SIDELETTER OF AGREEMENT BY AND BETWEEN THE COUNTY OF MADERA AND THE AFSCME/MADERA COUNTY EMPLOYEES' ASSOCIATION (MCEA) REGARDING THE CLASSIFICATION AND COMPENSATION STUDY IMPLEMENTATION

This Side Letter Agreement ("Agreement") is made and entered into by the AFSCME/Madera County Employees' Association (AFSCME/MCEA) and the County of Madera ("County") collectively referred to as the "Parties." Having met and conferred in good faith in relation to the implementation of the County's salary review, as contemplated by Article 4.5 (E) of the Parties 2021-2024 Memorandum of Understanding ("MOU"), the Parties hereby agree to the following:

- 1. Attachment 'A' Benchmark Data Report. Attachment 'A' identifies the list of classifications and agencies determined by the County to be benchmarks that were utilized for the salary review.
- 2. Attachment 'B' Salary Table. Attachment 'B' of this side letter includes the proposed 8-step Salary Table, including salary ranges used in the Salary Schedule. There is a 3% difference between each salary step and a 5% difference between each salary range.
- 3. Attachment 'C' Salary Range Placement Spreadsheet. This report summarizes information about all the currently assigned unit classifications and newly assigned classifications (filled and unfilled). The report identifies current and new classification titles, their salary range, bargaining unit and FLSA designation and any proposed changes to each classification.
- 4. Attachment 'D' Employee Allocation Spreadsheet. Attachment 'D' summarizes the application of the proposed changes to the individual unit members, which includes a spreadsheet identifying each employee, their current classification, bargaining unit, FLSA designation, salary range, salary step, and base salary and the proposed classification, bargaining unit, FLSA designation, salary range, salary step, and base salary.
- 5. Attachment 'E' Y-Rating. Attachment 'E' includes any incumbents whose base salary shall be y-rated. To Y-Rate an employee is to continue paying them their current base salary, even though it is higher and not within the recommended salary range for their classification. Y-Rating of an employee will result in the freezing of their base salary at the level that it was prior to implementation of the County's salary review, and providing no salary increases (including no cost-of-living adjustments) until the employee's base salary is within the applicable salary range on the Salary Table.
- 6. Salary Placement Effective in the pay period following the Board's ratification of this side letter, all bargaining unit employees in classifications that were reviewed during the county-wide classification and compensation study will be placed on the appropriate salary range for their classification and at the salary step which provides the same or closest salary to their base salary during the pay period in which this sideletter is ratified; provided, however, that no bargaining unit employee will be paid less than their current base salary as a result of this step placement. Initial step placement on the Salary Table will be determined by either the step the employee

was at on the 5-step salary range as of November 1, 2023, or the step that the employee is at on the 5-step salary range as of November 1, 2023, or the step that the employee is at on the 5-step salary range at the time of ratification of this sideletter, whichever provides the employee with a higher step placement on the Salary Table, excluding any additional pay (i.e., assignment pay, incentives, working out-of-class, supplemental pay, etc.).

Following the initial step placement, the County will review all step placements of the bargaining unit employees to determine if any employee received a salary increase of less than three (3%) over the level of their base salary during the period in which this sideletter is ratified. If any employee receives less than a three percent (3%) increase, their step placement will be moved to the next salary step of the appropriate salary range on the Salary Table, not to exceed the top step of the applicable salary range.

Bargaining unit employees will advance to the next higher step on the Salary Table on their anniversary dates in accordance with existing County/Department policies and procedures.

7. All provisions of the MOU not amended by this sideletter agreement shall remain in full force and effect.

Agreed this 1st day of August	·, 2024.
COUNTY OF MADERA:	AFSCME/MCEA:
Susan Carter	Jessica Propst Jessica Propst (Aug 1, 2024 14:37 PDT)
Susan Carter, Chief Negotiator	Jessica Propst, President
Sabrina Mendez	Debbie Macias Debbie Macias (Aug 1, 2024 15:17 PDT)
Sabrina Mendez, Co-Negotiator	Debbie Macias, Business Agent - AFSCME

Market Compensation Results Summary

Market CO	mpensation Results Summary Classification Title	# of Matches	Top Monthly % Above or Below
1.	Public Works Inspector II	7	20.7
2.	Public Health Laboratory Technician	4	20.3
3.	Public Health Clinical Services Assistant	5	19.9
4.	Community Health and Wellness Assistant	6	16.5
5.	Executive Assistant to the County Administrative Officer	9	11.1
6.	Tax Collector-Treasurer	8	11.1
7.	County Clerk-Recorder	5	10.0
8.	Executive Assistant	8	8.6
9.	District Attorney	12	8.3
10.	Auditor-Controller	8	6.9
11.	Equipment Service Worker	7	6.1
12.	Nutrition Assistant II	4	5.8
13.	Assistant Auditor-Controller	11	5.7
14.	County Grants Officer	6	4.9
15.	Chief Accountant-Auditor	5	4.7
16.	Clerk-Recorder Manager	8	4.6
17.	Deputy Clerk Recorder II	12	4.2
18.	Child Support Assistant II	7	2.8
19.	Therapy Assistant	4	2.1
20.	Elections Manager	5	1.7
21.	Planner II	12	1.7
22.	Supervising Agricultural and Standards Inspector	7	1.6
23.	Public Health Education Assistant	5	1.3
24.	Administrative Assistant II (Administrative Assistant)	10	0.7
25.	Social Worker II	12	0.0
26.	Plan Checker II	6	-0.7
27.	Supervising Registered Environmental Health Specialist	10	-0.9
28.	System Engineer II	7	-1.5
29.	Employment and Training Worker Supervisor	7	-1.7
30.	Director of Human Resources	12	-1.7
31.	Fleet Superintendent	8	-1.7
32.	Health Education Coordinator	12	-1.8
33.	Planning Technician	6	-1.9
34.	Permit Technician II	10	-1.9
35.	Road Supervisor	11	-2.1
36.	Program Coordinator	6	-2.2
37.	Public Health Program Manager	8	-2.6

38.	Social Worker Supervisor I	12	-2.9
39.	Accounting Assistant II (Account Clerk II)	11	-3.0
40.	Engineering Aide	5	-3.2
41.	Assistant Director of Public Health	9	-3.4
42.	Deputy District Attorney II	12	-3.6
43.	Assessor	12	-3.6
44.	Parts Assistant II	4	-4.0
45.	Solid Waste Program Manager	5	-4.1
46.	Equipment Shop Supervisor	5	-4.2
47.	Associate Engineer (Engineer III)	12	-4.3
48.	Staff Services Manager I	7	-4.5
49.	Deputy Director-Welfare	9	-4.8
50.	Internal Auditor II	4	-4.9
51.	Agricultural and Standards Inspector III	9	-4.9
52.	Deputy Public Works Director-Maintenance and Operations	5	-4.9
53.	Director of Public Health	12	-5.0
54.	Peer Support Advocate II (Vocational Assistant-Driver)	7	-5.3
55.	Child Support Specialist II	11	-5.5
56.	Appraiser II	12	-5.7
57.	Engineering Technician II	10	-5.8
58.	Accounting Technician II	12	-6.0
59.	Occupational Therapist	8	-6.2
60.	Social Service Aide	11	-6.3
61.	Deputy County Counsel III	11	-6.9
62.	Facilities Superintendent	11	-6.9
63.	Director of Public Works	11	-7.1
64.	Human Resources Analyst II	12	-7.2
65.	Assistant Engineer II (Engineer II)	8	-7.2
66.	Social Worker Supervisor II	10	-7.2
67.	Veterans Service Representative II	9	-7.4
68.	Physical Therapist	10	-7.4
69.	Fiscal Manager	7	-7.5
70.	Librarian II	11	-7.5
71.	Automotive Technician II	10	-7.6
72.	Information Technology Analyst II	11	-7.6
73.	Deputy Director of Community and Economic Development-Building and Fire Safety	5	-7.7
74.	Business Applications Specialist II (Business Systems Information Analyst II)	7	-7.8
75.	Communicable Disease Investigator	5	-8.0
76.	Database Analyst	7	-8.0

77.	Grounds Maintenance Supervisor	7	-8.5
78.	Public Health Microbiologist II	5	-8.9
79.	Building Inspector II	12	-9.0
80.	Child Support Program Manager	8	-9.1
81.	Eligibility Worker II	12	-9.2
82.	Department IT Technician II (Desktop Support Technician II)	8	-9.4
83.	Deputy Director of Administration - General Services	5	-9.4
84.	Building Maintenance Worker II	11	-9.4
85.	Mental Health Case Manager II	7	-9.4
86.	Office Assistant II	12	-9.5
87.	Psychiatric Nurse Practitioner (Nurse Practitioner)	11	-9.7
88.	Fire Prevention Inspector II	4	-9.8
89.	Grounds Maintenance Worker II	11	-9.9
90.	Traffic Control Maintenance Worker II	5	-9.9
91.	Revenue Services Officer	6	-9.9
92.	Information Technology Manager	11	-9.9
93.	Employment and Training Worker II	10	-10.0
94.	Behavioral Health Clinician II (Licensed Mental Health Clinician)	11	-10.0
95.	Assessment Technician	12	-10.4
96.	Director of Social Services	12	-10.4
97.	Traffic Control Maintenance Supervisor	7	-10.4
98.	Substance Use Disorder Counselor II (Certified Alcohol and Drug Counselor)	9	-10.5
99.	Public Works Superintendent-Roads	12	-11.0
100.	Assistant County Clerk-Recorder/Registrar of Voters	8	-11.0
101.	Heavy Equipment Mechanic	11	-11.1
102.	Registered Nurse II	11	-11.3
103.	Agricultural and Standards Technician	10	-11.4
104.	Human Resources Technician II	12	-11.5
105.	Chief of Development Services	5	-11.5
106.	Administrative Analyst II	11	-11.6
107.	Eligibility Supervisor	12	-11.9
108.	Accountant - Auditor II	12	-12.0
109.	Network Engineer II	11	-12.0
110.	Director of Community and Economic Development	9	-12.2
111.	HVAC Technician	9	-12.2
112.	Information Technology Technician II	11	-12.2
113.	Legal Secretary II	12	-12.6
114.	Licensed Vocational Nurse II	11	-12.7
115.	Deputy District Attorney IV (Senior Deputy District Attorney)	10	-12.9

