

ANALYSIS

This ordinance amends Title 6 – Salaries of the Los Angeles County Code relating to salary changes by:

- Amending Section 6.08.240 to revise references to Manpower Shortage and to adjust the standby rate for certain non-represented Physicians;
- Amending Section 6.08.425 relating to compensation schedules for various medical and dental specialties;
- Amending Section 6.08.435 and portions of Section 6.08.445 to revise references to Manpower Shortage Ranges and Manpower Shortage Recruitment Rates;
- Amending Section 6.08.445 to adjust the standby rate and to provide for evening, night, and weekend differentials for certain non-represented physicians;
- Amending Section 6.08.450 to adjust the rate for High Desert assignments, and to provide compensation for certain detention, hospital OB/GYN assignments, Medical Hub, and specialty board certifications;
- Amending Section 6.08.465 to retitle the section and to provide for a continuing education allowance for certain physicians;
- Amending Section 6.10.105 to adjust the eligibility requirements for the Supervisory POST bonus;
- Amending Section 6.26.040 to delete and replace certain tables to update the Management Physician M Schedules, the New Management Physicians Pay Plan E Schedules, and the Relief Dentist J Schedules; and

- Amending Section 6.28.050 to amend the Table of Classes of Positions with Salary Schedule and Level.

MARY C. WICKHAM
County Counsel

By



RICHARD D. BLOOM
Principal Deputy County Counsel
Labor & Employment Division

RDB:bd

Requested: 07/02/2019
Revised: 07/10/2019

ORDINANCE NO. _____

An ordinance amending Title 6 – Salaries of the Los Angeles County Code relating to salary changes.

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

SECTION 1. Section 6.08.240 (Special Provisions) is hereby amended to read as follows:

A. ~~Manpower Shortage~~ Critical Shortage. When the Chief Executive Officer finds, after investigation, that an existing or impending ~~manpower-critical~~ shortage exists in a medical or surgical specialty, he shall submit his findings to the Board of Supervisors and may recommend the establishment of a recruitment rate for a position compensated pursuant to Section 6.08.210 which does not exceed twice the rate established for the position under Section 6.28.050 of this code.

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D. Standby Compensation.

1. Except as provided in subsections D2 and 3, whenever a ~~p~~Physician is assigned to standby duty as defined in Section 6.08.190 J, he shall receive \$7.30 per hour during said assignment. Such compensation shall constitute said ~~p~~Physician's total compensation during said assignment. Assignment to standby duty requires the prior annual authorization of the chief executive officer. ~~Effective October 1, 2017, the standby rate shall be \$7.67 per hour. Effective March 1, 2019, the standby rate for a Physician in the Department of Health Services shall be \$10.00 per hour. All other Physicians shall receive a standby rate of \$7.67 per hour.~~

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SECTION 2. Section 6.08.425 (Management Physician E Pay Schedules) is hereby amended to read as follows:

A. 1. Management Physicians (Item Nos. 5464, 5465, and 5466) who currently practice no medical specialty shall be compensated as noted below pursuant to the Management E Schedule currently in effect:

Item Number	Title	Management E Schedule
5465	Chief Physician I (No specialty)	E03
5466	Chief Physician II (No specialty)	E05
5464	Senior Physician (No specialty)	E02

2. Compensation of Physicians. Management Physicians (Item Nos. 5456, 5457, 5458, and 5459) in the following specialties shall be compensated on the indicated schedules of the effective Management E Schedule effective ~~November 18, 2015~~ January 1, 2019:

Medical Specialty	5456 Sr. Phys.	5457 Chief Phys. I	5458 Chief Phys. II	5459 Chief Phys. III
51 Anesthesiology	E28 <u>E29</u>	E29 <u>E30</u>	E30 <u>E31</u>	E31 <u>E32</u>
52 Dermatology	E25 <u>E26</u>	E26 <u>E27</u>	E27 <u>E28</u>	E28 <u>E29</u>
53 Emergency Medicine	E19	E20	E21	E22
54 Family Practice	E11 <u>E13</u>	E12 <u>E14</u>	E13 <u>E15</u>	E14 <u>E16</u>
55 Int Med- General /Endocrinology	E11	E12	E13	E14

