

CDUP 29

IN THE BOARD OF SUPERVISORS
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

Tuesday, October 16, 2018

PRESENT: Supervisors Bruce S. Gibson, Adam Hill, Lynn Compton, Debbie Arnold and
Chairperson John Peschong

ABSENT: None

RESOLUTION NO. 2018-260

RESOLUTION COMPLETING IMPASSE PROCEDURES WITH THE SAN LUIS OBISPO COUNTY
EMPLOYEES ASSOCIATION, BARGAINING UNIT 01, PUBLIC SERVICES UNIT; BARGAINING UNIT
05, SUPERVISORY UNIT; BARGAINING UNIT 13, CLERICAL UNIT; AND BARGAINING UNIT 02,
TRADES, CRAFTS, AND SERVICES UNIT; AND IMPOSING WAGE AND BENEFIT CHANGES ON
EMPLOYEES REPRESENTED BY THESE BARGAINING UNITS IN ACCORDANCE WITH ARTICLE IV
OF THE COUNTY EMPLOYEE RELATIONS POLICY

The following resolution is hereby offered and read:

WHEREAS, the San Luis Obispo County Employees' Association (SLOCEA) is recognized as
the exclusive representative of employees in Bargaining Unit 01 (BU01), Public Services Unit;
BU05, Supervisory Unit; BU13, Clerical Unit; and BU02, Trades, Crafts, and Services Unit; and

WHEREAS, since on or about January 22, 2018, the Management Representative has met
and conferred and negotiated in good faith with the SLOCEA concerning wages, hours and other
conditions of employment as required by the Employee Relations Policy; and

WHEREAS, after several sessions of negotiating in good faith, the County and SLOCEA
were unable to reach agreement for successor Memoranda of Understanding (MOU's) and
proceeded to mediation as mutually agreed upon by the parties and as prescheduled in the
existing MOU's; and

WHEREAS, upon completion of mediation proceedings the parties were still unable to
reach agreement for successor MOU's and proceeded to factfinding pursuant to Government
Code section 3505.4, and as also mutually agreed upon in the existing MOU's; and

WHEREAS, subsequent to factfinding, the County and SLOCEA met on August 23, 2018 at
which time the County presented its final proposal to SLOCEA, and said proposal was submitted

by SLOCEA to its represented employees for a ratification vote; and

WHEREAS, on September 25, 2018 the SLOCEA General Manager notified the County that the ratification vote for successor MOU's had failed; and

WHEREAS, SLOCEA representatives did not request further negotiations and therefore impasse procedures between the County and SLOCEA are exhausted; and

WHEREAS, the County's Management Representative has provided notice to SLOCEA that the Board of Supervisors shall consider an impasse resolution in a public meeting on October 16, 2018 pursuant to Article IV, Section 4, of the County Employee Relations Policy; and

WHEREAS, in accordance with Government Code Section 3505.7 and after carefully considering all of the information presented at the October 16, 2018 public meeting, the Board of Supervisors desires to implement the proposed wage and benefit changes in the first year of the County's final offer; and

WHEREAS, pursuant to Section 2.48.090 of the San Luis Obispo County Code, the compensation of all officers and employees of the County of San Luis Obispo shall be regulated by resolution of the Board of Supervisors of said County.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, valid and incorporated herein; and
2. That effective the pay period including July 1, 2018, wages for all employees in BU01, BU05, BU13, and BU02 shall be increased by 0.50%, as shown in Attachment A to this resolution; and
3. That effective the pay period following Board of Supervisors' approval of the resolution, wages for employees in the classifications of Health Education Specialist (Job ID 221) shall be increased by 5.00%, and wages for employees in the classification of Lead Health Education Specialist (Job ID 8974) shall be increased by an additional 1.22%%, as shown in Attachment A to this resolution; and
4. That effective the pay period following Board of Supervisors' approval of the resolution, wages for employees in the classification of Social Services Investigator (Job ID 1531) shall be increased by 5.00%, and wages for employees in the

