

REPORT TO SHASTA COUNTY BOARD OF SUPERVISORS

BOARD MEETING DATE: May 2, 2023

CATEGORY: Scheduled Hearings - General Government-1.

SUBJECT:

Take the following actions: (1) Conduct a public hearing regarding the declaration of impasse with the United Public Employees of California (UPEC) General Unit; (2) adopt a resolution, effective May 2, 2023, which imposes the terms and conditions of the last, best and final offer, presented to the UPEC General Unit; and (3) adopt a salary resolution, effective May 7, 2023, amending the Salary Schedule in relation to the imposition of these terms.

DEPARTMENT: Support Services-Personnel

Supervisory District No. : All

DEPARTMENT CONTACT: Monica Fugitt, Assistant Director of Support Services, (530) 225-5515

STAFF REPORT APPROVED BY: Monica Fugitt, Assistant Director of Support Services

Vote Required?	General Fund Impact?
Simple Majority Vote	General Fund Impact

RECOMMENDATION

Take the following actions: (1) Conduct a public hearing regarding the declaration of impasse with the United Public Employees of California (UPEC) General Unit; (2) adopt a resolution, effective May 2, 2023, which imposes the terms and conditions of the last, best and final offer, presented to the UPEC General Unit; and (3) adopt a salary resolution, effective May 7, 2023, amending the Salary Schedule in relation to the imposition of these terms.

DISCUSSION

Negotiations with UPEC General began in September 2022. The MOU expired on December 31, 2022. In January 2023, UPEC General declared impasse. Mediation with the State Mediation and Conciliation Services took place in March 2023. Unfortunately, these efforts did not result in an agreement between the County and UPEC General and the parties remain at impasse on these successor agreement negotiations.

In accordance with Government Code section 3505.7, following a public hearing, the Board may consider adopting a resolution and salary resolution imposing the last, best and final offer to UPEC – General unit which includes the following improvements:

1. Effective the pay period beginning on May 7, 2023, unit employee salaries will be increased by two- and one-half percent (2.5%);
2. The shift differential for swing shift will increase from sixty cents (\$.60) to seventy-five cents (\$.75) per hour for unit employees;
3. Unit employees with at least ten (10) years of continuous service with Shasta County and who have achieved an overall performance rating of Meets Expectations or higher on their most recent performance evaluation will receive an additional three percent (3%) of base pay;
4. A Department Head or designee must provide 14-days advance notice when ending an employee's job share assignment

in order to return them to a full-time work schedule, and 24-hours advance notice for emergency and/or temporary requests to return to a full-time work schedule;

5. Unit employees will have the ability to purchase additional life insurance in an amount up to three times their annual salary subject to a maximum amount of \$300,000, at the employee's own expense, through the County's group life insurance plan;
6. Unit employees will be provided one (1) floating holiday of eight (8) hours per calendar year;
7. The three (3) month waiting period to access personal sick leave accruals will be eliminated;
8. The waiting period to access vacation accruals will be reduced from six (6) months to three (3) months;
9. The bereavement leave provisions have been revised to conform with Government Code section 12945.7 regarding the amount of bereavement time off available for employees and adds foster family members to the list of immediate family members which qualify for bereavement leave;
10. The annual leave buyout amount has been increased from 20 hours to 80 hours beginning in calendar year 2024 (with the irrevocable election to cash out taking place by December 31, 2023);
11. The number of days an employee has to respond or request to meet following receipt of a written reprimand will increase from 10 calendar days to 10 working days; and
12. Beginning in June 2023 for dental premiums applied to July 2023, the County will adjust its monthly contributions for Employee Plus One plan to \$56.47 and for the Employee Plus Family plan to \$74.81 to align with County contributions paid for other bargaining unit employees. Going forward, the County will adjust its monthly contribution to the Employee Only, Employee Plus One, and Employee Plus Family dental premiums by up to five dollars (\$5.00) annually effective with the first pay period which includes January 1st each year, should the Dental rates increase by that amount. Rate increases greater than those amounts will be absorbed by the employee.

If the Board votes to impose the last, best and final offer to the UPEC – General unit, the current terms and conditions of employment will carry over from the expired January 1, 2020, – December 31, 2022, MOU with the exception of the terms and conditions specifically modified by the resolution.

ALTERNATIVES

Following the public hearing, the Board could decide not to impose the last, best and final offer on the UPEC – General unit. In addition, the Board could also conference with the County's Labor Negotiators in closed session to consider alternatives to imposing the last, best and final offer on the UPEC – General unit and to provide such direction to the County's Labor Negotiators.

OTHER AGENCY INVOLVEMENT

The County Administrative Office, Acting County Executive Officer (CEO), and Auditor-Controller's office have reviewed the recommendation. Gage Dungy, Partner of Boutin Jones, Inc., served as the County's Chief Labor Negotiator during this process.

FISCAL IMPACT

The approximate cost increase for salaries and benefits (FICA/Medicare, PERS Employer Contribution, 401A Contribution, Health and Life Insurance, Other Post-Employment Benefits, Unemployment Insurance, and Workers Compensation) for unit employees is \$2,195,931, including the cost-of-living adjustment, longevity stipend and increase in standby pay. For the cost-of-living increase, the approximate cost is \$1,829,290, of which \$1,292,348 is salary and \$536,942 is benefit costs. The estimated annual General Fund impact is \$435,371 (23.8%). The affected departments' Fiscal Year 22/23 Adopted Budget includes funds appropriated for this increase and the departments will include appropriate funding in future requested budgets.

cc:

Mary E. Williams, Acting County Executive Officer
Eric Magrini, Assistant County Executive Officer
Erin Bertain, Deputy County Executive Officer
Nolda Short, Auditor-Controller
Rich Vietheer, Assistant Auditor-Controller

BOARD OF SUPERVISORS REGULAR MEETING - May 2, 2023

Gage Dungy, County Chief Negotiator, Boutin Jones, Inc.
Ron Copeland, Chief Negotiator for UPEC General Unit
Steve Allen, Business Manager for UPEC General Unit

ATTACHMENTS:

Description	Upload Date	Description
Resolution	4/27/2023	Resolution
Salary Resolution	4/27/2023	Salary Resolution

RESOLUTION NO. 2023-_____

**A RESOLUTION OF THE BOARD OF SUPERVISORS OF
THE COUNTY OF SHASTA
IMPLEMENTING TERMS AND CONDITIONS OF THE COUNTY’S
LAST, BEST, AND FINAL OFFER TO THE
UNITED PUBLIC EMPLOYEES OF CALIFORNIA - GENERAL UNIT**

WHEREAS, the United Public Employees of California General Unit (“UPEC – General Unit”) represents approximately 849 employees employed by the County of Shasta (“County”); and

WHEREAS, the UPEC – General Unit has been without a Memorandum of Understanding labor agreement (“MOU”) with the County since January 1, 2023; and

WHEREAS, negotiations for a successor MOU agreement were in progress since September 2022 and the parties were unable to reach agreement; and

WHEREAS, the parties exhausted impasse procedures including voluntary mediation with the State Mediation and Conciliation Service consistent with the Meyers-Milias-Brown Act – Government Code section 3500 *et seq.* (“MMBA”); and

WHEREAS, the County desires to impose terms and conditions consistent with the County’s Last, Best, and Final Offer proposed to the UPEC – General Unit on January 25, 2023 (“County LBFO”) in accordance with Government Code section 3505.7 of the MMBA; and

WHEREAS, a public hearing was held in accordance with Government Code section 3505.7 of the MMBA.

NOW, THEREFORE BE IT RESOLVED by the Board of Supervisors of the County of Shasta that the terms and conditions of employment from the County LBFO to UPEC – General Unit, attached hereto as Exhibit A, are adopted, effective May 2, 2023; and

BE IT FURTHER RESOLVED that all other current terms and conditions of employment in effect for the UPEC - General Unit are carried over from the expired January 1, 2020 – December 31, 2022 MOU between the County and the UPEC – General Unit and will otherwise remain in effect unless modified through Exhibit A to this resolution.

DULY PASSED AND ADOPTED this 2nd day of May, 2023, by the Board of Supervisors of the County of Shasta, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSE:

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PATRICK JONES, CHAIRMAN
Board of Supervisors
County of Shasta
State of California

ATTEST:

MARY E. WILLIAMS
Acting Clerk of the Board of Supervisors

By _____
Deputy

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EXHIBIT A

COUNTY OF SHASTA IMPOSED TERMS AND CONDITIONS TO THE UNITED PUBLIC EMPLOYEES OF CALIFORNIA, LOCAL 792 – SHASTA COUNTY GENERAL UNIT ("UPEC GENERAL")

All items become effective the first full pay period after adoption by the Board of Supervisors unless otherwise indicated herein.

1. Wages

a. Salaries and Wages

The County's current salaries for job classifications in the unit are shown as Attachment #1 to Exhibit A.

Effective the first full pay period following adoption of this resolution by the Board of Supervisors, the County shall provide a two and a half percent (2.5%) increase to base salary, shown in Attachment #2 to Exhibit A.

b. Shift Differential

Unless covered by 10.2.B or 10.2.C, employees who are regularly assigned to the second shift (swing) shall receive, in addition to their base pay, an additional seventy-five cents (\$0.75) per hour shift differential premium. To be eligible for swing shift differential, at least fifty percent (50%) of the employee's regular schedule of hours must occur after 4:00 p.m. or prior to 12:30 a.m. Regularly assigned shift means the shift an employee is normally assigned to, excluding overtime hours or additional shifts.

c. Longevity Pay

Employees with at least ten (10) years of continuous service with Shasta County and who have achieved an overall performance rating of meets or exceeds standards on their most recent performance evaluation are eligible to receive an additional three percent (3%) of base pay. To remain eligible, employees must maintain an overall rating of meets or exceeds standards on their annual performance evaluation.

2. Hours of Work

a. Job Sharing

Job sharing is defined as the assignment of a full-time workload and set of duties to two (2) employees with oversight and approval of the supervisor. The employees who are sharing the workload of the full-time position must be equally familiar with and involved in the duties

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and responsibilities of the job. Employees who are job sharing assume the added responsibility of coordinating their workloads and schedules so as to maintain efficiency and productivity.

