the regular employee is absent from the position.

(8) Work Experience Appointment. The appointment of a person to a work experience position as defined in Section 2C(5), above.

(9) Emergency Appointment. An appointment authorized by the County Administrative Officer in an emergency situation, as defined in Merit System Rule IV, Section 7.

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SECTION 3. FIXING COMPENSATION. Except as herein provided, the compensation of employees shall be in accordance with the salary ranges for the appropriate class titles shown in the following exhibits, which are attached hereto, and by this reference made a part hereof:

<u>Exhibit</u>	<u>Title</u>
A	Salary Ranges for Classes Represented by AFSCME Local 1684
B	Salary Ranges for Non-Management Classes Represented by the Humboldt Deputy Sheriff's Organization
C	Salary Ranges for Law Enforcement Management Classes Represented by the Humboldt Deputy Sheriff's Organization
D	Salary Ranges for Classes Represented by the Humboldt County Deputy District Attorney's Association
E	Salary Ranges for Management and Confidential Classes
F	Humboldt County Salary Range Schedule
G	Monthly Salaries of Elected Officials
H	Monthly Salaries of Appointed Department Heads

In the case of any employee whose compensation has not been fixed so as to coincide with a salary on the salary range schedule, salary shall be in accordance with the applicable order of the Board of Supervisors.

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SECTION 4. CLASSIFICATION OF EMPLOYEES. The County Administrative Officer or his designated representative shall be responsible for classifying all positions so that each employee will receive a proper classification. When the County Administrative Officer or his designated representative and the department head are unable to reach an agreement regarding the classification of a position, the Board of Supervisors shall make the final determination.

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SECTION 5. FEES AND COMMISSIONS. The salaries, wages, fees, mileage, compensation and expense allowances provided for herein shall be in full for all official services performed, unless otherwise expressly provided for by resolution of the Board of Supervisors, and all other fees, mileage, expense allowances, commissions and other compensation received by any officer or employee of the County of Humboldt for services rendered in his official capacity shall become the property of the County of Humboldt and shall be paid into the County Treasury at the time required by the State law, except as follows:

A. Each constable shall receive, in addition to the salary provided herein, such fees as are now or may hereafter be allowed by law.

B. Each judge of a judicial district shall be permitted to keep and retain for his own use all fees, gratuities or gifts derived from the performance of marriage ceremonies.

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SECTION 6. APPOINTMENTS, ADVANCEMENTS AND DEMOTIONS.

A. Appointments. Appointments to and employment in the service of the County of Humboldt of employees who are on a range and step basis may not be made at a rate of compensation greater than the minimum applicable rate of compensation (Step A) except as follows:

(1) Appointment at Advanced Salary. When it appears to be in the public interest, and that an unusual condition exists or that the maintenance of continuity of skilled or experienced personnel so requires, and that the qualifications, education, previous training and/or experience of a proposed employee justify a beginning salary in excess of such minimum compensation, upon approval of the County Administrative Officer prior to the date of hire, an appointment may be authorized at some higher step than such minimum compensation in the appropriate range. After an employee's date of hire, salary advancements requested, other than those described in Section 6B, must be approved by the Board of Supervisors per Section 7.

(2) Appointment Prior to Vacancy. Upon recommendation of the department head, and with the approval of the County Administrative Officer, a person may be employed for training purposes for a period of time not to exceed two (2) weeks prior to the termination of services of the employee being replaced. The employment may be in the same position as the person being replaced.

(3) Appointment of Deputies Without Compensation. The appointing power in each County office may appoint as many additional deputies, assistants and employees as may be necessary for the prompt and faithful discharge of duties of his office, but such additional appointees shall receive no compensation from the County of Humboldt by virtue of such appointment without express authorization therefor by the Board of Supervisors.

B. Salary Advancements. Salary advancements for personnel who are on a range and step basis are predicated on length of service as follows: All such employees shall receive an automatic increase of one (1) step on the first day of the pay period following the date that the employee's total actual hours in paid status equals thirteen (13) pay periods of full-time service rendered by him to the County in the same class. Thereafter, each such employee shall receive an automatic one-step increase up to and including Step "E" when their total hours in a paid status at each step equals twenty-six (26) pay periods of full-time service rendered by him to the County in the same class.

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The effective dates of each step increase will be the anniversary date of such employee. Employees who are paid on an hourly basis shall receive an automatic increase in the same manner as described above, with the first increase on the first day of the pay period following the date that the employee's total actual hours in a continuous paid status equals thirteen (13) pay periods of full-time service rendered by him to the County in the same class. Other than for the purpose of computing salary, the starting date of an employee's service shall be the first date of the pay period if the initial employment, promotion, reclassification or demotion occurs during the first half of said pay period, or the first day of the next succeeding pay period if the initial employment, promotion, reclassification or demotion occurs during the last half of said pay period.

Notwithstanding the provisions of the first paragraph of this subsection, the salary advancement schedule for Apprentice Equipment Mechanic shall be as shown on Exhibit A.

C. Promotional Salary Placement. An employee on a range and step basis promoted or reclassified to a position in a class having a higher maximum rate than that of his present class shall receive the minimum salary for that class or the rate in the new range which is next above his present rate, whichever is greater. Additional salary increases within the range shall be in accordance with the principle set forth in B, above, with the first increase on the first day of the pay period following the date that the employee's total actual hours in a paid status equals thirteen (13) pay periods of full-time service rendered by him to the County in the same class. When the normal promotion or reclassification of an employee to a higher class would result in a salary increase of less than five percent (5%), the salary of such employee will be adjusted to the step in the new range which is at least five percent (5%) higher than the present salary rate, or the maximum salary for the class, whichever is less.

D. Demotions. Demotions for employees on a range and step basis are to be handled as follows:

(1) Voluntary or Involuntary Demotions. The salary of such employee shall be adjusted to the step in the new range that would have been attained if the total service of said employee in the class from which the demotion occurred and the class to which the demotion is made (if any) were combined and full credit given for step increases. The employee's anniversary date will remain unchanged.

(2) Downward Reclassification. When an employee's position is reclassified to a class having a lower salary range, the employee shall be placed either:

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(a) on the step in the new range that is equivalent to the salary received under the old range; or

(b) on the nearest higher step of the new range if the present salary falls between steps of the new range.

The employee's salary shall remain unchanged (Y-rated) if the salary on the old range is higher than Step "E" of the new range and shall remain unchanged until such time as general salary range adjustments increase the salary for the new class to a level which encompasses the Y-rated salary.

The salary of a downward reclassified employee, that is within the range of the demoted class, shall be adjusted to the next higher step in that range at the employee's next thirteen (13) pay period or twenty-six (26) pay period increase, whichever occurs first, except as provided in Section 7 hereof.

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SECTION 7. SPECIAL ACTIONS BY BOARD OF SUPERVISORS. Upon a four-fifths (4/5) vote, the Board of Supervisors may take any action concerning the employment and remuneration of County personnel deemed by the Board of Supervisors to be for the insurance of orderly and efficient operation of County government; and in such event such action of the Board of Supervisors shall be binding and controlling as against any inconsistent provisions of this resolution. Any salary increase given under this section shall establish a new anniversary date for such employee.

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SECTION 8. DIFFERENTIAL SALARIES.

A. Night Shift Differential.

(1) Employees Listed in Exhibits B and C. All employees listed in Exhibits B and C who work a full-time shift (eight or ten hours) or more, which includes at least four (4) consecutive hours of work between 5:00 p.m. and 8:00 a.m. as a regular work assignment shall be paid thirty cents (\$0.30) per hour above their regular hourly rate for all hours worked as a night differential. Overtime which is worked as an extension of an assigned day shift and on-call duty shall not qualify an employee for night differential. Employees whose work assignment entitles them to night differential under this section shall receive the differential for hours taken as leave with pay until the first regular workday for which they would not be eligible for the differential.

(2) All Other Employees. All employees, except those employees listed in Exhibits B and C, who work a full-time shift (seven and one-half, eight or ten hours) or more which includes at least five (5) consecutive hours of work between 5:00 p.m. and 8:00 a.m. as a regular work assignment shall be paid forty cents (\$0.40) per hour effective June 20, 1982, and forty-five cents (\$0.45) per hour effective June 19, 1983, above their regular hourly rate for all hours worked. Overtime which is worked as an extension of an assigned day shift and on-call duty shall not qualify an employee for night shift differential. Employees whose work assignment entitles them to night shift differential shall receive the differential for hours taken as leave with pay until the first regular work day for which they would not be eligible for the differential.

B. Meal Differential. One meal per shift will be provided to employees listed in Exhibit A who work at the County Jail, Juvenile Hall and Mental Health Department when meals are served; and a snack will be provided to such employees who work at these facilities during the graveyard shift. This meal differential shall be limited to those employees whose work assignment prohibits them from leaving the facility to eat elsewhere during their meal period.

C. Outstation Differential. Sworn personnel in the Sheriff's Department assigned to substation and resident deputy posts (excluding Scotia) will receive one hundred twenty-five dollars (\$125.00) per month above their established salary range and step for special outstation pay.

D. Acting Supervisor--Employees Listed in Exhibit A. Upon written assignment by the Department Head or his/her designated representative, an employee in a class listed in Exhibit A shall

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be required to perform the principal duties of his/her supervisor when the supervisor is temporarily absent from the position. Employees so assigned shall be compensated with the salary the employee would receive if the assignment was a promotion to that position; provided, however, that the employee shall only receive such additional compensation when the assignment is for ten (10) consecutive work days or longer and that payment of such additional compensation for more than twenty (20) consecutive work days shall require specific approval of the Board of Supervisors. Assignments will not be rotated to avoid the payment of compensation provided under this section, but may be rotated to provide supervisory experience to more than one employee, or other valid reasons. All such assignments shall be noted in the employee's next performance report, including a statement regarding the quality of the employee's performance during the assignment. Sections 7, 2C(6), and 2D(6) of the Humboldt County Salary Resolution will not be used to undermine the provisions of this section, but may be used to provide appropriate compensation and to expeditiously fill vacant temporary positions under special circumstances when conditions so warrant. The provisions of this section shall not apply to assignments which are made to positions designated as "management," or "confidential," including department head positions.

E. Out-of-Classification Work--Employees Listed in Exhibit B. Upon specific written assignment by the Sheriff, District Attorney or Marshal, or his/her designated representative, an employee in a class listed in Exhibit B shall be required to perform the principal duties of a higher classification. Employees so assigned shall be compensated with the salary the employee would receive if the assignment was a promotion to that position; provided, however, that the employee shall only receive such additional compensation when the assignment is for more than ten (10) consecutive workdays or longer and that payment of such additional compensation shall be for all time worked in such assignment. There shall be no loss of benefits because of such assignment.

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SECTION 9. OVERTIME, ON-CALL AND CALL-BACK.

A. Overtime.

(1) Applicability of Policy. The overtime policy will apply to all Humboldt County employees.

(2) Overtime Computation.

(a) Overtime shall be computed on the basis of actual hours worked in excess of an employee's regular work week. Overtime of less than thirty (30) minutes in excess of a regular workday shall not be computed nor shall such periods be accumulated. Overtime of more than thirty (30) minutes in excess of a regular workday shall be computed to the nearest half hour.

(b) When employees who are eligible to accumulate compensatory time have taken such compensatory time off, or time off for holidays, such time off shall count as time worked for purposes of calculating overtime under this Section 9.

(3) Prior Approval of Overtime. No overtime may be earned without prior approval of the appointing authority or his designee.

(4) Overtime Accumulation and Payment. When an employee's compensatory time accumulation exceeds eighty (80) hours at the end of any given pay period, such employee shall receive cash payment in the following biweekly paycheck for all hours which have been accumulated in excess of eighty (80) hours during that pay period. Upon separation from County service, employees will be compensated in their final check for time off earned but not taken. When it becomes necessary in order to maintain efficient operations, the County Administrative Officer may authorize the cash payment of overtime to an employee who has less than eighty (80) hours of accumulated compensatory time.

(a) Overtime for Attorneys in Public Defender's Office. Effective on July 1, 1980, attorneys serving as Deputy Public Defenders shall receive cash compensation for excess compensating time off as provided in Subsection A(4) above.

(b) Law Enforcement Personnel. Law enforcement personnel listed in Exhibit B may take time off for accumulated overtime at their own discretion, subject to approval by the department head or his authorized designee, and said personnel are subject to being required to take time off for accumulated overtime at the discretion of the department head or his designee when one week's notice is given. No such employee

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shall be required to reduce his/her accumulated time to below forty (40) hours without his/her consent.

(c) Overtime for Attorneys in District Attorney's Office. Effective on December 23, 1979, attorneys serving as Deputy District Attorneys who are required to perform work on a regular day off, holiday or in excess of a forty (40) hour week shall be compensated in cash for said hours worked at the straight time rate. Such compensation shall be based on the employee's then current wage and shall be included in the biweekly paycheck immediately following the pay period in which such overtime is reported.

(5) Overtime Payment at Straight Time or Time and One-Half. Overtime will be accumulated and/or paid at straight time except that in the following situations a time and one-half rate will apply to employees in the classified service (the time and one-half rate is not cumulative when listed situations are concurrent):

(a) Time Worked on a Regular Day Off (1-1/2). Time worked on a regular day off for those employees who normally work a thirty-seven and one-half (37-1/2) or forty (40) hour week.

(b) Time Worked on a Holiday (1-1/2). Time worked on a holiday.

(c) Work Over Forty Hours per Week (1-1/2). Time worked in excess of forty (40) hours per week.

(6) Overtime for Unclassified Employees. Unclassified employees listed in Exhibit A shall receive time off for approved overtime worked in the manner prescribed in Paragraph A(2). Such overtime shall be accumulated or paid at the rate of straight time only. Employees in extra-help positions, as defined in Section 2, Paragraph C(4), shall receive cash compensation for overtime worked.

(7) No Overtime for Appointed and Elected Officials. Appointed and elected officials shall not receive overtime compensation for hours worked in excess of their regular work week.

(8) Overtime for Staff Meetings. Staff meetings which cannot be scheduled during regular working hours shall be considered overtime for those employees eligible to receive overtime. Training sessions which cannot be scheduled during regular working hours shall be considered overtime for those employees eligible to receive overtime when mandated by the appointing authority or by the certification and/or licensure requirements for particular classification. No overtime may be earned for staff meetings and training sessions without prior approval of the appointing authority or his designee.

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When an employee participates in training at his or her discretion, no compensation shall be provided in addition to the employee's regular compensation. However, employees shall be considered working for purposes of Workers' Compensation.

(9) Cash Compensation for Overtime in Emergencies. When the Board of Supervisors declares that a state of local emergency exists or the Governor declares that a state of emergency exists within the County of Humboldt, authorization for cash compensation for the pay period in which the overtime is worked shall be given by the department head for all employees assigned to duties specifically related to the emergency.

(10) Cash Compensation for Overtime at 37-1/2 Hour Rate. Any cash compensation paid pursuant to this section to a full-time classified, 40 hour week employee, over and above his regular compensation, shall be calculated at the hourly rate for a thirty-seven and one-half (37-1/2) hour per week employee at the same salary range and step.

(11) Full-Time Management and Confidential Employees. Except as provided in Paragraph A(9) above, no full-time designated management or confidential employee will be eligible to receive overtime compensation for hours worked in excess of forty (40) hours per week. Law enforcement management employees listed in Exhibit C shall not be entitled to earn compensatory time off under any circumstances. All accumulated compensating time will be frozen until used or paid off at the termination of employment. Designated management and confidential employees will be expected to accomplish results in their positions, regardless of the time necessary to accomplish the results.

(12) Part-Time Management and Confidential Employees. Regular part-time employees in designated management or confidential positions shall be eligible for overtime compensation as described in this Section 9.

(13) Disposition of Accumulated Leave at Termination. Accumulated compensating time off will be paid off in cash at the time of termination of employment, rather than being taken off immediately prior to termination with the intent of extending the termination date by the amount of the leave time.

B. On-Call.

(1) On-Call Assignment Policy. On-call duty may be assigned by a department head with the approval of the County Administrative Officer. "On-call" is defined to mean "a period of time in addition to the normal work schedule in which an employee is required by his department head to remain available for immediate call." On-call duty requires the employee so assigned: (1) to be ready to return immediately to calls for his service; (2) to be reached by

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telephone or radio; (3) to remain within a specified distance from his normal work station; and (4) to refrain from activities which might impair his ability to perform his assigned duties.

(2) On-Call Compensation. Any employee required by his/her department head to remain available for immediate call shall receive fifteen (15) minutes of compensatory time off for each hour on-call; except that Deputy District Attorneys shall be compensated in cash at a rate equivalent to the hourly rate to which they are entitled on the basis of fifteen (15) minutes compensation for each hour on-call, and Probation Department employees shall be compensated either in cash or compensatory time off, at the discretion of the Chief Probation Officer and with the approval of the individual employee, on the basis of fifteen (15) minutes of compensation for each hour on-call.

(3) On-Call Compensation for Nurses. Nurses having surgical duty assignments who are placed on an on-call basis will be paid for such on-call time at one-third (1/3 or 33.3%) of their regularly established rate.

C. Call-Back.

(1) Call-Back Minimum Compensation Policy. Employees required to work in excess of a regular working day or shift shall be credited for a minimum of three (3) hours of overtime when such excess time is not continuous with the regular, scheduled working day or shift and any of the following conditions appear:

(a) No Prior Notice. An employee is called back to work without having been so notified prior to the completion of his regular working day.

(b) Work More Than Three Hours After Regular Work Day. An employee has been notified prior to the completion of his regular working day that he will be required to return to work at a time more than three (3) hours after the completion of his regular working day.

(c) Exemption of Employees Listed in Exhibit B: Call-Back for Court. Subsections (a) and (b) above do not apply to law enforcement personnel listed in Exhibit B. Such employee required to appear as a court witness on his/her day off shall be compensated with at least three (3) hours overtime or for hours worked as specified in Section 9A(5) of this resolution, whichever is greater.

(2) Call-Back Policy Explanation. An employee who is required to return to work a second time within four (4) hours of time worked under one of the conditions set out above shall not receive an additional three (3) hours minimum credit for such second call, but shall be compensated for actual hours worked.

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SECTION 10. EDUCATIONAL INCENTIVE PAY FOR LAW ENFORCEMENT PERSONNEL; DUES PAYMENT FOR ATTORNEYS.

A. Educational Incentive Pay for Law Enforcement Personnel.
For those law enforcement personnel who are required to obtain Peace Officer Standards and Training Certificates and have obtained the Intermediate and Advanced Certificates above and beyond the requirement of their current classification, the following additional salary will apply:

An additional ten (10) salary ranges above base salary will be paid for the Intermediate Certificate.

An additional ten (10) salary ranges above base salary will be paid for the Advanced Certificate.

An employee who has obtained both the Intermediate and Advanced Certificates above and beyond his/her current classification will be paid twenty (20) salary ranges above base salary.

Where an employee receiving Educational Incentive Pay is reclassified or promoted to a position requiring one of the certificates, he/she will no longer be eligible to receive the additional Education Incentive Pay for that certificate.

The provisions of this section are not applicable to the position of Marshal of the Eureka Municipal Court.

The provisions of this section are extended to the Investigators under the direction and supervision of the District Attorney, and such provisions shall be effective May 15, 1977.

B. Dues Payment for Attorneys Listed in Exhibit D. The County shall pay the professional dues exacted by the State Bar of California for attorneys listed in Exhibit D for the years 1982 and 1983.

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SECTION 11. EMPLOYMENT OF RELATIVES OF EMPLOYEES. No person shall be employed by an appointing power who is a relative of the appointing power, and no person shall be assigned to a position that would cause him to directly supervise or be supervised by a relative, except in cases where female prisoners require escorts, or, upon approval of the Personnel Director, in positions requiring peculiar or exceptional qualifications of a scientific, professional or expert character.

"Relative" as used herein shall mean wife, husband, parent, child, grandparent, grandchild, brother or sister.

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SECTION 12. MISCELLANEOUS PROVISIONS.

A. Rest Periods. Each appointing power shall grant rest periods to employees of his/her department. Such rest periods shall not exceed fifteen (15) minutes in any three and one-half (3-1/2) consecutive hours of work. Rest period time not taken cannot be accumulated.

B. Employee Organization Time Off. Employee representatives of recognized Humboldt County employee organizations are entitled to reasonable time off without loss of compensation or other benefits when formally meeting with management representatives on matters of employer-employee relations. This section is only applicable to those recognized employee organizations which do not have such a "release time" provision in a current memorandum of understanding.

C. Employee Working in Two or More Departments May Be a Regular Full-Time Employee. In the event that any individual is employed as a regular part-time employee in each of two or more County departments, but the aggregate amount of time worked by such employee is the same as that worked by a full-time employee who is employed in a single department, then such employee shall be considered to be a regular full-time employee insofar as rights to vacation with pay, sick leave and all other rights accruing to regular full-time employees are concerned.

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SECTION 13. OUTSIDE EMPLOYMENT.

A. Policy on Incompatible Activities. Each employee and officer of the County of Humboldt, regardless of the capacity in which he may be employed, is hereby prohibited from engaging in any activity inconsistent, incompatible or conflicting with his duties or which might impair the impartial performance of his duties. Any employee engaging in outside employment shall notify his appointing power of the nature and expected duration of such outside employment seven (7) days before the commencement of such outside employment. Such employee or officer shall not perform any work, service or counsel for compensation outside of County employment where any part of his/her efforts will be subject to approval by any officer, employee, board or commission of Humboldt County unless otherwise approved in the manner prescribed below.

Each appointing power may determine those outside activities which, for employees under his/her jurisdiction, are inconsistent with, incompatible with, or in conflict with their duties as Humboldt County officers or employees. An employee's outside employment, activity or enterprise may be prohibited if it: (a) involves the use for private gain or advantage of Humboldt County time, facilities, equipment and supplies; or the badge, uniform prestige or influence of their Humboldt County office or employment; or (b) involves receipt or acceptance by the officer or employee of any money or other consideration from anyone other than Humboldt County for the performance of an act which the officer or employee, if not performing such act, would be required or expected to render in the regular course of their Humboldt County employment or as a part of their duties as a Humboldt County officer or employee; or (c) involves the performance of an act in other than their capacity as a Humboldt County officer or employee which act may later be subject directly or indirectly to the control, inspection, review, audit or enforcement of any other officer or employee of Humboldt County; or (d) involves such time demands as would render performance of their duties as a Humboldt County officer or employee less efficient. An employee or officer may appeal an adverse decision of the appointing power, within five (5) days after written notification of the decision, by written appeal to the Personnel Director who shall affirm, reverse or modify the decision of the appointing power. The employee or officer may then, within five (5) days after written notification of the decision of the Personnel Director, appeal in writing to the Board of Supervisors. The decision of the Board of Supervisors shall be final and conclusive.

B. Prohibition Against Personal Use of County Equipment. No County-owned equipment, autos, trucks, instruments, tools, supplies, machines or any other item which is the property of the County of Humboldt shall be used by any employee of the County

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while said employee is engaged in any outside employment or activity, for compensation or otherwise, except upon prior order by the Board of Supervisors.

C. Prohibition Against Loaning County Equipment. No employee shall allow any other person to rent, borrow or use any of the items mentioned in Paragraph B above for any other than a public purpose, except upon prior order of the Board of Supervisors.

D. Penalty for Violation of Section. Any violation of the provisions herein contained respecting outside employment or activity and use of County property shall constitute sufficient grounds for immediate dismissal from the County service of the officer or employee guilty thereof.

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SECTION 14. VACATIONS.

A. No Vacation Until Earned. No vacation shall be allowed to any County employee until such vacation has been earned as provided herein.

B. Initial Vacation Entitlement. No County employee is entitled to any credit for vacation with pay until the first of the pay period following completion of two (2) pay periods of continuous full-time employment with the County or as specified in Paragraph G below. At such time, such employee shall be allowed one (1) day of credit for vacation with pay. Thereafter, such employee shall for each calendar month of full-time service be allowed one-fifth (1/5) of an established work week of credit for vacation with pay. No vacation will be credited for any month in which an employee is absent for more than one-half (1/2) of such month on leave of absence without pay.

C. Vacation Computation. After completion of three (3) continuous years of full-time service, each employee shall be allowed, for each calendar month of service, one-fourth (1/4) of an established work week of credit for vacation with pay. After completion of ten (10) continuous years of full-time service, each employee shall be allowed, for each calendar month of service, one-third (1/3) of an established work week of credit for vacation with pay. After completion of fifteen (15) continuous years of full-time service, each employee shall be allowed, for each calendar month of service, five-twelfths (5/12) of an established work week credit for vacation with pay. After completion of twenty (20) continuous years of full-time service, each employee shall be allowed, for each calendar month of service, one-half (1/2) of an established work week of credit for vacation with pay. The following table is illustrative of the number of vacation days employees may earn for continuous employment, providing they are not absent for more than one-half (1/2) of any month on leave of absence without pay:

<u>Years of Service</u>	<u>Vacation Days Earned per Year</u>
1 - 3	12
4 - 10	15
11 - 15	20
16 - 20	25
21 - up	30

D. Vacation Accumulation - Maximum. It is the intent and desire of the Board of Supervisors that each employee take a vacation each year. The time when vacation is taken shall be determined by the appointing power of the employee. No employee shall be entitled to accumulate more unused vacation than the

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equivalent of that which has been earned during the preceding twenty-four (24) month period. No additional credit for vacation shall be allowed to an employee so long as he has to his credit accumulated unused vacation in the foregoing maximum amount. It shall be the duty of each appointing power to grant vacation time in such a manner that an employee will not forfeit any earned vacation time. For employees listed in Exhibit B, the use of vacation shall be governed additionally by the applicable provisions of the current memorandum of understanding.

E. Payment for Vacation on Termination. Any employee who has been in continuous full-time service of the County for a period of two (2) pay periods or more who resigns, terminates or retires therefrom, without prior thereto having taken the earned vacation to his credit at the time, shall thereupon be paid the monetary value of such earned vacation computed upon the base pay of that employee in effect at the time of the termination of his employment. It shall not be necessary to carry such employee on the payroll for the vacation period, and the vacancy thus created may be filled at any time after the employee ceases to perform the duties of his office or employment. Accumulated vacation will be paid off in cash at the time of termination of employment, rather than being taken off immediately prior to termination with the intent of extending the termination date by the amount of the leave time.

F. Payment for Vacation on Death. In case an employee dies while employed by the County with earned vacation to his credit at the time he dies, his heirs or legatees shall thereupon be paid the monetary value of such accrued vacation time computed upon the base pay of the employee at the time of his death. Except as provided in this and Paragraph E above, no employee shall be entitled to any compensation for accrued vacation that is not taken.

G. No Vacation for Temporary Employees; Part-Time Vacation Accumulation. No vacation with pay is allowable to temporary employees. Regular part-time employees shall be entitled to vacation benefits provided by this section in that proportion that the actual number of hours worked bears to full-time employment, but in no case shall a regular part-time employee be allowed benefits until said employee has completed an aggregate of one hundred fifty (150) hours work as such part-time employee.

H. Department Heads to Advise Auditor of Vacations. The appointing power in each office or department shall advise the County Auditor-Controller concerning the date and duration of vacations taken by all employees under his supervision.

I. Vacation Relief Employment. Vacation relief employment may not begin more than one regular working day prior to the beginning of the vacation of the regular employee or continue beyond such vacation.

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J. Temporary Employee Appointed to Regular Position -
Vacation. If a temporary employee who has been working full-time
is appointed to a regular position without a break in service,
the hours of continuous service as a temporary employee shall be
recognized in the computation of vacation benefits provided by
this section.

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SECTION 15. SICK LEAVE WITH PAY.

A. Computation of Sick Leave. No County employee is entitled to any sick leave with pay until he has completed two (2) pay periods of continuous full-time employment with the County. At such time, such employee shall be entitled to a credit of one (1) working day of sick leave with pay. Thereafter such employee shall earn and shall be entitled to one (1) working day of sick leave with pay for each month of service. Such sick leave with pay can be granted only for bona fide illness or injury, exposure to contagious disease, or dental, eye or other physical, psychiatric or medical examination or treatment by a licensed practitioner. The total amount of sick leave accrued shall be unlimited.

B. No Accrual Provision. Sick leave shall be considered a benefit and not a right of the employee. No sick leave shall be accrued for a month wherein the employee is on leave of absence without pay for more than one-half (1/2) of that month.

C. Approval by Department Head. The appointing power shall approve sick leave only after having ascertained that the absence was for an authorized reason. He may require the employee to submit substantiating evidence including, but not limited to, a physician's certificate. If the appointing power does not consider the evidence adequate, he shall disapprove the request for sick leave.

D. Effect of Temporary Disability. A County employee who is entitled to temporary disability indemnity under Division 4 or 4.5 of the Labor Code may elect to take as much of his accumulated sick leave, or his accumulated vacation, or his accumulated compensable overtime, as when added to his disability indemnity will result in a payment to him of not more than his full salary or wage. When computing vacation, sick leave or overtime under this subsection, the employee shall be given credit for any holidays that occur during the period of absence hereunder.

Such employee is nevertheless entitled to medical, surgical and hospital treatment as provided in the Labor Code. When his accumulated sick leave, vacation or overtime, or all, are exhausted, he is still entitled to receive disability indemnity.

E. Part-Time Employee Computation. Regular part-time employees shall be entitled to sick leave benefits as provided by this section in that proportion that the actual number of hours worked bears to full-time employment, but in no case shall a regular part-time employee be allowed sick leave benefits until said employee has completed an aggregate of one hundred fifty (150) hours work as such part-time employee.

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F. No Leave Allowed for Certain Causes. No County employee shall be entitled to such leave with pay while absent from duty on account of any of the following causes:

Disability arising from any sickness or injury purposely self-inflicted or caused by any of his own willful misconduct.

Sickness or disability sustained while on leave of absence other than his or her regular vacation.

