

DEPARTMENT MANAGERS SALARY TABLE

FISCAL YEAR 2008-09

TITLE		1.00 BASE	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4	After 25 Years L 5	After 30 Years L 6
E Assessor	Month	7,017.00	7,367.85	7,736.24	8,123.05	8,529.21	8,955.67	9,403.45
E Auditor	Month	7,017.00	7,367.85	7,736.24	8,123.05	8,529.21	8,955.67	9,403.45
A Chief Probation Officer	Month	7,017.00	7,367.85	7,736.24	8,123.05	8,529.21	8,955.67	9,403.45
E Clerk-Recorder	Month	7,017.00	7,367.85	7,736.24	8,123.05	8,529.21	8,955.67	9,403.45
E District Attorney	Month	8,434.00	8,855.70	9,298.49	9,763.41	10,251.58	10,764.16	11,302.37
A Health and Human Services Director	Month	8,434.00	8,855.70	9,298.49	9,763.41	10,251.58	10,764.16	11,302.37
E Sheriff-Coroner	Month	8,434.00	8,855.70	9,298.49	9,763.41	10,251.58	10,764.16	11,302.37
A Transportation and Planning Director	Month	8,434.00	8,855.70	9,298.49	9,763.41	10,251.58	10,764.16	11,302.37
E Treasurer-Tax Collector	Month	7,017.00	7,367.85	7,736.24	8,123.05	8,529.21	8,955.67	9,403.45
E County Supervisors			After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4	After 25 Years L 5	After 30 Years L 6
Board Chairperson	Month +	2,337.40	2,454.27	2,576.98	2,705.83	2,841.12	2,983.18	3,132.34
Supervisor	Month *	2,237.40	2,349.27	2,466.73	2,590.07	2,719.57	2,855.55	2,998.33
E Elected Official			* Based on 18% of Judges annual wages of \$149,160					
A Appointed Official			+ \$100 Added while Board Chairperson					

MID-MANAGEMENT UNIT - At Will & Exempt

FISCAL YEAR 2008-09

INCREASE						After	After	After	After
						7 Years	10 Years	15 Years	20 Years
CLASS	STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2	L 3	L 4
1.00000									
MONTH	5,200.00	5,460.00	5,733.00	6,019.65	6,320.63	6,636.66	6,968.50	7,316.92	7,682.77
HOUR	30.00000	31.50000	33.07500	34.72875	36.46519	38.28845	40.20287	42.21301	44.32366
	62,400.00	65,520.00	68,796.00	72,235.80	75,847.59	79,639.97	83,621.968	87,803.066	92,193.22

Positions in the Mid-Management Unit

- Assistant District Attorney
- Assistant Director Health and Human Service
- Chief Deputy Auditor
- Deputy Director of Planning and Building
- Deputy Director of Transportation - Administration
- Deputy Director of Transportation - Operations
- Undersheriff

