



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

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DAVID E. JANSSEN
Chief Administrative Officer

March 27, 2007

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**CHANGES TO MANAGEMENT APPRAISAL AND PERFORMANCE PLAN
(3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve changes to the Management Appraisal and Performance Plan (MAPP) effective April 1, 2007, including the addition and deletion of designated classes from the MAPP and adjustments in salary ranges as set forth in the accompanying ordinance.
2. Approve the accompanying ordinance amending Title 5, Personnel, and Title 6, Salaries, of the County Code necessary to implement Recommendation 1 above.
3. Instruct the Executive Officer to schedule and announce a public hearing, as required by the County Charter, on technical amendments to the Civil Service Rules necessary to fully implement Recommendation 1; and instruct the Chief Administrative Officer to place the ordinance necessary to effectuate such amendments on the agenda for introduction and adoption. A draft of the proposed Civil Service Rule changes is attached.
4. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

Board of Supervisors
GLORIA MOLINA
First District

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Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

On January 30, 2007, your Board approved changes to the MAPP that will improve the overall performance management value of the Plan. These recommendations will fully implement those changes effective April 1, 2007. In addition, the recommendations in this letter will implement the results of a County-wide classification and compensation study of Human Resources Manager and Administrative Deputy positions. These positions will be included in the MAPP and it would be appropriate to implement the study results at this time.

Changes to MAP Plan

The aforementioned January 30, 2007, Board letter on this matter generally described the various changes to the MAPP that will take effect on April 1, 2007. A key change involves the division of the program into two components referred to as "Tier I" and "Tier II." Tier I applies essentially to Department Heads, Chief Deputies, and other unclassified positions reporting to Department Heads or Chief Deputies. Tier II applies to all other lower level MAPP positions. Both Tiers provide for a much improved performance evaluation process, and much greater certainty that pay and performance will be linked together as they should be for this group of key management staff. The accompanying ordinance establishes MAPP pay ranges for each affected class and provides other ordinance authority necessary for the operation of the amended MAP Plan.

In the January 30, 2007 Board letter, we indicated we would consult with County Departments regarding the impact of these changes and any related Department specific pay issues. We stated we would make further recommendations regarding the MAPP, where appropriate, including, if necessary, recommendations relating to changes in MAPP salary ranges. It is our purpose, in this regard, to identify specific salary compression issues, or other pay problems, that may exist separate and apart from the general dysfunction of the MAPP described in our January 30, 2007 letter. Toward this end, we looked at the management organizational structure and internal pay relationships in each Department, and we have identified, in a number of instances, problems that require further Board action to correct.

The review completed thus far has covered 31 Departments employing approximately 70% of the current County-wide MAPP population. For this group, we have identified a number of internal pay alignment problems and are recommending upward salary range adjustments for 242 MAPP employees in 99 classes as detailed in the accompanying ordinance. In most instances, these changes are necessary to provide an appropriate

supervisor/subordinate pay differential between each affected MAPP class and the classes above and below it in each organization. We found a number of instances where MAPP employees are paid nearly the same (and in one case less) than the individuals they supervise because the current pay ranges are stacked on top of each other with insufficient differential in-between. These recommendations "decompress" these situations. We are recommending no change for approximately 333 employees in 124 classes where we found no problems.

There is no universal standard regarding supervisor/subordinate pay range differentials. It is a matter of determining what is reasonable. However, the MAPP pay "grid" provides for salary ranges that are vertically 7.5% apart (bottom to top) and we believe that two of these ranges, or 15%, should be the general guideline for determining the proper pay range differential between supervisor and subordinate. This should be the difference in pay range, not actual pay. Differences in actual pay may be smaller depending on where the employees fall within their respective ranges. The pay range designations contained in the accompanying ordinance reflect adjustments based on this guideline.

Our review also addressed whether the right classes are currently included in the MAPP. We are recommending that approximately 311 employees in 49 classes be moved from the MAPP to the "step pay plan" applicable to most other County employees. This is approximately 25% of the current MAPP population. A listing of these classes with the recommended salary schedule is shown in Attachment A. We are also recommending that approximately 42 employees in 3 classes be added to MAPP as shown in Attachment B.

Little to No Impact on Actual Pay Rates on April 1

The recommended changes in MAPP pay ranges for the aforementioned 242 employees will initially result in little to no change in the actual pay rates – even though serious compression problems exist in some cases. In this letter, we are recommending changes in salary range designations, not actual pay rates. We are effectively moving the ranges around the existing pay rates much like moving the lens of a camera around a stationary subject. There will, of course, be long-term consequence to adjusting these pay ranges as employees move through the ranges over time, but there will be little to no short-term impact.

Although there will be little to no change in actual pay rates on April 1, 2007, the existing County Code, and the amendments in the accompanying ordinance, provide the Chief Administrative Officer with the authority to make adjustments in actual pay rates on an

ad hoc individual employee basis. The ordinance also includes a new provision that specifically recognizes the need to do this where an employee is paid less than a subordinate staff member. Over the next several weeks, and continuing into the future, we intend to use this authority to remedy superior/subordinate pay inequities as we find them. No further Board action will be required in support of this endeavor.

Notwithstanding the foregoing, the employees impacted by Tier II will see a slight change in actual pay rates on April 1, 2007 due to the technical aspects of converting them to the Tier II pay structure. As explained in the January 30, 2007 Board letter, these employees are transitioning from pay ranges that currently have no "salary steps" to Tier II ranges that have 18 steps. They will be placed on the nearest step in the applicable MAPP range that provides no loss in actual pay. That change will cause a one-time adjustment in actual pay which will vary by individual from nearly zero to slightly less than 3%. We are estimating the average change in actual pay at 1.2%. Tier I employees will see no change in actual pay on April 1, 2007.

Remaining County Departments

We are not making recommendations at this time for MAPP positions in the Chief Administrative Office, Department of Human Resources, Office of Public Safety; Probation Department, Department of Public Works, the Public Health Department, and the Department of Health Services. Except for the Department of Health Services, the organizational structures in these departments have recently undergone, or are currently undergoing, review which may impact our recommendations. In the case of the Department of Health Services, we need additional time due to the sheer size and complexity of this Department.

We plan to submit further MAPP recommendations for these departments no later than May 29, 2007. In the meantime, the employees in question will remain in their current MAPP salary ranges and will be generally unaffected by the changes recommended in this letter. Any recommendations ultimately approved for these employees will provide for no negative impact as a consequence of the timing of the implementing actions.

Human Resources Managers and Administrative Deputies

As noted above, these recommendations include the implementation of study findings to align human resources manager positions and administrative deputy positions across the County to ensure appropriate classifications and equitable salaries. These recommendations will result in the County's enhanced ability to attract, motivate, and retain qualified employees to fill these critical management positions. Attachment C

lists six new classes that are being created as result of this study. Attachment D lists, by Department, position reclassifications resulting from the study.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence, organizational effectiveness, and fiscal responsibility by providing your Board and management staff with the tools and incentives to enhance the quality and productivity of the County workforce.

FISCAL IMPACT/FINANCING

As noted above, Tier II employees will be placed on a discrete step in a Tier II MAPP pay range on April 1, 2007. Employees being removed from MAPP to the step pay plan will likewise see a slight change in salary when they are placed on specific salary step. The cost of these one-time adjustments is estimated at \$1.4 million on an annualized basis (all funds). Sufficient funds are available to cover these costs.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The changes to MAPP approved on January 30, 2007 included, among other things, the creation of a fifth performance rating category equivalent to "Very Good." As the label implies, this rating may be applied to employees who deserve a rating of more than "Competent" but less than "Outstanding."

This change will require technical changes in existing Civil Service Rules relating to (i) Rule 17.04 - Restoration after subsequent appointment, (ii) Rule 19.03 – Order of layoff, (iii) Rule 20.02 Ratings, (iv) Rule 20.11 – Management appraisal and performance plan participants. These proposed changes amend these Rules by inserting the necessary references to the new rating categories and the associated definitions. These changes are purely technical in nature and will only apply to MAPP participants who are all non-represented employees. Therefore, no consultation or negotiation with employee representatives is required.

Where Civil Service Rule changes are concerned, the County Charter requires a public hearing with at least seven working days notice. These changes will also require an ordinance. Attachment E contains a draft copy of the requisite ordinance. We are, therefore, recommending that a hearing be scheduled and the necessary ordinance be placed on the agenda for introduction and adoption.

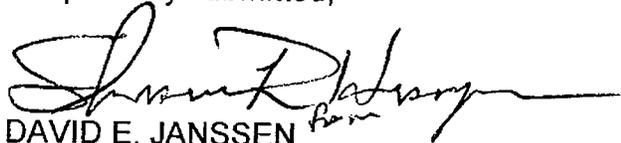
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The accompanying ordinance implementing amendments to Title 5, Personnel, and Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

None.

Respectfully submitted,



DAVID E. JANSSEN
Chief Administrative Officer

DEJ:SRH
WGL:SJM:df

Attachments (5)

c: All Department Heads

ATTACHMENT A

CLASSES MOVING FROM MAPP TO STEP PAY PLAN

Item	Class	New Salary Schedule
1004	ADMINISTRATIVE SERVICES MANAGER III	103L
3004	ANIMAL CONTROL MANAGER	90G
4820	ASSISTANT MANAGER, FOOD SERVICES, SHERIFF	95L
1125	ASST DIV MGR, PROG, REG-REC/CO CLK	98G
6887	ASST MANGR, LAUNDRY SVC, SHERIFF	95L
2637	ASST MGR, SYSTEMS MAINT & OPER, SHERIFF	103L
9085	ASST REGIONAL ADMINISTRATOR, CFS	103L
0379	BEACH MAINTENANCE DISTRICT MANAGER	90G
1102	CHF, ASSESS APPEALS BDS, BD OF SUPVRS	101C
8195	CHIEF COMMUNITY SERVICES ANALYST	103L
2063	CHIEF PROPERTY MANAGER, B & H	103L
1115	CHIEF, AUXILIARY SERVICES, BD OF SUPV	98G
1106	CHIEF, COMMIS. SVCS, BOARD OF SUPVR	103L
4349	CHIEF, ENVIRON. TOXICOL., AGRI COMM	101C
1104	CHIEF, BOARD SERVICES, BD OF SUPV	101C
9088	CHILDREN'S SERVICES ADMINISTRATOR III	103L
1667	CONSUMER AFFAIRS SPECIALIST	93C
1606	COORD, COMMUNITY ANTI-GANG/ANTI-STREET CRIME PROG.	101C
0930	CORRECTIONS SPECIALIST, SHERIFF	103L
2614	DATA PROCESSING MANAGER	109C
1063	DIRECTOR, JAIL PROGRAMS, SHERIFF	106G
1857	EDUCATIONAL DEVELOPMENT ADMIN, SHERIFF	103L
1120	EXECUTIVE ASSISTANT	101C
0947	EXECUTIVE ASSISTANT, ANIMAL CARE & CONTROL	95L
0301	EXECUTIVE OFFICER, ARBORETUM	103L
0753	FISCAL OFFICER II	103L
1089	HD, MGMT SVCS, PUBLIC DEFENDER	101C
1103	HD, COMMISSION SERVS, BD OF SUPVRS	98G
8645	HEAD ADMINISTRATIVE INVESTIGATIONS	98G
1595	HEAD, MARKETING SERVICES, LIBRARY	101C
8023	HUMAN SERVICES ADMINISTRATOR III	103L
8888	LEASE SPECIALIST, BEACHES & HARBORS	103L
2306	MANAGER EVIDENCE & PROPERTY OPERATIONS, SHERIFF	98G
4821	MANAGER, FOOD SERVICES, SHERIFF	101C
1776	MARKETING SPECIALIST, B & H	101C

CLASSES MOVING FROM MAPP TO STEP PAY PLAN

Item	Class	New Salary Schedule
6888	MNGR, LAUNDRY SVCS, SHERIFF	101C
4117	PLANNING SPECIALIST, B&H	101C
8847	REGIONAL GROUNDS MAINTENANCE SUPVR	90G
8837	REGIONAL PARK SUPERINTENDENT II	90G
8838	REGIONAL PARK SUPERINTENDENT III	95L
8853	REGIONAL RECREATION DIRECTOR	93C
8766	SPECIAL ASST, PARKS&REC	101C
1682	SR DPY, AFFIRM ACTION COMPLIAN. OFCR	101C
1112	SR INFORMATION RESOURCE SPECIALIST, BRD OF SUPVRS	101C
8816	SUPERINTENDENT, BONELLI REGIONAL PARK	98G
8834	SUPERINTENDENT, HOLLYWOOD BOWL	93C
8817	SUPERINTENDENT, SANTA FE DAM REGIONAL PARK	93C
0295	SUPERINTENDENT, ARBORETUM	98G
8139	SUPERVISOR, PATRIOTIC HALL	82G

ATTACHMENT B

CLASSES MOVING FROM STEP PAY PLAN TO MAP PLAN

Item No.	Title	Salary Schedule & Level	
1080	Administrative Manager XI, ISD	N23	S11
1081	Administrative Manager XII, ISD	N23	S12
1082	Administrative Manager XIII, ISD	N23	S13

ATTACHMENT C

CLASSES RECOMMENDED FOR ADDITION (NEW CLASSES)

Benefit designations are being shown for information only and are not part of the County Code. Savings Plan designees are also recommended to be designated as eligible for the Flexible Benefit Plan.

Savings/ Health Plan	Item No.	Title	Salary Schedule & Level
Savings	1042	Administrative Deputy I	N23 S11
Savings	1044	Administrative Deputy II	N23 S13
Savings	1058	Administrative Deputy III	N23 S15
Savings	1883	Departmental Human Resources Manager I	N23 S09
Savings	1884	Departmental Human Resources Manager II	N23 S11
Savings	1885	Departmental Human Resources Manager III	N23 S13

ATTACHMENT D

RECOMMENDATIONS FOR POSITION RECLASSIFICATION

Department	No of Pos	Present Classification and Salary	Classification Findings and Salary
Affirmative Action Compliance	1	Senior Deputy, AACO R09 Not Represented	Administrative Deputy I S11 Not Represented
Agricultural Commissioner/Weights & Measures	1	Administrative Services Manager II 94A Not Represented	Departmental Human Resources Manager I S09 Not Represented
Alternate Public Defender	1	Personnel Officer II 99A Not Represented	Departmental Human Resources Manager I S09 Not Represented
Animal Care & Control	1	Personnel Officer II 99A Not Represented	Departmental Human Resources Manager I S09 Not Represented
Auditor-Controller	1	Personnel Officer II 99A Not Represented	Departmental Human Resources Manager II S11 Not Represented
Beaches & Harbors	1	Administrative Services Manager II 94A Not Represented	Departmental Human Resources Manager I S09 Not Represented
Board of Supervisors	1	Deputy Executive Officer (UC) R12 Not Represented	Administrative Deputy II S13 Not Represented
Child Support Services	1	Personnel Officer III R10 Not Represented	Departmental Human Resources Manager II S11 Not Represented
Children & Family Services	1	Deputy Director (UC) R14 Not Represented	Administrative Deputy III S15 Not Represented

Department	No of Pos	Present Classification and Salary	Classification Findings and Salary
Children & Family Services	1	Division Chief, CFS R12 Not Represented	Departmental Human Resources Manager III S13 Not Represented
Community & Senior Services	1	Personnel Officer II 99A Not Represented	Departmental Human Resources Manager II S11 Not Represented
Coroner	1	Administrative Services Manager III R10 Not Represented	Administrative Deputy I S11 Not Represented
Coroner	1	Administrative Services Manager II 94A Not Represented	Departmental Human Resources Manager I S09 Not Represented
Mental Health	1	Personnel Officer III R10 Not Represented	Departmental Human Resources Manager III S13 Not Represented
Parks & Recreation	1	Personnel Officer III R10 Not Represented	Departmental Human Resources Manager II S11 Not Represented
Public Defender	1	Personnel Officer III R10 Not Represented	Departmental Human Resources Manager II S11 Not Represented
Public Library	1	Administrative Services Manager III R10 Not Represented	Departmental Human Resources Manager II S11 Not Represented
Public Social Services	1	Division Chief, PSS R12 Not Represented	Departmental Human Resources Manager III S13 Not Represented
Regional Planning	1	Administrative Services Manager II 94A Not Represented	Departmental Human Resources Manager I S09 Not Represented

Department	No of Pos	Present Classification and Salary	Classification Findings and Salary
Registrar-Recorder-County Clerk	1	Personnel Officer III R10 Not Represented	Departmental Human Resources Manager II S11 Not Represented
Treasurer & Tax Collector	1	Assistant Operations Chief, TTC 101H Not Represented	Departmental Human Resources Manager II S11 Not Represented
Treasurer & Tax Collector	1	Operations Chief, TTC R10 Not Represented	Administrative Deputy II S13 Not Represented

DRAFT

SECTION XX. Section 5.200APX.001-1 is hereby amended to read as follows:

5.200APX.001-3 Appendix 1 -- Civil Service Rules* -- Part 3 (Rules 13 -- 18).

17.04 Restoration after subsequent appointment.

A. An employee with permanent status shall be restored to the last prior position held on a permanent basis (or at the discretion of the appointing power to a position to which a transfer or reassignment from such prior position would be authorized by these Rules) without loss of seniority in the event that:

1. Such employee's subsequent appointment to a permanent position, or the examination or eligible list from which such subsequent appointment was made, is held to be void or voidable by the court at any time;

2. Such employee is released during a probationary period, released from a position to which the employee had been appointed on a temporary basis, or reduced in rank from a subsequent higher permanent position at any time.

B. In either case, if the subsequent appointment was from a position in one department to a position in another department, then the restoration shall be to the nearest equivalent position in the new department (or at the discretion of the appointing power, to a position to which a transfer or reassignment from such equivalent position would be authorized by these Rules), unless both appointing powers concur in the employee's return to the old department.

C. If, however, the new department does not have a position equivalent in rank to the one which the employee formerly held in the old department to which the employee can be reduced, then an employee who fails to successfully complete a probationary period shall have the right to be placed on an appropriate department reemployment list for his/her former department. When a vacancy occurs in the same or related lower class of position, the appointing power shall appoint the person highest on the list who is available before any other appointment may be made. The right to reemployment does not apply to an employee whose last performance rating in the old department was less than "competent," or for employees under the management appraisal and performance plan or performance-based pay plans rated "Needs Improvement Meeting Expectations", "Needs Improvement," "Failed to Meet Expectations", "Unsatisfactory Performance," or less than "fully meets expectations," as the case may be, provided it was on file with the former department prior to the date the employee's service began in the new department. By accepting the new position, the employee does not waive the right to appeal the performance evaluation from the old department.

SECTION XX. Section 5.200APX.001-4 is hereby amended to read as follows:

5.200APX.001-4 Appendix 1 -- Civil Service Rules* -- Part 4 (Rules 19 -- 26).

19.03 Order of layoff.

In case there are two or more permanent employees in the class from which layoff or reduction is to be made:

...

D. Management appraisal and performance plan tier I participants holding positions in the classified service and tier II participants shall be laid off or reduced by department according to the participant's class and last performance rating in the following order: "~~Unsatisfactory Performance,~~" "Failed to Meet Expectations," "Needs Improvement Meeting Expectations," "~~Merit Performance,~~" "Met Expectations," "~~Exceptional Performance,~~" "Exceeded Expectations," "Far Exceeded Expectations." In case of a tie affecting two or more persons in the same rating category, layoff or reduction shall be according to seniority in the range. In the case of a tie affecting two or more persons with the same seniority, the order of layoff or reduction shall be at the discretion of the appointing power.

20.02 Ratings.

A. Ratings of efficiency of performance shall be made for permanent employees at least once each year, and for probationers by the end of the probationary period. A revised rating may be submitted by the appointing power at any time.

B. Performance ratings, in whole or in part, singly or cumulatively, are not, in themselves, compelling or presumptive of any particular score, grade or ranking on any part of a competitive examination.

C. When an employee terminates employment, his/her most recent rating on file shall be the rating of record, and no additional rating need be made unless the performance has changed to unsatisfactory or "~~Unsatisfactory performance~~" "Failed to Meet Expectations" for management appraisal and performance plan participants. If a

new rating is to be given, the report must be made and mailed within 30 days of employee's date of termination.

D. No rating need be made for temporary employees.

20.11 Management appraisal and performance plan Tier I and Tier II participants.

For employees who are not in a bargaining unit certified by ERCOM and who are compensated under the management appraisal and performance plan, performance will be evaluated at the end of each performance period using a written performance plan approved by the appointing authority. For employees who are serving a probationary period subsequent to appointment to a position paid under the management appraisal and performance plan, an interim review of the participant's performance must be completed prior to completion of the probationary period. The performance rating plan shall be in a format approved by the director of personnel. Overall performance evaluation ratings shall be assigned according to the following categories:

A. Permanent Employees.

1. ~~"Exceptional Performance."~~ "Far Exceeded Expectations."