116.	Administrative Services Officer (Senior Administrative	11	-13.3
447	Analyst)		
117.	, ,	9	-13.6
	Equipment Operator	8	-13.8
	Building Maintenance Supervisor	11	-13.9
	Child Support Supervisor	11	-14.1
121.	Deputy Public Health Director-Clinical & Nursing Services	11	-14.2
122.	Human Resources Manager	10	-14.3
	Director of Behavioral Health Services	11	-14.4
124.	Veterans Service Officer	10	-14.6
125.	GIS Cadastral Technician II	11	-14.8
	Water/Wastewater Operator II (Licensed Utility Worker II)	4	-14.9
127.	Public Health Nurse II	12	-14.9
128.	Supervising Public Health Nurse	10	-15.0
129.	Deputy Director-Administrative Services	5	-15.1
130.	Registered Environmental Health Specialist II	12	-15.3
131.	Supervising Appraiser	9	-15.6
132.	Deputy Public Guardian	9	-15.6
133.	Clinical Supervisor (Supervising Mental Health Clinician)	8	-15.6
134.	Auditor-Appraiser II	12	-16.0
135.	Road Worker II	12	-16.0
136.	Library Assistant II	12	-16.3
137.	Deputy Chief Information Officer - Network & Security Services	6	-16.4
138.	Director of Child Support Services	9	-16.5
139.	District Chief of Staff	4	-16.5
140.	County Administrative Officer	12	-16.7
141.	Deputy Public Works Director-Engineering	8	-16.8
142.	Library Director	10	-17.0
143.	Deputy Chief Information Officer - Applications & Client Services	6	-17.0
144.	Deputy Director of Community and Economic Development-Planning	8	-17.5
145.	Social Worker IV	11	-17.9
146.	Supervising Deputy District Attorney	9	-18.3
147.	Chief Information Officer	10	-19.1
148.	Human Resources Assistant II	9	-19.4
149.	Assistant Director of Behavioral Health Services	7	-19.5
150.	Registered Dietitian	5	-19.7
151.	Physical and Occupational Therapy Supervisor	6	-19.9
152.	Administrative Services Manager (Principal Administrative Analyst)	9	-20.1

153.	Water/Wastewater Operations Supervisor (Supervising Licensed Utility Worker)	4	-20.7
154.	Real Property Agent	4	-21.1
155.	Deputy Clerk to the Board of Supervisors II	11	-21.2
156.	Nutritionist	6	-21.3
157.	Chief Clerk to the Board of Supervisors	9	-22.9
158.	Deputy Director of Community and Economic Development-Environmental Health	7	-23.2
159.	Tax Collector-Treasurer Manager (Chief Deputy Tax Collector-Treasurer)	9	-23.3
	Agricultural Commissioner/Sealer of Weights & Measures	12	-23.7
	Public Health Officer	10	-23.7
	Program Assistant II	5	-24.1
163.	Vocational Assistant	4	-24.4
164.	Behavioral Health Services Manager	10	-24.6
165.	Assistant County Administrative Officer	12	-24.6
166.	Environmental Health Specialist	12	-25.6
167.	Risk and Safety Officer	9	-25.9
168.	Deputy Director of Child Support Services	8	-27.9
169.	GIS Technician II	9	-31.9
170.	Deputy Assessor (Deputy Assessor-Real Property & Deputy Assessor-Business and Personal Property)	4	-33.3
171.	Behavioral Health Program Supervisor	4	-34.9
172.	Chief Deputy Public Guardian/Conservator/Public Administrator	7	-54.0
173.	GIS Analyst	8	proposed
	Information Technology Security and Compliance Administrator	8	proposed
	Medical Director	4	pending
	Behavioral Health Services Clinical Assistant	2	Insuff. Data
177.	Building Permit Services Supervisor	3	Insuff. Data
178.	Central Services Worker	2	Insuff. Data
179.	Chief Internal Auditor	3	Insuff. Data
180.	Development Services Engineer	1	Insuff. Data
181.	Director of Water and Natural Resources	3	Insuff. Data
182.	Electrician	3	Insuff. Data
183.	Madera County	0	Insuff. Data
184.		2	Insuff. Data
185.	Fire Master Mechanic	3	Insuff. Data
186.	Information Technology Security Engineer II	3	Insuff. Data
187.	Public Works Superintendent-Utilities	1	Insuff. Data
188.	Transit Program Manager	3	Insuff. Data
189.	Water Resources Specialist II	1	Insuff. Data

Comparator Agencies Used

	Agency
1.	County of Fresno
2.	County of Kern
3.	County of Kings
4.	County of Mariposa
5.	County of Merced
6.	County of Nevada
7.	County of Stanislaus
8.	County of Sutter
9.	County of Tulare
10.	County of Tuolumne
11.	County of Yolo
12.	County of Yuba

