

**SIDELETTER OF AGREEMENT  
BY AND BETWEEN THE  
COUNTY OF MADERA  
AND THE MID-MANAGEMENT ASSOCIATION OF MADERA COUNTY  
REGARDING THE  
CLASSIFICATION AND COMPENSATION STUDY  
IMPLEMENTATION**

This Side Letter Agreement (“Agreement”) is made and entered into by the Mid-Management Association of Madera County (“MMAMC”) and the County of Madera (“County”) collectively referred to as the “Parties.” Having met and conferred in good faith as contemplated by Article 4.5 (B) 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 utilized as benchmarks and the benchmark agencies utilized in 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 and Step 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. This will result in freezing the base salary where it is prior to the study and to provide no salary increases (including no cost-of-living adjustments) until the employee’s base salary is within the recommended salary range.
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 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.

7. Bargaining unit employees will advance to the next higher step on the 8-step salary range on their salary anniversary dates in accordance with existing County/Department policies and procedures.

8. The 2.5% monthly incentive pay for classifications designated as hard-to-recruit outlined in Article 4.4 (E) of the Mid-Management Unit's MOU will cease in the pay period in which the salary range/step identified in Attachment 'D' is implemented.

9. The parties agree to continue to meet following ratification of this sideletter to negotiate the impacts, previously identified by MMAMC, of changing the FLSA designation from Exempt to Overtime Eligible for the classifications identified in Attachment 'C'.

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

Agreed this 11th day of October, 2024.

COUNTY OF MADERA:

*Susan Carter*

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Susan Carter, Chief Negotiator

*Sabrina Mendez*

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Sabrina Mendez, Co-Negotiator

MMAMC:

*Chris Aguirre*

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Chris Aguirre, President

*JOSEPH ARNOLD*

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Joe Arnold, Business Representative

## Attachment A – Benchmark Data Report

### Market Compensation 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

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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

## Attachment A – Benchmark Data Report

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

## Attachment A – Benchmark Data Report

116.	Administrative Services Officer (Senior Administrative Analyst)	11	-13.3
117.	Epidemiologist	9	-13.6
118.	Equipment Operator	8	-13.8
119.	Building Maintenance Supervisor	11	-13.9
120.	Child Support Supervisor	11	-14.1
121.	Deputy Public Health Director-Clinical & Nursing Services	11	-14.2
122.	Human Resources Manager	10	-14.3
123.	Director of Behavioral Health Services	11	-14.4
124.	Veterans Service Officer	10	-14.6
125.	GIS Cadastral Technician II	11	-14.8
126.	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

## Attachment A – Benchmark Data Report

<b>153.</b> Water/Wastewater Operations Supervisor (Supervising Licensed Utility Worker)	4	-20.7
<b>154.</b> Real Property Agent	4	-21.1
<b>155.</b> Deputy Clerk to the Board of Supervisors II	11	-21.2
<b>156.</b> Nutritionist	6	-21.3
<b>157.</b> Chief Clerk to the Board of Supervisors	9	-22.9
<b>158.</b> Deputy Director of Community and Economic Development-Environmental Health	7	-23.2
<b>159.</b> Tax Collector-Treasurer Manager (Chief Deputy Tax Collector-Treasurer)	9	-23.3
<b>160.</b> Agricultural Commissioner/Sealer of Weights & Measures	12	-23.7
<b>161.</b> Public Health Officer	10	-23.7
<b>162.</b> Program Assistant II	5	-24.1
<b>163.</b> Vocational Assistant	4	-24.4
<b>164.</b> Behavioral Health Services Manager	10	-24.6
<b>165.</b> Assistant County Administrative Officer	12	-24.6
<b>166.</b> Environmental Health Specialist	12	-25.6
<b>167.</b> Risk and Safety Officer	9	-25.9
<b>168.</b> Deputy Director of Child Support Services	8	-27.9
<b>169.</b> GIS Technician II	9	-31.9
<b>170.</b> Deputy Assessor (Deputy Assessor-Real Property & Deputy Assessor-Business and Personal Property)	4	-33.3
<b>171.</b> Behavioral Health Program Supervisor	4	-34.9
<b>172.</b> Chief Deputy Public Guardian/Conservator/Public Administrator	7	-54.0
<b>173.</b> GIS Analyst	8	proposed
<b>174.</b> Information Technology Security and Compliance Administrator	8	proposed
<b>175.</b> Medical Director	4	pending
<b>176.</b> Behavioral Health Services Clinical Assistant	2	Insuff. Data
<b>177.</b> Building Permit Services Supervisor	3	Insuff. Data
<b>178.</b> Central Services Worker	2	Insuff. Data
<b>179.</b> Chief Internal Auditor	3	Insuff. Data
<b>180.</b> Development Services Engineer	1	Insuff. Data
<b>181.</b> Director of Water and Natural Resources	3	Insuff. Data
<b>182.</b> Electrician	3	Insuff. Data
<b>183.</b> Executive Director - Community Action Partnership of Madera County	0	Insuff. Data
<b>184.</b> Fire Fleet Program Manager	2	Insuff. Data
<b>185.</b> Fire Master Mechanic	3	Insuff. Data
<b>186.</b> Information Technology Security Engineer II	3	Insuff. Data
<b>187.</b> Public Works Superintendent-Utilities	1	Insuff. Data
<b>188.</b> Transit Program Manager	3	Insuff. Data
<b>189.</b> Water Resources Specialist II	1	Insuff. Data

## Attachment A – Benchmark Data Report

### 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

Represented Chart

Salary Range	Annually								Monthly								Hourly							
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
1	33,270.82	34,268.95	35,297.02	36,355.93	37,446.60	38,570.00	39,727.10	40,918.82	2,772.57	2,855.75	2,941.42	3,029.66	3,120.55	3,214.17	3,310.59	3,409.91	16.00	16.48	16.97	17.48	18.00	18.54	19.10	19.67
2	34,934.36	35,982.39	37,061.87	38,173.72	39,318.93	40,498.50	41,713.46	42,964.86	2,911.20	2,998.53	3,088.49	3,181.14	3,276.58	3,374.88	3,476.12	3,580.41	16.80	17.30	17.82	18.35	18.90	19.47	20.05	20.66
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	21.69
4	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	3,507.21	3,612.43	3,720.80	3,832.42	3,947.40	18.52	19.07	19.64	20.23	20.84	21.47	22.11	22.77
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	23.91
6	42,462.94	43,736.83	45,048.93	46,400.40	47,792.41	49,226.18	50,702.97	52,224.08	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	25.11
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	26.36
8	46,819.39	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	27.68
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	29.07
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	30.52
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	32.04
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	5,493.32	5,662.24	5,832.10	27.36	28.18	29.02	29.89	30.79	31.72	32.67	33.65
13	59,749.62	61,542.11	63,388.37	65,292.02	67,248.72	69,266.18	71,344.17	73,484.49	4,979.13	5,128.51	5,282.35	5,440.83	5,604.05	5,772.18	5,945.35	6,123.71	28.73	29.59	30.48	31.39	32.33	33.30	34.30	35.33
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	5,886.26	6,060.79	6,242.61	6,430.89	30.16	31.07	32.00	32.96	33.95	34.97	36.02	37.10
15	65,873.95	67,850.17	69,885.68	71,983.25	74,141.71	76,365.97	78,656.94	81,018.65	5,489.50	5,654.18	5,823.81	5,998.52	6,178.48	6,363.83	6,554.75	6,751.39	31.67	32.62	33.60	34.61	35.65	36.71	37.82	38.95
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	40.90
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	42.94
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	45.09
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	47.34
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	7,005.14	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	49.71
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	52.20
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	54.81
23	97,325.83	100,245.61	103,252.97	106,350.56	109,541.08	112,827.31	116,213.13	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	57.55
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	60.42
25	107,301.73	110,520.78	113,836.40	117,251.50	120,769.04	124,392.11	128,123.87	131,967.59	8,941.81	9,210.06	9,486.37	9,770.96	10,064.09	10,366.01	10,676.99	10,997.30	51.59	53.13	54.73	56.37	58.06	59.80	61.60	63.45
26	112,666.81	116,046.82	119,528.22	123,114.07	126,807.49	130,611.72	134,530.07	138,565.97	9,388.90	9,670.57	9,960.69	10,259.51	10,567.29	10,884.31	11,210.84	11,547.16	54.17	55.79	57.47	59.19	60.97	62.79	64.66	66.62
27	118,300.16	121,849.16	125,504.63	129,269.77	133,147.87	137,142.30	141,256.57	145,494.27	9,838.35	10,154.10	10,458.72	10,772.48	11,095.66	11,428.53	11,771.38	12,124.52	56.88	58.58	60.34	62.15	64.01	65.93	67.91	69.95
28	124,215.16	127,941.62	131,779.87	135,733.26	139,805.26	143,999.42	148,319.40	152,768.98	10,351.26	10,661.80	10,981.66	11,311.11	11,650.44	11,999.95	12,359.95	12,730.75	59.72	61.51	63.36	65.26	67.21	69.23	71.31	73.45
29	130,425.92	134,338.70	138,368.86	142,519.93	146,795.52	151,199.39	155,735.37	160,407.49	10,868.83	11,194.89	11,530.74	11,876.66	12,232.96	12,599.95	12,977.95	13,367.29	62.70	64.59	66.52	68.50	70.52	72.69	74.87	77.12
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	80.97
31	143,794.58	148,108.42	152,551.67	157,128.22	161,842.66	166,699.33	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	85.02
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	89.27
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	14,868.24	15,315.32	15,778.78	16,248.02	76.22	78.50	80.86	83.29	85.78	88.36	91.01	93.74
34	166,460.20	171,454.00	176,597.62	181,895.57	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	17,064.82	80.03	82.43	84.90	87.43	90.07	92.78	95.56	98.43
35	174,783.21	180,026.70	185,427.51	190,990.33	196,720.04	202,621.56	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	103.35
36	183,523.37	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	90.98	93.81	96.71	99.67	102.68	105.75	108.81
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	16,061.12	16,539.95	17,036.15	17,547.24	18,073.58	18,615.86	19,174.34	19,749.57	92.64	95.42	98.29	101.23	104.27	107.40	110.61	113.94
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	112.71	116.15	119.64
39	212,450.08	218,823.58	225,388.29</																					