TOPOGRAPHY A

FISCAL YEAR 2008-09

INCREASE PER MOU		1.00000								
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 7 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
12	Month	2,324.66	2,440.89	2,562.94	2,691.07	2,825.64	2,966.91	3,115.25	3,271.02	3,434.57
	Hour	13.41149	14.08207	14.78617	15.52542	16.30175	17.11678	17.97262	18.87125	19.81481
16	Month	2,648.50	2,780.93	2,919.98	3,065.97	3,219.27	3,380.23	3,549.24	3,726.71	3,913.04
	Hour	15.27981	16.04380	16.84605	17.68830	18.57271	19.50135	20.47641	21.50023	22.57525
20	Month	2,851.79	2,994.37	3,144.11	3,301.31	3,466.37	3,639.70	3,821.68	4,012.77	4,213.40
	Hour	16.45265	17.27522	18.13910	19.04599	19.99829	20.99827	22.04818	23.15059	24.30806
24	Month	3,124.36	3,280.59	3,444.62	3,616.85	3,797.68	3,987.57	4,186.94	4,396.30	4,616.11
	Hour	18.02516	18.92647	19.87280	20.86644	21.90970	23.00519	24.15545	25.36328	26.63138
28	Month	3,379.31	3,548.28	3,725.70	3,911.98	4,107.57	4,312.95	4,528.60	4,755.04	4,992.78
	Hour	19.49600	20.47086	21.49440	22.56912	23.69752	24.88239	26.12651	27.43290	28.80448
30	Month	3,395.80	3,565.60	3,743.88	3,931.07	4,127.61	4,334.00	4,550.70	4,778.24	5,017.15
	Hour	19.59113	20.57075	21.59929	22.67925	23.81316	25.00387	26.25406	27.56677	28.94511
32	Month	3,570.89	3,749.42	3,936.90	4,133.75	4,340.42	4,557.45	4,785.32	5,024.59	5,275.81
	Hour	20.60127	21.63127	22.71289	23.84854	25.04091	26.29295	27.60760	28.98804	30.43738
35	Month	3,770.01	3,958.52	4,156.44	4,364.25	4,582.47	4,811.59	5,052.17	5,304.79	5,570.03
	Hour	21.75003	22.83759	23.97947	25.17839	26.43731	27.75917	29.14713	30.60455	32.13478
39	Month	4,077.63	4,281.52	4,495.59	4,720.37	4,956.38	5,204.20	5,464.41	5,737.64	6,024.51
	Hour	23.52476	24.70106	25.93611	27.23292	28.59451	30.02423	31.52544	33.10177	34.75680
41	Month	4,251.45	4,464.02	4,687.23	4,921.59	5,167.66	5,426.06	5,697.36	5,982.23	6,281.34
	Hour	24.52759	25.75397	27.04172	28.39381	29.81344	31.30417	32.86938	34.51285	36.23849
45	Month	4,598.35	4,828.27	5,069.69	5,323.18	5,589.33	5,868.80	6,162.24	6,470.36	6,793.87
	Hour	26.52896	27.85541	29.24823	30.71064	32.24612	33.85848	35.55141	37.32898	39.19543

PARITY CLASSES IN TOPOGRAPHY A

Class 12

Integrated Case Wkr 1

Class 16 Engineering Tech 1 Building Inspector 1 OES Coordinator 1 Appraiser 1 Victim-Witness Coordinator 1 Substance Abuse Counselor 1 Case Manager 1
 Transportation Planner 1 Planner 1 Risk Manager-Safety Officer 1 Accountant 1 Welfare Fraud Investigator 2 Integrated Case Wkr 2 Social Worker 1

Class 20

Probation Officer 1 Integrated Case Wkr 3

Class 24 Engineering Tech 2 Building Inspector 2 OES Coordinator 2 Appraiser 2 Victim-Witness Coordinator 2 Substance Abuse Counselor 2 Case Manager 2
 Transportation Planner 2 Planner 2 Risk Manager-Safety Officer 2 Accountant 2 Public Health Educator 1 Social Worker 2
 Info Systems Tech

Class 28

Probation Officer 2

Class 30 Engineering Tech 3 Building Inspector 3 OES Coordinator 3 Appraiser 3 Victim-Witness Coordinator 3 Sub Abuse Counselor 3 Social Worker 3
 Transportation Planner 3 Planner 3 Risk Manager-Safety Officer 3 Accountant 3 Mental Health Counselor
 Info Systems Admin 1 Public Health Educator 2

Class 32

Accounting Manager Probation Officer 3 Behavior Intervention Specialist Eligibility Supervisor
 Public Health Nurse 1

Class 35 Sr Engineering Tech Sr Building Inspector Sr Risk Manager-Safety Officer Appraiser 4 Asst Clerk-Recorder Public Health Nurse 2
 Sr Transportation Planner Sr Planner Asst Assess Admin Office Manager Integrated Caseworker Supervisor
 Info Systems Admin 2 Interdepartmental Fiscal Officer Educator Trainer Coordinator
 Asst Treas-Tax Coll

Class 39

Sr. Probation Officer Environmental Health Specialist

Class 41 Asst Engineer

Sr Appraiser Sr Sub Abuse Counselor Dep Dir Social Services
 Sr Accountant Sr Mental Health Counselor
 Sr Public Health Nurse