Attachment 'B' - 8-Step Salary Table

0.1		Annually										Mor	ath.i.					Houriv					
Salary Range		04 D	24 0				21	II	01	01 D	24 2			01 F	010	04		01 D	01 0			04 5	aa.l
Range	Step A 33,270,82	Step B 34,268,95	Step C 35,297,02	Step D 36,355.93	Step E 37,446,60	Step F 38.570.00	Step G 39.727.10	Step H 40.918.92	Step A 2.772.57	2.855.75	Step C 2.941.42	Step D 3.029.66	Step E 3.120.55	Step F 3,214,17	Step G 3.310.59	Step H 3,409,91	Step A 16.00	Step B 16.48	Step C 16.97	Step D 17.48	Step E 18.00	Step F 18.54	Step G 19.10
'	34,934.36	35,982.39	37,061.87	38,173.72	39,318.93	40,498.50	41,713.46	42,964.86	2,772.37	2,998.53	3,088.49	3,181.14	3,276.58	3,374.88	3,476.12	5,409.91	16.00	10.46	10.97	17.40	16.00	10.54	19.10
3	36,681.08	37,781.51	38.914.96	40.082.41	41,284.88	42,523.43	43,799.13	45,113.10	3,056.76	3.148.46	3,242.91	3,340.20	3,440.41	3,543.62	3,649.93	3,759.43	17.64	18.16	18.71	19.27	19.85	20.44	21.06
ايّا	38,515,14	39.670.59	40.860.71	42.086.53	43,349,12	44,649,60	45,989.09	47,368,76	3,209.59	3,305.88	3,405.06	3,540.20	3,612.43	3,720.80	3,832,42	3,733.43	17.04	10.10	10.71	13.27	15.05	20.44	22.00
5	40.440.89	41,654.12	42,903.74	44,190.86	45,516.58	46,882.08	48,288.54	49,737.20	3,370.07	3,471.18	3,575.31	3,682.57	3,793.05	3,906.84	4,024.05	4,144.77	19.44	20.03	20.63	21.25	21.88	22.54	23.22
6	42,462.94	43,736.83	45,048.93	46,400.40	47,792.41	49,226.18	50,702.97	52,224.06	3,538.58	3,644.74	3,754.08	3,866.70	3,982.70	4,102.18	4,225.25	4,352.00	20.41	21.03	21.66	22.31	22.98	23.67	24.38
7	44,586.08	45,923.67	47,301.38	48,720.42	50,182.03	51,687.49	53,238.12	54,835.26	3,715.51	3,826.97	3,941.78	4,060.03	4,181.84	4,307.29	4,436.51	4,569.60	21.44	22.08	22.74	23.42	24.13	24.85	25.60
8	46,815.39	48,219.85	49,666.45	51,156.44	52,691.13	54,271.87	55,900.02	57,577.02	3,901.28	4,018.32	4,138.87	4,263.04	4,390.93	4,522.66	4,658.34	4,798.09	22.51	23.18	23.88	24.59	25.33	26.09	26.88
9	49,156.16	50,630.84	52,149.77	53,714.26	55,325.69	56,985.46	58,695.02	60,455.87	4,096.35	4,219.24	4,345.81	4,476.19	4,610.47	4,748.79	4,891.25	5,037.99	23.63	24.34	25.07	25.82	26.60	27.40	28.22
10	51,613.97	53,162.38	54,757.26	56,399.97	58,091.97	59,834.73	61,629.77	63,478.67	4,301.16	4,430.20	4,563.10	4,700.00	4,841.00	4,986.23	5,135.81	5,289.89	24.81	25.56	26.33	27.12	27.93	28.77	29.63
11	54,194.66	55,820.50	57,495.12	59,219.97	60,996.57	62,826.47	64,711.26	66,652.60	4,516.22	4,651.71	4,791.26	4,935.00	5,083.05	5,235.54	5,392.61	5,554.38	26.06	26.84	27.64	28.47	29.33	30.21	31.11
12	56,904.40	58,611.53	60,369.88	62,180.97	64,046.40	65,967.79	67,946.83	69,985.23	4,742.03	4,884.29	5,030.82	5,181.75	5,337.20	5,497.32	5,662.24	5,832.10	27.36	28.18	29.02	29.89	30.79	31.72	32.67
13	59,749.62	61,542.11	63,388.37	65,290.02	67,248.72	69,266.18	71,344.17	73,484.49	4,979.13	5,128.51	5,282.36	5,440.83	5,604.06	5,772.18	5,945.35	6,123.71	28.73	29.59	30.48	31.39	32.33	33.30	34.30
14	62,737.10	64,619.21	66,557.79	68,554.52	70,611.16	72,729.49	74,911.38	77,158.72	5,228.09	5,384.93	5,546.48	5,712.88	5,884.26	6,060.79	6,242.61	6,429.89	30.16	31.07	32.00	32.96	33.95	34.97	36.02
15	65,873.95	67,850.17	69,885.68	71,982.25	74,141.71	76,365.97	78,656.94	81,016.65	5,489.50	5,654.18	5,823.81	5,998.52	6,178.48	6,363.83	6,554.75								
16	69,167.65	71,242.68	73,379.96	75,581.36	77,848.80	80,184.26	82,589.79	85,067.49	5,763.97	5,936.89	6,115.00	6,298.45	6,487.40	6,682.02	6,882.48	7,088.96	33.25	34.25	35.28	36.34	37.43	38.55	39.71
17	72,626.03	74,804.81	77,048.96	79,360.43	81,741.24	84,193.48	86,719.28	89,320.86	6,052.17	6,233.73	6,420.75	6,613.37	6,811.77	7,016.12	7,226.61	7,443.41	34.92	35.96	37.04	38.15	39.30	40.48	41.69
18	76,257.33	78,545.05	80,901.41	83,328.45	85,828.30	88,403.15	91,055.25	93,786.90	6,354.78	6,545.42	6,741.78	6,944.04	7,152.36	7,366.93	7,587.94	7,815.58	36.66	37.76	38.89	40.06	41.26	42.50	43.78
19	80,070.20	82,472.31	84,946.48	87,494.87	90,119.72	92,823.31	95,608.01	98,476.25	6,672.52	6,872.69	7,078.87	7,291.24	7,509.98	7,735.28	7,967.33	8,206.35	38.50	39.65	40.84	42.06	43.33	44.63	45.97
20	84,073.71	86,595.92	89,193.80	91,869.61	94,625.70	97,464.47	100,388.41	103,400.06	7,006.14	7,216.33	7,432.82	7,655.80	7,885.48	8,122.04	8,365.70	8,616.67	40.42	41.63	42.88	44.17	45.49	46.86	48.26
21	88,277.40	90,925.72	93,653.49	96,463.10	99,356.99	102,337.70	105,407.83	108,570.06	7,356.45	7,577.14	7,804.46	8,038.59	8,279.75	8,528.14	8,783.99	9,047.51	42.44	43.71	45.03	46.38	47.77	49.20	50.68
22	92,691.27	95,472.01	98,336.17	101,286.25	104,324.84	107,454.58	110,678.22	113,998.57	7,724.27	7,956.00	8,194.68	8,440.52	8,693.74	8,954.55	9,223.19	9,499.88	44.56	45.90	47.28	48.70	50.16	51.66	53.21
23	97,325.83	100,245.61	103,252.97	106,350.56	109,541.08	112,827.31	116,212.13	119,698.50	8,110.49	8,353.80	8,604.41	8,862.55	9,128.42	9,402.28	9,684.34	9,974.87	46.79	48.20	49.64	51.13	52.66	54.24	55.87
24	102,192.12	105,257.89	108,415.62	111,668.09	115,018.13	118,468.68	122,022.74	125,683.42	8,516.01	8,771.49	9,034.64	9,305.67	9,584.84	9,872.39	10,168.56	10,473.62	49.13	50.60	52.12	53.69	55.30	56.96	58.66
25	107,301.73	110,520.78 116.046.82	113,836.40 119.528.22	117,251.50 123.114.07	120,769.04	124,392.11	128,123.87 134.530.07	131,967.59 138.565.97	8,941.81 9.388.90	9,210.06	9,486.37	9,770.96 10.259.51	10,064.09 10.567.29	10,366.01 10.884.31	10,676.99 11.210.84	10,997.30 11.547.16	51.59	53.13	54.73	56.37 59.19	58.06	59.80	61.60
26 27	112,666.81 118,300.16	121,849.16	125,504.63	123,114.07	126,807.49 133,147.87	130,611.72 137,142.30	141,256.57	145,494.27	9,858.35	9,670.57 10,154.10	9,960.69 10,458.72	10,259.51	11,095.66	11,428.53	11,771.38	12,124.52	54.17 56.88	55.79 58.58	57.47 60.34	62.15	60.97 64.01	62.79 65.93	64.68 67.91
28	124.215.16	127,941.62	131.779.87	135.733.26	139,805,26	143.999.42	141,230.37	152.768.98	10.351.26	10,154.10	10,438.72	11.311.11	11,650.44	11,428.55	12,359,95	12,124.52	59.72	61.51	63.36	65.26	67.21	69.23	71.31
29	130,425,92	134,338.70	138,368,86	142.519.93	146,795.52	151,199.39	155,735.37	160,407,43	10,351.26	11.194.89	11.530.74	11,311.11	12,232.96	12,599.95	12,339.93	13,367,29	62.70	64.59	66.52	68.52	70.57	72.69	74.87
30	136,947.22	141,055.63	145,287.30	149,645.92	154,135.30	158,759.36	163,522.14	168,427.80	11.412.27	11,754.64	12.107.28	12,470.49	12,844.61	13,229.95	13,626.84	14,035.65	65.84	67.82	69.85	71.95	74.10	76.33	78.62
31	143,794,58	148.108.42	152,551.67	157.128.22	161.842.06	166,697,33	171.698.25	176.849.19	11.982.88	12,342,37	12,712.64	13.094.02	13.486.84	13.891.44	14.308.19	14,737,43	69.13	71.21	73.34	75.54	77.81	80.14	82.55
32	150,984,31	155.513.84	160.179.25	164,984.63	169.934.17	175.032.19	180,283.16	185.691.65	12.582.03	12,959,49	13.348.27	13,748,72	14.161.18	14.586.02	15,023.60	15,474,30	72.59	74.77	77.01	79.32	81.70	84.15	86.67
33	158.533.52	163.289.53	168.188.21	173,233,86	178,430.88	183,783,80	189,297,32	194,976,24	13,211,13	13,607,46	14.015.68	14.436.16	14.869.24	15.315.32	15,774,78	16.248.02	76.22	78.50	80.86	83.29	85.78	88.36	91.01
34	166,460,20	171.454.00	176,597,62	181.895.55	187.352.42	192,972,99	198,762,18	204,725,05	13.871.68	14,287,83	14.716.47	15.157.96	15.612.70	16.081.08	16.563.52	17.060.42	80.03	82.43	84.90	87.45	90.07	92.78	95.56
35	174,783.21	180,026.70	185,427.51	190,990.33	196,720.04	202,621.64	208,700.29	214,961.30	14,565.27	15,002.23	15,452.29	15,915.86	16,393.34	16,885.14	17,391.69	17,913.44	84.03	86.55	89.15	91.82	94.58	97.41	100.34
36	183,522.37	189,028.04	194,698.88	200,539.85	206,556.04	212,752.72	219,135.31	225,709.36	15,293.53	15,752.34	16,224.91	16,711.65	17,213.00	17,729.39	18,261.28	18,809.11	88.23	90.88	93.61	96.41	99.31	102.28	105.35
37	192,698.49	198,479.44	204,433.82	210,566.84	216,883.84	223,390.36	230,092.07	236,994.83	16,058.21	16,539.95	17,036.15	17,547.24	18,073.65	18,615.86	19,174.34	19,749.57	92.64	95.42	98.29	101.23	104.27	107.40	110.62
38	202,333.41	208,403.41	214,655.52	221,095.18	227,728.04	234,559.88	241,596.67	248,844.57	16,861.12	17,366.95	17,887.96	18,424.60	18,977.34	19,546.66	20,133.06	20,737.05	97.28	100.19	103.20	106.30	109.48	112.77	116.15
39	212,450.08	218,823.58	225,388.29	232,149.94	239,114.44	246,287.87	253,676.51	261,286.80	17,704.17	18,235.30	18,782.36	19,345.83	19,926.20	20,523.99	21,139.71	21,773.90	102.14	105.20	108.36	111.61	114.96	118.41	121.96
40	223,072.59	229,764.76	236,657.71	243,757.44	251,070.16	258,602.27	266,360.33	274,351.14	18,589.38	19,147.06	19,721.48	20,313.12	20,922.51	21,550.19	22,196.69	22,862.60	107.25	110.46	113.78	117.19	120.71	124.33	128.06
41	234,226.22	241,253.00	248,490.59	255,945.31	263,623.67	271,532.38	279,678.35	288,068.70	19,518.85	20,104.42	20,707.55	21,328.78	21,968.64	22,627.70	23,306.53	24,005.73	112.61	115.99	119.47	123.05	126.74	130.54	134.46
42	245,937.53	253,315.65	260,915.12	268,742.58	276,804.85	285,109.00	293,662.27	302,472.14	20,494.79	21,109.64	21,742.93	22,395.21	23,067.07	23,759.08	24,471.86	25,206.01	118.24	121.79	125.44	129.20	133.08	137.07	141.18
43	258,234.40	265,981.43	273,960.88	282,179.70	290,645.10	299,364.45	308,345.38	317,595.74	21,519.53	22,165.12	22,830.07	23,514.98	24,220.42	24,947.04	25,695.45	26,466.31	124.15	127.88	131.71	135.66	139.73	143.93	148.24
44	271,146.12	279,280.51	287,658.92	296,288.69	305,177.35	314,332.67	323,762.65	333,475.53	22,595.51	23,273.38	23,971.58	24,690.72	25,431.45	26,194.39	26,980.22	27,789.63	130.36	134.27	138.30	142.45	146.72	151.12	155.66
45	284,703.43	293,244.53	302,041.87	311,103.12	320,436.22	330,049.30	339,950.78	350,149.31	23,725.29	24,437.04	25,170.16	25,925.26	26,703.02	27,504.11	28,329.23	29,179.11	136.88	140.98	145.21	149.57	154.06	158.68	163.44
46	298,938.60	307,906.76	317,143.96	326,658.28	336,458.03	346,551.77	356,948.32	367,656.77	24,911.55	25,658.90	26,428.66	27,221.52	28,038.17	28,879.31	29,745.69	30,638.06	143.72	148.03	152.47	157.05	161.76	166.61	171.61
47	313,885.53	323,302.10	333,001.16	342,991.19	353,280.93	363,879.36	374,795.74	386,039.61	26,157.13	26,941.84	27,750.10	28,582.60	29,440.08	30,323.28	31,232.98	32,169.97	150.91	155.43	160.10	164.90	169.85	174.94	180.19
48	329,579.81	339,467.20	349,651.22	360,140.75	370,944.98	382,073.33	393,535.53	405,341.59	27,464.98	28,288.93	29,137.60	30,011.73	30,912.08	31,839.44	32,794.63	33,778.47	158.45	163.21	168.10	173.14	178.34	183.69	189.20
49	346,058.80	356,440.56	367,133.78	378,147.79	389,492.22	401,176.99	413,212.30	425,608.67	28,838.23	29,703.38	30,594.48	31,512.32	32,457.69	33,431.42	34,434.36	35,467.39	166.37	171.37	176.51	181.80	187.26	192.87	198.66
50	363,361.74	374,262.59	385,490.47	397,055.18	408,966.84	421,235.84	433,872.92	446,889.10	30,280.14	31,188.55	32,124.21	33,087.93	34,080.57	35,102.99	36,156.08	37,240.76	174.69	179.93	185.33	190.89	196.62	202.52	208.59