56	Int Med-Cardiology (Invasive)	E27	E28	E29	E30
57	Int Med-Cardiology (Non-Invasive)	E16 <u>E17</u>	E17 <u>E18</u>	E18 <u>E19</u>	E19 <u>E20</u>
58	Int Med-Critical Care	E19 <u>E20</u>	E20 <u>E21</u>	E21 <u>E22</u>	E22 <u>E23</u>
59	Int Med-Gastro (Invasive)	E22	E23	E24	E25
60	Int Med-Gastro (Non-Invasive)	E12	E13	E14	E15
61	Int Med-Hematology/Oncology	E17 <u>E19</u>	E18 <u>E20</u>	E19 <u>E21</u>	E20 <u>E22</u>
62	Int Med-Infectious Disease	E07 <u>E08</u>	E08 <u>E09</u>	E09 <u>E10</u>	E10 <u>E11</u>
63	Int Med-Nephrology	E10	E11	E12	E13
64	Int Med-Pulmonary (Invasive)	E12	E13	E14	E15
65	Int Med-Pulmonary (Non-Invasive)	E08	E09	E10	E11
66	Int Med-Rheumatology	E07 <u>E08</u>	E08 <u>E09</u>	E09 <u>E10</u>	E10 <u>E11</u>
67	Neurology	E10 <u>E11</u>	E11 <u>E12</u>	E12 <u>E13</u>	E13 <u>E14</u>
68	Nuclear Medicine	E22	E23	E24	E25
69	ObGyn-General	E19 <u>E20</u>	E20 <u>E21</u>	E21 <u>E22</u>	E22 <u>E23</u>
70	ObGyn-Gynecologic Oncology	E28	E29	E30	E31
71	ObGyn-Maternal/Fetal Medicine	E28	E29	E30	E31
72	Otolaryngology	E30	E31	E32	E33
73	Pathology	E12	E13	E14	E15
74	Pathology-Forensic	E16	E17	E18	E19
75	Pediatrics	E06 <u>E08</u>	E07 <u>E09</u>	E08 <u>E10</u>	E09 <u>E11</u>
76	Pediatrics—Neonatal/Critical Care	E21	E22	E23	E24

77	Physical Medicine and Rehabilitation	E14 <u>E15</u>	E15 <u>E16</u>	E16 <u>E17</u>	E17 <u>E18</u>
78	Preventive Medicine	E08	E09	E10	E11
79	Psychiatry	E15 <u>E16</u>	E16 <u>E17</u>	E17 <u>E18</u>	E18 <u>E19</u>
80	Radiology-General/Diagnostic	E29	E30	E31	E32
81	Radiology-Vasc/Int Diagnostic	E32	E33	E34	E35
82	Surgery-Cardio Thoracic	E37	E38	E39	E40
83	Surgery-General	E31	E32	E33	E34
84	Surgery-Neurological	E37	E38	E39	E40
85	Surgery-Ophthalmology	E26 <u>E28</u>	E27 <u>E29</u>	E28 <u>E30</u>	E29 <u>E31</u>
86	Surgery-Orthopedics	E37 <u>E38</u>	E38 <u>E39</u>	E39 <u>E40</u>	E40 <u>E41</u>
87	Surgery-Pediatric	E37	E38	E39	E40
88	Surgery-Plastic	E36	E37	E38	E39
89	Surgery-Urologic	E28 <u>E29</u>	E29 <u>E30</u>	E30 <u>E31</u>	E31 <u>E32</u>
90	Surgery-Vascular	E31 <u>E33</u>	E32 <u>E34</u>	E33 <u>E35</u>	E34 <u>E36</u>
91	<u>Surgery – Critical Care</u>	<u>E33</u>	<u>E34</u>	<u>E35</u>	<u>E36</u>
92	<u>Internal Medicine - General</u>	<u>E13</u>	<u>E14</u>	<u>E15</u>	<u>E16</u>
93	<u>Internal Medicine – Public Health & General Prev Med</u>	<u>E13</u>	<u>E14</u>	<u>E15</u>	<u>E16</u>

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B. Compensation of Management Physicians and Dental Directors. The following Management Physician and Dental Director classifications shall be

compensated on the indicated schedule of the effective E Table effective January 1, 2019, as follows:

Item No.	Title	Schedule Number
4739	Chief Mental Health Psychiatrist	48 <u>19</u>
<u>4769</u>	<u>Head Dentist</u>	<u>3</u>
4776	Dental Director I	7
4777	Dental Director II	9
5463	Medical Director I	24
5461	Medical Director II	26
5462	Medical Director II (UC)	26
5460	Medical Director III (UC)	28
4567	Medical Director, MD, Mental Health	24
4574	Medical Director, MD, Mental Health (UC)	24
4577	Medical Director, Public Health (UC)	26
4737	Supervising Mental Health Psychiatrist	15 <u>16</u>

C. Compensation of Dental Directors engaged in the practice of Oral and Maxillofacial Surgery. Effective January 1, 2019, a Dental Director I (Item No. 4776) engaged in the practice of Oral and Maxillofacial Surgery shall be compensated on Schedule E30 of the Management Physician Pay Plan and a Dental Director II (Item No. 4777) engaged in the practice of Oral and Maxillofacial Surgery shall be compensated on Schedule E32 of the Management Physician Pay Plan.

SECTION 3. Section 6.08.435 (Salary upon initial appointment) is hereby amended to read as follows:

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D. ~~Manpower~~Critical Shortage Range. A ~~manpower~~critical shortage range is an alternative range which is at least one schedule, but not more than ten schedules, above the salary schedule established for a Physician or Dental Director class in this Part 4 and any applicable monthly bonus which is established in this Part 4.

1. Determination of Range. When requested by the department head and the chief executive officer finds, after investigation, that a critical ~~manpower~~ shortage exists for certain positions within a Physician or Dental Director classification, he may approve the establishment of a ~~manpower~~critical shortage range.

2. Establishment of Range. The chief executive officer may establish such a ~~manpower~~critical shortage range by authorizing the appointment of persons to specific positions within a classification at the specific alternate ~~manpower~~critical shortage range designated by the chief executive officer.

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4. Effect on Filled Positions. A person already employed in a position to which a ~~manpower~~critical shortage range applies and whose base rate is less than the established range shall be advanced to the established range.

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6. Annual Review. At least once annually, the chief executive officer shall review all ~~manpower~~critical shortage ranges and may discontinue the authority to

appoint persons to a ~~manpower~~critical shortage range if he finds that a critical ~~manpower~~ shortage no longer exists and the needs of the county have been met. The current rate of pay of any person already employed shall not be affected by such discontinuation; however, further advancement shall be limited to that fixed by this Part 4 for his position.

7. Not a Base Rate. ~~Manpower~~Critical shortage ranges approved pursuant to this section do not constitute a base rate.

SECTION 4. Section 6.08.445 (Special Provisions) is hereby amended to read as follows:

A. ~~Manpower~~Critical Shortage. When the Chief Executive Officer finds, after investigation, that an existing or impending ~~manpower~~critical shortage exists in a medical or surgical specialty, he or the Board of Supervisors may authorize the establishment of a recruitment rate for a position compensated pursuant to which does not exceed twice the rate established for the position under Section 6.28.050 of this code.

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C. Standby Compensation. ~~Whenever a~~Effective March 1, 2019, Physicians in the Department of Health Services is assigned to standby duty as defined in Section 6.08.410K, ~~he~~ shall receive ~~\$7.30~~\$10.00 per hour during said assignment. All other Physicians so assigned shall receive \$7.67 per hour. Such compensation shall constitute said Management Physician's total compensation during said assignment. Assignment to standby duty requires the prior annual authorization of the

Chief Executive Officer. ~~Effective October 1, 2017, the standby rate shall be \$7.67 per hour.~~

D. Evening and Night Shift Differential. Effective March 1, 2019, a Physician in the Department of the Medical Examiner–Coroner who is assigned to a regularly established evening or night shift, as defined in Section 6.10.020, shall receive additional compensation of \$7.00 per hour for each hour worked during the evening or night shift.

E. Weekend Differential. Effective March 1, 2019, a Physician in the Department of the Medical Examiner–Coroner shall receive additional compensation of \$7.00 per hour for each hour worked during a weekend. A weekend shall be defined as any hours occurring between the hours of 7:00 p.m. Friday and 7:00 a.m. Monday.

~~D~~F. Special Compensation Limitations.

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~~E~~G. Promotion.

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~~F~~H. Reinstatement.

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~~G~~I. Placement in Salary Range.