Recognizes exceptional, unexpected, and highly successful outcome of performance, special assignments, or unusual opportunities. Significantly exceeds performance requirements on all job responsibilities, job skills, expectations, and goals. Performance and quality of work are at such a high level that the manager is performing substantially beyond the scope normally expected of his/her the present position. ~~This rating justifies the utmost confidence in handling the most sensitive and complex situations.~~ This rating

category is reserved for recognition of extraordinary performance and unlikely to be repeated two years in a row.

2. "Merit Performance." "Exceeded Expectations." Recognizes performance which meets or exceeds expectations of managers. Consistently meets or exceeds Performance exceeded most and met all other performance requirements for on all job responsibilities, job skills, behaviors, expectations, and goals as defined in the performance plan. Performance and quality of work at or well above expected performance.

3. "Met Expectations." Performance met goals, behaviors, and expectations as defined in the performance plan.

3 4. "Needs Improvement Meeting Expectations." Although some goals and expectations may have been met, some improvement is required to meet performance requirements. Performance failed to meet some of the goals, behaviors, and expectations as defined in the performance plan. Performance or quality of work is slightly below the satisfactory level and must be improved to the level of "Met Expectations." Improvement to the "Merit Performance" level should be sought and expected. When this rating is given, a remedial performance plan is required with a scheduled six month review. Such evaluation shall bear an overall rating other than "Needs Improvement." Each appointing authority may or may not rate anyone in this category in any given year. This performance rating requires a remedial performance plan, and within six months, a review and rating of performance with an overall rating of other than "Needs Improvement Meeting Expectations."

~~4-5. "Unsatisfactory Performance." "Failed to Meet Expectations."~~

~~Fails to meet performance requirements. Unsatisfactory performance is exhibited. Whether due to lack of effort, knowledge, skills, or due to unsatisfactory behavior, the employee requires close direction. The trend in performance is either downward or showing marginal yet unsatisfactory improvement. When this rating is given, it must be accompanied with discharge or reduction in those cases in which the employee is still in service. Performance failed to meet most of the goals, behaviors, and expectations as defined in the performance plan. When employee receives this rating, the employee must receive a notice of reduction or discharge if still in County service in accordance with the provisions of Rule 18.~~

B. Probationary Employees.

1. A probationary employee may be rated ~~"Exceptional Performance,"~~ ~~"Merit Performance,"~~ or ~~"Unsatisfactory Performance"~~ "Far Exceeded Expectations," "Exceeded Expectations," "Met Expectations, or "Failed to Meet Expectations" as defined above.

2. An overall rating of ~~"Merit Performance"~~ or ~~"Exceptional Performance"~~ "Far Exceeded Expectations," "Exceeded Expectations," or "Met Expectations" as defined above, carries with it the appointing authority's approval to make the appointment final and complete.

3. An overall rating of ~~"Unsatisfactory Performance"~~ "Failed to Meet Expectations" as defined above carries with it the appointing authority's decision not to

approve final and complete appointment followed by discharge or reduction in accordance with the provisions of Rule 18.

C. Performance Rating Transition.

1. ~~Performance Based Pay Plan. The last performance-based pay plan rating of former participants in the plan, shall be used for all purposes on or after January 1, 1997 and continue only until a new performance rating is given under the management appraisal and performance plan. Performance-based pay plan ratings shall be treated as if they are the same as management appraisal and performance plan ratings as follows:~~

"Far Exceeds Expectations"	= "Exceptional Performance"
"Exceeds Expectations"	= "Merit Performance"
"Fully Meets Expectations"	= "Merit Performance"
"Marginally Meets Expectations"	= "Needs Improvement"
"Does Not Meet Expectations"	= "Unsatisfactory Performance"

2.1. Performance Evaluation. The last performance evaluation rating under Civil Service Rule 20.04, shall be used for all purposes on or after January 1, 1997 and continue only until a new performance rating is given under the management appraisal and performance plan. Performance evaluation ratings under Civil Service Rule 20.04 shall be treated as if they are the same as management appraisal and performance plan ratings as follows:

- a. Permanent employees.

"Outstanding"	= "Exceptional Performance" = <u>"Far Exceeded Expectations"</u>
"Very Good"	= "Merit Performance" = <u>"Exceeded Expectations"</u>
"Competent"	= "Merit Performance" = <u>"Met Expectations"</u>
"Improvement Needed"	= "Needs Improvement <u>Meeting Expectations"</u>
"Unsatisfactory"	= "Unsatisfactory Performance" = <u>"Failed to Meet Expectations"</u>

b. Probationary employees.

"Competent"	= "Merit Performance" = <u>"Met Expectations"</u>
"Unsatisfactory"	= "Unsatisfactory Performance" = <u>"Failed to Meet Expectations"</u>

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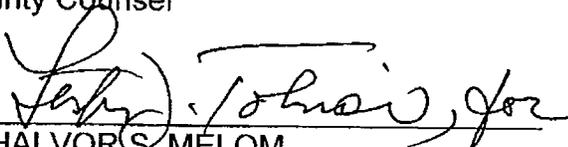
[END OF CIVIL SERVICE RULE REVISIONS]

ANALYSIS

This ordinance amends Title 5 - Personnel and Title 6 - Salaries, of the Los Angeles County Code by:

- Repealing and replacing Chapter 6.08, Part 3 in its entirety to amend the Management Appraisal and Performance Plan;
- Amending the Management Appraisal and Performance Plan performance rating standards referenced in Titles 5 and 6;
- Repealing and replacing portions of Section 6.26.040 to reflect the amended ~~Management Appraisal and Performance Plan salary tables effective April 1, 2007;~~
- Adding and establishing the salary for six (6) employee classifications;
- Changing the salaries and/or effective dates of various classes to denote the class designation changes in conjunction with the amended Management Appraisal and Performance Plan; and
- Adding and/or deleting and changing certain classifications and numbers of ordinance positions in the departments of Affirmative Action Compliance, Agricultural Commissioner/Weights and Measures, Alternate Public Defender, Animal Care and Control, Auditor-Controller, Beaches and Harbors, Board of Supervisors, Child Support Services, Children and Family Services, Community and Senior Services, Coroner, Mental Health, Parks and Recreation, Public Defender, Public Library, Public Social Services, Regional Planning, Registrar-Recorder/County Clerk, and Treasurer and Tax Collector.

RAYMOND G. FORTNER, JR.
County Counsel

By: 
HALVOR S. MELOM
Principal Deputy County Counsel
Labor & Employment Services Division

ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel and Title 6 - Salaries of the Los Angeles County Code, relating to the Management Appraisal and Performance Plan.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 5.72.053 is hereby amended to read as follows:

5.72.053 Uniform allowance — Peace officers.

A.

...

2. Effective March 1, 2005, for persons employed on positions of Commander, DA (Item No. 2898) or Detective (UC) (Item No. 9978), paid in accordance with the provisions contained in Title 6, Chapter 6.08, Part 3 of the Los Angeles County Code, shall receive a one-time only lump-sum uniform allowance supplement payment of \$2,500.00 upon departmental certification that such person's performance is "~~Merit Performance~~" "Met Expectations" or better;

...

C.

...

1. Effective March 1, 2005, persons employed in said positions, paid in accordance with the provisions contained in Title 6, Chapter 6.08, Part 3 of the Los Angeles County Code, shall receive a one-time only lump-sum uniform allowance supplement of \$1,250.00 upon departmental certification that such person's performance is "~~Merit Performance~~" "Met Expectations" or better;

...

SECTION 2. Section 5.72.060 is hereby amended to read as follows:

5.72.060 Uniforms - Forester and fire warden employees.

A.

...

5. The provisions of this Subsection A shall apply to any person

employed in one of the following classes provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this code, ~~"Merit Performance"~~ "Met Expectations" or better:

Item No.	Title
0208	Battalion Chief (56-Hours)
0217	Assistant Fire Chief
0335	Assistant Chief, Forestry Division
0336	Chief, Forestry Division
2932	Section Chief, Lifeguard Services, Fire
2934	Assistant Chief, Lifeguard Services, Fire
2935	Chief Lifeguard Services, Fire

...

B.

...

5. The provisions of this Subsection B shall apply to any person employed in one of the following classes provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this code, "~~Merit Performance~~" "Met Expectations" or better:

Item No.	Title
0219	Deputy Fire Chief, Emergency Operations (UC)
0220	Chief Deputy, Emergency Operations, Fire (UC)
0215	Chief, Air Operations, Fire Services
0224	Chief Deputy, Business Operations, Fire (UC)

C. In addition to all other compensation provided for in this code, any person employed in a position set forth in one of the following classes shall be entitled to \$1,000.00 payable between December 1, 2008, and December 15, 2008, provided such person was employed in said position on November 1, 2008, and provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this code, "~~Merit Performance~~" "Met Expectations" or better:

Item No.	Title
0208	Battalion Chief (56-Hours)
0217	Assistant Fire Chief
0335	Assistant Chief, Forestry Division
0336	Chief, Forestry Division
2932	Section Chief, Lifeguard Services, Fire
2934	Assistant Chief, Lifeguard Services, Fire
2935	Chief Lifeguard Services, Fire

D. In addition to all other compensation provided for in this code, any person employed in a position set forth in one of the following classes shall be entitled to \$500.00 payable between December 1, 2008, and December 15, 2008, provided such person was employed in said position on November 1, 2008 and provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this code, "Merit Performance" "Met Expectations" or better:

Item No.	Title
0219	Deputy Fire Chief, Emergency Operations (UC)
0220	Chief Deputy, Emergency Operations, Fire (UC)
0215	Chief, Air Operations, Fire Services
0224	Chief Deputy, Business Operations, Fire (UC)

...

SECTION 3. Part 3 (Management Appraisal and Performance Plan) of Chapter 6.08 (Step Pay Plan) is hereby deleted in its entirety.

SECTION 4. Part 3 (Tier I and Tier II Management Appraisal and Performance Plan) is hereby added to Chapter 6.08 (Step Pay Plan) to read as follows.

Part 3

TIER I AND TIER II MANAGEMENT APPRAISAL AND PERFORMANCE PLAN

Sections:

6.08.300	Title of provisions.
6.08.305	Purpose.
6.08.310	Definitions.
6.08.315	Applicability of Part 3 provisions.
6.08.320	Position assignment to the Management Appraisal and Performance Plan.
6.08.325	Performance management.
6.08.330	Appeal process.
6.08.335	Tier I and Tier II Management Appraisal and Performance Plan general salary movement provisions.
6.08.340	Tier I and Tier II Management Appraisal and Performance Plan basic salary structures.
6.08.345	Temporary positions and appointments.
6.08.350	Demotion.
6.08.355	Reinstatement, reemployment, and restoration.
6.08.360	Special provisions.
6.08.365	Transition to Management Appraisal and Performance Plan - Tier I and Tier II.
6.08.370	Tier I establishment of salary upon appointment.
6.08.375	Tier I merit salary adjustment provisions.
6.08.380	Tier I special provision.
6.08.385	Tier II establishment of salary upon appointment.
6.08.390	Tier II step advancement provisions.
6.08.395	Tier I and Tier II departmental special rates.

SECTION 5. Section 6.08.300 is hereby added to read as follows:

6.08.300 Title of provisions.

This Part 3 of Chapter 6.08 shall be known as the "Management Appraisal and Performance Plan." The Plan shall consist of two parts applying to two separate groups of eligible management employees. The two parts, which are described herein, shall be known as "Tier I" and "Tier II," respectively.

SECTION 6. Section 6.08.305 is hereby added to read as follows:

6.08.305 Purpose.

The purpose of the Management Appraisal and Performance Plan is to improve the County's ability to employ executive, senior management, and management employees, to evaluate and compensate those employees for the contributions they make toward achieving County and department priorities, and to motivate them to excel and achieve high efficiency, reduce costs, realize expected revenues, and deliver quality services to County residents.

SECTION 7. Section 6.08.310 is hereby added to read as follows:

6.08.310 Definitions.

The following terms when used in this Part 3 with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

A. "Appointing Authority" means the board of supervisors for any person employed and paid as a County officer on an item designated as "L" pursuant to the provisions of Section 6.28.020 B of this code. The retirement administrator shall be the Appointing Authority of all Participants serving on the staff of the Los Angeles County

Employees Retirement Association. The commission on human relations shall be the Appointing Authority for any person employed in the position of Executive Director, Human Relations Commission. The board of retirement and the board of investments jointly shall be the Appointing Authority for any person designated to act as retirement administrator pursuant to Section 6.27.020 of this code. County department heads are the Appointing Authority for all other persons compensated pursuant this Part 3.

B. "Control Point" means the midpoint of each Salary range as indicated in the Tier I Salary Structure. The Control Point for each Tier II Salary range shall be the same as the similarly numbered Tier I Salary range.

C. "General Salary Adjustment" means an across-the-board adjustment in the actual base salaries of Tier I and/or Tier II Participants. A General Salary Adjustment may be implemented only by specific action of the board of supervisors and may or may not be accompanied by a concurrent adjustment in the Salary Structure.

D. "Participant" means a person employed in a position in a class which has been approved by the board of supervisors for inclusion in the Management Appraisal and Performance Plan.

E. "Plan" means the Management Appraisal and Performance Plan.

F. Salary Structure. The Tier I and Tier II Salary ranges specified in Section 6.26.020 A.

G. Tier I" means that part of the Plan that is applicable to unclassified management positions and other positions specifically designated as eligible for Tier I by the board of supervisors. Salary ranges applicable to Tier I Participants are designated by the letter "R" in Sections 6.28.050 and 6.26.020 A of this code. Tier I

Salary ranges are defined in terms of a minimum rate, a maximum rate, and a Control Point and are divided into quartiles for salary administration purposes in accordance with the provisions of Section 6.08.370.

H. "Tier II" means that part of the Plan that is applicable to all Participants other than Tier I Participants. Salary ranges applicable to Tier II Participants are designated by the letter "S" in Sections 6.28.050 and 6.26.020 A of this code. Tier II Salary ranges consist of 18 salary steps, with the first 12 steps being 3 percent apart and the last six steps being 1 1/2 percent apart.

I. "Tier I Merit Adjustment" means movement through the applicable R range based on an evaluation of performance as provided for in the Plan and any pertinent instructions issued by the chief administrative officer or director of personnel. A Tier I Merit Adjustment may range from zero to 5 percent with respect to any given rating period.

J. "Tier II Step Advancement" means advancement to the next salary step in the applicable S range based on an evaluation of performance as provided for in the Plan and any pertinent instructions issued by the chief administrative officer or director of personnel.

K. "Y-Rate" means, for purposes of this Part 3, a special salary rate which entitles a person to receive a salary at a rate higher than the maximum of the Salary range for the position which the person holds.

SECTION 8. Section 6.08.315 is hereby added to read as follows:

6.08.315 Applicability of Part 3 provisions.

Notwithstanding any other provision of this Title 6, the salary of a person employed in a position assigned to a Salary range in Tier I or Tier II of the Plan shall be determined pursuant to the provisions of this Part 3; provided, however, that department head salary and benefits may be determined by written agreement between the board of supervisors and a department head. In the event of any inconsistency between provisions of this Part 3 and such written agreement, the provisions of the written agreement shall control.

SECTION 9. Section 6.08.320 is hereby added to read as follows:

6.08.320 Position assignment to the Management Appraisal and Performance Plan.

Upon the recommendation of the chief administrative officer, the board of supervisors may by ordinance, assign classes or positions to the Plan. The chief administrative officer shall recommend to the board of supervisors a Salary range for each class or position.

Participants who would otherwise be eligible to receive benefits under Chapter 5.26, 5.27, and 5.28 of this code shall be eligible to receive benefits under Chapter 5.26 and the appropriate benefits of either Chapter 5.27 or Chapter 5.28 of this code. In addition, Participants designated eligible to receive benefits under Subdivision 1 of Chapter 5.27 or Subdivision 1 of Chapter 5.28 of this code shall be eligible to receive up to eight days sick leave.

SECTION 10. Section 6.08.325 is hereby added to read as follows:

6.08.325 Performance management.

A. Performance rating categories and process. The Appointing Authority, or his/her designee, shall annually evaluate the performance of each Participant, in accordance with guidelines and in a format established by the director of personnel, which shall provide for an overall performance rating based on the following five category rating scale:

- "Far Exceeded Expectations"
- "Exceeded Expectations"
- "Met Expectations"
- "Needs Improvement Meeting Expectations"
- "Failed to Meet Expectations"

The performance management process includes annually setting goals and defining performance expectations developed jointly by the Appointing Authority or his/her designee and each Participant. The Appointing Authority defines department values for the performance management process. At the discretion of the Appointing Authority, Participants on a leave of absence during the rating period are not required to have a performance plan while on an approved leave of absence.

B. Rating Period.

1. The rating period will be as designated by the chief administrative officer. However, the performance of each Participant will be reviewed periodically by the Appointing Authority or his/her designee during the performance period. At the

conclusion of the rating period, the Appointing Authority or his/her designee will review the performance of each Participant and complete an evaluation form in the manner established by the director of personnel. To ensure uniform administration, departmental performance ratings shall be in conformance with standards issued by the director of personnel. At the discretion of the Appointing Authority, an evaluation form may be completed for those Participants with less than six months service in the Plan.

~~The Appointing Authority or his/her designee shall have the option of rating Participants~~ on leave for more than six months or the rating period. Participants on leave for less than six months shall be given an overall performance rating except in the case where the director of personnel has determined that unusual circumstances exist. Where Participants on a leave of absence are rated, any Tier I Merit Salary Adjustment or Tier II Step Advancement may, at the discretion of the Appointing Authority, be granted upon the Participant's return to work. Participants who are not rated shall not be granted a Tier I Merit Salary Adjustment or a Tier II Step Advancement.

2. In the case of a person employed as a department head, the evaluation shall be in accordance with the procedures set forth in Section 2.06.100 of this code.

C. Performance Evaluation Timeliness. Tier I Merit Salary Adjustments and/or Tier II Step Advancements will be withheld for both the rater and employee being rated if the performance evaluation has not been submitted on a timely basis in accordance with timeframes established by the director of personnel. Upon submission of the performance evaluation, the employee being rated will be eligible for a retroactive Tier 1 Merit Salary Adjustment or Tier II Step Advancement based on his/her

performance rating. However, in no case where a performance evaluation was not submitted on a timely basis shall the rater receive a retroactive Tier I Merit Salary Adjustment or Tier II Step Advancement.

D. Performance Rating Transition. For Participants previously evaluated under Civil Service Rule 20.04, the last performance evaluation rating under Civil Service Rule 20.04 shall be used for all purposes on or after January 1, 1997 and continuing only until a new performance rating is given under Tier I or Tier II of the Plan. Performance evaluation ratings under Civil Service Rule 20.04 shall be treated as they are the same as Tier I and Tier II Plan ratings as follows:

1. Permanent Employees.

"Outstanding"	= "Far Exceeded Expectations"
"Very Good"	= "Exceeded Expectations"
"Competent"	= "Met Expectations"
"Improvement Needed"	= "Needs Improvement Meeting Expectations"
"Unsatisfactory"	= "Failed to Meet Expectations"

2. Probationary Employees.

"Competent"	= "Met Expectations"
"Unsatisfactory"	= "Failed to Meet Expectations"

E. In rating the performance of the chief, civil service commission and ERCOM, the provisions of Section 3.12.020 of this code shall be followed.

SECTION 11. Section 6.08.330 is hereby added to read as follows:

6.08.330 Appeal process.

A. Internal Review. In the case of a disputed individual performance evaluation and rating, the affected Participant shall be afforded full opportunity to present, in writing, his/her request for review and modification of the rating to the Appointing Authority. Such requests shall be made within 10 business days of receipt of a performance rating. The decision of the Appointing Authority shall be final subject to review and reconsideration as outlined in subsection B of this section. In the case of a department head, such presentation shall be made to the chief administrative officer who will report the findings to the board of supervisors.

B. Director of Personnel Review. Within 10 business days of receipt of the decision of the Appointing Authority under subsection A of this section, any affected Participant, except a department head, may request review by the director of personnel and reconsideration by the Appointing Authority for a performance rating of "Needs Improvement Meeting Expectations" or "Failed to Meet Expectations." The director of personnel shall review the process and submit recommendations to the Appointing Authority, who will then render a final decision on the evaluation and rating. The decision of the Appointing Authority shall be conclusive.