The establishment of job sharing arrangements shall be subject to the following:

- (1) A job sharing arrangement shall be established if approved in writing by the department head and the CEO, with notice to the Personnel Unit and the Union.
- (2) The department head shall provide an employee with 14 days advance notice in the event an employee who is job sharing is to revert to a standard full-time work schedule permanently, or at least 24 hours advance notice in the event of a temporary or emergency change.
- (3) The accrual of leave balances, such as vacation, sick leave, and holiday credit, shall be based on the actual hours worked of the reduced work schedule. Employees in a job sharing assignment shall be treated as a regular full-time employee for the purposes of determining insurance benefit eligibility.

b. Rest Periods

When practical, employees shall be granted a fifteen (15) minute paid rest period during each half of a work shift of four (4) hours or longer. Employees working on an alternative work schedule of twelve (12) hour shifts, when practical, shall be granted one fifteen (15) minute paid rest period during each four (4) hours of the shift. Unless otherwise approved by the department head or his/her designee, such breaks shall not be taken within one (1) hour of the employee's starting time, quitting time, or meal break and shall not be accumulated or used to supplement meal breaks, arrive at work late, or leave work early.

c. Standby

A department head may assign employees to standby. General Unit employees assigned standby shall be compensated at a rate of three dollars (\$3.00) per hour while so assigned. Standby duty shall cease during the hours for which callback is paid.

In order for an employee to become eligible for standby pay, the employee must be assigned to standby status by his/her department head requiring the employee to:

- (1) Review the projected standby assignment schedule within the deadlines established by the applicable department;
- (2) Carry a County-provided cellular phone during standby assignment;
- (3) Contact the department/dispatch and respond to the callback location within the time period established by the department head;

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- (4) Respond to call backs during scheduled standby time unless he/she has notified the department of the name of another qualified employee who will respond;
- (5) Refrain from activities that impair his/her ability to perform assigned duties;
- (6) Request mileage reimbursement for callback responses performed in non-County vehicles within one (1) month after mileage costs are incurred;
- (7) Receive permission to transport non-County employees in County vehicles no later than the last working day prior to standby assignment; and
- (8) Accept the applicable standby pay as referred to in subsection A as full consideration for any inconvenience the standby assignment may pose.

On Call/Subject to Call. Standby pay is to be distinguished from the uncompensated status of being "subject to call" or "on call", wherein an employee returns to work during off-duty hours in response to being called, but is not required to meet the standby criteria.

d. Callback from Standby

Any employee, when called back to duty from standby status, shall be compensated for the hours actually worked at one and one-half (1-1/2) times the equivalent hourly rate of their regular salary. The minimum for each callback from standby duty shall be two (2) hours. Such time worked shall not include travel time between an employee's residence and his/her regularly assigned work location. Responding to a phone call when not required to respond to a worksite shall entitle the incumbent to be paid for the actual time involved in that phone call. This does not constitute a callback from standby.

Should callback time become contiguous with regular work hours, time worked shall not be credited as callback and the minimum time period shall not apply. Only hours worked outside regular work hours will be compensated at one and one-half (1-1/2) times the equivalent hourly rate of their regular salary.

3. Health and Welfare Benefits

a. Dental Plan

The County will provide a dental plan for all regular full-time and regular part-time employees. Employees and dependents may participate in the plan in accordance with the requirements set forth by the carrier. Beginning in the first full month following approval by the Board of Supervisors for premiums applied to the subsequent month, the County will adjust its monthly contributions for the 2 Party plan to \$56.47 and for the Family plan to \$74.81. Going forward, the County will adjust its monthly contribution to the Employee Only, 2 Party, and Family dental premiums by up to five dollars (\$5.00) annually effective with the first pay period which includes January 1st each year, should the Dental rates increase by that amount. Rate increases greater than those amounts will be absorbed by the employee.

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b. Life and Accidental Death & Dismemberment Insurance

The County shall pay the premium for a \$25,000 life insurance policy and a \$25,000 Accidental Death and Dismemberment Insurance (AD&D) insurance policy for each employee in the General Unit.

Effective the pay period following such time that the group life insurance policy can be amended, unit employees may purchase additional insurance in an amount up to three times their annual salary (up to a maximum of \$300,000) at the employee's own expense.

4. Retirement

a. CalPERS Miscellaneous Employees

The County shall continue all eligible miscellaneous employees (hired prior to May 8, 2011) under CalPERS the 2% @ age 55 service retirement formula. The County shall pay the full share of the employer contributions associated with this formula as determined by CalPERS.

The County amended its contract with CalPERS effective May 8, 2011 so that all newly hired employees between that date and January 1, 2013 are enrolled in the 2% @ age 60 service retirement formula. Employees hired on January 1, 2013 and thereafter shall be enrolled in the 2% @ age 62 formula or the 2% @ age 60 formula as determined by CalPERS in compliance with California state law.

5. Article 13 – Paid Leaves

a. Floating Holiday Hours

With Department Head or designee approval, an employee may elect to use up to eight hours of non-worked holiday pay per calendar year. Floating holiday hours must be used within the calendar year provided, do not carry over into the next calendar year, and cannot be cashed out. The floating holiday may not be broken into increments and must be used in the same manner as regular non-worked holiday pay (as a single workday). Regular part-time employees will be eligible for Floating Holiday on a pro-rata portion of their regularly scheduled hours.

b. Sick Leave

Usage. Paid sick leave can only be granted upon the recommendation of the department head in cases of bona fide illness, injury, or an appointment and/or treatment by an approved licensed medical practitioner, in the event of illness/medical appointments in the employee's immediate family. Employees may utilize paid sick leave as it is accrued.

c. Bereavement Leave

All employees are entitled up to five (5) workdays of bereavement leave for an immediate

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family member as defined in this Section. Any such bereavement leave will be provided in accordance with the terms and conditions of Government Code section 12945.7. Regular full-time and regular part-time employees shall be entitled to bereavement leave without loss of pay up to a maximum of twenty-four (24) working hours for each death in the immediate family. Any remaining bereavement leave time up to the maximum total of five (5) work days per immediate family death will be unpaid unless an employee at their own option chooses to use any available accrued paid leave (e.g., sick leave, vacation, compensatory time off).

Bereavement leave need not be taken in consecutive days but must be used up within three months of the date of death of the immediate family member.

The County may require verification of the death of the immediate family member for an employee's use of bereavement leave within thirty (30) days of the first day of leave taken.

Immediate family member means: husband, wife, registered domestic partner, father, mother, son, daughter, sister, brother, brother-in-law, sister-in-law, grandparent, grandchild, step parent, step child, step sister, step brother, step grandparent, or step grandchild, and other such persons as may be identified in California Government Code 12945.7 concerning bereavement leave. Immediate family includes the immediate family of the spouse or registered domestic partner as well as foster parent, foster child, foster grandparent, foster grandchild, foster brother and foster sister.

d. Vacation – Accrual

Accrual. Regular full-time and regular part-time employees paid on an hourly basis shall accrue the following hours of vacation time for each paid regularly scheduled working hour not to exceed eighty (80) regularly scheduled working hours in any one (1) pay period. An employee with a minimum of three (3) months of County service shall become eligible to use vacation up to the maximum time accrued as of the date such vacation is taken.

Years of Continuous Services	Vacation Hours Accrued per Hour Paid	Equivalent Days per Year	Maximum Hours Accrued
0 through 3	.0385	10	160
4 through 9	.0577	15	240
10 through 15	.0654	17	272
16 and thereafter	.0769	20	320

e. Vacation – Annual Payment

- i. Beginning in 2017 for the 2018 calendar year and going forward with each subsequent calendar year, an employee may elect to receive payment for up to twenty (20) hours – in five (5) whole hour increments - of accrued vacation leave or compensatory time so long as the following criteria are satisfied.
- ii. Beginning in 2023 for the 2024 calendar year and going forward with each subsequent

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calendar year, an employee may elect to receive payment for up to eighty (80) hours – in five (5) whole hour increments - of accrued vacation leave or compensatory time so long as the following criteria are satisfied.

- iii. Any employee utilizing this provision will be required to submit an irrevocable election through Employee Online by December 31st of the calendar year prior to the calendar year in which the accrued vacation leave or compensatory time is to be cashed out.

Where an employee has properly elected an intent to cash out accrued vacation, or compensatory time in the applicable calendar year as noted above, the employee can choose any pay period(s) during the year to receive the elected cash out. All requests for cash out must be made through Employee Online by the due date listed for each pay period. All requests must be submitted in five (5) whole hour increments. All requests for a cash out will be limited to the number of hours elected the preceding calendar year less any cash outs already approved, and the actual current year accrued hours available at the time of the cash out.

By November 15 of each calendar year, the County shall issue a notice to those employees who have elected cash out and have remaining cash out balances available.

If an employee who elected cash out fails to request the elected cashout in the applicable year, the County will automatically cash out the designated amount up to the hours available to be paid on the final payday of that calendar year in the following order:

1. Compensatory time off
2. Vacation

All annual cash out payments shall be at the base hourly rate only with no other add-on compensation included.

If an employee fails to submit an irrevocable election by December 31st of the calendar year prior to the calendar year in which the accrued vacation, or compensatory time would be cashed out, the employee will be deemed to have waived their right and will not be eligible to cash out any such leave in the following calendar year.

6. Promotional Probation

Upon promotion to a job classification with a higher salary schedule, a General Unit employee shall serve the equivalent of twelve (12) months of full-time service as a probationary period, during which time the employee will be returned to his/her previous job classification without cause or right of appeal, provided the employee had successfully attained permanent status in the previous class, and the previous class was under the same appointing authority.

A General Unit employee whose promotion under this section is to a job classification under a different appointing authority will be provided written notice that they may not have the ability

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to return to the prior position held if released during their probationary period. An employee on this type of probationary period shall receive a six-month performance review.

7. Disciplinary Action

a. Types of Discipline

The types of discipline recognized for purposes of applying one of the appeal procedures under this article are:

- A. **Written Reprimand.** A reprimand, the details of which are committed to in writing and placed in the employee's personnel file. A written reprimand must be reviewed and approved by the Director of Support Services, or his/her designee, prior to being issued to an employee. An employee receiving a written reprimand may, within ten (10) working days, appeal such action to the department head, or his/her designee. Within ten (10) working days thereafter, the department head, or his/her designee, shall respond to the employee in writing by either granting or denying the appeal. Such response shall be final.
- B. **Intermediate Disciplinary Action.** Suspension without pay, demotion, or reduction in base pay. Proposed intermediate disciplinary actions must be reviewed and approved by the Director of Support Services, or his/her designee, and County Counsel prior to being issued to an employee. An employee receiving a suspension without pay, reduction in base pay, or demotion shall be afforded the opportunity to clear him/herself through the notice and response provisions of section 16.5 A and B below. Following a review of the proposed disciplinary action, the management representative shall issue a decision based upon the facts and the employee's response pursuant to section 16.5 C below. If any proposed disciplinary action is to be implemented, the decision shall include the specific findings made against the employee, the effective date of the action, and reference to this article regarding possible further appeal.