G. Leave Not to be Used as Vacation. Sick leave shall not be used in lieu of or in addition to vacation.

H. Department Head to Advise Auditor of Sick Leave Dates. The appointing power in each office or department shall advise the County Auditor-Controller concerning the date and duration of any sick leave granted to all employees under his supervision.

I. No Payment for Accumulation on Termination (1-14 Years). Termination of an employee's service shall abrogate all sick leave accrued to the time of such termination, regardless of whether or not such person subsequently re-enters County employment, except as provided in Subsection M below. Payment shall be made to any employee for unused sick leave time accumulated to his credit at the time of his termination in accordance with the provisions of Subsection K below.

J. No Sick Leave for Emergency or Temporary Employees; Exceptions. No sick leave with pay is allowable to temporary or emergency employees; provided, however, if a temporary employee who has been working full-time is appointed to a regular position without a break in service, the hours of continuous service as a temporary employee shall be recognized in the computation of sick leave benefits provided by this section.

K. Part Pay for Accumulation on Termination (15-25 Years). Any County employee who separates from County service for any reason is entitled to receive compensation for unused sick leave accumulated to the time of such separation on the basis of the following schedule:

<u>Years of Continuous Service</u>	<u>Compensation Percentage</u>
0 through 14	0%
15 through 19	50%
20 through 24	75%
25 and more	100%

The compensation shall be calculated on the basis of the base salary earned at the effective date of separation.

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L. Sick Leave for Ten Hour per Day Employees. Sick leave shall be accrued and taken on the basis of a ten hour day for employees working a ten hour day.

M. Effect of Layoff on Accumulation. When an employee is laid off due to a reduction in force, payment shall be made to such employee for unused sick leave time accumulated to his credit at the time of his layoff in accordance with the provisions of Subsection K above. At the time of his reinstatement to County service from a layoff list, any such employee shall receive credit for all unused sick leave time for which he did not receive compensation under the provisions of Subsection K at the time of the layoff.

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SECTION 16. HOLIDAYS.

A. Holiday Policy.

(1) All employees, except those excluded in Paragraph C below, shall be entitled to the paid scheduled holidays listed below provided they are in a paid status during any portion of the working day immediately preceding or succeeding the scheduled holiday. A new employee whose first working day is after a paid scheduled holiday shall not be paid for the holiday, and an employee who is terminating and whose last day is the day before a paid scheduled holiday shall not be paid for that holiday. The scheduled holidays are the first day of January, the twelfth day of February, the third Monday in February, the last Monday in May, the fourth day of July, the first Monday in September, the ninth day of September, the second Monday in October (known as "Columbus Day"), the eleventh day of November (known as "Veterans Day"), the twenty-fifth day of December, the Friday after Thanksgiving, and every day appointed by the President or Governor for a public fast, thanksgiving or holiday.

(2) In addition to the paid scheduled holidays above, those eligible employees will receive one (1) additional holiday per year that may be taken at the option of the employee after receiving approval by the appointing authority. On July 1, 1976, and on July 1 of every year thereafter, all eligible employees will be credited with the appropriate number of holiday units that equal their regular work day. No employee is entitled to any credit for this optional holiday until the first of the pay period following completion of two (2) pay periods of continuous employment with the County.

(3) For employees listed in Exhibit A, the fourth Thursday in November (known as "Thanksgiving Day") shall be a scheduled holiday, and every day appointed by the President or Governor for a public fast, thanksgiving or holiday shall become a paid holiday when so designated by the Board of Supervisors.

B. Saturday and Sunday Holidays. When a scheduled holiday falls upon a Sunday, the following Monday shall be a holiday. When a scheduled holiday falls on a Saturday and an employee is not required to work, a day of holiday units, equal to his regular work day, will be credited to the employee. The holiday units can be taken off at any time with the approval of the appointing power. All holiday units granted but unused at the time of termination shall be paid to the employee upon the base pay of that employee in effect at the time of termination. Any employee who is required to work on a scheduled holiday shall be paid as specified in Section 9A(5) and, in addition, shall receive an appropriate number of holiday units for actual hours worked up to a maximum of one (1) regular work day. Regardless of days worked or days off, all persons working on a five (5) day week

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basis shall be entitled to the same number or fractions of days off for legal holidays which occur during the year as would normally be earned by the employee whose work week extends from Monday through Friday and whose regular days off are Saturday and Sunday. This paragraph is provided with the intent of assuring equitable treatment for all employees. Notwithstanding the above, if a scheduled holiday falls on a Sunday and an employee listed in Exhibit B is required to work that day, then Sunday shall be the scheduled holiday for that employee, rather than the following Monday.

C. Part-Time Employees Holiday Computation. All regular part-time employees who are normally scheduled to work one-half (1/2) time or more in a pay period will be compensated for scheduled holidays occurring during the pay period if they meet the requirements of the first paragraph of Section 16A above. Such compensation shall be based upon the number of hours normally worked on said days as reflected on the time card submitted by the department head. Regular part-time employees who are eligible for compensation for scheduled holidays shall also be eligible for optional holiday credit. Said eligible employees shall be credited with the number of holiday units that equals their average work day in a normal pay period, computed by dividing the number of their regularly scheduled work hours in one (1) pay period by ten (10). No eligible regular part-time employee shall be entitled to optional holiday credit until the pay period immediately following that pay period during which said employee has reached a total of one hundred fifty (150) hours worked as such regular part-time employee. Temporary employees and employees paid on a daily rate basis shall not be compensated for holidays not worked, and any employee hired specifically to work on a holiday shall not receive holiday units for working on the holiday.

D. Ten Hour per Day Employees Holiday Computation. Holiday time for those employees working a ten (10) hour day, four (4) days per week, shall be accrued and taken on the basis of an eight (8) hour day.

E. Monday Holiday Schedule for Library Employees. When a holiday listed in Paragraph A of this section falls on a Sunday or a Monday, for only those employees of the Humboldt County Library who are entitled to receive paid holidays under this section, the preceding Saturday shall be deemed to be the holiday in lieu of the day observed, and the Humboldt County Library shall be closed on said preceding Saturday.

F. Disposition of Accumulated Holiday Credit Upon Termination. Accumulated holiday credit will be paid off in cash at the time of termination of employment, rather than being taken off immediately prior to termination with the intent of extending the termination date by the amount of the leave time.

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G. Payment for Future Holidays--Employees Listed in Exhibits B and C. The County shall compensate law enforcement employees listed in Exhibits B and C in cash, on a semi-annual basis, for scheduled holidays which occur after January 31, 1982. Such compensation shall include payment for holiday credits and compensating time earned for working on scheduled holidays. Payment shall be made in the pay warrant for the payroll periods covering June 1, 1982, December 1, 1982, and June 1, 1983. The floating holiday shall not be subject to this provision, but shall be credited to the employee's holiday account.

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SECTION 17. LEAVES OF ABSENCE.

A. Leaves Without Pay.

(1) Leave Policy. Leaves of absence without pay for more than ten (10) working days that are in the best interests of the County may be granted by the Personnel Director. Requests for leave of absence without pay of less than ten (10) working days duration, for other than medical reasons or union business, shall be submitted by the employee to the department head in writing and shall be considered by the department head on their individual merit and circumstances. Reasons for rejection of such requests shall be submitted in writing to the employee by the department head.

(2) Unpaid Leave for Union Business. An employee may, with approval of his/her department head, take an unpaid leave of absence of up to five (5) days for purposes of union business.

(a) Leave Procedure. The request for such unpaid leave of absence shall be submitted a reasonable number of days in advance of the requested effective date.

(b) Denial by Department Head. If the department head denies the request, he/she shall submit the reason(s) therefor in writing to the employee.

(c) Appeal Procedure. The employee may appeal the department head's denial to the Employee Relations Officer, who shall decide the issue. The decision of the Employee Relations Officer shall be a final and binding decision.

B. Military Leave. Military leave shall be granted in accordance with the provisions of State law. All employees entitled to and taking military leave shall give the appointing power the right, within the limits of military necessity and regulations, to determine when such leave shall be taken.

No person shall be appointed permanently to a position from which another is on military leave, provided that nothing in this section shall prevent an employee originally appointed to a military leave vacancy from obtaining a permanent appointment to a vacant position in the same class.

C. Family Sick Leave and Family Bereavement Leave. Up to five (5) days of special leave with pay within a calendar year may be granted to an employee whose employment status normally entitles him to vacation and sick leave benefits, for the care or attendance upon members of his immediate family, upon written request to and the approval of the appointing power.

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Up to five (5) days of special leave with pay may be granted to an employee whose employment status normally entitles him to vacation and sick leave benefits, for each episode involving one or more deaths that occur in the employee's immediate family, upon written request to and the approval of the appointing power.

"Immediate family" shall mean husband, wife, parent, child, grandparent, grandchild, brother, sister, foster child, stepchild, or other child relative for whom care is being provided by an employee in his or her home. Father-in-law and mother-in-law are to be included in the special leave for immediate family death.

D. Medical Leave Without Pay. When an employee is on a medical leave of absence without pay, such employee's portion of the medical insurance premium will continue to be paid by the County.

E. Jury Duty. An employee ordered to jury duty during the employee's regularly scheduled working hours shall be entitled to leave with pay during actual jury service. The following regulations shall apply:

All employees shall willingly accept ordered jury duty as one of the obligations of citizenship.

Employees on leave with pay status for jury duty shall deposit jury fees in the General Fund of the County, but shall be entitled to retain mileage payments. Employees shall provide their own transportation in attending court as jurors.

Each appointing power shall properly notify jury officials when jury service by an employee would seriously impair the proper operation of the department.

Each employee shall expeditiously report his probable absence for jury duty and shall immediately report the termination of such jury service.

Appointing powers are responsible for insuring that these provisions are observed by all concerned.

F. Court Appearances. Employees required, by subpoena or otherwise, to be present in court other than as jurors shall be subject to the following regulations:

Where such court appearances are directly connected with County employment, time in court shall be considered as full-duty status.

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Fees shall be demanded from nongovernmental litigants for court appearances while on full-duty status and shall be deposited in the General Fund of the County.

Mileage payments may be retained by an employee providing his own transportation to court.

In the case of a member of the Sheriff's department appearing as a witness in a civil case in connection with a matter regarding an event or transaction which has been perceived or investigated in the course of duty, the party requesting the subpoena shall be required to make the deposit specified by Section 68097.2 of the Government Code.

G. Leaves for Disasters or Emergency Conditions. Employees unable to work due to disaster or emergency conditions, as determined by the appointing authority, may receive special leave with pay. For employees listed in Exhibit A, such special leave with pay may only be provided when a disaster or emergency condition prevents an employee from making the regular commute between his or her primary residence and the job site. It is anticipated that this special leave will be unique and infrequent but necessary to cover the special conditions that do occur from time to time. The appointing authority shall advise the Auditor-Controller concerning the date and duration of this special leave granted to all employees under his supervision.

H. Special Leave for Law Enforcement Personnel. Special leave shall be granted to law enforcement personnel listed in Exhibits B and C in the event that such personnel have been involved in a homicide, serious act, or other action that would require such personnel to be absent from duty pending an investigation by the Sheriff's Department or outside agency. This special leave shall not cause any loss of compensation or any other benefits. Such special leave shall not be granted when an investigation has been concluded and absence from duty is a result of disciplinary action.

I. Administrative Leave for Full-Time Management and Confidential Personnel. Five (5) days of administrative leave will be available for each full-time designated management and confidential employee, except for department heads and law enforcement management employees, to be taken during the course of the fiscal year. Such leave not taken will not carry into succeeding fiscal years, and shall be forfeited upon termination of employment. Employees hired into a designated management or confidential position shall receive five (5) days of administrative leave effective upon the date of hire, and may be allowed to use such leave immediately. Administrative leave shall not be a right, but shall be a benefit which may only be utilized at the discretion of the department head. Absence of non-department head management and confidential employees from their positions

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during working hours is subject to prior consent of the department head. Regular part-time employees in designated management or confidential positions shall not be eligible for administrative leave.

J. Investigative Leave--Employees Listed in Exhibit A.

(1) An employee in a class listed in Exhibit A may be eligible for up to five (5) days of leave with pay in the event that it is alleged by a member of the public that such employee has been involved in a crime, serious misconduct or other similar failure of good behavior which has impaired the effectiveness of the employee in his or her position. This leave with pay may be granted by the employee's department head during the investigation and processing of the allegation by proper legal authority, and shall be granted only when the charge or allegation, if true, would warrant removing the employee from his/her position of public trust.

(2) Such investigative leave shall not be granted in lieu of the five (5) day suspension which may be imposed during disciplinary proceedings under Merit System Rule X, Section 2. Investigative leave, if granted, shall not be continued when an investigation has been concluded and absence from duty is a result of disciplinary proceedings.

(3) If the investigation and processing of the allegation has not been concluded by the end of the investigative leave, the employee may take earned leave time off or may be placed on unpaid leave of absence by the Personnel Director pending the disposition of the charge or allegation.

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SECTION 18. TRAVEL EXPENSE AND MILEAGE ALLOWANCE.

Travel expenses and mileage allowances shall be granted to County employees in the manner provided by ordinance.

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SECTION 19. CLOTHING AND EQUIPMENT.

A. Reimbursement for Damaged or Stolen Items. Upon approval of the County Administrative Officer, and in accordance with the provisions of Section 53240 of the Government Code of California, employees may be paid the cost of replacing or repairing clothing or prostheses or other personal property of an employee, such as eyeglasses, hearing aides, dentures, watches, or articles of clothing necessarily worn or carried by the employee or required by the nature of his duties, when such items are damaged or destroyed in the line of duty without fault of the employee or stolen from County facilities. If items are damaged beyond repair, the actual value of such may be paid. The value of such items shall be determined as of the time of damage thereto. The County Administrative Officer shall establish the procedure to be followed by employees in submitting claims for damaged or destroyed items. No claims shall be authorized for repair or replacement of items of personal property used on County business unless they have more than minor value and are listed on an inventory of such items which has received department head certification that said items are necessary for the conduct of County business.

B. Coveralls. The County shall provide either rented or purchased coveralls to employees of the Public Works Department and Building Maintenance Department as outlined below. The County Administrative Officer shall specify the procedure to follow in obtaining coveralls furnished by the County.

(1) Public Works Department.

(a) Two (2) pairs purchased yearly for each Road Maintenance Barn.

(b) One (1) pair purchased yearly for each bridge crew member.

(c) One (1) pair purchased yearly for the operators of the brush cutter, sweeper, crusher and mower.

(d) One (1) pair rented weekly for the operators of "low beds."

(e) Two (2) pairs rented weekly for each traffic control crew member.

(f) Three (3) pairs rented weekly for employees in the following classes: Automotive Mechanic; Equipment Mechanic; Senior Equipment Mechanic; Automotive Service Worker; Fabricator; Tire Repair Worker; Equipment Service Worker; Apprentice Equipment Mechanic; Senior Automotive Service Worker; and Automotive Repair and Service Supervisor.

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(2) Building Maintenance Department.

(a) Two (2) pairs purchased yearly for each Carpenter and Painter.

(b) Two (2) pairs rented weekly for Electricians, Maintenance Mechanics, Maintenance Helpers and the Lead Maintenance Mechanic.

(c) Smocks or coveralls will be provided to employees of the Custodial Division.

C. Uniform Allowance.

(1) Agricultural Commissioner inspectors, animal control officers, shelter attendants, airport services workers, Parks and Airport Maintenance Supervisor, park caretakers, correctional officers and Sheriff's substation attendants shall wear the uniform prescribed by their appointing authority.

(2) Employees in classes listed in Paragraph (1) above shall receive an annual uniform allowance of \$125.00. Such uniform allowance shall be paid to such employees who are on active payroll status during the first full payroll period in September; payment of such uniform allowance to be made on the fourth Friday in September.

(3) An employee newly hired into a class listed in Paragraph (1) above shall receive a uniform allowance of \$200.00 no later than receipt of his/her second payroll warrant. Such uniform allowance shall be paid in a separate warrant and is in addition to the annual uniform allowance set forth in Paragraph (2) above.

D. Uniform Allowance--Employees Listed in Exhibit B.

(1) All employees listed in Exhibit B shall receive an annual uniform allowance of \$325.00. Such uniform allowance shall be paid to employees on active payroll status during the first full payroll period in September; payment of such uniform allowance to be made on the fourth Friday in September.

(2) A new employee in a class listed in Exhibit B shall receive a uniform allowance of \$400.00 no later than receipt of his/her second payroll warrant. Such uniform allowance shall be paid in a separate warrant and is in addition to the annual uniform allowance set forth in Subsection B(1) hereinabove.

E. Uniform Allowance--Employees Listed in Exhibit C. All law enforcement management employees listed in Exhibit C who are required by the Sheriff to maintain a uniform shall be qualified to receive an annual uniform allowance of \$325.00. Such uniform

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allowance shall be paid to qualified employees who are on active payroll status during the first full payroll period in September; payment of such uniform allowance to be made on the fourth Friday in September.

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BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

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DEC 21 1982

SECTION 20. LONGEVITY INCENTIVE FOR LAW ENFORCEMENT PERSONNEL. Those law enforcement personnel in the Sheriff's Department, in the office of the Marshal of the Eureka Municipal Court and investigators under the direction and supervision of the District Attorney who have worked a total of ten (10) years or more in an active law enforcement capacity shall be paid a longevity incentive of five (5) salary ranges above base salary. Eligible employees are those who are required to obtain a Basic Peace Officers Standards and Training (P.O.S.T.) Certificate or its equivalent, and applicable experience is any experience in a police department, sheriff's office or highway patrol agency which would now require the employee to obtain a Basic P.O.S.T. Certificate.

02895

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of

DEC 21 1982

SECTION 21. SPECIAL DUTY PAY FOR LAW ENFORCEMENT PERSONNEL.

A. Field Training Officers. An employee assigned to function as a Field Training Officer shall receive a ten (10) range salary increase above base salary during the period of such assignment.

B. Bomb Squad. Bomb disposal personnel in the Sheriff's Department shall be compensated an additional ten (10) salary ranges above base salary for the period of time such personnel are certified by the Sheriff to be serving as the bomb disposal team. Special duty pay for bomb disposal duty shall be limited to two (2) positions.

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SECTION 22. TOOL REPLACEMENT.

A. Tool Maintenance Allowance. Employees in the following classifications shall receive a tool maintenance allowance of \$125.00 per year:

Automotive Mechanic	Tire Repair Worker
Equipment Mechanic	Equipment Service Worker
Senior Equipment Mechanic	Apprentice Equipment Mechanic
Automotive Service Worker	Senior Automotive Service Worker
Maintenance Mechanic	Automotive Repair and Service
Lead Maintenance Mechanic	Supervisor
Fabricator	Electrician
Carpenter	Chief Building Engineer
Maintenance Helper	

The County agrees to furnish a safe and suitable storage space for employees' personal tools normally and consistently used in the scope of employment.

B. Catastrophic Loss. The County shall pay the cost of replacing an employee's personal tools, less \$125.00, if they are stolen from County premises as a result of unlawful breaking and entering of County premises, or if they are ruined by natural catastrophe (fire, flood or earthquake) on County premises at any time if the value of the stolen or ruined tools exceeds \$125.00. The term "premises" as used herein shall include County service vehicles while on official County business, and shall not when such vehicles are not in service.

To be entitled to such reimbursement for catastrophic loss, it shall be the employee's responsibility to file with the County a complete inventory of personally owned tools which are normally and consistently used on County business and retained on County premises. Such inventory shall be subject to periodic audit by the County, and shall be kept up to date by the employee on a continuing basis as tools are added to or deleted from the inventory.

C. Procedures. Administration and payment of the tool maintenance allowance shall be in accordance with the following guidelines:

(1) Eligibility and Time for Payment. Regular full-time and regular part-time employees who are employed on the first working day in August shall be eligible to receive all or part of this allowance and shall receive the voucher on the second payday in September.

(2) Partial Eligibility. Eligible employees who have worked less than the equivalent of five (5) months of full-time service on the first working day in August shall receive

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one-half of the tool maintenance allowance allowed by this section.

(3) Explanation of Policy. The tool maintenance allowance shall be deemed to cover the repair or replacement of all tools provided by employees in the listed classifications which may be lost or damaged during the course of their use at a County work site, and the provisions of Section 19A of the Humboldt County Salary Resolution shall not apply to such tools.

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SECTION 23. PAY PERIOD AND TIME FOR RECEIPT OF PAYROLL WARRANTS.

A. Pay Period. With the exception of the initial pay period of certain employees, which is hereinafter noted, the pay period for all County employees shall be a fourteen (14) consecutive calendar day period commencing at 12:01 a.m. Sunday and ending at midnight the second Saturday thereafter.

B. Payroll Computation. The amount of salary earned for a pay period or any portion thereof shall be computed by multiplying the number of regular shifts worked by the daily rate or by multiplying the biweekly rate by the fraction or percentage which the number of hours worked represents of the total work time in the payroll period. Except as otherwise provided in this resolution, an employee shall not be paid in excess of the equivalent of ten (10) shifts in any pay period.

C. Time for Receipt of Payroll Warrants. Except as provided in Subsection D, employees shall receive payroll warrants on the first Friday following the end of each pay period. When a payday falls on a legal holiday, employees shall receive their payroll warrants on the day preceding the normal payday.

D. Welfare Department Employees. Employees in the Welfare Department shall receive payroll warrants on the first Thursday following the end of each pay period. When a payday falls on a legal holiday, employees in the Welfare Department shall receive their payroll warrants on the day preceding the normal payday.

E. Time Card Alteration--Employees Listed in Exhibit A.

(1) In the event that the time card of an employee listed in Exhibit A is altered, except when that alteration corrects clerical or computational error(s), the employee shall be notified prior to the alteration.

(2) In the event that such employee whose time card is altered is unavailable for prior notification, he/she shall be notified of the alteration as soon as practicable after return to his/her assigned work station.

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SECTION 24. DAYS AND HOURS OF WORK AND OFFICE HOURS.

A. Policy on Alternative Work Schedules. In order to promote more efficient governmental operations and to secure substantial equality among County employees, each County department head may, with the approval of the County Administrative Officer and the appropriate employee organization representative, provide by rule for days and hours of work by employees of the department, taking into consideration the varying needs and requirements of the different departments and the prevailing practices in other public employment and in private business. The County Administrative Officer shall establish procedures to implement the provisions of this paragraph.

B. Office Hours.

(1) Welfare Department. Welfare offices in Eureka, Garberville and Hoopa shall be kept open for the transaction of business from 8:30 a.m. until 5:00 p.m., Monday through Thursday.

(2) Aviation Division. The Aviation Division of the Department of Public Works shall be open for the transaction of business from 8:00 a.m. to 12:00 noon and from 12:30 p.m. to 4:00 p.m., Monday through Friday.

(3) County Library. The hours during which the County Library shall be open to the public shall be prescribed by order of the Board of Supervisors.

(4) Veterans Service Office. The Veterans Service Office shall be open for the transaction of business from 1:00 p.m. to 3:00 p.m., Monday through Friday.

(5) Superior Court. The Superior Court Division of the County Clerk's Office shall be open for the transaction of business from 10:00 a.m. to 5:00 p.m., Monday through Friday.

(6) Garberville Branch Court of the Eel River Judicial District. The Garberville Branch Court of the Eel River Judicial District shall be kept open for the transaction of business from 8:30 a.m. until 5:00 p.m., Tuesday through Friday.

(7) Klamath-Trinity Judicial District. The Klamath-Trinity Judicial District shall be kept open for the transaction of business from 8:30 a.m. until 5:00 p.m., Monday through Thursday.

(8) All Other County Offices. All other County offices shall be kept open for the transaction of business from 8:30 a.m. until 5:00 p.m., Monday through Friday, except the

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offices of the District Attorney, County Counsel, Public Defender, CETA Department, Public Works Department (except Aviation), the Elections Division of the County Clerk's Office, and the Auditor-Controller's Office, which may be closed during the noon hour.

C. Days and Hours of Work. Except as provided in Subsection A above, all full-time County employees shall work five (5) days per week and seven and one-half (7-1/2) hours per day except the following:

(1) Public Works. Members of the Department of Public Works who are assigned to operational road and park maintenance crews (including supervisors), airport services workers, and service and repair personnel at automotive and equipment repair facilities (including supervisors and parts/inventory personnel) shall work five (5) days per week and eight (8) hours per day.

(2) Fish Hatchery. Fish hatchery employees shall work five (5) days per week and eight (8) hours per day.

(3) Investigators. Investigators of the District Attorney's and Public Defender's offices and Welfare Department investigators shall work five (5) days per week and eight (8) hours per day.

(4) Juvenile Hall. The Superintendent, Assistant Superintendent, Senior Group Counselors, Group Counselors and Cooks of the Juvenile Hall shall work five (5) days per week and eight (8) hours per day.

(5) Sheriff's Department.

(a) Except for sergeants and deputy sheriffs in the Main Station Patrol Bureau, all employees who are in classifications listed in Exhibit B (non-management law enforcement), employees in classifications listed in Exhibit C (law enforcement management), dispatchers, correctional officers (including supervisors) and sub-station attendants shall work five (5) days per week and eight (8) hours per day.

(b) Sergeants and deputy sheriffs in the Main Station Patrol Bureau and jail cooks assigned to the Detention Division shall work four (4) days per week and ten (10) hours per day.

(6) Attorneys. Attorneys of the District Attorney's and Public Defender's offices in classifications listed in Exhibit D shall work five (5) days per week and eight (8) hours per day.

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

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(7) Marshal's Office. Deputy marshals in classifications listed in Exhibit B shall work five (5) days per week and eight (8) hours per day.

(8) Building Maintenance. Building custodians and janitors (including supervisors) of the Building Maintenance Department shall work five (5) days per week and eight (8) hours per day.

(9) Management and Confidential Employees. Management employees and confidential employees in classifications listed in Exhibit E shall work a nominal work week of five (5) days per week and eight (8) hours per day.

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

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SECTION 25. WITHHOLDING TERMINAL PAY OF PHYSICIANS PENDING COMPLETION OF MEDICAL RECORDS. Upon the termination of the employment of an Assistant County Physician, the terminal pay of such physician shall be withheld until it has been demonstrated that all records in such physician's name have been satisfactorily completed and a written statement to this effect has been given to the Auditor-Controller by the appointing authority. This provision is enacted upon the basis that the completion of such records is an integral part of the professional duties of Assistant County Physicians, and that failure to complete such records indicates that the salary of the physician responsible therefor has not been earned. The provisions of this section shall control over any inconsistent provisions of this resolution or any other resolution or order of the County of Humboldt.

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

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SECTION 26. RESCINDING CLAUSE. Resolutions No. 79-145, 79-150, 80-9, 80-78, 80-88, 80-95, 80-103, 80-120, 80-132, 80-133, 80-138, 81-23, 81-27, 81-42, 81-48, 81-62, 81-73, 81-79, 81-117, 81-118, 81-125, 81-133, 81-135, 81-138, 81-144, 81-145, 81-149, 82-5, 82-9, 82-10, 82-15, 82-37, 82-43, 82-45, 82-46, 82-50, 82-73, 82-89, 82-93, 82-94, 82-96, 82-125, 82-129, 82-139, 82-142, 82-162 and 82-163 are hereby rescinded. Insofar as this resolution rescinds and reenacts certain provisions, such provisions shall be interpreted as remaining continuously in effect, the rescission and reenactment having been for the purpose of enacting a complete salary resolution.

02904

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

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SECTION 27. SEVERABILITY CLAUSE. If any section, subsection, paragraph, sentence, clause or phrase of this resolution which is reasonably severable from the remaining portion of this resolution is for any reason held to be invalid or unconstitutional, such invalidity or unconstitutionality shall not affect the validity or constitutionality of the remaining portion of this resolution, it being herein expressly declared that this resolution and each section, subsection, paragraph, sentence, clause and phrase thereof would have been adopted irrespective of the fact that any one or more other sections, subsections, paragraphs, sentences, clauses or phrases shall be declared invalid or unconstitutional.

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

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SECTION 28. EFFECTIVE DATE. This resolution shall become effective January 2, 1983.