SECTION 12. Section 6.08.335 is hereby added to read as follows:

**6.08.335 Tier I and Tier II Management Appraisal and Performance Plan
General Salary Adjustment provisions.**

Recommendation of chief administrative officer. The chief administrative officer shall recommend, as appropriate, and the board of supervisors may approve General

Salary Adjustments for Participants. General Salary Adjustments are adjustments which are across-the-board in nature and which affect the Salary Structure for Tier I and Tier II. General Salary Adjustments, where implemented, are intended to keep pace with external salary inflation and preserve internal pay relationships with other County employees who are not Participants. In recommending a General Salary Adjustment, the chief administrative officer shall consider both the County's operational needs, including the need to recruit and retain quality personnel under the Plan, and the County's ability to pay for the adjustments. General Salary Adjustments may take the form of percentage changes in the Tier I and/or Tier II Salary Structure on specific dates approved by the board of supervisors with concurrent changes in the actual salaries of Participants. Only Participants who have received a current performance evaluation of "Met Expectations" or better may receive a General Salary Adjustment. In no event shall a General Salary Adjustment apply to a Participant who has not received a current performance evaluation of "Met Expectations" or better.

SECTION 13. Section 6.08.340 is hereby added to read as follows:

6.08.340 Tier I and Tier II Management Appraisal and Performance Plan basic salary structures.

A. Reassignment of Positions. The chief administrative officer shall recommend to the board of supervisors reassignment of positions to higher or lower Tier I or Tier II Salary ranges when appropriate as necessitated by external market conditions or changes in the duties and responsibilities of affected positions.

B. Salary Rate Below the Minimum of the Salary Range. A Participant's salary may fall below the minimum of the Salary range as a result of a Salary Structure

adjustment. In such case, there shall be no adjustment in the Participant's salary absent specific authorization and instruction from the board of supervisors or the chief administrative officer. When an employee's salary rate falls below the minimum of the Salary range, it shall not constitute a demotion.

C. Placement in Salary Range. By specific action, the board of supervisors or the chief administrative officer may provide for salary placement of an employee at any rate within the established Salary range for the position he/she holds.

D. Equivalency of Compensation. An employee who is receiving additional compensation pursuant to Section 6.10.070, Section 6.10.073 A and B, Section 6.44.015, Section 6.50.020, or Section 6.64.020 A of this code shall, at the time his or her position is assigned to the Plan, be designated a salary rate on the appropriate Salary range that is not less than his/her then current salary, including such additional compensation.

E. Change of Status. When a person receives a change of classification, is transferred, or is appointed from an eligible list to a position, such change of status shall not be deemed a promotion or demotion when there is a difference of less than 2.75 percent between the Control Point of the old Salary range and the Control Point of the new Salary range or between the Control Point of the new Salary range and the highest step of a position not designated for the Plan. Said person will be placed within the Salary range at his/her then current salary. Where the new position is outside the Plan, the employee's salary step placement shall be determined as otherwise provided by this code.

F. Reduction of Salary Range. When a person continues to hold a position whose Salary range is reduced or which is reclassified to a lower level, said person will be placed within the new Salary range at his/her current salary. If the current salary is higher than the new salary range maximum, said person's rate of pay shall be identified as a Y-Rate, which shall remain until such time as the Y-Rate is within the Salary range for the position.

G. Appointment to Lower-Level Position. When a person on a higher position is appointed from an eligible list to a lower-level position, or is voluntarily reduced, he/she shall be placed at any salary within the Salary range for the lower-level position or his/her current salary, whichever is less. Notwithstanding any other provision of this subsection H, a person appointed prior to completion of his/her probationary period on the higher position shall be placed at a salary within the Salary range of the lower position, in accordance with the provisions of Section 6.08.345.

H. Equivalency of Grade. A class in Tier I is deemed to be equal in grade to a class in Tier II if the two Salary ranges are equal in terms of the minimum and maximum rates as indicated by the numeric designation assigned to the Salary ranges. (A class compensated at R10 in Tier I is, for example, equal in grade to a class compensated at S10 in Tier II). A class in Tier I or Tier II is deemed equal in grade to a class paid in accordance with Chapter 6.08, Part 1 of this title if the top step of the class compensated under Part I is less than 2.75 percent above or below the Control Point of the Salary range for the Tier I or Tier II class as the case may be.

I. Exception for Certain Participants. Except as provided in Section 6.08.345 A, the compensation of any Participant employed in a class or position

designated by an item sub other than "A" or "L" pursuant to the provisions of Section 6.28.020 A shall be limited to that provided by this subsection. Such Participant shall be compensated at a salary rate not to exceed the Control Point of the Salary range or at any salary within the Salary range, with the concurrence of the chief administrative officer. The salary rate for such Participants shall be adjusted in accordance with board of supervisors approved General Salary Adjustments providing the Appointing Authority certifies such Participant's performance is equivalent to "Met Expectations" or better.

SECTION 14. Section 6.08.345 is hereby added to read as follows:

6.08.345 Temporary positions and appointments.

A. Higher-level Position. When a person on a permanent position is appointed to a temporary higher-level position or to a permanent position on a temporary basis, said person will be placed at a salary rate within the Salary range for the higher-level position which provides an increase of at least 5.5 percent, but not less than the minimum of the Salary range. A person holding such higher-level position may be granted General Salary Adjustment and, if eligible, the applicable Tier I Merit Salary Adjustment or the Tier II Step Advancement.

B. Return to Lower-Level Position. Upon returning to the lower-level position, said person shall have his/her base salary reduced by an amount equal to the amount resulting from the temporary promotion and be placed at the maximum of the Salary range for the lower-level position or at his/her adjusted salary rate, whichever is less.

SECTION 15. Section 6.08.350 is hereby added to read as follows:

6.08.350 Demotion.

Upon demotion of a Participant from a higher-level position to a lower-level position the Participant's Salary shall be determined as follows:

A. Permanent Status. Any person who has completed the probationary period for the higher-level position and voluntarily demotes to another position on a lower Salary range shall be placed at any salary within the lower Salary range, provided said salary does not exceed the maximum of the new Salary range for the lower-level position or his/her current salary, whichever is less. When a person is involuntarily demoted for discipline or performance reasons, the Appointing Authority may place said person at any place within the Salary range of the lower-level position at a rate not to exceed his/her current salary.

B. Probationary Status. Any person demoted to another class prior to completion of the probationary period for the higher-level position shall be returned to the salary held prior to the promotion as though the person had never occupied the higher-level position.

C. Demotion to Position Outside the Plan. Any person demoted to a class not compensated pursuant to the provisions of this Part 3 shall be placed at an appropriate salary in accordance with the provisions of Section 6.08.110 of Part 1 of this chapter.

SECTION 16. Section 6.08.355 is hereby added to read as follows:

6.08.355 Reinstatement, reemployment, and restoration.

A. Reinstatement. The Salary of a person reinstated to a Tier I position following separation from County service will be determined in accordance with the provisions of Section 6.08.370 B and the salary of a person reinstated to a Tier II position following separation from County service will be determined in accordance with ~~the provisions of Section 6.08.385 A, as if the person was entering County service as a~~ new hire. However, persons reinstated pursuant to Government Code Section 31680.7 may be placed at any salary rate not to exceed the salary paid to said person prior to retirement unless a higher rate is specifically authorized by the chief administrative officer.

B. Reemployment. A person reemployed under Civil Service Rule 19.08 to the position held immediately prior to separation will be reemployed at the same salary rate within the Salary range for the position held prior to separation or the minimum of the Salary range, whichever is greater. A person reemployed on a different position than that previously held prior to separation will be reemployed at the maximum of the Salary range for the new position or at the same salary paid to said person prior to separation, whichever is the lesser. An employee whose last performance rating was "Needs Improvement Meeting Expectations" or "Failed to Meet Expectations" shall not be reemployed.

C. Restoration. When a person is restored to a higher-level position in either Tier I or Tier II, the person may be placed within the Salary range at his/her current salary or at his/her previous salary. If the salary falls below the minimum of the Salary

range for the restored position, the employee shall be placed at the minimum of the Salary range for the restored position.

SECTION 17. Section 6.08.360 is hereby added to read as follows:

6.08.360 Special provisions.

The provisions of Chapter 6.10 shall apply to Participants except as modified, deleted, or supplemented below. Special rates shall not be included in base salary for the purpose of calculating pay increases.

A. Temporary Assignments – Special Rate. Any Participant assigned to perform all of the significant duties of a higher-level position in an acting or temporary capacity during the absence from work of an incumbent of an included position or when such position is vacant for 30 calendar days or longer, shall be entitled, during the term of the assignment, to a 5.5 percent adjustment in base salary or the minimum rate of the Salary range for the higher-level position, whichever is greater.

B. Out-of-Class Assignments. The provisions of Section 6.10.040 shall not apply to Participants.

C. Manpower Shortage Recruitment Rates. The provisions of Section 6.10.050 shall not apply to Participants.

D. Manpower Shortage Ranges. The provisions of Section 6.10.060 shall not apply to Participants; provided, however, that in addition to all other compensation provided by this code, the chief administrative officer may adjust the salary of one or more Participants up to 11 percent pursuant to provisions in Section 6.10.060 when such adjustment is necessary to preserve supervisory pay differentials or to maintain internal pay equity following adjustments in pay for non-participants pursuant to Section

6.10.050 or Section 6.10.060. Such additional compensation may be discontinued by the chief administrative officer in the same manner and subject to the same terms and conditions as such pay under Section 6.10.050 may be discontinued for non-participants.

E. Additional Compensation for Supervisors. The provisions of Section 6.10.070 shall not apply to Participants; provided, however, that in addition to all other compensation provided by this code, the chief administrative officer may adjust the salary of a Participant when such adjustment is appropriate to maintain a supervisory differential of up to 5.5 percent between the Participant and his/her highest paid subordinate providing such organization is permanent and has been approved by the chief administrative officer. Such additional compensation may be discontinued by the chief administrative officer in the same manner and subject to the terms and conditions as such pay under Section 6.10.070 may be discontinued.

F. Assignment of Additional Responsibility. The provisions of Section 6.10.073 shall apply to Participants except that such additional compensation authorized in accordance with the provisions of Section 6.10.073 shall be equivalent to 2.75 percent, 5.5 percent, 8.25 percent, or 11 percent of a Participant's current salary.

G. Merit Bonuses for Managers. The provisions of Section 6.10.075 shall not apply to Participants.

H. Acting Department Head – Additional Compensation. Participants may be provided additional compensation of 5.5 percent, in lieu of compensation provided in Section 6.10.090, as a special rate.

I. Standby Pay. The provisions of Section 6.10.120 shall not apply to Participants.

SECTION 18. Section 6.08.365 is hereby added to read as follows:

6.08.365 Transition to Management Appraisal and Performance Plan – Tier I and Tier II.

A. Notwithstanding any other provision of this code, any employee who, on ~~March 31, 2007, was a Participant in the Plan and who, on April 1, 2007 is a Participant~~ in Tier I of the Plan, as amended, shall receive no change in salary on April 1, 2007 as a consequence of any amendments to the Plan which became operative on that date. The Participant's actual salary in such case may or may not fall within the established Tier I R range.

B. Notwithstanding any other provision of this code, any employee who, on March 31, 2007, was a Participant in the Plan and who, on April 1, 2007 is a Participant in Tier II of the Plan, as amended, shall, effective April 1, 2007, be placed on the Tier II salary step closest to the Participant's March 31, 2007 salary that does not result in a decrease in salary

SECTION 19. Section 6.08.370 is hereby added to read as follows:

6.08.370 Tier I establishment of salary upon appointment.

A person appointed to a class or position designated as participating in Tier I of the Plan shall be paid as follows:

A. County Officers. For persons appointed to positions of department head, the Appointing Authority may designate a salary at any rate within or outside of the Salary range established for the position to which the person is being appointed. In the

rounded to the nearest dollar, above his/her previous base salary but not less than the minimum of the Salary range. Persons compensated at a Y-Rate shall receive an increase of 5.5 percent, rounded to the nearest dollar, over the maximum of the Salary range for the person's present position. If the person would thereby suffer a reduction in salary, said person will be placed at his/her current salary or at such higher salary as may be specifically authorized by the chief administrative officer.

SECTION 20. Section 6.08.375 is hereby added to read as follows:

6.08.375 Tier I merit salary adjustment provisions.

A. Department Head Recommendation. Annually, in accordance with guidelines issued by the chief administrative officer, each Participant's Appointing Authority shall recommend a Merit Salary Adjustment, ranging from a minimum of zero percent to a maximum of 5 percent. Such Merit Salary Adjustments shall be limited to Participants whose current performance rating is "Met Expectations" or higher and shall take effect on October 1st of each year except as otherwise provided by this Plan. Merit Salary Adjustment recommendations are subject to chief administrative officer approval prior to becoming effective. Such adjustments may apply to and/or result in a salary that falls outside the established Tier I Salary range.

B. Appointed Department Head Merit Salary Adjustments. Annually, the chief administrative officer shall assess the performance of appointed department heads in consultation with the board of supervisors. Following such consultation, the chief administrative officer may authorize Merit Salary Adjustments ranging from a minimum of zero percent to a maximum of 5 percent. Such adjustments may apply to and/or result in a salary that falls outside the established Tier I Salary range.

SECTION 21. Section 6.08.385 is hereby added to read as follows:

6.08.385 Tier II establishment of step placement upon appointment.

A person appointed to a class or position designated as participating in the Tier II Management Appraisal and Performance Plan shall be paid as follows:

A. Appointment of Persons Not Employed by the County. For persons not employed by the County and who are appointed to positions participating in the Tier II Management Appraisal and Performance Plan, the Appointing Authority may designate any step up to and including step 8 of the Salary range established for the position to which the person is being appointed, provided i) the department head makes a written finding based on an analysis of factors, determined by the chief administrative officer, to justify hiring above the minimum of the Salary range, and ii) the appointment does not exceed any other restrictions or limitations that may be imposed by the chief administrative officer or the board of supervisors with regard to the appointment or the rate of compensation that may be allowed for the appointment. Appointment pursuant to such a written finding at a salary rate beginning with step 9 and up to and including step 12 of the Salary range shall require prior approval of the chief administrative officer. Appointment to a salary rate greater than step 12 shall require prior approval of the chief administrative officer and the board of supervisors.

B. Promotional Appointments. Except as provided in Section 6.08.340 F, a person being promoted from another position in County service shall be compensated at a salary within the Salary range of the higher position as provided in subsection A above, except that such person shall receive an increase of at least 5.5 percent above his/her previous base salary, but not less than the minimum of the Salary range.

Persons compensated at a Y-Rate shall receive the salary within the Salary range of the higher-level Position which provides an increase of 5.5 percent over the maximum of the Salary range for the person's present position. If the person would thereby suffer a reduction in salary, said person will be placed at his/her current salary.

SECTION 22. Section 6.08.390 is hereby added to read as follows:

6.08.390 Tier II Step advancement provisions.

A. In accordance with guidelines issued by the chief administrative officer, each Tier II Participant may be eligible on October 1st of each year for advancement to the next salary step on the applicable Tier II S Range. Such step advancement shall be limited to Participants who have worked at least six months on their current salary step and who otherwise meet the conditions for salary step advancement set forth in the Plan.

B. Step Advancement up to and including step 12 requires, in addition to the provisions of subsection A above, that a Participant have a current performance rating of "Met Expectations" or better.

C. Step Advancement beginning with Step 13 and above requires, in addition to the provisions of subsection A above, that a Participant have a current performance rating of "Exceeded Expectations" or better.

SECTION 23. Section 6.08.395 is hereby added to read as follows:

6.08.395 Tier I and Tier II departmental special rates.

Special rates provided in Division 3 of Title 6 of this code shall be applicable to Participants only as specifically provided in this section.

A. Auditor-Controller. Participants shall be entitled to receive additional compensation of 5.5 percent in lieu of two schedules provided in Section 6.40.020.

B. Public Social Services. Participants shall be entitled to receive additional compensation in the form of a percentage of salary which corresponds to the two schedule adjustment provided in Section 6.108.020 E.

C. Los Angeles County Employees Retirement Association. The provisions of Chapter 6.127 shall apply to Participants.

D. Sheriff.

1. Participants in the classes listed in paragraphs 2 and 3 of subsection A of Section 6.10.105 shall be entitled to receive compensation provided by those provisions. Notwithstanding any other provision of this code, any POST bonus received by an employee shall not be considered as part of base rate when calculating the amount of promotional increase to which the Participant is entitled to pursuant to either Section 6.08.370 C or Section 6.08.385 B, whichever is applicable.

2. Longevity Pay.

a. Eligibility. Beginning July 1, 2005, each person employed in one of the following positions shall be eligible to receive longevity pay based on years of completed aggregate service in accordance with the implementation schedule provided in subparagraph d:

Item No.	Title
2898	Commander, DA
9968	Division Chief, Sheriff (UC)
9969	Assistant Sheriff (UC)
9970	Undersheriff (UC)

b. Such longevity pay shall be paid for aggregate service in the ~~County of Los Angeles as a peace officer in the Sheriff's Department and/or District~~ Attorney's office. In the case of mergers or consolidations, as provided in Section 6.02.040 of this title, agency hire date as a safety employee shall be recognized for the purpose of determining aggregate service. Neither lateral law enforcement experience, military service buy-back, nor non-safety County work experience shall count toward meeting the aggregate service requirements for longevity pay.

c. The longevity pay provided by this subparagraph shall only be paid upon departmental certification that the employee's performance is "Met Expectations" or better. Whenever a "Failed to Meet Expectations" or "Needs Improvement Meeting Expectations" evaluation is filed with the director of personnel, the longevity pay shall be cancelled and may not be restored until a "Met Expectations" evaluation or better is filed.

d. Longevity pay based on years of aggregate service shall be implemented as follows:

1. Effective July 1, 2005, in addition to the compensation provided for in Section 6.28.050 and pursuant to the provisions of Section 6.08.070, an eligible employee under this subparagraph shall be paid additional compensation for a

total of 3 percent higher than he would otherwise be entitled to receive upon completion of 19 years of aggregate service.

2. Effective January 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subparagraph shall be paid additional compensation for a total of 7 percent higher than he would otherwise be entitled to receive upon the completion of 24 years of aggregate service.

3. Effective July 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subparagraph shall be paid additional compensation for a total of 11 percent higher than he would otherwise be entitled to receive upon the completion of 29 years of aggregate service.

e. This additional compensation provided by this paragraph shall constitute a base rate.

E. Forester and Fire Warden. Participants whose classes are listed in subsections H, O, P, and Q of Section 6.76.020 shall be entitled to receive the compensation provided by those provisions. Notwithstanding any other provision of this code, any such compensation received by an employee shall not be considered as part of base salary when calculating the amount of promotional increase to which the Participant is entitled pursuant to either Section 6.08.370 B or Section 6.08.370 C, whichever is applicable.

F. Office of Public Safety. Any Participant in the class listed in paragraph 2 of Section 6.10.105 A shall be entitled to receive the compensation provided by said provisions. Notwithstanding any other provision of this code, at the time such participant's class becomes subject to the provisions of the Plan, the Participant's salary shall be established within the applicable range without regard to any POST bonus compensation.

G. District Attorney. Longevity Pay.

1. Eligibility. Beginning July 1, 2005, each person employed in one of the following positions shall be eligible to receive longevity pay based on years of completed aggregate service in accordance with the implementation schedule provided in paragraph 3:

Item No.	Title
9978	Detective (UC)
9979	Detective (UC)

2. Such longevity pay shall be paid for aggregate service in the County of Los Angeles as an Investigator, DA (Item No. 2889). In the case of mergers or consolidations, as provided in Section 6.02.040 of this title, agency hire date as a safety employee shall be recognized for the purpose of determining aggregate service. Neither lateral law enforcement experience, military service buy-back, nor non-safety County work experience shall count toward meeting the aggregate service requirements for longevity pay;

3. The longevity pay provided by this subsection shall only be paid upon departmental certification that the employee's performance is "Met Expectations" or better. Whenever a "Failed to Meet Expectations" or "Needs Improvement Meeting Expectations" evaluation is filed with the director of personnel, the longevity pay shall be cancelled and may not be restored until a "Met Expectations" or better rating is filed;

4. Longevity pay based on aggregate years of service shall be implemented as follows:

a. Effective July 1, 2005, in addition to the compensation provided for in Section 6.28.050 and pursuant to the provisions of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of a total of 3 percent higher than he would otherwise be entitled to receive upon the completion of 19 years of aggregate service;

b. Effective January 1, 2006, in addition to the compensation provided for in Section 6.28.050 and pursuant to the provisions of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of a total of 7 percent higher than he would otherwise be entitled to receive upon the completion of 24 years of aggregate service.

c. Effective July 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of a total of 11 percent higher than he would otherwise be entitled to receive upon the completion of 29 years of aggregate service.

5. The additional compensation provided by this subsection shall constitute a base rate.

SECTION 24. Section 6.26.020 is hereby amended to read as follows:

6.26.020 Management appraisal and performance plan and performance-based pay plans.

A. The rates of compensation set forth in the management appraisal and performance plan tier I and tier II salary structure tables set forth in Section 6.26.040 shall be applied pursuant to the provisions of Part 3 of Chapter 6.08. The rates in each table become effective on the date given in the table.

...