- classification of Supervising Social Services Investigator (Job ID 1537) shall be increased by an additional 2.26%%, as shown in Attachment A to this resolution; and
5. That, effective the pay period following Board of Supervisors' approval of the resolution, wages for employees in the classifications of Property Transfer Technician I, III, III, and IV (Job ID's 587, 588, 589, and 695), and Supervising Property Transfer Technician (Job ID 579) shall be increased by an additional 10.00%, as shown in Attachment A to this resolution; and
 6. That effective the pay period including January 1, 2019 for employees in BU01, BU05, BU13, and BU02 enrolled in a County medical insurance plan with employee-only medical coverage, the County shall make a one-time, non-recurring contribution of \$500 to a healthcare Flexible Spending Account (FSA); and
 7. That effective the pay period including January 1, 2019, for employees in BU01, BU05, and BU13 enrolled in a County medical insurance plan with employee plus one dependent medical coverage, the County Cafeteria Plan contribution shall be increased by \$274.42 per month, for a total contribution of \$1,025 per month; and
 8. That effective the pay period including January 1, 2019, for employees in BU02 enrolled in a County medical insurance plan with employee plus one dependent medical coverage, the County Cafeteria Plan contribution shall be increased by \$329.05 per month, for a total contribution of \$1,025 per month; and
 9. That effective the pay period including January 1, 2019, for employees in BU01, BU05, and BU13 enrolled in a County medical insurance plan with employee plus two or more dependent medical coverage, the County Cafeteria Plan contribution shall be increased by \$499.42 per month, for a total contribution of \$1,250 per month; and
 10. That effective the pay period including January 1, 2019, for employees in BU02 enrolled in a County medical insurance plan with employee plus two or more dependent medical coverage, the County Cafeteria Plan contribution shall be increased by \$554.05 per month, for a total contribution of \$1,250 per month; and
 11. That effective the pay period following Board of Supervisors' approval of this resolution, the standby duty rate for employees in BU01, BU05, BU13, and BU02 shall be increased from \$2.75 per hour to \$3.00 per hour. The Standby duty pay for

employees assigned to the Suspected Abuse Response Team (SART) remains at \$3.35 per hour; and

12. That effective the pay period following Board of Supervisors' approval of this resolution, for those employees in BU01, BU05, BU13, and BU02 who are called upon by management after a work shift ends to provide service by telephone or computer shall be paid or earn compensating time off at the rate of time and one-half for providing such service, in thirty minute increments. Standby pay shall not be applicable during this time of paid service. Employees who are required to actually report for duty on site shall continue to be paid or earn compensating time off at the rate of time and one-half with a minimum of two hours pay for each occurrence.

Upon motion of Supervisor Arnold, seconded by Supervisor Compton, and on the following roll call vote, to-wit:

AYES: Supervisors Arnold, Compton, Gibson, Hill and Chairperson Peschong

NOES: None

ABSENT: None

ABSTAINING: None

The foregoing resolution is hereby adopted:



Chair of the Board of Supervisors

ATTEST:

Tommy Gong

Clerk, Board of Supervisors

BY:

Sandy Currens

Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

RITA L. NEAL
County Counsel

By: /s/Timothy McNulty
Assistant County Counsel

Dated: October 5, 2018

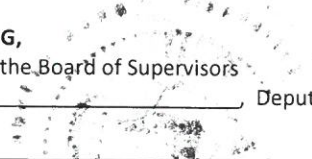
STATE OF CALIFORNIA) ss.
COUNTY OF SAN LUIS OBISPO)

I, **TOMMY GONG**, County Clerk of the above entitled County, and Ex-Officio Clerk of the Board of Supervisors thereof, do hereby certify the foregoing to be a full, true and correct copy of an order entered in the minutes of said Board of Supervisors, and now remaining of record in my office.

Witness, my hand and seal of said Board of Supervisors on October 30, 2018.