Attachment C - Salary Range Placement - AFSCME-MCEA

STATUS	JOB CODE	CURRENT CLASS TITLE	UNIT	ОТ	RECOMMENDED CLASS TITLE	UNIT	ОТ	PROPOSED RANGE
Current-Vacant	3601	Account Clerk I (MSS)	CLRCL	1 1/2 eligible	Account Clerk I (MSS)	CLRCL	1 1/2 eligible	2
Current-Vacant	3602	Account Clerk II (MSS)			Account Clerk II (MSS)		1 1/2 eligible	4
Current-Filled	3601	Account Clerk I	CLRCL	1 1/2 eligible	Accounting Assistant I		1 1/2 eligible	2
Current-Filled	3602	Account Clerk II	CLRCL		Accounting Assistant II		1 1/2 eligible	4
Current-Vacant	3349	Accounting Technician (MSS)	CLRCL	1 1/2 eligible	Accounting Technician (MSS)	CLRCL	1 1/2 eligible	6
Current-Filled	3349	Accounting Technician I	CLRCL	1 1/2 eligible	Accounting Technician I	CLRCL	1 1/2 eligible	6
Current-Filled	3354	Accounting Technician II	CLRCL	1 1/2 eligible	Accounting Technician II	CLRCL	1 1/2 eligible	9
New-Vacant	New	-	CLRCL		Administrative Assistant I		1 1/2 eligible	9
Current-Filled	3610	Administrative Assistant	CLRCL	1 1/2 eligible	Administrative Assistant II	CLRCL	1 1/2 eligible	12
Current-Vacant	3510	Agricultural and Standards Technician	TCHNL	1 1/2 eligible	Agricultural and Standards Technician	TCHNL	1 1/2 eligible	7
Current-Filled	3611	Assessment Clerk I	CLRCL		Assessment Assistant I	CLRCL	1 1/2 eligible	2
Current-Vacant	3612	Assessment Clerk II	CLRCL	1 1/2 eligible	Assessment Assistant II	CLRCL	1 1/2 eligible	4
Current-Filled	3613	Assessment Technician	CLRCL	1 1/2 eligible	Assessment Technician	CLRCL	1 1/2 eligible	7
Current-Filled	3688	Central Services Worker	TCHNL	1 1/2 eligible	Central Services Worker	TCHNL	1 1/2 eligible	2
Current-Filled	3693	Child Support Assistant I (MSS)	CLRCL	1 1/2 eligible	Child Support Assistant I (MSS)	CLRCL	1 1/2 eligible	1
Current-Filled	3694	Child Support Assistant II (MSS)	CLRCL	1 1/2 eligible	Child Support Assistant II(MSS)	CLRCL	1 1/2 eligible	3
Current-Filled	3695	Child Support Assistant III (MSS)	TCHNL	1 1/2 eligible	Child Support Assistant III (MSS)	TCHNL	1 1/2 eligible	5
Current-Filled	4640	Child Support Service Program Coordinator	TCHNL	1 1/2 eligible	Child Support Program Coordinator	TCHNL	1 1/2 eligible	13
Current-Filled	3344	Child Support Specialist I (MSS)	TCHNL	1 1/2 eligible	Child Support Specialist I (MSS)	TCHNL	1 1/2 eligible	6
Current-Filled	3345	Child Support Specialist II (MSS)	TCHNL	1 1/2 eligible	Child Support Specialist II (MSS)	TCHNL	1 1/2 eligible	9
Current-Filled	3339	Child Support Specialist III (MSS)	TCHNL	1 1/2 eligible	Child Support Specialist III (MSS)	TCHNL	1 1/2 eligible	11
Current-Filled	3535	Public Health Clinical Services Assistant	TCHNL	1 1/2 eligible	Clinical Services Assistant	TCHNL	1 1/2 eligible	7
Current-Filled	3417	Communicable Disease Investigator	TCHNL	1 1/2 eligible	Communicable Disease Investigator	TCHNL	1 1/2 eligible	9
Current-Filled	3528	Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	7
New-Vacant	New		TCHNL	1 1/2 eligible	Library IT Technician I	TCHNL	1 1/2 eligible	9
New-Vacant	New		TCHNL	1 1/2 eligible	Library IT Technician II	TCHNL	1 1/2 eligible	12
Current-Vacant	4637	Deputy Clerk-Recorder I	CLRCL	1 1/2 eligible	Deputy Clerk-Recorder I		1 1/2 eligible	9
Current-Filled	4638	Deputy Clerk-Recorder II	CLRCL	1 1/2 eligible	Deputy Clerk-Recorder II	CLRCL	1 1/2 eligible	12
Current-Vacant	3382	Eligibility Worker I	TCHNL	1 1/2 eligible	Eligibility Worker I	TCHNL	1 1/2 eligible	5
Current-Filled	3341	Eligibility Worker I (MSS)			Eligibility Worker I (MSS)	TCHNL	1 1/2 eligible	5
Current-Vacant	3383	Eligibility Worker II	TCHNL	1 1/2 eligible	Eligibility Worker II	TCHNL	1 1/2 eligible	8
Current-Filled	3342	Eligibility Worker II (MSS)			Eligibility Worker II (MSS)		1 1/2 eligible	8
Current-Vacant	3384	Eligibility Worker III	TCHNL	1 1/2 eligible	Eligibility Worker III		1 1/2 eligible	10
Current-Filled	3343	Eligibility Worker III (MSS)			Eligibility Worker III (MSS)		1 1/2 eligible	10
Current-Vacant	3304	Engineering Aide			Engineering Aide		1 1/2 eligible	7
New-Vacant	New		TCHNL	1 1/2 eligible	Engineering Technician I	TCHNL	1 1/2 eligible	10
Current-Filled	3305	Engineering Technician	TCHNL		Engineering Technician II	TCHNL	1 1/2 eligible	13
Current-Vacant	3301	GIS Cadastral Drafting Technician I	TCHNL		GIS Technician I		1 1/2 eligible	11
Current-Vacant	3302	GIS Cadastral Drafting Technician II	TCHNL	· U	GIS Technician II		1 1/2 eligible	14
Current-Vacant	3645	Human Resources Assistant I	CLRCL		Human Resources Assistant I		1 1/2 eligible	5
Current-Vacant	3646	Human Resources Assistant II	_	· •	Human Resources Assistant II		1 1/2 eligible	8
Current-Vacant	3351	Human Resources Technician I	CLRCL	, - 0	Human Resources Technician I		1 1/2 eligible	9
Current-Filled	3352	Human Resources Technician II	_	· •	Human Resources Technician II		1 1/2 eligible	12
Current-Vacant	3380	Desktop Support Technician I			Information Technology Technician I		1 1/2 eligible	9
Current-Vacant	3381	Desktop Support Technician II	TCHNL	1 1/2 eligible	Information Technology Technician II	TCHNL	1 1/2 eligible	12