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SECTION 5. Section 6.08.450 (Special Credits) is hereby amended to read as follows:

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F. ~~Effective November 18, 2015~~ March 1, 2019, ~~any a~~ Physician in the Department of Health Services permanently assigned to the Los Angeles County High Desert Health System shall receive a flat monthly bonus equal to ~~5.5-10~~ percent of the step on the appropriate E Schedule to which the Physician is assigned.

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I. Upon the transfer of the Los Angeles County Sheriff Department – Medical Services Bureau staff into the Department of Health Services, a Physician in Family Practice or Internal Medicine - General/~~Endocrinology~~, who is continuously assigned to work in a County jail health facility, during such assignment, shall receive additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned. A Physician employed as a Relief Physician, Correctional Health (Item No. 5482) shall receive additional compensation of 5.5 percent per hour for all hours worked in a County jail health facility.

J. Effective March 1, 2019, a Head Dentist (Item No. 4769), Dental Director I (Item No. 4776), or Dental Director II (Item No. 4777) permanently assigned to a Los Angeles County Juvenile Correctional (Detention) Health Services facility shall receive additional compensation equal to 5.5 percent of the step on the appropriate E schedule to which the Dentist is assigned.

~~JK~~. Effective November 1, 2015, a Physician employed as a Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist, who is certified by the appropriate American Specialty Board in Child Psychiatry, Addiction Psychiatry, Forensic Psychiatry, or Addiction Medicine shall receive additional compensation equal

to 2.75 percent of the step on the appropriate E Schedule to which the Physician is assigned. Effective March 1, 2019, a Physician employed as a Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist who is certified by the appropriate American Specialty Board in Geriatric Psychiatry or Consultation-Liaison Psychiatry shall receive additional compensation equal to 2.75 percent of the step on the appropriate E Schedule to which the Physician is assigned.

L. Effective March 1, 2019, a Department of Health Services Physician specializing in OB/GYN – General permanently assigned to work at a Los Angeles County hospital shall receive additional compensation equal to 10 percent of the step on the appropriate E Schedule to which the Physician is assigned, when privileged by the hospital to provide care in Inpatient Obstetrics and Labor & Delivery and/or Inpatient Gynecology and Gynecological Surgery.

M. Effective March 1, 2019, any Department of Health Services Physician permanently assigned to work in a Los Angeles County Medical Hub Clinic, when privileged by the Department to provide care in Forensic Pediatrics, shall receive additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned.

KN. Any person who ceases to be eligible for any credit provided in this Section 6.08.450 shall cease to receive said credit.

SECTION 6. Section 6.08.465 (Paid leave for travel and continuing medical education) is hereby amended to read as follows:

6.08.465 - ~~Paid leave~~ Compensation for travel and continuing medical education.

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C. Effective January 1, 2020, a full-time permanent Physician specializing in Pathology – Forensic in the Department of the Medical Examiner–Coroner shall receive a continuing education allowance of \$1,000 per year to cover tuition, course registration, fees, and course materials. Payment shall be issued between January 1 and 15. The allowance shall not constitute a base rate. This section shall terminate effective September 30, 2021.

SECTION 7. Section 6.10.105 (POST Bonus) is hereby amended to read as follows:

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D. In addition to the compensation provided for in Section 6.28.050, effective October 1, 2018, any person who is employed in one of the following positions who possesses a POST Supervisory Certificate or who meets all of the following conditions shall qualify for a Supervisory Bonus: ~~provided that the person has met all of the following conditions:~~

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SECTION 8. Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to delete Management Physician M Schedule Table (Table V) and to replace it with the following Management Physician M Schedule Tables (Tables W, X, and Y), to delete New Management Physician Pay Plan E Schedule Tables (Tables L and M) and

to replace them with the following New Management Physician Pay Plan E Schedule Tables (Tables O, P, Q, R, and S), and to delete the Relief Dentist J Schedule Tables (Tables A and B) and replace them with the following Relief Dentist J Schedule Tables (D, E, F, G, and H).