TOMMY GONG,
County Clerk and Ex-Officio Clerk of the Board of Supervisors

By: Wendy Currens Deputy Clerk



Attachment A
SLOCEA Classifications' Wage Increases

Job ID	Classification Title	BU	Current Salary Range	Increase Effective the Pay Period Includign 7/1/18		Other Increases Effective the Pay Period Following Board of Supervisors' Approval of the Resolution	
				Increase	Salary Range	Increase	Salary Range
8885	ADMIN ANALYST AIDE	BU01	2495	0.50%	2507		
2731	AGR/WEIGHTS & MEASURES TECH I	BU01	2238	0.50%	2249		
2732	AGR/WEIGHTS & MEASURES TECH II	BU01	2444	0.50%	2456		
817	AGRICULTURAL INSP/BIOLOGIST I	BU01	2444	0.50%	2456		
818	AGRICULTURAL INSP/BIOLOGIST II	BU01	2700	0.50%	2714		
819	AGRICULTURAL INSP/BIOLOGIST III	BU01	3065	0.50%	3080		
816	AGRICULTURAL INSP/BIOLOGIST TR	BU01	2238	0.50%	2249		
2730	AGRICULTURAL RESOURCE SPEC	BU01	3498	0.50%	3515		
1402	AIRPORTS OPERATION SPECIALIST	BU01	2472	0.50%	2484		
1417	ANIMAL CONTROL OFFICER	BU01	2018	0.50%	2028		
8956	ANIMAL SHELTER COORDINATOR	BU01	2093	0.50%	2103		
1423	ANIMAL SHELTER REGISTERED VETERINARY TEC	BU01	2098	0.50%	2108		
219	ANIMAL SVCS HUMANE EDUCATOR	BU01	1895	0.50%	1904		
711	APPRAISER I	BU01	2540	0.50%	2553		
709	APPRAISER II	BU01	2942	0.50%	2957		
707	APPRAISER III	BU01	3210	0.50%	3226		
718	APPRAISER TRAINEE	BU01	2198	0.50%	2209		
624	ARCHITECTURAL TECHNICIAN	BU01	2279	0.50%	2290		
8894	ASSESSMENT ANALYST TRAINEE	BU01	2000	0.50%	2010		
894	ASSESSMENT TECHNICIAN I	BU01	1885	0.50%	1894		
895	ASSESSMENT TECHNICIAN II	BU01	2073	0.50%	2083		
896	ASSESSMENT TECHNICIAN III	BU01	2272	0.50%	2283		
897	ASSESSMENT TECHNICIAN IV	BU01	2377	0.50%	2389		
623	ASSOCIATE REAL PROPERTY AGENT	BU01	3247	0.50%	3263		
622	ASST REAL PROPERTY AGENT	BU01	2801	0.50%	2815		
868	ASST VETERANS SERVICE OFF I	BU01	2122	0.50%	2133		
866	ASST VETERANS SERVICE OFF II	BU01	2415	0.50%	2427		
300082	B.H. CLINICIAN I	BU01	2713	0.50%	2727		
300083	B.H. CLINICIAN II	BU01	2987	0.50%	3002		
300084	B.H. CLINICIAN III	BU01	3303	0.50%	3320		