Attachment C - Salary Range Placement - AFSCME-MCEA

Current-Filled	3669	Legal Secretary I	CLRCI	1 1/2 eligible	Legal Secretary I	CLRCL	1 1/2 eligible	6
Current-Filled	3653	Legal Secretary II	_		Legal Secretary II		1 1/2 eligible	9
Current-Filled	3530	Library Assistant			Library Assistant I		1 1/2 eligible	2
Current-Filled	3530	Library Assistant	_		Library Assistant II	+	1 1/2 eligible	5
Current-Filled	3350	Library Technician			Library Technician		1 1/2 eligible	7
Current-Vacant	3504	Nutrition Assistant I	_		Nutrition Assistant I		1 1/2 eligible	3
Current-Filled	3505	Nutrition Assistant I			Nutrition Assistant II		1 1/2 eligible	6
Current-Filled	3684	Central Services Assistant		· •	Office Assistant I	_	1 1/2 eligible	2
Current-Filled	3533	Office Assistant I			Office Assistant I		1 1/2 eligible	2
Current-Filled	3534	Office Assistant II	_					4
					Office Assistant II		1 1/2 eligible	6
Current-Filled	3633	Office Assistant III (MSS)			Office Assistant III (MSS)		1 1/2 eligible	
Current-Filled	3359	Mental Health Aide		, ,	Peer Support Specialist I		1 1/2 eligible	3
New-Vacant	New				Peer Support Specialist I	_	1 1/2 eligible	3
New-Vacant	New				Peer Support Specialist II		1 1/2 eligible	6
Current-Filled	4132	Permit Technician I			Permit Technician I		1 1/2 eligible	6
Current-Vacant	4133	Permit Technician II			Permit Technician II		1 1/2 eligible	9
Pending Deletion	3418	Permit Technician III			Permit Technician II		1 1/2 eligible	9
Current-Filled	3639	Personnel Assistant (MSS)	_		Personnel Assistant (MSS)	+	1 1/2 eligible	8
Current-Filled	3518	Planning Aide		1 1/2 eligible	3		1 1/2 eligible	7
Current-Vacant	3306	Planning Technician			Planning Technician	+	1 1/2 eligible	10
Current-Filled	3636	Program Assistant I			Program Assistant I		1 1/2 eligible	5
Current-Filled	3637	Program Assistant II		. 0	Program Assistant II	_	1 1/2 eligible	8
Current-Filled	3385	Property Tax and Sales Assistant			Property Tax and Sales Assistant I		1 1/2 eligible	2
Current-Vacant	3386	Senior Property Tax and Sales Assistant	CLRCL	1 1/2 eligible	Property Tax and Sales Assistant II	CLRCL	1 1/2 eligible	5
Current-Filled	3640	Public Health Assistant	TCHNL	1 1/2 eligible	Public Health Assistant	TCHNL	1 1/2 eligible	5
Current-Filled	3529	Public Health Case Management Assistant	TCHNL	1 1/2 eligible	Public Health Case Management Assistant	TCHNL	1 1/2 eligible	7
Current-Filled	3502	Public Health Education Assistant	TCHNL	1 1/2 eligible	Public Health Education Assistant	TCHNL	1 1/2 eligible	9
Current-Filled	3330	Public Health Laboratory Technician	TCHNL	1 1/2 eligible	Public Health Laboratory Technician	TCHNL	1 1/2 eligible	5
Current-Vacant	3348	Revenue Services Officer	TCHNL	1 1/2 eligible	Revenue Services Officer	MDMG	Exempt-ML	15
Current-Filled	3685	Secretary I (MSS)	CLRCL	1 1/2 eligible	Secretary I (MSS)	CLRCL	1 1/2 eligible	6
Current-Filled	3353	Senior Accounting Technician	TCHNL	1 1/2 eligible	Senior Accounting Technician	TCHNL	1 1/2 eligible	11
Current-Filled	3726	Senior Deputy Clerk-Recorder	CLRCL	1 1/2 eligible	Senior Deputy Clerk-Recorder	CLRCL	1 1/2 eligible	14
Current-Filled	3323	Senior GIS Cadastral Drafting Technician	TCHNL	1 1/2 eligible	Senior GIS Technician	TCHNL	1 1/2 eligible	16
Current-Filled	3531	Library Branch Assistant	CLRCL	1 1/2 eligible	Senior Library Assistant	CLRCL	1 1/2 eligible	7
Current-Filled	3357	Senior Nutrition Assistant	TCHNL	1 1/2 eligible	Senior Nutrition Assistant	TCHNL	1 1/2 eligible	8
Current-Filled	3513	Senior Permit Technician	TCHNL	1 1/2 eligible	Senior Permit Technician	TCHNL	1 1/2 eligible	11
Current-Filled	3654	Senior Program Assistant	TCHNL	1 1/2 eligible	Senior Program Assistant	TCHNL	1 1/2 eligible	10
Current-Filled	3537	Social Service Aide	CLRCL	1 1/2 eligible	Social Service Aide	CLRCL	1 1/2 eligible	4
Current-Filled	3503	Therapy Assistant	TCHNL	1 1/2 eligible	Therapy Assistant	TCHNL	1 1/2 eligible	2
Current-Filled	3538	Veteran's Service Assistant	CLRCL	1 1/2 eligible	Veterans Service Assistant	CLRCL	1 1/2 eligible	5
New-Vacant	New		TCHNL	1 1/2 eligible	Veterans Service Representative I	TCHNL	1 1/2 eligible	6
Current-Filled	3420	Veterans Service Representative	_		Veterans Service Representative II		1 1/2 eligible	9
Current-Filled	3520	Vocational Assistant (MSS)			Vocational Assistant (MSS)		1 1/2 eligible	5
Current-Filled	3522	Vocational Assistant-Driver	_		Vocational Assistant-Driver	+	1 1/2 eligible	5
Current-Vacant	3521	Vocational Trainee (MSS)			Vocational Trainee (MSS)		1 1/2 eligible	2
Pending Deletion	3603	Account Clerk III (MSS)	_	1 1/2 eligible	/	+	1 1/2 eligible	
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Attachment C - Salary Range Placement - AFSCME-MCEA

Pending Deletion	3430	District Attorney Administrative Specialist	CLRCL	1 1/2 eligible	CLRCL	1 1/2 eligible
Pending Deletion	4601	Medical Secretary I	CLRCL	1 1/2 eligible	CLRCL	1 1/2 eligible
Pending Deletion	4602	Medical Secretary II	CLRCL	1 1/2 eligible	CLRCL	1 1/2 eligible
Pending Deletion	3678	Program Secretary (MSS)	CLRCL	1 1/2 eligible	CLRCL	1 1/2 eligible
Pending Deletion	3606	Senior Account Clerk	CLRCL	1 1/2 eligible	CLRCL	1 1/2 eligible
Pending Deletion	3663	Sheriffs Office Assistant I	CLRCL	1 1/2 eligible	CLRCL	1 1/2 eligible
Pending Deletion	3662	Sheriffs Office Assistant II	CLRCL	1 1/2 eligible	CLRCL	1 1/2 eligible
Pending Deletion	3212	Buyer I	TCHNL	1 1/2 eligible	TCHNL	1 1/2 eligible
Pending Deletion	3211	Buyer II	TCHNL	1 1/2 eligible	TCHNL	1 1/2 eligible
Pending Deletion	3177	Child Support Special Programs Coordinator (MSS)	TCHNL	1 1/2 eligible	TCHNL	1 1/2 eligible
Pending Deletion	3363	Collector	TCHNL	1 1/2 eligible	TCHNL	1 1/2 eligible
Pending Deletion	3347	Revenue Services Technician	TCHNL	1 1/2 eligible	TCHNL	1 1/2 eligible
Pending Deletion	3532	Senior Library Branch Assistant	TCHNL	1 1/2 eligible	TCHNL	1 1/2 eligible
Pending Deletion	3664	Senior Sheriffs Office Assistant	TCHNL	1 1/2 eligible	TCHNL	1 1/2 eligible
Pending Deletion	3332	X-Ray Technician	TCHNL	1 1/2 eligible	TCHNL	1 1/2 eligible