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of December 21, 1982

Adopted on motion by Supervisor Pritchard , seconded by Supervisor Walsh
and the following vote:

AYES: Supervisors— Renner, Pritchard, Chesbro, Walsh, Hedlund
NOES: Supervisors— None
ABSENT: Supervisors— None
ABSTAIN: Supervisors— None

STATE OF CALIFORNIA }
County of Humboldt } ss

I, ROBERT E. HANLEY, 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

ROBERT E. HANLEY December 22, 1982

Clerk of the Board of Supervisors of the County of
Humboldt, State of California

By Beverly A. Stewart
Deputy

02907

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
148	Account Clerk I	100
124	Account Clerk II	118
125	Account Clerk III	133
607	Accountant	211
149	Accounting Technician	137
623	Administrative Analyst I	185
645	Administrative Analyst II	218
646	Administrative Assistant, Mental Health	218
525	Air Pollution Control Inspector I	171
529	Air Pollution Control Inspector II	194
523	Air Pollution Engineer	265
271	Airport Groundskeeper	133
278	Airport Services Worker	153
428	Animal Control Officer	137
426	Animal Control Supervisor	165
223	Apprentice Equipment Mechanic*	147-A to 194-C
172	Assessment Clerk	118
640	Assistant Appraiser	201
641	Assistant Auditor-Appraiser	211
671	Assistant Buyer	157
306	Assistant Civil Engineer	237
547	Assistant County Physician	Flat \$4,362

*See last page of Exhibit A for Schedule

EXHIBIT A

02908

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
677	Assistant Public Guardian- Conservator	194
642	Assistant Timber Property Appraiser	201
628	Associate Appraiser	220
629	Associate Auditor-Appraiser	230
302	Associate Civil Engineer	257
626	Associate Timber Property Appraiser	220
650	Auditor-Accountant I	187
649	Auditor-Accountant II	211
632	Auditor-Accountant III	230
228	Automotive Mechanic	185
212	Automotive Repair and Service Supervisor	208
246	Automotive Service Worker	147
431	Boatman	Flat 114-A
112	Bookmobile Driver/Clerk	142
205	Bridge Crew Supervisor	210
229	Bridge Maintenance Worker	177
268	Building Custodian	120
318	Building Inspector I	185
314	Building Inspector II	208
317	Building Plan Checker	222
327	Cadastral Drafting Aide	132
320	Cadastral Drafting Technician	161
316	Cadastral Drafting and Transfer Clerk	151

EXHIBIT A

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
226	Carpenter	175
762	CETA Equal Employment Opportunity Officer	212
298	Central Supply Assistant	120
524	Chief Clinical Laboratory Technologist	231
127	Chief Deputy Clerk	137
597	Child Health and Disability Prevention Program Coordinator	179
179	Clerical Trainee	Flat 60-A
180	Clerk I	68
168	Clerk II	86
130	Clerk III	109
171	Clerk Stenographer I	77
146	Clerk Stenographer II	100
126	Clerk Stenographer III	118
184	Clerk Typist I	68
170	Clerk Typist II	86
132	Clerk Typist III	109
532	Clinical Laboratory Technologist	193
719	Clinician I	207
720	Clinician II	227
198	Collections Clerk	118
197	Collector	128
128	Communications Dispatcher	150

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
119	Computer Operator I	147
120	Computer Operator II	166
772	Contracts Assistant	123
282	Cook	113
283	Cook (Juvenile Hall)	126
574	Coordinator of Alcohol Abuse Education and Prevention	175
575	Coordinator of New Careers Program	203
578	Coordinator of Perinatal Services	179
577	Coordinator of Substance Abuse Prevention	175
425	Correctional Officer I	153
424	Correctional Officer II	173
421	Correctional Officer III	188
625	County Collector	184
142	Courier	114
182	Court Clerk I	100
183	Court Clerk II	128
573	Crippled Children Services Worker	129
137	CRT Operator	100
188	Data Control Clerk I	100
697	Data Input and Control Supervisor	142
674	Delinquent Tax Collector	162
445	Deputy Coroner-Public Administrator	184
678	Deputy Public Guardian-Conservator	180
565	Discharge Planner, Mental Health	176
214	Electrician	175

EXHIBIT A

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
729	Eligibility Supervisor	171
737	Eligibility Worker I (Trainee)	105
731	Eligibility Worker II	131
725	Eligibility Worker III	146
591	Emergency Medical Services Coordinator	212
596	Emergency Medical Services Information Specialist	193
589	Emergency Medical Services Training Coordinator	193
324	Engineering Aide I	119
325	Engineering Aide II	152
322	Engineering Technician I	180
312	Engineering Technician II	204
313	Engineering Technician III	222
208	Environmental Research Assistant	204
224	Equipment Mechanic	194
209	Equipment Mechanic Supervisor	227
225	Equipment Service Worker	157
235	Fabricator	199
537	Family Nurse Practitioner	232
584	Family Planning Research Assistant	193
141	Family Support Officer	138
274	Fish Hatchery Technician	178
275	Fish Hatchery Trainee	128

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
242	Grounds Supervisor	141
270	Groundskeeper	113
486	Group Counselor	154
563	Home Health Aide	87
115	Hospital Admissions Clerk	100
227	Hunter-Trapper	143
765	Independent Monitoring Analyst, CETA	212
648	Inspector I	161
647	Inspector II	184
638	Inspector III	203
767	Intake Supervisor	179
771	Intake Worker I	123
770	Intake Worker II	156
672	Internal Auditor	230
412	Investigator, Public Defender	226
433	Jail Cook	150
276	Janitor	110
658	Junior Appraiser	178
635	Junior Auditor-Appraiser	187
309	Junior Civil Engineer	208
544	Junior Public Health Nurse	190
637	Junior Timber Property Appraiser	178
194	Jury Services Clerk	100

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
138	Key Disk Operator	100
571	Laboratory Assistant	103
572	Laboratory Helper	76
266	Laborer	109
187	Law Clerk	114
419	Law Enforcement and Community Relations Trainee	105
280	Lead Janitor	124
252	Lead Maintenance Mechanic	189
153	Legal Documents Clerk I	116
155	Legal Documents Clerk II	137
139	Legal Secretary I	118
143	Legal Secretary II	132
136	Legal Secretary III	146
668	Librarian I	166
667	Librarian II	193
652	Librarian III	212
657	Library Assistant	110
654	Library Circulation Supervisor	162
157	Library Clerk	96
156	Library Shipping Clerk	105
562	Licensed Vocational Nurse (Clinic), Hoopa	134
562	Licensed Vocational Nurse (Inpatient), Hoopa	134

EXHIBIT A

02914

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
561	L.V.N.-Psychiatric Technician	138
567	Licensed Vocational Nurse, Public Health	120
162	Mail Clerk	77
251	Maintenance Helper	137
250	Maintenance Mechanic	175
277	Maintenance Trainee	72
763	Management Information Analyst, CETA	212
326	Map Drafting Aide	132
319	Map Drafting Supervisor	175
328	Map Drafting Technician	161
441	Marshal's Clerk	100
177	Master Calendar Clerk (Unclassified)	156
432	Matron	184
599	Medical Director	Flat \$4,798
158	Medical Transcriber	109
661	Mental Health Assistant I	78
660	Mental Health Assistant II	109
659	Mental Health Assistant III	124
176	Microfilm Clerk	77
550	Milk Laboratory Technician	147
569	Nurse's Aide	78
570	Nurse's Aide, Hoopa	92

EXHIBIT A

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
585	Nurse-Midwife Consultant	241
586	Nurse Practitioner (M.S.S.), Family Planning	212
587	Nurse Practitioner (M.S.S.), Family Practice	232
588	Nurse Practitioner (M.S.S.), Pediatrics	232
581	Nutrition Aide	120
533	Occupational Therapist	201
134	Office Assistant	132
135	Office Manager	162
190	Page	Flat - Federal Minimum Wage
232	Painter	175
272	Park Caretaker	139
221	Parks and Airports Maintenance Supervisor	203
248	Parts/Inventory Clerk	161
335	Permits Information Specialist I	128
337	Permits Information Specialist II	143
502	Pharmacist	260
164	Photo Recorder	116
534	Physical Therapist	201
714	Physician's Assistant	232

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
631	Planner I	183
644	Planner II	210
630	Planner III	237
761	Planning Analyst, CETA	212
113	Position Control/Payroll Supervisor	179
181	Principal Justice Court Clerk	142
160	Printer I	109
159	Printer II	151
475	Probation Collections Clerk	118
473	Probation Officer I	161
472	Probation Officer II	193
471	Probation Officer III	207
622	Programmer/Systems Analyst	240
114	Property Clerk	146
663	Psychiatric Charge Nurse	209
679	Psychiatric Nursing Assistant	78
662	Psychiatric Technician	129
501	Psychiatrist	Flat \$4,558
595	Public Health Education Assistant	161
526	Public Health Microbiologist	205
567	Public Health Microbiology Technician	103
593	Public Health Microbiology Trainee	158
528	Public Health Nurse	203
594	Public Health Nutritionist	203

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
548	Radiologic Technologist	161
639	Real Property Agent I	179
636	Real Property Agent II	203
627	Real Property Agent III	231
555	Registered Nurse I	181
557	Registered Nurse I, Hoopa	195
556	Registered Nurse II	195
558	Registered Nurse II, Hoopa	209
556	Registered Nurse, Public Health	195
173	Retirement Clerk	118
216	Road Crew Leadworker	191
204	Road Crew Supervisor	210
253	Road Maintenance Worker I	149
238	Road Maintenance Worker II	163
230	Road Maintenance Worker III	177
535	Sanitarian I	171
530	Sanitarian II	203
165	Secretary I	118
166	Secretary II	132
167	Secretary III	146
247	Senior Automotive Service Worker	171
315	Senior Building Inspector	232
213	Senior Equipment Mechanic	203
147	Senior Family Support Officer	157

EXHIBIT A

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
485	Senior Group Counselor	178
122	Senior Key Disk Operator	118
133	Senior Marshal's Clerk	123
154	Senior Photo Recorder	137
527	Senior Public Health Nurse	217
518	Senior Sanitarian	217
429	Shelter Attendant	128
434	Sheriff's Clerk	100
415	Sheriff's Property Clerk I	117
410	Sheriff's Property Clerk II	146
706	Social Service Practitioner I	207
705	Social Service Practitioner II	221
730	Social Worker I (Trainee)	151
726	Social Worker II	176
718	Social Worker III	192
708	Social Worker Supervisor I	211
704	Social Worker Supervisor II	236
711	Staff Services Analyst I (General)	166
710	Staff Services Analyst II (Program Analysis)	198
256	Storekeeper	142
673	Student Professional Worker	129
766	Subgrant Manager, CETA	212
435	Substation Attendant	114

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
107	Superior Court Clerk I	116
108	Superior Court Clerk II	137
104	Supervising Account Clerk	142
118	Supervising Clerk	132
707	Supervising Clinical Social Worker	245
420	Supervising Correctional Officer	227
117	Supervising Court Clerk	151
686	Supervising Inspector	218
150	Supervising Legal Clerk	157
105	Supervising Medical Records Clerk	146
514	Supervising Public Health Nurse	233
519	Supervising Sanitarian	232
413	Supervising Sheriff's Clerk	132
773	Testing Assistant	105
760	Testing Specialist	223
236	Tire Repair Worker	175
215	Traffic Control Crew Supervisor	210
220	Traffic Control Maintenance Worker	163
440	Transportation Matron	Flat 62-A
382	Treatment Plant Operator I	137
381	Treatment Plant Operator II	169
380	Treatment Plant Supervisor	193
383	Treatment Plant Trainee	101
552	Vector Control Operator	137

SALARY RANGES FOR
CLASSES REPRESENTED BY
A.F.S.C.M.E., LOCAL 1684

Class Number	Class	Effective 6-20-82
683	Veteran's Service Assistant	121
675	Veteran's Service Representative	161
690	Victim/Witness Program Coordinator	201
744	Vocational Assistant	81
764	Vocational Counseling Supervisor	212
769	Vocational Counselor I	156
768	Vocational Counselor II	179
735	Vocational Trainee	62
254	Weed Control Technician	137
738	Welfare Investigator I (Trainee)	198
739	Welfare Investigator II	226
598	WIC Program Coordinator	179
643	Zoning Administrator	247

Apprentice Equipment Mechanic Salary Advancement Schedule:

Start at Range indicated, Step A
 After 6 months. Step B
 After 12 months add 9 Ranges, Step B
 After 18 months to Step C
 After 24 months add 10 Ranges, Step C
 After 30 months add 9 Ranges, Step C
 After 36 months add 5 Ranges, Step C
 After 42 months add 9 Ranges, Step C
 After 48 months add 5 Ranges, Step C

SALARY RANGES FOR
NON-MANAGEMENT CLASSES REPRESENTED BY
HUMBOLDT DEPUTY SHERIFF'S ORGANIZATION

UNIT 6

Class Number	Class	Effective 6-20-82
422	Deputy Sheriff I	183
416	Deputy Sheriff II	198
407	I.D. Technician	217
423	Sheriff's Investigator	227
414	Sheriff's Sergeant	227
437	Chief Deputy Marshal	212
438	Deputy Marshal	198
412	Investigator (District Attorney)	227
409	Senior I.D. Technician	222

SALARY RANGES FOR
LAW ENFORCEMENT MANAGEMENT
CLASSES REPRESENTED BY
HUMBOLDT DEPUTY SHERIFF'S ORGANIZATION

UNIT 7

Class Number	Class	<u>Salary Ranges</u>		
		Effective 7-05-81	Effective 11-08-81	Effective 6-20-82
400	Undersheriff	284	296	310
402	Sheriff's Captain	255	267	281
404	Chief Investigator (D.A.)	255	267	281
405	Senior Investigator (D.A.)	235	247	261
406	Sheriff's Lieutenant	235	247	261

SALARY RANGES FOR
ATTORNEY CLASSES IN
UNIT 5

Class Number	Class	<u>Salary Ranges</u>	
		Effective 7-05-81	Effective 6-20-82
601	Assistant District Attorney	347	361
610	Attorney I	220	234
602	Attorney II	259	273
600	Attorney III	294	308
603	Attorney IV	327	341

SALARY RANGES FOR
MANAGEMENT AND CONFIDENTIAL CLASSES

Class Number	Class	Effective 6-20-82
606	Accountant (CETA, Public Works)	226
151	Accounting Technician (Probation)	152
623	Administrative Analyst I (CAO)	200
645	Administrative Analyst II (CAO and Health)	233
605	Administrative Analyst III (CAO)	262
634	Administrative Assistant (Public Works)	233
694	Affirmative Action Coordinator	157
633	Assessment Office Manager	222
624	Assistant Agricultural Commissioner and Sealer	261
611	Assistant Assessor	302
618	Assistant Auditor-Controller	302
408	Assistant Coroner-Public Administrator	237
109	Assistant County Clerk	231
655	Assistant County Librarian	256
116	Assistant County Recorder	195
693	Assistant Director (CETA)	277
551	Assistant Director of Mental Health	283
680	Assistant Planning Director	291
481	Assistant Superintendent of Juvenile Hall	222
670	Assistant Treasurer-Tax Collector	261
610	Attorney I (County Counsel)	240

EXHIBIT E

SALARY RANGES FOR
MANAGEMENT AND CONFIDENTIAL CLASSES

Class Number	Class	Effective 6-20-82
602	Attorney II (County Counsel)	275
600	Attorney III (County Counsel)	310
603	Attorney IV (County Counsel)	343
608	Business Manager	253
665	Buyer	200
321	Cadastral Drafting Supervisor	200
613	Chief Appraiser	287
211	Chief Building Engineer	240
838	Chief Building Inspector	291
101	Clerk of the Municipal Court	255
169	Clerk Typist II (CAO and Personnel)	101
132	Clerk Typist III (CAO)	124
129	Communications and Equipment Dispatcher	143
656	Crippled Children Services Supervisor	227
186	Data Control Clerk II	147
619	Data Processing Coordinator/Production Supervisor	252
709	Data Processing Manager	328
604	Deputy County Administrative Officer	323
546	Deputy Director (MSS Assistant Director, Welfare)	294
554	Deputy Health Officer	Flat \$4,400
510	Director of Environmental Health	270

SALARY RANGES FOR
MANAGEMENT AND CONFIDENTIAL CLASSES

Class Number	Class	Effective 6-20-82
507	Director of Mental Health Nursing	270
506	Director of Nursing Services	280
508	Director of Public Health Nursing II	270
749	Eligibility Programs Coordinator	237
590	Emergency Medical Services Director	256
592	Emergency Medical Services Program Manager	233
695	Employment and Training Program Supervisor	247
203	Environmental Services Manager	272
202	Equipment Superintendent	253
682	Family Support Administrator	270
511	Health Program Advisor	233
688	LAFCo Executive Officer	252
139	Legal Secretary I (County Counsel)	133
143	Legal Secretary II (County Counsel)	147
136	Legal Secretary III (County Counsel)	161
517	Milk and Dairy Specialist	246
123	Office Assistant (Public Works)	147
336	Permits Information Specialist III	173
684	Personnel Analyst I	203
615	Personnel Analyst II	233
609	Personnel Technician	172
747	Program Manager I	251
750	Program Manager II	270

EXHIBIT E

02027

SALARY RANGES FOR
MANAGEMENT AND CONFIDENTIAL CLASSES

Class Number	Class	Effective 6-20-82
539	Program Manager, Child Health and Disability Prevention	233
509	Public Health Educator	227
512	Public Health Laboratory Director	246
201	Public Works Area Road Superintendent	248
698	Risk Manager	275
111	Secretary to the Board of Supervisors	171
103	Secretary to the County Administrator	171
746	Secretary (Welfare)	161
166	Secretary II (Personnel, Sheriff, Assessor, Treasurer-Tax Collector, HMC-Hoopa, CETA)	147
167	Secretary III (Public Works, Sheriff, Planning)	161
301	Senior Civil Engineer	291
681	Senior Planner	272
696	Senior Programmer/Systems Analyst	270
748	Staff Services Manager I (Program Analysis)	237
701	Staff Services Manager II (General)	256
712	Staff Services Specialist (Staff Development)	237
580	Substance Abuse Program Manager	242
617	Superintendent of Airports	257
480	Superintendent of Juvenile Hall	251
222	Superintendent of Parks	253
612	Supervising Appraiser	264

SALARY RANGES FOR
MANAGEMENT AND CONFIDENTIAL CLASSES

Class Number	Class	Effective 6-20-82
614	Supervising Auditor Appraiser	268
118	Supervising Clerk (Health)	147
131	Supervising Computer Operator	209
117	Supervising Court Clerk (Eel River)	166
300	Supervising Engineer	310
264	Supervising Janitor	181
106	Supervising Legal Secretary (District Attorney, Probation)	176
470	Supervising Probation Officer	251
621	Supervising Programmer/Systems Analyst	285
620	Supervising Real Property Agent	285
616	Supervising Rural Timber Property Appraiser	264

MONTHLY SALARIES OF ELECTED OFFICIALS

Position	Effective Date: 1-02-83
1. Assessor	\$ 3,462
2. Auditor-Controller	3,447
3. County Clerk	2,912
4. Coroner-Public Administrator	2,716
5. District Attorney	4,309
6. Recorder	2,802
7. Sheriff	3,726
8. Treasurer-Tax Collector	3,085
9. Constables of the Judicial Districts	NOTE #1
Arcata	457
Eel River	457
Klamath-Trinity	368
10. Marshal of the Eureka Municipal Court	NOTE #2
11. Eureka Municipal Court Judges	NOTE #2
12. Judges of the Judicial Courts	
Arcata	3,815 NOTE #3
Eel River	3,100 NOTE #3
Klamath-Trinity	1,648 NOTE #4

NOTE #1

Each Constable shall receive, in addition to the salary provided above, such fees as are now or may hereafter be allowed by law and compensation at the rate of Five Dollars (\$5.00) per hour for each hour spent in acting as Bailiff for the Court and in summoning jurors for the Court. The total amount of such hourly remuneration shall not exceed the amount that is authorized by the Board of Supervisors for this purpose.

NOTE #2

The Eureka Municipal Court Judges' and Marshal's salaries are fixed by the State Legislature.

NOTE #3

The Arcata and Eel River Justice Court Judges' salaries shall be established as a percentage of the salary of the Eureka Municipal Court Judges based upon weighted caseload equivalents. Arcata is 80% and Eel River is 65% per Board Order No. 35 of November 6, 1979.

NOTE #4

The salary of the Klamath-Trinity Justice Court Judge shall be established using the minimum adjustment provided an Elected Department Head per Board Order No. 4 of May 5, 1981.

MONTHLY SALARIES OF APPOINTED DEPARTMENT HEADS

Position	Salary	Effective Date
1. Agricultural Commissioner-Sealer	\$2,805	July 18, 1982
2. Building Maintenance Superintendent/ Communications Director/Emergency Services Coordinator	2,940	April 11, 1982
3. Clerk of the Board of Supervisors	1,819	Jan. 16, 1983
4. Chief Probation Officer	2,702	April 11, 1982
5. County Administrative Officer	4,060	Jan. 16, 1983
6. County Counsel	4,387	Jan. 16, 1983
7. County Employment and Training Assistance Director	2,604	March 14, 1982
8. Fish Hatchery Supervisor	1,962	Jan. 2, 1983
9. Health Officer	4,969	July 4, 1982
10. Jury Commissioner-Law Librarian	1,827	Jan. 16, 1983
11. Librarian	2,727	Nov. 8, 1982
12. Mental Health Director	3,518	May 23, 1982
13. Personnel Director	3,322	Jan. 16, 1983
14. Planning Director	3,224	July 13, 1982
15. Public Defender	4,172	Nov. 8, 1982
16. Public Works Director	4,319	Jan. 2, 1983
17. Purchasing Agent	2,506	April 11, 1982
18. Veterans Service Officer-Public Guardian	2,500	Jan. 16, 1983
19. Welfare Director	3,409	Oct. 26, 1981

EXHIBIT H

02950

82-170

HUMBOLDT COUNTY
SALARY RESOLUTION

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BOLDY COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
RANGE	17	BI-WEEKLY	276.23	290.35	305.20	320.81	337.21
		MONTHLY	598.49	629.10	661.27	695.09	730.63
		37.5 HRS	3.68	3.87	4.06	4.27	4.49
		40 HRS	3.45	3.62	3.81	4.01	4.21
RANGE	18	BI-WEEKLY	277.61	291.80	306.73	322.41	338.90
		MONTHLY	601.49	632.24	664.58	698.56	734.29
		37.5 HRS	3.70	3.89	4.08	4.29	4.51
		40 HRS	3.47	3.64	3.83	4.03	4.23
RANGE	19	BI-WEEKLY	278.99	293.26	308.26	324.02	340.59
		MONTHLY	604.49	635.41	667.90	702.06	737.96
		37.5 HRS	3.71	3.91	4.11	4.32	4.54
		40 HRS	3.48	3.66	3.85	4.05	4.25
RANGE	20	BI-WEEKLY	280.39	294.73	309.80	325.64	342.30
		MONTHLY	607.52	638.58	671.24	705.57	741.65
		37.5 HRS	3.73	3.92	4.13	4.34	4.56
		40 HRS	3.50	3.68	3.87	4.07	4.27
RANGE	21	BI-WEEKLY	281.79	296.20	311.35	327.27	344.01
		MONTHLY	610.55	641.78	674.60	709.09	745.36
		37.5 HRS	3.75	3.94	4.15	4.36	4.58
		40 HRS	3.52	3.70	3.89	4.09	4.30
RANGE	22	BI-WEEKLY	283.20	297.68	312.91	328.91	345.73
		MONTHLY	613.61	644.98	677.97	712.64	749.08
		37.5 HRS	3.77	3.96	4.17	4.38	4.60
		40 HRS	3.54	3.72	3.91	4.11	4.32
RANGE	23	BI-WEEKLY	284.62	299.17	314.47	330.55	347.46
		MONTHLY	616.67	648.21	681.36	716.20	752.83
		37.5 HRS	3.79	3.98	4.19	4.40	4.63
		40 HRS	3.55	3.73	3.93	4.13	4.34
RANGE	24	BI-WEEKLY	286.04	300.67	316.04	332.20	349.19
		MONTHLY	619.76	651.45	684.76	719.78	756.59
		37.5 HRS	3.81	4.00	4.21	4.42	4.65
		40 HRS	3.57	3.75	3.95	4.15	4.36
RANGE	25	BI-WEEKLY	287.47	302.17	317.62	333.87	350.94
		MONTHLY	622.86	654.71	688.19	723.38	760.37
		37.5 HRS	3.83	4.02	4.23	4.45	4.67
		40 HRS	3.59	3.77	3.97	4.17	4.38
RANGE	26	BI-WEEKLY	288.91	303.68	319.21	335.54	352.69
		MONTHLY	625.97	657.98	691.63	727.00	764.18
		37.5 HRS	3.85	4.04	4.25	4.47	4.70
		40 HRS	3.61	3.79	3.99	4.19	4.40
RANGE	27	BI-WEEKLY	290.35	305.20	320.81	337.21	354.46
		MONTHLY	629.10	661.27	695.09	730.63	768.00
		37.5 HRS	3.87	4.06	4.27	4.49	4.72
		40 HRS	3.62	3.81	4.01	4.21	4.43
RANGE	28	BI-WEEKLY	291.80	306.73	322.41	338.90	356.23
		MONTHLY	632.24	664.58	698.56	734.29	771.84
		37.5 HRS	3.89	4.08	4.29	4.51	4.74
		40 HRS	3.64	3.83	4.03	4.23	4.45
RANGE	29	BI-WEEKLY	293.26	308.26	324.02	340.59	358.01
		MONTHLY	635.41	667.90	702.06	737.96	775.70
		37.5 HRS	3.91	4.11	4.32	4.54	4.77
		40 HRS	3.66	3.85	4.05	4.25	4.47
RANGE	30	BI-WEEKLY	294.73	309.80	325.64	342.30	359.80
		MONTHLY	638.58	671.24	705.57	741.65	779.57
		37.5 HRS	3.92	4.13	4.34	4.56	4.79
		40 HRS	3.68	3.87	4.07	4.27	4.49

HOLDY COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
RANGE	31	BI-WEEKLY	296.20	311.35	327.27	344.01	361.60
		MONTHLY	641.78	674.60	709.09	745.36	783.47
		37.5 HRS	3.94	4.15	4.36	4.58	4.82
		40 HRS	3.70	3.89	4.09	4.30	4.52
RANGE	32	BI-WEEKLY	297.60	312.91	328.91	345.73	363.41
		MONTHLY	644.98	677.97	712.64	749.08	787.39
		37.5 HRS	3.96	4.17	4.38	4.60	4.84
		40 HRS	3.72	3.91	4.11	4.32	4.54
RANGE	33	BI-WEEKLY	299.17	314.47	330.55	347.46	365.22
		MONTHLY	648.21	681.36	716.20	752.83	791.33
		37.5 HRS	3.98	4.19	4.40	4.63	4.86
		40 HRS	3.73	3.93	4.13	4.34	4.56
RANGE	34	BI-WEEKLY	300.67	316.04	332.20	349.19	367.05
		MONTHLY	651.45	684.76	719.78	756.59	795.28
		37.5 HRS	4.00	4.21	4.42	4.65	4.89
		40 HRS	3.75	3.95	4.15	4.36	4.58
RANGE	35	BI-WEEKLY	302.17	317.62	333.87	350.94	368.89
		MONTHLY	654.71	688.19	723.38	760.37	799.26
		37.5 HRS	4.02	4.23	4.45	4.67	4.91
		40 HRS	3.77	3.97	4.17	4.38	4.61
RANGE	36	BI-WEEKLY	303.68	319.21	335.54	352.69	370.73
		MONTHLY	657.98	691.63	727.00	764.18	803.26
		37.5 HRS	4.04	4.25	4.47	4.70	4.94
		40 HRS	3.79	3.99	4.19	4.40	4.63
RANGE	37	BI-WEEKLY	305.20	320.81	337.21	354.46	372.58
		MONTHLY	661.27	695.09	730.63	768.00	807.27
		37.5 HRS	4.06	4.27	4.49	4.72	4.96
		40 HRS	3.81	4.01	4.21	4.43	4.65
RANGE	38	BI-WEEKLY	306.73	322.41	338.90	356.23	374.45
		MONTHLY	664.58	698.56	734.29	771.84	811.31
		37.5 HRS	4.08	4.29	4.51	4.74	4.99
		40 HRS	3.83	4.03	4.23	4.45	4.68
RANGE	39	BI-WEEKLY	308.26	324.02	340.59	358.01	376.32
		MONTHLY	667.90	702.06	737.96	775.70	815.36
		37.5 HRS	4.11	4.32	4.54	4.77	5.01
		40 HRS	3.85	4.05	4.25	4.47	4.70
RANGE	40	BI-WEEKLY	309.80	325.64	342.30	359.80	378.20
		MONTHLY	671.24	705.57	741.65	779.57	819.44
		37.5 HRS	4.13	4.34	4.56	4.79	5.04
		40 HRS	3.87	4.07	4.27	4.49	4.72
RANGE	41	BI-WEEKLY	311.35	327.27	344.01	361.60	380.09
		MONTHLY	674.60	709.09	745.36	783.47	823.54
		37.5 HRS	4.15	4.36	4.58	4.82	5.06
		40 HRS	3.89	4.09	4.30	4.52	4.75
RANGE	42	BI-WEEKLY	312.91	328.91	345.73	363.41	381.99
		MONTHLY	677.97	712.64	749.08	787.39	827.66
		37.5 HRS	4.17	4.38	4.60	4.84	5.09
		40 HRS	3.91	4.11	4.32	4.54	4.77
RANGE	43	BI-WEEKLY	314.47	330.55	347.46	365.22	383.90
		MONTHLY	681.36	716.20	752.83	791.33	831.79
		37.5 HRS	4.19	4.40	4.63	4.86	5.11
		40 HRS	3.93	4.13	4.34	4.56	4.79
RANGE	44	BI-WEEKLY	316.04	332.20	349.19	367.05	385.82
		MONTHLY	684.76	719.78	756.59	795.28	835.95
		37.5 HRS	4.21	4.42	4.65	4.89	5.14
		40 HRS	3.95	4.15	4.36	4.58	4.82