If requested within ten (10) working days following receipt of the management representative's decision; further appeal shall include: Review by the Director of Support Services, or his/her designee, referral to a Mediator from State Mediation and Conciliation Service if mutually agreed by the County and the employee's representative; and/or appeal of the matter pursuant to Section 16.5 D below, or direct appeal to the Board of Employee Appeals.

- C. **Severe Disciplinary Action-Discharge.** Proposed severe disciplinary actions must be reviewed and approved by the Director of Support Services, or his/her designee, and County Counsel prior to being issued to an employee. An employee whose employment is proposed to be terminated or termination for cause pursuant to section 16.3 above shall be afforded the procedural protections of section 16.5 below.

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ATTACHMENT #1

UPEC GENERAL BARGAINING UNIT SALARY

Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
ACCOUNT CLERK I	379	2828	3610
ACCOUNT CLERK II	397	3088	3941
ACCOUNT CLERK III	422	3489	4452
ACCOUNTANT AUDITOR I	454	4078	5205
ACCOUNTANT AUDITOR II	484	4721	6026
ACCOUNTANT AUDITOR III	504	5205	6644
ACCOUNTING TECHNICIAN	441	3828	4885
ADMIN SECRETARY I	414	3355	4283
ADMIN SECRETARY II	425	3540	4518
AGENCY STAFF SERVS ANALYST I	456	4118	5256
AGENCY STAFF SERVS ANALYST II	476	4540	5795
AGRIC & STDS PROGRAM ASSIST I	381	2856	3645
AGRIC & STDS PROGRAM ASSIST II	391	2999	3828
AGRIC & STDS PROGRAM ASSOC I	420	3455	4409
AGRIC & STDS PROGRAM ASSOC II	430	3628	4630
ANIMAL REGULATION OFFICER I	393	3028	3864
ANIMAL REGULATION OFFICER II	413	3338	4261
ANIMAL REGULATION OFFICER III	428	3592	4585
ASSESSOR/RECORDER SPEC I	379	2828	3610
ASSESSOR/RECORDER SPEC II	394	3043	3884
ASSESSOR/RECORDER SPEC III	412	3322	4241
ASSIST HOUSING PROGRAMS SPEC	381	2856	3645
ASSIST INFO TECHNOLOGY ANALYST	462	4241	5413
ASSISTANT PERMIT SPECIALIST	414	3355	4283
ASSOCIATE INFO TECH ANALYST	502	5154	6579
ASSOCIATE PERMIT SPECIALIST	444	3884	4957
AUDITOR-ACCT ASSOCIATE I	473	4474	5711
AUDITOR-ACCT ASSOCIATE II	494	4957	6327
AUDITOR-ACCT ASSOCIATE III	514	5465	6975
AUDITOR-ACCT SENIOR	534	6026	7691
AUDITOR-ACCT TECHNICIAN I	433	3681	4698
AUDITOR-ACCT TECHNICIAN II	453	4058	5180
BOATING SAFETY OFFICER	425	3540	4518

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Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
BUILDING INSPECTOR I	452	4039	5154
BUILDING INSPECTOR II	482	4675	5967
BUILDING INSPECTOR III	539	6174	7880
BUSINESS OFFICE CLERK I	379	2828	3610
BUSINESS OFFICE CLERK II	394	3043	3884
CHILD SUPPORT SPECIALIST I	409	3274	4179
CHILD SUPPORT SPECIALIST II	434	3699	4721
CHILD SUPPORT SPECIALIST III	444	3884	4957
CLAIMS SPECIALIST I	384	2898	3699
CLAIMS SPECIALIST II	409	3274	4179
CLAIMS SPECIALIST III	419	3438	4388
CLERK I	379	2828	3610
CLERK II	390	2985	3809
CLERK III	403	3180	4058
CLERK/ELECTIONS SPECIALIST I	379	2828	3610
CLERK/ELECTIONS SPECIALIST II	399	3118	3980
CLERK/ELECTIONS SPECIALIST III	419	3438	4388
CODE ENFORCEMENT OFFICER I	452	4039	5154
CODE ENFORCEMENT OFFICER II	482	4675	5967
CODE ENFORCEMENT OFFICER III	539	6174	7880
COLLECTIONS CLERK I	381	2856	3645
COLLECTIONS CLERK II	404	3195	4078
COLLECTIONS CLERK III	414	3355	4283
COMMUNITY EDUCATION SPECIAL I	472	4452	5683
COMMUNITY EDUCATION SPECIAL II	488	4814	6144
COMMUNITY HEALTH ADVOCATE	391	2999	3828
COMMUNITY MENTAL HEALTH WORKER	379	2828	3610
COMMUNITY ORGANIZER	422	3489	4452
COMMUNITY SERVICE OFFICER I	410	3290	4200
COMMUNITY SERVICE OFFICER II	426	3558	4540
COMMUNITY SERVICE OFFICER III	436	3735	4768
COMMUNITY SERVICES COORDINATOR	448	3960	5055
COUNTY FAIR BUSINESS ASSISTANT	437	3753	4790
COUNTY REAL PROP/RT OF WAY AGT	513	5438	6941
CRIME ANALYST	459	4179	5333
DATA ENTRY OPERATOR I	379	2828	3610

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Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
DATA ENTRY OPERATOR II	402	3164	4039
DATA ENTRY OPERATOR III	415	3371	4303
DEPUTY PUBLIC GUARDIAN	458	4159	5307
DISEASE INVESTIGATION SPEC I	472	4452	5683
DISEASE INVESTIGATION SPEC II	488	4814	6144
DRIVER	379	2828	3610
ELECTIONS TECHNICIAN	432	3663	4675
ELIGIBILITY WORKER I	400	3134	3999
ELIGIBILITY WORKER II	425	3540	4518
ELIGIBILITY WORKER III	435	3717	4744
EMPLOYMENT & TRNG WORKER I	411	3306	4220
EMPLOYMENT & TRNG WORKER II	435	3717	4744
EMPLOYMENT & TRNG WORKER III	446	3922	5006
EMPLOYMENT SERVICES INSTR I	379	2828	3610
EMPLOYMENT SERVICES INSTR II	390	2985	3809
EMPLOYMENT SERVICES INSTR III	400	3134	3999
ENGINEERING AIDE I	421	3471	4431
ENGINEERING AIDE II	436	3735	4768
ENGINEERING TECHNICIAN I	450	3999	5105
ENGINEERING TECHNICIAN II	480	4630	5909
ENGINEERING TECHNICIAN III	493	4933	6296
ENVIRON HEALTH TECHNICIAN I	387	2941	3753
ENVIRON HEALTH TECHNICIAN II	417	3404	4345
EPIDEMIOLOGIST	496	5006	6389
FAIR HEARING OFFICER	445	3903	4981
FIRE SAFETY INSPECTOR	467	4345	5546
FOSTER PARENT LIAISON	383	2884	3681
GIS ANALYST	507	5282	6741
HAZARDOUS MATERIALS SPEC I	456	4118	5256
HAZARDOUS MATERIALS SPEC II	476	4540	5795
HAZARDOUS MATERIALS SPEC III	516	5519	7044
HOUSING & COM PROG SPEC I	433	3681	4698
HOUSING & COM PROG SPEC II	443	3864	4933
HOUSING & COM PROG SPEC III	458	4159	5307
HOUSING REHABILITATION SPEC I	442	3846	4909
HOUSING REHABILITATION SPEC II	467	4345	5546

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Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
INFORMATION SYS COORD I	386	2927	3735
INFORMATION SYS COORD II	416	3388	4324
INFORMATION SYS COORD III	432	3663	4675
INVESTIGATIVE TECHNICIAN I	426	3558	4540
INVESTIGATIVE TECHNICIAN II	436	3735	4768
IT APPL SUPPORT ANALYST I	534	6026	7691
IT APPL SUPPORT ANALYST II	544	6327	8075
IT COMPUTER SYSTEMS SPECIALIST	544	6327	8075
IT DATABASE ADMINISTRATOR I	524	5739	7325
IT DATABASE ADMINSTRATOR II	548	6451	8235
IT DESKTOP SUPPORT ASSISTANT	419	3438	4388
IT DESKTOP SUPPORT ENGINEER I	533	5996	7653
IT DESKTOP SUPPORT ENGINEER II	544	6327	8075
IT GIS ANALYST I	507	5282	6741
IT GIS ANALYST II	534	6026	7691
IT INFRASTRUCTURE SUPP ENG I	498	5055	6451
IT INFRASTRUCTURE SUPP ENG II	524	5739	7325
IT NETWORK ARCHITECT	544	6327	8075
IT O365 ADMINISTRATOR	544	6327	8075
IT PROGRAMMER ANALYST I	508	5307	6775
IT PROGRAMMER ANALYST II	524	5739	7325
IT PROGRAMMER ANALYST III	540	6205	7919
IT TECHNICIAN	440	3809	4861
JOB DEVELOPER	413	3338	4261
LEAD COMMUNITY MENTAL HLTH WKR	392	3014	3846
LEAD SUBSTANCE ABUSE PREV SPEC	458	4159	5307
LEGAL CLERK	400	3134	3999
LEGAL PROCESS CLERK I	379	2828	3610
LEGAL PROCESS CLERK II	399	3118	3980
LEGAL SECRETARY	406	3227	4118
MAPPING SPECIALIST I	441	3828	4885
MAPPING SPECIALIST II	473	4474	5711
MEDICAL BILLING CLERK	379	2828	3610
MEDICAL RECORDS CLERK I	379	2828	3610
MEDICAL RECORDS CLERK II	399	3118	3980
MEDICAL SERVICES CLERK	379	2828	3610