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MANAGEMENT PHYSICIAN M SCHEDULE TABLES
See Section 6.08.200B
TABLE W – Effective January 1, 2020

Sch Num	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
1	9,609	9,872	10,143	10,424	10,711	11,005	11,307	11,619	11,936	12,265	12,602	12,949	N/A
2	10,709	11,001	11,305	11,616	11,935	12,262	12,600	12,946	13,302	13,668	14,046	14,432	14,828
3	11,001	11,305	11,616	11,935	12,262	12,600	12,946	13,302	13,668	14,046	14,432	14,828	15,236
4	11,305	11,616	11,935	12,262	12,600	12,946	13,302	13,668	14,046	14,432	14,828	15,236	15,656
5	11,616	11,935	12,262	12,600	12,946	13,302	13,668	14,046	14,432	14,828	15,236	15,656	16,085
6	11,935	12,262	12,600	12,946	13,302	13,668	14,046	14,432	14,828	15,236	15,656	16,085	16,527
7	12,262	12,600	12,946	13,302	13,668	14,046	14,432	14,828	15,236	15,656	16,085	16,527	16,981
8	12,600	12,946	13,302	13,668	14,046	14,432	14,828	15,236	15,656	16,085	16,527	16,981	17,448
9	12,946	13,302	13,668	14,046	14,432	14,828	15,236	15,656	16,085	16,527	16,981	17,448	17,929
10	13,302	13,668	14,046	14,432	14,828	15,236	15,656	16,085	16,527	16,981	17,448	17,929	18,421
11	13,668	14,046	14,432	14,828	15,236	15,656	16,085	16,527	16,981	17,448	17,929	18,421	18,928
12	14,046	14,432	14,828	15,236	15,656	16,085	16,527	16,981	17,448	17,929	18,421	18,928	19,450
13	14,432	14,828	15,236	15,656	16,085	16,527	16,981	17,448	17,929	18,421	18,928	19,450	19,983
14	14,828	15,236	15,656	16,085	16,527	16,981	17,448	17,929	18,421	18,928	19,450	19,983	20,533
14A	16,880	17,346	17,822	18,311	18,815	19,334	19,866	20,411	20,973	21,548	22,143	22,751	23,378
15	15,236	15,656	16,085	16,527	16,981	17,448	17,929	18,421	18,928	19,450	19,983	20,533	21,097
16	15,656	16,085	16,527	16,981	17,448	17,929	18,421	18,928	19,450	19,983	20,533	21,097	21,680
17	16,085	16,527	16,981	17,448	17,929	18,421	18,928	19,450	19,983	20,533	21,097	21,680	22,276
18	16,527	16,981	17,448	17,929	18,421	18,928	19,450	19,983	20,533	21,097	21,680	22,276	22,889
19	16,981	17,448	17,929	18,421	18,928	19,450	19,983	20,533	21,097	21,680	22,276	22,889	23,515
20	17,448	17,929	18,421	18,928	19,450	19,983	20,533	21,097	21,680	22,276	22,889	23,515	24,164

MANAGEMENT PHYSICIAN M SCHEDULE TABLES
See Section 6.08.200B
TABLE X – Effective October 1, 2020

Sch Num	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
1	9,849	10,119	10,397	10,685	10,979	11,280	11,590	11,909	12,234	12,572	12,917	13,273	N/A
2	10,977	11,276	11,588	11,906	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199
3	11,276	11,588	11,906	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617
4	11,588	11,906	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047
5	11,906	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487
6	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940
7	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406
8	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884
9	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377
10	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882
11	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401
12	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936
13	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483
14	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046
14A	17,302	17,780	18,268	18,769	19,285	19,817	20,363	20,921	21,497	22,087	22,697	23,320	23,962
15	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624
16	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222
17	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222	22,833
18	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222	22,833	23,461
19	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222	22,833	23,461	24,103
20	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222	22,833	23,461	24,103	24,768

MANAGEMENT PHYSICIAN M SCHEDULE TABLES
See Section 6.08.200B
TABLE Y – Effective January 1, 2021

Sch Num	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
1	9,849	10,119	10,397	10,685	10,979	11,280	11,590	11,909	12,234	12,572	12,917	13,273	N/A
2	10,977	11,276	11,588	11,906	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,618
3	11,276	11,588	11,906	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	16,046
4	11,588	11,906	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,488
5	11,906	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,942
6	12,233	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	17,406
7	12,569	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,885
8	12,915	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	18,376
9	13,270	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,881
10	13,635	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	19,402
11	14,010	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,935
12	14,397	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	20,483
13	14,793	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	21,048
14	15,199	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,625
14A	17,302	17,780	18,268	18,769	19,285	19,817	20,363	20,921	21,497	22,087	22,697	23,320	24,620
15	15,617	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	22,219
16	16,047	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,830
17	16,487	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222	23,461
18	16,940	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222	22,833	24,106
19	17,406	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222	22,833	23,461	24,769
20	17,884	18,377	18,882	19,401	19,936	20,483	21,046	21,624	22,222	22,833	23,461	24,103	25,447