300079	B.H. SPECIALIST I	BU01	2343	0.50%	2355		
300080	B.H. SPECIALIST II	BU01	2713	0.50%	2727		
300081	B.H. SPECIALIST III	BU01	2987	0.50%	3002		
300076	B.H. WORKER I	BU01	1518	0.50%	1526		
300077	B.H. WORKER II	BU01	1916	0.50%	1926		
300078	B.H. WORKER III	BU01	2103	0.50%	2114		
1601	BUILDING INSPECTOR I	BU01	2593	0.50%	2606		
1602	BUILDING INSPECTOR II	BU01	2978	0.50%	2993		
1603	BUILDING INSPECTOR III	BU01	3294	0.50%	3310		
1701	BUILDING PLANS EXAMINER I	BU01	3234	0.50%	3250		
1702	BUILDING PLANS EXAMINER II	BU01	3494	0.50%	3511		
1703	BUILDING PLANS EXAMINER III	BU01	3776	0.50%	3795		
2181	BUYER I	BU01	2248	0.50%	2259		
2182	BUYER II	BU01	2591	0.50%	2604		
635	CAPITAL PROJECTS INSPECTOR	BU01	3494	0.50%	3511		
2903	CIVIL ENGINEERING TECH AIDE	BU01	2254	0.50%	2265		
648	CIVIL ENGINEERING TECH I	BU01	2808	0.50%	2822		
650	CIVIL ENGINEERING TECH II	BU01	3216	0.50%	3232		
652	CIVIL ENGINEERING TECH III	BU01	3690	0.50%	3708		
552	CLINICAL LAB TECHNOLOGIST	BU01	2664	0.50%	2677		
3501	COLLECTIONS OFFICER I	BU01	2298	0.50%	2309		
3502	COLLECTIONS OFFICER II	BU01	2434	0.50%	2446		
9632	COMM DISEASE INVESTIGATOR	BU01	2333	0.50%	2345		
9679	COMMUNICATIONS AIDE	BU01	1929	0.50%	1939		
959	COMMUNICATIONS TECHNICIAN I	BU01	2723	0.50%	2737		
958	COMMUNICATIONS TECHNICIAN II	BU01	3062	0.50%	3077		
420	COMMUNITY HEALTH NURSE	BU01	3240	0.50%	3256		
9420	COMMUNITY HEALTH NURSE I	BU01	3240	0.50%	3256		
9421	COMMUNITY HEALTH NURSE II	BU01	3565	0.50%	3583		
427	COMMUNITY SERVICE AIDE	BU01	1414	0.50%	1421		
8967	COMPUTER SYST TECH AIDE	BU01	1788	0.50%	1797		
8968	COMPUTER SYST TECH I	BU01	2140	0.50%	2151		
8969	COMPUTER SYST TECH II	BU01	2378	0.50%	2390		
8970	COMPUTER SYST TECH III	BU01	2738	0.50%	2752		
1341	COOK I	BU01	1655	0.50%	1663		
1340	COOK II	BU01	1990	0.50%	2000		
1350	COOK III	BU01	2140	0.50%	2151		
527	CORRECTIONAL NURSE I	BU01	3519	0.50%	3537		
528	CORRECTIONAL NURSE II	BU01	4051	0.50%	4071		
410	CROSS CONNECTION INSPECTOR	BU01	2966	0.50%	2981		
8903	DEPARTMENTAL AUTOMA SPEC I	BU01	2765	0.50%	2779		