Attachment C

Salary Range Placement

STATUS	JOB CODE	CURRENT CLASS TITLE	UNIT	OT	RECOMMENDED CLASS TITLE	UNIT	OT	PROPOSED RANGE
Current-Filled	3600	Account Clerk Supervisor I (MSS)	MDMGT	Exempt-ML	Account Clerk Supervisor I (MSS)	MDMGT	1 1/2 eligible	9
Current-Filled	3205	Administrative Analyst I	MDMGT	Exempt-ML	Administrative Analyst I	MDMGT	Exempt-ML	13
Current-Filled	3206	Administrative Analyst II	MDMGT	Exempt-ML	Administrative Analyst II	MDMGT	Exempt-ML	16
New-Filled	New		MDMGT	Exempt-ML	Administrative Services Officer	MDMGT	Exempt-ML	20
Current-Vacant	3115	Assistant Behavioral Health Services Director	MDMGT	Exempt-ML	Assistant Director of Behavioral Health Services	UNREP	Exempt-ML	29
Current-Filled	4110	Assistant Public Health Director	MDMGT	Exempt-ML	Assistant Director of Public Health	UNREP	Exempt-ML	29
Current-Filled	3299	Behavioral Health Program Supervisor	MDMGT	Exempt-ML	Behavioral Health Program Supervisor	MDMGT	Exempt-ML	19
Current-Filled	3180	Behavioral Health Services Division Manager	MDMGT	Exempt-ML	Behavioral Health Services Manager	UNREP	Exempt-ML	26
Current-Filled	3821	Building Crafts and Maintenance Supervisor	MDMGT	1 1/2 eligible	Building Maintenance Supervisor	MDMGT	1 1/2 eligible	15
Current-Filled	4134	Building Permit Services Manager	MDMGT	Exempt-ML	Building Permit Services Supervisor	MDMGT	Exempt-ML	22
Current-Filled	3111	Chief Deputy Public Guardian/Conservator/Public Administrator	MDMGT	Exempt-ML	Chief Deputy Public Guardian/Conservator/Public Administrator	UNREP	Exempt-ML	22
Current-Vacant	4129	Chief Deputy Tax Collector-Treasurer	MDMGT	Exempt-ML	Chief Deputy Treasurer-Tax Collector	UNREP	Exempt-ML	24
Current-Filled	3369	Child Support Program Manager (MSS)	MDMGT	Exempt-ML	Child Support Program Manager (MSS)	MDMGT	Exempt-ML	23
Current-Filled	3171	Child Support Supervisor (MSS)	MDMGT	Exempt-ML	Child Support Supervisor (MSS)	MDMGT	Exempt-ML	15
Current-Vacant	4216	Clerk-Recorder/Elections Education and Outreach Coordinator	MDMGT	Exempt-ML	Program Coordinator	MDMGT	Exempt-ML	14
Current-Filled	3166	Deputy Agricultural Commissioner	MDMGT	Exempt-ML	Deputy Agricultural Commissioner/Sealer	UNREP	Exempt-ML	23
Current-Filled	4123	Deputy Assessor-Appraisal Support Operations	MDMGT	Exempt-ML	Appraisal Support Operations Manager	UNREP	Exempt-ML	22
Current-Filled	4125	Deputy Assessor-Business & Personal Property	MDMGT	Exempt-ML	Deputy Assessor	UNREP	Exempt-ML	25
Current-Filled	4124	Deputy Assessor-Real Property	MDMGT	Exempt-ML	Deputy Assessor	UNREP	Exempt-ML	26
Current-Filled	4122	Deputy Chief Information Officer - Application & Client Services	MDMGT	Exempt-ML	Deputy Chief Information Officer - Applications, GIS & Client Services	UNREP	Exempt-ML	28
Current-Filled	4121	Deputy Chief Information Officer - Network & Security Services	MDMGT	Exempt-ML	Deputy Chief Information Officer - Network, Data Center & Security Services	UNREP	Exempt-ML	28
Current-Filled	3170	Deputy Director of Child Support Services	MDMGT	Exempt-ML	Deputy Director of Child Support Services	UNREP	Exempt-ML	27
Current-Filled	4117	Deputy Director of Community & Economic Development - Building & Fire Safety	MDMGT	Exempt-ML	Deputy Director of Community and Economic Development-Building and Fire Safety	UNREP	Exempt-ML	27
Current-Filled	4101	Deputy Director of Community & Economic Development-Environmental Health	MDMGT	Exempt-ML	Deputy Director of Community and Economic Development-Environmental Health	UNREP	Exempt-ML	27
Current-Vacant	4104	Deputy Director of Community & Economic Development-Planning	MDMGT	Exempt-ML	Deputy Director of Community and Economic Development-Planning	UNREP	Exempt-ML	27
Current-Filled	4116	Deputy Director of Water and Natural Resources	MDMGT	Exempt-ML	Deputy Director of Water & Natural Resources	UNREP	Exempt-ML	27
Current-Filled	3132	Deputy Director-Welfare (MSS)	MDMGT	Exempt-ML	Deputy Director-Welfare (MSS)	UNREP	Exempt-ML	27
Current-Filled	3687	Deputy Public Guardian	MDMGT	Exempt-ML	Deputy Public Guardian	MDMGT	Exempt-ML	13
Current-Filled	3198	Deputy Public Health Director-Clinical & Nursing Services	MDMGT	Exempt-ML	Deputy Public Health Director-Clinical & Nursing Services	UNREP	Exempt-ML	29
Current-Filled	3197	Deputy Public Health Director-Operations	MDMGT	Exempt-ML	Deputy Director-Administrative Services	UNREP	Exempt-ML	26
Current-Filled	4100-A	Deputy Public Works Director	MDMGT	Exempt-ML	Deputy Director of Public Works - Administrative Services	UNREP	Exempt-ML	29
Current-Filled	4100-B	Deputy Public Works Director	MDMGT	Exempt-ML	Deputy Director of Public Works-Engineering	UNREP	Exempt-ML	29
Current-Filled	4100-C	Deputy Public Works Director	MDMGT	Exempt-ML	Deputy Director of Public Works-Maintenance and Operations	UNREP	Exempt-ML	29
Current-Filled	3234	Development Services Engineer	MDMGT	Exempt-ML	Development Services Engineer	MDMGT	Exempt-ML	22
Current-Filled	3340	Eligibility Supervisor (MSS)	MDMGT	Exempt-ML	Eligibility Supervisor (MSS)	MDMGT	1 1/2 eligible	14
Current-Vacant	3400	Emergency Services Coordinator	MDMGT	Exempt-ML	Emergency Services Coordinator	MDMGT	Exempt-ML	16
Current-Filled	3280	Employment and Training Worker Supervisor (MSS)	MDMGT	Exempt-ML	Employment and Training Worker Supervisor (MSS)	MDMGT	1 1/2 eligible	15
Current-Filled	3525	Epidemiologist	MDMGT	Exempt-ML	Epidemiologist	MDMGT	Exempt-ML	21
Current-Filled	3710	Equipment Shop Supervisor	MDMGT	Exempt-ML	Equipment Shop Supervisor	MDMGT	Exempt-ML	17
Current-Filled	4221	Facilities Superintendent	MDMGT	Exempt-ML	Facilities Superintendent	UNREP	Exempt-ML	22
Current-Filled	3179	Fire Equipment Manager	MDMGT	1 1/2 eligible	Fire Fleet Program Manager	UNREP	Exempt-ML	17
Current-Vacant	3700	Fleet Services Manager	MDMGT	Exempt-ML	Fleet Superintendent	UNREP	Exempt-ML	20
Current-Vacant	3313	General Accounting Supervisor	MDMGT	1 1/2 eligible	General Accounting Supervisor	MDMGT	1 1/2 eligible	13
Current-Filled	4115	Geographical Information System (GIS) Manager	MDMGT	Exempt-ML	GIS Manager	UNREP	Exempt-ML	25
Current-Filled	3630	Grounds/Flood Control Maintenance Supervisor	MDMGT	1 1/2 eligible	Grounds Maintenance Supervisor	MDMGT	1 1/2 eligible	11
Current-Filled	3268	Health Education Coordinator	MDMGT	Exempt-ML	Health Education Coordinator	MDMGT	1 1/2 eligible	15
Current-Filled	4109	Information Technology Division Manager	MDMGT	Exempt-ML	Information Technology Manager	UNREP	Exempt-ML	26
Current-Filled	3681	Office Assistant Supervisor I (MSS)	MDMGT	Exempt-ML	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10
Current-Filled	3682	Office Assistant Supervisor II (MSS)	MDMGT	Exempt-ML	Office Assistant Supervisor II (MSS)	MDMGT	1 1/2 eligible	13
Current-Filled	3656	Office Services Supervisor I	MDMGT	Exempt-ML	Office Services Supervisor	MDMGT	1 1/2 eligible	12
Current-Filled	3185	Physical/Occupational Therapy Unit Supervisor	MDMGT	Exempt-ML	Physical and Occupational Therapy Supervisor	MDMGT	Exempt-ML	26
Current-Filled	3329	Program Manager	MDMGT	Exempt-ML	Behavioral Health Services Program Manager	MDMGT	Exempt-ML	23
Current-Filled	3169	Program Manager I (MSS)	MDMGT	Exempt-ML	Program Manager I (MSS)	MDMGT	Exempt-ML	23
Current-Vacant	3182	Public Health Laboratory Director	MDMGT	Exempt-ML	Public Health Laboratory Director	MDMGT	Exempt-ML	25
Current-Filled	3198	Public Health Program Manager	MDMGT	Exempt-ML	Public Health Program Manager	MDMGT	Exempt-ML	23
Current-Filled	3140	Revenue Services Manager	MDMGT	Exempt-ML	Revenue Services Officer	MDMGT	Exempt-ML	15
Current-Filled	3715	Road Construction and Maintenance Supervisor	MDMGT	Exempt-ML	Road Supervisor	MDMGT	1 1/2 eligible	16
Current-Filled	3739	Road Superintendent	MDMGT	Exempt-ML	Public Works Superintendent-Roads	UNREP	Exempt-ML	20
Current-Filled	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	Administrative Analyst III	MDMGT	Exempt-ML	18
Current-Vacant	3539	Senior Epidemiologist	MDMGT	Exempt-ML	Senior Epidemiologist	MDMGT	Exempt-ML	23
Current-Filled	3261	Senior Planner	MDMGT	Exempt-ML	Senior Planner	MDMGT	Exempt-ML	20
Current-Filled	3284	Social Worker Supervisor I (MSS)	MDMGT	Exempt-ML	Social Worker Supervisor I (MSS)	MDMGT	1 1/2 eligible	18