Department	ID	F rst Name	Last Name	Job	Post on T t e	Unt	от	Range	Step	Month y	New T t e based on Job Code	Un t	от	New Range	Step P acement	Month y
AGCOM	4562	Tammy	Dodson	3637	Program Assistant II	CLRCL	1 1/2 eligible	166	E	\$3,800.90	Program Assistan					
ANSVC	32298		Romero		Accounting Technician II	CLRCL	1 1/2 eligible	201	С	\$4,105.07	Accounting Tech					
ASSER	31372		Castaneda		Assessment Technician	CLRCL	1 1/2 eligible	179	D	\$3,862.39	Assessment Tech					
ASSER ASSER	30581	Jennifer	Campa Balleza		Assessment Technician Assessment Clerk I	CLRCL	1 1/2 eligible 1 1/2 eligible	179	E C	\$4,055.51 \$2,998.18	Assessment Tech Assessment Assi					
ASSER	30914		Bennett		Assessment Technician	CLRCL	1 1/2 eligible	179	F	\$4,055.51	Assessment Tech					
ASSER	32404		Galvan		Assessment Clerk I	CLRCL	1 1/2 eligible	138	C	\$2,998.18	Assessment Assi					
ASSER		Veronica	Ramirez		Assessment Technician	CLRCL	1 1/2 eligible	179	E	\$4,055.51	Assessment Tech					
AUDTR		Cynthia	Dominguez		Account Clerk II	CLRCL	1 1/2 eligible	166	В	\$3,283.36	Accounting Assis					
AUDTR	31089		Uribe	3349	Accounting Technician I	CLRCL	1 1/2 eligible	191	D		Accounting Tech					
AUDTR AUDTR	32594 31715		Clancy Hernandez		Senior Accounting Technician Account Clerk II	TCHNL	1 1/2 eligible 1 1/2 eligible	221 166	C D	\$4,535.67 \$3,619.91	Senior Accountin Accounting Assis					
BHSVC	33160		Guevara		Office Assistant II	CLRCL	1 1/2 eligible	146	A		Office Assistant					
BHSVC		Adriana	Silva		Program Assistant I	CLRCL	1 1/2 eligible	156	E	\$3,615.98	Program Assistan					
BHSVC	31655		Diaz		Mental Health Aide	TCHNL	1 1/2 eligible	141	С	\$3,043.38	Peer Support Sp					
BHSVC	19800		Suarez		Vocational Assistant-Driver	TCHNL	1 1/2 eligible	146	E		Vocational Assis					
BHSVC	32210		Chauhan		Senior Accounting Technician	TCHNL	1 1/2 eligible	221	D	\$4,762.45	Senior Accountin					
BHSVC		Amanda	Gomez		Senior Program Assistant	TCHNL	1 1/2 eligible	186	C	\$3,809.16	Senior Program A	-				
BHSVC BHSVC	33018 31052		Amezola Villanueva		Community Health and Wellness Assistant Administrative Assistant	TCHNL	1 1/2 eligible 1 1/2 eligible	221 212	C E	\$4,535.67 \$4.781.08	Community Hea Administrative A		-			
BHSVC	33056		Del Toro		Program Assistant I	CLRCL	1 1/2 eligible	156	C		Program Assistan	 	1			
BHSVC		Brandy	Bianchi		Administrative Assistant	CLRCL	1 1/2 eligible	212	E	\$4,781.08	Administrative A				-	
BHSVC	33294	Carlos	Yniguez		Mental Health Aide	TCHNL	1 1/2 eligible	141	A	\$2,780.70	Peer Support Sp					
BHSVC	30063	Carmen	Gamch		Senior Accounting Technician	TCHNL	1 1/2 eligible	221	E	\$5,000.58	Senior Accountin					
BHSVC		Claudia	Camarena		Administrative Assistant	CLRCL	1 1/2 eligible	212	В	\$4,130.07	Administrative A					
BHSVC	32704		Perez		Program Assistant II	CLRCL	1 1/2 eligible	166	В	\$3,283.36	Program Assistan					
BHSVC BHSVC	32568 33068	Crystal Daisy	Vasquez Mendez		Mental Health Aide Office Assistant I	TCHNL	1 1/2 eligible 1 1/2 eligible	141	B B	\$2,898.46	Peer Support Sp Office Assistant					
BHSVC	32393	Daniela	Renteria		Senior Program Assistant	TCHNL	1 1/2 eligible	186	В	\$3,627.77	Senior Program A					
BHSVC	31400		Ramirez		Vocational Assistant-Driver	TCHNL	1 1/2 eligible	146	E	\$3,440.06	Vocational Assis					
BHSVC	7675		G	3688	C IS i W k	TCHNL	1 1/2 li ibl	136	E	\$3 272 69	C IS i					
		Irma														
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		Laura														
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COCK 13122 Davies Service	COCLK	31664	Crystal	Cortez	4638	Deputy Clerk-Recorder II	CLRCL	1 1/2 eligible	208	Е	\$4.686.64	Deputy Clerk-Re					
COCK_CL 31356 Estateth Neth		31625	Daniel	Garcia			CLRCL	1 1/2 eligible		E							
SCACE SCALE SCAL	COCLK			York	4638		CLRCL		208	D							
COCKE 3731 Juan Procedure Active Acti																	
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COCK 1305 State Abancas 4618 Popring Clark Recorder CLAC 117 eligible 208 C 54,656.65 Specify Clark Re					4638	Deputy Clerk-Recorder II											
COCK 31990 Sake	COCLK	16164	Marv	Perlongo			CLRCL		208	Е	\$4,686,64	Deputy Clerk-Re					
COCKE_COMPAC_DEST_PROMPTS_CONTENT_CO		31930	Silvia		4638	Deputy Clerk-Recorder II				С							
CORNEC 3316 Bereda Gray 3354 Accounting Febricoson CACC 1172 eligible 201 C 54,507 Accounting Febri CACC 1172 eligible CACC 1172	COCLK	32737	Vanessa	Rodriguez	4638		CLRCL		208	A	\$3.855.71						
CORRC 3112 Correles																	
CORRC 33278 Colory Cortes 3839 Program Assistant CARC 11/2 eligible 160 8 8, 32,833.80 Program Assistant CARC 11/2 eligible 160 16	CORRC				3637		CLRCL			E							
CORNEC 33512 Dominic Senoto 3365 Program Austrater CORNEC 1317 eligible 156 E 53,615.98 Program Austrater CORNEC 1317 Eligible 156 E 53,605.98 Program Austrater CORNEC 1316 Eligible 156 E 53,605.90 Program Austrater CORNEC Eligible 156 E 53,605.90 Program Austrater CORNEC Eligible CORNEC Eligible 156 E 53,605.90 Program Austrater CORNEC Eligible CORNEC Eligible Eli	CORRC				3637		CLRCL		166	В							
CORNEC 31374 Kartman World 3355 Human Resources Homistan CLRC 11/2 eligible 206 C 54,0027 Numan Resources Human Resources Huma																	
CORNIC 31006 Maria Nevra 3431 Program Assistant C. CRC 11/2 eligible 366 E 53,000.00 Program Assistant Mod CSVC 16139 Annella Program Assistant Mod Program Assistant	CORRC			Wells			CLRCL	1 1/2 eligible		С		Human Resource					
CSSVC 3088 Annual	CORRC	31006	Maria	Rivera	3637	Program Assistant II	CLRCL	1 1/2 eligible	166	E	\$3,800.90	Program Assistan					
CSSVC 15:39 Annelle Riscence 3:396 (Child Support Ascistant III MSS TCHR 17/2 eligible 221 E 55,000.58 (Child Support 5e 1.77	CSSVC						TCHNL			D							
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CSSVC 31064 Blanney Dolgadillo 3455 (Nith Support Specialist I MSS TCHNL 11/2 eligible 206 D 5,4491.56 Child Support 5g	CSSVC	13117	Aracely	Maciel			TCHNL		221	E	\$5,000.58						
CSSVC 30632 Cartar Monk 3345 Child Support Specialist IMSS TCHML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 206 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 207 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 207 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 207 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 207 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 207 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 207 E 54,640.12 Child Support Specialist IMSS CKML 11/2 eligible 207 E 54,640.12 Child Support Specialist IMSS CKML Child Support Specialist IMSS CKML Chi																	
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CSSVC 3378 Nivia Castaneda 3344 Child Support Specialist I MSS TCHNL 11/2 eligible 191 8 53,719.38 Child Support Sp		31485	Monica	Martinez			TCHNI			F							
HELTH 13549 Alejandra Molina 3535 Public Health Clinical Services Assistant TCHNL 11/2 eligible 222 E 55,025.58 Clinical Services Assistant TCHNL 11/2 eligible 7 Step H																	
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	HEITH	13540	Aleiandra	Molina	3525	Public Health Clinical Services Assistant	TCHNI	1 1/2 eligible	222	F	\$5,025,50	Clinical Services Assistant	TCHNI	1 1/2 pligible	7	Sten H	\$4.569.60
HELTH 32050 Alyssa Garcia 3535 Public Health Clinical Services Assistant TCHNL 11/2 eligible 222 C 54,558.35 Clinical Services Assistant TCHNL 11/2 eligible 7 Step H	HELIT	13349	AicjanUld	ivioliid	3035	rubiic rieaitri Cilliical Services Assistant	LCUINT	T T/T GIRINIG	222	-	,>>,∪∠>.>8	CIIIIICAI JEI VICES ASSISTATIL	ICHINE	1 1/2 GIRIDIG		элер п	\$4,509.00
HELTH 32050 Alyssa Garcia 3535 Public Health Clinical Services Assistant TCHNL 1.1/2 eligible 222 C 54,558.35 Clinical Services Assistant TCHNL 1.1/2 eligible 7 Step H		_															l
Incl. In 2xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	UELTU	22050	Alma	Carrie	2525	D. Hill Hankle Clinical Consistent Assistant	TCHAIL	1.1/2 - !!-!!-!	222		C4 FF0 35	Clinical Consistent Assistant	TCUNU	1.1/2 -0-0-2	-	Chan II	64.500.00
	nc.lH	52050	Allyssa	OdlCld	3535	Prublic mealth Clinical Services Assistant	ICHNL	1 1/2 eligible	222	L	\$4,558.35	CIITICAL SELVICES ASSISTANT	ICHNL	1 1/2 eligible	/	Step H	\$4,569.60
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HELTH	30550	Elica	Bilios	2254	Accounting Technician II	CLRCL	1 1/2 eligible	201	F	\$4,525,84	Accounting Tech		1			
		Elizabeth	Ceballos		Nutrition Assistant II	TCHNL	1 1/2 eligible	176	F	\$3,995.28	Nutrition Assista					
	15620		Orum		Public Health Laboratory Technician	TCHNL	1 1/2 eligible	223	E	\$5,050.71	Public Health Lab					
		Gabriela	Salazar Perez		Nutrition Assistant II	TCHNL	1 1/2 eligible	176	В	\$3,451.27	Nutrition Assista					
HELTH	32231	Gladis	Luna	3535	Public Health Clinical Services Assistant	TCHNL	1 1/2 eligible	222	D	\$4,786.27	Clinical Services Assistant	TCHNL	1 1/2 eligible	7	Step H	\$4,569.60
HELTH	12809	Graciela	Lucio	3502	Public Health Education Assistant	TCHNL	1 1/2 eligible	222	E	\$5,025.58	Public Health Ed					
HELTH	32866	Guadalupe	Olea Carmona	3505	Nutrition Assistant II	TCHNL	1 1/2 eligible	176	D	\$3,805.03	Nutrition Assista					
	20691		Torres		Public Health Education Assistant	TCHNL	1 1/2 eligible	222	E	\$5,025.58	Public Health Ed					
	32394		Bennett		Office Assistant I	CLRCL	1 1/2 eligible	136	E	\$3,272.69	Office Assistant					
	31695		Lujan		Senior Nutrition Assistant	TCHNL	1 1/2 eligible	196	E	\$4,414.37	Senior Nutrition					
	19573 31530		Soto-Sosa Ramirez		Public Health Education Assistant Nutrition Assistant II	TCHNL	1 1/2 eligible	222 176	E F	\$5,025.58 \$3.995.28	Public Health Ed					
	30745		Rueda		Nutrition Assistant II Nutrition Assistant II	TCHNL	1 1/2 eligible 1 1/2 eligible	176	F	\$3,995.28	Nutrition Assista Nutrition Assista					
		Lucero	Alvarez		Program Assistant II	CLRCL	1 1/2 eligible	166	E	\$3,890.90	Program Assistan					
	30488		Noyola		Nutrition Assistant II	TCHNL	1 1/2 eligible	176	E	\$3,995.28	Nutrition Assista					
HELTH	31724	Maria	Romero Gutierrez	3636	Program Assistant I	CLRCL	1 1/2 eligible	156	E	\$3,615.98	Program Assistan					
	32197	Maribel	Molina-Tapia	3637	Program Assistant II	CLRCL	1 1/2 eligible	166	E	\$3,800.90	Program Assistan					
		Matthew	Aguilar		Public Health Laboratory Technician	TCHNL	1 1/2 eligible	223	E	\$5,050.71	Public Health Lab					
		Melissa	Sanchez		Nutrition Assistant II	TCHNL	1 1/2 eligible	176	С	\$3,623.84	Nutrition Assista					
HELTH		Miguel	Chavez		Public Health Education Assistant	TCHNL	1 1/2 eligible	222	E	\$5,025.58	Public Health Ed		1			l
	32445 32765		Baker Toler		Communicable Disease Investigator Office Assistant II	TCHNL	1 1/2 eligible	204 146	D C	\$4,375.30 \$3.120.23	Communicable D Office Assistant		1			l
	32765		Toler Hemandez		Office Assistant II Public Health Clinical Services Assistant	TCHNL	1 1/2 eligible 1 1/2 eligible	146 222	E E	\$3,120.23	Office Assistant Clinical Services Assistant	TCHNL	1 1/2 eligible	7	Step H	\$4,569.60
		Odalys	Ortiz		Program Assistant I	CLRCL	1 1/2 eligible	156		\$3,279.80			1 1/1 Cilgiote		Step 11	Ç4,303.00
	33015		Ortiz Barragan		Program Assistant I Program Assistant II	CLRCL	1 1/2 eligible 1 1/2 eligible	156	E E	\$3,279.80	Program Assistan Program Assistan	-	1			l
		Phylisha	Chaidez		Community Health and Wellness Assistant	TCHNL	1 1/2 eligible 1 1/2 eligible	221	E	\$5,000.58	Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	7	Step H	\$4,569.60
	31979		Silva		Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	221	C	\$4,535.67	Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	7	Step H	\$4,569.60
											· · · · · · · · · · · · · · · · · · ·	TCTIVE	1 1/2 eligible	,	Jiep II	34,303.00
	31863 13611		Pentorali Ornelas		Senior Accounting Technician Nutrition Assistant II	TCHNL	1 1/2 eligible	221 176	E F	\$5,000.58 \$2,996.46	Senior Accountin Nutrition Assista					
	12583		Grote-Lopez		Nutrition Assistant II	TCHNL	1 1/2 eligible 1 1/2 eligible	176	E	\$3,995.28	Nutrition Assista					
	31083		Lucero		Nutrition Assistant II	TCHNI	1 1/2 eligible	176	E	\$3,995.28	Nutrition Assista					
	32057		Valdez		Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	221	E	\$5,000.58	Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	7	Step H	\$4,569.60
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PWRKS	80116	Daniel	Ybarra	3637	Program Assistant II	CLRCL	1 1/2 eligible	166	В	\$3,283.36	Program Assistan				
PWRKS	33077	Dulce	Arredondo Sanchez	3636	Program Assistant I	CLRCL	1 1/2 eligible	156	A	\$2,974.88	Program Assistan				
PWRKS	31613	Evangelina	Mendoza	3636	Program Assistant I	CLRCL	1 1/2 eligible	156	E	\$3,615.98	Program Assistan				
PWRKS	32450	Gabrielle	Mendez	3637	Program Assistant II	CLRCL	1 1/2 eligible	166	В	\$3,283.36	Program Assistan				
PWRKS	33384		Guardado		Engineering Technician	TCHNL	1 1/2 eligible	247	A	\$4,683.60	Engineering Tech				
PWRKS	3257	Jason	Chandler	3305	Engineering Technician	TCHNL	1 1/2 eligible	247	E	\$5,692.95	Engineering Tech				
PWRKS	31254		Serrano	3354	Accounting Technician II	CLRCL	1 1/2 eligible	201	E	\$4,525.84	Accounting Tech				
PWRKS	31189		Ford	3354	Accounting Technician II	CLRCL	1 1/2 eligible	201	E	\$4,525.84	Accounting Tech				
PWRKS	31247		Marin	3636	Program Assistant I	CLRCL	1 1/2 eligible	156	E	\$3,615.98	Program Assistan				
SCSVC		Adelaida	Almanza		Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159		\$3,019.72	Eligibility Worke				
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SCSVC		Adriana	Valle Salas		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	С		Eligibility Worke				
SCSVC		Adriana	Garcia		Office Assistant II	CLRCL	1 1/2 eligible	146	E	\$3,440.06	Office Assistant				
SCSVC		Aileen	Rivas		Office Assistant II	CLRCL	1 1/2 eligible	146	С	\$3,120.23	Office Assistant				
SCSVC	33219		Celio Ramirez		Office Assistant II	CLRCL	1 1/2 eligible	146	E	\$3,440.06	Office Assistant				
SCSVC		Alfonzo	Perez		Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159	A	\$3,019.72	Eligibility Worke				
SCSVC		Alfredo	Mora	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,284.22	Eligibility Worke				
SCSVC	33074		Mendoza-Lira		Account Clerk I	CLRCL	1 1/2 eligible	146	A	\$2,830.14	Accounting Assis				
SCSVC	1991	Alma	Barocio	3343	Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E	\$4,733.62	Eligibility Worke				
SCSVC	13596	Alma	Moreno	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,284.22	Eligibility Worke				
SCSVC	33221	Alondra	Mijangos	3537	Social Service Aide	CLRCL	1 1/2 eligible	156	В	\$3,123.62	Social Service Aid				
SCSVC		Alyssa	Egure	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	В	\$3,700.87	Eligibility Worke				
SCSVC	31918		Velasquez		Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159	D	\$3,495.71	Eligibility Worke				
SCSVC		Analee	Gonzalez		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,284.22	Eligibility Worke				
SCSVC		Andre Humberto	Mejia		Office Assistant III MSS	CLRCL	1 1/2 eligible	166	D	\$3,619,91	Office Assistant				
SCSVC		Andrea	Parkinson	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,284,22	Eligibility Worke		1		
SCSVC	31082		Juarez	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,284.22	Eligibility Worke		1		
SCSVC	32354			3533	Office Assistant I	CLRCL	1 1/2 eligible 1 1/2 eligible	136	E	\$3,272.69	Office Assistant		1	l	
SCSVC			Sarmiento Lopez	3639	Personnel Assistant MSS	CLRCL	1 1/2 eligible 1 1/2 eligible	176	E	\$3,272.69	Personnel Assist	-	 	 	
		Angela													
SCSVC	32551		Baraquil	3534	Office Assistant II	CLRCL	1 1/2 eligible	146	D	\$3,276.24	Office Assistant				, ,
SCSVC	33008	Angelica	Flores	3341	Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159	A	\$3,019.72	Eligibility Worke				
SCSVC		Annita	Tijero	3537	Social Service Aide	CLRCL	1 1/2 eligible	156	E	\$3,615.98	Social Service Aid				
SCSVC	33005		Saldate-Avila		Office Assistant I	CLRCL	1 1/2 eligible	136	E	\$3,272.69	Office Assistant				
SCSVC	32294	Ariana	Mendez	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	C	\$3,885.92	Eligibility Worke				
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SCSVC	32603	Erika	Zamora	2522	Office Assistant I	CLRCL	1 1/2 eligible	136	D	\$3,116.85	Office Assistant			
SCSVC	30296		Valdivia		Secretary I (MSS)	CLRCL	1 1/2 eligible	166	E	\$3,800.90	Secretary I (MSS			
SCSVC	31366		Smiley		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,284.22	Eligibility Worke			
SCSVC		Everett	Ferguson		Account Clerk II	CLRCL	1 1/2 eligible	166	F	\$3,800.90	Accounting Assis			
SCSVC	31075		Garcia		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E	\$4,733.62	Eligibility Worke			
SCSVC	33075	Faviola	Martinez		Secretary I (MSS)	CLRCL	1 1/2 eligible	166	В	\$3,283.36	Secretary I (MSS			
SCSVC	33094		Rodriguez		Account Clerk I	CLRCL	1 1/2 eligible	146	В	\$2,971.65	Accounting Assis			
SCSVC	33184	George	Munoz	3534	Office Assistant II	CLRCL	1 1/2 eligible	146	E	\$3,440.06	Office Assistant			
SCSVC	33223	Giselle	Rodriguez	3537	Social Service Aide	CLRCL	1 1/2 eligible	156	В	\$3,123.62	Social Service Aid			
SCSVC	31638	Goivvoni	Ortega		Senior Program Assistant	TCHNL	1 1/2 eligible	186	С	\$3,809.16	Senior Program A			
SCSVC	33035		Martinez	3685	Secretary I (MSS)	CLRCL	1 1/2 eligible	166	E	\$3,800.90	Secretary I (MSS			
SCSVC	32453	Haylie	Sepulveda		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	В	\$3,700.87	Eligibility Worke			
SCSVC	31636	Heriberto	Diaz	3534	Office Assistant II	CLRCL	1 1/2 eligible	146	E	\$3,440.06	Office Assistant			
SCSVC	30178		Ruiz		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E	\$4,733.62	Eligibility Worke			
SCSVC	32839		Reyes		Office Assistant II	CLRCL	1 1/2 eligible	146	E	\$3,440.06	Office Assistant			
SCSVC	32814		Osuna Zapien		Office Assistant II	CLRCL	1 1/2 eligible	146	D	\$3,276.24	Office Assistant			
SCSVC	33138		Ortiz		Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159	E	\$3,670.49	Eligibility Worke			
SCSVC	30625		Herrera		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E	\$4,733.62	Eligibility Worke			
SCSVC	12815		Luna		Office Assistant III MSS	CLRCL	1 1/2 eligible	166	E		Office Assistant			
SCSVC			Joslin		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	A	\$3,524.64	Eligibility Worke			
SCSVC		Jacqueline 	Castro-Camacho		Office Assistant II	CLRCL	1 1/2 eligible	146	A	\$2,830.14	Office Assistant	-		
SCSVC	33361		Melara		Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159	C	\$3,329.24	Eligibility Worke			
SCSVC		Jasmin	Barrera		Social Service Aide	CLRCL	1 1/2 eligible	156	A	\$2,974.88	Social Service Aid	l		
SCSVC	80004		Gill		Office Assistant II	CLRCL	1 1/2 eligible	146	E	\$3,440.06	Office Assistant			
SCSVC		Jennifer	Yankey		Office Assistant II	CLRCL	1 1/2 eligible	146	E	\$3,440.06	Office Assistant			
SCSVC SCSVC	31079 32699		Propst Constant		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210 190	E	\$4,733.62	Eligibility Worke Eligibility Worke	 		
SCSVC		Joanna	Sandoval Cervantes Timmons		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	A E	\$3,524.64 \$4,284.22	Eligibility Worke			
SCSVC	33311		De La Cruz De La Cruz		Eligibility Specialist Worker II MSS Office Assistant II	CLRCL	1 1/2 eligible 1 1/2 eligible	146	В	\$2,971.65	Office Assistant			
SCSVC	30410		Carnahan-Prinz		Office Assistant III MSS	CLRCL	1 1/2 eligible	166	E	\$3,800.90	Office Assistant			
SCSVC		Juliana	Pulido-Maldonado		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	F	\$4,733.62	Eligibility Worke			
SCSVC	31380		Raviscioni		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,733.02	Eligibility Worke			
SCSVC	30970		Miranda		Program Assistant II	CLRCL	1 1/2 eligible	166	c	\$3,447.53	Program Assistan			
Jeste	30370	Raicii	Williamaa	3037	110gium 2000tum n	CLITCE	2 2/2 Cligibic	100		JJ,447.JJ	i rogram zazistan			
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CSVC	33360 Mershaun	D	2241	Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159		\$3.019.72	Eligibility Worke	1	1	1	_
SVC	32831 Michael	Pearson Prudente-Camacho	35341		CLRCL	1 1/2 eligible	146	A	\$2,830.14	Office Assistant				_
	32728 Michele	Bonilla	3602		CLRCL	1 1/2 eligible	166	D	\$3,619.91	Accounting Assis	-			-
CSVC											-			+-
CSVC	31888 Michelle	Mejia		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	C	\$4,293.53	Eligibility Worke				_
CSVC	32781 Myra	Rodriguez		Social Service Aide	CLRCL	1 1/2 eligible	156	С	\$3,279.80	Social Service Aid	_			_
CSVC	31232 Natalie	Brimmer	3637		CLRCL	1 1/2 eligible	166	E	\$3,800.90	Program Assistan				_
CSVC	32215 Nedis	Escobar		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	A	\$3,524.64	Eligibility Worke				
CSVC	32400 Nicholas	Zapata		Office Assistant II	CLRCL	1 1/2 eligible	146	D	\$3,276.24	Office Assistant				_
CSVC	30133 Nicole	Dupree		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E		Eligibility Worke				_
CSVC	33012 Nubia	Ayon		Office Assistant III MSS	CLRCL	1 1/2 eligible	166	E	\$3,800.90	Office Assistant				_
CSVC	30357 Paula	Alamillo		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E	\$4,733.62	Eligibility Worke				_
CSVC	31683 Rachel	Reyes		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,284.22	Eligibility Worke				
CSVC	30891 Raquel	Amescua	3342		TCHNL	1 1/2 eligible	190	E	\$4,284.22	Eligibility Worke	1	1	1	_
CSVC	33183 Rebeca	Hemandez Perez		Office Assistant II	CLRCL	1 1/2 eligible	146	В	\$2,971.65	Office Assistant	1	1	1	_
CSVC	31644 Rebecca	Cruz		Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	A	\$3,524.64	Eligibility Worke	1	1	1	
CSVC	33122 Rena	Valenzuela		Office Assistant I	CLRCL	1 1/2 eligible	136	В	\$2,827.07	Office Assistant	1	1	1	
CSVC	30762 Renee	Garcia		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E	\$4,733.62	Eligibility Worke	1	1	1	
CSVC	32190 Robert	Ellis		Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159	A	\$3,019.72	Eligibility Worke				
CSVC	33013 Robert	Hemandez		Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159	A	\$3,019.72	Eligibility Worke				
CSVC	31049 Rosalinda	Torres		Secretary I (MSS)	CLRCL	1 1/2 eligible	166	E	\$3,800.90	Secretary I (MSS				
CSVC	3601 Rosario	Guerrero		Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E	\$4,733.62	Eligibility Worke				
CSVC	31571 Rosario	Lopez	3343	Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	D	\$4,508.21	Eligibility Worke				
CSVC	32115 Ruby	Mora	3633	Office Assistant III MSS	CLRCL	1 1/2 eligible	166	В	\$3,283.36	Office Assistant				
CSVC	32345 Ruby	Rodriguez	3610	Administrative Assistant	CLRCL	1 1/2 eligible	212	D	\$4,553.40	Administrative A				
CSVC	33073 Ruby	Martinez	3601	Account Clerk I	CLRCL	1 1/2 eligible	146	E	\$3,440.06	Accounting Assis				
CSVC	30925 Ruth	Amezola	3343	Eligibility Specialist Worker III MSS	TCHNL	1 1/2 eligible	210	E	\$4,733.62	Eligibility Worke				
CSVC	31828 Sahvannah	Costella	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	В	\$3,700.87	Eligibility Worke				
CSVC	32553 Samantha	Flores	3534	Office Assistant II	CLRCL	1 1/2 eligible	146	D	\$3,276.24	Office Assistant				
CSVC	30641 Sandra	Gallegos	3520	Vocational Assistant MSS	TCHNL	1 1/2 eligible	136	E	\$3,272.69	Vocational Assis				
CSVC	32342 Sandra	Rabadan	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	A	\$3,524.64	Eligibility Worke				
CSVC	33142 Sandra	Ramirez	3341	Eligibility Specialist Worker I MSS	TCHNL	1 1/2 eligible	159	В	\$3,170.71	Eligibility Worke				
CSVC	33040 Seleste	Guajardo	3537	Social Service Aide	CLRCL	1 1/2 eligible	156	A	\$2,974.88	Social Service Aid				
SCSVC	31413 Seng	Thao	3342	Eligibility Specialist Worker II MSS	TCHNL	1 1/2 eligible	190	E	\$4,284.22	Eligibility Worke				
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AFSCME-MCEA - Attachment 'E' - Y-Rating