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				Increase	Salary Range	Increase	Salary Range
8904	DEPARTMENTAL AUTOMA SPEC II	BU01	3312	0.50%	3329		
8906	DEPARTMENTAL AUTOMA SPEC III	BU01	3842	0.50%	3861		
380	ECONOMIC CRIME OFFICER I	BU01	2163	0.50%	2174		
381	ECONOMIC CRIME OFFICER II	BU01	2384	0.50%	2396		
382	ECONOMIC CRIME OFFICER III	BU01	2522	0.50%	2535		
383	ECONOMIC CRIME TECHNICIAN I	BU01	2170	0.50%	2181		
384	ECONOMIC CRIME TECHNICIAN II	BU01	2301	0.50%	2313		
1544	EMPLOYMENT/RESOURCE SPEC I	BU01	1903	0.50%	1913		
1545	EMPLOYMENT/RESOURCE SPEC II	BU01	2080	0.50%	2090		
1546	EMPLOYMENT/RESOURCE SPEC III	BU01	2301	0.50%	2313		
1547	EMPLOYMENT/RESOURCE SPEC IV	BU01	2628	0.50%	2641		
641	ENGINEER I	BU01	3182	0.50%	3198		
640	ENGINEER II	BU01	3645	0.50%	3663		
634	ENGINEER III	BU01	4151	0.50%	4172		
8406	ENVIR HEALTH AIDE	BU01	2094	0.50%	2104		
8413	ENVIR HEALTH SPECIALIST I	BU01	2727	0.50%	2741		
8414	ENVIR HEALTH SPECIALIST II	BU01	3125	0.50%	3141		
8415	ENVIR HEALTH SPECIALIST III	BU01	3449	0.50%	3466		
2803	ENVIR RESOURCE SPECIALIST	BU01	3498	0.50%	3515		
300103	ENVIRONMENTAL SPECIALIST I	BU01	2833	0.50%	2847		
300102	ENVIRONMENTAL SPECIALIST II	BU01	3148	0.50%	3164		
300101	ENVIRONMENTAL SPECIALIST III	BU01	3498	0.50%	3515		
9621	FAMILY SUPPORT OFFICER I	BU01	2126	0.50%	2137		
9622	FAMILY SUPPORT OFFICER II	BU01	2341	0.50%	2353		
9682	FAMILY SUPPORT OFFICER III	BU01	2463	0.50%	2475		
146	GEOGRAPHIC INFO SYSTEMS ANALYST I	BU01	2606	0.50%	2619		
147	GEOGRAPHIC INFO SYSTEMS ANALYST II	BU01	2969	0.50%	2984		
148	GEOGRAPHIC INFO SYSTEMS ANALYST III	BU01	3382	0.50%	3399		
221	HEALTH EDUCATION SPECIALIST	BU01	2247	0.50%	2258	5.00%	2371
2111	HUMAN RSRC ANALYST AIDE	BU01	2495	0.50%	2507		
447	LABORATORY ASST. I	BU01	1673	0.50%	1681		
446	LABORATORY ASST. II	BU01	1906	0.50%	1916		
2806	LAND USE TECHNICIAN	BU01	2229	0.50%	2240		
8974	LEAD HEALTH EDUCATION SPECIALIST	BU01	2564	0.50%	2577	1.22%	2608
1024	LIBRARIAN	BU01	2393	0.50%	2405		
1003	LIBRARIAN I	BU01	2390	0.50%	2402		
1013	LIBRARY ASSISTANT	BU01	1965	0.50%	1975		
1020	LIBRARY ASSOCIATE I	BU01	1569	0.50%	1577		
1021	LIBRARY ASSOCIATE II	BU01	1721	0.50%	1730		
1022	LIBRARY ASSOCIATE III	BU01	1889	0.50%	1898		
1009	LIBRARY DRIVER CLERK I	BU01	1637	0.50%	1645		
1010	LIBRARY DRIVER CLERK II	BU01	1965	0.50%	1975		
459	LICENSED PSYCH TECH/LV NURSE I	BU01	2343	0.50%	2355		
460	LICENSED PSYCH TECH/LV NURSE II	BU01	2713	0.50%	2727		
461	LICENSED PSYCH TECH/LV NURSE III	BU01	2987	0.50%	3002		
543	LICENSED VOCATIONAL NURSE	BU01	2170	0.50%	2181		
8573	M.H. NURSE I	BU01	3262	0.50%	3278		
8572	M.H. NURSE II	BU01	3666	0.50%	3684		
8571	M.H. NURSE III	BU01	3976	0.50%	3996		
458	M.H. NURSE PRACTITIONER	BU01	4956	0.50%	4981		
8570	M.H. NURSE TRAINEE	BU01	3094	0.50%	3109		
8568	M.H. PRE-LICENSED NURSE	BU01	2850	0.50%	2864		
1711	NETWORK HARDWARE SPECIALIST I	BU01	2614	0.50%	2627		
1712	NETWORK HARDWARE SPECIALIST II	BU01	2937	0.50%	2952		
457	NURSE PRACTITIONER/PHYS ASST	BU01	4504	0.50%	4527		
2238	PARALEGAL	BU01	2444	0.50%	2456		
1203	PARK OPERATIONS COORDINATOR	BU01	3127	0.50%	3143		
8538	PATIENT SVCS REPRESENTATIVE	BU01	2028	0.50%	2038		
1560	PERSONAL CARE AIDE	BU01	1781	0.50%	1790		
575	PHYS OR OCCUPATIONAL THER AIDE	BU01	2013	0.50%	2023		
571	PHYS OR OCCUPATIONAL THER I	BU01	3330	0.50%	3347		
572	PHYS OR OCCUPATIONAL THER II	BU01	3676	0.50%	3694		
2800	PLANNER I	BU01	2661	0.50%	2674		
2801	PLANNER II	BU01	2992	0.50%	3007		
2802	PLANNER III	BU01	3331	0.50%	3348		
326	PROBATION ASSISTANT	BU01	2188	0.50%	2199		
613	PROJECT MANAGER I	BU01	2903	0.50%	2918		
615	PROJECT MANAGER II	BU01	3494	0.50%	3511		
619	PROJECT MANAGER III	BU01	3785	0.50%	3804		
587	PROPERTY TRANSFER TECH I	BU01	1885	0.50%	1894	10.00%	2083
588	PROPERTY TRANSFER TECH II	BU01	2073	0.50%	2083	10.00%	2291