Class 45

Dep Chief Probation Officer

**TOPOGRAPH B
FISCAL YEAR 2008-09**

INCREASE 1.00000

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 7 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
8	MONTH HOUR	2,081.12 12.00646	2,185.18 12.60678	2,294.43 13.23712	2,409.15 13.89892	2,529.61 14.59393	2,656.08 15.32356	2,788.89 16.08974	2,928.33 16.89423	3,074.75 17.73894
12	MONTH HOUR	2,324.66 13.41150	2,440.89 14.08208	2,562.94 14.78618	2,691.08 15.52549	2,825.64 16.30176	2,966.92 17.11685	3,115.26 17.97263	3,271.02 18.87127	3,434.57 19.81483
15	MONTH HOUR	2,569.18 14.82219	2,697.64 15.56330	2,832.53 16.34152	2,974.15 17.15854	3,122.85 18.01647	3,279.00 18.91729	3,442.95 19.86316	3,615.09 20.85632	3,795.85 21.89913
19	MONTH HOUR	2,814.74 16.23888	2,955.49 17.05089	3,103.26 17.90343	3,258.42 18.79860	3,421.34 19.73847	3,592.40 20.72540	3,772.02 21.76167	3,960.63 22.84981	4,158.66 23.99224

PARITY CLASSES

Class 8	Account Tech 1 Assessment Tech 1	Dep Clerk-Recorder 1	Victim-Witness Adv 1	Eligibility Wkr 1	Sub Abuse Prev Tech 1
Class 12	Account Tech 2 Assessment Tech 2	Dep Clerk-Recorder 2	Victim-Witness Adv 2	Eligibility Wkr 2	Sub Abuse Prev Tech 2
Class 15	Account Tech 3 Assessment Tech 3 Chief Assessment Tech	Dep Clerk-Recorder 3	Victim-Witness Adv 3	Eligibility Wkr 3	Sub Abuse Prev Tech 3
Class 19	Chief Account Tech	Chief Clerk-recorder	Department Specialist		BT/Public Health Assist.

TOPOGRAPH C
FISCAL YEAR 2008-09

INCREASE 1.00000

CLASS	STEP A	STEP B	STEP C	STEP D	STEP E	After	After	After	After	PARITY CLASSES		
						7 Years	10 Years	15 Years	20 Years			
						L 1	L 2	L 3	L 4			
1	MONTH	1,386.67	1,456.01	1,528.81	1,605.24	1,685.51	1,769.79	1,858.28	1,951.19	2,048.75	Class 1	Govt Svc Wkr
	HOUR	8.00000	8.40006	8.82006	9.26101	9.72412	10.21032	10.72084	11.25688	11.81972		
4	MONTH	1,744.00	1,831.20	1,922.76	2,018.89	2,119.83	2,225.83	2,337.13	2,453.97	2,576.68	Class 4	Off Asst Driver
	HOUR	10.06154	10.56462	11.09285	11.64743	12.22980	12.84135	13.48342	14.15753	14.86547		
8	MONTH	2,081.12	2,185.18	2,294.43	2,409.15	2,529.61	2,656.08	2,788.89	2,928.33	3,074.75	Class 8	Adm Sec I Cadastral Delineator I
	HOUR	12.00646	12.60678	13.23712	13.89892	14.59393	15.32356	16.08974	16.89423	17.73894		
12	MONTH	2,324.66	2,440.89	2,562.94	2,691.08	2,825.64	2,966.92	3,115.26	3,271.02	3,434.57	Class 12	Adm Sec II Cadastral Delineator II
	HOUR	13.41150	14.08208	14.78618	15.52549	16.30176	17.11685	17.97263	18.87127	19.81483		
15	MONTH	2,569.19	2,697.64	2,832.54	2,974.16	3,122.87	3,279.02	3,442.97	3,615.12	3,795.87	Class 15	Adm Sec III Cadastral Delineator III
	HOUR	14.82225	15.56330	16.34159	17.15861	18.01654	18.91742	19.86329	20.85646	21.89922		
19	MONTH	2,814.74	2,955.49	3,103.26	3,258.42	3,421.34	3,592.40	3,772.02	3,960.63	4,158.66	Class 19	Department Specialist
	HOUR	16.23888	17.05089	17.90343	18.79860	19.73847	20.72540	21.76167	22.84981	23.99224		