STATUS	JOB CODE	CURRENT CLASS TITLE	UNIT	OT	RECOMMENDED CLASS TITLE	UNIT	OT	PROPOSED RANGE
Current-Filled	3285	Social Worker Supervisor II (MSS)	MDMGT	Exempt-ML	Social Worker Supervisor II (MSS)	MDMGT	1 1/2 eligible	20
Current-Filled	3745	Solid Waste Manager	MDMGT	Exempt-ML	Solid Waste Program Manager	UNREP	Exempt-ML	24
Current-Filled	3231	Special Districts Utility Manager	MDMGT	Exempt-ML	Special Districts Utility Manager	UNREP	Exempt-ML	20
Current-Vacant	3290	Staff Services Manager I (MSS)	MDMGT	Exempt-ML	Staff Services Manager I (MSS)	MDMGT	Exempt-ML	22
Current-Filled	3139	Supervising Accountant-Auditor	MDMGT	Exempt-ML	Supervising Accountant-Auditor	MDMGT	Exempt-ML	20
Current-Vacant	4106	Supervising Agricultural and Standards Inspector	MDMGT	Exempt-ML	Supervising Agricultural and Standards Inspector	MDMGT	Exempt-ML	18
Current-Vacant	3147	Supervising Appraiser	MDMGT	Exempt-ML	Supervising Appraiser	MDMGT	Exempt-ML	20
Current-Vacant	4120	Supervising Building Inspector	MDMGT	Exempt-ML	Supervising Building Inspector	MDMGT	Exempt-ML	18
Current-Filled	4210	Supervising Civil Engineer	MDMGT	Exempt-ML	Senior Civil Engineer	MDMGT	Exempt-ML	24
Current-Filled	3172	Supervising Environmental Health Specialist	MDMGT	Exempt-ML	Supervising Registered Environmental Health Specialist	MDMGT	Exempt-ML	21
Current-Filled	3741	Supervising Licensed Utility Worker	MDMGT	1 1/2 eligible	Water/Wastewater Operations Supervisor	MDMGT	1 1/2 eligible	19
Current-Filled	3173	Supervising Mental Health Clinician	MDMGT	Exempt-ML	Clinical Supervisor	MDMGT	Exempt-ML	23
Current-Vacant	4214	Supervising Plan Checker	MDMGT	Exempt-ML	Supervising Plan Checker	MDMGT	Exempt-ML	20
Current-Filled	3526	Supervising Public Health Nurse	MDMGT	Exempt-ML	Supervising Public Health Nurse	MDMGT	Exempt-ML	27
Current-Filled	3720	Traffic Sign Supervisor	MDMGT	Exempt-ML	Traffic Sign Supervisor	MDMGT	1 1/2 eligible	14
Current-Vacant	3744	Utilities Superintendent	MDMGT	Exempt-ML	Public Works Superintendent-Utilities	UNREP	Exempt-ML	22
New-Filled	NEW-23		MDMGT	Exempt-ML	Administrative Services Officer	MDMGT	Exempt-ML	20
New-Filled	4126-B		MDMGT	Exempt-ML	Assessment Officer	MDMGT	Exempt-ML	20
New-Filled	NEW-3		MDMGT	Exempt-ML	Bank and Cash Management Supervisor	MDMGT	Exempt-ML	20
New-Filled	NEW-8		MDMGT	1 1/2 eligible	Emergency Preparedness Coordinator	MDMGT	1 1/2 eligible	15
New-Filled	NEW-4		MDMGT	Exempt-ML	Property Tax Supervisor	MDMGT	Exempt-ML	20
New-Vacant	New		MDMGT	Exempt-ML	Public Health Laboratory Manager	MDMGT	Exempt-ML	23