UMBOLDT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	45	BI-WEEKLY	317.62	333.87	350.94	368.89	387.75
		MONTHLY	688.19	723.38	760.37	799.26	840.13
		37.5 HRS	4.23	4.45	4.67	4.91	5.17
		40 HRS	3.97	4.17	4.38	4.61	4.84
RANGE	46	BI-WEEKLY	319.21	335.54	352.69	370.73	389.69
		MONTHLY	691.63	727.00	764.18	803.26	844.33
		37.5 HRS	4.25	4.47	4.70	4.94	5.19
		40 HRS	3.99	4.19	4.40	4.63	4.87
RANGE	47	BI-WEEKLY	320.81	337.21	354.46	372.58	391.64
		MONTHLY	695.09	730.63	768.00	807.27	848.55
		37.5 HRS	4.27	4.49	4.72	4.96	5.22
		40 HRS	4.01	4.21	4.43	4.65	4.89
RANGE	48	BI-WEEKLY	322.41	338.90	356.23	374.45	393.60
		MONTHLY	698.56	734.29	771.84	811.31	852.80
		37.5 HRS	4.29	4.51	4.74	4.99	5.24
		40 HRS	4.03	4.23	4.45	4.68	4.92
RANGE	49	BI-WEEKLY	324.02	340.59	358.01	376.32	395.56
		MONTHLY	702.06	737.96	775.70	815.36	857.06
		37.5 HRS	4.32	4.54	4.77	5.01	5.27
		40 HRS	4.05	4.25	4.47	4.70	4.94
RANGE	50	BI-WEEKLY	325.64	342.30	359.80	378.20	397.54
		MONTHLY	705.57	741.65	779.57	819.44	861.35
		37.5 HRS	4.34	4.56	4.79	5.04	5.30
		40 HRS	4.07	4.27	4.49	4.72	4.96
RANGE	51	BI-WEEKLY	327.27	344.01	361.60	380.09	399.53
		MONTHLY	709.09	745.36	783.47	823.54	865.65
		37.5 HRS	4.36	4.58	4.82	5.06	5.32
		40 HRS	4.09	4.30	4.52	4.75	4.99
RANGE	52	BI-WEEKLY	328.91	345.73	363.41	381.99	401.53
		MONTHLY	712.64	749.08	787.39	827.66	869.98
		37.5 HRS	4.38	4.60	4.84	5.09	5.35
		40 HRS	4.11	4.32	4.54	4.77	5.01
RANGE	53	BI-WEEKLY	330.55	347.46	365.22	383.90	403.53
		MONTHLY	716.20	752.83	791.33	831.79	874.33
		37.5 HRS	4.40	4.63	4.86	5.11	5.38
		40 HRS	4.13	4.34	4.56	4.79	5.04
RANGE	54	BI-WEEKLY	332.20	349.19	367.05	385.82	405.55
		MONTHLY	719.78	756.59	795.28	835.95	878.70
		37.5 HRS	4.42	4.65	4.89	5.14	5.40
		40 HRS	4.15	4.36	4.58	4.82	5.06
RANGE	55	BI-WEEKLY	333.87	350.94	368.89	387.75	407.58
		MONTHLY	723.38	760.37	799.26	840.13	883.10
		37.5 HRS	4.45	4.67	4.91	5.17	5.43
		40 HRS	4.17	4.38	4.61	4.84	5.09
RANGE	56	BI-WEEKLY	335.54	352.69	370.73	389.69	409.62
		MONTHLY	727.00	764.18	803.26	844.33	887.51
		37.5 HRS	4.47	4.70	4.94	5.19	5.46
		40 HRS	4.19	4.40	4.63	4.87	5.12
RANGE	57	BI-WEEKLY	337.21	354.46	372.58	391.64	411.67
		MONTHLY	730.63	768.00	807.27	848.55	891.95
		37.5 HRS	4.49	4.72	4.96	5.22	5.48
		40 HRS	4.21	4.43	4.65	4.89	5.14
RANGE	58	BI-WEEKLY	338.90	356.23	374.45	393.60	413.72
		MONTHLY	734.29	771.84	811.31	852.80	896.41
		37.5 HRS	4.51	4.74	4.99	5.24	5.51
		40 HRS	4.23	4.45	4.68	4.92	5.17

GOLDT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	59	BI-WEEKLY	340.59	358.01	376.32	395.56	415.79
		MONTHLY	732.96	775.70	815.36	857.06	900.89
		37.5 HRS	4.54	4.77	5.01	5.27	5.54
		40 HRS	4.25	4.47	4.70	4.94	5.19
RANGE	60	BI-WEEKLY	342.30	359.80	378.20	397.54	417.87
		MONTHLY	741.65	779.57	819.44	861.35	905.39
		37.5 HRS	4.56	4.79	5.04	5.30	5.57
		40 HRS	4.27	4.49	4.72	4.96	5.22
RANGE	61	BI-WEEKLY	344.01	361.60	380.09	399.53	419.96
		MONTHLY	745.36	783.47	823.54	865.65	909.92
		37.5 HRS	4.58	4.82	5.06	5.32	5.59
		40 HRS	4.30	4.52	4.75	4.99	5.24
RANGE	62	BI-WEEKLY	345.73	363.41	381.99	401.53	422.06
		MONTHLY	749.08	787.39	827.66	869.98	914.47
		37.5 HRS	4.60	4.84	5.09	5.35	5.62
		40 HRS	4.32	4.54	4.77	5.01	5.27
RANGE	63	BI-WEEKLY	347.46	365.22	383.90	403.53	424.17
		MONTHLY	752.83	791.33	831.79	874.33	919.04
		37.5 HRS	4.63	4.86	5.11	5.38	5.65
		40 HRS	4.34	4.56	4.79	5.04	5.30
RANGE	64	BI-WEEKLY	349.19	367.05	385.82	405.55	426.29
		MONTHLY	756.59	795.28	835.95	878.70	923.64
		37.5 HRS	4.65	4.89	5.14	5.40	5.68
		40 HRS	4.36	4.58	4.82	5.06	5.32
RANGE	65	BI-WEEKLY	350.94	368.89	387.75	407.58	428.42
		MONTHLY	760.37	799.26	840.13	883.10	928.26
		37.5 HRS	4.67	4.91	5.17	5.43	5.71
		40 HRS	4.38	4.61	4.84	5.09	5.35
RANGE	66	BI-WEEKLY	352.69	370.73	389.69	409.62	430.57
		MONTHLY	764.18	803.26	844.33	887.51	932.90
		37.5 HRS	4.70	4.94	5.19	5.46	5.74
		40 HRS	4.40	4.63	4.87	5.12	5.38
RANGE	67	BI-WEEKLY	354.46	372.58	391.64	411.67	432.72
		MONTHLY	768.00	807.27	848.55	891.95	937.56
		37.5 HRS	4.72	4.96	5.22	5.48	5.76
		40 HRS	4.43	4.65	4.89	5.14	5.40
RANGE	68	BI-WEEKLY	356.23	374.45	393.60	413.72	434.88
		MONTHLY	771.84	811.31	852.80	896.41	942.25
		37.5 HRS	4.74	4.99	5.24	5.51	5.79
		40 HRS	4.45	4.68	4.92	5.17	5.43
RANGE	69	BI-WEEKLY	358.01	376.32	395.56	415.79	437.06
		MONTHLY	775.70	815.36	857.06	900.89	946.96
		37.5 HRS	4.77	5.01	5.27	5.54	5.82
		40 HRS	4.47	4.70	4.94	5.19	5.46
RANGE	70	BI-WEEKLY	359.80	378.20	397.54	417.87	439.24
		MONTHLY	779.57	819.44	861.35	905.39	951.70
		37.5 HRS	4.79	5.04	5.30	5.57	5.85
		40 HRS	4.49	4.72	4.96	5.22	5.49
RANGE	71	BI-WEEKLY	361.60	380.09	399.53	419.96	441.44
		MONTHLY	783.47	823.54	865.65	909.92	956.45
		37.5 HRS	4.82	5.06	5.32	5.59	5.88
		40 HRS	4.52	4.75	4.99	5.24	5.51
RANGE	72	BI-WEEKLY	363.41	381.99	401.53	422.06	443.65
		MONTHLY	787.39	827.66	869.98	914.47	961.24
		37.5 HRS	4.84	5.09	5.35	5.62	5.91
		40 HRS	4.54	4.77	5.01	5.27	5.54

BOLD COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
RANGE	73	BI-WEEKLY	365.22	383.90	403.53	424.17	445.86
		MONTHLY	791.33	831.79	874.33	919.04	966.04
		37.5 HRS	4.86	5.11	5.38	5.65	5.94
		40 HRS	4.56	4.79	5.04	5.30	5.57
RANGE	74	BI-WEEKLY	367.05	385.82	405.55	426.29	448.09
		MONTHLY	795.28	835.95	878.70	923.64	970.87
		37.5 HRS	4.89	5.14	5.40	5.68	5.97
		40 HRS	4.58	4.82	5.06	5.32	5.60
RANGE	75	BI-WEEKLY	368.89	387.75	407.58	428.42	450.33
		MONTHLY	799.26	840.13	883.10	928.26	975.73
		37.5 HRS	4.91	5.17	5.43	5.71	6.00
		40 HRS	4.61	4.84	5.09	5.35	5.62
RANGE	76	BI-WEEKLY	370.73	389.69	409.62	430.57	452.58
		MONTHLY	803.26	844.33	887.51	932.90	980.61
		37.5 HRS	4.94	5.19	5.46	5.74	6.03
		40 HRS	4.63	4.87	5.12	5.38	5.65
RANGE	77	BI-WEEKLY	372.58	391.64	411.67	432.72	454.85
		MONTHLY	807.27	848.55	891.95	937.56	985.51
		37.5 HRS	4.96	5.22	5.48	5.76	6.06
		40 HRS	4.65	4.89	5.14	5.40	5.68
RANGE	78	BI-WEEKLY	374.45	393.60	413.72	434.88	457.12
		MONTHLY	811.31	852.80	896.41	942.25	990.44
		37.5 HRS	4.99	5.24	5.51	5.79	6.09
		40 HRS	4.68	4.92	5.17	5.43	5.71
RANGE	79	BI-WEEKLY	376.32	395.56	415.79	437.06	459.41
		MONTHLY	815.36	857.06	900.89	946.96	995.39
		37.5 HRS	5.01	5.27	5.54	5.82	6.12
		40 HRS	4.70	4.94	5.19	5.46	5.74
RANGE	80	BI-WEEKLY	378.20	397.54	417.87	439.24	461.70
		MONTHLY	819.44	861.35	905.39	951.70	1,000.37
		37.5 HRS	5.04	5.30	5.57	5.85	6.15
		40 HRS	4.72	4.96	5.22	5.49	5.77
RANGE	81	BI-WEEKLY	380.09	399.53	419.96	441.44	464.01
		MONTHLY	823.54	865.65	909.92	956.45	1,005.37
		37.5 HRS	5.06	5.32	5.59	5.88	6.18
		40 HRS	4.75	4.99	5.24	5.51	5.80
RANGE	82	BI-WEEKLY	381.99	401.53	422.06	443.65	466.33
		MONTHLY	827.66	869.98	914.47	961.24	1,010.39
		37.5 HRS	5.09	5.35	5.62	5.91	6.21
		40 HRS	4.77	5.01	5.27	5.54	5.82
RANGE	83	BI-WEEKLY	383.90	403.53	424.17	445.86	468.66
		MONTHLY	831.79	874.33	919.04	966.04	1,015.45
		37.5 HRS	5.11	5.38	5.65	5.94	6.24
		40 HRS	4.79	5.04	5.30	5.57	5.85
RANGE	84	BI-WEEKLY	385.82	405.55	426.29	448.09	471.01
		MONTHLY	835.95	878.70	923.64	970.87	1,020.52
		37.5 HRS	5.14	5.40	5.68	5.97	6.28
		40 HRS	4.82	5.06	5.32	5.60	5.88
RANGE	85	BI-WEEKLY	387.75	407.58	428.42	450.33	473.36
		MONTHLY	840.13	883.10	928.26	975.73	1,025.63
		37.5 HRS	5.17	5.43	5.71	6.00	6.31
		40 HRS	4.84	5.09	5.35	5.62	5.91
RANGE	86	BI-WEEKLY	389.69	409.62	430.57	452.58	475.73
		MONTHLY	844.33	887.51	932.90	980.61	1,030.75
		37.5 HRS	5.19	5.46	5.74	6.03	6.34
		40 HRS	4.87	5.12	5.38	5.65	5.94

HOLDY COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
RANGE	87	BI-WEEKLY	391.64	411.67	432.72	454.85	478.11
		MONTHLY	848.55	891.95	937.56	985.51	1,035.91
		37.5 HRS	5.22	5.48	5.76	6.06	6.37
		40 HRS	4.89	5.14	5.40	5.68	5.97
RANGE	88	BI-WEEKLY	393.60	413.72	434.88	457.12	480.50
		MONTHLY	852.80	896.41	942.25	990.44	1,041.09
		37.5 HRS	5.24	5.51	5.79	6.09	6.40
		40 HRS	4.92	5.17	5.43	5.71	6.00
RANGE	89	BI-WEEKLY	395.56	415.79	437.06	459.41	482.90
		MONTHLY	857.06	900.89	946.96	995.39	1,046.29
		37.5 HRS	5.27	5.54	5.82	6.12	6.43
		40 HRS	4.94	5.19	5.46	5.74	6.03
RANGE	90	BI-WEEKLY	397.54	417.87	439.24	461.70	485.32
		MONTHLY	861.35	905.39	951.70	1,000.37	1,051.52
		37.5 HRS	5.30	5.57	5.85	6.15	6.47
		40 HRS	4.96	5.22	5.49	5.77	6.06
RANGE	91	BI-WEEKLY	399.53	419.96	441.44	464.01	487.74
		MONTHLY	865.65	909.92	956.45	1,005.37	1,056.78
		37.5 HRS	5.32	5.59	5.88	6.18	6.50
		40 HRS	4.99	5.24	5.51	5.80	6.09
RANGE	92	BI-WEEKLY	401.53	422.06	443.65	466.33	490.18
		MONTHLY	869.98	914.47	961.24	1,010.39	1,062.06
		37.5 HRS	5.35	5.62	5.91	6.21	6.53
		40 HRS	5.01	5.27	5.54	5.82	6.12
RANGE	93	BI-WEEKLY	403.53	424.17	445.86	468.66	492.63
		MONTHLY	874.33	919.04	966.04	1,015.45	1,067.37
		37.5 HRS	5.38	5.65	5.94	6.24	6.56
		40 HRS	5.04	5.30	5.57	5.85	6.15
RANGE	94	BI-WEEKLY	405.55	426.29	448.09	471.01	495.09
		MONTHLY	878.70	923.64	970.87	1,020.52	1,072.71
		37.5 HRS	5.40	5.68	5.97	6.28	6.60
		40 HRS	5.06	5.32	5.60	5.88	6.18
RANGE	95	BI-WEEKLY	407.58	428.42	450.33	473.36	497.57
		MONTHLY	883.10	928.26	975.73	1,025.63	1,078.07
		37.5 HRS	5.43	5.71	6.00	6.31	6.63
		40 HRS	5.09	5.35	5.62	5.91	6.21
RANGE	96	BI-WEEKLY	409.62	430.57	452.58	475.73	500.06
		MONTHLY	887.51	932.90	980.61	1,030.75	1,083.47
		37.5 HRS	5.46	5.74	6.03	6.34	6.66
		40 HRS	5.12	5.38	5.65	5.94	6.25
RANGE	97	BI-WEEKLY	411.67	432.72	454.85	478.11	502.56
		MONTHLY	891.95	937.56	985.51	1,035.91	1,088.88
		37.5 HRS	5.48	5.76	6.06	6.37	6.70
		40 HRS	5.14	5.40	5.68	5.97	6.28
RANGE	98	BI-WEEKLY	413.72	434.88	457.12	480.50	505.07
		MONTHLY	896.41	942.25	990.44	1,041.09	1,094.33
		37.5 HRS	5.51	5.79	6.09	6.40	6.73
		40 HRS	5.17	5.43	5.71	6.00	6.31
RANGE	99	BI-WEEKLY	415.79	437.06	459.41	482.90	507.60
		MONTHLY	900.89	946.96	995.39	1,046.29	1,099.80
		37.5 HRS	5.54	5.82	6.12	6.43	6.76
		40 HRS	5.19	5.46	5.74	6.03	6.34
RANGE	100	BI-WEEKLY	417.87	439.24	461.70	485.32	510.13
		MONTHLY	905.39	951.70	1,000.37	1,051.52	1,105.30
		37.5 HRS	5.57	5.85	6.15	6.47	6.80
		40 HRS	5.22	5.49	5.77	6.06	6.37

UMBOLDT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 101	BI-WEEKLY	419.96	441.44	464.01	487.74	512.69
	MONTHLY	909.92	956.45	1,005.37	1,056.78	1,110.82
	37.5 HRS	5.59	5.88	6.18	6.50	6.83
	40 HRS	5.24	5.51	5.80	6.09	6.40
RANGE 102	BI-WEEKLY	422.06	443.65	466.33	490.18	515.25
	MONTHLY	914.47	961.24	1,010.39	1,062.06	1,116.38
	37.5 HRS	5.62	5.91	6.21	6.53	6.87
	40 HRS	5.27	5.54	5.82	6.12	6.44
RANGE 103	BI-WEEKLY	424.17	445.86	468.66	492.63	517.82
	MONTHLY	919.04	966.04	1,015.45	1,067.37	1,121.96
	37.5 HRS	5.65	5.94	6.24	6.56	6.90
	40 HRS	5.30	5.57	5.85	6.15	6.47
RANGE 104	BI-WEEKLY	426.29	448.09	471.01	495.09	520.41
	MONTHLY	923.64	970.87	1,020.52	1,072.71	1,127.57
	37.5 HRS	5.68	5.97	6.28	6.60	6.93
	40 HRS	5.32	5.60	5.88	6.18	6.50
RANGE 105	BI-WEEKLY	428.42	450.33	473.36	497.57	523.02
	MONTHLY	928.26	975.73	1,025.63	1,078.07	1,133.21
	37.5 HRS	5.71	6.00	6.31	6.63	6.97
	40 HRS	5.35	5.62	5.91	6.21	6.53
RANGE 106	BI-WEEKLY	430.57	452.58	475.73	500.06	525.63
	MONTHLY	932.90	980.61	1,030.75	1,083.47	1,138.87
	37.5 HRS	5.74	6.03	6.34	6.66	7.00
	40 HRS	5.38	5.65	5.94	6.25	6.57
RANGE 107	BI-WEEKLY	432.72	454.85	478.11	502.56	528.26
	MONTHLY	937.56	985.51	1,035.91	1,088.88	1,144.57
	37.5 HRS	5.76	6.06	6.37	6.70	7.04
	40 HRS	5.40	5.68	5.97	6.28	6.60
RANGE 108	BI-WEEKLY	434.88	457.12	480.50	505.07	530.90
	MONTHLY	942.25	990.44	1,041.09	1,094.33	1,150.29
	37.5 HRS	5.79	6.09	6.40	6.73	7.07
	40 HRS	5.43	5.71	6.00	6.31	6.63
RANGE 109	BI-WEEKLY	437.06	459.41	482.90	507.60	533.55
	MONTHLY	946.96	995.39	1,046.29	1,099.80	1,156.04
	37.5 HRS	5.82	6.12	6.43	6.76	7.11
	40 HRS	5.46	5.74	6.03	6.34	6.66
RANGE 110	BI-WEEKLY	439.24	461.70	485.32	510.13	536.22
	MONTHLY	951.70	1,000.37	1,051.52	1,105.30	1,161.82
	37.5 HRS	5.85	6.15	6.47	6.80	7.14
	40 HRS	5.49	5.77	6.06	6.37	6.70
RANGE 111	BI-WEEKLY	441.44	464.01	487.74	512.69	538.90
	MONTHLY	956.45	1,005.37	1,056.78	1,110.82	1,167.63
	37.5 HRS	5.88	6.18	6.50	6.83	7.18
	40 HRS	5.51	5.80	6.09	6.40	6.73
RANGE 112	BI-WEEKLY	443.65	466.33	490.18	515.25	541.60
	MONTHLY	961.24	1,010.39	1,062.06	1,116.38	1,173.47
	37.5 HRS	5.91	6.21	6.53	6.87	7.22
	40 HRS	5.54	5.82	6.12	6.44	6.77
RANGE 113	BI-WEEKLY	445.86	468.66	492.63	517.82	544.31
	MONTHLY	966.04	1,015.45	1,067.37	1,121.96	1,179.34
	37.5 HRS	5.94	6.24	6.56	6.90	7.25
	40 HRS	5.57	5.85	6.15	6.47	6.80
RANGE 114	BI-WEEKLY	448.09	471.01	495.09	520.41	547.03
	MONTHLY	970.87	1,020.52	1,072.71	1,127.57	1,185.23
	37.5 HRS	5.97	6.28	6.60	6.93	7.29
	40 HRS	5.60	5.88	6.18	6.50	6.83

MOLDOT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	115	BI-WEEKLY	450.33	473.36	497.57	523.02	549.76
		MONTHLY	975.73	1,025.63	1,078.07	1,133.21	1,191.16
		37.5 HRS	6.00	6.31	6.63	6.97	7.33
		40 HRS	5.62	5.91	6.21	6.53	6.87
RANGE	116	BI-WEEKLY	452.58	475.73	500.06	525.63	552.51
		MONTHLY	980.61	1,030.75	1,083.47	1,138.87	1,197.11
		37.5 HRS	6.03	6.34	6.66	7.00	7.36
		40 HRS	5.65	5.94	6.25	6.57	6.90
RANGE	117	BI-WEEKLY	454.85	478.11	502.56	528.26	555.27
		MONTHLY	985.51	1,035.91	1,088.88	1,144.57	1,203.10
		37.5 HRS	6.06	6.37	6.70	7.04	7.40
		40 HRS	5.68	5.97	6.28	6.60	6.94
RANGE	118	BI-WEEKLY	457.12	480.50	505.07	530.90	558.05
		MONTHLY	990.44	1,041.09	1,094.33	1,150.29	1,209.11
		37.5 HRS	6.09	6.40	6.73	7.07	7.44
		40 HRS	5.71	6.00	6.31	6.63	6.97
RANGE	119	BI-WEEKLY	459.41	482.90	507.60	533.55	560.84
		MONTHLY	995.39	1,046.29	1,099.80	1,156.04	1,215.16
		37.5 HRS	6.12	6.43	6.76	7.11	7.47
		40 HRS	5.74	6.03	6.34	6.66	7.01
RANGE	120	BI-WEEKLY	461.70	485.32	510.13	536.22	563.64
		MONTHLY	1,000.37	1,051.52	1,105.30	1,161.82	1,221.24
		37.5 HRS	6.15	6.47	6.80	7.14	7.51
		40 HRS	5.77	6.06	6.37	6.70	7.04
RANGE	121	BI-WEEKLY	464.01	487.74	512.69	538.90	566.46
		MONTHLY	1,005.37	1,056.78	1,110.82	1,167.63	1,227.34
		37.5 HRS	6.18	6.50	6.83	7.18	7.55
		40 HRS	5.80	6.09	6.40	6.73	7.08
RANGE	122	BI-WEEKLY	466.33	490.18	515.25	541.60	569.30
		MONTHLY	1,010.39	1,062.06	1,116.38	1,173.47	1,233.48
		37.5 HRS	6.21	6.53	6.87	7.22	7.59
		40 HRS	5.82	6.12	6.44	6.77	7.11
RANGE	123	BI-WEEKLY	468.66	492.63	517.82	544.31	572.14
		MONTHLY	1,015.45	1,067.37	1,121.96	1,179.34	1,239.65
		37.5 HRS	6.24	6.56	6.90	7.25	7.62
		40 HRS	5.85	6.15	6.47	6.80	7.15
RANGE	124	BI-WEEKLY	471.01	495.09	520.41	547.03	575.00
		MONTHLY	1,020.52	1,072.71	1,127.57	1,185.23	1,245.84
		37.5 HRS	6.28	6.60	6.93	7.29	7.66
		40 HRS	5.88	6.18	6.50	6.83	7.18
RANGE	125	BI-WEEKLY	473.36	497.57	523.02	549.76	577.88
		MONTHLY	1,025.63	1,078.07	1,133.21	1,191.16	1,252.07
		37.5 HRS	6.31	6.63	6.97	7.33	7.70
		40 HRS	5.91	6.21	6.53	6.87	7.22
RANGE	126	BI-WEEKLY	475.73	500.06	525.63	552.51	580.77
		MONTHLY	1,030.75	1,083.47	1,138.87	1,197.11	1,258.33
		37.5 HRS	6.34	6.66	7.00	7.36	7.74
		40 HRS	5.94	6.25	6.57	6.90	7.25
RANGE	127	BI-WEEKLY	478.11	502.56	528.26	555.27	583.67
		MONTHLY	1,035.91	1,088.88	1,144.57	1,203.10	1,264.63
		37.5 HRS	6.37	6.70	7.04	7.40	7.78
		40 HRS	5.97	6.28	6.60	6.94	7.29
RANGE	128	BI-WEEKLY	480.50	505.07	530.90	558.05	586.59
		MONTHLY	1,041.09	1,094.33	1,150.29	1,209.11	1,270.95
		37.5 HRS	6.40	6.73	7.07	7.44	7.82
		40 HRS	6.00	6.31	6.63	6.97	7.33

EMBOLODY COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	129	BI-WEEKLY	482.90	507.60	533.55	560.84	589.52
		MONTHLY	1,046.29	1,099.80	1,156.04	1,215.16	1,277.30
		37.5 HRS	6.43	6.76	7.11	7.47	7.86
		40 HRS	6.03	6.34	6.66	7.01	7.36
RANGE	130	BI-WEEKLY	485.32	510.13	536.22	563.64	592.47
		MONTHLY	1,051.52	1,105.30	1,161.82	1,221.24	1,283.69
		37.5 HRS	6.47	6.80	7.14	7.51	7.89
		40 HRS	6.06	6.37	6.70	7.04	7.40
RANGE	131	BI-WEEKLY	487.74	512.69	538.90	566.46	595.43
		MONTHLY	1,056.78	1,110.82	1,167.63	1,227.34	1,290.11
		37.5 HRS	6.50	6.83	7.18	7.55	7.93
		40 HRS	6.09	6.40	6.73	7.08	7.44
RANGE	132	BI-WEEKLY	490.18	515.25	541.60	569.30	598.41
		MONTHLY	1,062.06	1,116.38	1,173.47	1,233.48	1,296.56
		37.5 HRS	6.53	6.87	7.22	7.59	7.97
		40 HRS	6.12	6.44	6.77	7.11	7.48
RANGE	133	BI-WEEKLY	492.63	517.82	544.31	572.14	601.40
		MONTHLY	1,067.37	1,121.96	1,179.34	1,239.65	1,303.04
		37.5 HRS	6.56	6.90	7.25	7.62	8.01
		40 HRS	6.15	6.47	6.80	7.15	7.51
RANGE	134	BI-WEEKLY	495.09	520.41	547.03	575.00	604.41
		MONTHLY	1,072.71	1,127.57	1,185.23	1,245.84	1,309.56
		37.5 HRS	6.60	6.93	7.29	7.66	8.05
		40 HRS	6.18	6.50	6.83	7.18	7.55
RANGE	135	BI-WEEKLY	497.57	523.02	549.76	577.88	607.43
		MONTHLY	1,078.07	1,133.21	1,191.16	1,252.07	1,316.10
		37.5 HRS	6.63	6.97	7.33	7.70	8.09
		40 HRS	6.21	6.53	6.87	7.22	7.59
RANGE	136	BI-WEEKLY	500.06	525.63	552.51	580.77	610.47
		MONTHLY	1,083.47	1,138.87	1,197.11	1,258.33	1,322.68
		37.5 HRS	6.66	7.00	7.36	7.74	8.13
		40 HRS	6.25	6.57	6.90	7.25	7.63
RANGE	137	BI-WEEKLY	502.56	528.26	555.27	583.67	613.52
		MONTHLY	1,088.88	1,144.57	1,203.10	1,264.63	1,329.30
		37.5 HRS	6.70	7.04	7.40	7.78	8.18
		40 HRS	6.28	6.60	6.94	7.29	7.66
RANGE	138	BI-WEEKLY	505.07	530.90	558.05	586.59	616.59
		MONTHLY	1,094.33	1,150.29	1,209.11	1,270.95	1,335.94
		37.5 HRS	6.73	7.07	7.44	7.82	8.22
		40 HRS	6.31	6.63	6.97	7.33	7.70
RANGE	139	BI-WEEKLY	507.60	533.55	560.84	589.52	619.67
		MONTHLY	1,099.80	1,156.04	1,215.16	1,277.30	1,342.62
		37.5 HRS	6.76	7.11	7.47	7.86	8.26
		40 HRS	6.34	6.66	7.01	7.36	7.74
RANGE	140	BI-WEEKLY	510.13	536.22	563.64	592.47	622.77
		MONTHLY	1,105.30	1,161.82	1,221.24	1,283.69	1,349.34
		37.5 HRS	6.80	7.14	7.51	7.89	8.30
		40 HRS	6.37	6.70	7.04	7.40	7.78
RANGE	141	BI-WEEKLY	512.69	538.90	566.46	595.43	625.88
		MONTHLY	1,110.82	1,167.63	1,227.34	1,290.11	1,356.08
		37.5 HRS	6.83	7.18	7.55	7.93	8.34
		40 HRS	6.40	6.73	7.08	7.44	7.82
RANGE	142	BI-WEEKLY	515.25	541.60	569.30	598.41	629.01
		MONTHLY	1,116.38	1,173.47	1,233.48	1,296.56	1,362.86
		37.5 HRS	6.87	7.22	7.59	7.97	8.38
		40 HRS	6.44	6.77	7.11	7.48	7.86