SECTION 25. Section 6.26.040 is hereby amended to delete Table M in its entirety.

SECTION 26. Section 6.26.040 is hereby amended to delete Table N in its entirety.

SECTION 27. Section 6.26.040 is hereby amended to delete Table O in its entirety.

SECTION 28. Section 6.26.040 is hereby amended to add Table M to read as follows:

6.26.040 County of Los Angeles Salary Tables.

...

**MANAGEMENT APPRAISAL & PERFORMANCE PLAN
TIER I SALARY STRUCTURE TABLES – R SCHEDULE**

Table M – Effective April 1, 2007

Range	Minimum	Control Point	Maximum
R1	3,434.00	4,315.82	5,197.64
R2	3,691.58	4,639.55	5,587.51
R3	3,968.42	4,987.47	6,006.52
R4	4,266.08	5,361.57	6,457.06
R5	4,586.08	5,763.75	6,941.41
R6	4,929.92	6,195.87	7,461.83
R7	5,299.67	6,660.57	8,021.48
R8	5,697.17	7,160.15	8,623.12
R9	6,124.58	7,697.32	9,270.05
R10	6,583.92	8,274.60	9,965.29
R11	7,077.67	8,895.14	10,712.62
R12	7,608.33	9,562.08	11,515.83
R13	8,179.25	10,279.60	12,379.96
R14	8,792.67	11,050.54	13,308.41
R15	9,452.17	11,879.39	14,306.62
R16	10,161.08	12,770.35	15,379.62
R17	10,923.00	13,727.92	16,532.85
R18	11,742.42	14,757.76	17,773.10
R19	12,623.10	15,864.59	19,106.08
R20	13,569.83	17,054.44	20,539.04
R21	14,587.57	18,333.52	22,079.47
R22	15,681.64	19,708.53	23,735.43
R23	16,857.76	21,186.67	25,515.59
R24	18,122.09	22,775.67	27,429.25
R25	19,481.25	24,483.85	29,486.45

SECTION 29. Section 6.26.040 is hereby amended to add Table N to read as

follows:

**MANAGEMENT APPRAISAL & PERFORMANCE PLAN
TIER I SALARY STRUCTURE TABLES – R SCHEDULE**

Table N – Effective July 1, 2007

Range	Minimum	Control Point	Maximum
R1	3,528.44	4,767.13	5,340.57
R2	3,793.10	4,767.13	5,741.17
R3	4,077.55	5,124.62	6,171.70
R4	4,383.40	5,509.02	6,634.63
R5	4,712.20	5,922.25	7,132.30
R6	5,065.49	6,366.26	7,667.03
R7	5,445.41	6,843.74	8,242.07
R8	5,853.84	7,357.05	8,860.26
R9	6,293.01	7,909.00	9,524.98
R10	6,764.97	8,502.16	10,239.34
R11	7,272.30	9,139.76	11,007.22
R12	7,817.56	9,825.04	11,832.52
R13	8,404.18	10,562.29	12,720.41
R14	9,034.47	11,354.43	13,674.40
R15	9,712.10	12,206.08	14,700.05
R16	10,440.51	13,121.54	15,802.56
R17	11,223.38	14,105.44	16,987.50
R18	12,065.33	15,163.60	18,261.86
R19	12,970.23	16,300.87	19,631.50
R20	13,943.00	17,523.43	21,103.86
R21	14,988.73	18,837.69	22,686.65
R22	16,112.88	20,250.52	24,388.15
R23	17,321.35	21,769.30	26,217.26
R24	18,620.45	23,402.00	28,183.56
R25	20,016.98	25,157.15	30,297.33

SECTION 30. Section 6.26.040 is hereby amended to add Table O to read as

follows:

**MANAGEMENT APPRAISAL & PERFORMANCE PLAN
TIER I SALARY STRUCTURE TABLES – R SCHEDULE**

Table O – Effective January 1, 2008

Range	Minimum	Control Point	Maximum
R1	3,634.29	4,567.54	5,500.79
R2	3,906.89	4,910.15	5,913.40
R3	4,199.87	5,278.36	6,356.85
R4	4,514.90	5,674.29	6,833.67
R5	4,853.57	6,099.92	7,346.27
R6	5,217.45	6,557.25	7,897.04
R7	5,608.77	7,049.05	8,489.33
R8	6,029.45	7,577.76	9,126.07
R9	6,481.80	8,146.26	9,810.73
R10	6,967.92	8,757.22	10,546.52
R11	7,490.47	9,413.95	11,337.44
R12	8,052.09	10,119.79	12,187.49
R13	8,656.30	10,879.16	13,102.02
R14	9,305.50	11,695.06	14,084.63
R15	10,003.46	12,572.26	15,141.06
R16	10,753.73	13,515.18	16,276.64
R17	11,560.08	14,528.60	17,497.13
R18	12,427.29	15,618.51	18,809.72
R19	13,359.34	16,789.89	20,220.45
R20	14,361.29	18,049.14	21,736.98
R21	15,438.39	19,402.82	23,367.25
R22	16,596.27	20,858.03	25,119.80
R23	17,840.99	22,422.38	27,003.78
R24	19,179.06	24,104.06	29,029.07
R25	20,617.49	25,911.87	31,206.25

SECTION 31. Section 6.26.040 is hereby amended to add Table P to read as

follows:

**MANAGEMENT APPRAISAL & PERFORMANCE PLAN
TIER I SALARY STRUCTURE TABLES – R SCHEDULE**

Table P – Effective January 1, 2009

Range	Minimum	Control Point	Maximum
R1	3,743.32	4,704.57	5,665.81
R2	4,024.10	5,057.45	6,090.80
R3	4,325.87	5,436.71	6,547.56
R4	4,650.35	5,844.52	7,038.68
R5	4,999.17	6,282.91	7,566.66
R6	5,373.98	6,753.96	8,133.95
R7	5,777.03	7,260.52	8,744.01
R8	6,210.34	7,805.09	9,399.85
R9	6,676.25	8,390.65	10,105.05
R10	7,176.96	9,019.94	10,862.91
R11	7,715.19	9,696.37	11,677.56
R12	8,293.65	10,423.38	12,553.12
R13	8,915.99	11,205.54	13,495.08
R14	9,584.66	12,045.92	14,507.17
R15	10,303.57	12,949.43	15,595.29
R16	11,076.34	13,920.64	16,764.94
R17	11,906.89	14,964.46	18,022.04
R18	12,800.11	16,087.06	19,374.01
R19	13,760.12	17,293.59	20,827.06
R20	14,792.13	18,590.61	22,389.09
R21	15,901.54	19,984.90	24,068.27
R22	17,094.15	21,483.77	25,873.39
R23	18,376.22	23,095.06	27,813.90
R24	19,754.43	24,827.18	29,899.94
R25	21,236.01	26,689.22	32,142.43

SECTION 32. Section 6.26.040 is hereby amended to add Table R to read as follows:

**MANAGEMENT APPRAISAL & PERFORMANCE PLAN
TIER II SALARY STRUCTURE TABLES – S SCHEDULE**

Table R – Effective April 1, 2007

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
S1	3,434.00	3,537.02	3,643.13	3,752.42	3,865.00	3,980.95	4,100.38	4,223.39	4,350.09	4,480.59	4,615.01	4,753.46	4,824.76	4,897.13	4,970.59	5,045.15	5,120.83	5,197.61
S2	3,691.55	3,802.30	3,916.37	4,033.86	4,154.87	4,279.52	4,407.90	4,540.14	4,676.35	4,816.64	4,961.13	5,109.97	5,186.62	5,264.42	5,343.38	5,423.53	5,504.89	5,587.41
S3	3,968.42	4,087.47	4,210.09	4,336.40	4,466.49	4,600.48	4,738.50	4,880.65	5,027.07	5,177.88	5,333.22	5,493.22	5,575.61	5,659.25	5,744.14	5,830.30	5,917.75	6,006.51
S4	4,266.05	4,394.03	4,525.85	4,661.63	4,801.47	4,945.52	5,093.88	5,246.70	5,404.10	5,566.22	5,733.21	5,905.21	5,993.79	6,083.69	6,174.95	6,267.57	6,361.59	6,457.01
S5	4,586.00	4,723.58	4,865.29	5,011.25	5,161.58	5,316.43	5,475.93	5,640.20	5,809.41	5,983.69	6,163.20	6,348.10	6,443.32	6,539.97	6,638.07	6,737.64	6,838.70	6,941.21
S6	4,929.95	5,077.85	5,230.19	5,387.09	5,548.70	5,715.16	5,886.62	6,063.22	6,245.11	6,432.47	6,625.44	6,824.21	6,926.57	7,030.47	7,135.92	7,242.96	7,351.61	7,461.81
S7	5,299.70	5,458.69	5,622.45	5,791.12	5,964.86	6,143.80	6,328.12	6,517.96	6,713.50	6,914.90	7,122.35	7,336.02	7,446.06	7,557.75	7,671.12	7,786.18	7,902.98	8,021.51
S8	5,697.17	5,868.09	6,044.13	6,225.46	6,412.22	6,604.59	6,802.72	7,006.81	7,217.01	7,433.52	7,656.53	7,886.22	8,004.52	8,124.58	8,246.45	8,370.15	8,495.70	8,623.14
S9	6,124.46	6,306.20	6,497.44	6,692.37	6,893.14	7,099.93	7,312.93	7,532.32	7,758.29	7,991.03	8,230.77	8,477.69	8,604.85	8,733.93	8,864.94	8,997.91	9,132.88	9,269.81
S10	6,583.80	6,781.31	6,984.75	7,194.29	7,410.12	7,632.43	7,861.40	8,097.24	8,340.16	8,590.36	8,848.07	9,113.52	9,250.22	9,388.97	9,529.81	9,672.75	9,817.84	9,965.11
S11	7,077.58	7,289.91	7,508.61	7,733.87	7,965.88	8,204.86	8,451.00	8,704.53	8,965.67	9,234.64	9,511.68	9,797.03	9,943.98	10,093.14	10,244.54	10,398.21	10,554.18	10,712.51
S12	7,608.40	7,836.65	8,071.75	8,313.91	8,563.32	8,820.22	9,084.83	9,357.37	9,638.09	9,927.24	10,225.05	10,531.81	10,689.78	10,850.13	11,012.88	11,178.08	11,345.75	11,515.81
S13	8,179.03	8,424.40	8,677.13	8,937.45	9,205.57	9,481.74	9,766.19	10,059.18	10,360.95	10,671.78	10,991.93	11,321.69	11,491.52	11,663.89	11,838.95	12,016.43	12,196.66	12,379.61
S14	8,792.46	9,056.23	9,327.92	9,607.76	9,895.99	10,192.87	10,498.66	10,813.61	11,138.02	11,472.16	11,816.33	12,170.82	12,353.38	12,538.66	12,726.76	12,917.66	13,111.43	13,308.11
S15	9,451.89	9,735.45	10,027.51	10,328.34	10,638.19	10,957.33	11,286.05	11,624.64	11,973.38	12,332.58	12,702.55	13,083.63	13,279.88	13,479.08	13,681.27	13,886.49	14,094.79	14,306.21
S16	10,160.78	10,465.61	10,779.58	11,102.96	11,436.05	11,779.13	12,132.51	12,496.48	12,871.38	13,257.52	13,655.25	14,064.90	14,275.88	14,490.01	14,707.38	14,927.97	15,151.89	15,379.11
S17	10,922.84	11,250.53	11,588.04	11,935.69	12,293.76	12,662.57	13,042.45	13,433.72	13,836.73	14,251.83	14,679.39	15,119.77	15,346.57	15,576.77	15,810.42	16,047.57	16,288.29	16,532.61
S18	11,742.06	12,084.32	12,457.15	12,830.86	13,215.79	13,612.26	14,020.63	14,441.25	14,874.49	15,320.72	15,780.34	16,253.75	16,497.56	16,745.02	16,996.20	17,251.14	17,509.91	17,772.51
S19	12,622.71	13,001.39	13,391.43	13,793.18	14,206.97	14,633.18	15,072.18	15,524.34	15,990.07	16,469.78	16,963.87	17,472.78	17,794.88	18,000.90	18,270.91	18,544.98	18,823.15	19,105.51
S20	13,569.41	13,976.50	14,395.79	14,827.67	15,272.50	15,730.67	16,202.59	16,688.67	17,189.33	17,705.01	18,236.16	18,783.24	19,064.99	19,350.97	19,641.23	19,935.85	20,234.89	20,538.41

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

SECTION 33. Section 6.26.040 is hereby amended to add Table S to read as follows:

**MANAGEMENT APPRAISAL & PERFORMANCE PLAN
TIER II SALARY STRUCTURE TABLES – S SCHEDULE**

Table S – Effective July 1, 2007

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
S1	3,528.44	3,634.29	3,743.32	3,855.62	3,971.28	4,090.42	4,213.14	4,339.53	4,469.72	4,603.81	4,741.92	4,884.18	4,967.44	5,031.80	5,107.28	5,183.89	5,261.65	5,340.57
S2	3,793.07	3,906.86	4,024.07	4,144.79	4,269.13	4,397.20	4,529.12	4,664.99	4,804.94	4,949.09	5,097.57	5,250.49	5,329.25	5,409.19	5,490.33	5,572.68	5,656.27	5,741.12
S3	4,077.55	4,199.87	4,325.87	4,455.65	4,589.32	4,727.00	4,868.81	5,014.87	5,165.32	5,320.27	5,479.88	5,644.28	5,728.94	5,814.88	5,902.10	5,990.63	6,080.49	6,171.70
S4	4,383.36	4,514.86	4,650.31	4,789.82	4,933.51	5,081.52	5,233.97	5,390.98	5,552.71	5,719.30	5,890.87	6,067.60	6,158.61	6,250.99	6,344.76	6,439.83	6,536.53	6,634.58
S5	4,742.12	4,853.48	4,999.08	5,149.06	5,303.53	5,462.63	5,626.51	5,795.31	5,969.17	6,148.24	6,332.69	6,522.67	6,620.51	6,719.82	6,820.62	6,922.92	7,026.77	7,132.17
S6	5,066.52	5,217.49	5,374.02	5,535.24	5,701.29	5,872.33	6,048.50	6,229.96	6,416.86	6,609.36	6,807.64	7,011.87	7,117.05	7,223.80	7,332.16	7,442.14	7,553.78	7,667.08
S7	5,445.44	5,608.80	5,777.07	5,950.38	6,128.89	6,312.76	6,502.14	6,697.20	6,898.12	7,105.06	7,318.21	7,537.76	7,650.83	7,765.59	7,882.07	8,000.31	8,120.31	8,242.11
S8	5,853.85	6,029.46	6,210.35	6,396.66	6,588.58	6,786.21	6,989.80	7,199.49	7,415.48	7,637.94	7,867.08	8,103.09	8,224.64	8,349.01	8,473.23	8,600.33	8,729.33	8,860.27
S9	6,292.89	6,481.67	6,676.12	6,876.41	7,082.70	7,295.18	7,514.03	7,739.46	7,971.64	8,210.79	8,457.11	8,710.83	8,841.49	8,974.11	9,108.72	9,245.35	9,384.03	9,524.79
S10	6,764.85	6,967.80	7,176.83	7,392.14	7,613.90	7,842.32	8,077.59	8,319.91	8,569.51	8,826.60	9,091.40	9,364.14	9,504.60	9,647.17	9,791.88	9,938.75	10,087.84	10,239.15
S11	7,272.22	7,480.38	7,715.09	7,946.55	8,184.94	8,430.49	8,683.41	8,943.91	9,212.23	9,488.59	9,773.25	10,066.45	10,217.44	10,370.71	10,526.27	10,684.16	10,844.42	11,007.09
S12	7,817.63	8,052.16	8,293.73	8,542.54	8,798.81	9,062.78	9,334.66	9,614.70	9,903.14	10,200.24	10,506.24	10,821.43	10,983.75	11,148.51	11,315.74	11,485.47	11,657.75	11,832.62
S13	8,403.95	8,656.07	8,915.76	9,183.23	9,458.72	9,742.49	10,034.76	10,335.80	10,645.88	10,965.25	11,294.21	11,633.04	11,807.53	11,984.65	12,164.42	12,346.88	12,532.09	12,720.07
S14	9,034.25	9,305.28	9,584.44	9,871.97	10,168.13	10,473.17	10,787.37	11,110.99	11,444.32	11,787.65	12,141.28	12,505.62	12,683.10	12,883.50	13,076.75	13,272.90	13,471.99	13,674.07
S15	9,711.82	10,003.17	10,303.27	10,612.37	10,930.74	11,258.66	11,596.42	11,944.31	12,302.64	12,671.72	13,051.87	13,443.43	13,645.08	13,849.76	14,057.50	14,268.37	14,482.39	14,699.63
S16	10,440.21	10,753.41	11,076.01	11,408.30	11,750.54	12,103.06	12,466.15	12,840.14	13,225.34	13,622.10	14,030.76	14,451.69	14,668.46	14,888.49	15,111.82	15,338.49	15,568.57	15,802.10
S17	11,223.22	11,559.92	11,908.72	12,269.92	12,643.84	13,010.79	13,401.11	13,803.15	14,217.24	14,643.76	15,083.07	15,535.56	15,768.60	16,005.13	16,245.20	16,488.88	16,736.21	16,987.26
S18	12,064.96	12,426.91	12,799.72	13,183.71	13,578.22	13,986.60	14,406.20	14,838.38	15,283.53	15,742.04	16,214.30	16,700.73	16,951.24	17,205.51	17,463.59	17,725.55	17,991.43	18,261.30
S19	12,969.84	13,356.93	13,759.70	14,172.49	14,597.66	15,035.59	15,486.66	15,951.26	16,429.80	16,922.69	17,430.37	17,953.29	18,222.59	18,495.92	18,773.36	19,054.96	19,340.79	19,630.90
S20	13,942.57	14,360.85	14,791.68	15,235.43	15,692.49	16,163.26	16,648.16	17,147.61	17,662.03	18,191.90	18,737.65	19,299.78	19,569.28	19,883.12	20,181.37	20,484.09	20,791.35	21,103.22

NOTE:
As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

SECTION 34. Section 6.26.040 is hereby amended to add Table T to read as follows:

**MANAGEMENT APPRAISAL & PERFORMANCE PLAN
TIER II SALARY STRUCTURE TABLES – S SCHEDULE**

Table T – Effective January 1, 2008

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
S1	3,634.29	3,743.32	3,855.62	3,971.28	4,090.42	4,213.14	4,339.53	4,469.72	4,603.81	4,741.92	4,884.18	5,030.70	5,106.17	5,192.76	5,290.50	5,399.41	5,419.50	5,500.79
S2	3,906.86	4,024.07	4,144.79	4,269.13	4,397.20	4,529.12	4,664.99	4,804.94	4,949.09	5,097.57	5,250.49	5,408.01	5,489.13	5,571.46	5,655.04	5,739.86	5,825.96	5,913.35
S3	4,199.87	4,325.87	4,455.65	4,589.32	4,727.00	4,868.81	5,014.87	5,165.32	5,320.27	5,479.88	5,644.28	5,813.61	5,900.81	5,989.32	6,079.16	6,170.35	6,262.91	6,356.85
S4	4,514.86	4,650.31	4,789.82	4,933.51	5,081.52	5,233.97	5,390.98	5,552.71	5,719.30	5,890.87	6,067.60	6,249.63	6,343.37	6,438.52	6,535.10	6,633.13	6,732.62	6,833.61
S5	4,853.48	4,999.08	5,149.06	5,303.53	5,462.63	5,626.51	5,795.31	5,969.17	6,148.24	6,332.69	6,522.67	6,718.35	6,819.13	6,921.41	7,025.23	7,130.61	7,237.57	7,346.14
S6	5,217.49	5,374.02	5,535.24	5,701.29	5,872.33	6,048.50	6,229.96	6,416.86	6,609.36	6,807.64	7,011.87	7,222.23	7,330.56	7,440.52	7,552.13	7,665.41	7,780.39	7,897.10
S7	5,608.80	5,777.07	5,950.38	6,128.89	6,312.76	6,502.14	6,697.20	6,898.12	7,105.06	7,318.21	7,537.76	7,763.89	7,880.95	7,998.56	8,118.54	8,240.31	8,363.92	8,489.38
S8	6,029.46	6,210.35	6,396.66	6,588.56	6,786.21	6,989.80	7,199.49	7,415.48	7,637.94	7,867.08	8,103.09	8,346.19	8,471.38	8,598.45	8,727.43	8,858.34	8,991.21	9,126.08
S9	6,481.67	6,676.12	6,876.41	7,082.70	7,295.18	7,514.03	7,739.46	7,971.64	8,210.79	8,457.11	8,710.83	8,972.15	9,106.73	9,243.33	9,381.98	9,522.71	9,665.55	9,810.54
S10	6,967.80	7,176.83	7,392.14	7,613.90	7,842.32	8,077.59	8,319.91	8,569.51	8,826.60	9,091.40	9,364.14	9,645.06	9,789.74	9,936.58	10,085.63	10,236.92	10,390.47	10,546.33
S11	7,490.38	7,715.09	7,946.55	8,184.94	8,430.49	8,683.41	8,943.91	9,212.23	9,488.59	9,773.25	10,066.45	10,368.44	10,529.97	10,681.83	10,842.05	11,004.69	11,169.76	11,337.30
S12	8,052.16	8,293.73	8,542.54	8,798.81	9,062.78	9,334.66	9,614.70	9,903.14	10,200.24	10,506.24	10,821.43	11,146.07	11,313.27	11,482.96	11,655.21	11,830.04	12,007.49	12,187.60
S13	8,656.07	8,915.76	9,183.23	9,458.72	9,742.49	10,034.76	10,335.80	10,645.88	10,965.25	11,294.21	11,633.04	11,982.03	12,161.76	12,344.19	12,529.35	12,717.29	12,908.05	13,101.67
S14	9,305.28	9,584.44	9,871.97	10,168.13	10,473.17	10,787.37	11,110.99	11,444.32	11,787.65	12,141.28	12,505.52	12,880.68	13,073.89	13,270.00	13,469.05	13,671.09	13,876.15	14,084.29
S15	10,003.17	10,303.27	10,612.37	10,930.74	11,258.66	11,596.42	11,944.31	12,302.64	12,671.72	13,051.87	13,443.43	13,846.73	14,054.43	14,265.25	14,479.23	14,696.42	14,916.86	15,140.62
S16	10,753.41	11,076.01	11,408.30	11,750.54	12,103.06	12,466.15	12,840.14	13,225.34	13,622.10	14,030.78	14,451.69	14,885.24	15,108.52	15,335.14	15,565.17	15,798.65	16,035.63	16,276.16
S17	11,559.92	11,906.72	12,263.92	12,631.84	13,010.79	13,401.11	13,803.15	14,217.24	14,643.76	15,083.07	15,535.56	16,001.63	16,241.66	16,485.28	16,732.56	16,983.55	17,238.30	17,496.88
S18	12,426.91	12,799.72	13,183.71	13,579.22	13,986.60	14,406.20	14,838.38	15,283.53	15,742.04	16,214.30	16,700.73	17,201.75	17,459.78	17,721.68	17,987.50	18,257.31	18,531.17	18,809.14
S19	13,358.93	13,759.70	14,172.49	14,597.66	15,035.59	15,486.66	15,951.26	16,429.80	16,922.69	17,430.37	17,953.29	18,491.88	18,769.26	19,050.80	19,336.56	19,626.61	19,921.01	20,219.93
S20	14,360.85	14,791.68	15,235.43	15,692.49	16,163.26	16,648.16	17,147.61	17,662.03	18,191.90	18,737.65	19,299.78	19,878.78	20,176.96	20,479.61	20,786.81	21,098.61	21,415.09	21,736.31

NOTE:
As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

SECTION 35. Section 6.26.040 is hereby amended to add Table U to read as follows:

**MANAGEMENT APPRAISAL & PERFORMANCE PLAN
TIER II SALARY STRUCTURE TABLES – S SCHEDULE**

Table U – Effective January 1, 2009

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
S1	3,743.32	3,855.62	3,971.28	4,090.42	4,213.14	4,339.53	4,469.72	4,603.81	4,741.92	4,884.18	5,030.70	5,181.63	5,259.35	5,338.24	5,418.31	5,499.59	5,582.08	5,665.81
S2	4,024.07	4,144.79	4,269.13	4,397.20	4,529.12	4,664.99	4,804.94	4,949.09	5,097.57	5,250.49	5,408.01	5,570.25	5,653.80	5,738.61	5,824.69	5,912.06	6,000.74	6,090.75
S3	4,325.87	4,455.65	4,589.32	4,727.00	4,868.81	5,014.87	5,165.32	5,320.27	5,479.88	5,644.28	5,813.61	5,988.02	6,077.84	6,169.00	6,261.54	6,355.46	6,450.79	6,547.56
S4	4,650.31	4,789.82	4,933.51	5,081.52	5,233.97	5,390.98	5,552.71	5,719.30	5,890.87	6,067.60	6,249.63	6,437.12	6,533.67	6,631.68	6,731.15	6,832.12	6,934.60	7,038.62
S5	4,999.08	5,149.06	5,303.53	5,462.63	5,626.51	5,795.31	5,969.17	6,148.24	6,332.69	6,522.67	6,718.35	6,919.90	7,023.70	7,129.06	7,235.99	7,344.53	7,454.70	7,566.52
S6	5,374.02	5,535.24	5,701.29	5,872.33	6,048.50	6,229.96	6,416.86	6,609.36	6,807.64	7,011.87	7,222.23	7,438.89	7,550.48	7,663.73	7,778.69	7,895.37	8,013.80	8,134.01
S7	5,777.07	5,950.38	6,128.89	6,312.76	6,502.14	6,697.20	6,898.12	7,105.06	7,318.21	7,537.76	7,763.89	7,996.81	8,116.76	8,238.51	8,362.09	8,487.52	8,614.84	8,744.06
S8	6,210.35	6,396.66	6,588.56	6,786.21	6,989.80	7,199.49	7,415.48	7,637.94	7,867.08	8,103.09	8,346.19	8,596.57	8,725.52	8,856.40	8,989.25	9,124.09	9,260.96	9,399.86
S9	6,676.12	6,876.41	7,082.70	7,295.18	7,514.03	7,739.46	7,971.64	8,210.79	8,457.11	8,710.83	8,972.15	9,241.31	9,379.93	9,520.63	9,663.44	9,808.39	9,955.52	10,104.85
S10	7,176.83	7,392.14	7,613.90	7,842.32	8,077.59	8,319.91	8,569.51	8,826.80	9,091.40	9,364.14	9,645.06	9,934.41	10,083.43	10,234.68	10,388.20	10,544.02	10,702.18	10,862.72
S11	7,715.09	7,946.55	8,184.94	8,430.49	8,683.41	8,943.91	9,212.23	9,488.59	9,773.25	10,066.45	10,368.44	10,679.49	10,839.69	11,002.28	11,167.32	11,334.83	11,504.85	11,677.42
S12	8,293.73	8,542.54	8,798.81	9,062.78	9,334.66	9,614.70	9,903.14	10,200.24	10,506.24	10,821.43	11,145.07	11,480.46	11,652.66	11,827.45	12,004.86	12,184.94	12,367.71	12,553.23
S13	8,915.76	9,183.23	9,458.72	9,742.49	10,034.76	10,335.80	10,645.88	10,965.25	11,294.21	11,633.04	11,982.03	12,341.49	12,528.61	12,714.51	12,905.23	13,098.81	13,296.29	13,494.72
S14	9,584.44	9,871.97	10,166.13	10,473.17	10,787.37	11,110.99	11,444.32	11,787.65	12,141.28	12,505.52	12,880.68	13,267.10	13,466.11	13,668.10	13,873.12	14,081.22	14,292.44	14,506.82
S15	10,303.27	10,612.37	10,930.74	11,258.66	11,596.42	11,944.31	12,302.64	12,671.72	13,051.87	13,443.43	13,846.73	14,262.13	14,476.07	14,693.21	14,913.61	15,137.31	15,364.37	15,594.84
S16	11,076.01	11,408.30	11,750.54	12,103.06	12,466.15	12,840.14	13,225.34	13,622.10	14,030.76	14,451.69	14,885.24	15,331.80	15,561.77	15,795.20	16,032.13	16,272.61	16,516.70	16,764.45
S17	11,906.72	12,263.92	12,631.84	13,010.79	13,401.11	13,803.15	14,217.24	14,643.76	15,083.07	15,535.56	16,001.63	16,481.68	16,728.90	16,979.84	17,234.54	17,493.05	17,755.45	18,021.78
S18	12,799.72	13,183.71	13,579.22	13,986.60	14,406.20	14,838.38	15,283.53	15,742.04	16,214.30	16,700.73	17,201.75	17,717.81	17,983.67	18,253.33	18,527.13	18,805.03	19,087.11	19,373.42
S19	13,759.70	14,172.49	14,597.66	15,035.59	15,486.66	15,951.26	16,429.80	16,922.69	17,430.37	17,953.29	18,491.88	19,046.64	19,332.34	19,622.33	19,916.66	20,215.41	20,518.64	20,826.42
S20	14,791.68	15,235.43	15,692.49	16,163.26	16,648.16	17,147.61	17,662.03	18,191.90	18,737.65	19,299.78	19,878.78	20,475.14	20,782.27	21,094.00	21,410.41	21,731.57	22,057.54	22,388.40

NOTE:
As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

SECTION 36. Section 6.28.050 is hereby amended to add the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
<u>1042</u>	<u>ADMINISTRATIVE DEPUTY I</u>	<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
<u>1044</u>	<u>ADMINISTRATIVE DEPUTY II</u>	<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
<u>1058</u>	<u>ADMINISTRATIVE DEPUTY III</u>	<u>04/01/2007</u>	<u>N23</u>	<u>S15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S15</u>
<u>1883</u>	<u>DEPTL HUMAN RESOURCES MANAGER I</u>	<u>04/01/2007</u>	<u>N23</u>	<u>S9</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S9</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S9</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S9</u>
<u>1884</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>	<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
<u>1885</u>	<u>DEPTL HUMAN RESOURCES MANAGER III</u>	<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>

SECTION 37. Section 6.28.050 is hereby amended to change only the salary of

the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
0995	ADMINISTRATIVE DEPUTY,APD	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
		1016	ADMIN DEP,CHILD SUPPORT SERVICES	10/01/2006
07/01/2007	N23			R12
01/01/2008	N23			R12
01/01/2009	N23			R12
<u>04/01/2007</u>	<u>N23</u>			<u>S13</u>
<u>07/01/2007</u>	<u>N23</u>			<u>S13</u>
<u>01/01/2008</u>	<u>N23</u>			<u>S13</u>
<u>01/01/2009</u>	<u>N23</u>			<u>S13</u>
1006	ADMINISTRATIVE DEPUTY,CO COUNSEL			10/01/2006
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
		9956	ADMINISTRATIVE DEPUTY,DA(UC)	02/27/2007
<u>04/01/2007</u>	<u>N23</u>			<u>R15</u>
07/01/2007	N23			R15
01/01/2008	N23			R15
01/01/2009	N23			R15

1011	ADMINISTRATIVE DEPUTY,PUB DEFENDER	10/01/2006	N23	R12
		<u>07/01/2007</u>	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
4548	ADMIN DEPUTY,PUBLIC HEALTH	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		01/01/2008	N23	R15
		01/01/2009	N23	R15
1080	ADMINISTRATIVE MANAGER XI,ISD	10/01/2006		104E
		<u>07/01/2007</u>	<u>NN</u>	<u>104E</u>
		01/01/2008	NN	105F
		<u>07/01/2008</u>	<u>NM</u>	<u>105F</u>
		01/01/2009	NM	106G
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
1081	ADMINISTRATIVE MANAGER XII,ISD	10/01/2006		107A
		<u>07/01/2007</u>	<u>NN</u>	<u>107A</u>
		01/01/2008	NN	108B
		<u>07/01/2008</u>	<u>NM</u>	<u>108B</u>
		01/01/2009	NM	109C
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
1082	ADMINISTRATIVE MANAGER XIII,ISD	10/01/2006		109J
		<u>07/01/2007</u>	<u>NN</u>	<u>109J</u>
		01/01/2008	NN	110K
		<u>07/01/2008</u>	<u>NM</u>	<u>110K</u>
		01/01/2009	NM	111L
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>		

1084	ADMINISTRATIVE MANAGER XV,ISD(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
1090	ADMINISTRATIVE MANAGER XVI,ISD(UC)	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
1091	ADMINISTRATIVE MANAGER XVII,ISD(UC)	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
3007	ADMINISTRATIVE MGR,AN CARE & CONT	10/01/2006	N23	R7
		07/01/2007	N23	R7
		01/01/2008	N23	R7
		01/01/2009	N23	R7
		<u>04/01/2007</u>	<u>N23</u>	<u>S7</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S7</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S7</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S7</u>
1004	ADMINISTRATIVE SERVICES MANAGER III	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>		
4630	ADMR,COLL OF NRSNG AND ALLIED HLTH	01/16/2007	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>

8049	ADMR,COMP AMBULATORY HLTH CARE CTR	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
4586	ADMR,CONTRACT PROGS & SPECIAL SERVS	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
9214	ADMINISTRATOR,JUSTICE PROGRAMS,MH	10/01/2006	N23	R17
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>S17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S17</u>
		4456	ADMINISTRATOR,REGIONAL PLANNING	10/01/2006
<u>07/01/2007</u>	<u>N23</u>			<u>R12</u>
01/01/2008	N23			R12
01/01/2009	N23			R12
<u>04/01/2007</u>	<u>N23</u>			<u>S12</u>
<u>07/01/2007</u>	<u>N23</u>			<u>S12</u>
<u>01/01/2008</u>	<u>N23</u>			<u>S12</u>
<u>01/01/2009</u>	<u>N23</u>			<u>S12</u>
4603	ADMR,SPECIALIZED HEALTH PROGRAM			10/01/2006
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13

1684	AFFIRMATIVE ACTION COMPLIANCE OFFR	10/01/2006	N23	R11
		<u>07/01/2007</u>	N23	R14
		<u>01/01/2008</u>	N23	R14
		<u>01/01/2009</u>	N23	R14
		<u>04/01/2007</u>	N23	R15
		<u>07/01/2007</u>	N23	R15
		<u>01/01/2008</u>	N23	R15
		<u>01/01/2009</u>	N23	R15
0029	AGRIC COMM/DIR OF WEIGHTS & MEAS	10/01/2006	N23	R14
		<u>07/01/2007</u>	N23	R14
		<u>01/01/2008</u>	N23	R14
		<u>01/01/2009</u>	N23	R14
		<u>04/01/2007</u>	N23	R16
		<u>07/01/2007</u>	N23	R16
		<u>01/01/2008</u>	N23	R16
		<u>01/01/2009</u>	N23	R16
9268	ALTERNATE PUBLIC DEFENDER	07/01/2006	N23	A4
		<u>04/01/2007</u>	N23	A4
		<u>07/01/2007</u>	N23	A4
		<u>01/01/2008</u>	N23	A4
		<u>01/01/2009</u>	N23	A4
3004	ANIMAL CONTROL MANAGER	10/01/2006	N23	R5
		<u>07/01/2007</u>	N23	R5
		<u>01/01/2008</u>	N23	R5
		<u>01/01/2009</u>	N23	R5
		<u>04/01/2007</u>		90G
		<u>07/01/2007</u>	NN	90G
		<u>01/01/2008</u>	NN	91H
		<u>07/01/2008</u>	NM	91H
<u>01/01/2009</u>	NM	92J		
4601	AREA HEALTH OFFICER,PUBLIC HEALTH	10/01/2006	N23	R12
		<u>04/01/2007</u>	N23	R12
		<u>07/01/2007</u>	N23	R12
		<u>01/01/2008</u>	N23	R12
		<u>01/01/2009</u>	N23	R12

9992	ASSESSOR(UNCLASSIFIED)	07/01/2006	N32	FA
		<u>04/01/2007</u>	<u>N23</u>	<u>FA</u>
		07/01/2007	N23	FA
		01/01/2008	N23	FA
		01/01/2009	N23	FA
1015	ASST ADMIN DEP,CHILD SUPPORT SERVS	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
1014	ASSISTANT ADMINISTRATIVE DEPUTY,DA	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
0862	ASSISTANT ADMINISTRATIVE OFFICER	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
0861	ASST ADMINISTRATIVE OFFICER(UC)	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
9989	ASSISTANT ASSESSOR(UC)	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17

0721	ASSISTANT AUDITOR-CONTROLLER(UC)	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
9957	ASSISTANT BUREAU CHIEF,DA(UC)	10/01/2006	N23	A2
		07/01/2007	N23	A2
		01/01/2008	N23	A2
		01/01/2009	N23	A2
		04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		01/01/2009	N23	R19
5712	ASST CHF,HLTH FACILITIES INSPN DIV	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R10</u>
2934	ASST CHIEF,LIFEGUARD SERVICES,FIRE	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
8634	ASST CHIEF PROBATION OFFICER(UC)	11/14/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15

9208	ASSISTANT COUNTY COUNSEL	10/01/2006	N23	A3
		07/01/2007	N23	A3
		01/01/2008	N23	A3
		01/01/2009	N23	A3
		<u>04/01/2007</u>	<u>N23</u>	<u>S18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S18</u>
1041	ASST DEPUTY DIRECTOR,FINANCE,PW	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
3310	ASST DEPUTY DIRECTOR,PUBLIC WORKS	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		01/01/2008	N23	R14
		01/01/2009	N23	R14
0996	ASST DIR,BUREAU OPERATIONS,SHERIFF	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
8230	ASST DIR,COMMUNITY & SR SERVS(UC)	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		01/01/2008	N23	R13
		01/01/2009	N23	R13
8714	ASST DIR,EMP SUPPORT SERVS,SHERIFF	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>		

1068	ASST DIR,FISCAL SERVICES,SHERIFF	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
8129	ASST DIR,HUMAN REL COMM(UC)	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R9</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R9</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R9</u>
1918	ASST DIRECTOR,HUMAN RESOURCES(UC)	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
2608	ASST DIR,INFO SYSTEMS ADVISORY BODY	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
4702	ASSISTANT DIRECTOR,MENTAL HLTH(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R15</u>
4558	ASST DIRECTOR OF HEALTH SERVICES	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>

8013	ASST DIR OF PUBLIC SOCIAL SERVS(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
8767	ASST DIR,PARKS & RECREATION(UC)	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
3382	ASSISTANT DIRECTOR,PUBLIC WORKS(UC)	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
0845	ASSISTANT DIVISION CHIEF,CAO	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
9090	ASST DIV CHIEF,CHILD & FAMILY SERVS	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>

8901	ASST DIV CHF,FAC & PROP MAINT,B & H	10/24/2006	N23	R9
		<u>07/01/2007</u>	<u>N23</u>	<u>R9</u>
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>S9</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S9</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S9</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S9</u>
2634	ASST DIV CHIEF,SYSTEMS,PROBATION	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		01/01/2008	N23	R10
		01/01/2009	N23	R10
1066	ASSISTANT DIVISION DIRECTOR,SHERIFF	10/01/2006	N23	R14
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S16</u>
1125	ASST DIV MGR,PROG,REG-REC/CO CLK	10/01/2006	N23	R8
		<u>07/01/2007</u>	<u>N23</u>	<u>R8</u>
		01/01/2008	N23	R8
		01/01/2009	N23	R8
		<u>04/01/2007</u>		<u>98G</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>98G</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>99H</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>99H</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>100K</u>
8127	ASST EXEC DIR,HUMAN RELATIONS COMM	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9

0217	ASSISTANT FIRE CHIEF	10/01/2006	N23	R15
		<u>07/01/2007</u>	N23	R15
		<u>01/01/2008</u>	N23	R15
		<u>01/01/2009</u>	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>S16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S16</u>
8077	ASST HOSPITAL ADMINR,GENERAL HOSP	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	N23	R11
		<u>01/01/2008</u>	N23	R11
		<u>01/01/2009</u>	N23	R11
1926	ASST HUMAN RESOURCES ADMR,HS	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	N23	R13
		<u>01/01/2008</u>	N23	R13
		<u>01/01/2009</u>	N23	R13
8341	ASSISTANT LIBRARY ADMINISTRATOR	10/01/2006	N23	R8
		<u>07/01/2007</u>	N23	R8
		<u>01/01/2008</u>	N23	R8
		<u>01/01/2009</u>	N23	R8
		<u>04/01/2007</u>	<u>N23</u>	<u>S8</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S8</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S8</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S8</u>
4820	ASST MANAGER,FOOD SERVICES,SHERIFF	10/01/2006	N23	R7
		<u>07/01/2007</u>	N23	R7
		<u>01/01/2008</u>	N23	R7
		<u>01/01/2009</u>	N23	R7
		<u>04/01/2007</u>		<u>95L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>95L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>97A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>97A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>98B</u>

6887	ASST MGR,LAUNDRY SERVICES,SHERIFF	10/01/2006	N23	R7
		<u>07/01/2007</u>	<u>N23</u>	<u>R7</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R7</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R7</u>
		<u>04/01/2007</u>		<u>95L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>95L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>97A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>97A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>98B</u>
2637	ASST MGR,SYSTEMS MAINT & OPNS,SHER	10/01/2006	N23	R10
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R10</u>
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>
4610	ASST PROGRAM DIRECTOR,DRUG ABUSE,HS	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R10</u>
4609	ASST PROG DIR,OFF OF ALCOHOL PRO,HS	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R10</u>
9267	ASSISTANT PUBLIC DEFENDER	10/01/2006	N23	A4
		<u>07/01/2007</u>	<u>N23</u>	<u>A4</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>A4</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>A4</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R21</u>