Attachment D

Department	First Name	Last Name	Job Code	Position Title	Unit	OT Status	Range	Step	Monthly	New Title based on Job Code	Unit	OT Status	New Range	Final Step Placement	Monthly
AGCOM	Steven	Monk	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	E	\$6,711.31	Administrative Analyst III	MDMGT	Exempt-ML	18	E	\$ 7,152.36
AGCOM	Hedl	Wong	3166	Deputy Agricultural Commissioner	MDMGT	Exempt-ML	MB2-324	E	\$8,442.01	Deputy Agricultural Commissioner/Sealer	UNREP	Exempt-ML	23	D	\$ 9,128.46
AGCOM	Alison	Raid	3166	Deputy Agricultural Commissioner	MDMGT	Exempt-ML	MB2-324	D	\$8,040.01	Deputy Agricultural Commissioner/Sealer	UNREP	Exempt-ML	23	B	\$ 8,604.45
AGCOM	William	Griffin	3166	Deputy Agricultural Commissioner	MDMGT	Exempt-ML	MB2-324	E	\$8,442.01	Deputy Agricultural Commissioner/Sealer	UNREP	Exempt-ML	23	D	\$ 9,128.46
ASSER	Nancy	Martinez	4126-B	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	C	\$6,793.31	Assessment Officer	MDMGT	Exempt-ML	20	A	\$ 7,006.14
ASSER	Bonnie	Hendrickson	4123	Deputy Assessor-Appraisal Support	MDMGT	Exempt-ML	MB2-298	E	\$7,415.29	Appraisal Support Operations Manager	UNREP	Exempt-ML	22	B	\$ 8,194.71
ASSER	Trang	Cooper	4125	Deputy Assessor-Business & Personal	MDMGT	Exempt-ML	MB2-317	E	\$8,152.36	Deputy Assessor	UNREP	Exempt-ML	25	B	\$ 9,486.41
ASSER	Brian	Glover	4124	Deputy Assessor-Real Property	MDMGT	Exempt-ML	MB2-317	E	\$8,152.36	Deputy Assessor	UNREP	Exempt-ML	25	B	\$ 9,486.41
ASSER	Melissa	Hinesley	3147	Supervising Appraiser	MDMGT	Exempt-ML	MB2-295	C	\$6,626.00	Supervising Appraiser	MDMGT	Exempt-ML	20	B	\$ 7,216.33
ASSER	Ulla	Romero	3147	Supervising Appraiser	MDMGT	Exempt-ML	MB2-295	D	\$6,957.30	Supervising Appraiser	MDMGT	Exempt-ML	20	B	\$ 7,216.33
BHSVC	Lisa	Bernal	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
BHSVC	Vitany	Piza	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
BHSVC	Kimberlee	Hernandez	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
BHSVC	Jelene	Salas	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
BHSVC	Elfege	Franco	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
BHSVC	Say	Yang	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
BHSVC	Andy	Camarillo-Arzola	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	A	\$5,022.21	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
BHSVC	Lada	Moreno	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	A	\$5,022.21	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
BHSVC	Sara	Chacon	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	B	\$5,273.32	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
BHSVC	Perla	Vaca	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	D	\$6,391.72	Administrative Analyst III	MDMGT	Exempt-ML	18	D	\$ 6,944.04
BHSVC	Regina	Torres	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	E	\$7,111.31	Administrative Analyst III	MDMGT	Exempt-ML	18	D	\$ 6,296.45
BHSVC	Jennifer	Rivera	4126-A	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	D	\$7,132.08	Administrative Services Officer	MDMGT	Exempt-ML	20	D	\$ 7,655.80
BHSVC	Bibiana	Barbosa	4126-A	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	B	\$6,469.82	Administrative Services Officer	MDMGT	Exempt-ML	20	A	\$ 7,006.14
BHSVC	John	Navarro	3299	Behavioral Health Program Supervisor	MDMGT	Exempt-ML	MB2-251	C	\$5,320.40	Behavioral Health Program Supervisor	MDMGT	Exempt-ML	19	A	\$ 6,672.52
BHSVC	Arthur	Gallido	3160	Behavioral Health Services Division	MDMGT	Exempt-ML	MB2-334	E	\$8,873.74	Behavioral Health Services Manager	UNREP	Exempt-ML	26	B	\$ 9,960.73
BHSVC	Eva	Welket	3160	Behavioral Health Services Division	MDMGT	Exempt-ML	MB2-334	E	\$8,873.74	Behavioral Health Services Manager	UNREP	Exempt-ML	26	B	\$ 9,960.73
BHSVC	Cathryn	Cotter	3160	Behavioral Health Services Division	MDMGT	Exempt-ML	MB2-334	E	\$8,873.74	Behavioral Health Services Manager	UNREP	Exempt-ML	26	A	\$ 9,670.51
BHSVC	Maria	Barragan	3329	Program Manager	MDMGT	Exempt-ML	MB2-328	E	\$8,612.12	Behavioral Health Services Program Manager	MDMGT	Exempt-ML	23	F	\$ 9,402.28
BHSVC	Adrian	Gonzalez	3329	Program Manager	MDMGT	Exempt-ML	MB2-328	C	\$7,811.45	Behavioral Health Services Program Manager	MDMGT	Exempt-ML	23	C	\$ 8,604.41
BHSVC	Brian	Sterkeson	3329	Program Manager	MDMGT	Exempt-ML	MB2-328	E	\$8,612.12	Behavioral Health Services Program Manager	MDMGT	Exempt-ML	23	F	\$ 9,402.28
BHSVC	Marlam	Aguyan	3173	Supervising Mental Health Clinician	MDMGT	Exempt-ML	MB2-314	E	\$8,031.29	Clinical Supervisor	MDMGT	Exempt-ML	23	C	\$ 8,604.41
BHSVC	Irene	Bianco	3173	Supervising Mental Health Clinician	MDMGT	Exempt-ML	MB2-314	E	\$8,031.29	Clinical Supervisor	MDMGT	Exempt-ML	23	C	\$ 8,604.41
BHSVC	Julio	Diaz	3173	Supervising Mental Health Clinician	MDMGT	Exempt-ML	MB2-314	E	\$8,031.29	Clinical Supervisor	MDMGT	Exempt-ML	23	C	\$ 8,604.41
BHSVC	Hilda	Espinosa	3173	Supervising Mental Health Clinician	MDMGT	Exempt-ML	MB2-314	E	\$8,031.29	Clinical Supervisor	MDMGT	Exempt-ML	23	B	\$ 8,353.80
BHSVC	Carolina	Lemus	3173	Supervising Mental Health Clinician	MDMGT	Exempt-ML	MB2-314	E	\$8,031.29	Clinical Supervisor	MDMGT	Exempt-ML	23	B	\$ 8,353.80
BHSVC	Robert	Secula	3173	Supervising Mental Health Clinician	MDMGT	Exempt-ML	MB2-314	E	\$8,031.29	Clinical Supervisor	MDMGT	Exempt-ML	23	C	\$ 8,604.41
BHSVC	Andrea	Martinez	3197	Deputy Director-Operations	MDMGT	Exempt-ML	MB2-350	E	\$9,610.89	Deputy Director-Administrative Services	UNREP	Exempt-ML	26	C	\$ 10,259.55
BHSVC	Joey	Nunes	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	B	\$5,352.81	Health Education Coordinator	MDMGT	1 1/2 eligible	15	B	\$ 6,564.18
BHSVC	Iliana	Contreras	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	B	\$5,352.81	Health Education Coordinator	MDMGT	1 1/2 eligible	15	B	\$ 6,564.18
BHSVC	Maria	Chia	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	C	\$5,620.45	Health Education Coordinator	MDMGT	1 1/2 eligible	15	C	\$ 6,523.81
BHSVC	Maribel	Gonzalez	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	C	\$5,620.45	Health Education Coordinator	MDMGT	1 1/2 eligible	15	C	\$ 6,523.81
BHSVC	Ivan	Huerta	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	D	\$5,901.48	Health Education Coordinator	MDMGT	1 1/2 eligible	15	E	\$ 6,178.48
BHSVC	Olga	Maciel	3856	Office Services Supervisor I	MDMGT	Exempt-ML	MB2-196	E	\$4,658.51	Office Services Supervisor	MDMGT	1 1/2 eligible	12	B	\$ 4,884.29
BLDPS	Michelle	Treckame	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	E	\$6,711.31	Administrative Analyst III	MDMGT	Exempt-ML	18	E	\$ 7,152.36
BLDPS	William	Van Ryn	4134	Building Permit Services Manager	MDMGT	Exempt-ML	MB2-330	E	\$6,698.46	Building Permit Services Supervisor	MDMGT	Exempt-ML	22	H	\$ 9,499.88
BLDPS	Deborah	Mañter	4117	Deputy Director of Community &	MDMGT	Exempt-ML	MB2-371	E	\$10,672.12	Deputy Director of Community and Economic Development	UNREP	Exempt-ML	27	E	\$ 11,428.57
COCLK	Marisol	Hernandez	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	D	\$ 6,296.45
COORC	Jana	Armstrong	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	C	\$4,767.51	Administrative Analyst I	MDMGT	Exempt-ML	13	B	\$ 5,128.51
COORC	Michelle	Garcia	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
COORC	Jeanette	Flores	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	E	\$6,711.31	Administrative Analyst III	MDMGT	Exempt-ML	18	D	\$ 6,944.04
CSSVC	Penny	Peltzer	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	D	\$5,813.83	Administrative Analyst II	MDMGT	Exempt-ML	16	C	\$ 6,115.00
CSSVC	Karry	Valle	3369	Child Support Program Manager MSS	MDMGT	Exempt-ML	MB2-311	B	\$6,834.69	Child Support Program Manager	MDMGT	Exempt-ML	23	B	\$ 8,353.80
CSSVC	Jill	Hollins	3171	Child Support Supervisor MSS	MDMGT	Exempt-ML	MB2-242	E	\$5,608.27	Child Support Supervisor	MDMGT	Exempt-ML	15	C	\$ 5,923.81
CSSVC	Ofelia	Maciel	3171	Child Support Supervisor MSS	MDMGT	Exempt-ML	MB2-242	E	\$5,608.27	Child Support Supervisor	MDMGT	Exempt-ML	15	D	\$ 5,998.52
CSSVC	Miherna	Salas	3171	Child Support Supervisor MSS	MDMGT	Exempt-ML	MB2-242	E	\$5,608.27	Child Support Supervisor	MDMGT	Exempt-ML	15	C	\$ 5,923.81
CSSVC	Cynthia	Ramos	3170	Deputy Director of Child Support	MDMGT	Exempt-ML	MB2-340	B	\$7,898.32	Deputy Director of Child Support Services	UNREP	Exempt-ML	27	B	\$ 10,458.76
DISAT	Lisa	Childers	4126-A	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	E	\$7,489.63	Administrative Services Officer	MDMGT	Exempt-ML	20	F	\$ 8,122.04
DISAT	John	Bell	4126-A	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	E	\$7,489.63	Administrative Services Officer	MDMGT	Exempt-ML	20	E	\$ 7,885.48
EHLTH	Cynthia	Dzanda	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	E	\$5,256.18	Administrative Analyst I	MDMGT	Exempt-ML	13	D	\$ 5,440.83
EHLTH	Dexter	Marr	4101	Deputy Director of Community &	MDMGT	Exempt-ML	MB2-351	E	\$9,658.94	Deputy Director of Community and Economic Development	UNREP	Exempt-ML	27	B	\$ 10,458.76
EHLTH	Monika	Routh	3172	Supervising Environmental Health	MDMGT	Exempt-ML	MB2-310	E	\$7,872.05	Supervising Registered Environmental Health Specialist	MDMGT	Exempt-ML	21	F	\$ 8,528.14
FROPT	Ryan	Neel	3179	Fire Equipment Manager	MDMGT	1 1/2 eligible	MB2-262	E	\$6,196.55	Fire Fleet Program Manager	UNREP	Exempt-ML	17	C	\$ 6,513.40
GNSVC	Bryant	Torres	3821	Building Crafts and Maintenance	MDMGT	1 1/2 eligible	MB2-248	E	\$5,778.63	Building Maintenance Supervisor	MDMGT	1 1/2 eligible	15	D	\$ 5,998.52