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				Increase	Salary Range	Increase	Salary Range
589	PROPERTY TRANSFER TECH III	BU01	2272	0.50%	2283	10.00%	2511
695	PROPERTY TRANSFER TECH IV	BU01	2377	0.50%	2389	10.00%	2628
525	PSYCHOLOGIST	BU01	4008	0.50%	4028		
422	PUBLIC HEALTH AIDE I	BU01	1573	0.50%	1581		
423	PUBLIC HEALTH AIDE II	BU01	1674	0.50%	1682		
424	PUBLIC HEALTH AIDE III	BU01	1895	0.50%	1904		
442	PUBLIC HEALTH MICROBIOL I	BU01	3106	0.50%	3122		
441	PUBLIC HEALTH MICROBIOL II	BU01	3435	0.50%	3452		
417	PUBLIC HEALTH NURSE	BU01	3433	0.50%	3450		
9430	PUBLIC HEALTH NURSE I	BU01	3433	0.50%	3450		
9431	PUBLIC HEALTH NURSE II	BU01	3776	0.50%	3795		
1347	PUBLIC HEALTH NUTRITIONIST I	BU01	2808	0.50%	2822		
1348	PUBLIC HEALTH NUTRITIONIST II	BU01	3094	0.50%	3109		
537	REGISTERED NURSE II	BU01	3328	0.50%	3345		
1708	RESOURCE PROTECTION SPEC I	BU01	2543	0.50%	2556		
1709	RESOURCE PROTECTION SPEC II	BU01	3187	0.50%	3203		
1710	RESOURCE PROTECTION SPEC III	BU01	3517	0.50%	3535		
3281	SART CLINICAL COORD	BU01	3557	0.50%	3575		
1531	SOCIAL SVCS INVESTIGATOR	BU01	2849	0.50%	2863	5.00%	3006
1555	SOCIAL SVCS PROGRAM REVW SPEC	BU01	2628	0.50%	2641		
1509	SOCIAL WORKER AIDE I	BU01	1414	0.50%	1421		
1510	SOCIAL WORKER AIDE II	BU01	1556	0.50%	1564		
1511	SOCIAL WORKER AIDE III	BU01	1711	0.50%	1720		
1536	SOCIAL WORKER I	BU01	2225	0.50%	2236		
1532	SOCIAL WORKER II	BU01	2430	0.50%	2442		
1524	SOCIAL WORKER III	BU01	2683	0.50%	2696		
1519	SOCIAL WORKER IV	BU01	3096	0.50%	3111		
610	SOLID WASTE COORDINATOR I	BU01	2652	0.50%	2665		
611	SOLID WASTE COORDINATOR II	BU01	3324	0.50%	3341		
612	SOLID WASTE COORDINATOR III	BU01	3668	0.50%	3686		
2183	SR BUYER	BU01	2976	0.50%	2991		
969	SR COMMUNICATIONS TECH	BU01	3369	0.50%	3386		
415	SR COMMUNITY HEALTH NURSE	BU01	3178	0.50%	3194		
3001	SR PHYS OR OCCUPATIONAL THER	BU01	3943	0.50%	3963		
421	SR PUBLIC HEALTH NURSE	BU01	3690	0.50%	3708		
9432	SR PUBLIC HEALTH NURSE	BU01	4059	0.50%	4079		
9613	SR WATER SYSTEMS CHEMIST	BU01	3888	0.50%	3907		
961	TELEPHONE SYSTEMS COORDINATOR	BU01	2044	0.50%	2054		
9634	VIC/WIT ASSISTANCE COORD I	BU01	2122	0.50%	2133		
9637	VIC/WIT ASSISTANCE COORD II	BU01	2474	0.50%	2486		
9614	VIC/WIT ASST COORD AIDE	BU01	1967	0.50%	1977		
9617	WATER SYSTEMS CHEMIST I	BU01	3349	0.50%	3366		
9618	WATER SYSTEMS CHEMIST II	BU01	3699	0.50%	3717		
9615	WATER SYSTEMS LAB TECH I	BU01	2240	0.50%	2251		
9616	WATER SYSTEMS LAB TECH II	BU01	2598	0.50%	2611		
824	WEIGHTS & MEASURES INSP I	BU01	2444	0.50%	2456		
821	WEIGHTS & MEASURES INSP II	BU01	2700	0.50%	2714		
825	WEIGHTS & MEASURES INSP III	BU01	3053	0.50%	3068		
826	WEIGHTS & MEASURES INSP TR	BU01	2238	0.50%	2249		
1406	AIRPORTS MAINTENANCE WORKER	BU02	2149	0.50%	2160		
1420	ANIMAL CARE TECHNICIAN	BU02	1773	0.50%	1782		
9653	AUTO MECHANIC I	BU02	2384	0.50%	2396		
9654	AUTO MECHANIC II	BU02	2506	0.50%	2519		
1335	CUSTODIAN	BU02	1746	0.50%	1755		
1121	EQUIPMENT MECHANIC I	BU02	2444	0.50%	2456		
1120	EQUIPMENT MECHANIC II	BU02	2666	0.50%	2679		
1314	FACILITY MAINT MECHANIC I	BU02	1981	0.50%	1991		
1316	FACILITY MAINT MECHANIC II	BU02	2149	0.50%	2160		
1315	FACILITY MAINT MECHANIC III	BU02	2580	0.50%	2593		
2303	FLEET SERVICE WRITER	BU02	1934	0.50%	1944		
1242	GREENSKEEPER AIDE	BU02	1676	0.50%	1684		
1243	GREENSKEEPER I	BU02	2026	0.50%	2036		
1244	GREENSKEEPER II	BU02	2314	0.50%	2326		
1245	GREENSKEEPER III	BU02	2638	0.50%	2651		
1106	GROUND RESTORATION SPECIALIST	BU02	2638	0.50%	2651		
2302	LEAD FLEET MECHANIC	BU02	2799	0.50%	2813		
1312	LOCKSMITH I	BU02	2149	0.50%	2160		
1311	LOCKSMITH II	BU02	2580	0.50%	2593		
1307	MAINTENANCE PAINTER I	BU02	2327	0.50%	2339		
1308	MAINTENANCE PAINTER II	BU02	2580	0.50%	2593		
1223	PARK RANGER AIDE	BU02	1705	0.50%	1714		