9263	ASSISTANT PUBLIC DEFENDER(UC)	10/01/2006	N23	A4
		<u>07/01/2007</u>	N23	A4
		01/01/2008	N23	A4
		01/01/2009	N23	A4
		<u>04/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R21</u>
9085	ASST REGIONAL ADMINISTRATOR,CFS	10/01/2006	N23	R10
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R10</u>
		01/01/2009	N23	R10
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
	<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>	
1121	ASST REGISTRAR-RECORDER/COUNTY CLK	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
1123	ASST REGISTRAR-RECORDER/CO CLK(UC)	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
9969	ASSISTANT SHERIFF(UC)	10/01/2006	N23	R17
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R20</u>
0541	ASST TREASURER & TAX COLLECTOR(UC)	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14

4633	ASSOCIATE CHIEF INFO SYSTEMS,HS	11/14/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
8073	ASSOCIATE HOSPITAL ADMINISTRATOR I	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
8075	ASSOCIATE HOSPITAL ADMINISTRATOR II	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
0728	AUDITOR-CONTROLLER	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R20</u>
0379	BEACH MAINTENANCE DISTRICT MANAGER	10/01/2006	N23	R5
		07/01/2007	N23	R5
		01/01/2008	N23	R5
		01/01/2009	N23	R5
		04/01/2007		90G
		07/01/2007	NN	90G
		01/01/2008	NN	91H
		07/01/2008	NM	91H
01/01/2009	NM	92J		
1060	BUDGET & FISCAL SERVICES MANAGER	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11

6680	BUILDING CRAFTS SUPERINTENDENT II	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
9958	BUREAU CHIEF,DA(UC)	10/01/2006	N23	A3
		07/01/2007	N23	A3
		04/01/2008	N23	A3
		01/01/2009	N23	A3
		<u>04/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R21</u>
9260	BUREAU CHIEF,PUBLIC DEFENDER	10/01/2006	N23	A3
		07/01/2007	N23	A3
		04/01/2008	N23	A3
		01/01/2009	N23	A3
		<u>04/01/2007</u>	<u>N23</u>	<u>S19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S19</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S19</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S19</u>
0867	CHIEF ADMINISTRATIVE OFFICER	10/01/2006	N23	R20
		<u>04/01/2007</u>	<u>N23</u>	<u>R20</u>
		07/01/2007	N23	R20
		01/01/2008	N23	R20
		01/01/2009	N23	R20
1028	CHIEF,ADMINISTRATIVE OPERATIONS,PW	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
0991	CHIEF,ADMIN & CONTRACT SERVS,AC&C	10/01/2006	N23	R10
		07/01/2007	N23	R10
		04/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>

0025	CHF,ADMIN SERVS,AG COMM/WTS & MEAS	10/01/2006	N23	R10
		<u>07/01/2007</u>	N23	R40
		<u>01/01/2008</u>	N23	R40
		<u>01/01/2009</u>	N23	R40
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
1018	CHIEF,ADMINISTRATIVE SERVS,LIBRARY	10/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
1974	CHIEF APPRAISER	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
1102	CHF,ASSESS APPEALS BDS,BD OF SUPVRS	10/01/2006	N23	R9
		<u>07/01/2007</u>	<u>N23</u>	<u>R9</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R9</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R9</u>
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>101C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>102D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>102D</u>
<u>01/01/2009</u>	<u>NM</u>	<u>103E</u>		
4591	CHIEF,AUDIT AND COMPLIANCE,HS	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>

1115	CHIEF,AUXILIARY SERVS,BD OF SUPVRS	10/01/2006	N23	R8
		07/01/2007	N23	R8
		04/01/2008	N23	R8
		01/01/2009	N23	R8
		<u>04/01/2007</u>		<u>98G</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>98G</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>99H</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>99H</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>100K</u>
6089	CHF,AVIATION DIVISION,PUBLIC WORKS	02/27/2007	N23	R13
		04/01/2007	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		07/01/2007	N23	R13
1104	CHIEF,BOARD SERVICES,BD OF SUPVRS	10/01/2006	N23	R9
		07/01/2007	N23	R9
		04/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>101C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>102D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>102D</u>
<u>01/01/2009</u>	<u>NM</u>	<u>103E</u>		
1021	CHIEF,BUDGET DIVISION,PW	10/01/2006	N23	R11
		04/01/2007	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
4605	CHIEF,BUDGET MANAGEMENT,HLTH SERVS	10/01/2006	N23	R11
		04/01/2007	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
9097	CHF,CHILDRENS RESOURCES DEVELOPMENT	10/01/2006	N23	R13
		04/01/2007	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13

1107	CHIEF,CIVIL SERVICE COMM & ERCOM	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
1113	CHF,CIVIL SERVICE COMM & ERCOM(UC)	02/27/2007	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
1106	CHIEF,COMMISSION SERVS,BD OF SUPV	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>
8195	CHIEF COMMUNITY SERVICES ANALYST	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>
1669	CHF CONSUMER AFFAIRS REPRESENTATIVE	10/01/2006	N23	R7
		07/01/2007	N23	R7
		01/01/2008	N23	R7
		01/01/2009	N23	R7
		<u>04/01/2007</u>	<u>N23</u>	<u>S9</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S9</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S9</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S9</u>

1645	CHIEF,CORONER'S INVESTIGATIONS	10/01/2006	N23	R10
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R10</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
0864	CHF DEPY ADMINISTRATIVE OFFICER(UC)	10/01/2006	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
1683	CHF DEP AFFIRM ACTION COMP OFFR(UC)	10/01/2006	N23	R10
		<u>07/01/2007</u>	<u>N23</u>	<u>R40</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R40</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R40</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
0023	CHIEF DEPUTY AGRIC COMM/WTS & MEAS	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>
0028	CHF DEP,AGRIC COMM/WTS & MEAS(UC)	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>

9265	CHIEF DEPUTY,ALTERNATE PUB DEF(UC)	10/01/2006	N23	A3
		07/01/2007	N23	A3
		01/01/2008	N23	A3
		01/01/2009	N23	A3
		<u>04/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R21</u>
9988	CHIEF DEPUTY ASSESSOR(UC)	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
0727	CHIEF DEPUTY AUDITOR-CONTROLLER(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
0224	CHIEF DEPUTY,BUSINESS OPNS,FIRE(UC)	10/01/2006	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R20</u>
9210	CHIEF DEPUTY COUNTY COUNSEL	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R23</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R23</u>

9218	CHIEF DEPUTY COUNTY COUNSEL(UC)	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R23</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R23</u>
8362	CHIEF DEPUTY COUNTY LIBRARIAN(UC)	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
1008	CHIEF DEPUTY,DEPT OF CORONER(UC)	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
2996	CHF DEP DIR,ANIMAL CARE & CONT(UC)	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>
8909	CHIEF DEPY DIR,BEACHES & HARBORS	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>

8912	CHIEF DEP DIR,BEACHES & HARBORS(UC)	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
2567	CHIEF DEPUTY DIRECTOR,CIO(UC)	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R15</u>
9112	CHIEF DEP DIR,CHILD & FAM SERVS(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>
1734	CHF DEP DIR,CHILD SUPPORT SERVS(UC)	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
8232	CHF DEP DIR,COMMUNITY & SR SVS(UC)	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R15</u>

4553	CHIEF DEP DIR,HEALTH SERVICES(UC)	10/01/2006	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
4551	CHF DEP DIR,HS,OPERATIONS(UC)	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
8128	CHF DEPY DIR,HUMAN REL COMM(UC)	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
1919	CHIEF DEP DIR,HUMAN RESOURCES(UC)	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
4264	CHIEF DEPUTY DIRECTOR,ISD(UC)	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
4708	CHIEF DEP DIR,MENTAL HEALTH(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>
8515	CHIEF DEPUTY DIRECTOR,MUSEUM OF ART	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13

8518	CHF DEP DIRECTOR,MUSEUM OF ART(UC)	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
8500	CHF DEP DIR,MUS OF NAT HIST(UC)	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
1674	CHF DEP DIR OF CONSUMER AFFAIRS(UC)	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
4552	CHF DEP DIR,HS,CLIN & MED AFF(UC)	10/01/2006		F
		<u>04/01/2007</u>		<u>E</u>
		07/01/2007		F
		01/01/2008		F
		01/01/2009		F
1633	CHIEF DEPUTY DIRECTOR,OMBUDSMAN(UC)	10/01/2006	N23	R8
		07/01/2007	N23	R8
		01/01/2008	N23	R8
		01/01/2009	N23	R8
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
3366	CHF DEPUTY DIRECTOR OF PLANNING(UC)	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>

4547	CHIEF DEPUTY DIR,PUBLIC HEALTH	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
8018	CHF DEP DIR OF PUB SOCIAL SERVS(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
	<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>	
8769	CHF DEP DIR, PARKS & RECREATION(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
9262	CHIEF DEPUTY PUBLIC DEFENDER(UC)	10/01/2006	N23	A4
		07/01/2007	N23	A4
		01/01/2008	N23	A4
		01/01/2009	N23	A4
		<u>04/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R23</u>
	<u>01/01/2009</u>	<u>N23</u>	<u>R23</u>	
3384	CHF DEP DIRECTOR,PUBLIC WORKS(UC)	10/01/2006	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
9961	CHIEF DEPUTY DISTRICT ATTORNEY(UC)	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R23</u>
	<u>01/01/2009</u>	<u>N23</u>	<u>R23</u>	

1111	CHF DEP EXEC OFFICER,BD OF SUP(UC)	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
0220	CHIEF DEPUTY,EMER OPNS,FIRE(UC)	10/01/2006	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R20</u>
8632	CHIEF DEPUTY PROBATION OFFICER(UC)	01/23/2007	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
1124	CHF DEP REGISTRAR-REC/CO CLK(UC)	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
0543	CHF DEP TREASURER & TAX COLL(UC)	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
4618	CHIEF,DRINKING DRIVER PROGRAMS	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9

4349	CHIEF,ENVIRON TOXICOLOGY,AG COMM	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>101C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>102D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>102D</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>103E</u>
4606	CHIEF,EXPENDITURE MANAGEMENT,HS	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		01/01/2008	N23	R11
		01/01/2009	N23	R11
4118	CHIEF,FACILITIES PLANNING,HS	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
1061	CHIEF,FINANCIAL MANAGEMENT,FIRE	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
4585	CHIEF,FINANCIAL MANAGEMENT,HS	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>
7475	CHIEF,FIRE FLEET SERVICES	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S10</u>
<u>01/01/2009</u>	<u>N23</u>	<u>S10</u>		

7457	CHIEF,FLEET MANAGEMENT,PUBLIC WORKS	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
4358	CHIEF,FORENSIC LABORATORIES	10/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>04/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
0336	CHIEF,FORESTRY DIVISION	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>04/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>
8015	CHIEF,GOVERNMENTAL RELATIONS,PSS	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
5713	CHF,HLTH FACILITIES INSPECTION DIV	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12

4405	CHF,HEALTH HAZARDOUS MATERIALS,FIRE	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
2580	CHIEF INFORMATION OFFICER	02/01/2007	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>
2566	CHIEF INFORMATION SECURITY OFFICER	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
2618	CHIEF,INFORMATION SYSTEMS,FIRE	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
4631	CHF,INFORMATION SYSTEMS,HEALTH(UC)	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>

2911	CHIEF INVESTIGATOR,PD	10/01/2006	N23	R13
		<u>07/01/2007</u>	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	N23	S13
		<u>07/01/2007</u>	N23	S13
		<u>01/01/2008</u>	N23	S13
		<u>01/01/2009</u>	N23	S13
2935	CHIEF,LIFEGUARD SERVICES,FIRE	10/01/2006	N23	R13
		<u>07/01/2007</u>	N23	R13
		01/01/2008	N23	R13
		<u>01/01/2009</u>	N23	R13
		<u>04/01/2007</u>	N23	S14
		<u>07/01/2007</u>	N23	S14
		<u>01/01/2008</u>	N23	S14
		<u>01/01/2009</u>	N23	S14
0999	CHIEF,MANAGEMENT SERVICES,ASSESSOR	10/01/2006	N23	R11
		<u>07/01/2007</u>	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>	N23	S11
		<u>07/01/2007</u>	N23	S11
		<u>01/01/2008</u>	N23	S11
		<u>01/01/2009</u>	N23	S11
4581	CHIEF,MANAGEMENT SYSTEMS,HLTH SERV	10/01/2006	N23	R12
		<u>04/01/2007</u>	N23	R12
		<u>07/01/2007</u>	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
2410	CHIEF,MATERIALS MANAGEMENT,FIRE	10/01/2006	N23	R10
		<u>07/01/2007</u>	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	N23	S10
		<u>07/01/2007</u>	N23	S10
		<u>01/01/2008</u>	N23	S10
		<u>01/01/2009</u>	N23	S10

4715	CHF, MENTAL HEALTH PROGS EVALUATION	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
5302	CHIEF NURSE,MIDWIFERY SERVICES	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>
5304	CHIEF NURSING OFFICER I	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>
5308	CHIEF NURSING OFFICER II	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R15</u>
5309	CHIEF NURSING OFFICER III	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
2853	CHIEF,OFFICE OF PUBLIC SAFETY(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R15</u>
4115	CHIEF OF PLANNING,PARKS & REC	10/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>

8079	CHF OPERATIONS OFFR,LAC/USC MED CTR	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
5527	CHIEF,PHARMACY SERVICES,MED CENTER	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
4607	CHIEF,PROGRAM REIMBURSEMENT,HS-	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
2063	CHIEF PROPERTY MANAGER,B & H	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>
1070	CHIEF,PUBLIC HEALTH ADMINISTRATION	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
0933	CHIEF,PUBLIC SERVICES DIV,CORONER	10/01/2006	N23	R4
		07/01/2007	N23	R4
		01/01/2008	N23	R4
		01/01/2009	N23	R4
		<u>04/01/2007</u>	<u>N23</u>	<u>S5</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S5</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S5</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S5</u>

8360	CHIEF,PUBLIC SERVICES,LIBRARY	10/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
1050	CHIEF,QUALITY ASSURANCE PROGRAM	10/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
8058	CHIEF,REHABILITATION CENTER	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
4608	CHIEF,REVENUE MANAGEMENT,HLTH SERVS	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
1105	CHIEF,SPECIAL SERVICES,BD OF SUPVRS	<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		10/01/2006	N23	R10
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>

1049	CHIEF,STAFF SUPPORT OPERATIONS,FIRE	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
2607	CHIEF,SYSTEMS DIVISION,ASSESSOR	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
8359	CHIEF,TECHNICAL SERVICES,LIBRARY	10/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
9088	CHILDREN SERVICES ADMINISTRATOR III	10/01/2006	N23	R10
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>		
9096	CHILDREN'S SERVS INSPECTOR GENERAL	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>

5298	CLINICAL NURSING DIRECTOR I	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
5299	CLINICAL NURSING DIRECTOR II	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
5300	CLINICAL NURSING DIRECTOR III	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
2898	COMMANDER,DA	10/01/2006	N23	R14
		07/01/2007	N23	R14
		04/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>
1667	CONSUMER AFFAIRS SPECIALIST	10/01/2006	N23	R6
		07/01/2007	N23	R6
		04/01/2008	N23	R6
		01/01/2009	N23	R6
		<u>04/01/2007</u>		<u>93C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>93C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>94D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>94D</u>
<u>01/01/2009</u>	<u>NM</u>	<u>95E</u>		
1606	COORD,COM ANTIGANG/ANTIST CRIME PRO	10/01/2006	N23	R9
		07/01/2007	N23	R9
		04/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>101C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>102D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>102D</u>
<u>01/01/2009</u>	<u>NM</u>	<u>103E</u>		

0930	CORRECTIONS SPECIALIST,SHERIFF	10/01/2006	N23	R10
		07/01/2007	N23	R40
		01/01/2008	N23	R40
		01/01/2009	N23	R40
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>
9211	COUNTY COUNSEL	02/01/2007	N23	R19
		07/01/2007	N23	R49
		01/01/2008	N23	R49
		01/01/2009	N23	R49
		<u>04/01/2007</u>	<u>N23</u>	<u>R25</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R25</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R25</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R25</u>
		0223	COUNTY FORESTER & FIRE WARDEN	10/01/2006
07/01/2007	N23			R49
01/01/2008	N23			R49
01/01/2009	N23			R49
<u>04/01/2007</u>	<u>N23</u>			<u>R22</u>
<u>07/01/2007</u>	<u>N23</u>			<u>R22</u>
<u>01/01/2008</u>	<u>N23</u>			<u>R22</u>
<u>01/01/2009</u>	<u>N23</u>			<u>R22</u>
8363	COUNTY LIBRARIAN			10/01/2006
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
		8675	COURT SERVICES ADMINISTRATOR,PROB	10/01/2006
<u>04/01/2007</u>	<u>N23</u>			<u>R10</u>
07/01/2007	N23			R10
01/01/2008	N23			R10
01/01/2009	N23			R10

4341	CRIME LABORATORY ASST DIR,SHERIFF	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>S10</u>
		07/01/2007	N23	S10
		01/01/2008	N23	S10
		01/01/2009	N23	S10
4343	CRIME LABORATORY DIRECTOR,SHERIFF	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
2624	DATA ELEMENTS COORDINATOR,HS	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
2614	DATA PROCESSING MANAGER	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>		<u>109C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>109C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>110D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>110D</u>
<u>01/01/2009</u>	<u>NM</u>	<u>111E</u>		
2576	DEPTL CHIEF INFORMATION OFFICER II	11/14/2006	N23	R14
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>

2601	DEPTL INFORMATION SYSTEMS MGR	10/01/2006	N23	R10
		07/01/2007	N23	R10
		04/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S10</u>
1906	DEPUTY ADMIN & SPEC PROGRAMS,DHR	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
2851	DEP CHF,OFFICE OF PUBLIC SAFETY(UC)	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
4579	DEPUTY DIRECTOR,ADMINISTRATION,HS	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
8622	DEPUTY DIRECTOR,ADMINISTRATION,PROB	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
1001	DEPY DIR,ADMIN & OPNS,MUS/NAT HIS	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
0021	DEPY DIRECTOR,AG COMM/WTS & MEAS	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10

0027	DEP DIR,AGRIC COMM/WTS & MEAS(UC)	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
2994	DEP DIR,ANIMAL CARE & CONTROL(UC)	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
8911	DEPUTY DIR,BEACHES & HARBORS(UC)	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>
4710	DEPY DIR,CHILD & YOUTH SERVS,MH	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
1733	DEPUTY DIR,CHILD SUPPORT SERVS(UC)	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
9111	DEPUTY DIR,CHILDREN & FAMILY SERVS	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
9114	DEP DIR,CHILDREN & FAMILY SERVS(UC)	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14

4570	DEPUTY DIRECTOR,HEALTH SERVICES	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
4712	DEPUTY DIRECTOR,MENTAL HEALTH	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
4707	DEPUTY DIRECTOR,MENTAL HEALTH(UC)	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
3322	DEPUTY DIRECTOR,PUBLIC WORKS	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
3305	DEPUTY DIRECTOR,REGIONAL PLANNING	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>
8468	DEPY DIR,RESEARCH&COLL PROG,MUS/NH	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
9960	DEPUTY DISTRICT ATTORNEY(UC)	10/01/2006	N23	A4
		07/01/2007	N23	A4
		01/01/2008	N23	A4
		01/01/2009	N23	A4
		<u>04/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R23</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R23</u>
	<u>01/01/2009</u>	<u>N23</u>	<u>R23</u>	

1110	DEPY EXECUTIVE OFFICER,BD OF SUPVRS	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
1101	DEP EXECUTIVE OFFICER,BD OF SUP(UC)	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
0219	DEPUTY FIRE CHIEF,EMER OPNS(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		04/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
0225	DEPUTY FIRE CHIEF,BUSINESS OPNS(UC)	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
4625	DEPUTY,MANAGEMENT PROGRAMS,HS(UC)	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
9978	DETECTIVE(UC)	10/01/2006	N23	R15
		07/01/2007	N23	R15
		04/01/2008	N23	R15
		04/01/2009	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>		

9979	DETECTIVE(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
9987	DIRECTOR,ASSESSOR'S OPERATIONS(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
8910	DIRECTOR,BEACHES & HARBORS	02/01/2007	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
0997	DIRECTOR,BUREAU OPERATIONS,SHERIFF	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>
1009	DIRECTOR,DEPARTMENT OF CORONER	02/01/2007	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
5689	DIR,DISTRICT ENVIRONMENTAL SERVICES	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10