GNSVC	Janelle	Clark	4221	Facilities Superintendent	MDMGT	Exempt-ML	MB2-331	C	\$7,929.20	Facilities Superintendent	UNREP	Exempt-ML	22	B	\$ 8,194.74
GNSVC	Joe	Hernandez	3830	Grounds-Flood Control Maintenance	MDMGT	1 1/2 eligible	MB2-216	E	\$4,926.19	Grounds Maintenance Supervisor	MDMGT	1 1/2 eligible	11	E	\$ 5,083.05
HELTH	Marisela	Maciell	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	B	\$4,540.48	Administrative Analyst I	MDMGT	Exempt-ML	13	A	\$ 4,979.13
HELTH	Alma	Rutherford	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
HELTH	Christie	Willett	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
HELTH	Peggy	Gunter	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	A	\$5,022.21	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
HELTH	Leonard	Williams	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
HELTH	Julii	Gragson	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
HELTH	Brian	Cochran	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
HELTH	Ashley	Negrata	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
HELTH	Jeannette	Bull	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
HELTH	Christian	Coye	New-23	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	E	\$6,711.31	Administrative Services Officer	MDMGT	Exempt-ML	20	B	\$ 7,216.33
HELTH	Brenda	Vargas Saldana	New-23	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	C	\$6,087.35	Administrative Services Officer	MDMGT	Exempt-ML	20	A	\$ 7,006.14
HELTH	Stephanie	Nathan	4110	Assistant Public Health Director	MDMGT	Exempt-ML	MB2-399	E	\$12,271.58	Assistant Director of Public Health	UNREP	Exempt-ML	29	G	\$13,367.94
HELTH	Christopher	Jones	3239	Program Manager	MDMGT	Exempt-ML	MB2-328	E	\$8,612.12	Behavioral Health Services Program Manager	MDMGT	Exempt-ML	23	F	\$ 9,402.28
HELTH	Sean	Kirkpatrick	3197	Deputy Public Health Director	MDMGT	Exempt-ML	MB2-350	D	\$9,153.22	Deputy Director-Administrative Services	UNREP	Exempt-ML	26	A	\$ 9,670.61
HELTH	Melody	Viscra-Kellar	3198	Deputy Public Health Director-Clinical & Nursing Services	MDMGT	Exempt-ML	MB2-370	E	\$10,619.03	Deputy Public Health Director-Clinical & Nursing Services	UNREP	Exempt-ML	29	B	\$11,530.79
HELTH	Trini	Aleman	3525	Epidemiologist	MDMGT	Exempt-ML	MB2-302	B	\$6,534.68	Epidemiologist	MDMGT	Exempt-ML	21	B	\$ 7,577.14
HELTH	Sophia	Agullar	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	E	\$6,196.55	Health Education Coordinator	MDMGT	1 1/2 eligible	15	H	\$ 6,751.39
HELTH	Marizela	Terkildsen	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	E	\$6,196.55	Health Education Coordinator	MDMGT	1 1/2 eligible	15	H	\$ 6,751.39
HELTH	Cenorina	Fernandez	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	E	\$6,196.55	Health Education Coordinator	MDMGT	1 1/2 eligible	15	H	\$ 6,751.39
HELTH	Terrance	Carter	New-8	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	E	\$6,196.55	Emergency Preparedness Coordinator	MDMGT	1 1/2 eligible	15	H	\$ 6,751.39
HELTH	Joanna	Orea	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	E	\$6,196.55	Health Education Coordinator	MDMGT	1 1/2 eligible	15	G	\$ 6,554.75
HELTH	Graciela	Valdez	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	C	\$5,620.45	Health Education Coordinator	MDMGT	1 1/2 eligible	15	C	\$ 5,923.81
HELTH	Reileen	Bopprei	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	B	\$5,352.81	Health Education Coordinator	MDMGT	1 1/2 eligible	15	B	\$ 5,614.18
HELTH	Arcy	Cruz	3268	Health Education Coordinator	MDMGT	Exempt-ML	MB2-262	D	\$5,901.48	Health Education Coordinator	MDMGT	1 1/2 eligible	15	E	\$ 6,176.48
HELTH	Rebecca	Gilbert	3185	Physical-Occupational Therapy Unit	MDMGT	Exempt-ML	MB2-345	E	\$9,374.17	Physical and Occupational Therapy Supervisor	MDMGT	Exempt-ML	26	B	\$ 9,670.57
HELTH	Brian	Gamble	3198-B	Program Manager	MDMGT	#N/A	MB2-328	D	\$8,202.02	Public Health Program Manager	MDMGT	Exempt-ML	23	C	\$ 8,604.41
HELTH	Lori	Gardner	3198-B	Public Health Program Manager	MDMGT	#N/A	MB2-329	E	\$8,655.18	Public Health Program Manager	MDMGT	Exempt-ML	23	F	\$ 9,402.28
HELTH	Natalie	Stein	3198-B	Public Health Program Manager	MDMGT	#N/A	MB2-329	E	\$8,655.18	Public Health Program Manager	MDMGT	Exempt-ML	23	G	\$ 9,084.34
HELTH	Ise	Aramblide	3198-B	Public Health Program Manager	MDMGT	#N/A	MB2-329	E	\$8,655.18	Public Health Program Manager	MDMGT	Exempt-ML	23	F	\$ 9,402.28
HELTH	Minh	Nguyen	3198-B	Public Health Program Manager	MDMGT	#N/A	MB2-329	D	\$8,243.03	Public Health Program Manager	MDMGT	Exempt-ML	23	C	\$ 8,604.41
HELTH	Tiara	Munoz	3198-B	Public Health Program Manager	MDMGT	#N/A	MB2-329	B	\$7,476.67	Public Health Program Manager	MDMGT	Exempt-ML	23	A	\$ 8,110.49
HELTH	Elsa	Estrada	3526	Supervising Public Health Nurse	MDMGT	Exempt-ML	MB2-342	E	\$9,234.96	Supervising Public Health Nurse	MDMGT	Exempt-ML	27	B	\$ 10,154.10
ITECH	Bruce	Lorimer	4122	Deputy Chief Information Officer - Network & Security Services	MDMGT	Exempt-ML	MB2-374	E	\$10,833.00	Deputy Chief Information Officer - Applications, GIS & Client	UNREP	Exempt-ML	28	D	\$11,650.49
ITECH	Brian	Rohde	4121	Deputy Chief Information Officer - Network & Security Services	MDMGT	Exempt-ML	MB2-374	E	\$10,833.00	Deputy Chief Information Officer - Network, Data Center & Security Services	UNREP	Exempt-ML	28	D	\$11,650.49
ITECH	Jason	Yang	4115	Geographical Information System GIS Manager	MDMGT	Exempt-ML	MB2-331	E	\$8,741.95	GIS Manager	UNREP	Exempt-ML	25	A	\$ 9,210.10
ITECH	Aaron	Ortiz	4109	Information Technology Division Manager	MDMGT	Exempt-ML	MB2-354	E	\$9,804.55	Information Technology Manager	UNREP	Exempt-ML	25	F	\$10,677.03
ITECH	J	Doss	4109	Information Technology Division Manager	MDMGT	Exempt-ML	MB2-354	D	\$9,337.67	Information Technology Manager	UNREP	Exempt-ML	25	C	\$ 9,771.00
ITECH	Juan	Witzgo	4109	Information Technology Division Manager	MDMGT	Exempt-ML	MB2-354	E	\$9,804.55	Information Technology Manager	UNREP	Exempt-ML	25	F	\$10,677.03
PLANG	Annette	Kephart	3261	Senior Planner	MDMGT	Exempt-ML	MB2-329	C	\$7,850.50	Senior Planner	MDMGT	Exempt-ML	20	H	\$ 8,616.67
PLANG	Samuel	Rashe	3261	Senior Planner	MDMGT	Exempt-ML	MB2-329	B	\$7,476.67	Senior Planner	MDMGT	Exempt-ML	20	F	\$ 8,122.04
PRBTR	Raya	Fitzgerald	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	B	\$4,540.48	Administrative Analyst I	MDMGT	Exempt-ML	13	A	\$ 4,979.13
PRBTR	Cynthia	Jones	4126-A	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	E	\$7,489.63	Administrative Services Officer	MDMGT	Exempt-ML	20	E	\$ 7,885.48
PRBTR	Sharon	Sampauesi	3140	Revenue Services Manager	MDMGT	Exempt-ML	MB2-319	E	\$8,234.09	Revenue Services Officer	MDMGT	Exempt-ML	15	E	\$ 8,234.09
PRBTR	Liliana	Zapfen	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	E	\$5,256.18	Administrative Analyst I	MDMGT	Exempt-ML	13	D	\$ 5,440.83
PWRKS	Amparo	Garcia	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	D	\$5,813.83	Administrative Analyst II	MDMGT	Exempt-ML	16	C	\$ 6,115.00
PWRKS	Patricia	Becerra	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
PWRKS	Rebecca	Maldonado	4126-A	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	E	\$7,489.63	Administrative Services Officer	MDMGT	Exempt-ML	20	E	\$ 7,885.48