BOLD COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	143	BI-WEEKLY	517.82	544.31	572.14	601.40	632.16
		MONTHLY	1,121.96	1,179.34	1,239.65	1,303.04	1,369.68
		37.5 HRS	6.90	7.25	7.62	8.01	8.42
		40 HRS	6.47	6.80	7.15	7.51	7.90
RANGE	144	BI-WEEKLY	520.41	547.03	575.00	604.41	635.32
		MONTHLY	1,127.57	1,185.23	1,245.84	1,309.56	1,376.53
		37.5 HRS	6.93	7.29	7.66	8.05	8.47
		40 HRS	6.50	6.83	7.18	7.55	7.94
RANGE	145	BI-WEEKLY	523.02	549.76	577.88	607.43	638.49
		MONTHLY	1,133.21	1,191.16	1,252.07	1,316.10	1,383.41
		37.5 HRS	6.97	7.33	7.70	8.09	8.51
		40 HRS	6.53	6.87	7.22	7.59	7.98
RANGE	146	BI-WEEKLY	525.63	552.51	580.77	610.47	641.69
		MONTHLY	1,138.87	1,197.11	1,258.33	1,322.68	1,390.33
		37.5 HRS	7.00	7.36	7.74	8.13	8.55
		40 HRS	6.57	6.90	7.25	7.63	8.02
RANGE	147	BI-WEEKLY	528.26	555.27	583.67	613.52	644.89
		MONTHLY	1,144.57	1,203.10	1,264.63	1,329.30	1,397.28
		37.5 HRS	7.04	7.40	7.78	8.18	8.59
		40 HRS	6.60	6.94	7.29	7.66	8.06
RANGE	148	BI-WEEKLY	530.90	558.05	586.59	616.59	648.12
		MONTHLY	1,150.29	1,209.11	1,270.95	1,335.94	1,404.26
		37.5 HRS	7.07	7.44	7.82	8.22	8.64
		40 HRS	6.63	6.97	7.33	7.70	8.10
RANGE	149	BI-WEEKLY	533.55	560.84	589.52	619.67	651.36
		MONTHLY	1,156.04	1,215.16	1,277.30	1,342.62	1,411.28
		37.5 HRS	7.11	7.47	7.86	8.26	8.68
		40 HRS	6.66	7.01	7.36	7.74	8.14
RANGE	150	BI-WEEKLY	536.22	563.64	592.47	622.77	654.62
		MONTHLY	1,161.82	1,221.24	1,283.69	1,349.34	1,418.34
		37.5 HRS	7.14	7.51	7.89	8.30	8.72
		40 HRS	6.70	7.04	7.40	7.78	8.18
RANGE	151	BI-WEEKLY	538.90	566.46	595.43	625.88	657.89
		MONTHLY	1,167.63	1,227.34	1,290.11	1,356.08	1,425.43
		37.5 HRS	7.18	7.55	7.93	8.34	8.77
		40 HRS	6.73	7.08	7.44	7.82	8.22
RANGE	152	BI-WEEKLY	541.60	569.30	598.41	629.01	661.18
		MONTHLY	1,173.47	1,233.48	1,296.56	1,362.86	1,432.56
		37.5 HRS	7.22	7.59	7.97	8.38	8.81
		40 HRS	6.77	7.11	7.48	7.86	8.26
RANGE	153	BI-WEEKLY	544.31	572.14	601.40	632.16	664.48
		MONTHLY	1,179.34	1,239.65	1,303.04	1,369.68	1,439.72
		37.5 HRS	7.25	7.62	8.01	8.42	8.85
		40 HRS	6.80	7.15	7.51	7.90	8.30
RANGE	154	BI-WEEKLY	547.03	575.00	604.41	635.32	667.81
		MONTHLY	1,185.23	1,245.84	1,309.56	1,376.53	1,446.92
		37.5 HRS	7.29	7.66	8.05	8.47	8.90
		40 HRS	6.83	7.18	7.55	7.94	8.34
RANGE	155	BI-WEEKLY	549.76	577.88	607.43	638.49	671.15
		MONTHLY	1,191.16	1,252.07	1,316.10	1,383.41	1,454.16
		37.5 HRS	7.33	7.70	8.09	8.51	8.94
		40 HRS	6.87	7.22	7.59	7.98	8.38
RANGE	156	BI-WEEKLY	552.51	580.77	610.47	641.69	674.50
		MONTHLY	1,197.11	1,258.33	1,322.68	1,390.33	1,461.43
		37.5 HRS	7.36	7.74	8.13	8.55	8.99
		40 HRS	6.90	7.25	7.63	8.02	8.43

BOLDY COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
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RANGE 157	BI-WEEKLY	555.27	583.67	613.52	644.89	677.87
	MONTHLY	1,203.10	1,264.63	1,329.30	1,397.28	1,468.73
	37.5 HRS	7.40	7.78	8.18	8.59	9.03
	40 HRS	6.94	7.29	7.66	8.00	8.47
RANGE 158	BI-WEEKLY	558.05	586.59	616.59	648.12	681.26
	MONTHLY	1,209.11	1,270.95	1,335.94	1,404.26	1,476.08
	37.5 HRS	7.44	7.82	8.22	8.64	9.08
	40 HRS	6.97	7.33	7.70	8.10	8.51
RANGE 159	BI-WEEKLY	560.84	589.52	619.67	651.36	684.67
	MONTHLY	1,215.16	1,277.30	1,342.62	1,411.28	1,483.46
	37.5 HRS	7.47	7.86	8.26	8.68	9.12
	40 HRS	7.01	7.36	7.74	8.14	8.55
RANGE 160	BI-WEEKLY	563.64	592.47	622.77	654.62	688.09
	MONTHLY	1,221.24	1,283.69	1,349.34	1,418.34	1,490.87
	37.5 HRS	7.51	7.89	8.30	8.72	9.17
	40 HRS	7.04	7.40	7.78	8.18	8.60
RANGE 161	BI-WEEKLY	566.46	595.43	625.88	657.89	691.53
	MONTHLY	1,227.34	1,290.11	1,356.08	1,425.43	1,498.33
	37.5 HRS	7.55	7.93	8.34	8.77	9.22
	40 HRS	7.08	7.44	7.82	8.22	8.64
RANGE 162	BI-WEEKLY	569.30	598.41	629.01	661.18	694.99
	MONTHLY	1,233.48	1,296.56	1,362.86	1,432.56	1,505.82
	37.5 HRS	7.59	7.97	8.38	8.81	9.26
	40 HRS	7.11	7.48	7.86	8.26	8.68
RANGE 163	BI-WEEKLY	572.14	601.40	632.16	664.48	698.47
	MONTHLY	1,239.65	1,303.04	1,369.68	1,439.72	1,513.35
	37.5 HRS	7.62	8.01	8.42	8.85	9.31
	40 HRS	7.15	7.51	7.90	8.30	8.73
RANGE 164	BI-WEEKLY	575.00	604.41	635.32	667.81	701.96
	MONTHLY	1,245.84	1,309.56	1,376.53	1,446.92	1,520.92
	37.5 HRS	7.66	8.05	8.47	8.90	9.35
	40 HRS	7.18	7.55	7.94	8.34	8.77
RANGE 165	BI-WEEKLY	577.88	607.43	638.49	671.15	705.47
	MONTHLY	1,252.07	1,316.10	1,383.41	1,454.16	1,528.52
	37.5 HRS	7.70	8.09	8.51	8.94	9.40
	40 HRS	7.22	7.59	7.98	8.38	8.81
RANGE 166	BI-WEEKLY	580.77	610.47	641.69	674.50	709.00
	MONTHLY	1,258.33	1,322.68	1,390.33	1,461.43	1,536.16
	37.5 HRS	7.74	8.13	8.55	8.99	9.45
	40 HRS	7.25	7.63	8.02	8.43	8.86
RANGE 167	BI-WEEKLY	583.67	613.52	644.89	677.87	712.54
	MONTHLY	1,264.63	1,329.30	1,397.28	1,468.73	1,543.84
	37.5 HRS	7.78	8.18	8.59	9.03	9.50
	40 HRS	7.29	7.66	8.06	8.47	8.90
RANGE 168	BI-WEEKLY	586.59	616.59	648.12	681.26	716.10
	MONTHLY	1,270.95	1,335.94	1,404.26	1,476.08	1,551.56
	37.5 HRS	7.82	8.22	8.64	9.08	9.54
	40 HRS	7.33	7.70	8.10	8.51	8.95
RANGE 169	BI-WEEKLY	589.52	619.67	651.36	684.67	719.68
	MONTHLY	1,277.30	1,342.62	1,411.28	1,483.46	1,559.32
	37.5 HRS	7.86	8.26	8.68	9.12	9.59
	40 HRS	7.36	7.74	8.14	8.55	8.99
RANGE 170	BI-WEEKLY	592.47	622.77	654.62	688.09	723.28
	MONTHLY	1,283.69	1,349.34	1,418.34	1,490.87	1,567.12
	37.5 HRS	7.89	8.30	8.72	9.17	9.64
	40 HRS	7.40	7.78	8.18	8.60	9.04

POLOT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 171	BI-WEEKLY	595.43	625.08	657.09	691.53	726.90
	MONTHLY	1,290.11	1,356.08	1,425.43	1,498.33	1,574.95
	37.5 HRS	7.93	8.34	8.77	9.22	9.69
	40 HRS	7.44	7.82	8.22	8.64	9.08
RANGE 172	BI-WEEKLY	598.41	629.01	661.10	694.99	730.53
	MONTHLY	1,296.56	1,362.86	1,432.56	1,505.82	1,582.83
	37.5 HRS	7.97	8.38	8.81	9.26	9.74
	40 HRS	7.48	7.86	8.26	8.68	9.13
RANGE 173	BI-WEEKLY	601.40	632.16	664.48	698.47	734.19
	MONTHLY	1,303.04	1,369.68	1,439.72	1,513.35	1,590.74
	37.5 HRS	8.01	8.42	8.85	9.31	9.78
	40 HRS	7.51	7.90	8.30	8.73	9.17
RANGE 174	BI-WEEKLY	604.41	635.32	667.81	701.96	737.86
	MONTHLY	1,309.56	1,376.53	1,446.92	1,520.92	1,598.69
	37.5 HRS	8.05	8.47	8.90	9.35	9.83
	40 HRS	7.55	7.94	8.34	8.77	9.22
RANGE 175	BI-WEEKLY	607.43	638.49	671.15	705.47	741.55
	MONTHLY	1,316.10	1,383.41	1,454.16	1,528.52	1,606.69
	37.5 HRS	8.09	8.51	8.94	9.40	9.88
	40 HRS	7.59	7.98	8.38	8.81	9.26
RANGE 176	BI-WEEKLY	610.47	641.69	674.50	709.00	745.25
	MONTHLY	1,322.68	1,390.33	1,461.43	1,536.16	1,614.72
	37.5 HRS	8.13	8.55	8.99	9.45	9.93
	40 HRS	7.63	8.02	8.43	8.86	9.31
RANGE 177	BI-WEEKLY	613.52	644.89	677.87	712.54	748.98
	MONTHLY	1,329.30	1,397.28	1,468.73	1,543.84	1,622.79
	37.5 HRS	8.18	8.59	9.03	9.50	9.98
	40 HRS	7.66	8.06	8.47	8.90	9.36
RANGE 178	BI-WEEKLY	616.59	648.12	681.26	716.10	752.72
	MONTHLY	1,335.94	1,404.26	1,476.08	1,551.56	1,630.91
	37.5 HRS	8.22	8.64	9.08	9.54	10.03
	40 HRS	7.70	8.10	8.51	8.95	9.40
RANGE 179	BI-WEEKLY	619.67	651.36	684.67	719.68	756.49
	MONTHLY	1,342.62	1,411.28	1,483.46	1,559.32	1,639.06
	37.5 HRS	8.26	8.68	9.12	9.59	10.08
	40 HRS	7.74	8.14	8.55	8.99	9.45
RANGE 180	BI-WEEKLY	622.77	654.62	688.09	723.28	760.27
	MONTHLY	1,349.34	1,418.34	1,490.87	1,567.12	1,647.26
	37.5 HRS	8.30	8.72	9.17	9.64	10.13
	40 HRS	7.78	8.18	8.60	9.04	9.50
RANGE 181	BI-WEEKLY	625.88	657.89	691.53	726.90	764.07
	MONTHLY	1,356.08	1,425.43	1,498.33	1,574.95	1,655.49
	37.5 HRS	8.34	8.77	9.22	9.69	10.18
	40 HRS	7.82	8.22	8.64	9.08	9.55
RANGE 182	BI-WEEKLY	629.01	661.18	694.99	730.53	767.89
	MONTHLY	1,362.86	1,432.56	1,505.82	1,582.83	1,663.77
	37.5 HRS	8.38	8.81	9.26	9.74	10.23
	40 HRS	7.86	8.26	8.68	9.13	9.59
RANGE 183	BI-WEEKLY	632.16	664.48	698.47	734.19	771.73
	MONTHLY	1,369.68	1,439.72	1,513.35	1,590.74	1,672.09
	37.5 HRS	8.42	8.85	9.31	9.78	10.28
	40 HRS	7.90	8.30	8.73	9.17	9.64
RANGE 184	BI-WEEKLY	635.32	667.81	701.96	737.86	775.59
	MONTHLY	1,376.53	1,446.92	1,520.92	1,598.69	1,680.45
	37.5 HRS	8.47	8.90	9.35	9.83	10.34
	40 HRS	7.94	8.34	8.77	9.22	9.69

HUMBOLDT COUNTY SALARY RANGE SCHED

		A	B	C	D	E
RANGE 185	BI-WEEKLY	638.49	671.15	705.47	741.55	779.47
	MONTHLY	1,383.41	1,454.16	1,528.52	1,606.69	1,688.85
	37.5 HRS	8.51	8.94	9.40	9.88	10.39
	40 HRS	7.98	8.38	8.81	9.26	9.74
RANGE 186	BI-WEEKLY	641.69	674.50	709.00	745.25	783.37
	MONTHLY	1,390.33	1,461.43	1,536.16	1,614.72	1,697.30
	37.5 HRS	8.55	8.99	9.45	9.93	10.44
	40 HRS	8.02	8.43	8.86	9.31	9.79
RANGE 187	BI-WEEKLY	644.89	677.87	712.54	748.98	787.28
	MONTHLY	1,397.28	1,468.73	1,543.84	1,622.79	1,705.78
	37.5 HRS	8.59	9.03	9.50	9.98	10.49
	40 HRS	8.06	8.47	8.90	9.36	9.84
RANGE 188	BI-WEEKLY	648.12	681.26	716.10	752.72	791.22
	MONTHLY	1,404.26	1,476.08	1,551.56	1,630.91	1,714.31
	37.5 HRS	8.64	9.08	9.54	10.03	10.54
	40 HRS	8.10	8.51	8.95	9.40	9.89
RANGE 189	BI-WEEKLY	651.36	684.67	719.68	756.49	795.17
	MONTHLY	1,411.28	1,483.46	1,559.32	1,639.06	1,722.88
	37.5 HRS	8.68	9.12	9.59	10.08	10.60
	40 HRS	8.14	8.55	8.99	9.45	9.93
RANGE 190	BI-WEEKLY	654.62	688.09	723.28	760.27	799.15
	MONTHLY	1,418.34	1,490.87	1,567.12	1,647.26	1,731.50
	37.5 HRS	8.72	9.17	9.64	10.13	10.65
	40 HRS	8.18	8.60	9.04	9.50	9.98
RANGE 191	BI-WEEKLY	657.89	691.53	726.90	764.07	803.15
	MONTHLY	1,425.43	1,498.33	1,574.95	1,655.49	1,740.16
	37.5 HRS	8.77	9.22	9.69	10.18	10.70
	40 HRS	8.22	8.64	9.08	9.55	10.03
RANGE 192	BI-WEEKLY	661.18	694.99	730.53	767.89	807.16
	MONTHLY	1,432.56	1,505.82	1,582.83	1,663.77	1,748.86
	37.5 HRS	8.81	9.26	9.74	10.23	10.76
	40 HRS	8.26	8.68	9.13	9.59	10.08
RANGE 193	BI-WEEKLY	664.48	698.47	734.19	771.73	811.20
	MONTHLY	1,439.72	1,513.35	1,590.74	1,672.09	1,757.60
	37.5 HRS	8.85	9.31	9.78	10.28	10.81
	40 HRS	8.30	8.73	9.17	9.64	10.14
RANGE 194	BI-WEEKLY	667.81	701.96	737.86	775.59	815.25
	MONTHLY	1,446.92	1,520.92	1,598.69	1,680.45	1,766.39
	37.5 HRS	8.90	9.35	9.83	10.34	10.87
	40 HRS	8.34	8.77	9.22	9.69	10.19
RANGE 195	BI-WEEKLY	671.15	705.47	741.55	779.47	819.33
	MONTHLY	1,454.16	1,528.52	1,606.69	1,688.85	1,775.22
	37.5 HRS	8.94	9.40	9.88	10.39	10.92
	40 HRS	8.38	8.81	9.26	9.74	10.24
RANGE 196	BI-WEEKLY	674.50	709.00	745.25	783.37	823.43
	MONTHLY	1,461.43	1,536.16	1,614.72	1,697.30	1,784.10
	37.5 HRS	8.99	9.45	9.93	10.44	10.97
	40 HRS	8.43	8.86	9.31	9.79	10.29
RANGE 197	BI-WEEKLY	677.87	712.54	748.98	787.28	827.54
	MONTHLY	1,468.73	1,543.84	1,622.79	1,705.78	1,793.02
	37.5 HRS	9.03	9.50	9.98	10.49	11.03
	40 HRS	8.47	8.90	9.36	9.84	10.34
RANGE 198	BI-WEEKLY	681.26	716.10	752.72	791.22	831.68
	MONTHLY	1,476.08	1,551.56	1,630.91	1,714.31	1,801.98
	37.5 HRS	9.08	9.54	10.03	10.54	11.08
	40 HRS	8.51	8.95	9.40	9.89	10.39

BOLDT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
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RANGE 199	BI-WEEKLY	684.67	719.68	756.49	795.17	835.84
	MONTHLY	1,483.46	1,559.32	1,639.06	1,722.88	1,810.99
	37.5 HRS	9.12	9.59	10.08	10.60	11.14
	40 HRS	8.55	8.99	9.45	9.93	10.44
RANGE 200	BI-WEEKLY	688.09	723.28	760.27	799.15	840.02
	MONTHLY	1,490.87	1,567.12	1,647.26	1,731.50	1,820.05
	37.5 HRS	9.17	9.64	10.13	10.65	11.20
	40 HRS	8.60	9.04	9.50	9.98	10.50
RANGE 201	BI-WEEKLY	691.53	726.90	764.07	803.15	844.22
	MONTHLY	1,498.33	1,574.95	1,655.49	1,740.16	1,829.15
	37.5 HRS	9.22	9.69	10.18	10.70	11.25
	40 HRS	8.64	9.08	9.55	10.03	10.55
RANGE 202	BI-WEEKLY	694.99	730.53	767.89	807.16	848.44
	MONTHLY	1,505.82	1,582.83	1,663.77	1,748.86	1,838.29
	37.5 HRS	9.26	9.74	10.23	10.76	11.31
	40 HRS	8.68	9.13	9.59	10.08	10.60
RANGE 203	BI-WEEKLY	698.47	734.19	771.73	811.20	852.68
	MONTHLY	1,513.35	1,590.74	1,672.09	1,757.60	1,847.48
	37.5 HRS	9.31	9.78	10.28	10.81	11.36
	40 HRS	8.73	9.17	9.64	10.14	10.65
RANGE 204	BI-WEEKLY	701.96	737.86	775.59	815.25	856.95
	MONTHLY	1,520.92	1,598.69	1,680.45	1,766.39	1,856.72
	37.5 HRS	9.35	9.83	10.34	10.87	11.42
	40 HRS	8.77	9.22	9.69	10.19	10.71
RANGE 205	BI-WEEKLY	705.47	741.55	779.47	819.33	861.23
	MONTHLY	1,528.52	1,606.69	1,688.85	1,775.22	1,866.00
	37.5 HRS	9.40	9.88	10.39	10.92	11.48
	40 HRS	8.81	9.26	9.74	10.24	10.76
RANGE 206	BI-WEEKLY	709.00	745.25	783.37	823.43	865.54
	MONTHLY	1,536.16	1,614.72	1,697.30	1,784.10	1,875.33
	37.5 HRS	9.45	9.93	10.44	10.97	11.54
	40 HRS	8.86	9.31	9.79	10.29	10.81
RANGE 207	BI-WEEKLY	712.54	748.98	787.28	827.54	869.86
	MONTHLY	1,543.84	1,622.79	1,705.78	1,793.02	1,884.71
	37.5 HRS	9.50	9.98	10.49	11.03	11.59
	40 HRS	8.90	9.36	9.84	10.34	10.87
RANGE 208	BI-WEEKLY	716.10	752.72	791.22	831.68	874.21
	MONTHLY	1,551.56	1,630.91	1,714.31	1,801.98	1,894.13
	37.5 HRS	9.54	10.03	10.54	11.08	11.65
	40 HRS	8.95	9.40	9.89	10.39	10.92
RANGE 209	BI-WEEKLY	719.68	756.49	795.17	835.84	878.58
	MONTHLY	1,559.32	1,639.06	1,722.88	1,810.99	1,903.61
	37.5 HRS	9.59	10.08	10.60	11.14	11.71
	40 HRS	8.99	9.45	9.93	10.44	10.98
RANGE 210	BI-WEEKLY	723.28	760.27	799.15	840.02	882.98
	MONTHLY	1,567.12	1,647.26	1,731.50	1,820.05	1,913.12
	37.5 HRS	9.64	10.13	10.65	11.20	11.77
	40 HRS	9.04	9.50	9.98	10.50	11.03
RANGE 211	BI-WEEKLY	726.90	764.07	803.15	844.22	887.39
	MONTHLY	1,574.95	1,655.49	1,740.16	1,829.15	1,922.69
	37.5 HRS	9.69	10.18	10.70	11.25	11.83
	40 HRS	9.08	9.55	10.03	10.55	11.09
RANGE 212	BI-WEEKLY	730.53	767.89	807.16	848.44	891.83
	MONTHLY	1,582.83	1,663.77	1,748.86	1,838.29	1,932.30
	37.5 HRS	9.74	10.23	10.76	11.31	11.89
	40 HRS	9.13	9.59	10.08	10.60	11.14

UNBOLOT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 213	BI-WEEKLY	734.19	771.73	811.20	852.68	896.29
	MONTHLY	1,590.74	1,672.09	1,757.60	1,847.48	1,941.96
	37.5 HRS	9.78	10.28	10.81	11.36	11.95
	40 HRS	9.17	9.64	10.14	10.65	11.20
RANGE 214	BI-WEEKLY	737.86	775.59	815.25	856.95	900.77
	MONTHLY	1,598.69	1,680.45	1,766.39	1,856.72	1,951.67
	37.5 HRS	9.83	10.34	10.87	11.42	12.01
	40 HRS	9.22	9.69	10.19	10.71	11.25
RANGE 215	BI-WEEKLY	741.55	779.47	819.33	861.23	905.27
	MONTHLY	1,606.69	1,688.85	1,775.22	1,866.00	1,961.43
	37.5 HRS	9.88	10.39	10.92	11.48	12.07
	40 HRS	9.26	9.74	10.24	10.76	11.31
RANGE 216	BI-WEEKLY	745.25	783.37	823.43	865.54	909.80
	MONTHLY	1,614.72	1,697.30	1,784.10	1,875.33	1,971.24
	37.5 HRS	9.93	10.44	10.97	11.54	12.13
	40 HRS	9.31	9.79	10.29	10.81	11.37
RANGE 217	BI-WEEKLY	748.98	787.28	827.54	869.86	914.35
	MONTHLY	1,622.79	1,705.78	1,793.02	1,884.71	1,981.09
	37.5 HRS	9.98	10.49	11.03	11.59	12.19
	40 HRS	9.36	9.84	10.34	10.87	11.42
RANGE 218	BI-WEEKLY	752.72	791.22	831.68	874.21	918.92
	MONTHLY	1,630.91	1,714.31	1,801.98	1,894.13	1,991.00
	37.5 HRS	10.03	10.54	11.08	11.65	12.25
	40 HRS	9.40	9.89	10.39	10.92	11.48
RANGE 219	BI-WEEKLY	756.49	795.17	835.84	878.58	923.52
	MONTHLY	1,639.06	1,722.88	1,810.99	1,903.61	2,000.96
	37.5 HRS	10.08	10.60	11.14	11.71	12.31
	40 HRS	9.45	9.93	10.44	10.98	11.54
RANGE 220	BI-WEEKLY	760.27	799.15	840.02	882.98	928.13
	MONTHLY	1,647.26	1,731.50	1,820.05	1,913.12	2,010.96
	37.5 HRS	10.13	10.65	11.20	11.77	12.37
	40 HRS	9.50	9.98	10.50	11.03	11.60
RANGE 221	BI-WEEKLY	764.07	803.15	844.22	887.39	932.77
	MONTHLY	1,655.49	1,740.16	1,829.15	1,922.69	2,021.01
	37.5 HRS	10.18	10.70	11.25	11.83	12.43
	40 HRS	9.55	10.03	10.55	11.09	11.65
RANGE 222	BI-WEEKLY	767.89	807.16	848.44	891.83	937.44
	MONTHLY	1,663.77	1,748.86	1,838.29	1,932.30	2,031.12
	37.5 HRS	10.23	10.76	11.31	11.89	12.49
	40 HRS	9.59	10.08	10.60	11.14	11.71
RANGE 223	BI-WEEKLY	771.73	811.20	852.68	896.29	942.12
	MONTHLY	1,672.09	1,757.60	1,847.48	1,941.96	2,041.27
	37.5 HRS	10.28	10.81	11.36	11.95	12.56
	40 HRS	9.64	10.14	10.65	11.20	11.77
RANGE 224	BI-WEEKLY	775.59	815.25	856.95	900.77	946.83
	MONTHLY	1,680.45	1,766.39	1,856.72	1,951.67	2,051.48
	37.5 HRS	10.34	10.87	11.42	12.01	12.62
	40 HRS	9.69	10.19	10.71	11.25	11.83
RANGE 225	BI-WEEKLY	779.47	819.33	861.23	905.27	951.57
	MONTHLY	1,688.85	1,775.22	1,866.00	1,961.43	2,061.74
	37.5 HRS	10.39	10.92	11.48	12.07	12.68
	40 HRS	9.74	10.24	10.76	11.31	11.89
RANGE 226	BI-WEEKLY	783.37	823.43	865.54	909.80	956.33
	MONTHLY	1,697.30	1,784.10	1,875.33	1,971.24	2,072.05
	37.5 HRS	10.44	10.97	11.54	12.13	12.75
	40 HRS	9.79	10.29	10.81	11.37	11.95

BOLDT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	227	BI-WEEKLY	787.28	827.54	869.86	914.35	961.11
		MONTHLY	1,705.78	1,793.02	1,884.71	1,981.09	2,082.41
		37.5 HRS	10.49	11.03	11.59	12.19	12.81
		40 HRS	9.84	10.34	10.87	11.42	12.01
RANGE	228	BI-WEEKLY	791.22	831.68	874.21	918.92	965.91
		MONTHLY	1,714.31	1,801.98	1,894.13	1,991.00	2,092.82
		37.5 HRS	10.54	11.08	11.65	12.25	12.87
		40 HRS	9.89	10.39	10.92	11.48	12.07
RANGE	229	BI-WEEKLY	795.17	835.84	878.58	923.52	970.74
		MONTHLY	1,722.88	1,810.99	1,903.61	2,000.96	2,103.28
		37.5 HRS	10.60	11.14	11.71	12.31	12.94
		40 HRS	9.93	10.44	10.98	11.54	12.13
RANGE	230	BI-WEEKLY	799.15	840.02	882.98	928.13	975.60
		MONTHLY	1,731.50	1,820.05	1,913.12	2,010.96	2,113.80
		37.5 HRS	10.65	11.20	11.77	12.37	13.00
		40 HRS	9.98	10.50	11.03	11.60	12.19
RANGE	231	BI-WEEKLY	803.15	844.22	887.39	932.77	980.48
		MONTHLY	1,740.16	1,829.15	1,922.69	2,021.01	2,124.37
		37.5 HRS	10.70	11.25	11.83	12.43	13.07
		40 HRS	10.03	10.55	11.09	11.65	12.25
RANGE	232	BI-WEEKLY	807.16	848.44	891.83	937.44	985.38
		MONTHLY	1,748.86	1,838.29	1,932.30	2,031.12	2,134.99
		37.5 HRS	10.76	11.31	11.89	12.49	13.13
		40 HRS	10.08	10.60	11.14	11.71	12.31
RANGE	233	BI-WEEKLY	811.20	852.68	896.29	942.12	990.30
		MONTHLY	1,757.60	1,847.48	1,941.96	2,041.27	2,145.67
		37.5 HRS	10.81	11.36	11.95	12.56	13.20
		40 HRS	10.14	10.65	11.20	11.77	12.37
RANGE	234	BI-WEEKLY	815.25	856.95	900.77	946.83	995.26
		MONTHLY	1,766.39	1,856.72	1,951.67	2,051.48	2,156.39
		37.5 HRS	10.87	11.42	12.01	12.62	13.27
		40 HRS	10.19	10.71	11.25	11.83	12.44
RANGE	235	BI-WEEKLY	819.33	861.23	905.27	951.57	1,000.23
		MONTHLY	1,775.22	1,866.00	1,961.43	2,061.74	2,167.18
		37.5 HRS	10.92	11.48	12.07	12.68	13.33
		40 HRS	10.24	10.76	11.31	11.89	12.50
RANGE	236	BI-WEEKLY	823.43	865.54	909.80	956.33	1,005.23
		MONTHLY	1,784.10	1,875.33	1,971.24	2,072.05	2,178.01
		37.5 HRS	10.97	11.54	12.13	12.75	13.40
		40 HRS	10.29	10.81	11.37	11.95	12.56
RANGE	237	BI-WEEKLY	827.54	869.86	914.35	961.11	1,010.26
		MONTHLY	1,793.02	1,884.71	1,981.09	2,082.41	2,188.90
		37.5 HRS	11.03	11.59	12.19	12.81	13.47
		40 HRS	10.34	10.87	11.42	12.01	12.62
RANGE	238	BI-WEEKLY	831.68	874.21	918.92	965.91	1,015.31
		MONTHLY	1,801.98	1,894.13	1,991.00	2,092.82	2,199.85
		37.5 HRS	11.08	11.65	12.25	12.87	13.53
		40 HRS	10.39	10.92	11.48	12.07	12.69
RANGE	239	BI-WEEKLY	835.84	878.58	923.52	970.74	1,020.39
		MONTHLY	1,810.99	1,903.61	2,000.96	2,103.28	2,210.84
		37.5 HRS	11.14	11.71	12.31	12.94	13.60
		40 HRS	10.44	10.98	11.54	12.13	12.75
RANGE	240	BI-WEEKLY	840.02	882.98	928.13	975.60	1,025.49
		MONTHLY	1,820.05	1,913.12	2,010.96	2,113.80	2,221.90
		37.5 HRS	11.20	11.77	12.37	13.00	13.67
		40 HRS	10.50	11.03	11.60	12.19	12.81