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Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
NUTRITION ASSISTANT I	379	2828	3610
NUTRITION ASSISTANT II	399	3118	3980
NUTRITION ASSISTANT III	459	4179	5333
OFFICE ASSISTANT I	379	2828	3610
OFFICE ASSISTANT II	390	2985	3809
OFFICE ASSISTANT III	403	3180	4058
OPERATIONS SPECIALIST I	440	3809	4861
OPERATIONS SPECIALIST II	462	4241	5413
PARALEGAL I	435	3717	4744
PARALEGAL II	456	4118	5256
PATIENTS' RIGHTS ADVOCATE	476	4540	5795
PEER SUPPORT SPECIALIST	379	2828	3610
PERSONAL PROPERTY CUSTODIAN	379	2828	3610
PERSONNEL ASSISTANT	425	3540	4518
PROBATION ASSISTANT	404	3195	4078
PROJECT INTEGRATION SPECIALIST	492	4909	6266
PROPERTY TAX SPECIALIST I	379	2828	3610
PROPERTY TAX SPECIALIST II	404	3195	4078
PROPERTY TAX SPECIALIST III	415	3371	4303
PSYCHIATRIC TECHNICIAN	439	3790	4837
PUBLIC DEFENDER INVEST I	490	4861	6205
PUBLIC DEFENDER INVEST II	501	5129	6546
PUBLIC HEALTH ASSISTANT	386	2927	3735
PUBLIC HLTH LABORATORY TECH	395	3058	3903
PUBLIC HLTH PROG & POLICY ANAL	496	5006	6389
PUBLIC SAFETY SERVICE OFFICER	388	2955	3772
REAL PROPERTY APPRAISER AIDE	427	3575	4562
SENIOR ACCOUNT CLERK	422	3489	4452
SENIOR ASSESSOR/RECORDER SPEC	427	3575	4562
SENIOR INFO TECHNOLOGY ANALYST	534	6026	7691
SENIOR INVESTIGATIVE TECH	451	4019	5129
SENIOR LEGAL PROCESS CLERK	409	3274	4179
SENIOR PERMIT SPECIALIST	474	4496	5739
SENIOR PROPERTY TAX SPECIALIST	435	3717	4744
SENIOR PUBLIC HEALTH ASSISTANT	396	3073	3922
SENIOR SHERIFF'S SERVICE OFCR	403	3180	4058

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Job Classification	Range	CURRENT	
		Monthly A Step	Monthly F Step
SENIOR STAFF ANALYST	489	4837	6174
SENIOR VOCATIONAL COUNSELOR	478	4585	5852
SHERIFF'S RECORDS SPEC I	379	2828	3610
SHERIFF'S RECORDS SPEC II	399	3118	3980
SHERIFF'S RECORDS SPEC III	409	3274	4179
SOCIAL SERVICE AIDE	398	3103	3960
SOCIAL SERVICE PROGRAM AIDE	398	3103	3960
STAFF SERVICES ANALYST I	456	4118	5256
STAFF SERVICES ANALYST II	476	4540	5795
SYSTEM SUPPORT ANALYST	441	3828	4885
TYPIST CLERK I	379	2828	3610
TYPIST CLERK II	390	2985	3809
TYPIST CLERK III	403	3180	4058
VETERANS SERVICES REP I	400	3134	3999
VETERANS SERVICES REP II	425	3540	4518
VETERANS SERVICES REP III	435	3717	4744
VICTIM ADVOCATE I	420	3455	4409
VICTIM ADVOCATE II	450	3999	5105
VOCATIONAL COUNSELOR	468	4367	5573
VOCATIONAL EVALUATOR TECH	403	3180	4058
VOCATIONAL INSTRUCTOR I	379	2828	3610
VOCATIONAL INSTRUCTOR II	390	2985	3809
VOCATIONAL INSTRUCTOR III	400	3134	3999

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ATTACHMENT #2
UPEC GENERAL BARGAINING UNIT SALARY

Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
ACCOUNT CLERK I	379	2899	3700
ACCOUNT CLERK II	397	3165	4039
ACCOUNT CLERK III	422	3576	4564
ACCOUNTANT AUDITOR I	454	4180	5335
ACCOUNTANT AUDITOR II	484	4839	6177
ACCOUNTANT AUDITOR III	504	5335	6810
ACCOUNTING TECHNICIAN	441	3923	5007
ADMIN SECRETARY I	414	3439	4390
ADMIN SECRETARY II	425	3628	4631
AGENCY STAFF SERVS ANALYST I	456	4221	5387
AGENCY STAFF SERVS ANALYST II	476	4654	5940
AGRIC & STDS PROGRAM ASSIST I	381	2927	3736
AGRIC & STDS PROGRAM ASSIST II	391	3074	3923
AGRIC & STDS PROGRAM ASSOC I	420	3541	4519
AGRIC & STDS PROGRAM ASSOC II	430	3719	4745
ANIMAL REGULATION OFFICER I	393	3104	3961
ANIMAL REGULATION OFFICER II	413	3422	4368
ANIMAL REGULATION OFFICER III	428	3682	4699
ASSESSOR/RECORDER SPEC I	379	2899	3700
ASSESSOR/RECORDER SPEC II	394	3119	3981
ASSESSOR/RECORDER SPEC III	412	3406	4347
ASSIST HOUSING PROGRAMS SPEC	381	2927	3736
ASSIST INFO TECHNOLOGY ANALYST	462	4347	5548
ASSISTANT PERMIT SPECIALIST	414	3439	4390
ASSOCIATE INFO TECH ANALYST	502	5283	6744
ASSOCIATE PERMIT SPECIALIST	444	3981	5081
AUDITOR-ACCT ASSOCIATE I	473	4586	5853
AUDITOR-ACCT ASSOCIATE II	494	5081	6485
AUDITOR-ACCT ASSOCIATE III	514	5602	7150
AUDITOR-ACCT SENIOR	534	6177	7883
AUDITOR-ACCT TECHNICIAN I	433	3773	4815
AUDITOR-ACCT TECHNICIAN II	453	4160	5309
BOATING SAFETY OFFICER	425	3628	4631

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Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
BUILDING INSPECTOR I	452	4140	5283
BUILDING INSPECTOR II	482	4792	6116
BUILDING INSPECTOR III	539	6328	8077
BUSINESS OFFICE CLERK I	379	2899	3700
BUSINESS OFFICE CLERK II	394	3119	3981
CHILD SUPPORT SPECIALIST I	409	3356	4283
CHILD SUPPORT SPECIALIST II	434	3791	4839
CHILD SUPPORT SPECIALIST III	444	3981	5081
CLAIMS SPECIALIST I	384	2971	3791
CLAIMS SPECIALIST II	409	3356	4283
CLAIMS SPECIALIST III	419	3524	4497
CLERK I	379	2899	3700
CLERK II	390	3059	3904
CLERK III	403	3259	4160
CLERK/ELECTIONS SPECIALIST I	379	2899	3700
CLERK/ELECTIONS SPECIALIST II	399	3196	4079
CLERK/ELECTIONS SPECIALIST III	419	3524	4497
CODE ENFORCEMENT OFFICER I	452	4140	5283
CODE ENFORCEMENT OFFICER II	482	4792	6116
CODE ENFORCEMENT OFFICER III	539	6328	8077
COLLECTIONS CLERK I	381	2927	3736
COLLECTIONS CLERK II	404	3275	4180
COLLECTIONS CLERK III	414	3439	4390
COMMUNITY EDUCATION SPECIAL I	472	4564	5825
COMMUNITY EDUCATION SPECIAL II	488	4935	6298
COMMUNITY HEALTH ADVOCATE	391	3074	3923
COMMUNITY MENTAL HEALTH WORKER	379	2899	3700
COMMUNITY ORGANIZER	422	3576	4564
COMMUNITY SERVICE OFFICER I	410	3372	4305
COMMUNITY SERVICE OFFICER II	426	3647	4654
COMMUNITY SERVICE OFFICER III	436	3829	4887
COMMUNITY SERVICES COORDINATOR	448	4059	5181
COUNTY FAIR BUSINESS ASSISTANT	437	3847	4910
COUNTY REAL PROP/RT OF WAY AGT	513	5574	7115
CRIME ANALYST	459	4283	5466
DATA ENTRY OPERATOR I	379	2899	3700

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Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
DATA ENTRY OPERATOR II	402	3243	4140
DATA ENTRY OPERATOR III	415	3455	4410
DEPUTY PUBLIC GUARDIAN	458	4263	5440
DISEASE INVESTIGATION SPEC I	472	4564	5825
DISEASE INVESTIGATION SPEC II	488	4935	6298
DRIVER	379	2899	3700
ELECTIONS TECHNICIAN	432	3755	4792
ELIGIBILITY WORKER I	400	3212	4099
ELIGIBILITY WORKER II	425	3628	4631
ELIGIBILITY WORKER III	435	3810	4863
EMPLOYMENT & TRNG WORKER I	411	3389	4325
EMPLOYMENT & TRNG WORKER II	435	3810	4863
EMPLOYMENT & TRNG WORKER III	446	4020	5131
EMPLOYMENT SERVICES INSTR I	379	2899	3700
EMPLOYMENT SERVICES INSTR II	390	3059	3904
EMPLOYMENT SERVICES INSTR III	400	3212	4099
ENGINEERING AIDE I	421	3558	4542
ENGINEERING AIDE II	436	3829	4887
ENGINEERING TECHNICIAN I	450	4099	5232
ENGINEERING TECHNICIAN II	480	4745	6057
ENGINEERING TECHNICIAN III	493	5056	6454
EPIDEMIOLOGIST	387	3014	3847
ENVIRON HEALTH TECHNICIAN I	417	3490	4454
ENVIRON HEALTH TECHNICIAN II	496	5131	6549
FAIR HEARING OFFICER	445	4001	5106
FIRE SAFETY INSPECTOR	467	4454	5684
FOSTER PARENT LIAISON	383	2956	3773
GIS ANALYST	507	5414	6910
HAZARDOUS MATERIALS SPEC I	456	4221	5387
HAZARDOUS MATERIALS SPEC II	476	4654	5940
HAZARDOUS MATERIALS SPEC III	516	5657	7220
HOUSING & COM PROG SPEC I	433	3773	4815
HOUSING & COM PROG SPEC II	443	3961	5056
HOUSING & COM PROG SPEC III	458	4263	5440
HOUSING REHABILITATION SPEC I	442	3942	5032
HOUSING REHABILITATION SPEC II	467	4454	5684