Department	ID	First Name	Last Name	Job	Position Title	Unit	Range	Step	Monthly	New Title based on Job Code	New Range	Closest Step	Closest Monthly	% Change
CSSVC	7810	Leticia	Gutierrez	3694	Child Support Assistant II MSS	CLRCL	166	E	\$ 3,800.90	Child Support Assistant II	3	Step 8	\$ 3,759.43	-1.09%
CSSVC	16056	Juana	Perez	3694	Child Support Assistant II MSS	CLRCL	166	Е	\$ 3,800.90	Child Support Assistant II	3	Step 8	\$ 3,759.43	-1.09%
CSSVC	2553	Shannon	Bonas	3695	Child Support Assistant III MSS	TCHNL	186	E	\$ 4,199.60	Child Support Assistant III	5	Step 8	\$ 4,144.77	-1.31%
CSSVC	16339	Amelia	Plascencia	3695	Child Support Assistant III MSS	TCHNL	186	Е	\$ 4,199.60	Child Support Assistant III	5	Step 8	\$ 4,144.77	-1.31%
HELTH	32078	Phylisha	Chaidez	3528	Community Health and Wellness Assistant	TCHNL	221	E	\$ 5,000.58	Community Health and Wellness Assistant	7	Step 8	\$ 4,569.60	-8.62%
HELTH	32057	Viviana	Valdez	3528	Community Health and Wellness Assistant	TCHNL	221	Е	\$ 5,000.58	Community Health and Wellness Assistant	7	Step 8	\$ 4,569.60	-8.62%
HELTH	32447	Cathy	Castillo	3535	Public Health Clinical Services Assistant	TCHNL	222	E	\$ 5,025.58	Clinical Services Assistant	7	Step 8	\$ 4,569.60	-9.07%
HELTH	32385	Nelida	Hernandez	3535	Public Health Clinical Services Assistant	TCHNL	222	Е	\$ 5,025.58	Clinical Services Assistant	7	Step 8	\$ 4,569.60	-9.07%
HELTH	32231	Gladis	Luna	3535	Public Health Clinical Services Assistant	TCHNL	222	D	\$ 4,786.27	Clinical Services Assistant	7	Step 8	\$ 4,569.60	-4.53%
HELTH	13549	Alejandra	Molina	3535	Public Health Clinical Services Assistant	TCHNL	222	E	\$ 5,025.58	Clinical Services Assistant	7	Step 8	\$ 4,569.60	-9.07%
HELTH	32161	Matthew	Aguilar	3330	Public Health Laboratory Technician	TCHNL	223	E	\$ 5,050.71	Public Health Laboratory Technician	5	Step 8	\$ 4,144.77	-17.94%
HELTH	15620	Eric	Orum	3330	Public Health Laboratory Technician	TCHNL	223	E	\$ 5,050.71	Public Health Laboratory Technician	5	Step 8	\$ 4,144.77	-17.94%
CEDBF	5677	Darla	Erwin	3513	Senior Permit Technician	TCHNL	251	E	\$ 5,807.67	Senior Permit Technician	11	Step 8	\$ 5,554.38	-4.36%
HELTH	18356	Claudia	Morales-Bray	3503	Therapy Assistant	TCHNL	156	Е	\$ 3,615.98	Therapy Assistant	2	Step 8	\$ 3,580.41	-0.98%