8715	DIR,EMPLOYEE SUPPORT SERVS,SHERIFF	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		01/01/2008	N23	R12
		04/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
5687	DIRECTOR,ENVIRONMENTAL PLNG & EVAL	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		<u>01/01/2008</u>	<u>N23</u>	<u>R10</u>
		01/01/2009	N23	R10
4098	DIRECTOR,FACILITIES OPERATIONS,PROB	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
1010	DIR,FISCAL ADMINISTRATION,SHERIFF	10/01/2006	N23	R14
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		01/01/2008	N23	R14
		04/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>
2609	DIRECTOR,INFO SYSTEMS ADVISORY BODY	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
2610	DIR,INFO SYSTEMS ADVISORY BODY(UC)	02/27/2007	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14

4265	DIRECTOR,INTERNAL SERVICES	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R19</u>
1063	DIRECTOR,JAIL PROGRAMS,SHERIFF	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>		<u>106G</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>106G</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>107H</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>107H</u>
	<u>01/01/2009</u>	<u>NM</u>	<u>108J</u>	
8088	DIRECTOR,MEDICAL SERVICES,SHERIFF	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>
8143	DIR,MILITARY & VETERANS AFFAIRS	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
8496	DIRECTOR,MUSEUM OF ART	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13

8493	DIRECTOR,MUSEUM OF NATURAL HISTORY	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
2998	DIRECTOR OF ANIMAL CARE & CONTROL	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
1735	DIRECTOR OF CHILD SUPPORT SERVICES	10/01/2006	N23	R16
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
9113	DIRECTOR OF CHILDREN & FAMILY SERVS	10/01/2006	N23	R17
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R19</u>
8239	DIR OF COMMUNITY & SR CITIZENS SERV	10/01/2006	N23	R15
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R15</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>

1671	DIRECTOR OF CONSUMER AFFAIRS	10/01/2006	N23	R11
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
4556	DIRECTOR OF HEALTH SERVICES	10/01/2006	N23	R19
		<u>04/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R19</u>
		<hr/>		
		01/01/2008	N23	R19
01/01/2009	N23	R19		
4701	DIRECTOR OF MENTAL HEALTH	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R19</u>
4624	DIRECTOR OF NURSING AFFAIRS,HS(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		01/01/2008	N23	R15
		01/01/2009	N23	R15
8770	DIRECTOR OF PARKS & RECREATION	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>
1920	DIRECTOR OF PERSONNEL	02/01/2007	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		01/01/2008	N23	R18
		01/01/2009	N23	R18

3367	DIRECTOR OF PLANNING	10/01/2006	N23	R15
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
4546	DIRECTOR OF PUBLIC HEALTH	10/01/2006	N23	R19
		<u>04/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R19</u>
8019	DIRECTOR OF PUBLIC SOCIAL SERVICES	10/01/2006	N23	R18
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R20</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R20</u>
3385	DIRECTOR OF PUBLIC WORKS	10/01/2006	N23	R19
		<u>04/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R19</u>
		01/01/2008	N23	R19
		01/01/2009	N23	R19
5536	DIRECTOR,PHARMACY SERVICES,HS	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14

8616	DIRECTOR,PRETRIAL SERVICES,PROB	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
9993	DISTRICT ATTORNEY(UNCLASSIFIED)	07/01/2006	N32	FA
		<u>04/01/2007</u>	<u>N23</u>	<u>FA</u>
		07/01/2007	N23	FA
		01/01/2008	N23	FA
		01/01/2009	N23	FA
9955	DIST ATTORNEY'S CHF FIELD DEPY(UC)	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
1731	DIVISION ADMR,CHILD SUPPORT SVCS	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
0723	DIVISION CHIEF,AUDITOR-CONTROLLER	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S14</u>
8907	DIVISION CHIEF,BEACHES & HARBORS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>

0846	DIVISION CHIEF,CAO	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
9108	DIVISION CHIEF,CHILD & FAMILY SERVS	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
8193	DIVISION CHIEF,COMMUNITY SERVICES	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
9259	DIVISION CHIEF,PUBLIC DEFENDER	10/01/2006	N23	A2
		<u>07/01/2007</u>	<u>N23</u>	<u>A2</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>A2</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>A2</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S19</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S19</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S19</u>
8014	DIVISION CHIEF,PSS	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>

9968	DIVISION CHIEF,SHERIFF(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
2635	DIVISION CHIEF,SYSTEMS,PROBATION	10/01/2006	N23	R12
		04/01/2007	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
1069	DIVISION DIRECTOR,SHERIFF	10/01/2006	N23	R16
		04/01/2007	N23	S18
		07/01/2007	N23	S18
		01/01/2008	N23	S18
		01/01/2009	N23	S18
1122	DIVISION MANAGER,REG-REC/CO CLERK	10/01/2006	N23	R11
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
1857	EDUCATIONAL DEVELOPMENT ADMR,SHER	10/01/2006	N23	R10
		07/01/2007	N23	R40
		01/01/2008	N23	R40
		01/01/2009	N23	R40
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>
4600	EMERGENCY MED SERVS ASST DIRECTOR	10/01/2006	N23	R11
		04/01/2007	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11

9104	EXECUTIVE ASST,CHILD & FAMILY SERVS	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
9105	EXEC ASST,CHILD & FAMILY SERVS(UC)	01/16/2007	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
9106	EXEC ASST,COMM FOR CHILD & FAM(UC)	02/27/2007	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
8650	EXECUTIVE ASSISTANT,PROBATION(UC)	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
8807	EXEC DIRECTOR,ARTS COMMISSION	02/27/2007	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
8808	EXEC DIRECTOR,ARTS COMMISSION(UC)	02/27/2007	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
1067	EXECUTIVE DIRECTOR,CCJCC	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12

1020	EXEC DIR,COMM ON HIV HEALTH SERVS	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
1074	EXECUTIVE DIRECTOR,CCJCC(UC)	02/27/2007	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
1023	EXEC DIR,COMM ON HIV HLTH SERVS(UC)	02/27/2007	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
8126	EXECUTIVE DIR,HUMAN RELATIONS COMM	10/01/2006	N23	R12
		07/01/2007	N23	R12
		04/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
9095	EXECUTIVE DIRECTOR,ICAN	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
9094	EXECUTIVE DIRECTOR,ICAN(UC)	02/27/2007	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
8085	EXEC DIR,LAC/USC MEDICAL CENTER(UC)	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16

4569	EXECUTIVE MANAGER,HEALTH SERVS	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
0301	EXECUTIVE OFFICER,ARBORETUM	10/01/2006	N23	R10
		<u>07/01/2007</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R10</u>
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>
1109	EXECUTIVE OFFICER,BD OF SUPERVISORS	10/01/2006	N23	R17
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
9966	FIELD DEPUTY,SHERIFF(UC)	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
8070	FINANCE MANAGER,LAC/USC MED CENTER	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
4704	FINANCE MANAGER,MENTAL HEALTH	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>

0753	FISCAL OFFICER II	10/01/2006	N23	R10		
		07/01/2007	N23	R40		
		01/01/2008	N23	R40		
		01/01/2009	N23	R40		
		<u>04/01/2007</u>		<u>103L</u>		
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>		
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>		
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>		
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>		
		8645	HEAD,ADMINISTRATIVE INVESTIGATIONS	10/01/2006	N23	R8
07/01/2007	N23			R8		
01/01/2008	N23			R8		
01/01/2009	N23			R8		
<u>04/01/2007</u>				<u>98G</u>		
<u>07/01/2007</u>	<u>NN</u>			<u>98G</u>		
<u>01/01/2008</u>	<u>NN</u>			<u>99H</u>		
<u>07/01/2008</u>	<u>NM</u>			<u>99H</u>		
<u>01/01/2009</u>	<u>NM</u>			<u>100K</u>		
1073	HEAD,ADMIN SYSTEMS,COUNTY COUNSEL			10/01/2006	N23	R10
		07/01/2007	N23	R40		
		01/01/2008	N23	R40		
		01/01/2009	N23	R40		
		<u>04/01/2007</u>	<u>N23</u>	<u>S10</u>		
		<u>07/01/2007</u>	<u>N23</u>	<u>S10</u>		
		<u>01/01/2008</u>	<u>N23</u>	<u>S10</u>		
		<u>01/01/2009</u>	<u>N23</u>	<u>S10</u>		
		9288	HEAD ATTORNEY,CHILD SUPPORT SERVS	10/01/2006	N23	A1
				07/01/2007	N23	A1
01/01/2008	N23			A1		
01/01/2009	N23			A1		
<u>04/01/2007</u>	<u>N23</u>			<u>S16</u>		
<u>07/01/2007</u>	<u>N23</u>			<u>S16</u>		
<u>01/01/2008</u>	<u>N23</u>			<u>S16</u>		
<u>01/01/2009</u>	<u>N23</u>			<u>S16</u>		
1186	HEAD,CENTRAL RECORDS,PROBATION			10/01/2006	N23	R9
				<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9		
		01/01/2008	N23	R9		
		01/01/2009	N23	R9		

1103	HEAD,COMMISSION SERVICES,BD OF SUPV	10/01/2006	N23	R8
		07/01/2007	N23	R8
		01/01/2008	N23	R8
		01/01/2009	N23	R8
		<u>04/01/2007</u>		<u>98G</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>98G</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>99H</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>99H</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>100K</u>
1031	HEAD COMPLIANCE OFFICER	10/01/2006	N23	R11
		04/01/2007	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
9277	HEAD DEPUTY DISTRICT ATTORNEY	10/01/2006	N23	A1
		07/01/2007	N23	A1
		01/01/2008	N23	A1
		01/01/2009	N23	A1
		<u>04/01/2007</u>	<u>N23</u>	<u>S17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S17</u>
9253	HEAD DEPUTY PUBLIC DEFENDER	10/01/2006	N23	A1
		07/01/2007	N23	A1
		01/01/2008	N23	A1
		01/01/2009	N23	A1
		<u>04/01/2007</u>	<u>N23</u>	<u>S17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S17</u>
1046	HEAD,FINANCIAL MGMT,COUNTY COUNSEL	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S10</u>

1079	HEAD,MANAGEMENT SERVICES,BD OF SUPV	10/01/2006	N23	R10
		<u>07/01/2007</u>	N23	R40
		01/01/2008	N23	R40
		01/01/2009	N23	R40
		<u>04/01/2007</u>	N23	S10
		<u>07/01/2007</u>	N23	S10
		<u>01/01/2008</u>	N23	S10
		<u>01/01/2009</u>	N23	S10
		1088	HEAD,MANAGEMENT SERVICES	10/01/2006
<u>07/01/2007</u>	N23			R9
01/01/2008	N23			R9
01/01/2009	N23			R9
<u>04/01/2007</u>	N23			S9
<u>07/01/2007</u>	N23			S9
<u>01/01/2008</u>	N23			S9
<u>01/01/2009</u>	N23			S9
1077	HEAD,MANAGEMENT SERVICES,HS			10/01/2006
		<u>04/01/2007</u>	N23	R10
		<u>07/01/2007</u>	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		10/01/2006	N23	R10
1089	HEAD,MANAGEMENT SERVICES,PUB DEF	10/01/2006	N23	R9
		<u>07/01/2007</u>	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>		101C
		<u>07/01/2007</u>	NN	101C
		<u>01/01/2008</u>	NN	102D
		<u>07/01/2008</u>	NM	102D
		<u>01/01/2009</u>	NM	103E
1595	HEAD,MARKETING SERVICES,LIBRARY	10/01/2006	N23	R9
		<u>07/01/2007</u>	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>		101C
		<u>07/01/2007</u>	NN	101C
		<u>01/01/2008</u>	NN	102D
		<u>07/01/2008</u>	NM	102D
		<u>01/01/2009</u>	NM	103E

1072	HD,PERSONNEL & SPECIAL SERVS,CO CO	10/01/2006	N23	R10
		<u>07/01/2007</u>	N23	R40
		<u>01/01/2008</u>	N23	R40
		<u>01/01/2009</u>	N23	R40
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
1870	HEAD,PERSONNEL OPERATIONS,PROBATION	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	N23	R11
		<u>01/01/2008</u>	N23	R11
		<u>01/01/2009</u>	N23	R11
0924	HEAD,PLANNING & EXEC SUPPORT,FIRE	10/01/2006	N23	R11
		<u>07/01/2007</u>	N23	R44
		<u>01/01/2008</u>	N23	R44
		<u>01/01/2009</u>	N23	R44
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
8351	HEAD,SUPPORT SERVICES,LIBRARY	10/01/2006	N23	R8
		<u>07/01/2007</u>	N23	R8
		<u>01/01/2008</u>	N23	R8
		<u>01/01/2009</u>	N23	R8
		<u>04/01/2007</u>	<u>N23</u>	<u>S8</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S8</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S8</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S8</u>
8630	HEAD TRANSPORTATION DEPUTY,PROB	10/01/2006	N23	R7
		<u>04/01/2007</u>	<u>N23</u>	<u>R7</u>
		<u>07/01/2007</u>	N23	R7
		<u>01/01/2008</u>	N23	R7
		<u>01/01/2009</u>	N23	R7
8081	HOSPITAL ADMINISTRATOR I	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	N23	R13
		<u>01/01/2008</u>	N23	R13
		<u>01/01/2009</u>	N23	R13

8082	HOSPITAL ADMINISTRATOR I(UC)	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
8083	HOSPITAL ADMINISTRATOR II	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
8084	HOSPITAL ADMINISTRATOR II(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
1927	HUMAN RESOURCES ADMINISTRATOR,HS	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
1915	HUMAN RESOURCES MANAGER	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
8023	HUMAN SERVICES ADMINISTRATOR III	10/01/2006	N23	R10
		07/01/2007	N23	R40
		01/01/2008	N23	R40
		01/01/2009	N23	R40
		<u>04/01/2007</u>		<u>103L</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>103L</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>105A</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>105A</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>106B</u>

9219	LITIGATION COST MGR,CO COUNSEL(UC)	10/01/2006	N23	A4
		07/01/2007	N23	A4
		01/01/2008	N23	A4
		04/01/2009	N23	A4
		<u>04/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R21</u>
		4626	MANAGER,BOARD RELATIONS,HS	10/01/2006
<u>04/01/2007</u>	<u>N23</u>			<u>R12</u>
07/01/2007	N23			R12
01/01/2008	N23			R12
01/01/2009	N23			R12
6657	MANAGER I,CRAFT OPERATIONS	10/01/2006	N23	R10
		07/01/2007	N23	R10
		04/01/2008	N23	R10
		01/01/2009	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S10</u>
		6659	MANAGER II,CRAFT OPERATIONS	10/01/2006
07/01/2007	N23			R12
04/01/2008	N23			R12
01/01/2009	N23			R12
<u>04/01/2007</u>	<u>N23</u>			<u>S12</u>
<u>07/01/2007</u>	<u>N23</u>			<u>S12</u>
<u>01/01/2008</u>	<u>N23</u>			<u>S12</u>
<u>01/01/2009</u>	<u>N23</u>			<u>S12</u>
6688	MANAGER IV,FACILITIES OPNS & CRAFTS			10/01/2006
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		04/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>

2306	MGR,EVIDENCE & PROPERTY OPNS,SHER	10/01/2006	N23	R8
		<u>07/01/2007</u>	N23	R8
		<u>01/01/2008</u>	N23	R8
		<u>01/01/2009</u>	N23	R8
		<u>04/01/2007</u>		<u>98G</u>
		<u>07/01/2007</u>	NN	<u>98G</u>
		<u>01/01/2008</u>	NN	<u>99H</u>
		<u>07/01/2008</u>	NM	<u>99H</u>
		<u>01/01/2009</u>	NM	<u>100K</u>
4821	MANAGER,FOOD SERVICES,SHERIFF	10/01/2006	N23	R9
		<u>07/01/2007</u>	N23	<u>R9</u>
		<u>01/01/2008</u>	N23	R9
		<u>01/01/2009</u>	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	NN	<u>101C</u>
		<u>01/01/2008</u>	NN	<u>102D</u>
		<u>07/01/2008</u>	NM	<u>102D</u>
		<u>01/01/2009</u>	NM	<u>103E</u>
6888	MANAGER,LAUNDRY SERVICES,SHERIFF	10/01/2006	N23	R9
		<u>07/01/2007</u>	N23	R9
		<u>01/01/2008</u>	N23	R9
		<u>01/01/2009</u>	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	NN	<u>101C</u>
		<u>01/01/2008</u>	NN	<u>102D</u>
		<u>07/01/2008</u>	NM	<u>102D</u>
		<u>01/01/2009</u>	NM	<u>103E</u>
1776	MARKETING SPECIALIST,BEACHES & HARB	10/01/2006	N23	R9
		<u>07/01/2007</u>	N23	R9
		<u>01/01/2008</u>	N23	R9
		<u>01/01/2009</u>	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	NN	<u>101C</u>
		<u>01/01/2008</u>	NN	<u>102D</u>
		<u>07/01/2008</u>	NM	<u>102D</u>
		<u>01/01/2009</u>	NM	<u>103E</u>
8074	MEDICAL CENTER UNIT ADMINISTRATOR I	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	N23	R11
		<u>01/01/2008</u>	N23	R11
		<u>01/01/2009</u>	N23	R11

8076	MED CENTER UNIT ADMINISTRATOR II	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
5296	NURSING DIRECTOR,ADMINISTRATION	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
5288	NURSING DIRECTOR,EDUCATION	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
5297	NURSING DIRECTOR,RESEARCH	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
1634	OMBUDSMAN	12/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
0532	OPERATIONS CHIEF,TTC	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>

1854	PERSONNEL OFFICER III	10/01/2006	N23	R10
		07/01/2007	N23	R40
		04/01/2008	N23	R40
		01/01/2009	N23	R40
		<u>04/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S10</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S10</u>
1898	PERSONNEL OFFICER,ASSESSOR	10/01/2006	N23	R11
		07/01/2007	N23	R44
		04/01/2008	N23	R44
		01/01/2009	N23	R44
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
1897	PERSONNEL OFFICER,DA	10/01/2006	N23	R11
		07/01/2007	N23	R44
		04/01/2008	N23	R44
		01/01/2009	N23	R44
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
1873	PERSONNEL OFFICER,MEDICAL CENTER	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
4117	PLANNING SPECIALIST,BEACHES & HARB	10/01/2006	N23	R9
		07/01/2007	N23	R9
		04/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>101C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>102D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>102D</u>
<u>01/01/2009</u>	<u>NM</u>	<u>103E</u>		

8620	PROBATION DIRECTOR	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	<u>R10</u>
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
8624	PROBATION OFFICER	10/01/2006	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
4598	PROGRAM DIR,OFF OF ALCOHOL PROG,HS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
4629	PROGRAM IMPLEMENTATION DIRECTOR,HS	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
8194	PROGRAM MGR,COMMUNITY & SR SERVS	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
0718	PROGRAM SPECIALIST VI,AUDITOR-CONT	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>

4604	PROGRAMS ADMINISTRATOR,HEALTH SERVS	10/01/2006	N23	R11
		<u>04/01/2007</u>	<u>N23</u>	<u>R11</u>
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
1083	PROJECT ADMINISTRATOR,ICSC	10/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R11</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
9269	PUBLIC DEFENDER	07/01/2006	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
9103	REGIONAL ADMINISTRATOR,CFS	10/01/2006	N23	R12
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R12</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S12</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S12</u>
8847	REGIONAL GROUNDS MAINTENANCE SUPVR	10/01/2006	N23	R5
		<u>07/01/2007</u>	<u>N23</u>	<u>R5</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R5</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R5</u>
		<u>04/01/2007</u>		<u>90G</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>90G</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>91H</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>91H</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>92J</u>

8773	REGIONAL OPERATIONS MGR,PARKS & REC	10/01/2006	N23	R11
		<u>07/01/2007</u>	N23	R14
		<u>01/01/2008</u>	N23	R14
		<u>01/01/2009</u>	N23	R14
		<u>04/01/2007</u>	N23	S11
		<u>07/01/2007</u>	N23	S11
		<u>01/01/2008</u>	N23	S11
		<u>01/01/2009</u>	N23	S11
		8837	REGIONAL PARK SUPERINTENDENT II	10/01/2006
<u>07/01/2007</u>	N23			R5
<u>01/01/2008</u>	N23			R5
<u>01/01/2009</u>	N23			R5
<u>04/01/2007</u>				90G
<u>07/01/2007</u>	NN			90G
<u>01/01/2008</u>	NN			91H
<u>07/01/2008</u>	NM			91H
<u>01/01/2009</u>	NM			92J
8838	REGIONAL PARK SUPERINTENDENT III	10/01/2006	N23	R7
		<u>07/01/2007</u>	N23	R7
		<u>01/01/2008</u>	N23	R7
		<u>01/01/2009</u>	N23	R7
		<u>04/01/2007</u>		95L
		<u>07/01/2007</u>	NN	95L
		<u>01/01/2008</u>	NN	97A
		<u>07/01/2008</u>	NM	97A
		<u>01/01/2009</u>	NM	98B
8853	REGIONAL RECREATION DIRECTOR	10/01/2006	N23	R6
		<u>07/01/2007</u>	N23	R6
		<u>01/01/2008</u>	N23	R6
		<u>01/01/2009</u>	N23	R6
		<u>04/01/2007</u>		93C
		<u>07/01/2007</u>	NN	93C
		<u>01/01/2008</u>	NN	94D
		<u>07/01/2008</u>	NM	94D
		<u>01/01/2009</u>	NM	95E
1119	REGISTRAR-RECORDER/COUNTY CLERK	10/01/2006	N23	R17
		<u>07/01/2007</u>	N23	R17
		<u>01/01/2008</u>	N23	R17
		<u>01/01/2009</u>	N23	R17
		<u>04/01/2007</u>	N23	R18
		<u>07/01/2007</u>	N23	R18
		<u>01/01/2008</u>	N23	R18
		<u>01/01/2009</u>	N23	R18