NEW MANAGEMENT PHYSICIAN PAY PLAN E SCHEDULE TABLE

See Section 6.08.415B

TABLE O – Monthly Rates

Effective January 1, 2019

Sch	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
E01	12,473	12,848	13,233	13,630	14,039	14,461	14,894	15,341	15,801	16,275
E02	13,899	14,316	14,746	15,189	15,645	16,113	16,597	17,095	17,607	18,137
E03	14,283	14,711	15,153	15,606	16,074	16,557	17,053	17,565	18,093	18,634
E04	14,676	15,116	15,568	16,035	16,517	17,013	17,524	18,049	18,590	19,148
E05	15,080	15,533	15,999	16,478	16,972	17,481	18,005	18,547	19,102	19,675
E06	15,494	15,959	16,437	16,930	17,440	17,962	18,502	19,056	19,628	20,217
E07	15,919	16,397	16,889	17,395	17,917	18,456	19,009	19,578	20,165	20,769
E08	16,357	16,847	17,352	17,874	18,410	18,962	19,530	20,116	20,720	21,342
E09	16,807	17,310	17,830	18,365	18,917	19,484	20,069	20,670	21,289	21,929
E10	17,269	17,787	18,320	18,871	19,436	20,019	20,620	21,238	21,876	22,532
E11	17,744	18,275	18,825	19,389	19,971	20,570	21,187	21,824	22,478	23,151
E12	18,234	18,779	19,343	19,925	20,522	21,135	21,772	22,425	23,096	23,789
E13	18,733	19,296	19,877	20,471	21,085	21,719	22,370	23,040	23,730	24,444
E14	19,248	19,826	20,420	21,031	21,663	22,315	22,983	23,673	24,383	25,113
E15	19,778	20,371	20,981	21,611	22,260	22,928	23,615	24,324	25,055	25,805
E16	20,322	20,932	21,558	22,206	22,872	23,559	24,265	24,992	25,743	26,516
E17	20,880	21,507	22,153	22,817	23,502	24,207	24,933	25,682	26,453	27,245
E18	21,455	22,100	22,763	23,445	24,147	24,874	25,618	26,386	27,178	27,994
E19	22,044	22,707	23,389	24,089	24,813	25,556	26,322	27,112	27,926	28,763
E20	22,651	23,331	24,031	24,751	25,494	26,260	27,047	27,858	28,696	29,555
E21	23,274	23,973	24,692	25,433	26,196	26,982	27,791	28,624	29,484	30,366
E22	23,914	24,630	25,370	26,130	26,915	27,723	28,555	29,411	30,293	31,202
E23	24,571	25,309	26,069	26,849	27,656	28,487	29,340	30,220	31,126	32,060
E24	25,248	26,005	26,785	27,588	28,416	29,269	30,146	31,051	31,983	32,942
E25	25,942	26,720	27,521	28,347	29,196	30,073	30,975	31,905	32,862	33,849
E26	26,655	27,455	28,280	29,126	29,999	30,900	31,828	32,783	33,766	34,780
E27	27,389	28,210	29,057	29,927	30,825	31,750	32,703	33,686	34,695	35,735
E28	28,141	28,985	29,855	30,751	31,673	32,623	33,601	34,610	35,648	36,718
E29	28,915	29,783	30,675	31,596	32,544	33,520	34,527	35,562	36,628	37,727
E30	29,711	30,601	31,520	32,466	33,440	34,442	35,477	36,540	37,637	38,766
E31	30,527	31,444	32,387	33,359	34,361	35,389	36,451	37,544	38,670	39,831
E32	31,367	32,309	33,278	34,275	35,304	36,363	37,454	38,578	39,736	40,926
E33	32,230	33,197	34,191	35,219	36,275	37,363	38,483	39,638	40,828	42,053
E34	33,115	34,110	35,132	36,187	37,271	38,391	39,541	40,729	41,950	43,208
E35	34,026	35,048	36,099	37,183	38,298	39,445	40,630	41,849	43,104	44,398
E36	34,963	36,011	37,091	38,204	39,351	40,531	41,748	42,999	44,289	45,618
E37	35,923	37,002	38,112	39,255	40,432	41,647	42,894	44,181	45,508	46,871
E38	36,913	38,019	39,160	40,334	41,545	42,790	44,074	45,398	46,758	48,161
E39	37,928	39,064	40,235	41,443	42,688	43,968	45,288	46,645	48,044	49,486
E40	38,969	40,139	41,344	42,585	43,861	45,176	46,532	47,927	49,365	50,846
E41	40,041	41,243	42,481	43,756	45,067	46,418	47,812	49,245	50,723	52,244