TOPOGRAPH D
FISCAL YEAR 2008-09

INCREASE 1.00000

CLASS	STEP A	STEP B	STEP C	STEP D	STEP E	After	After	After	After	PARITY CLASSES
						7 Years	10 Years	15 Years	20 Years	
						<u>L 1</u>	<u>L 2</u>	<u>L 3</u>	<u>L 4</u>	
6 MONTH HOUR	1,900.95 10.96700	1,995.99 11.51535	2,095.79 12.09112	2,200.57 12.69562	2,310.60 13.33040	2,426.14 13.99698	2,547.45 14.69683	2,674.81 15.43161	2,808.56 16.20325	Class 6 Assist. Mech Laborer Custodian I
11 MONTH HOUR	2,268.42 13.08704	2,381.84 13.74139	2,500.93 14.42846	2,625.97 15.14983	2,757.28 15.90738	2,895.13 16.70269	3,039.89 17.53782	3,191.88 18.41471	3,351.48 19.33545	Class 11 Equip Mech Rd Maint Wkr Custodian Plant Maint Water/Service Area Fac Oper I
14 MONTH HOUR	2,533.87 14.61849	2,660.57 15.34942	2,793.59 16.11689	2,933.27 16.92273	3,079.94 17.76887	3,233.93 18.65731	3,395.62 19.59012	3,565.40 20.56963	3,743.67 21.59811	Class 14 Equip Mech Rd Maint Wkr II Plant Maint Water/Service Area Fac Oper II
18 MONTH HOUR	2,800.43 16.15630	2,940.44 16.96406	3,087.48 17.81238	3,241.84 18.70294	3,403.94 19.63809	3,574.14 20.62005	3,752.85 21.65105	3,940.49 22.73360	4,137.51 23.87023	Class 18 Equip Mech Rd Maint Wkr III Plant Maint Water/Service Area Fac Oper III
23 MONTH HOUR	3,068.06 17.70035	3,221.47 18.58543	3,382.55 19.51470	3,551.68 20.49043	3,729.25 21.51490	3,915.71 22.59064	4,111.50 23.72017	4,317.08 24.90624	4,532.93 26.15150	Class 23 Plant Mgr
27 MONTH HOUR	3,334.61 19.23816	3,501.36 20.20013	3,676.42 21.21013	3,860.24 22.27064	4,053.25 23.38411	4,255.92 24.55338	4,468.71 25.78105	4,692.15 27.07010	4,926.76 28.42360	Class 27 Lead Equip I Lead Rd Wkr
34 MONTH HOUR	3,702.08 21.35814	3,887.19 22.42610	4,081.55 23.54741	4,285.62 24.72472	4,499.90 25.96096	4,724.89 27.25901	4,961.14 28.62196	5,209.21 30.05311	5,469.67 31.55577	Class 34 Rd Maint Superv
39 MONTH HOUR	4,077.63 23.52479	4,281.52 24.70109	4,495.60 25.93614	4,720.37 27.23289	4,956.39 28.59453	5,204.21 30.02426	5,464.42 31.52547	5,737.65 33.10180	6,024.53 34.75689	Class 39 Road Superintendent

DEPUTY/DISPATCER/JAILER
PAY TABLE

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***NOTE: Add additional 2.5% for each Post incentive (@ Maximum 5%)