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Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
INFORMATION SYS COORD I	386	3000	3829
INFORMATION SYS COORD II	416	3473	4432
INFORMATION SYS COORD III	432	3755	4792
INVESTIGATIVE TECHNICIAN I	426	3647	4654
INVESTIGATIVE TECHNICIAN II	436	3829	4887
IT APPL SUPPORT ANALYST I	534	6177	7883
IT APPL SUPPORT ANALYST II	544	6485	8277
IT COMPUTER SYSTEMS SPECIALIST	544	6485	8277
IT DATABASE ADMINISTRATOR I	524	5882	7508
IT DATABASE ADMINSTRATOR II	548	6613	8441
IT DESKTOP SUPPORT ASSISTANT	419	3524	4497
IT DESKTOP SUPPORT ENGINEER I	533	6146	7844
IT DESKTOP SUPPORT ENGINEER II	544	6485	8277
IT GIS ANALYST I	507	5414	6910
IT GIS ANALYST II	534	6177	7883
IT INFRASTRUCTURE SUPP ENG I	498	5181	6613
IT INFRASTRUCTURE SUPP ENG II	524	5882	7508
IT NETWORK ARCHITECT	544	6485	8277
IT O365 ADMINISTRATOR	544	6485	8277
IT PROGRAMMER ANALYST I	508	5440	6944
IT PROGRAMMER ANALYST II	524	5882	7508
IT PROGRAMMER ANALYST III	540	6360	8117
IT TECHNICIAN	440	3904	4983
JOB DEVELOPER	413	3422	4368
LEAD COMMUNITY MENTAL HLTH WKR	392	3089	3942
LEAD SUBSTANCE ABUSE PREV SPEC	458	4263	5440
LEGAL CLERK	400	3212	4099
LEGAL PROCESS CLERK I	379	2899	3700
LEGAL PROCESS CLERK II	399	3196	4079
LEGAL SECRETARY	406	3307	4221
MAPPING SPECIALIST I	441	3923	5007
MAPPING SPECIALIST II	473	4586	5853
MEDICAL BILLING CLERK	379	2899	3700
MEDICAL RECORDS CLERK I	379	2899	3700
MEDICAL RECORDS CLERK II	399	3196	4079
MEDICAL SERVICES CLERK	379	2899	3700

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Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
NUTRITION ASSISTANT I	379	2899	3700
NUTRITION ASSISTANT II	399	3196	4079
NUTRITION ASSISTANT III	459	4283	5466
OFFICE ASSISTANT I	379	2899	3700
OFFICE ASSISTANT II	390	3059	3904
OFFICE ASSISTANT III	403	3259	4160
OPERATIONS SPECIALIST I	440	3904	4983
OPERATIONS SPECIALIST II	462	4347	5548
PARALEGAL I	435	3810	4863
PARALEGAL II	456	4221	5387
PATIENTS' RIGHTS ADVOCATE	476	4654	5940
PEER SUPPORT SPECIALIST	379	2899	3700
PERSONAL PROPERTY CUSTODIAN	379	2899	3700
PERSONNEL ASSISTANT	425	3628	4631
PROBATION ASSISTANT	404	3275	4180
PROJECT INTEGRATION SPECIALIST	492	5032	6422
PROPERTY TAX SPECIALIST I	379	2899	3700
PROPERTY TAX SPECIALIST II	404	3275	4180
PROPERTY TAX SPECIALIST III	415	3455	4410
PSYCHIATRIC TECHNICIAN	439	3885	4958
PUBLIC DEFENDER INVEST I	490	4983	6360
PUBLIC DEFENDER INVEST II	501	5258	6710
PUBLIC HEALTH ASSISTANT	386	3000	3829
PUBLIC HLTH LABORATORY TECH	395	3135	4001
PUBLIC HLTH PROG & POLICY ANAL	496	5131	6549
PUBLIC SAFETY SERVICE OFFICER	388	3029	3866
REAL PROPERTY APPRAISER AIDE	427	3664	4676
SENIOR ACCOUNT CLERK	422	3576	4564
SENIOR ASSESSOR/RECORDER SPEC	427	3664	4676
SENIOR INFO TECHNOLOGY ANALYST	534	6177	7883
SENIOR INVESTIGATIVE TECH	451	4119	5258
SENIOR LEGAL PROCESS CLERK	409	3356	4283
SENIOR PERMIT SPECIALIST	474	4609	5882
SENIOR PROPERTY TAX SPECIALIST	435	3810	4863
SENIOR PUBLIC HEALTH ASSISTANT	396	3150	4020
SENIOR SHERIFF'S SERVICE OFCR	403	3259	4160

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Job Classification	Range	Beginning With First Full Pay Period Following Board of Supervisors Approval	
		Monthly A Step	Monthly F Step
SENIOR STAFF ANALYST	489	4958	6328
SENIOR VOCATIONAL COUNSELOR	478	4699	5998
SHERIFF'S RECORDS SPEC I	379	2899	3700
SHERIFF'S RECORDS SPEC II	399	3196	4079
SHERIFF'S RECORDS SPEC III	409	3356	4283
SOCIAL SERVICE AIDE	398	3181	4059
SOCIAL SERVICE PROGRAM AIDE	398	3181	4059
STAFF SERVICES ANALYST I	456	4221	5387
STAFF SERVICES ANALYST II	476	4654	5940
SYSTEM SUPPORT ANALYST	441	3923	5007
TYPIST CLERK I	379	2899	3700
TYPIST CLERK II	390	3059	3904
TYPIST CLERK III	403	3259	4160
VETERANS SERVICES REP I	400	3212	4099
VETERANS SERVICES REP II	425	3628	4631
VETERANS SERVICES REP III	435	3810	4863
VICTIM ADVOCATE I	420	3541	4519
VICTIM ADVOCATE II	450	4099	5232
VOCATIONAL COUNSELOR	468	4476	5713
VOCATIONAL EVALUATOR TECH	403	3259	4160
VOCATIONAL INSTRUCTOR I	379	2899	3700
VOCATIONAL INSTRUCTOR II	390	3059	3904
VOCATIONAL INSTRUCTOR III	400	3212	4099

SALARY RESOLUTION NO. _____**A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SHASTA
AMENDING THE SHASTA COUNTY SALARY SCHEDULE**

BE IT RESOLVED that effective May 7, 2023, the following amendments are made to the Shasta County Salary Schedule for positions in County service:

<u>Footnotes</u>	<u>Classification Title</u>	<u>Class.</u> <u>Unclass.</u>	<u>Schedule</u>	<u>Range</u>	Approx. Monthly <u>A Step</u>	Approx. Monthly <u>F Step</u>
<u>FROM</u>						
60	ACCOUNT CLERK I	C	UPEC	379	2828	3610
60	ACCOUNT CLERK II	C	UPEC	397	3088	3941
60	ACCOUNT CLERK III	C	UPEC	422	3489	4452
60	ACCOUNTANT AUDITOR I	C	UPEC	454	4078	5205
60	ACCOUNTANT AUDITOR II	C	UPEC	484	4721	6026
60	ACCOUNTANT AUDITOR III	C	UPEC	504	5205	6644
60	ACCOUNTING TECHNICIAN	C	UPEC	441	3828	4885
60	ADMIN SECRETARY I	C	UPEC	414	3355	4283
60	ADMIN SECRETARY II	C	UPEC	425	3540	4518
83	AGENCY STAFF SERVS ANALYST I	C	UPEC	456	4118	5256
83	AGENCY STAFF SERVS ANALYST II	C	UPEC	476	4540	5795
	AGRIC & STDS PROGRAM ASSIST I	C	UPEC	381	2856	3645
	AGRIC & STDS PROGRAM ASSIST II	C	UPEC	391	2999	3828
	AGRIC & STDS PROGRAM ASSOC I	C	UPEC	420	3455	4409
	AGRIC & STDS PROGRAM ASSOC II	C	UPEC	430	3628	4630

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<u>Footnotes</u>	<u>Classification Title</u>	<u>Class. Unclass.</u>	<u>Schedule</u>	<u>Range</u>	<u>Approx. Monthly A Step</u>	<u>Approx. Monthly F Step</u>
	ANIMAL REGULATION OFFICER I	C	UPEC	393	3028	3864
	ANIMAL REGULATION OFFICER II	C	UPEC	413	3338	4261
	ANIMAL REGULATION OFFICER III	C	UPEC	428	3592	4585
	ASSESSOR/RECORDER SPEC I	C	UPEC	379	2828	3610
	ASSESSOR/RECORDER SPEC II	C	UPEC	394	3043	3884
	ASSESSOR/RECORDER SPEC III	C	UPEC	412	3322	4241
	ASSIST HOUSING PROGRAMS SPEC	C	UPEC	381	2856	3645
	ASSIST INFO TECH ANALYST	C	UPEC	462	4241	5413
	ASSISTANT PERMIT SPECIALIST	C	UPEC	414	3355	4283
	ASSOCIATE INFO TECH ANALYST	C	UPEC	502	5154	6579
	ASSOCIATE PERMIT SPECIALIST	C	UPEC	444	3884	4957
	AUDITOR-ACCT ASSOCIATE I	C	UPEC	473	4474	5711
	AUDITOR-ACCT ASSOCIATE II	C	UPEC	494	4957	6327
	AUDITOR-ACCT ASSOCIATE III	C	UPEC	514	5465	6975
47,60	AUDITOR-ACCT SENIOR	C	UPEC	534	6026	7691
	AUDITOR-ACCT TECHNICIAN I	C	UPEC	433	3681	4698
60	AUDITOR-ACCT TECHNICIAN II	C	UPEC	453	4058	5180
	BOATING SAFETY OFFICER	C	UPEC	425	3540	4518
	BUILDING INSPECTOR I	C	UPEC	452	4039	5154
	BUILDING INSPECTOR II	C	UPEC	482	4675	5967
	BUILDING INSPECTOR III	C	UPEC	539	6174	7880

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<u>Footnotes</u>	<u>Classification Title</u>	<u>Class. Unclass.</u>	<u>Schedule</u>	<u>Range</u>	<u>Approx. Monthly A Step</u>	<u>Approx. Monthly F Step</u>
	BUSINESS OFFICE CLERK I	C	UPEC	379	2828	3610
	BUSINESS OFFICE CLERK II	C	UPEC	394	3043	3884
60	CHILD SUPPORT SPECIALIST I	C	UPEC	409	3274	4179
60	CHILD SUPPORT SPECIALIST II	C	UPEC	434	3699	4721
60	CHILD SUPPORT SPECIALIST III	C	UPEC	444	3884	4957
	CLAIMS SPECIALIST I	C	UPEC	384	2898	3699
	CLAIMS SPECIALIST II	C	UPEC	409	3274	4179
	CLAIMS SPECIALIST III	C	UPEC	419	3438	4388
	CLERK I	C	UPEC	379	2828	3610
	CLERK II	C	UPEC	390	2985	3809
	CLERK III	C	UPEC	403	3180	4058
	CLERK/ELECTIONS SPECIALIST I	C	UPEC	379	2828	3610
	CLERK/ELECTIONS SPECIALIST II	C	UPEC	399	3118	3980
	CLERK/ELECTIONS SPECIALIST III	C	UPEC	419	3438	4388
	CODE ENFORCEMENT OFFICER I	C	UPEC	452	4039	5154
	CODE ENFORCEMENT OFFICER II	C	UPEC	482	4675	5967
	CODE ENFORCEMENT OFFICER III	C	UPEC	539	6174	7880
	COLLECTIONS CLERK I	C	UPEC	381	2856	3645
	COLLECTIONS CLERK II	C	UPEC	404	3195	4078
	COLLECTIONS CLERK III	C	UPEC	414	3355	4283
60	COMMUNITY EDUCATION SPECIAL I	C	UPEC	472	4452	5683