PWRKS	Adam	Gonzales	4126-C	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	B	\$6,469.82	Administrative Analyst III	MDMGT	Exempt-ML	18	C	\$ 6,741.78
PWRKS	Monty	Cox	3320	Program Manager	MDMGT	Exempt-ML	MB2-328	E	\$8,612.12	Behavioral Health Services Program Manager	MDMGT	Exempt-ML	23	C	\$ 9,305.71
PWRKS	Andrea	Saldate	4100-A	Deputy Public Works Director	MDMGT	Exempt-ML	MB2-384	E	\$11,387.01	Deputy Director of Public Works - Administrative Services	UNREP	Exempt-ML	29	D	\$ 12,233.01
PWRKS	Jarrod	Curter	4100-B	Deputy Public Works Director	MDMGT	Exempt-ML	MB2-384	E	\$11,387.01	Deputy Director of Public Works-Engineering	UNREP	Exempt-ML	29	D	\$ 12,233.01
PWRKS	Philip	Tuler	4100-C	Deputy Public Works Director	MDMGT	Exempt-ML	MB2-384	E	\$11,387.01	Deputy Director of Public Works-Maintenance and	UNREP	Exempt-ML	29	C	\$ 11,876.71
PWRKS	Phu	Duong	3334	Development Services Engineer	MDMGT	Exempt-ML	MB2-331	E	\$8,741.95	Development Services Engineer	MDMGT	Exempt-ML	22	H	\$ 9,499.88
PWRKS	Kevin	Gilpatrick	3720	Equipment Shop Supervisor	MDMGT	Exempt-ML	MB2-272	E	\$6,513.44	Equipment Shop Supervisor	MDMGT	Exempt-ML	17	F	\$ 7,016.12
PWRKS	Robert	Mack	3739	Road Superintendent	MDMGT	Exempt-ML	MB2-301	E	\$7,527.08	Public Works Superintendent-Roads	UNREP	Exempt-ML	20	E	\$ 8,122.07
PWRKS	Kerneth	Crow	3715	Road Construction and Maintenance	MDMGT	Exempt-ML	MB2-272	C	\$5,907.88	Road Supervisor	MDMGT	1 1/2 eligible	15	E	\$ 6,178.48
PWRKS	Jeromie	Fairchild	3715	Road Construction and Maintenance	MDMGT	Exempt-ML	MB2-272	E	\$6,513.44	Road Supervisor	MDMGT	1 1/2 eligible	15	H	\$ 6,751.39
PWRKS	Gary	Hansen	3715	Road Construction and Maintenance	MDMGT	Exempt-ML	MB2-272	E	\$6,513.44	Road Supervisor	MDMGT	1 1/2 eligible	15	H	\$ 6,751.39
PWRKS	James	Silva	3715	Road Construction and Maintenance	MDMGT	Exempt-ML	MB2-272	C	\$5,907.88	Road Supervisor	MDMGT	1 1/2 eligible	15	E	\$ 6,178.48
PWRKS	Randall	Reynolds	3715	Road Construction and Maintenance Supervisor	MDMGT	Exempt-ML	MB2-272	D	\$6,203.28	Road Supervisor	MDMGT	1 1/2 eligible	15	G	\$ 6,554.75
PWRKS	Javier	Tovar	3715	Road Construction and Maintenance	MDMGT	Exempt-ML	MB2-272	C	\$5,907.88	Road Supervisor	MDMGT	1 1/2 eligible	15	E	\$ 6,178.48
PWRKS	Craig	Wagner	4210	Supervising Civil Engineer	MDMGT	Exempt-ML	MB2-355	E	\$9,853.57	Senior Civil Engineer	MDMGT	Exempt-ML	24	G	\$ 10,168.55
PWRKS	Steve	Dels	4210	Supervising Civil Engineer	MDMGT	Exempt-ML	MB2-355	E	\$9,853.57	Senior Civil Engineer	MDMGT	Exempt-ML	24	G	\$ 10,168.55
PWRKS	Boom	Phouthavong	3745	Solid Waste Manager	MDMGT	Exempt-ML	MB2-354	D	\$9,337.67	Solid Waste Program Manager	UNREP	Exempt-ML	24	E	\$ 9,872.43
PWRKS	Chad	Brown	3231	Special Districts Utility Manager	MDMGT	Exempt-ML	MB2-305	E	\$7,678.75	Special Districts Utility Manager	UNREP	Exempt-ML	20	G	\$ 8,616.71
PWRKS	Aaron	Hertling	3720	Traffic Sign Supervisor	MDMGT	Exempt-ML	MB2-245	B	\$4,917.66	Traffic Sign Supervisor	MDMGT	1 1/2 eligible	14	A	\$ 5,228.09
PWRKS	Ryan	Earley	3741	Supervising Licensed Utility Worker	MDMGT	1 1/2 eligible	MB2-275	E	\$6,611.63	Water/Wastewater Operations Supervisor	MDMGT	1 1/2 eligible	19	C	\$ 7,078.87
PWRKS	Jason	Mitchell	3741	Supervising Licensed Utility Worker	MDMGT	1 1/2 eligible	MB2-275	E	\$6,611.63	Water/Wastewater Operations Supervisor	MDMGT	1 1/2 eligible	19	C	\$ 7,078.87
PWRKS	Staven	Perry	3741	Supervising Licensed Utility Worker	MDMGT	1 1/2 eligible	MB2-275	A	\$5,439.41	Water/Wastewater Operations Supervisor	MDMGT	1 1/2 eligible	19	B	\$ 6,872.69
SCSVC	Edulges	Hernandez	3600	Account Clerk Supervisor I MSS (Overfill)	MDMGT	Exempt-ML	MB2-200	C	\$4,125.49	Account Clerk Supervisor I (MSS)	MDMGT	Exempt-ML	9	D	\$ 4,476.19
SCSVC	Deerl	Ornelas	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	E	\$5,256.18	Administrative Analyst I	MDMGT	Exempt-ML	13	D	\$ 5,440.83
SCSVC	Isalah	Lucas	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	B	\$4,540.48	Administrative Analyst I	MDMGT	Exempt-ML	13	B	\$ 5,128.51
SCSVC	Naveyl	Chavez-Camarillo	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	B	\$4,540.48	Administrative Analyst I	MDMGT	Exempt-ML	13	A	\$ 4,979.13
SCSVC	Norma	Gondle	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	D	\$5,813.83	Administrative Analyst II	MDMGT	Exempt-ML	16	C	\$ 6,135.00
SCSVC	Marie	Rodriguez	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	F	\$ 6,487.40
SCSVC	Marie	Knoeloch	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	A	\$5,022.21	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
SCSVC	Paul	Yankay	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
SCSVC	Raeanne	Jain	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	E	\$6,104.52	Administrative Analyst II	MDMGT	Exempt-ML	16	E	\$ 6,487.40
SCSVC	Amanda	Williams	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
SCSVC	Wendy	Castillo	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	B	\$5,273.32	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
SCSVC	Ashley	Monk	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
SCSVC	Geraldine	Lakey	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	B	\$ 5,936.89
SCSVC	Stephanie	Urena	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
SCSVC	Affredo	Vilardo	3205	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	E	\$6,711.31	Administrative Analyst III	MDMGT	Exempt-ML	28	E	\$ 7,152.36
SCSVC	Soree	Brown	New-23	Principal Administrative Analyst	MDMGT	Exempt-ML	MB2-300	C	\$5,793.91	Administrative Services Officer	MDMGT	Exempt-ML	20	A	\$ 7,006.14
SCSVC	Marcielle	Temby-Chinn	3111	Chief Deputy Public Guardian-Conservator-Public Administrator	MDMGT	Exempt-ML	MB2-257	E	\$4,043.93	Chief Deputy Public Guardian/Conservator/Public Administrator	UNREP	Exempt-ML	22	B	\$ 8,194.71
SCSVC	Steve	Duckworth	3132	Deputy Director-Welfare MSS	MDMGT	Exempt-ML	MB2-378	E	\$11,051.29	Deputy Director-Welfare	UNREP	Exempt-ML	27	E	\$ 11,428.57
SCSVC	Vivian	Garcia	3132	Deputy Director-Welfare MSS	MDMGT	Exempt-ML	MB2-378	D	\$10,525.04	Deputy Director-Welfare	UNREP	Exempt-ML	27	E	\$ 11,428.57
SCSVC	Nickie	Matus	3132	Deputy Director-Welfare MSS	MDMGT	Exempt-ML	MB2-378	D	\$10,525.04	Deputy Director-Welfare	UNREP	Exempt-ML	27	D	\$ 11,095.70
SCSVC	Mayra	Garcia Perez	3087	Deputy Public Guardian	MDMGT	Exempt-ML	MB2-227	D	\$4,956.20	Deputy Public Guardian	MDMGT	Exempt-ML	13	B	\$ 5,128.51
SCSVC	Christopher	Aguirre	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	E	\$ 5,884.26
SCSVC	Martee	Brown	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	E	\$ 5,884.26
SCSVC	Ruben	Garcia	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79
SCSVC	Toni	Propp	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79
SCSVC	Lorena	Quintero	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	D	\$5,288.19	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	C	FALSE
SCSVC	Paul	Whitea	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	E	\$ 5,884.26
SCSVC	Sandra	Lewis	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79
SCSVC	Kelli	Troiano	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79
SCSVC	Veronica	Cordero	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79
SCSVC	Corissa	Heise	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79
SCSVC	Teresa	Alajo	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	E	\$ 5,884.26
SCSVC	Carlos	Rodriguez	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79