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				Increase	Salary Range	Increase	Salary Range
1222	PARK RANGER I	BU02	2026	0.50%	2036		
1221	PARK RANGER II	BU02	2318	0.50%	2330		
1220	PARK RANGER III	BU02	2615	0.50%	2628		
1210	PARK RANGER SPECIALIST	BU02	2874	0.50%	2888		
1115	PUBLIC WORKS LEADWORKER	BU02	2651	0.50%	2664		
1105	PUBLIC WORKS WORKER I	BU02	1866	0.50%	1875		
1117	PUBLIC WORKS WORKER II	BU02	2073	0.50%	2083		
1119	PUBLIC WORKS WORKER III	BU02	2183	0.50%	2194		
1103	PUBLIC WORKS WORKER IV	BU02	2423	0.50%	2435		
1321	SR STOREKEEPER	BU02	2088	0.50%	2098		
1336	STOREKEEPER I	BU02	1714	0.50%	1723		
1331	STOREKEEPER II	BU02	1897	0.50%	1906		
9688	WASTEWATER SYS WORKER I	BU02	2446	0.50%	2458		
9689	WASTEWATER SYS WORKER II	BU02	2933	0.50%	2948		
9690	WASTEWATER SYS WORKER III	BU02	3260	0.50%	3276		
9686	WASTEWATER SYS WORKER TRAINEE	BU02	1955	0.50%	1965		
9628	WATER SYSTEMS WORKER I	BU02	2446	0.50%	2458		
9627	WATER SYSTEMS WORKER II	BU02	2933	0.50%	2948		
9626	WATER SYSTEMS WORKER III	BU02	3260	0.50%	3276		
9629	WATER SYSTEMS WORKER TRAINEE	BU02	1955	0.50%	1965		
1403	AIRPORT OPERATIONS SUPERVISOR	BU05	2920	0.50%	2935		
1422	ANIMAL CONTROL LEAD OFFICER	BU05	2358	0.50%	2370		
1424	ANIMAL CONTROL SUPERVISING OFFICER	BU05	2812	0.50%	2826		
1425	ANIMAL SHELTER SUPERVISOR	BU05	2812	0.50%	2826		
658	ASSESSMENT TECH SUPERVISOR	BU05	2759	0.50%	2773		
9624	ASST WATER SYS SUPERINTENDENT	BU05	4030	0.50%	4050		
300085	B.H. PROGRAM SUPERVISOR	BU05	3678	0.50%	3696		
1606	BUILDING DIVISION SUPERVISOR	BU05	4002	0.50%	4022		
2900	CHIEF WASTEWATER TRT PLANT OPER	BU05	4132	0.50%	4153		
2901	CHIEF WATER TRT PLANT OPER-GR3	BU05	3618	0.50%	3636		
2902	CHIEF WATER TRT PLANT OPER-GR4	BU05	4030	0.50%	4050		
2554	CLERK-RECORDER ASSISTANT IV	BU05	2382	0.50%	2394		
1025	COORDINATING LIBRARIAN	BU05	2918	0.50%	2933		
524	CORRECTIONAL NURSE SUPERVISOR	BU05	4642	0.50%	4665		
2558	DIV SUPV-CLERK RECORDER	BU05	2926	0.50%	2941		
1550	EMPLOYMENT/SERVICES SUPERVISOR	BU05	2919	0.50%	2934		
633	ENGINEER IV	BU05	4760	0.50%	4784		
2301	FLEET SHOP SUPERVISOR	BU05	3140	0.50%	3156		
354	FOOD SERVICE SUPV CORRECTIONS	BU05	2651	0.50%	2664		
1217	GOLF COURSE SUPERVISOR	BU05	3124	0.50%	3140		
1004	LIBRARIAN II	BU05	2649	0.50%	2662		
1011	LIBRARIAN III	BU05	2914	0.50%	2929		
1026	LIBRARY BRANCH MANAGER	BU05	2649	0.50%	2662		
8535	M. H. MEDICAL RECORDS SUPV	BU05	2694	0.50%	2707		
8569	M. H. SUPERVISING NURSE	BU05	4276	0.50%	4297		
1112	PUBLIC WORKS SECTION SUPV	BU05	3149	0.50%	3165		
1023	SENIOR LIBRARY ASSOCIATE	BU05	2098	0.50%	2108		
1512	SOCIAL WORKER SUPERVISOR I	BU05	2967	0.50%	2982		
1516	SOCIAL WORKER SUPERVISOR II	BU05	3412	0.50%	3429		
149	SR GEOGRAPHIC INFO SYSTEMS ANALYST	BU05	3950	0.50%	3970		
603	SR PLANNER	BU05	3672	0.50%	3690		
9620	SR VIC/WIT ASSISTANCE COORD	BU05	2730	0.50%	2744		
3503	SUPERVISING COLLECTIONS OFFICER	BU05	2800	0.50%	2814		
1352	SUPERVISING CUSTODIAN	BU05	2094	0.50%	2104		
9691	SUPERVISING WASTEWATER SYS WORKER	BU05	3437	0.50%	3454		
9625	SUPERVISING WATER SYS WORKER	BU05	3437	0.50%	3454		
899	SUPV ACCOUNTING TECH	BU05	2531	0.50%	2544		
927	SUPV ADMIN CLERK I	BU05	2262	0.50%	2273		
928	SUPV ADMIN CLERK II	BU05	2527	0.50%	2540		
724	SUPV APPRAISER	BU05	3788	0.50%	3807		
300054	SUPV CORRECTIONAL TECHNICIAN	BU05	2532	0.50%	2545		
8416	SUPV ENVIR HEALTH SPECIALIST	BU05	3996	0.50%	4016		
1318	SUPV FACILITY MAINT MECHANIC	BU05	3113	0.50%	3129		
9683	SUPV FAMILY SUPPORT OFFICER	BU05	2831	0.50%	2845		
893	SUPV FINANCIAL TECHNICIAN	BU05	2531	0.50%	2544		
2231	SUPV LEGAL CLERK I	BU05	2258	0.50%	2269		
2232	SUPV LEGAL CLERK II	BU05	2452	0.50%	2464		
1007	SUPV LIBRARY ASSISTANT	BU05	2085	0.50%	2095		
1623	SUPV MAPPING/GRAPHICS SYS SPEC	BU05	3838	0.50%	3857		
1204	SUPV PARK RANGER	BU05	3124	0.50%	3140		
573	SUPV PHYS OR OCCUPATIONAL THER	BU05	4272	0.50%	4293		