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<u>Footnotes</u>	<u>Classification Title</u>	<u>Class. Unclass.</u>	<u>Schedule</u>	<u>Range</u>	<u>Approx. Monthly A Step</u>	<u>Approx. Monthly F Step</u>
41,60	COMMUNITY EDUCATION SPECIAL II	C	UPEC	488	4814	6144
59	COMMUNITY HEALTH ADVOCATE	C	UPEC	391	2999	3828
	COMMUNITY MENTAL HLTH WORKER	C	UPEC	379	2828	3610
	COMMUNITY ORGANIZER	C	UPEC	422	3489	4452
	COMMUNITY SERVICE OFFICER I	C	UPEC	410	3290	4200
	COMMUNITY SERVICE OFFICER II	C	UPEC	426	3558	4540
	COMMUNITY SERVICE OFFICER III	C	UPEC	436	3735	4768
	COMMUNITY SRVCS COORDINATOR	C	UPEC	448	3960	5055
	COUNTY FAIR BUSINESS ASSISTANT	C	UPEC	437	3753	4790
63	COUNTY REAL PROP/RT OF WAY AGT	C	UPEC	513	5438	6941
	CRIME ANALYST	C	UPEC	459	4179	5333
	DATA ENTRY OPERATOR I	C	UPEC	379	2828	3610
	DATA ENTRY OPERATOR II	C	UPEC	402	3164	4039
	DATA ENTRY OPERATOR III	C	UPEC	415	3371	4303
60	DEPUTY PUBLIC GUARDIAN	C	UPEC	458	4159	5307
	DISEASE INVESTIGATION SPEC I	C	UPEC	472	4452	5683
	DISEASE INVESTIGATION SPEC II	C	UPEC	488	4814	6144
60	DRIVER	C	UPEC	379	2828	3610
	ELECTIONS TECHNICIAN	C	UPEC	432	3663	4675
60	ELIGIBILITY WORKER I	C	UPEC	400	3134	3999
60	ELIGIBILITY WORKER II	C	UPEC	425	3540	4518

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60	ELIGIBILITY WORKER III	C	UPEC	435	3717	4744
60	EMPLOYMENT & TRNG WORKER I	C	UPEC	411	3306	4220
60	EMPLOYMENT & TRNG WORKER II	C	UPEC	435	3717	4744
60	EMPLOYMENT & TRNG WORKER III	C	UPEC	446	3922	5006
33	EMPLOYMENT SERVICES INSTR I	C	UPEC	379	2828	3610
33	EMPLOYMENT SERVICES INSTR II	C	UPEC	390	2985	3809
33	EMPLOYMENT SERVICES INSTR III	C	UPEC	400	3134	3999
	ENGINEERING AIDE I	C	UPEC	421	3471	4431
	ENGINEERING AIDE II	C	UPEC	436	3735	4768
	ENGINEERING TECHNICIAN I	C	UPEC	450	3999	5105
	ENGINEERING TECHNICIAN II	C	UPEC	480	4630	5909
	ENGINEERING TECHNICIAN III	C	UPEC	493	4933	6296
	ENVIRON HEALTH TECHNICIAN I	C	UPEC	387	2941	3753
	ENVIRON HEALTH TECHNICIAN II	C	UPEC	417	3404	4345
	EPIDEMIOLOGIST	C	UPEC	496	5006	6389
60	FAIR HEARING OFFICER	C	UPEC	445	3903	4981
	FIRE SAFETY INSPECTOR	C	UPEC	467	4345	5546
60	FOSTER PARENT LIAISON	C	UPEC	383	2884	3681
	GIS ANALYST	C	UPEC	507	5282	6741
80	HAZARDOUS MATERIALS SPEC I	C	UPEC	456	4118	5256
80	HAZARDOUS MATERIALS SPEC II	C	UPEC	476	4540	5795

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80	HAZARDOUS MATERIALS SPEC III	C	UPEC	516	5519	7044
	HOUSING & COM PROG SPEC I	C	UPEC	433	3681	4698
	HOUSING & COM PROG SPEC II	C	UPEC	443	3864	4933
	HOUSING & COM PROG SPEC III	C	UPEC	458	4159	5307
	HOUSING REHABILITATION SPEC I	C	UPEC	442	3846	4909
	HOUSING REHABILITATION SPEC II	C	UPEC	467	4345	5546
60	INFORMATION SYS COORD I	C	UPEC	386	2927	3735
60	INFORMATION SYS COORD II	C	UPEC	416	3388	4324
60	INFORMATION SYS COORD III	C	UPEC	432	3663	4675
	INVESTIGATIVE TECHNICIAN I	C	UPEC	426	3558	4540
	INVESTIGATIVE TECHNICIAN II	C	UPEC	436	3735	4768
	IT APPL SUPPORT ANALYST I	C	UPEC	534	6026	7691
	IT APPL SUPPORT ANALYST II	C	UPEC	544	6327	8075
	IT COMPUTER SYSTEMS SPECIALIST	C	UPEC	544	6327	8075
	IT DATABASE ADMINISTRATOR I	C	UPEC	524	5739	7325
	IT DATABASE ADMINSTRATOR II	C	UPEC	548	6451	8235
	IT DESKTOP SUPPORT ASSISTANT	C	UPEC	419	3438	4388
	IT DESKTOP SUPPORT ENGINEER I	C	UPEC	533	5996	7653
	IT DESKTOP SUPPORT ENGINEER II	C	UPEC	544	6327	8075
	IT GIS ANALYST I	C	UPEC	507	5282	6741
	IT GIS ANALYST II	C	UPEC	534	6026	7691

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	IT INFRASTRUCTURE SUPP ENG I	C	UPEC	498	5055	6451
	IT INFRASTRUCTURE SUPP ENG II	C	UPEC	524	5739	7325
	IT NETWORK ARCHITECT	C	UPEC	544	6327	8075
	IT O365 ADMINISTRATOR	C	UPEC	544	6327	8075
	IT PROGRAMMER ANALYST I	C	UPEC	508	5307	6775
	IT PROGRAMMER ANALYST II	C	UPEC	524	5739	7325
	IT PROGRAMMER ANALYST III	C	UPEC	540	6205	7919
	IT TECHNICIAN	C	UPEC	440	3809	4861
33	JOB DEVELOPER	C	UPEC	413	3338	4261
	LEAD COMMUNITY MENTAL HLTH WKR	C	UPEC	392	3014	3846
	LEAD SUBSTANCE ABUSE PREV SPEC	C	UPEC	458	4159	5307
60	LEGAL CLERK	C	UPEC	400	3134	3999
	LEGAL PROCESS CLERK I	C	UPEC	379	2828	3610
	LEGAL PROCESS CLERK II	C	UPEC	399	3118	3980
	LEGAL SECRETARY	C	UPEC	406	3227	4118
	MAPPING SPECIALIST I	C	UPEC	441	3828	4885
	MAPPING SPECIALIST II	C	UPEC	473	4474	5711
	MEDICAL BILLING CLERK	C	UPEC	379	2828	3610
	MEDICAL RECORDS CLERK I	C	UPEC	379	2828	3610
	MEDICAL RECORDS CLERK II	C	UPEC	399	3118	3980
	MEDICAL SERVICES CLERK	C	UPEC	379	2828	3610

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	NUTRITION ASSISTANT I	C	UPEC	379	2828	3610
	NUTRITION ASSISTANT II	C	UPEC	399	3118	3980
	NUTRITION ASSISTANT III	C	UPEC	459	4179	5333
60	OFFICE ASSISTANT I	C	UPEC	379	2828	3610
60	OFFICE ASSISTANT II	C	UPEC	390	2985	3809
60	OFFICE ASSISTANT III	C	UPEC	403	3180	4058
	OPERATIONS SPECIALIST I	C	UPEC	440	3809	4861
	OPERATIONS SPECIALIST II	C	UPEC	462	4241	5413
	PARALEGAL I	C	UPEC	435	3717	4744
	PARALEGAL II	C	UPEC	456	4118	5256
	PATIENTS' RIGHTS ADVOCATE	C	UPEC	476	4540	5795
59	PEER SUPPORT SPECIALIST	C	UPEC	379	2828	3610
	PERSONAL PROPERTY CUSTODIAN	C	UPEC	379	2828	3610
	PERSONNEL ASSISTANT	C	UPEC	425	3540	4518
83	PROBATION ASSISTANT	C	UPEC	404	3195	4078
	PROJECT INTEGRATION SPECIALIST	C	UPEC	492	4909	6266
	PROPERTY TAX SPECIALIST I	C	UPEC	379	2828	3610
	PROPERTY TAX SPECIALIST II	C	UPEC	404	3195	4078
	PROPERTY TAX SPECIALIST III	C	UPEC	415	3371	4303
	PSYCHIATRIC TECHNICIAN	C	UPEC	439	3790	4837
	PUBLIC DEFENDER INVEST I	C	UPEC	490	4861	6205