DESCRIPTION		1.00 Deputies					After	After	After	After	memo only (L 5)
		STEP A	STEP B	STEP C	STEP D	STEP E	7 Years L 1	10 Years L 2	15 Years L 3	20 Years L 4	
DISP/JAILER I	MONTH	2,792.37	2,931.99	3,078.59	3,232.52	3,394.14	3,563.85	3,742.04	3,929.15	4,125.60	4,331.88
	HOUR	16.10983	16.91532	17.76108	18.64914	19.58160	20.56068	21.58871	22.66814	23.80155	24.99163
DISP/JAILER II	MONTH	2,970.41	3,118.93	3,274.88	3,438.62	3,610.55	3,791.08	3,980.63	4,179.67	4,388.65	4,608.08
	HOUR	17.13698	17.99383	18.89352	19.83820	20.83011	21.87161	22.96519	24.11345	25.31913	26.58508
DISP/JAILER III	MONTH	3,208.19	3,368.60	3,537.03	3,713.88	3,899.57	4,094.55	4,299.28	4,514.25	4,739.96	4,976.96
	HOUR	18.50879	19.43423	20.40594	21.42624	22.49755	23.62243	24.80355	26.04372	27.34591	28.71321
Correctional Sargent	MONTH	3,373.25	3,541.91	3,719.01	3,904.96	4,100.21	4,305.22	4,520.48	4,746.50	4,983.83	5,233.02
	HOUR	19.46106	20.43411	21.45582	22.52861	23.65504	24.83779	26.07968	27.38366	28.75285	30.19049
DEP SHERIFF I	MONTH	3,325.62	3,491.90	3,666.50	3,849.82	4,042.31	4,244.43	4,456.65	4,679.48	4,913.46	5,159.13
	HOUR	19.18627	20.14558	21.15286	22.21050	23.32103	24.48708	25.71144	26.99701	28.34686	29.76420
DEP SHERIFF II	MONTH	3,521.57	3,697.65	3,882.53	4,076.66	4,280.49	4,494.51	4,719.24	4,955.20	5,202.96	5,463.11
	HOUR	20.31675	21.33259	22.39922	23.51918	24.69514	25.92989	27.22639	28.58771	30.01709	31.51795
DEP SHERIFF III	MONTH	3,805.52	3,995.80	4,195.59	4,405.37	4,625.63	4,856.92	5,099.76	5,354.75	5,622.49	5,903.61
	HOUR	21.95492	23.05267	24.20530	25.41557	26.68635	28.02066	29.42170	30.89278	32.43742	34.05929
CHIEF CIVIL DEP	MONTH	3,917.92	4,113.82	4,319.51	4,535.48	4,762.26	5,000.37	5,250.39	5,512.91	5,788.55	6,077.98
	HOUR	22.60338	23.73355	24.92023	26.16624	27.47456	28.84828	30.29070	31.80523	33.39549	35.06527
SHERIFF CRPL	MONTH	3,960.80	4,158.84	4,366.78	4,585.12	4,814.38	5,055.10	5,307.85	5,573.24	5,851.91	6,144.50
	HOUR	22.85077	23.99331	25.19297	26.45262	27.77525	29.16402	30.62222	32.15333	33.76099	35.44904
SHERIFF SGT	MONTH	4,184.05	4,393.25	4,612.92	4,843.56	5,085.74	5,340.03	5,607.03	5,887.38	6,181.75	6,490.83
	HOUR	24.13875	25.34569	26.61297	27.94362	29.34080	30.80784	32.34823	33.96565	35.66393	37.44712
SHERIFF LT	MONTH	4,405.70	4,625.99	4,857.28	5,100.15	5,355.16	5,622.91	5,904.06	6,199.26	6,509.23	6,834.69
	HOUR	25.41750	26.68838	28.02279	29.42393	30.89513	32.43989	34.06188	35.76497	37.55322	39.43088

BENEFITS
FISCAL YEAR 2008-09

COUNTY'S SHARE OF HEALTH INSURANCE

	Employees		Board		Management		HAS	
Employee + more	11,744.40	978.70	16,800.00	1,400.00	11,744.40	978.70	11,744.40	978.70
Employee + 1	11,744.40	978.70	12,600.00	1,050.00	11,744.40	978.70	11,744.40	978.70
SINGLE	6,405.84	533.82	6,405.84	533.82	6,405.84	533.82	8,509.44	709.12
PAY BACK NO COVERAGE	5,872.20	489.35	5,872.20	489.35	5,872.20	489.35	5,872.20	489.35
PAY BACK/PARTIAL COVERAGE	5,872.20	489.35	5,872.20	489.35	5,872.20	489.35	5,872.20	489.35
LIFE INSURANCE								
MANAGEMENT	228.00							
STAFF	228.00							
PERS COUNTY		17.0220%						
		MISC SAFETY						
		23.2510%						
PERS EMPLOYEE MISC		8.0000%						
PERS EMPLOYEE SAFETY		9.0000%						
FICA	0.06200							
MEDICARE	0.01450							
SUI & SUI ED	224.00							
UNIFORM ALLOWANCE								
DEPUTY	700.00							
DISPATCHER/JAILERS	625.00							

Cost of Health Plans - Medical, Dental and Vision

	Gold		Silver		EPO		HAS	
	Year	Month	Year	Month	Year	Month	Year	Month
Employee + more	16,797.66	1,399.81	13,248.31	1,104.03	18,572.27	1,547.69	14,427.12	1,202.26
Employee + 1	12,541.06	1,045.09	9,810.77	817.56	13,906.20	1,158.85	10,757.88	896.49
SINGLE	6,405.83	533.82	5,040.68	420.06	7,088.40	590.70	5,509.44	459.12
MANAGEMENT ADMIN FEE	0.00	0	0.00	0	0.00	0		
PAY BACK NO COVERAGE	5,872.20	489.35	5,872.20	489.35	5,872.20	489.35	7,213.56	601.13
PAY BACK/PARTIAL COVERAGE	5,872.20	489.35	5,872.20	489.35	5,872.20	489.35	7,213.56	601.13