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1707	SUPV PLANNER	BU05	4002	0.50%	4022		
579	SUPV PROPERTY TRANSFER TECH	BU05	2724	0.50%	2738	10.00%	3012
444	SUPV PUBLIC HEALTH MICROBIOL	BU05	3842	0.50%	3861		
414	SUPV PUBLIC HEALTH NURSE	BU05	4399	0.50%	4421		
1537	SUPV SOC SVCS INVESTIGATOR	BU05	3364	0.50%	3381	2.26%	3457
2180	UTILITY COORDINATOR	BU05	3730	0.50%	3749		
9692	WASTEWATER SYSTEMS SUPERINTENDENT	BU05	4204	0.50%	4225		
9619	WATER QUALITY MGR	BU05	4330	0.50%	4352		
9623	WATER SYSTEMS SUPERINTENDENT	BU05	4204	0.50%	4225		
813	4-H PROGRAM ASSISTANT	BU13	1971	0.50%	1981		
911	ACCOUNT CLERK	BU13	1712	0.50%	1721		
914	ACCOUNTING TECHNICIAN	BU13	2181	0.50%	2192		
2204	ADMINISTRATIVE ASST AIDE	BU13	1410	0.50%	1417		
2201	ADMINISTRATIVE ASST I	BU13	1554	0.50%	1562		
2202	ADMINISTRATIVE ASST II	BU13	1713	0.50%	1722		
2203	ADMINISTRATIVE ASST III	BU13	1885	0.50%	1894		
2552	CLERK-RECORDER ASSISTANT II	BU13	2026	0.50%	2036		
2553	CLERK-RECORDER ASSISTANT III	BU13	2161	0.50%	2172		
346	CORRECTIONAL TECHNICIAN	BU13	2071	0.50%	2081		
300055	CORRECTIONAL TECHNICIAN I	BU13	1885	0.50%	1894		
300056	CORRECTIONAL TECHNICIAN II	BU13	2094	0.50%	2104		
300057	CORRECTIONAL TECHNICIAN III	BU13	2303	0.50%	2315		
2010	DEPT PERSONNEL TECHNICIAN	BU13	2037	0.50%	2047		
560	HEALTH INFORMATION TECH I	BU13	2019	0.50%	2029		
561	HEALTH INFORMATION TECH II	BU13	2224	0.50%	2235		
562	HEALTH INFORMATION TECH III	BU13	2448	0.50%	2460		
2230	LEGAL CLERK	BU13	2094	0.50%	2104		
883	SECRETARY I	BU13	1954	0.50%	1964		
884	SECRETARY II	BU13	2044	0.50%	2054		
909	SR ACCOUNT CLERK	BU13	1996	0.50%	2006		
8960	SR CORRECTIONAL TECHNICIAN	BU13	2216	0.50%	2227		