SCSVC	Starla	Basler	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79
SCSVC	Wendy	Smith	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	E	\$5,552.60	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	F	\$ 6,060.79
SCSVC	Roberto	Cosio	3340	Eligibility Supervisor MSS	MDMGT	Exempt-ML	MB2-240	D	\$5,286.19	Eligibility Supervisor	MDMGT	1 1/2 eligible	14	C	\$ 5,546.48
SCSVC	Rosemary	Martinez	3280	Employment and Training Worker	MDMGT	Exempt-ML	MB2-258	E	\$6,074.15	Employment and Training Worker Supervisor	MDMGT	1 1/2 eligible	15	F	\$ 6,363.83
SCSVC	Nancy	Ramirez	3280	Employment and Training Worker	MDMGT	Exempt-ML	MB2-258	E	\$6,074.15	Employment and Training Worker Supervisor	MDMGT	1 1/2 eligible	15	F	\$ 6,363.83
SCSVC	Marissa	Rodriguez	3280	Employment and Training Worker	MDMGT	Exempt-ML	MB2-258	C	\$5,509.44	Employment and Training Worker Supervisor	MDMGT	1 1/2 eligible	15	C	\$ 5,823.81
SCSVC	Alycia	Falley	3280	Employment and Training Worker	MDMGT	Exempt-ML	MB2-258	E	\$6,074.15	Employment and Training Worker Supervisor	MDMGT	1 1/2 eligible	15	G	\$ 6,554.75
SCSVC	Vanessa	Sanchez	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	D	\$4,246.20	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	C	\$ 4,568.10
SCSVC	Carmen	Umpfenhour	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	C	\$4,044.00	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	A	\$ 4,301.16
SCSVC	Schlotter	Jimmy	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	E	\$4,458.51	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	D	\$ 4,700.00
SCSVC	Junita	Hernandez	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	D	\$4,246.20	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	B	\$ 4,430.20
SCSVC	Sandra	Cortez	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	E	\$4,458.51	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	D	\$ 4,700.00
SCSVC	Sharon	Morris	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	E	\$4,458.51	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	E	\$ 4,841.00
SCSVC	Kenna	Jordan	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	E	\$4,458.51	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	D	\$ 4,700.00
SCSVC	Stephanie	Clanchar	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	C	\$4,044.00	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	B	\$ 4,430.20
SCSVC	Maritza	Dorantes	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	E	\$4,458.51	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	E	\$ 4,841.00
SCSVC	Gloriana	Torres	3681	Office Assistant Supervisor I MSS	MDMGT	Exempt-ML	MB2-196	E	\$4,458.51	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	E	\$ 4,841.00
SCSVC	Kimberly	Gardner	3681	Office Assistant Supervisor I MSS (Overfill)	MDMGT	Exempt-ML	MB2-196	E	\$4,458.51	Office Assistant Supervisor I (MSS)	MDMGT	1 1/2 eligible	10	F	\$ 4,986.23
SCSVC	Angelica	Altamirano	3682	Office Assistant Supervisor II MSS	MDMGT	Exempt-ML	MB2-216	E	\$4,926.19	Office Assistant Supervisor II (MSS)	MDMGT	1 1/2 eligible	13	C	\$ 5,282.36
SCSVC	Ailbra	Carter	3682	Office Assistant Supervisor II MSS	MDMGT	Exempt-ML	MB2-216	A	\$4,052.79	Office Assistant Supervisor II (MSS)	MDMGT	1 1/2 eligible	13	A	\$ 4,979.13
SCSVC	Janel	Cook	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	E	\$8,655.18	Program Manager I (MSS)	MDMGT	Exempt-ML	23	E	\$ 9,128.42
SCSVC	Miguel	Gonzalez	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	E	\$8,655.18	Program Manager I (MSS)	MDMGT	Exempt-ML	23	F	\$ 9,402.28
SCSVC	Mee	Wang	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	E	\$8,655.18	Program Manager I (MSS)	MDMGT	Exempt-ML	23	F	\$ 9,402.28
SCSVC	Genever	Thomas	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	E	\$8,655.18	Program Manager I (MSS)	MDMGT	Exempt-ML	23	F	\$ 9,402.28
SCSVC	Michelle	Hernandez	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	C	\$7,850.50	Program Manager I (MSS)	MDMGT	Exempt-ML	23	A	\$ 8,110.49
SCSVC	Christopher	Martinez	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	E	\$8,655.18	Program Manager I (MSS)	MDMGT	Exempt-ML	23	F	\$ 9,402.28
SCSVC	John	Dufrene	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	E	\$8,655.18	Program Manager I (MSS)	MDMGT	Exempt-ML	23	F	\$ 9,402.28
SCSVC	Robert	Milak Jr	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	E	\$8,655.18	Program Manager I (MSS)	MDMGT	Exempt-ML	23	F	\$ 9,402.28
SCSVC	Cynthia	Friesen	3169	Program Manager I MSS	MDMGT	Exempt-ML	MB2-329	E	\$8,655.18	Program Manager I (MSS)	MDMGT	Exempt-ML	23	F	\$ 9,402.28
SCSVC	Melissa	Urena Garcia	3284	Social Worker Supervisor I MSS	MDMGT	Exempt-ML	MB2-287	E	\$7,019.42	Social Worker Supervisor I	MDMGT	1 1/2 eligible	18	G	\$ 7,587.94
SCSVC	Shmone	Walton	3284	Social Worker Supervisor I MSS	MDMGT	Exempt-ML	MB2-287	E	\$7,019.42	Social Worker Supervisor I	MDMGT	1 1/2 eligible	18	G	\$ 7,587.94
SCSVC	Catalina	Alcorn	3284	Social Worker Supervisor I MSS	MDMGT	Exempt-ML	MB2-287	D	\$6,685.16	Social Worker Supervisor I	MDMGT	1 1/2 eligible	18	D	\$ 6,944.04
SCSVC	Justin	Day	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	E	\$7,755.73	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	G	\$ 8,365.70
SCSVC	Veronica	Pietez	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	E	\$7,755.73	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	G	\$ 8,365.70
SCSVC	Heather	Sharp	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	E	\$7,755.73	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	G	\$ 8,365.70
SCSVC	Yajehira	Vaca	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	C	\$7,034.68	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	C	\$ 7,432.82
SCSVC	Karlene	Ortiz	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	E	\$7,755.73	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	G	\$ 8,365.70
SCSVC	Edna	Odum	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	D	\$7,386.41	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	D	\$ 7,655.80
SCSVC	Fernando	Escalante	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	E	\$7,755.73	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	G	\$ 8,365.70
SCSVC	Doneda	Wright	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	E	\$7,755.73	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	G	\$ 8,365.70
SCSVC	Kritina	Espinosa	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	E	\$7,034.68	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	C	\$ 7,432.82
SCSVC	Vanessa	Self	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	D	\$7,386.41	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	D	\$ 7,655.80
SCSVC	Dovie	Beard	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	C	\$7,034.68	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	C	\$ 7,432.82
SCSVC	William	Foriga	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	C	\$7,034.68	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	C	\$ 7,432.82
SCSVC	Donald	Allan	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	D	\$7,386.41	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	D	\$ 7,655.80
SCSVC	Don	Rogers	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	D	\$7,386.41	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	D	\$ 7,655.80
SCSVC	Danica	Suff	3285	Social Worker Supervisor II MSS	MDMGT	Exempt-ML	MB2-307	D	\$7,386.41	Social Worker Supervisor II	MDMGT	1 1/2 eligible	20	D	\$ 7,655.80
SHRFF	Denica	Mostler	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	E	\$6,711.31	Administrative Analyst III	MDMGT	Exempt-ML	18	D	\$ 6,944.04
TAXTR	Jennifer	Garcia	3205	Administrative Analyst I	MDMGT	Exempt-ML	MB2-229	C	\$4,767.51	Administrative Analyst I	MDMGT	Exempt-ML	13	B	\$ 5,128.51
TAXTR	Julia	Pineda	New-4	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	B	\$5,273.32	Property Tax Supervisor	MDMGT	Exempt-ML	20	B	\$ 7,216.33
TAXTR	Annette	Ybarra	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	B	\$5,797.48	Administrative Analyst III	MDMGT	Exempt-ML	18	A	\$ 6,354.78
TAXTR	Adriana	Chavira	New-3	Principal Administrative Analyst-OF	MDMGT	Exempt-ML	MB2-300	B	\$6,469.82	Bank and Cash Management Supervisor	MDMGT	Exempt-ML	20	A	\$ 7,006.14
WTRNR	Allison	Medley	3206	Administrative Analyst II	MDMGT	Exempt-ML	MB2-259	C	\$5,536.98	Administrative Analyst II	MDMGT	Exempt-ML	16	A	\$ 5,763.97
WTRNR	Emily	Garcia	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	A	\$5,521.41	Administrative Analyst III	MDMGT	Exempt-ML	18	A	\$ 6,354.78
WTRNR	Jenny	Munoz-Rodriguez	3209	Senior Administrative Analyst	MDMGT	Exempt-ML	MB2-278	C	\$6,087.35	Administrative Analyst III	MDMGT	Exempt-ML	18	B	\$ 6,545.42
WTRNR	Jeanine	Habben	4116	Deputy Director of Water and Natural Resources	MDMGT	Exempt-ML	MB2-350	E	\$9,610.89	Deputy Director of Water & Natural Resources	UNREP	Exempt-ML	27	B	\$ 10,458.76