8065	REVENUE MANAGER II	10/01/2006	N23	R11
		<u>07/01/2007</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R14</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R14</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S11</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S11</u>
		0863	SR ASST ADMINISTRATIVE OFFICER(UC)	10/01/2006
<u>04/01/2007</u>	<u>N23</u>			<u>R17</u>
<u>07/01/2007</u>	<u>N23</u>			<u>R17</u>
<u>01/01/2008</u>	<u>N23</u>			<u>R17</u>
<u>01/01/2009</u>	<u>N23</u>			<u>R17</u>
9209	SENIOR ASSISTANT COUNTY COUNSEL	10/01/2006	N23	A4
		<u>07/01/2007</u>	<u>N23</u>	<u>A4</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>A4</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>A4</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R21</u>
9217	SENIOR ASSISTANT COUNTY COUNSEL(UC)	10/01/2006	N23	A4
		<u>07/01/2007</u>	<u>N23</u>	<u>A4</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>A4</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>A4</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R21</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R21</u>
1682	SR DEPUTY AFFIRM ACTION COMPL OFF	10/01/2006	N23	R9
		<u>07/01/2007</u>	<u>N23</u>	<u>R9</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R9</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R9</u>
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>101C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>102D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>102D</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>103E</u>

9109	SR DEP DIR,CHILD & FAMILY SERVS(UC)	01/16/2007	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
4597	SR EMERGENCY MED SYSTEMS PROG HEAD	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
4571	SR EXECUTIVE MANAGER,HEALTH SERVS	10/01/2006	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
0722	SENIOR HEALTH SERVS FISCAL ANALYST	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
1916	SENIOR HUMAN RESOURCES MANAGER	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
1112	SR INFO RESOURCE SPEC,BD OF SUPVRS	10/01/2006	N23	R9
		07/01/2007	N23	R9
		04/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>101C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>102D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>102D</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>103E</u>

2564	SR INFO TECHNOLOGY CONSULTANT,CIO	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S13</u>
8621	SENIOR PROBATION DIRECTOR	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		01/01/2008	N23	R12
		01/01/2009	N23	R12
4594	SENIOR STAFF ANALYST,HEALTH	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
8028	SERVICES DIRECTOR,PROBATION	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
9994	SHERIFF(UNCLASSIFIED)	07/01/2006	N32	FA
		<u>04/01/2007</u>	<u>N23</u>	<u>FA</u>
		07/01/2007	N23	FA
		01/01/2008	N23	FA
		01/01/2009	N23	FA
4628	SPECIAL ASSISTANT II,HEALTH SERVS	10/01/2006	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>R9</u>
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
9951	SPECIAL ASSISTANT,ATTORNEY,DA(UC)	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15

8913	SPECIAL ASSISTANT,BEACHES & HARBORS	10/01/2006	N23	R9
		<u>07/01/2007</u>	<u>N23</u>	<u>R9</u>
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>	<u>N23</u>	<u>S9</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S9</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S9</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S9</u>
9954	SPECIAL ASSISTANT,DA(UC)	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R12</u>
		01/01/2008	N23	R12
		01/01/2009	N23	R12
8498	SPECIAL ASSISTANT,MUS OF NAT HIST	10/01/2006	N23	R4
		<u>04/01/2007</u>	<u>N23</u>	<u>R4</u>
		07/01/2007	N23	R4
		01/01/2008	N23	R4
		01/01/2009	N23	R4
8766	SPECIAL ASSISTANT,PARKS & REC	10/01/2006	N23	R9
		<u>07/01/2007</u>	<u>N23</u>	<u>R9</u>
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		<u>04/01/2007</u>		<u>101C</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>101C</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>102D</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>102D</u>
<u>01/01/2009</u>	<u>NM</u>	<u>103E</u>		
8648	SPECIAL ASSISTANT,PROBATION	10/01/2006	N23	R7
		<u>04/01/2007</u>	<u>N23</u>	<u>R7</u>
		07/01/2007	N23	R7
		01/01/2008	N23	R7
		01/01/2009	N23	R7
9292	SPECIAL COUNSEL,DISTRICT ATTORNEY	10/01/2006	N23	R16
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>S16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S16</u>

0852	SPECIAL SERVICES ASSISTANT III	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
0853	SPECIAL SERVICES ASSISTANT IV	10/01/2006	N23	R13
		<u>04/01/2007</u>	<u>N23</u>	<u>R13</u>
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
0854	SPECIAL SERVICES ASSISTANT V	10/01/2006	N23	R15
		<u>04/01/2007</u>	<u>N23</u>	<u>R15</u>
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
0855	SPECIAL SERVICES ASSISTANT VI	10/01/2006	N23	R16
		<u>04/01/2007</u>	<u>N23</u>	<u>R16</u>
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
0295	SUPERINTENDENT, ARBORETUM	10/01/2006	N23	R8
		07/01/2007	N23	R8
		04/01/2008	N23	R8
		01/01/2009	N23	R8
		<u>04/01/2007</u>		<u>98G</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>98G</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>99H</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>99H</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>100K</u>
8816	SUPERINTENDENT, BONELLI REGL PARK	10/01/2006	N23	R8
		07/01/2007	N23	R8
		01/01/2008	N23	R8
		04/01/2009	N23	R8
		<u>04/01/2007</u>		<u>98G</u>
		<u>07/01/2007</u>	<u>NN</u>	<u>98G</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>99H</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>99H</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>100K</u>

8834	SUPERINTENDENT,HOLLYWOOD BOWL	10/01/2006	N23	R6
		<u>07/01/2007</u>	N23	R6
		<u>01/01/2008</u>	N23	R6
		<u>01/01/2009</u>	N23	R6
		<u>04/01/2007</u>		93C
		<u>07/01/2007</u>	NN	93C
		<u>01/01/2008</u>	NN	94D
		<u>07/01/2008</u>	NM	94D
		<u>01/01/2009</u>	NM	95E
		3458	SUPERINTENDENT OF BUILDING,PW	10/01/2006
<u>04/01/2007</u>	<u>N23</u>			R14
<u>07/01/2007</u>	N23			R14
<u>01/01/2008</u>	N23			R14
<u>01/01/2009</u>	N23			R14
8817	SUPERINTENDENT,SANTA FE DAM REGL PK	10/01/2006	N23	R6
		<u>07/01/2007</u>	N23	R6
		<u>01/01/2008</u>	N23	R6
		<u>01/01/2009</u>	N23	R6
		<u>04/01/2007</u>		93C
		<u>07/01/2007</u>	NN	93C
		<u>01/01/2008</u>	NN	94D
		<u>07/01/2008</u>	NM	94D
		<u>01/01/2009</u>	NM	95E
		8641	SUPERVISING PROGRAM ANALYST,PROB	10/01/2006
<u>04/01/2007</u>	<u>N23</u>			R9
<u>07/01/2007</u>	N23			R9
<u>01/01/2008</u>	N23			R9
<u>01/01/2009</u>	N23			R9
4582	SUPERVISOR,CONTRACTS & GRANTS,HS	10/01/2006	N23	R10
		<u>04/01/2007</u>	<u>N23</u>	R10
		<u>07/01/2007</u>	N23	R10
		<u>01/01/2008</u>	N23	R10
		<u>01/01/2009</u>	N23	R10
8139	SUPERVISOR,PATRIOTIC HALL	10/01/2006	N23	R2
		<u>07/01/2007</u>	N23	R2
		<u>01/01/2008</u>	N23	R2
		<u>01/01/2009</u>	N23	R2
		<u>04/01/2007</u>		82G
		<u>07/01/2007</u>	NN	82G
		<u>01/01/2008</u>	NN	83H
		<u>07/01/2008</u>	NM	83H
		<u>01/01/2009</u>	NM	84J

8138	SUPERVISOR,VETERANS CLAIMS	10/01/2006	N23	R2
		07/01/2007	N23	R2
		01/01/2008	N23	R2
		01/01/2009	N23	R2
		<u>04/01/2007</u>	<u>N23</u>	<u>S5</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S5</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S5</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S5</u>
9949	SUPERVISOR'S ASST CHIEF DEPUTY(UC)	10/01/2006	N23	R12
		<u>04/01/2007</u>	<u>N23</u>	<u>R12</u>
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
9950	SUPERVISOR'S CHIEF DEPUTY(UC)	10/01/2006	N23	R14
		<u>04/01/2007</u>	<u>N23</u>	<u>R14</u>
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
0545	TREASURER & TAX COLLECTOR	10/01/2006	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		<u>04/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R18</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R18</u>
9970	UNDERSHERIFF(UC)	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		<u>04/01/2007</u>	<u>N23</u>	<u>R22</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R22</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R22</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R22</u>

SECTION 38. Section 6.28.050-25 is hereby amended to read as follows:

6.28.050-25 Notes to Section 6.28.050.

...

NOTE 23. Notwithstanding any other provision of this Title 6, a person employed in this position shall be paid in accordance with the provisions of Part 3 of Chapter 6.08 of this title. Except persons employed as Alternate Public Defender (Item No. 9268) or Public Defender (Item 9269) shall be paid as if they were compensated in accordance with the provisions of Note 32 (B) provided, however, that their performance is rated as ~~“Competent”~~ “Met Expectations” or better. The rate or rates established by this provision constitute a base salary.

...

SECTION 39. Section 6.28.150 is hereby amended to read as follows:

6.28.150 Transition rate.

Notwithstanding any other provision of this Title 6, with regard to any employee appointed on or before September 1, 1992 to a position in a class paid pursuant to Part 3 of Chapter 6.08 which was changed on September 2, 1992 or any employee appointed on or before December 31, 1996 to a position in a class paid pursuant to Part 3 of Chapter 6.08 which was changed on January 1, 1997 or any employee appointed on or after January 1, 1997 to a position in a class paid pursuant to Part 3 of Chapter 6.08 which was changed on April 1, 2007 to be compensated pursuant to the standardized salary schedule, if that employee's salary rate on September 2, 1992 or January 1, 1997 or April 1, 2007 was in excess of the salary rate for the top step of the

standardized salary schedule, that employee's salary shall continue to be paid at a rate which maintains the same percentage differential between such rate and the top step salary rate as existed on September 2, 1992 or January 1, 1997 or April 1, 2007, as the case may be. This rate shall continue for as long as the employee holds a position in such class. The rate established by this section shall be a base rate.

SECTION 40. Section 6.30.010 (Office of Affirmative Action Compliance) is

hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1042A</u>	<u>1</u>	<u>ADMINISTRATIVE DEPUTY I</u>

SECTION 41. Section 6.30.010 (Office of Affirmative Action Compliance) is

hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1682A	40 <u>9</u>	SR DEPUTY AFFIRM ACTION COMPL OFF

SECTION 42. Section 6.32.010 (Department of Agricultural Commissioner/

Weights and Measures) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4003A	4	ADMINISTRATIVE SERVICES MANAGER-II

SECTION 43. Section 6.32.010 (Department of Agricultural Commissioner/Weights and Measures) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1883A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER I</u>

SECTION 44. Section 6.33.010 (Department of Alternate Public Defender) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1853A	4	PERSONNEL OFFICER II

SECTION 45. Section 6.33.010 (Department of Alternate Public Defender) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1883A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER I</u>

SECTION 46. Section 6.34.010 (Department of Animal Care and Control) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1853A	4	PERSONNEL OFFICER II

SECTION 47. Section 6.34.010 (Department of Animal Care and Control) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1883A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER I</u>

SECTION 48. Section 6.40.010 (Department of Auditor-Controller) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4853A	4	PERSONNEL OFFICER-II

SECTION 49. Section 6.40.010 (Department of Auditor-Controller) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>

SECTION 50. Section 6.42.011 (Department of Beaches and Harbors - Marina) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4003A	4	ADMINISTRATIVE SERVICES MANAGER II

SECTION 51. Section 6.42.011 (Department of Beaches and Harbors - Marina)

is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1883A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER I</u>

SECTION 52. Section 6.44.010 (Department of the Board of Supervisors) is

hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1044A</u>	<u>1</u>	<u>ADMINISTRATIVE DEPUTY II</u>

SECTION 53. Section 6.44.010 (Department of the Board of Supervisors) is

hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1101A	4 <u>3</u>	DEP EXECUTIVE OFFICER,BD OF SUP(UC)

SECTION 54. Section 6.52.010 (Department of Coroner) is hereby amended to

delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4004A	4	ADMINISTRATIVE SERVICES MANAGER III

SECTION 55. Section 6.52.010 (Department of Coroner) is hereby amended to add the following classes and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1042A</u>	<u>1</u>	<u>ADMINISTRATIVE DEPUTY I</u>
<u>1883A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER I</u>

SECTION 56. Section 6.52.010 (Department of Coroner) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1003A	3 <u>2</u>	ADMINISTRATIVE SERVICES MANAGER II

SECTION 57. Section 6.53.010 (Department of Children and Family Services) is hereby amended to add the following classes and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1058A</u>	<u>1</u>	<u>ADMINISTRATIVE DEPUTY III</u>
<u>1885A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER III</u>

SECTION 58. Section 6.53.010 (Department of Children and Family Services) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
9114A	6 <u>5</u>	DEP DIR,CHILDREN & FAMILY SERVS(UC)
9108A	47 <u>16</u>	DIVISION CHIEF,CHILD & FAMILY SERVS

SECTION 59. Section 6.55.010 (Child Support Services Department) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4854A	4	PERSONNEL OFFICER III

SECTION 60. Section 6.55.010 (Child Support Services Department) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>

SECTION 61. Section 6.58.010 (Department of Community and Senior Services) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1853A	4	PERSONNEL OFFICER II

SECTION 62. Section 6.58.010 (Department of Community and Senior Services) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>

SECTION 63. Section 6.76.020 is hereby amended to read as follows:

6.76.020 Additional information.

...

O. Beginning July 1, 2005, any person employed in one of the following positions shall, if certified as an Emergency Medical Technician -1, receive a bonus of 14 standard salary levels provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this code, ~~"Merit Performance"~~ "Met Expectations" or better:

Item No.	Title
0208	Battalion Chief (56 Hours)
0335	Assistant Chief, Forestry Division
2932	Section Chief, Lifeguard Services, Fire
0215	Chief, Air Operations, Fire Services

P. Beginning July 1, 2005, any safety fire fighting employee employed in one of the following positions shall, if certified as an Emergency Medical Technician -1, have the pay rate provided by Chapter 6.08 increased by 3.5 percent provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of the code, "~~Merit Performance~~" "Met Expectations" or better:

Item No.	Title
0217	Assistant Fire Chief
0219	Deputy Fire Chief, Emergency Operations, (UC)
0220	Chief Deputy, Emergency Operations, Fire (UC)
0336	Chief, Forestry Division
2934	Assistant Chief, Lifeguard Services, Fire
2935	Chief Lifeguard Services, Fire
0224	Chief Deputy, Business Operations, Fire (UC)

Q. Command Pay.

...

3. The command pay provided by this subsection shall only be paid upon departmental certification that the employee's performance is "Competent" or better in the case of persons paid in accordance with provisions provided by Chapter 6.08, Part 1 or "~~Merit Performance~~" "Met Expectations" or better in the case of persons

paid in accordance with the provisions provided by Chapter 6.08, Part 3. Whenever an “Unsatisfactory Performance,” “Failed to Meet Expectations,” or “Improvement Needed Performance,” or “Improvement Needed in Meeting Expectations” evaluation is filed with the director of personnel, the command pay shall be cancelled and may not be restored until a ~~“Merit Performance”~~ “Met Expectations” or “Competent” or better rating is filed;

...

S. Fitness for Life Pay:

1. Beginning July 1, 2006, the pay rate for any safety fire fighting employee employed in one of the following classes provided by Chapter 6.08 shall be increased by 3 percent for the Fitness For Life Program that has been otherwise approved by the Board for represented safety employees, provided such person’s performance is “Competent” or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of the code, ~~“Merit Performance”~~ “Met Expectations” or better:

Item No.	Title
0208	Battalion Chief (56 Hours)
0215	Chief, Air Operations, Fire Services
0217	Assistant Fire Chief
0219	Deputy Fire Chief, Emergency Operations (UC)
0220	Chief Deputy, Emergency Operations, Fire (UC)
0335	Assistant Chief, Forestry Division
0336	Chief, Forestry Division

2. Effective July 1, 2007, continuation of the bonus provided in Subsection S1 shall be contingent upon successful completion of the annual Fitness for Life Program, as approved by the board of supervisors for represented fire fighting safety employees, provided the performance of a person paid in accordance with the provisions of Title 6, Chapter 6.08, Part 1 is "Competent" or better; or in the case of a person paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 performance is ~~"Merit"~~ "Met Expectations" or better.

3. Beginning October 1, 2006, the pay rate for a person employed in any safety lifeguard classification listed below shall be increased 12 levels for a person paid in accordance with Title 6, Chapter 6.08, Part 1 of the code upon successful completion of the Fitness for Life Program, as approved by the board of supervisors for represented safety lifeguard employees providing such person's performance is rated "Competent" or better; in the case of a person paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of the code, the pay rate shall be increased 3 percent upon successful completion of the Fitness for Life Program providing such person's performance is rated ~~"Merit"~~ "Met Expectations" or better:

Item No.	Title
2932	Section Chief, Lifeguard Services, Fire
2934	Assistant Chief, Lifeguard Services, Fire
2935	Chief, Lifeguard Services, Fire

4. Effective July 1, 2007, continuation of the bonus provided in Subsection S3 shall be contingent upon successful completion of the annual Fitness for Life Program, as approved by the board of supervisors for represented fire fighting

safety employees, providing the performance of a person paid in accordance with the provisions of Title 6, Chapter 6.08, Part 1 is "Competent" or better; or in the case of a person paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 performance is "Merit" - "Met Expectations" or better.

...

SECTION 64. Section 6.86.010 (Department of Mental Health) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1854A	1	PERSONNEL OFFICER III

SECTION 65. Section 6.86.010 (Department of Mental Health) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1885A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER III</u>

SECTION 66. Section 6.94.010 (Department of Parks and Recreation) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1854A	4	PERSONNEL OFFICER III

SECTION 67. Section 6.94.010 (Department of Parks and Recreation) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>

SECTION 68. Section 6.104.010 (Department of Public Defender) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1854A	4	PERSONNEL OFFICER III

SECTION 69. Section 6.104.010 (Department of Public Defender) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>

SECTION 70. Section 6.106.010 (Department of Public Library) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>

SECTION 71. Section 6.106.010 (Department of Public Library) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1004A	3 <u>2</u>	ADMINISTRATIVE SERVICES MANAGER III

SECTION 72. Section 6.108.010 (Department of Public Social Services) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1885A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER III</u>

SECTION 73. Section 6.108.010 (Department of Public Social Services) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
8014A	46 <u>15</u>	DIVISION CHIEF,PSS

SECTION 74. Section 6.112.010 (Department of Regional Planning) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4003A	4	ADMINISTRATIVE SERVICES MANAGER II

SECTION 75. Section 6.112.010 (Department of Regional Planning) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1883A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER I</u>

SECTION 76. Section 6.114.010 (Department of Registrar-Recorder/County Clerk) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4854A	4	PERSONNEL OFFICER III

SECTION 77. Section 6.114.010 (Department of Registrar-Recorder/County Clerk) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>

SECTION 78. Section 6.126.010 (Department of Treasurer and Tax Collector) is hereby amended to add the following classes and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1044A</u>	<u>1</u>	<u>ADMINISTRATIVE DEPUTY II</u>
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>

SECTION 79. Section 6.126.010 (Department of Treasurer and Tax Collector) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
0527A	46 <u>15</u>	ASSISTANT OPERATIONS CHIEF, TTC
0532A	44 <u>10</u>	OPERATIONS CHIEF, TTC

SECTION 80. Pursuant to Section 25123(f) of the Government Code, this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after April 1, 2007, it shall be construed and applied as if it were effective and operative on and after April 1, 2007.

[MAPPLANVHCAO]