BOLDT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 241	BI-WEEKLY	844.22	887.39	932.77	980.48	1,030.62
	MONTHLY	1,829.15	1,922.69	2,021.01	2,124.37	2,233.01
	37.5 HRS	11.25	11.83	12.43	13.07	13.74
	40 HRS	10.55	11.09	11.65	12.25	12.88
RANGE 242	BI-WEEKLY	848.44	891.83	937.44	985.38	1,035.77
	MONTHLY	1,838.29	1,932.30	2,031.12	2,134.99	2,244.17
	37.5 HRS	11.31	11.89	12.49	13.13	13.81
	40 HRS	10.60	11.14	11.71	12.31	12.94
RANGE 243	BI-WEEKLY	852.68	896.29	942.12	990.30	1,040.95
	MONTHLY	1,847.48	1,941.96	2,041.27	2,145.67	2,255.39
	37.5 HRS	11.36	11.95	12.56	13.20	13.87
	40 HRS	10.65	11.20	11.77	12.37	13.01
RANGE 244	BI-WEEKLY	856.95	900.77	946.83	995.26	1,046.15
	MONTHLY	1,856.72	1,951.67	2,051.48	2,156.39	2,266.67
	37.5 HRS	11.42	12.01	12.62	13.27	13.94
	40 HRS	10.71	11.25	11.83	12.44	13.07
RANGE 245	BI-WEEKLY	861.23	905.27	951.57	1,000.23	1,051.38
	MONTHLY	1,866.00	1,961.43	2,061.74	2,167.18	2,278.00
	37.5 HRS	11.48	12.07	12.68	13.33	14.01
	40 HRS	10.76	11.31	11.89	12.50	13.14
RANGE 246	BI-WEEKLY	865.54	909.80	956.33	1,005.23	1,056.64
	MONTHLY	1,875.33	1,971.24	2,072.05	2,178.01	2,289.39
	37.5 HRS	11.54	12.13	12.75	13.40	14.08
	40 HRS	10.81	11.37	11.95	12.56	13.20
RANGE 247	BI-WEEKLY	869.86	914.35	961.11	1,010.26	1,061.92
	MONTHLY	1,884.71	1,981.09	2,082.41	2,188.90	2,300.84
	37.5 HRS	11.59	12.19	12.81	13.47	14.15
	40 HRS	10.87	11.42	12.01	12.62	13.27
RANGE 248	BI-WEEKLY	874.21	918.92	965.91	1,015.31	1,067.23
	MONTHLY	1,894.13	1,991.00	2,092.82	2,199.85	2,312.34
	37.5 HRS	11.65	12.25	12.87	13.53	14.22
	40 HRS	10.92	11.48	12.07	12.69	13.34
RANGE 249	BI-WEEKLY	878.58	923.52	970.74	1,020.39	1,072.57
	MONTHLY	1,903.61	2,000.96	2,103.28	2,210.84	2,323.91
	37.5 HRS	11.71	12.31	12.94	13.60	14.30
	40 HRS	10.98	11.54	12.13	12.75	13.40
RANGE 250	BI-WEEKLY	882.98	928.13	975.60	1,025.49	1,077.93
	MONTHLY	1,913.12	2,010.96	2,113.80	2,221.90	2,335.53
	37.5 HRS	11.77	12.37	13.00	13.67	14.37
	40 HRS	11.03	11.60	12.19	12.81	13.47
RANGE 251	BI-WEEKLY	887.39	932.77	980.48	1,030.62	1,083.32
	MONTHLY	1,922.69	2,021.01	2,124.37	2,233.01	2,347.20
	37.5 HRS	11.83	12.43	13.07	13.74	14.44
	40 HRS	11.09	11.65	12.25	12.88	13.54
RANGE 252	BI-WEEKLY	891.83	937.44	985.38	1,035.77	1,088.74
	MONTHLY	1,932.30	2,031.12	2,134.99	2,244.17	2,358.94
	37.5 HRS	11.89	12.49	13.13	13.81	14.51
	40 HRS	11.14	11.71	12.31	12.94	13.60
RANGE 253	BI-WEEKLY	896.29	942.12	990.30	1,040.95	1,094.18
	MONTHLY	1,941.96	2,041.27	2,145.67	2,255.39	2,370.73
	37.5 HRS	11.95	12.56	13.20	13.87	14.58
	40 HRS	11.20	11.77	12.37	13.01	13.67
RANGE 254	BI-WEEKLY	900.77	946.83	995.26	1,046.15	1,099.65
	MONTHLY	1,951.67	2,051.48	2,156.39	2,266.67	2,382.59
	37.5 HRS	12.01	12.62	13.27	13.94	14.66
	40 HRS	11.25	11.83	12.44	13.07	13.74

SOLDOT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 255	BI-WEEKLY	905.27	951.57	1,000.23	1,051.38	1,105.15
	MONTHLY	1,961.43	2,061.74	2,167.18	2,278.00	2,394.50
	37.5 HRS	12.07	12.68	13.33	14.01	14.73
	40 HRS	11.31	11.89	12.50	13.14	13.81
RANGE 256	BI-WEEKLY	909.80	956.33	1,005.23	1,056.64	1,110.68
	MONTHLY	1,971.24	2,072.05	2,178.01	2,289.39	2,406.47
	37.5 HRS	12.13	12.75	13.40	14.08	14.80
	40 HRS	11.37	11.95	12.56	13.20	13.88
RANGE 257	BI-WEEKLY	914.35	961.41	1,010.26	1,061.92	1,116.23
	MONTHLY	1,981.09	2,082.41	2,188.90	2,300.84	2,418.51
	37.5 HRS	12.19	12.81	13.47	14.15	14.88
	40 HRS	11.42	12.01	12.62	13.27	13.95
RANGE 258	BI-WEEKLY	918.92	965.91	1,015.31	1,067.23	1,121.81
	MONTHLY	1,991.00	2,092.82	2,199.85	2,312.34	2,430.60
	37.5 HRS	12.25	12.87	13.53	14.22	14.95
	40 HRS	11.48	12.07	12.69	13.34	14.02
RANGE 259	BI-WEEKLY	923.52	970.74	1,020.39	1,072.57	1,127.42
	MONTHLY	2,000.96	2,103.28	2,210.84	2,323.91	2,442.75
	37.5 HRS	12.31	12.94	13.60	14.30	15.03
	40 HRS	11.54	12.13	12.75	13.40	14.09
RANGE 260	BI-WEEKLY	928.13	975.60	1,025.49	1,077.93	1,133.06
	MONTHLY	2,010.96	2,113.80	2,221.90	2,335.53	2,454.96
	37.5 HRS	12.37	13.00	13.67	14.37	15.10
	40 HRS	11.60	12.19	12.81	13.47	14.16
RANGE 261	BI-WEEKLY	932.77	980.48	1,030.62	1,083.32	1,138.72
	MONTHLY	2,021.01	2,124.37	2,233.01	2,347.20	2,467.24
	37.5 HRS	12.43	13.07	13.74	14.44	15.18
	40 HRS	11.65	12.25	12.88	13.54	14.23
RANGE 262	BI-WEEKLY	937.44	985.38	1,035.77	1,088.74	1,144.42
	MONTHLY	2,031.12	2,134.99	2,244.17	2,358.94	2,479.57
	37.5 HRS	12.49	13.13	13.81	14.51	15.25
	40 HRS	11.71	12.31	12.94	13.60	14.30
RANGE 263	BI-WEEKLY	942.12	990.30	1,040.95	1,094.18	1,150.14
	MONTHLY	2,041.27	2,145.67	2,255.39	2,370.73	2,491.97
	37.5 HRS	12.56	13.20	13.87	14.58	15.33
	40 HRS	11.77	12.37	13.01	13.67	14.37
RANGE 264	BI-WEEKLY	946.83	995.26	1,046.15	1,099.65	1,155.89
	MONTHLY	2,051.48	2,156.39	2,266.67	2,382.59	2,504.43
	37.5 HRS	12.62	13.27	13.94	14.66	15.41
	40 HRS	11.83	12.44	13.07	13.74	14.44
RANGE 265	BI-WEEKLY	951.57	1,000.23	1,051.38	1,105.15	1,161.67
	MONTHLY	2,061.74	2,167.18	2,278.00	2,394.50	2,516.95
	37.5 HRS	12.68	13.33	14.01	14.73	15.48
	40 HRS	11.89	12.50	13.14	13.81	14.52
RANGE 266	BI-WEEKLY	956.33	1,005.23	1,056.64	1,110.68	1,167.48
	MONTHLY	2,072.05	2,178.01	2,289.39	2,406.47	2,529.54
	37.5 HRS	12.75	13.40	14.08	14.80	15.56
	40 HRS	11.95	12.56	13.20	13.88	14.59
RANGE 267	BI-WEEKLY	961.11	1,010.26	1,061.92	1,116.23	1,173.31
	MONTHLY	2,082.41	2,188.90	2,300.84	2,418.51	2,542.19
	37.5 HRS	12.81	13.47	14.15	14.88	15.64
	40 HRS	12.01	12.62	13.27	13.95	14.66
RANGE 268	BI-WEEKLY	965.91	1,015.31	1,067.23	1,121.81	1,179.18
	MONTHLY	2,092.82	2,199.85	2,312.34	2,430.60	2,554.90
	37.5 HRS	12.87	13.53	14.22	14.95	15.72
	40 HRS	12.07	12.69	13.34	14.02	14.73

BOLDY COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 269	BI-WEEKLY	970.74	1,020.39	1,072.57	1,127.42	1,185.08
	MONTHLY	2,103.28	2,210.84	2,323.91	2,442.75	2,567.67
	37.5 HRS	12.94	13.60	14.30	15.03	15.80
	40 HRS	12.13	12.75	13.40	14.09	14.81
RANGE 270	BI-WEEKLY	975.60	1,025.49	1,077.93	1,133.06	1,191.00
	MONTHLY	2,113.80	2,221.90	2,335.53	2,454.96	2,580.51
	37.5 HRS	13.00	13.67	14.37	15.10	15.88
	40 HRS	12.19	12.61	13.47	14.16	14.88
RANGE 271	BI-WEEKLY	980.48	1,030.62	1,083.32	1,138.72	1,196.96
	MONTHLY	2,124.37	2,233.01	2,347.20	2,467.24	2,593.41
	37.5 HRS	13.07	13.74	14.44	15.18	15.95
	40 HRS	12.25	12.88	13.54	14.23	14.96
RANGE 272	BI-WEEKLY	985.38	1,035.77	1,088.74	1,144.42	1,202.94
	MONTHLY	2,134.99	2,244.17	2,358.94	2,479.57	2,606.38
	37.5 HRS	13.13	13.81	14.51	15.25	16.03
	40 HRS	12.31	12.94	13.60	14.30	15.03
RANGE 273	BI-WEEKLY	990.30	1,040.95	1,094.18	1,150.14	1,208.96
	MONTHLY	2,145.67	2,255.39	2,370.73	2,491.97	2,619.41
	37.5 HRS	13.20	13.87	14.58	15.33	16.11
	40 HRS	12.37	13.01	13.67	14.37	15.11
RANGE 274	BI-WEEKLY	995.26	1,046.15	1,099.65	1,155.89	1,215.00
	MONTHLY	2,156.39	2,266.67	2,382.59	2,504.43	2,632.51
	37.5 HRS	13.27	13.94	14.66	15.41	16.20
	40 HRS	12.44	13.07	13.74	14.44	15.18
RANGE 275	BI-WEEKLY	1,000.23	1,051.38	1,105.15	1,161.67	1,221.08
	MONTHLY	2,167.18	2,278.00	2,394.50	2,516.95	2,645.67
	37.5 HRS	13.33	14.01	14.73	15.48	16.28
	40 HRS	12.50	13.14	13.81	14.52	15.26
RANGE 276	BI-WEEKLY	1,005.23	1,056.64	1,110.68	1,167.48	1,227.18
	MONTHLY	2,178.01	2,289.39	2,406.47	2,529.54	2,658.90
	37.5 HRS	13.40	14.08	14.80	15.56	16.36
	40 HRS	12.56	13.20	13.88	14.59	15.33
RANGE 277	BI-WEEKLY	1,010.26	1,061.92	1,116.23	1,173.31	1,233.32
	MONTHLY	2,188.90	2,300.84	2,418.51	2,542.19	2,672.19
	37.5 HRS	13.47	14.15	14.88	15.64	16.44
	40 HRS	12.62	13.27	13.95	14.66	15.41
RANGE 278	BI-WEEKLY	1,015.31	1,067.23	1,121.81	1,179.18	1,239.48
	MONTHLY	2,199.85	2,312.34	2,430.60	2,554.90	2,685.56
	37.5 HRS	13.53	14.22	14.95	15.72	16.52
	40 HRS	12.69	13.34	14.02	14.73	15.49
RANGE 279	BI-WEEKLY	1,020.39	1,072.57	1,127.42	1,185.08	1,245.68
	MONTHLY	2,210.84	2,323.91	2,442.75	2,567.67	2,698.98
	37.5 HRS	13.60	14.30	15.03	15.80	16.60
	40 HRS	12.75	13.40	14.09	14.81	15.57
RANGE 280	BI-WEEKLY	1,025.49	1,077.93	1,133.06	1,191.00	1,251.91
	MONTHLY	2,221.90	2,335.53	2,454.96	2,580.51	2,712.48
	37.5 HRS	13.67	14.37	15.10	15.88	16.69
	40 HRS	12.81	13.47	14.16	14.88	15.64
RANGE 281	BI-WEEKLY	1,030.62	1,083.32	1,138.72	1,196.96	1,258.17
	MONTHLY	2,233.01	2,347.20	2,467.24	2,593.41	2,726.04
	37.5 HRS	13.74	14.44	15.18	15.95	16.77
	40 HRS	12.88	13.54	14.23	14.96	15.72
RANGE 282	BI-WEEKLY	1,035.77	1,088.74	1,144.42	1,202.94	1,264.46
	MONTHLY	2,244.17	2,358.94	2,479.57	2,606.38	2,739.67
	37.5 HRS	13.81	14.51	15.25	16.03	16.85
	40 HRS	12.94	13.60	14.30	15.03	15.80

BOLD COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 283	BI-WEEKLY	1,040.95	1,094.18	1,150.14	1,208.96	1,270.78
	MONTHLY	2,255.39	2,370.73	2,491.97	2,619.41	2,753.37
	37.5 HRS	13.87	14.58	15.33	16.11	16.94
	40 HRS	13.01	13.67	14.37	15.11	15.88
RANGE 284	BI-WEEKLY	1,046.15	1,099.65	1,155.89	1,215.00	1,277.14
	MONTHLY	2,266.67	2,382.59	2,504.43	2,632.51	2,767.14
	37.5 HRS	13.94	14.66	15.41	16.20	17.02
	40 HRS	13.07	13.74	14.44	15.18	15.96
RANGE 285	BI-WEEKLY	1,051.38	1,105.15	1,161.67	1,221.08	1,283.52
	MONTHLY	2,278.00	2,394.50	2,516.95	2,645.67	2,780.97
	37.5 HRS	14.01	14.73	15.48	16.28	17.11
	40 HRS	13.14	13.81	14.52	15.26	16.04
RANGE 286	BI-WEEKLY	1,056.64	1,110.68	1,167.48	1,227.18	1,289.94
	MONTHLY	2,289.39	2,406.47	2,529.54	2,658.90	2,794.88
	37.5 HRS	14.08	14.80	15.56	16.36	17.19
	40 HRS	13.20	13.88	14.59	15.33	16.12
RANGE 287	BI-WEEKLY	1,061.92	1,116.23	1,173.31	1,233.32	1,296.39
	MONTHLY	2,300.84	2,418.51	2,542.19	2,672.19	2,808.85
	37.5 HRS	14.15	14.88	15.64	16.44	17.28
	40 HRS	13.27	13.95	14.66	15.41	16.20
RANGE 288	BI-WEEKLY	1,067.23	1,121.81	1,179.18	1,239.48	1,302.87
	MONTHLY	2,312.34	2,430.60	2,554.90	2,685.56	2,822.89
	37.5 HRS	14.22	14.95	15.72	16.52	17.37
	40 HRS	13.34	14.02	14.73	15.49	16.28
RANGE 289	BI-WEEKLY	1,072.57	1,127.42	1,185.08	1,245.68	1,309.39
	MONTHLY	2,323.91	2,442.75	2,567.67	2,698.98	2,837.01
	37.5 HRS	14.30	15.03	15.80	16.60	17.45
	40 HRS	13.40	14.09	14.81	15.57	16.36
RANGE 290	BI-WEEKLY	1,077.93	1,133.06	1,191.00	1,251.91	1,315.93
	MONTHLY	2,335.53	2,454.96	2,580.51	2,712.48	2,851.19
	37.5 HRS	14.37	15.10	15.88	16.69	17.54
	40 HRS	13.47	14.16	14.88	15.64	16.44
RANGE 291	BI-WEEKLY	1,083.32	1,138.72	1,196.96	1,258.17	1,322.51
	MONTHLY	2,347.20	2,467.24	2,593.41	2,726.04	2,865.45
	37.5 HRS	14.44	15.18	15.95	16.77	17.63
	40 HRS	13.54	14.23	14.96	15.72	16.53
RANGE 292	BI-WEEKLY	1,088.74	1,144.42	1,202.94	1,264.46	1,329.12
	MONTHLY	2,358.94	2,479.57	2,606.38	2,739.67	2,879.78
	37.5 HRS	14.51	15.25	16.03	16.85	17.72
	40 HRS	13.60	14.30	15.03	15.80	16.61
RANGE 293	BI-WEEKLY	1,094.18	1,150.14	1,208.96	1,270.78	1,335.77
	MONTHLY	2,370.73	2,491.97	2,619.41	2,753.37	2,894.18
	37.5 HRS	14.58	15.33	16.11	16.94	17.81
	40 HRS	13.67	14.37	15.11	15.88	16.69
RANGE 294	BI-WEEKLY	1,099.65	1,155.89	1,215.00	1,277.14	1,342.45
	MONTHLY	2,382.59	2,504.43	2,632.51	2,767.14	2,908.65
	37.5 HRS	14.66	15.41	16.20	17.02	17.89
	40 HRS	13.74	14.44	15.18	15.96	16.78
RANGE 295	BI-WEEKLY	1,105.15	1,161.67	1,221.08	1,283.52	1,349.16
	MONTHLY	2,394.50	2,516.95	2,645.67	2,780.97	2,923.19
	37.5 HRS	14.73	15.48	16.28	17.11	17.98
	40 HRS	13.81	14.52	15.26	16.04	16.86
RANGE 296	BI-WEEKLY	1,110.68	1,167.48	1,227.18	1,289.94	1,355.91
	MONTHLY	2,406.47	2,529.54	2,658.90	2,794.88	2,937.80
	37.5 HRS	14.80	15.56	16.36	17.19	18.07
	40 HRS	13.88	14.59	15.33	16.12	16.94

UMBOLDT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	297	BI-WEEKLY	1,116.23	1,173.31	1,233.32	1,296.39	1,362.69
		MONTHLY	2,418.51	2,542.19	2,672.19	2,808.85	2,952.49
		37.5 HRS	14.88	15.64	16.44	17.28	18.16
		40 HRS	13.95	14.66	15.41	16.20	17.03
RANGE	298	BI-WEEKLY	1,121.81	1,179.18	1,239.48	1,302.87	1,369.50
		MONTHLY	2,430.60	2,554.90	2,685.56	2,822.89	2,967.26
		37.5 HRS	14.95	15.72	16.52	17.37	18.26
		40 HRS	14.02	14.73	15.49	16.28	17.11
RANGE	299	BI-WEEKLY	1,127.42	1,185.08	1,245.68	1,309.39	1,376.35
		MONTHLY	2,442.75	2,567.67	2,698.98	2,837.01	2,982.09
		37.5 HRS	15.03	15.80	16.60	17.45	18.35
		40 HRS	14.09	14.81	15.57	16.36	17.20
RANGE	300	BI-WEEKLY	1,133.06	1,191.00	1,251.91	1,315.93	1,383.23
		MONTHLY	2,454.96	2,580.51	2,712.48	2,851.19	2,997.00
		37.5 HRS	15.10	15.88	16.69	17.54	18.44
		40 HRS	14.16	14.88	15.64	16.44	17.29
RANGE	301	BI-WEEKLY	1,138.72	1,196.96	1,258.17	1,322.51	1,390.15
		MONTHLY	2,467.24	2,593.41	2,726.04	2,865.45	3,011.99
		37.5 HRS	15.18	15.95	16.77	17.63	18.53
		40 HRS	14.23	14.96	15.72	16.53	17.37
RANGE	302	BI-WEEKLY	1,144.42	1,202.94	1,264.46	1,329.12	1,397.10
		MONTHLY	2,479.57	2,606.38	2,739.67	2,879.78	3,027.05
		37.5 HRS	15.25	16.03	16.85	17.72	18.62
		40 HRS	14.30	15.03	15.80	16.61	17.46
RANGE	303	BI-WEEKLY	1,150.14	1,208.96	1,270.78	1,335.77	1,404.08
		MONTHLY	2,491.97	2,619.41	2,753.37	2,894.18	3,042.18
		37.5 HRS	15.33	16.11	16.94	17.81	18.72
		40 HRS	14.37	15.11	15.88	16.69	17.55
RANGE	304	BI-WEEKLY	1,155.89	1,215.00	1,277.14	1,342.45	1,411.10
		MONTHLY	2,504.43	2,632.51	2,767.14	2,908.65	3,057.39
		37.5 HRS	15.41	16.20	17.02	17.89	18.81
		40 HRS	14.44	15.18	15.96	16.78	17.63
RANGE	305	BI-WEEKLY	1,161.67	1,221.08	1,283.52	1,349.16	1,418.16
		MONTHLY	2,516.95	2,645.67	2,780.97	2,923.19	3,072.68
		37.5 HRS	15.48	16.28	17.11	17.98	18.90
		40 HRS	14.52	15.26	16.04	16.86	17.72
RANGE	306	BI-WEEKLY	1,167.48	1,227.18	1,289.94	1,355.91	1,425.25
		MONTHLY	2,529.54	2,658.90	2,794.88	2,937.80	3,088.04
		37.5 HRS	15.56	16.36	17.19	18.07	19.00
		40 HRS	14.59	15.33	16.12	16.94	17.81
RANGE	307	BI-WEEKLY	1,173.31	1,233.32	1,296.39	1,362.69	1,432.37
		MONTHLY	2,542.19	2,672.19	2,808.85	2,952.49	3,103.48
		37.5 HRS	15.64	16.44	17.28	18.16	19.09
		40 HRS	14.66	15.41	16.20	17.03	17.90
RANGE	308	BI-WEEKLY	1,179.18	1,239.48	1,302.87	1,369.50	1,439.54
		MONTHLY	2,554.90	2,685.56	2,822.89	2,967.26	3,119.00
		37.5 HRS	15.72	16.52	17.37	18.26	19.19
		40 HRS	14.73	15.49	16.28	17.11	17.99
RANGE	309	BI-WEEKLY	1,185.08	1,245.68	1,309.39	1,376.35	1,446.73
		MONTHLY	2,567.67	2,698.98	2,837.01	2,982.09	3,134.60
		37.5 HRS	15.80	16.60	17.45	18.35	19.28
		40 HRS	14.81	15.57	16.36	17.20	18.08
RANGE	310	BI-WEEKLY	1,191.00	1,251.91	1,315.93	1,383.23	1,453.97
		MONTHLY	2,580.51	2,712.48	2,851.19	2,997.00	3,150.27
		37.5 HRS	15.88	16.69	17.54	18.44	19.38
		40 HRS	14.88	15.64	16.44	17.29	18.17

HOLD COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
RANGE	311	BI-WEEKLY	1,196.96	1,258.17	1,322.51	1,390.15	1,461.24
		MONTHLY	2,593.41	2,726.04	2,865.45	3,011.99	3,166.02
		37.5 HRS	15.95	16.77	17.63	18.53	19.48
		40 HRS	14.96	15.72	16.53	17.37	18.26
RANGE	312	BI-WEEKLY	1,202.94	1,264.46	1,329.12	1,397.10	1,468.54
		MONTHLY	2,606.38	2,739.67	2,879.78	3,027.05	3,181.85
		37.5 HRS	16.03	16.85	17.72	18.62	19.58
		40 HRS	15.03	15.80	16.61	17.46	18.35
RANGE	313	BI-WEEKLY	1,208.96	1,270.78	1,335.77	1,404.08	1,475.89
		MONTHLY	2,619.41	2,753.37	2,894.18	3,042.18	3,197.76
		37.5 HRS	16.11	16.94	17.81	18.72	19.67
		40 HRS	15.11	15.88	16.69	17.55	18.44
RANGE	314	BI-WEEKLY	1,215.00	1,277.14	1,342.45	1,411.10	1,483.27
		MONTHLY	2,632.51	2,767.14	2,908.65	3,057.39	3,213.75
		37.5 HRS	16.20	17.02	17.89	18.81	19.77
		40 HRS	15.18	15.96	16.78	17.63	18.54
RANGE	315	BI-WEEKLY	1,221.08	1,283.52	1,349.16	1,418.16	1,490.68
		MONTHLY	2,645.67	2,780.97	2,923.19	3,072.68	3,229.82
		37.5 HRS	16.28	17.11	17.98	18.90	19.87
		40 HRS	15.26	16.04	16.86	17.72	18.63
RANGE	316	BI-WEEKLY	1,227.18	1,289.94	1,355.91	1,425.25	1,498.14
		MONTHLY	2,658.90	2,794.88	2,937.80	3,088.04	3,245.97
		37.5 HRS	16.36	17.19	18.07	19.00	19.97
		40 HRS	15.33	16.12	16.94	17.81	18.72
RANGE	317	BI-WEEKLY	1,233.32	1,296.39	1,362.69	1,432.37	1,505.63
		MONTHLY	2,672.19	2,808.85	2,952.49	3,103.48	3,262.20
		37.5 HRS	16.44	17.28	18.16	19.09	20.07
		40 HRS	15.41	16.20	17.03	17.90	18.82
RANGE	318	BI-WEEKLY	1,239.48	1,302.87	1,369.50	1,439.54	1,513.15
		MONTHLY	2,685.56	2,822.89	2,967.26	3,119.00	3,278.51
		37.5 HRS	16.52	17.37	18.26	19.19	20.17
		40 HRS	15.49	16.28	17.11	17.99	18.91
RANGE	319	BI-WEEKLY	1,245.68	1,309.39	1,376.35	1,446.73	1,520.72
		MONTHLY	2,698.98	2,837.01	2,982.09	3,134.60	3,294.90
		37.5 HRS	16.60	17.45	18.35	19.28	20.27
		40 HRS	15.57	16.36	17.20	18.08	19.00
RANGE	320	BI-WEEKLY	1,251.91	1,315.93	1,383.23	1,453.97	1,528.32
		MONTHLY	2,712.48	2,851.19	2,997.00	3,150.27	3,311.37
		37.5 HRS	16.69	17.54	18.44	19.38	20.37
		40 HRS	15.64	16.44	17.29	18.17	19.10
RANGE	321	BI-WEEKLY	1,258.17	1,322.51	1,390.15	1,461.24	1,535.97
		MONTHLY	2,726.04	2,865.45	3,011.99	3,166.02	3,327.93
		37.5 HRS	16.77	17.63	18.53	19.48	20.47
		40 HRS	15.72	16.53	17.37	18.26	19.19
RANGE	322	BI-WEEKLY	1,264.46	1,329.12	1,397.10	1,468.54	1,543.65
		MONTHLY	2,739.67	2,879.78	3,027.05	3,181.85	3,344.57
		37.5 HRS	16.85	17.72	18.62	19.58	20.58
		40 HRS	15.80	16.61	17.46	18.35	19.29
RANGE	323	BI-WEEKLY	1,270.78	1,335.77	1,404.08	1,475.89	1,551.36
		MONTHLY	2,753.37	2,894.18	3,042.18	3,197.76	3,361.29
		37.5 HRS	16.94	17.81	18.72	19.67	20.68
		40 HRS	15.88	16.69	17.55	18.44	19.39
RANGE	324	BI-WEEKLY	1,277.14	1,342.45	1,411.10	1,483.27	1,559.12
		MONTHLY	2,767.14	2,908.65	3,057.39	3,213.75	3,378.10
		37.5 HRS	17.02	17.89	18.81	19.77	20.78
		40 HRS	15.96	16.78	17.63	18.54	19.48