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	PUBLIC DEFENDER INVEST II	C	UPEC	501	5129	6546
	PUBLIC HEALTH ASSISTANT	C	UPEC	386	2927	3735
	PUBLIC HLTH LABORATORY TECH	C	UPEC	395	3058	3903
	PUBLIC HLTH PROG & POLICY ANAL	C	UPEC	496	5006	6389
42,83	PUBLIC SAFETY SERVICE OFFICER	C	UPEC	388	2955	3772
	REAL PROPERTY APPRAISER AIDE	C	UPEC	427	3575	4562
	SENIOR ACCOUNT CLERK	C	UPEC	422	3489	4452
	SENIOR ASSESSOR/RECORDER SPEC	C	UPEC	427	3575	4562
	SENIOR INFO TECHNOLOGY ANALYST	C	UPEC	534	6026	7691
	SENIOR INVESTIGATIVE TECH	C	UPEC	451	4019	5129
	SENIOR LEGAL PROCESS CLERK	C	UPEC	409	3274	4179
	SENIOR PERMIT SPECIALIST	C	UPEC	474	4496	5739
	SENIOR PROPERTY TAX SPECIALIST	C	UPEC	435	3717	4744
	SENIOR PUBLIC HEALTH ASSISTANT	C	UPEC	396	3073	3922
42,83	SENIOR SHERIFF'S SERVICE OFCR	C	UPEC	403	3180	4058
	SENIOR STAFF ANALYST	C	UPEC	489	4837	6174
60	SENIOR VOCATIONAL COUNSELOR	C	UPEC	478	4585	5852
	SHERIFF'S RECORDS SPEC I	C	UPEC	379	2828	3610
	SHERIFF'S RECORDS SPEC II	C	UPEC	399	3118	3980
	SHERIFF'S RECORDS SPEC III	C	UPEC	409	3274	4179
60	SOCIAL SERVICE AIDE	C	UPEC	398	3103	3960

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	SOCIAL SERVICE PROGRAM AIDE	C	UPEC	398	3103	3960
60	STAFF SERVICES ANALYST I	C	UPEC	456	4118	5256
60	STAFF SERVICES ANALYST II	C	UPEC	476	4540	5795
60	SYSTEM SUPPORT ANALYST	C	UPEC	441	3828	4885
	TYPIST CLERK I	C	UPEC	379	2828	3610
	TYPIST CLERK II	C	UPEC	390	2985	3809
	TYPIST CLERK III	C	UPEC	403	3180	4058
	VETERANS SERVICES REP I	C	UPEC	400	3134	3999
	VETERANS SERVICES REP II	C	UPEC	425	3540	4518
	VETERANS SERVICES REP III	C	UPEC	435	3717	4744
	VICTIM ADVOCATE I	C	UPEC	420	3455	4409
	VICTIM ADVOCATE II	C	UPEC	450	3999	5105
60	VOCATIONAL COUNSELOR	C	UPEC	468	4367	5573
60	VOCATIONAL EVALUATOR TECH	C	UPEC	403	3180	4058
	VOCATIONAL INSTRUCTOR I	C	UPEC	379	2828	3610
	VOCATIONAL INSTRUCTOR II	C	UPEC	390	2985	3809
15	VOCATIONAL INSTRUCTOR III	C	UPEC	400	3134	3999
<u>TO</u>						
60,88	ACCOUNT CLERK I	C	UPEC	379	2899	3700
60,88	ACCOUNT CLERK II	C	UPEC	397	3165	4039
60,88	ACCOUNT CLERK III	C	UPEC	422	3576	4564

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60,88	ACCOUNTANT AUDITOR I	C	UPEC	454	4180	5335
60,88	ACCOUNTANT AUDITOR II	C	UPEC	484	4839	6177
60,88	ACCOUNTANT AUDITOR III	C	UPEC	504	5335	6810
60,88	ACCOUNTING TECHNICIAN	C	UPEC	441	3923	5007
60,88	ADMIN SECRETARY I	C	UPEC	414	3439	4390
60,88	ADMIN SECRETARY II	C	UPEC	425	3628	4631
83,88	AGENCY STAFF SERVS ANALYST I	C	UPEC	456	4221	5387
83,88	AGENCY STAFF SERVS ANALYST II	C	UPEC	476	4654	5940
88	AGRIC & STDS PROGRAM ASSIST I	C	UPEC	381	2927	3736
88	AGRIC & STDS PROGRAM ASSIST II	C	UPEC	391	3074	3923
88	AGRIC & STDS PROGRAM ASSOC I	C	UPEC	420	3541	4519
88	AGRIC & STDS PROGRAM ASSOC II	C	UPEC	430	3719	4745
88	ANIMAL REGULATION OFFICER I	C	UPEC	393	3104	3961
88	ANIMAL REGULATION OFFICER II	C	UPEC	413	3422	4368
88	ANIMAL REGULATION OFFICER III	C	UPEC	428	3682	4699
88	ASSESSOR/RECORDER SPEC I	C	UPEC	379	2899	3700
88	ASSESSOR/RECORDER SPEC II	C	UPEC	394	3119	3981
88	ASSESSOR/RECORDER SPEC III	C	UPEC	412	3406	4347
88	ASSIST HOUSING PROGRAMS SPEC	C	UPEC	381	2927	3736
88	ASSIST INFO TECH ANALYST	C	UPEC	462	4347	5548
88	ASSISTANT PERMIT SPECIALIST	C	UPEC	414	3439	4390

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88	ASSOCIATE INFO TECH ANALYST	C	UPEC	502	5283	6744
88	ASSOCIATE PERMIT SPECIALIST	C	UPEC	444	3981	5081
88	AUDITOR-ACCT ASSOCIATE I	C	UPEC	473	4586	5853
88	AUDITOR-ACCT ASSOCIATE II	C	UPEC	494	5081	6485
88	AUDITOR-ACCT ASSOCIATE III	C	UPEC	514	5602	7150
47,60,88	AUDITOR-ACCT SENIOR	C	UPEC	534	6177	7883
88	AUDITOR-ACCT TECHNICIAN I	C	UPEC	433	3773	4815
60,88	AUDITOR-ACCT TECHNICIAN II	C	UPEC	453	4160	5309
88	BOATING SAFETY OFFICER	C	UPEC	425	3628	4631
88	BUILDING INSPECTOR I	C	UPEC	452	4140	5283
88	BUILDING INSPECTOR II	C	UPEC	482	4792	6116
88	BUILDING INSPECTOR III	C	UPEC	539	6328	8077
88	BUSINESS OFFICE CLERK I	C	UPEC	379	2899	3700
88	BUSINESS OFFICE CLERK II	C	UPEC	394	3119	3981
60,88	CHILD SUPPORT SPECIALIST I	C	UPEC	409	3356	4283
60,88	CHILD SUPPORT SPECIALIST II	C	UPEC	434	3791	4839
60,88	CHILD SUPPORT SPECIALIST III	C	UPEC	444	3981	5081
88	CLAIMS SPECIALIST I	C	UPEC	384	2971	3791
88	CLAIMS SPECIALIST II	C	UPEC	409	3356	4283
88	CLAIMS SPECIALIST III	C	UPEC	419	3524	4497
88	CLERK I	C	UPEC	379	2899	3700

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88	CLERK II	C	UPEC	390	3059	3904
88	CLERK III	C	UPEC	403	3259	4160
88	CLERK/ELECTIONS SPECIALIST I	C	UPEC	379	2899	3700
88	CLERK/ELECTIONS SPECIALIST II	C	UPEC	399	3196	4079
88	CLERK/ELECTIONS SPECIALIST III	C	UPEC	419	3524	4497
88	CODE ENFORCEMENT OFFICER I	C	UPEC	452	4140	5283
88	CODE ENFORCEMENT OFFICER II	C	UPEC	482	4792	6116
88	CODE ENFORCEMENT OFFICER III	C	UPEC	539	6328	8077
88	COLLECTIONS CLERK I	C	UPEC	381	2927	3736
88	COLLECTIONS CLERK II	C	UPEC	404	3275	4180
88	COLLECTIONS CLERK III	C	UPEC	414	3439	4390
60,88	COMMUNITY EDUCATION SPECIAL I	C	UPEC	472	4564	5825
41,60,88	COMMUNITY EDUCATION SPECIAL II	C	UPEC	488	4935	6298
59,88	COMMUNITY HEALTH ADVOCATE	C	UPEC	391	3074	3923
88	COMMUNITY MENTAL HLTH WORKER	C	UPEC	379	2899	3700
88	COMMUNITY ORGANIZER	C	UPEC	422	3576	4564
88	COMMUNITY SERVICE OFFICER I	C	UPEC	410	3372	4305
88	COMMUNITY SERVICE OFFICER II	C	UPEC	426	3647	4654
88	COMMUNITY SERVICE OFFICER III	C	UPEC	436	3829	4887
88	COMMUNITY SERVICES COORDINATOR	C	UPEC	448	4059	5181
88	COUNTY FAIR BUSINESS ASSISTANT	C	UPEC	437	3847	4910

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63,88	COUNTY REAL PROP/RT OF WAY AGT	C	UPEC	513	5574	7115
88	CRIME ANALYST	C	UPEC	459	4283	5466
88	DATA ENTRY OPERATOR I	C	UPEC	379	2899	3700
88	DATA ENTRY OPERATOR II	C	UPEC	402	3243	4140
88	DATA ENTRY OPERATOR III	C	UPEC	415	3455	4410
60,88	DEPUTY PUBLIC GUARDIAN	C	UPEC	458	4263	5440
88	DISEASE INVESTIGATION SPEC I	C	UPEC	472	4564	5825
88	DISEASE INVESTIGATION SPEC II	C	UPEC	488	4935	6298
60,88	DRIVER	C	UPEC	379	2899	3700
88	ELECTIONS TECHNICIAN	C	UPEC	432	3755	4792
60,88	ELIGIBILITY WORKER I	C	UPEC	400	3212	4099
60,88	ELIGIBILITY WORKER II	C	UPEC	425	3628	4631
60,88	ELIGIBILITY WORKER III	C	UPEC	435	3810	4863
60,88	EMPLOYMENT & TRNG WORKER I	C	UPEC	411	3389	4325
60,88	EMPLOYMENT & TRNG WORKER II	C	UPEC	435	3810	4863
60,88	EMPLOYMENT & TRNG WORKER III	C	UPEC	446	4020	5131
60,88	EMPLOYMENT SERVICES INSTR I	C	UPEC	379	2899	3700
60,88	EMPLOYMENT SERVICES INSTR II	C	UPEC	390	3059	3904
33,88	EMPLOYMENT SERVICES INSTR III	C	UPEC	400	3212	4099
88	ENGINEERING AIDE I	C	UPEC	421	3558	4542
88	ENGINEERING AIDE II	C	UPEC	436	3829	4887