Mid-Management Unit - Attachment 'E' – Y-Rating

Department	ID	First Name	Last Name	Job	Position Title	Unit	OT	Range	Step	Monthly	New Title based on Job Code	New Range	Closest Step	Closest Monthly	% Change
Probation	18570	Sharon	Sampaules	3140	Revenue Services Manager	MDMGT	Exempt-ML	319	E	\$ 8,234.09	Revenue Services Officer	15	Step B	\$ 6751.39	-18.01%



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David Rogers, District 2  
Robert L. Poythress, District 3  
Leticia Gonzalez, District 4  
Robert Macaulay, District 5

## AGENDA ITEM SUBMITTAL

October 15, 2024

Chairman Robert L. Poythress

<b>DEPARTMENT</b> Department of Human Resources		<b>DEPARTMENT CONTACT</b> Sabrina Mendez 559-675-7705		<b>AGENDA ITEM</b> 6.i DISCUSSION ITEMS:									
<b>SUBJECT:</b> Classification and Compensation Study Implementation - Mid-Management		<b>REQUIRED VOTE:</b> 3/5 Votes Required	<b>DOC. ID NUMBER</b> 11222	<b>DATE REC'D</b>									
<b>STRATEGIC FOCUS AREA(S):</b> Employees													
<u>For Clerk of the Board's Office Use Only</u>													
<b>BOARD'S ACTION:</b>													
<table border="1" style="width: 100%;"> <tr> <td><b>RESULT:</b></td> <td><b>APPROVED [UNANIMOUS]</b></td> </tr> <tr> <td><b>MOVER:</b></td> <td>Leticia Gonzalez, Chair Pro Tem</td> </tr> <tr> <td><b>SECONDER:</b></td> <td>David Rogers, Supervisor - District No. 2</td> </tr> <tr> <td><b>AYES:</b></td> <td>Wamhoff, Rogers, Poythress, Gonzalez, Macaulay</td> </tr> </table>						<b>RESULT:</b>	<b>APPROVED [UNANIMOUS]</b>	<b>MOVER:</b>	Leticia Gonzalez, Chair Pro Tem	<b>SECONDER:</b>	David Rogers, Supervisor - District No. 2	<b>AYES:</b>	Wamhoff, Rogers, Poythress, Gonzalez, Macaulay
<b>RESULT:</b>	<b>APPROVED [UNANIMOUS]</b>												
<b>MOVER:</b>	Leticia Gonzalez, Chair Pro Tem												
<b>SECONDER:</b>	David Rogers, Supervisor - District No. 2												
<b>AYES:</b>	Wamhoff, Rogers, Poythress, Gonzalez, Macaulay												
Is this item Budgeted? No			<b>DOCUMENT NO(S).</b>										
Will this item require additional personnel? No													
Previous Relevant Board Actions: PowerPoint/Supporting Documents: Other/Misc.													

### RECOMMENDED ACTIONS:

Discussion and consideration to adopt the Sideletter of Agreement with the Mid-Management bargaining unit regarding implementation of negotiated items related to the Classification and Compensation Study, effective October 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



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negotiations with the Mid-management bargaining unit.

## **Fiscal Impact:**

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

## **ATTACHMENTS**

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1. Sideletter of Agreement - Mid-Management Unit