HUMBOLDT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 325	BI-WEEKLY	1,283.52	1,349.16	1,418.16	1,490.68	1,566.92
	MONTHLY	2,780.97	2,923.19	3,072.68	3,229.82	3,394.99
	37.5 HRS	17.11	17.98	18.90	19.87	20.89
	40 HRS	16.04	16.86	17.72	18.63	19.58
RANGE 326	BI-WEEKLY	1,289.94	1,355.91	1,425.25	1,498.14	1,574.75
	MONTHLY	2,794.88	2,937.80	3,088.04	3,245.97	3,411.96
	37.5 HRS	17.19	18.07	19.00	19.97	20.99
	40 HRS	16.12	16.94	17.81	18.72	19.68
RANGE 327	BI-WEEKLY	1,296.39	1,362.69	1,432.37	1,505.63	1,582.62
	MONTHLY	2,808.85	2,952.49	3,103.48	3,262.20	3,429.02
	37.5 HRS	17.28	18.16	19.09	20.07	21.10
	40 HRS	16.20	17.03	17.90	18.82	19.78
RANGE 328	BI-WEEKLY	1,302.87	1,369.50	1,439.54	1,513.15	1,590.54
	MONTHLY	2,822.89	2,967.26	3,119.00	3,278.51	3,446.17
	37.5 HRS	17.37	18.26	19.19	20.17	21.20
	40 HRS	16.28	17.11	17.99	18.91	19.88
RANGE 329	BI-WEEKLY	1,309.39	1,376.35	1,446.73	1,520.72	1,598.49
	MONTHLY	2,837.01	2,982.09	3,134.60	3,294.90	3,463.40
	37.5 HRS	17.45	18.35	19.28	20.27	21.31
	40 HRS	16.36	17.20	18.08	19.00	19.98
RANGE 330	BI-WEEKLY	1,315.93	1,383.23	1,453.97	1,528.32	1,606.48
	MONTHLY	2,851.19	2,997.00	3,150.27	3,311.37	3,480.72
	37.5 HRS	17.54	18.44	19.38	20.37	21.41
	40 HRS	16.44	17.29	18.17	19.10	20.08
RANGE 331	BI-WEEKLY	1,322.51	1,390.15	1,461.24	1,535.97	1,614.51
	MONTHLY	2,865.45	3,011.99	3,166.02	3,327.93	3,498.12
	37.5 HRS	17.63	18.53	19.48	20.47	21.52
	40 HRS	16.53	17.37	18.26	19.19	20.18
RANGE 332	BI-WEEKLY	1,329.12	1,397.10	1,468.54	1,543.65	1,622.59
	MONTHLY	2,879.78	3,027.05	3,181.85	3,344.57	3,515.61
	37.5 HRS	17.72	18.62	19.58	20.58	21.63
	40 HRS	16.61	17.46	18.35	19.29	20.28
RANGE 333	BI-WEEKLY	1,335.77	1,404.08	1,475.89	1,551.36	1,630.70
	MONTHLY	2,894.18	3,042.18	3,197.76	3,361.29	3,533.19
	37.5 HRS	17.81	18.72	19.67	20.68	21.74
	40 HRS	16.69	17.55	18.44	19.39	20.38
RANGE 334	BI-WEEKLY	1,342.45	1,411.10	1,483.27	1,559.12	1,638.85
	MONTHLY	2,908.65	3,057.39	3,213.75	3,378.10	3,550.85
	37.5 HRS	17.89	18.81	19.77	20.78	21.85
	40 HRS	16.78	17.63	18.54	19.48	20.48
RANGE 335	BI-WEEKLY	1,349.16	1,418.16	1,490.68	1,566.92	1,647.05
	MONTHLY	2,923.19	3,072.68	3,229.82	3,394.99	3,568.61
	37.5 HRS	17.98	18.90	19.87	20.89	21.96
	40 HRS	16.86	17.72	18.63	19.58	20.58
RANGE 336	BI-WEEKLY	1,355.91	1,425.25	1,498.14	1,574.75	1,655.28
	MONTHLY	2,937.80	3,088.04	3,245.97	3,411.96	3,586.45
	37.5 HRS	18.07	19.00	19.97	20.99	22.07
	40 HRS	16.94	17.81	18.72	19.68	20.69
RANGE 337	BI-WEEKLY	1,362.69	1,432.37	1,505.63	1,582.62	1,663.56
	MONTHLY	2,952.49	3,103.48	3,262.20	3,429.02	3,604.38
	37.5 HRS	18.16	19.09	20.07	21.10	22.18
	40 HRS	17.03	17.90	18.82	19.78	20.79
RANGE 338	BI-WEEKLY	1,369.50	1,439.54	1,513.15	1,590.54	1,671.88
	MONTHLY	2,967.26	3,119.00	3,278.51	3,446.17	3,622.41
	37.5 HRS	18.26	19.19	20.17	21.20	22.29
	40 HRS	17.11	17.99	18.91	19.88	20.89

BOLD COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
RANGE	339	BI-WEEKLY	1,376.35	1,446.73	1,520.72	1,598.49	1,680.24
		MONTHLY	2,942.09	3,134.60	3,294.90	3,463.40	3,640.52
		37.5 HRS	18.35	19.28	20.27	21.31	22.40
		40 HRS	17.20	18.08	19.00	19.98	21.00
RANGE	340	BI-WEEKLY	1,383.23	1,453.97	1,528.32	1,606.48	1,688.64
		MONTHLY	2,997.00	3,150.27	3,311.37	3,480.72	3,658.72
		37.5 HRS	18.44	19.38	20.37	21.41	22.51
		40 HRS	17.29	18.17	19.10	20.08	21.10
RANGE	341	BI-WEEKLY	1,390.15	1,461.24	1,535.97	1,614.51	1,697.08
		MONTHLY	3,011.99	3,166.02	3,327.93	3,498.12	3,677.01
		37.5 HRS	18.53	19.48	20.47	21.52	22.62
		40 HRS	17.37	18.26	19.19	20.18	21.21
RANGE	342	BI-WEEKLY	1,397.10	1,468.54	1,543.65	1,622.59	1,705.57
		MONTHLY	3,027.05	3,181.85	3,344.57	3,515.61	3,695.40
		37.5 HRS	18.62	19.58	20.58	21.63	22.74
		40 HRS	17.46	18.35	19.29	20.28	21.31
RANGE	343	BI-WEEKLY	1,404.08	1,475.89	1,551.36	1,630.70	1,714.09
		MONTHLY	3,042.18	3,197.76	3,361.29	3,533.19	3,713.88
		37.5 HRS	18.72	19.67	20.68	21.74	22.85
		40 HRS	17.55	18.44	19.39	20.38	21.42
RANGE	344	BI-WEEKLY	1,411.10	1,483.27	1,559.12	1,638.85	1,722.66
		MONTHLY	3,057.39	3,213.75	3,378.10	3,550.85	3,732.45
		37.5 HRS	18.81	19.77	20.78	21.85	22.96
		40 HRS	17.63	18.54	19.48	20.48	21.53
RANGE	345	BI-WEEKLY	1,418.16	1,490.68	1,566.92	1,647.05	1,731.28
		MONTHLY	3,072.68	3,229.82	3,394.99	3,568.61	3,751.11
		37.5 HRS	18.90	19.87	20.89	21.96	23.08
		40 HRS	17.72	18.63	19.58	20.58	21.64
RANGE	346	BI-WEEKLY	1,425.25	1,498.14	1,574.75	1,655.28	1,739.93
		MONTHLY	3,088.04	3,245.97	3,411.96	3,586.45	3,769.86
		37.5 HRS	19.00	19.97	20.99	22.07	23.19
		40 HRS	17.81	18.72	19.68	20.69	21.74
RANGE	347	BI-WEEKLY	1,432.37	1,505.63	1,582.62	1,663.56	1,748.63
		MONTHLY	3,103.48	3,262.20	3,429.02	3,604.38	3,788.71
		37.5 HRS	19.09	20.07	21.10	22.18	23.31
		40 HRS	17.90	18.82	19.78	20.79	21.85
RANGE	348	BI-WEEKLY	1,439.54	1,513.15	1,590.54	1,671.88	1,757.38
		MONTHLY	3,119.00	3,278.51	3,446.17	3,622.41	3,807.66
		37.5 HRS	19.19	20.17	21.20	22.29	23.43
		40 HRS	17.99	18.91	19.88	20.89	21.96
RANGE	349	BI-WEEKLY	1,446.73	1,520.72	1,598.49	1,680.24	1,766.16
		MONTHLY	3,134.60	3,294.90	3,463.40	3,640.52	3,826.69
		37.5 HRS	19.28	20.27	21.31	22.40	23.54
		40 HRS	18.08	19.00	19.98	21.00	22.07
RANGE	350	BI-WEEKLY	1,453.97	1,528.32	1,606.48	1,688.64	1,774.99
		MONTHLY	3,150.27	3,311.37	3,480.72	3,658.72	3,845.83
		37.5 HRS	19.38	20.37	21.41	22.51	23.66
		40 HRS	18.17	19.10	20.08	21.10	22.18
RANGE	351	BI-WEEKLY	1,461.24	1,535.97	1,614.51	1,697.08	1,783.87
		MONTHLY	3,166.02	3,327.93	3,498.12	3,677.01	3,865.06
		37.5 HRS	19.48	20.47	21.52	22.62	23.78
		40 HRS	18.26	19.19	20.18	21.21	22.29
RANGE	352	BI-WEEKLY	1,468.54	1,543.65	1,622.59	1,705.57	1,792.79
		MONTHLY	3,181.85	3,344.57	3,515.61	3,695.40	3,884.38
		37.5 HRS	19.58	20.58	21.63	22.74	23.90
		40 HRS	18.35	19.29	20.28	21.31	22.40

BOLDT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	353	BI-WEEKLY	1,475.89	1,551.36	1,630.70	1,714.09	1,801.75
		MONTHLY	3,197.76	3,361.29	3,533.19	3,713.88	3,903.80
		37.5 HRS	19.67	20.68	21.74	22.85	24.02
		40 HRS	18.44	19.39	20.38	21.42	22.52
RANGE	354	BI-WEEKLY	1,483.27	1,559.12	1,638.85	1,722.66	1,810.76
		MONTHLY	3,213.75	3,378.10	3,550.85	3,732.45	3,923.32
		37.5 HRS	19.77	20.78	21.85	22.96	24.14
		40 HRS	18.54	19.48	20.48	21.53	22.63
RANGE	355	BI-WEEKLY	1,490.68	1,566.92	1,647.05	1,731.28	1,819.82
		MONTHLY	3,229.82	3,394.99	3,568.61	3,751.11	3,942.94
		37.5 HRS	19.87	20.89	21.96	23.08	24.26
		40 HRS	18.63	19.58	20.58	21.64	22.74
RANGE	356	BI-WEEKLY	1,498.14	1,574.75	1,655.28	1,739.93	1,828.91
		MONTHLY	3,245.97	3,411.96	3,586.45	3,769.86	3,962.65
		37.5 HRS	19.97	20.99	22.07	23.19	24.38
		40 HRS	18.72	19.68	20.69	21.74	22.86
RANGE	357	BI-WEEKLY	1,505.63	1,582.62	1,663.56	1,748.63	1,838.06
		MONTHLY	3,262.20	3,429.02	3,604.38	3,788.71	3,982.47
		37.5 HRS	20.07	21.10	22.18	23.31	24.50
		40 HRS	18.82	19.78	20.79	21.85	22.97
RANGE	358	BI-WEEKLY	1,513.15	1,590.54	1,671.88	1,757.38	1,847.25
		MONTHLY	3,278.51	3,446.17	3,622.41	3,807.66	4,002.38
		37.5 HRS	20.17	21.20	22.29	23.43	24.63
		40 HRS	18.91	19.88	20.89	21.96	23.09
RANGE	359	BI-WEEKLY	1,520.72	1,598.49	1,680.24	1,766.16	1,856.49
		MONTHLY	3,294.90	3,463.40	3,640.52	3,826.69	4,022.39
		37.5 HRS	20.27	21.31	22.40	23.54	24.75
		40 HRS	19.00	19.98	21.00	22.07	23.20
RANGE	360	BI-WEEKLY	1,528.32	1,606.48	1,688.64	1,774.99	1,865.87
		MONTHLY	3,311.37	3,480.72	3,658.72	3,845.83	4,042.50
		37.5 HRS	20.37	21.41	22.51	23.66	24.87
		40 HRS	19.10	20.08	21.10	22.18	23.32
RANGE	361	BI-WEEKLY	1,535.97	1,614.51	1,697.08	1,783.87	1,875.10
		MONTHLY	3,327.93	3,498.12	3,677.01	3,865.06	4,062.71
		37.5 HRS	20.47	21.52	22.62	23.78	25.00
		40 HRS	19.19	20.18	21.21	22.29	23.43
RANGE	362	BI-WEEKLY	1,543.65	1,622.59	1,705.57	1,792.79	1,884.47
		MONTHLY	3,344.57	3,515.61	3,695.40	3,884.38	4,083.03
		37.5 HRS	20.58	21.63	22.74	23.90	25.12
		40 HRS	19.29	20.28	21.31	22.40	23.55
RANGE	363	BI-WEEKLY	1,551.36	1,630.70	1,714.09	1,801.75	1,893.89
		MONTHLY	3,361.29	3,533.19	3,713.88	3,903.80	4,103.44
		37.5 HRS	20.68	21.74	22.85	24.02	25.25
		40 HRS	19.39	20.38	21.42	22.52	23.67
RANGE	364	BI-WEEKLY	1,559.12	1,638.85	1,722.66	1,810.76	1,903.36
		MONTHLY	3,378.10	3,550.85	3,732.45	3,923.32	4,123.96
		37.5 HRS	20.78	21.85	22.96	24.14	25.37
		40 HRS	19.48	20.48	21.53	22.63	23.79
RANGE	365	BI-WEEKLY	1,566.92	1,647.05	1,731.28	1,819.82	1,912.88
		MONTHLY	3,394.99	3,568.61	3,751.11	3,942.94	4,144.58
		37.5 HRS	20.89	21.96	23.08	24.26	25.50
		40 HRS	19.58	20.58	21.64	22.74	23.91
RANGE	366	BI-WEEKLY	1,574.75	1,655.28	1,739.93	1,828.91	1,922.44
		MONTHLY	3,411.96	3,586.45	3,769.86	3,962.65	4,165.30
		37.5 HRS	20.99	22.07	23.19	24.38	25.63
		40 HRS	19.68	20.69	21.74	22.86	24.03

JOINT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 367	BI-WEEKLY	1,582.62	1,663.56	1,748.63	1,838.06	1,932.06
	MONTHLY	3,429.02	3,604.38	3,788.71	3,982.47	4,186.13
	37.5 HRS	21.10	22.18	23.31	24.50	25.76
	40 HRS	19.78	20.79	21.85	22.97	24.15
RANGE 368	BI-WEEKLY	1,590.54	1,671.88	1,757.38	1,847.25	1,941.72
	MONTHLY	3,446.17	3,622.41	3,807.66	4,002.38	4,207.06
	37.5 HRS	21.20	22.29	23.43	24.63	25.88
	40 HRS	19.88	20.89	21.96	23.09	24.27
RANGE 369	BI-WEEKLY	1,598.49	1,680.24	1,766.16	1,856.49	1,951.43
	MONTHLY	3,463.40	3,640.52	3,826.69	4,022.39	4,228.10
	37.5 HRS	21.31	22.40	23.54	24.75	26.01
	40 HRS	19.98	21.00	22.07	23.20	24.39
RANGE 370	BI-WEEKLY	1,606.48	1,688.64	1,774.99	1,865.77	1,961.18
	MONTHLY	3,480.72	3,658.72	3,845.83	4,042.50	4,249.24
	37.5 HRS	21.41	22.51	23.66	24.87	26.14
	40 HRS	20.08	21.10	22.18	23.32	24.51
RANGE 371	BI-WEEKLY	1,614.51	1,697.08	1,783.87	1,875.10	1,970.99
	MONTHLY	3,498.12	3,677.01	3,865.06	4,062.71	4,270.48
	37.5 HRS	21.52	22.62	23.78	25.00	26.27
	40 HRS	20.18	21.21	22.29	23.43	24.63
RANGE 372	BI-WEEKLY	1,622.59	1,705.57	1,792.79	1,884.47	1,980.84
	MONTHLY	3,515.61	3,695.40	3,884.38	4,083.03	4,291.83
	37.5 HRS	21.63	22.74	23.90	25.12	26.41
	40 HRS	20.28	21.31	22.40	23.55	24.76
RANGE 373	BI-WEEKLY	1,630.70	1,714.09	1,801.75	1,893.89	1,990.75
	MONTHLY	3,533.19	3,713.88	3,903.80	4,103.44	4,313.29
	37.5 HRS	21.74	22.85	24.02	25.25	26.54
	40 HRS	20.38	21.42	22.52	23.67	24.88
RANGE 374	BI-WEEKLY	1,638.85	1,722.66	1,810.76	1,903.36	2,000.70
	MONTHLY	3,550.85	3,732.45	3,923.32	4,123.96	4,334.86
	37.5 HRS	21.85	22.96	24.14	25.37	26.67
	40 HRS	20.48	21.53	22.63	23.79	25.00
RANGE 375	BI-WEEKLY	1,647.05	1,731.28	1,819.82	1,912.88	2,010.71
	MONTHLY	3,568.61	3,751.11	3,942.94	4,144.58	4,356.53
	37.5 HRS	21.96	23.08	24.26	25.50	26.80
	40 HRS	20.58	21.64	22.74	23.91	25.13
RANGE 376	BI-WEEKLY	1,655.28	1,739.93	1,828.91	1,922.44	2,020.76
	MONTHLY	3,586.45	3,769.86	3,962.65	4,165.30	4,378.32
	37.5 HRS	22.07	23.19	24.38	25.63	26.94
	40 HRS	20.69	21.74	22.86	24.03	25.25
RANGE 377	BI-WEEKLY	1,663.56	1,748.63	1,838.06	1,932.06	2,030.86
	MONTHLY	3,604.38	3,788.71	3,982.47	4,186.13	4,400.21
	37.5 HRS	22.18	23.31	24.50	25.76	27.07
	40 HRS	20.79	21.85	22.97	24.15	25.38
RANGE 378	BI-WEEKLY	1,671.88	1,757.38	1,847.25	1,941.72	2,041.02
	MONTHLY	3,622.41	3,807.66	4,002.38	4,207.06	4,422.21
	37.5 HRS	22.29	23.43	24.63	25.88	27.21
	40 HRS	20.89	21.96	23.09	24.27	25.51
RANGE 379	BI-WEEKLY	1,680.24	1,766.16	1,856.49	1,951.43	2,051.22
	MONTHLY	3,640.52	3,826.69	4,022.39	4,228.10	4,444.32
	37.5 HRS	22.40	23.54	24.75	26.01	27.34
	40 HRS	21.00	22.07	23.20	24.39	25.64
RANGE 380	BI-WEEKLY	1,688.64	1,774.99	1,865.77	1,961.18	2,061.48
	MONTHLY	3,658.72	3,845.83	4,042.50	4,249.24	4,466.54
	37.5 HRS	22.51	23.66	24.87	26.14	27.48
	40 HRS	21.10	22.18	23.32	24.51	25.76

ABOLDT COUNTY SALARY RANGE SCHED

			A	B	C	D	E
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RANGE	381	BI-WEEKLY	1,697.08	1,783.87	1,875.10	1,970.99	2,071.79
		MONTHLY	3,677.01	3,865.06	4,062.71	4,270.48	4,488.87
		37.5 HRS	22.62	23.78	25.00	26.27	27.62
		40 HRS	21.21	22.29	23.43	24.63	25.89
RANGE	382	BI-WEEKLY	1,705.57	1,792.79	1,884.47	1,980.84	2,082.14
		MONTHLY	3,695.40	3,884.38	4,083.03	4,291.83	4,511.32
		37.5 HRS	22.74	23.90	25.12	26.41	27.76
		40 HRS	21.31	22.40	23.55	24.76	26.02
RANGE	383	BI-WEEKLY	1,714.09	1,801.75	1,893.89	1,990.75	2,092.56
		MONTHLY	3,713.88	3,903.80	4,103.44	4,313.29	4,533.88
		37.5 HRS	22.85	24.02	25.25	26.54	27.90
		40 HRS	21.42	22.52	23.67	24.88	26.15
RANGE	384	BI-WEEKLY	1,722.66	1,810.76	1,903.36	2,000.70	2,103.02
		MONTHLY	3,732.45	3,923.32	4,123.96	4,334.86	4,556.54
		37.5 HRS	22.96	24.14	25.37	26.67	28.04
		40 HRS	21.53	22.63	23.79	25.00	26.28
RANGE	385	BI-WEEKLY	1,731.28	1,819.82	1,912.88	2,010.71	2,113.53
		MONTHLY	3,751.11	3,942.94	4,144.58	4,356.53	4,579.33
		37.5 HRS	23.08	24.26	25.50	26.80	28.18
		40 HRS	21.64	22.74	23.91	25.13	26.41
RANGE	386	BI-WEEKLY	1,739.93	1,828.91	1,922.44	2,020.76	2,124.10
		MONTHLY	3,769.86	3,962.65	4,165.30	4,378.32	4,602.22
		37.5 HRS	23.19	24.38	25.63	26.94	28.32
		40 HRS	21.74	22.86	24.03	25.25	26.55
RANGE	387	BI-WEEKLY	1,748.63	1,838.06	1,932.06	2,030.86	2,134.72
		MONTHLY	3,788.71	3,982.47	4,186.13	4,400.21	4,625.23
		37.5 HRS	23.31	24.50	25.76	27.07	28.46
		40 HRS	21.85	22.97	24.15	25.38	26.68
RANGE	388	BI-WEEKLY	1,757.38	1,847.25	1,941.72	2,041.02	2,145.39
		MONTHLY	3,807.66	4,002.38	4,207.06	4,422.21	4,648.36
		37.5 HRS	23.43	24.63	25.88	27.21	28.60
		40 HRS	21.96	23.09	24.27	25.51	26.81
RANGE	389	BI-WEEKLY	1,766.16	1,856.49	1,951.43	2,051.22	2,156.12
		MONTHLY	3,826.69	4,022.39	4,228.10	4,444.32	4,671.60
		37.5 HRS	23.54	24.75	26.01	27.34	28.74
		40 HRS	22.07	23.20	24.39	25.64	26.95
RANGE	390	BI-WEEKLY	1,774.99	1,865.77	1,961.18	2,061.48	2,166.90
		MONTHLY	3,845.83	4,042.50	4,249.24	4,466.54	4,694.96
		37.5 HRS	23.66	24.87	26.14	27.48	28.89
		40 HRS	22.18	23.32	24.51	25.76	27.08
RANGE	391	BI-WEEKLY	1,783.87	1,875.10	1,970.99	2,071.79	2,177.74
		MONTHLY	3,865.06	4,062.71	4,270.48	4,488.87	4,718.44
		37.5 HRS	23.78	25.00	26.27	27.62	29.03
		40 HRS	22.29	23.43	24.63	25.89	27.22
RANGE	392	BI-WEEKLY	1,792.79	1,884.47	1,980.84	2,082.14	2,188.63
		MONTHLY	3,884.38	4,083.03	4,291.83	4,511.32	4,742.03
		37.5 HRS	23.90	25.12	26.41	27.76	29.18
		40 HRS	22.40	23.55	24.76	26.02	27.35
RANGE	393	BI-WEEKLY	1,801.75	1,893.89	1,990.75	2,092.56	2,199.57
		MONTHLY	3,903.80	4,103.44	4,313.29	4,533.88	4,765.74
		37.5 HRS	24.02	25.25	26.54	27.90	29.32
		40 HRS	22.52	23.67	24.88	26.15	27.49
RANGE	394	BI-WEEKLY	1,810.76	1,903.36	2,000.70	2,103.02	2,210.57
		MONTHLY	3,923.32	4,123.96	4,334.86	4,556.54	4,789.57
		37.5 HRS	24.14	25.37	26.67	28.04	29.47
		40 HRS	22.63	23.79	25.00	26.28	27.63

OLDT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 395	BI-WEEKLY	1,819.82	1,912.88	2,010.71	2,113.53	2,221.62
	MONTHLY	3,542.94	4,144.58	4,356.53	4,579.33	4,813.51
	37.5 HRS	24.26	25.50	26.80	28.18	29.62
	40 HRS	22.74	23.91	25.13	26.41	27.77
RANGE 396	BI-WEEKLY	1,828.91	1,922.44	2,020.76	2,124.10	2,232.73
	MONTHLY	3,962.65	4,165.30	4,378.32	4,602.22	4,837.58
	37.5 HRS	24.38	25.63	26.94	28.32	29.76
	40 HRS	22.86	24.03	25.25	26.55	27.90
RANGE 397	BI-WEEKLY	1,838.06	1,932.06	2,030.86	2,134.72	2,243.89
	MONTHLY	3,982.47	4,186.13	4,400.21	4,625.23	4,861.77
	37.5 HRS	24.50	25.76	27.07	28.46	29.91
	40 HRS	22.97	24.15	25.38	26.68	28.04
RANGE 398	BI-WEEKLY	1,847.25	1,941.72	2,041.02	2,145.39	2,255.11
	MONTHLY	4,002.38	4,207.06	4,422.21	4,648.36	4,886.08
	37.5 HRS	24.63	25.88	27.21	28.60	30.06
	40 HRS	23.09	24.27	25.51	26.81	28.18
RANGE 399	BI-WEEKLY	1,856.49	1,951.43	2,051.22	2,156.12	2,266.39
	MONTHLY	4,022.39	4,228.10	4,444.32	4,671.60	4,910.51
	37.5 HRS	24.75	26.01	27.34	28.74	30.21
	40 HRS	23.20	24.39	25.64	26.95	28.32
RANGE 400	BI-WEEKLY	1,865.77	1,961.18	2,061.48	2,166.90	2,277.72
	MONTHLY	4,042.50	4,249.24	4,466.54	4,694.96	4,935.06
	37.5 HRS	24.87	26.14	27.48	28.89	30.36
	40 HRS	23.32	24.51	25.76	27.08	28.47
RANGE 401	BI-WEEKLY	1,875.10	1,970.99	2,071.79	2,177.74	2,289.11
	MONTHLY	4,062.71	4,270.48	4,488.87	4,718.44	4,959.74
	37.5 HRS	25.00	26.27	27.62	29.03	30.52
	40 HRS	23.43	24.63	25.89	27.22	28.61
RANGE 402	BI-WEEKLY	1,884.47	1,980.84	2,082.14	2,188.63	2,300.55
	MONTHLY	4,083.83	4,291.83	4,511.32	4,742.03	4,984.53
	37.5 HRS	25.12	26.41	27.76	29.18	30.67
	40 HRS	23.55	24.76	26.02	27.35	28.75
RANGE 403	BI-WEEKLY	1,893.89	1,990.75	2,092.56	2,199.57	2,312.05
	MONTHLY	4,103.44	4,313.29	4,533.88	4,765.74	5,009.46
	37.5 HRS	25.25	26.54	27.90	29.32	30.82
	40 HRS	23.67	24.88	26.15	27.49	28.90
RANGE 404	BI-WEEKLY	1,903.36	2,000.70	2,103.02	2,210.57	2,323.61
	MONTHLY	4,123.96	4,334.86	4,556.54	4,789.57	5,034.50
	37.5 HRS	25.37	26.67	28.04	29.47	30.98
	40 HRS	23.79	25.00	26.28	27.63	29.04
RANGE 405	BI-WEEKLY	1,912.88	2,010.71	2,113.53	2,221.62	2,335.23
	MONTHLY	4,144.58	4,356.53	4,579.33	4,813.51	5,059.68
	37.5 HRS	25.50	26.80	28.18	29.62	31.13
	40 HRS	23.91	25.13	26.41	27.77	29.19
RANGE 406	BI-WEEKLY	1,922.44	2,020.76	2,124.10	2,232.73	2,346.91
	MONTHLY	4,165.30	4,378.32	4,602.22	4,837.58	5,084.97
	37.5 HRS	25.63	26.94	28.32	29.76	31.29
	40 HRS	24.03	25.25	26.55	27.90	29.33
RANGE 407	BI-WEEKLY	1,932.06	2,030.86	2,134.72	2,243.89	2,358.64
	MONTHLY	4,186.13	4,400.21	4,625.23	4,861.77	5,110.40
	37.5 HRS	25.76	27.07	28.46	29.91	31.44
	40 HRS	24.15	25.38	26.68	28.04	29.48
RANGE 408	BI-WEEKLY	1,941.72	2,041.02	2,145.39	2,255.11	2,370.44
	MONTHLY	4,207.06	4,422.21	4,648.36	4,886.08	5,135.95
	37.5 HRS	25.88	27.21	28.60	30.06	31.60
	40 HRS	24.27	25.51	26.81	28.18	29.63