BOARD OF SUPERVISORS COUNTY OF MADERA

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, District 1

. District 2

. District 3

, District 4 . District 5

AGENDA ITEM SUBMITTAL

September 3, 2024
Chairman Robert L. Poythress

DEPARTMENT Department of Human Resources	RTMENT CONTACT ina Mendez 375-7705		AG	ENDA ITEM DISCUSSION ITEMS:						
SUBJECT: Classification and Compensation Study Implementation - Clerical/Technical Sideletter		REQUIRED VOTE: 3/5 Votes Required	11002	ER	DATE REC'D					
STRATEGIC FOCUS AREA(S): Employees										
For Clerk of the Board's Office Use Only										
Is this item Budgeted? No Will this item require additional personnel? No Previous Relevant Board Actions: PowerPoint/Supporting Documents: Other/Misc	DOCUM	DOCUMENT NO(S).								

RECOMMENDED ACTIONS:

Discussion and consideration to adopt the Sideletter of Agreement with the Clerical and Technical bargaining units regarding implementation of negotiated items related to the Classification and Compensation Study, effective August 21, 2024.

DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

Following the completion of the Classification and Compensation Study (Study) that was conducted by Koff & Associates (now a Gallagher company), the Study was presented and received by the Civil Service Commission (Commission) at their meeting on January 23, 2024. These reports served as a foundational tool for understanding the current status of Madera County classifications and salaries compared to similar counties at the time of the study.

After the Commission's receipt of the Study's reports and recommendations, the Human Resources department worked with department heads and Administration on any necessary revisions to job descriptions and/or salary ranges/placements. Following the direction of the Board of Supervisors, proposals were then developed and shared with bargaining units in compliance with California's Meyers-Milias-Brown Act.

Before you today is a Sideletter of agreement representing the successful outcome of discussions with the Clerical and Technical bargaining units.



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Fiscal Impact:

The fiscal impacts associated with the recommended actions have been addressed by County Administration.

ATTACHMENTS

1. AFSME-MCEA (Clerical-Technical) - Class and Comp Sideletter Proposal