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88	ENGINEERING TECHNICIAN I	C	UPEC	450	4099	5232
88	ENGINEERING TECHNICIAN II	C	UPEC	480	4745	6057
88	ENGINEERING TECHNICIAN III	C	UPEC	493	5056	6454
88	ENVIRON HEALTH TECHNICIAN I	C	UPEC	387	3014	3847
88	ENVIRON HEALTH TECHNICIAN II	C	UPEC	417	3490	4454
88	EPIDEMIOLOGIST	C	UPEC	496	5131	6549
60,88	FAIR HEARING OFFICER	C	UPEC	445	4001	5106
88	FIRE SAFETY INSPECTOR	C	UPEC	467	4454	5684
60,88	FOSTER PARENT LIAISON	C	UPEC	383	2956	3773
88	GIS ANALYST	C	UPEC	507	5414	6910
80,88	HAZARDOUS MATERIALS SPEC I	C	UPEC	456	4221	5387
80,88	HAZARDOUS MATERIALS SPEC II	C	UPEC	476	4654	5940
80,88	HAZARDOUS MATERIALS SPEC III	C	UPEC	516	5657	7220
88	HOUSING & COM PROG SPEC I	C	UPEC	433	3773	4815
88	HOUSING & COM PROG SPEC II	C	UPEC	443	3961	5056
88	HOUSING & COM PROG SPEC III	C	UPEC	458	4263	5440
88	HOUSING REHABILITATION SPEC I	C	UPEC	442	3942	5032
88	HOUSING REHABILITATION SPEC II	C	UPEC	467	4454	5684
60,88	INFORMATION SYS COORD I	C	UPEC	386	3000	3829
60,88	INFORMATION SYS COORD II	C	UPEC	416	3473	4432
60,88	INFORMATION SYS COORD III	C	UPEC	432	3755	4792

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88	INVESTIGATIVE TECHNICIAN I	C	UPEC	426	3647	4654
88	INVESTIGATIVE TECHNICIAN II	C	UPEC	436	3829	4887
88	IT APPL SUPPORT ANALYST I	C	UPEC	534	6177	7883
88	IT APPL SUPPORT ANALYST II	C	UPEC	544	6485	8277
88	IT COMPUTER SYSTEMS SPECIALIST	C	UPEC	544	6485	8277
88	IT DATABASE ADMINISTRATOR I	C	UPEC	524	5882	7508
88	IT DATABASE ADMINSTRATOR II	C	UPEC	548	6613	8441
88	IT DESKTOP SUPPORT ASSISTANT	C	UPEC	419	3524	4497
88	IT DESKTOP SUPPORT ENGINEER I	C	UPEC	533	6146	7844
88	IT DESKTOP SUPPORT ENGINEER II	C	UPEC	544	6485	8277
88	IT GIS ANALYST I	C	UPEC	507	5414	6910
88	IT GIS ANALYST II	C	UPEC	534	6177	7883
88	IT INFRASTRUCTURE SUPP ENG I	C	UPEC	498	5181	6613
88	IT INFRASTRUCTURE SUPP ENG II	C	UPEC	524	5882	7508
88	IT NETWORK ARCHITECT	C	UPEC	544	6485	8277
88	IT O365 ADMINISTRATOR	C	UPEC	544	6485	8277
88	IT PROGRAMMER ANALYST I	C	UPEC	508	5440	6944
88	IT PROGRAMMER ANALYST II	C	UPEC	524	5882	7508
88	IT PROGRAMMER ANALYST III	C	UPEC	540	6360	8117
88	IT TECHNICIAN	C	UPEC	440	3904	4983
33,88	JOB DEVELOPER	C	UPEC	413	3422	4368

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88	LEAD COMMUNITY MENTAL HLTH WKR	C	UPEC	392	3089	3942
88	LEAD SUBSTANCE ABUSE PREV SPEC	C	UPEC	458	4263	5440
60,88	LEGAL CLERK	C	UPEC	400	3212	4099
88	LEGAL PROCESS CLERK I	C	UPEC	379	2899	3700
88	LEGAL PROCESS CLERK II	C	UPEC	399	3196	4079
88	LEGAL SECRETARY	C	UPEC	406	3307	4221
88	MAPPING SPECIALIST I	C	UPEC	441	3923	5007
88	MAPPING SPECIALIST II	C	UPEC	473	4586	5853
88	MEDICAL BILLING CLERK	C	UPEC	379	2899	3700
88	MEDICAL RECORDS CLERK I	C	UPEC	379	2899	3700
88	MEDICAL RECORDS CLERK II	C	UPEC	399	3196	4079
88	MEDICAL SERVICES CLERK	C	UPEC	379	2899	3700
88	NUTRITION ASSISTANT I	C	UPEC	379	2899	3700
88	NUTRITION ASSISTANT II	C	UPEC	399	3196	4079
88	NUTRITION ASSISTANT III	C	UPEC	459	4283	5466
60,88	OFFICE ASSISTANT I	C	UPEC	379	2899	3700
60,88	OFFICE ASSISTANT II	C	UPEC	390	3059	3904
60,88	OFFICE ASSISTANT III	C	UPEC	403	3259	4160
88	OPERATIONS SPECIALIST I	C	UPEC	440	3904	4983
88	OPERATIONS SPECIALIST II	C	UPEC	462	4347	5548

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<u>Footnotes</u>	<u>Classification Title</u>	<u>Class. Unclass.</u>	<u>Schedule</u>	<u>Range</u>	<u>Approx. Monthly A Step</u>	<u>Approx. Monthly F Step</u>
88	PARALEGAL I	C	UPEC	435	3810	4863
88	PARALEGAL II	C	UPEC	456	4221	5387
88	PATIENTS' RIGHTS ADVOCATE	C	UPEC	476	4654	5940
59,88	PEER SUPPORT SPECIALIST	C	UPEC	379	2899	3700
88	PERSONAL PROPERTY CUSTODIAN	C	UPEC	379	2899	3700
88	PERSONNEL ASSISTANT	C	UPEC	425	3628	4631
83,88	PROBATION ASSISTANT	C	UPEC	404	3275	4180
88	PROJECT INTEGRATION SPECIALIST	C	UPEC	492	5032	6422
88	PROPERTY TAX SPECIALIST I	C	UPEC	379	2899	3700
88	PROPERTY TAX SPECIALIST II	C	UPEC	404	3275	4180
88	PROPERTY TAX SPECIALIST III	C	UPEC	415	3455	4410
88	PSYCHIATRIC TECHNICIAN	C	UPEC	439	3885	4958
88	PUBLIC DEFENDER INVEST I	C	UPEC	490	4983	6360
88	PUBLIC DEFENDER INVEST II	C	UPEC	501	5258	6710
88	PUBLIC HEALTH ASSISTANT	C	UPEC	386	3000	3829
88	PUBLIC HLTH LABORATORY TECH	C	UPEC	395	3135	4001
88	PUBLIC HLTH PROG & POLICY ANAL	C	UPEC	496	5131	6549
42,83,88	PUBLIC SAFETY SERVICE OFFICER	C	UPEC	388	3029	3866
88	REAL PROPERTY APPRAISER AIDE	C	UPEC	427	3664	4676
88	SENIOR ACCOUNT CLERK	C	UPEC	422	3576	4564
88	SENIOR ASSESSOR/RECORDER SPEC	C	UPEC	427	3664	4676

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<u>Footnotes</u>	<u>Classification Title</u>	<u>Class. Unclass.</u>	<u>Schedule</u>	<u>Range</u>	<u>Approx. Monthly A Step</u>	<u>Approx. Monthly F Step</u>
88	SENIOR INFO TECHNOLOGY ANALYST	C	UPEC	534	6177	7883
88	SENIOR INVESTIGATIVE TECH	C	UPEC	451	4119	5258
88	SENIOR LEGAL PROCESS CLERK	C	UPEC	409	3356	4283
88	SENIOR PERMIT SPECIALIST	C	UPEC	474	4609	5882
88	SENIOR PROPERTY TAX SPECIALIST	C	UPEC	435	3810	4863
88	SENIOR PUBLIC HEALTH ASSISTANT	C	UPEC	396	3150	4020
42,83,88	SENIOR SHERIFF'S SERVICE OFCR	C	UPEC	403	3259	4160
88	SENIOR STAFF ANALYST	C	UPEC	489	4958	6328
60,88	SENIOR VOCATIONAL COUNSELOR	C	UPEC	478	4699	5998
88	SHERIFF'S RECORDS SPEC I	C	UPEC	379	2899	3700
88	SHERIFF'S RECORDS SPEC II	C	UPEC	399	3196	4079
88	SHERIFF'S RECORDS SPEC III	C	UPEC	409	3356	4283
60,88	SOCIAL SERVICE AIDE	C	UPEC	398	3181	4059
88	SOCIAL SERVICE PROGRAM AIDE	C	UPEC	398	3181	4059
60,88	STAFF SERVICES ANALYST I	C	UPEC	456	4221	5387
60,88	STAFF SERVICES ANALYST II	C	UPEC	476	4654	5940
60,88	SYSTEM SUPPORT ANALYST	C	UPEC	441	3923	5007
88	TYPIST CLERK I	C	UPEC	379	2899	3700
88	TYPIST CLERK II	C	UPEC	390	3059	3904
88	TYPIST CLERK III	C	UPEC	403	3259	4160
88	VETERANS SERVICES REP I	C	UPEC	400	3212	4099

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<u>Footnotes</u>	<u>Classification Title</u>	<u>Class.</u> <u>Unclass.</u>	<u>Schedule</u>	<u>Range</u>	<u>Approx.</u> <u>Monthly</u> <u>A Step</u>	<u>Approx.</u> <u>Monthly</u> <u>F Step</u>
88	VETERANS SERVICES REP II	C	UPEC	425	3628	4631
88	VETERANS SERVICES REP III	C	UPEC	435	3810	4863
88	VICTIM ADVOCATE I	C	UPEC	420	3541	4519
88	VICTIM ADVOCATE II	C	UPEC	450	4099	5232
60,88	VOCATIONAL COUNSELOR	C	UPEC	468	4476	5713
60,88	VOCATIONAL EVALUATOR TECH	C	UPEC	403	3259	4160
88	VOCATIONAL INSTRUCTOR I	C	UPEC	379	2899	3700
88	VOCATIONAL INSTRUCTOR II	C	UPEC	390	3059	3904
15,88	VOCATIONAL INSTRUCTOR III	C	UPEC	400	3212	4099

DULY PASSED AND ADOPTED this 2nd day of May, 2023, by the Board of Supervisors of the County of Shasta by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSE:

 PATRICK JONES, CHAIRMAN

Board of Supervisors

County of Shasta

State of California

ATTEST:

MARY E. WILLIAMS

Acting Clerk of the Board of Supervisors

By: _____
Deputy