HUMBOLDT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	409	BI-WEEKLY	1,951.43	2,051.22	2,156.12	2,266.39	2,382.29
		MONTHLY	4,228.10	4,444.32	4,671.60	4,910.51	5,161.63
		37.5 HRS	26.01	27.34	28.74	30.21	31.76
		40 HRS	24.39	25.64	26.95	28.32	29.77
RANGE	410	BI-WEEKLY	1,961.18	2,061.48	2,166.90	2,277.72	2,394.20
		MONTHLY	4,249.24	4,466.54	4,694.96	4,935.06	5,187.44
		37.5 HRS	26.14	27.48	28.89	30.36	31.92
		40 HRS	24.51	25.76	27.08	28.47	29.92
RANGE	411	BI-WEEKLY	1,970.99	2,071.79	2,177.74	2,289.11	2,406.17
		MONTHLY	4,270.48	4,488.87	4,718.44	4,959.74	5,213.38
		37.5 HRS	26.27	27.62	29.03	30.52	32.08
		40 HRS	24.63	25.89	27.22	28.61	30.07
RANGE	412	BI-WEEKLY	1,980.84	2,082.14	2,188.63	2,300.55	2,418.20
		MONTHLY	4,291.83	4,511.32	4,742.03	4,984.53	5,239.44
		37.5 HRS	26.41	27.76	29.18	30.67	32.24
		40 HRS	24.76	26.02	27.35	28.75	30.22
RANGE	413	BI-WEEKLY	1,990.75	2,092.56	2,199.57	2,312.05	2,430.29
		MONTHLY	4,313.29	4,533.88	4,765.74	5,009.46	5,265.64
		37.5 HRS	26.54	27.90	29.32	30.82	32.40
		40 HRS	24.88	26.15	27.49	28.90	30.37
RANGE	414	BI-WEEKLY	2,000.70	2,103.02	2,210.57	2,323.61	2,442.44
		MONTHLY	4,334.86	4,556.54	4,789.57	5,034.50	5,291.97
		37.5 HRS	26.67	28.04	29.47	30.98	32.56
		40 HRS	25.00	26.28	27.63	29.04	30.53
RANGE	415	BI-WEEKLY	2,010.71	2,113.53	2,221.62	2,335.23	2,454.66
		MONTHLY	4,356.53	4,579.33	4,813.51	5,059.68	5,318.43
		37.5 HRS	26.80	28.18	29.62	31.13	32.72
		40 HRS	25.13	26.41	27.77	29.19	30.68
RANGE	416	BI-WEEKLY	2,020.76	2,124.10	2,232.73	2,346.91	2,466.93
		MONTHLY	4,378.32	4,602.22	4,837.58	5,084.97	5,345.02
		37.5 HRS	26.94	28.32	29.76	31.29	32.89
		40 HRS	25.25	26.55	27.90	29.33	30.83
RANGE	417	BI-WEEKLY	2,030.86	2,134.72	2,243.89	2,358.64	2,479.26
		MONTHLY	4,400.21	4,625.23	4,861.77	5,110.40	5,371.74
		37.5 HRS	27.07	28.46	29.91	31.44	33.05
		40 HRS	25.38	26.68	28.04	29.48	30.99
RANGE	418	BI-WEEKLY	2,041.02	2,145.39	2,255.11	2,370.44	2,491.66
		MONTHLY	4,422.21	4,648.36	4,886.08	5,135.95	5,398.60
		37.5 HRS	27.21	28.60	30.06	31.60	33.22
		40 HRS	25.51	26.81	28.18	29.63	31.14
RANGE	419	BI-WEEKLY	2,051.22	2,156.12	2,266.39	2,382.29	2,504.12
		MONTHLY	4,444.32	4,671.60	4,910.51	5,161.63	5,425.60
		37.5 HRS	27.34	28.74	30.21	31.76	33.38
		40 HRS	25.64	26.95	28.32	29.77	31.30
RANGE	420	BI-WEEKLY	2,061.48	2,166.90	2,277.72	2,394.20	2,516.64
		MONTHLY	4,466.54	4,694.96	4,935.06	5,187.44	5,452.72
		37.5 HRS	27.48	28.89	30.36	31.92	33.55
		40 HRS	25.76	27.08	28.47	29.92	31.45
RANGE	421	BI-WEEKLY	2,071.79	2,177.74	2,289.11	2,406.17	2,529.22
		MONTHLY	4,488.87	4,718.44	4,959.74	5,213.38	5,479.99
		37.5 HRS	27.62	29.03	30.52	32.08	33.72
		40 HRS	25.89	27.22	28.61	30.07	31.61
RANGE	422	BI-WEEKLY	2,082.14	2,188.63	2,300.55	2,418.20	2,541.87
		MONTHLY	4,511.32	4,742.03	4,984.53	5,239.44	5,507.39
		37.5 HRS	27.76	29.18	30.67	32.24	33.89
		40 HRS	26.02	27.35	28.75	30.22	31.77

NEEDS COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
RANGE 423	BI-WEEKLY	2,092.56	2,199.57	2,312.05	2,430.29	2,554.58
	MONTHLY	4,533.88	4,765.74	5,009.46	5,265.64	5,534.92
	37.5 HRS	27.90	29.32	30.82	32.40	34.06
	40 HRS	26.15	27.49	28.90	30.37	31.93
RANGE 424	BI-WEEKLY	2,103.02	2,210.57	2,323.61	2,442.44	2,567.35
	MONTHLY	4,556.54	4,789.57	5,034.50	5,291.97	5,562.60
	37.5 HRS	28.04	29.47	30.98	32.56	34.23
	40 HRS	26.28	27.63	29.04	30.53	32.09
RANGE 425	BI-WEEKLY	2,113.53	2,221.62	2,335.23	2,454.66	2,580.19
	MONTHLY	4,579.33	4,813.51	5,059.68	5,318.43	5,590.41
	37.5 HRS	28.18	29.62	31.13	32.72	34.40
	40 HRS	26.41	27.77	29.19	30.68	32.25
RANGE 426	BI-WEEKLY	2,124.10	2,232.73	2,346.91	2,466.93	2,593.09
	MONTHLY	4,602.22	4,837.58	5,084.97	5,345.02	5,618.36
	37.5 HRS	28.32	29.76	31.29	32.89	34.57
	40 HRS	26.55	27.90	29.33	30.83	32.41
RANGE 427	BI-WEEKLY	2,134.72	2,243.89	2,358.64	2,479.26	2,606.05
	MONTHLY	4,625.23	4,861.77	5,110.40	5,371.74	5,646.46
	37.5 HRS	28.46	29.91	31.44	33.05	34.74
	40 HRS	26.68	28.04	29.48	30.99	32.57
RANGE 428	BI-WEEKLY	2,145.39	2,255.11	2,370.44	2,491.66	2,619.08
	MONTHLY	4,648.36	4,886.08	5,135.95	5,398.60	5,674.69
	37.5 HRS	28.60	30.06	31.60	33.22	34.92
	40 HRS	26.81	28.18	29.63	31.14	32.73
RANGE 429	BI-WEEKLY	2,156.12	2,266.39	2,382.29	2,504.12	2,632.18
	MONTHLY	4,671.60	4,910.51	5,161.63	5,425.60	5,703.06
	37.5 HRS	28.74	30.21	31.76	33.38	35.09
	40 HRS	26.95	28.32	29.77	31.30	32.90
RANGE 430	BI-WEEKLY	2,166.90	2,277.72	2,394.20	2,516.64	2,645.34
	MONTHLY	4,694.96	4,935.06	5,187.44	5,452.72	5,731.58
	37.5 HRS	28.89	30.36	31.92	33.55	35.27
	40 HRS	27.08	28.47	29.92	31.45	33.06
RANGE 431	BI-WEEKLY	2,177.74	2,289.11	2,406.17	2,529.22	2,658.57
	MONTHLY	4,718.44	4,959.74	5,213.38	5,479.99	5,760.23
	37.5 HRS	29.03	30.52	32.08	33.72	35.44
	40 HRS	27.22	28.61	30.07	31.61	33.23
RANGE 432	BI-WEEKLY	2,188.63	2,300.55	2,418.20	2,541.87	2,671.86
	MONTHLY	4,742.03	4,984.53	5,239.44	5,507.39	5,789.04
	37.5 HRS	29.18	30.67	32.24	33.89	35.62
	40 HRS	27.35	28.75	30.22	31.77	33.39
RANGE 433	BI-WEEKLY	2,199.57	2,312.05	2,430.29	2,554.58	2,685.22
	MONTHLY	4,765.74	5,009.46	5,265.64	5,534.92	5,817.98
	37.5 HRS	29.32	30.82	32.40	34.06	35.80
	40 HRS	27.49	28.90	30.37	31.93	33.56
RANGE 434	BI-WEEKLY	2,210.57	2,323.61	2,442.44	2,567.35	2,698.65
	MONTHLY	4,789.57	5,034.50	5,291.97	5,562.60	5,847.07
	37.5 HRS	29.47	30.98	32.56	34.23	35.98
	40 HRS	27.63	29.04	30.53	32.09	33.73
RANGE 435	BI-WEEKLY	2,221.62	2,335.23	2,454.66	2,580.19	2,712.14
	MONTHLY	4,813.51	5,059.68	5,318.43	5,590.41	5,876.31
	37.5 HRS	29.62	31.13	32.72	34.40	36.16
	40 HRS	27.77	29.19	30.68	32.25	33.90
RANGE 436	BI-WEEKLY	2,232.73	2,346.91	2,466.93	2,593.09	2,725.70
	MONTHLY	4,837.58	5,084.97	5,345.02	5,618.36	5,905.69
	37.5 HRS	29.76	31.29	32.89	34.57	36.34
	40 HRS	27.90	29.33	30.83	32.41	34.07

MONBOLOT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	437	BI-WEEKLY	2,243.89	2,358.64	2,479.26	2,606.05	2,739.33
		MONTHLY	4,861.77	5,110.40	5,371.74	5,646.46	5,935.22
		37.5 HRS	29.91	31.44	33.05	34.74	36.52
		40 HRS	28.04	29.48	30.99	32.57	34.24
RANGE	438	BI-WEEKLY	2,255.11	2,370.44	2,491.66	2,619.08	2,753.02
		MONTHLY	4,886.08	5,135.95	5,398.60	5,674.69	5,964.89
		37.5 HRS	30.06	31.60	33.22	34.92	36.70
		40 HRS	28.18	29.63	31.14	32.73	34.41
RANGE	439	BI-WEEKLY	2,266.39	2,382.29	2,504.12	2,632.18	2,766.79
		MONTHLY	4,910.51	5,161.63	5,425.60	5,703.06	5,994.72
		37.5 HRS	30.21	31.76	33.38	35.09	36.89
		40 HRS	28.32	29.77	31.30	32.90	34.58
RANGE	440	BI-WEEKLY	2,277.72	2,394.20	2,516.64	2,645.34	2,780.62
		MONTHLY	4,935.06	5,187.44	5,452.72	5,731.58	6,024.69
		37.5 HRS	30.36	31.92	33.55	35.27	37.07
		40 HRS	28.47	29.92	31.45	33.06	34.75
RANGE	441	BI-WEEKLY	2,289.11	2,406.17	2,529.22	2,658.57	2,794.53
		MONTHLY	4,959.74	5,213.38	5,479.99	5,760.23	6,054.81
		37.5 HRS	30.52	32.08	33.72	35.44	37.26
		40 HRS	28.61	30.07	31.61	33.23	34.93
RANGE	442	BI-WEEKLY	2,300.55	2,418.20	2,541.87	2,671.86	2,808.50
		MONTHLY	4,984.53	5,239.44	5,507.39	5,789.04	6,085.09
		37.5 HRS	30.67	32.24	33.89	35.62	37.44
		40 HRS	28.75	30.22	31.77	33.39	35.10
RANGE	443	BI-WEEKLY	2,312.05	2,430.29	2,554.58	2,685.22	2,822.54
		MONTHLY	5,009.46	5,265.64	5,534.92	5,817.98	6,115.51
		37.5 HRS	30.82	32.40	34.06	35.80	37.63
		40 HRS	28.90	30.37	31.93	33.56	35.28
RANGE	444	BI-WEEKLY	2,323.61	2,442.44	2,567.35	2,698.65	2,836.65
		MONTHLY	5,034.50	5,291.97	5,562.60	5,847.07	6,146.09
		37.5 HRS	30.98	32.56	34.23	35.98	37.82
		40 HRS	29.04	30.53	32.09	33.73	35.45
RANGE	445	BI-WEEKLY	2,335.23	2,454.66	2,580.19	2,712.14	2,850.84
		MONTHLY	5,059.68	5,318.43	5,590.41	5,876.31	6,176.82
		37.5 HRS	31.13	32.72	34.40	36.16	38.01
		40 HRS	29.19	30.68	32.25	33.90	35.63
RANGE	446	BI-WEEKLY	2,346.91	2,466.93	2,593.09	2,725.70	2,865.09
		MONTHLY	5,084.97	5,345.02	5,618.36	5,905.69	6,207.70
		37.5 HRS	31.29	32.89	34.57	36.34	38.20
		40 HRS	29.33	30.83	32.41	34.07	35.81
RANGE	447	BI-WEEKLY	2,358.64	2,479.26	2,606.05	2,739.33	2,879.42
		MONTHLY	5,110.40	5,371.74	5,646.46	5,935.22	6,238.74
		37.5 HRS	31.44	33.05	34.74	36.52	38.39
		40 HRS	29.48	30.99	32.57	34.24	35.99
RANGE	448	BI-WEEKLY	2,370.44	2,491.66	2,619.08	2,753.02	2,893.81
		MONTHLY	5,135.95	5,398.60	5,674.69	5,964.89	6,269.94
		37.5 HRS	31.60	33.22	34.92	36.70	38.58
		40 HRS	29.63	31.14	32.73	34.41	36.17
RANGE	449	BI-WEEKLY	2,382.29	2,504.12	2,632.18	2,766.79	2,908.28
		MONTHLY	5,161.63	5,425.60	5,703.06	5,994.72	6,301.29
		37.5 HRS	31.76	33.38	35.09	36.89	38.77
		40 HRS	29.77	31.30	32.90	34.58	36.35
RANGE	450	BI-WEEKLY	2,394.20	2,516.64	2,645.34	2,780.62	2,922.82
		MONTHLY	5,187.44	5,452.72	5,731.58	6,024.69	6,332.79
		37.5 HRS	31.92	33.55	35.27	37.07	38.97
		40 HRS	29.92	31.45	33.06	34.75	36.53

LOT COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	451	BI-WEEKLY	2,406.17	2,529.22	2,658.57	2,794.53	2,937.44
		MONTHLY	5,213.38	5,479.99	5,760.23	6,054.81	6,364.46
		37.5 HRS	32.08	33.72	35.44	37.26	39.16
		40 HRS	30.07	31.61	33.23	34.93	36.71
RANGE	452	BI-WEEKLY	2,418.20	2,541.87	2,671.86	2,808.50	2,952.13
		MONTHLY	5,239.44	5,507.39	5,789.04	6,085.09	6,396.28
		37.5 HRS	32.24	33.89	35.62	37.44	39.36
		40 HRS	30.22	31.77	33.39	35.10	36.90
RANGE	453	BI-WEEKLY	2,430.29	2,554.58	2,685.22	2,822.54	2,966.89
		MONTHLY	5,265.64	5,534.92	5,817.98	6,115.51	6,428.26
		37.5 HRS	32.40	34.06	35.80	37.63	39.55
		40 HRS	30.37	31.93	33.56	35.28	37.08
RANGE	454	BI-WEEKLY	2,442.44	2,567.35	2,698.65	2,836.65	2,981.72
		MONTHLY	5,291.97	5,562.60	5,847.07	6,146.09	6,460.40
		37.5 HRS	32.56	34.23	35.98	37.82	39.75
		40 HRS	30.53	32.09	33.73	35.45	37.27
RANGE	455	BI-WEEKLY	2,454.66	2,580.19	2,712.14	2,850.84	2,996.63
		MONTHLY	5,318.43	5,590.41	5,876.31	6,176.82	6,492.70
		37.5 HRS	32.72	34.40	36.16	38.01	39.95
		40 HRS	30.68	32.25	33.90	35.63	37.45
RANGE	456	BI-WEEKLY	2,466.93	2,593.09	2,725.70	2,865.09	3,011.61
		MONTHLY	5,345.02	5,618.36	5,905.69	6,207.70	6,525.17
		37.5 HRS	32.89	34.57	36.34	38.20	40.15
		40 HRS	30.83	32.41	34.07	35.81	37.64
RANGE	457	BI-WEEKLY	2,479.26	2,606.05	2,739.33	2,879.42	3,026.67
		MONTHLY	5,371.74	5,646.46	5,935.22	6,238.74	6,557.79
		37.5 HRS	33.05	34.74	36.52	38.39	40.35
		40 HRS	30.99	32.57	34.24	35.99	37.83
RANGE	458	BI-WEEKLY	2,491.66	2,619.08	2,753.02	2,893.81	3,041.80
		MONTHLY	5,398.68	5,674.69	5,964.89	6,269.94	6,590.58
		37.5 HRS	33.22	34.92	36.70	38.58	40.55
		40 HRS	31.14	32.73	34.41	36.17	38.02
RANGE	459	BI-WEEKLY	2,504.12	2,632.18	2,766.79	2,908.28	3,057.01
		MONTHLY	5,425.60	5,703.06	5,994.72	6,301.29	6,623.53
		37.5 HRS	33.38	35.09	36.89	38.77	40.76
		40 HRS	31.30	32.90	34.58	36.35	38.21
RANGE	460	BI-WEEKLY	2,516.64	2,645.34	2,780.62	2,922.82	3,072.30
		MONTHLY	5,452.72	5,731.58	6,024.69	6,332.79	6,656.65
		37.5 HRS	33.55	35.27	37.07	38.97	40.96
		40 HRS	31.45	33.06	34.75	36.53	38.40
RANGE	461	BI-WEEKLY	2,529.22	2,658.57	2,794.53	2,937.44	3,087.66
		MONTHLY	5,479.99	5,760.23	6,054.81	6,364.46	6,689.93
		37.5 HRS	33.72	35.44	37.26	39.16	41.16
		40 HRS	31.61	33.23	34.93	36.71	38.59
RANGE	462	BI-WEEKLY	2,541.87	2,671.86	2,808.50	2,952.13	3,103.10
		MONTHLY	5,507.39	5,789.04	6,085.09	6,396.28	6,723.38
		37.5 HRS	33.89	35.62	37.44	39.36	41.37
		40 HRS	31.77	33.39	35.10	36.90	38.78
RANGE	463	BI-WEEKLY	2,554.58	2,685.22	2,822.54	2,966.89	3,118.61
		MONTHLY	5,534.92	5,817.98	6,115.51	6,428.26	6,757.00
		37.5 HRS	34.06	35.80	37.63	39.55	41.58
		40 HRS	31.93	33.56	35.28	37.08	38.98
RANGE	464	BI-WEEKLY	2,567.35	2,698.65	2,836.65	2,981.72	3,134.21
		MONTHLY	5,562.60	5,847.07	6,146.09	6,460.40	6,790.79
		37.5 HRS	34.23	35.98	37.82	39.75	41.78
		40 HRS	32.09	33.73	35.45	37.27	39.17

UMBOLDT COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
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RANGE 465	BI-WEEKLY	2,580.19	2,712.14	2,850.84	2,996.63	3,149.88
	MONTHLY	5,590.41	5,876.31	6,176.82	6,492.70	6,824.74
	37.5 HRS	34.40	36.16	38.01	39.95	41.99
	40 HRS	32.25	33.90	35.63	37.45	39.37
RANGE 466	BI-WEEKLY	2,593.09	2,725.70	2,865.09	3,011.61	3,165.63
	MONTHLY	5,618.36	5,905.69	6,207.70	6,525.17	6,858.86
	37.5 HRS	34.57	36.34	38.20	40.15	42.20
	40 HRS	32.41	34.07	35.81	37.64	39.57
RANGE 467	BI-WEEKLY	2,606.05	2,739.33	2,879.42	3,026.67	3,181.45
	MONTHLY	5,646.46	5,935.22	6,238.74	6,557.79	6,893.16
	37.5 HRS	34.74	36.52	38.39	40.35	42.41
	40 HRS	32.57	34.24	35.99	37.83	39.76
RANGE 468	BI-WEEKLY	2,619.08	2,753.02	2,893.81	3,041.80	3,197.36
	MONTHLY	5,674.69	5,964.89	6,269.94	6,590.58	6,927.62
	37.5 HRS	34.92	36.70	38.58	40.55	42.63
	40 HRS	32.73	34.41	36.17	38.02	39.96
RANGE 469	BI-WEEKLY	2,632.18	2,766.79	2,908.28	3,057.01	3,213.35
	MONTHLY	5,703.06	5,994.72	6,301.29	6,623.53	6,962.26
	37.5 HRS	35.09	36.89	38.77	40.76	42.84
	40 HRS	32.90	34.58	36.35	38.21	40.16
RANGE 470	BI-WEEKLY	2,645.34	2,780.62	2,922.82	3,072.30	3,229.42
	MONTHLY	5,731.58	6,024.69	6,332.79	6,656.65	6,997.07
	37.5 HRS	35.27	37.07	38.97	40.96	43.05
	40 HRS	33.06	34.75	36.53	38.40	40.36
RANGE 471	BI-WEEKLY	2,658.57	2,794.53	2,937.44	3,087.66	3,245.56
	MONTHLY	5,760.23	6,054.81	6,364.46	6,689.93	7,032.06
	37.5 HRS	35.44	37.26	39.16	41.16	43.27
	40 HRS	33.23	34.93	36.71	38.59	40.56
RANGE 472	BI-WEEKLY	2,671.86	2,808.50	2,952.13	3,103.10	3,261.79
	MONTHLY	5,789.04	6,085.09	6,396.28	6,723.38	7,067.22
	37.5 HRS	35.62	37.44	39.36	41.37	43.49
	40 HRS	33.39	35.10	36.90	38.78	40.77
RANGE 473	BI-WEEKLY	2,685.22	2,822.54	2,966.89	3,118.61	3,278.10
	MONTHLY	5,817.98	6,115.51	6,428.26	6,757.00	7,102.55
	37.5 HRS	35.80	37.63	39.55	41.58	43.70
	40 HRS	33.56	35.28	37.08	38.98	40.97
RANGE 474	BI-WEEKLY	2,698.65	2,836.65	2,981.72	3,134.21	3,294.49
	MONTHLY	5,847.07	6,146.09	6,460.40	6,790.79	7,138.07
	37.5 HRS	35.98	37.82	39.75	41.78	43.92
	40 HRS	33.73	35.45	37.27	39.17	41.18
RANGE 475	BI-WEEKLY	2,712.14	2,850.84	2,996.63	3,149.88	3,310.96
	MONTHLY	5,876.31	6,176.82	6,492.70	6,824.74	7,173.76
	37.5 HRS	36.16	38.01	39.95	41.99	44.14
	40 HRS	33.90	35.63	37.45	39.37	41.38
RANGE 476	BI-WEEKLY	2,725.70	2,865.09	3,011.61	3,165.63	3,327.52
	MONTHLY	5,905.69	6,207.70	6,525.17	6,858.86	7,209.63
	37.5 HRS	36.34	38.20	40.15	42.20	44.36
	40 HRS	34.07	35.81	37.64	39.57	41.59
RANGE 477	BI-WEEKLY	2,739.33	2,879.42	3,026.67	3,181.45	3,344.15
	MONTHLY	5,935.22	6,238.74	6,557.79	6,893.16	7,245.67
	37.5 HRS	36.52	38.39	40.35	42.41	44.58
	40 HRS	34.24	35.99	37.83	39.76	41.80
RANGE 478	BI-WEEKLY	2,753.02	2,893.81	3,041.80	3,197.36	3,360.88
	MONTHLY	5,964.89	6,269.94	6,590.58	6,927.62	7,281.90
	37.5 HRS	36.70	38.58	40.55	42.63	44.81
	40 HRS	34.41	36.17	38.02	39.96	42.01

OLD COUNTY SALARY RANGE SCHEDULE

			A	B	C	D	E
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RANGE	479	BI-WEEKLY	2,766.79	2,908.28	3,057.01	3,213.35	3,377.68
		MONTHLY	5,994.72	6,301.29	6,623.53	6,962.26	7,318.31
		37.5 HRS	36.89	38.77	40.76	42.84	45.03
		40 HRS	34.58	36.35	38.21	40.16	42.22
RANGE	480	BI-WEEKLY	2,780.62	2,922.82	3,072.30	3,229.42	3,394.57
		MONTHLY	6,024.69	6,332.79	6,656.65	6,997.07	7,354.90
		37.5 HRS	37.07	38.97	40.96	43.05	45.26
		40 HRS	34.75	36.53	38.40	40.36	42.43
RANGE	481	BI-WEEKLY	2,794.53	2,937.44	3,087.66	3,245.56	3,411.54
		MONTHLY	6,054.61	6,364.46	6,689.93	7,032.06	7,391.68
		37.5 HRS	37.26	39.16	41.16	43.27	45.48
		40 HRS	34.93	36.71	38.59	40.56	42.64
RANGE	482	BI-WEEKLY	2,808.50	2,952.13	3,103.10	3,261.79	3,428.60
		MONTHLY	6,085.09	6,396.28	6,723.38	7,067.22	7,428.64
		37.5 HRS	37.44	39.36	41.37	43.49	45.71
		40 HRS	35.10	36.90	38.78	40.77	42.85
RANGE	483	BI-WEEKLY	2,822.54	2,966.89	3,118.61	3,278.10	3,445.74
		MONTHLY	6,115.51	6,428.26	6,757.00	7,102.55	7,465.78
		37.5 HRS	37.63	39.55	41.58	43.70	45.94
		40 HRS	35.28	37.08	38.98	40.97	43.07
RANGE	484	BI-WEEKLY	2,836.65	2,981.72	3,134.21	3,294.49	3,462.97
		MONTHLY	6,146.09	6,460.40	6,790.79	7,138.07	7,503.11
		37.5 HRS	37.82	39.75	41.78	43.92	46.17
		40 HRS	35.45	37.27	39.17	41.18	43.28
RANGE	485	BI-WEEKLY	2,850.84	2,996.63	3,149.88	3,310.96	3,480.28
		MONTHLY	6,176.82	6,492.70	6,824.74	7,173.76	7,540.62
		37.5 HRS	38.01	39.95	41.99	44.14	46.40
		40 HRS	35.63	37.45	39.37	41.38	43.50
RANGE	486	BI-WEEKLY	2,865.09	3,011.61	3,165.63	3,327.52	3,497.69
		MONTHLY	6,207.70	6,525.17	6,858.86	7,209.63	7,578.33
		37.5 HRS	38.20	40.15	42.20	44.36	46.63
		40 HRS	35.81	37.64	39.57	41.59	43.72
RANGE	487	BI-WEEKLY	2,879.42	3,026.67	3,181.45	3,344.15	3,515.17
		MONTHLY	6,238.74	6,557.79	6,893.16	7,245.67	7,616.22
		37.5 HRS	38.39	40.35	42.41	44.58	46.86
		40 HRS	35.99	37.83	39.76	41.80	43.93
RANGE	488	BI-WEEKLY	2,893.81	3,041.80	3,197.36	3,360.88	3,532.75
		MONTHLY	6,269.94	6,590.58	6,927.62	7,281.90	7,654.30
		37.5 HRS	38.58	40.55	42.63	44.81	47.10
		40 HRS	36.17	38.02	39.96	42.01	44.15
RANGE	489	BI-WEEKLY	2,908.28	3,057.01	3,213.35	3,377.68	3,550.41
		MONTHLY	6,301.29	6,623.53	6,962.26	7,318.31	7,692.57
		37.5 HRS	38.77	40.76	42.84	45.03	47.33
		40 HRS	36.35	38.21	40.16	42.22	44.38
RANGE	490	BI-WEEKLY	2,922.82	3,072.30	3,229.42	3,394.57	3,568.17
		MONTHLY	6,332.79	6,656.65	6,997.07	7,354.90	7,731.03
		37.5 HRS	38.97	40.96	43.05	45.26	47.57
		40 HRS	36.53	38.40	40.36	42.43	44.60
RANGE	491	BI-WEEKLY	2,937.44	3,087.66	3,245.56	3,411.54	3,586.01
		MONTHLY	6,364.46	6,689.93	7,032.06	7,391.68	7,769.69
		37.5 HRS	39.16	41.16	43.27	45.48	47.81
		40 HRS	36.71	38.59	40.56	42.64	44.82
RANGE	492	BI-WEEKLY	2,952.13	3,103.10	3,261.79	3,428.60	3,603.94
		MONTHLY	6,396.28	6,723.38	7,067.22	7,428.64	7,808.54
		37.5 HRS	39.36	41.37	43.49	45.71	48.05
		40 HRS	36.90	38.78	40.77	42.85	45.04

AMBOLET COUNTY SALARY RANGE SCHEDULE

		A	B	C	D	E
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RANGE 493	BI-WEEKLY	2,966.89	3,118.61	3,278.10	3,445.74	3,621.96
	MONTHLY	6,428.26	6,757.00	7,102.55	7,465.78	7,847.58
	37.5 HRS	39.55	41.58	43.70	45.94	48.29
	40 HRS	37.08	38.98	40.97	43.07	45.27
RANGE 494	BI-WEEKLY	2,981.72	3,134.21	3,294.49	3,462.97	3,640.07
	MONTHLY	6,460.40	6,790.79	7,138.07	7,503.11	7,886.82
	37.5 HRS	39.75	41.78	43.92	46.17	48.53
	40 HRS	37.27	39.17	41.18	43.28	45.50
RANGE 495	BI-WEEKLY	2,996.63	3,149.88	3,310.96	3,480.28	3,658.27
	MONTHLY	6,492.70	6,824.74	7,173.76	7,540.62	7,926.25
	37.5 HRS	39.95	41.99	44.14	46.40	48.77
	40 HRS	37.45	39.37	41.38	43.50	45.72
RANGE 496	BI-WEEKLY	3,011.61	3,165.63	3,327.52	3,497.69	3,676.56
	MONTHLY	6,525.17	6,858.86	7,209.63	7,578.33	7,965.88
	37.5 HRS	40.15	42.20	44.36	46.63	49.02
	40 HRS	37.64	39.57	41.59	43.72	45.95
RANGE 497	BI-WEEKLY	3,026.67	3,181.45	3,344.15	3,515.17	3,694.94
	MONTHLY	6,557.79	6,893.16	7,245.67	7,616.22	8,005.71
	37.5 HRS	40.35	42.41	44.58	46.86	49.26
	40 HRS	37.83	39.76	41.80	43.93	46.18
RANGE 498	BI-WEEKLY	3,041.80	3,197.36	3,360.88	3,532.75	3,713.42
	MONTHLY	6,590.58	6,927.62	7,281.90	7,654.30	8,045.74
	37.5 HRS	40.55	42.63	44.81	47.10	49.51
	40 HRS	38.02	39.96	42.01	44.15	46.41
RANGE 499	BI-WEEKLY	3,057.01	3,213.35	3,377.68	3,550.41	3,731.98
	MONTHLY	6,623.53	6,962.26	7,318.31	7,692.57	8,085.97
	37.5 HRS	40.76	42.84	45.03	47.33	49.75
	40 HRS	38.21	40.16	42.22	44.38	46.64
RANGE 500	BI-WEEKLY	3,072.30	3,229.42	3,394.57	3,568.17	3,750.64
	MONTHLY	6,656.65	6,997.07	7,354.90	7,731.03	8,126.40
	37.5 HRS	40.96	43.05	45.26	47.57	50.00
	40 HRS	38.40	40.36	42.43	44.60	46.88