NEW MANAGEMENT PHYSICIAN PAY PLAN E SCHEDULE TABLE

See Section 6.08.415B
TABLE P – Monthly Rates
 Effective October 1, 2019

Sch	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
E01	12,785	13,169	13,564	13,971	14,390	14,822	15,266	15,724	16,196	16,682
E02	14,246	14,674	15,115	15,569	16,036	16,516	17,012	17,522	18,047	18,590
E03	14,640	15,079	15,532	15,996	16,476	16,971	17,479	18,004	18,545	19,100
E04	15,043	15,494	15,957	16,436	16,930	17,438	17,962	18,500	19,055	19,627
E05	15,457	15,921	16,399	16,890	17,396	17,918	18,455	19,011	19,580	20,167
E06	15,881	16,358	16,848	17,353	17,876	18,411	18,965	19,532	20,119	20,722
E07	16,317	16,807	17,311	17,830	18,365	18,917	19,484	20,067	20,669	21,288
E08	16,766	17,268	17,786	18,321	18,870	19,436	20,018	20,619	21,238	21,876
E09	17,227	17,743	18,276	18,824	19,390	19,971	20,571	21,187	21,821	22,477
E10	17,701	18,232	18,778	19,343	19,922	20,519	21,136	21,769	22,423	23,095
E11	18,188	18,732	19,296	19,874	20,470	21,084	21,717	22,370	23,040	23,730
E12	18,690	19,248	19,827	20,423	21,035	21,663	22,316	22,986	23,673	24,384
E13	19,201	19,778	20,374	20,983	21,612	22,262	22,929	23,616	24,323	25,055
E14	19,729	20,322	20,931	21,557	22,205	22,873	23,558	24,265	24,993	25,741
E15	20,272	20,880	21,506	22,151	22,817	23,501	24,205	24,932	25,681	26,450
E16	20,830	21,455	22,097	22,761	23,444	24,148	24,872	25,617	26,387	27,179
E17	21,402	22,045	22,707	23,387	24,090	24,812	25,556	26,324	27,114	27,926
E18	21,991	22,653	23,332	24,031	24,751	25,496	26,258	27,046	27,857	28,694
E19	22,595	23,275	23,974	24,691	25,433	26,195	26,980	27,790	28,624	29,482
E20	23,217	23,914	24,632	25,370	26,131	26,917	27,723	28,554	29,413	30,294
E21	23,856	24,572	25,309	26,069	26,851	27,657	28,486	29,340	30,221	31,125
E22	24,512	25,246	26,004	26,783	27,588	28,416	29,269	30,146	31,050	31,982
E23	25,185	25,942	26,721	27,520	28,347	29,199	30,074	30,976	31,904	32,862
E24	25,879	26,655	27,455	28,278	29,126	30,001	30,900	31,827	32,783	33,766
E25	26,591	27,388	28,209	29,056	29,926	30,825	31,749	32,703	33,684	34,695
E26	27,321	28,141	28,987	29,854	30,749	31,673	32,624	33,603	34,610	35,650
E27	28,074	28,915	29,783	30,675	31,596	32,544	33,521	34,528	35,562	36,628
E28	28,845	29,710	30,601	31,520	32,465	33,439	34,441	35,475	36,539	37,636
E29	29,638	30,528	31,442	32,386	33,358	34,358	35,390	36,451	37,544	38,670
E30	30,454	31,366	32,308	33,278	34,276	35,303	36,364	37,454	38,578	39,735
E31	31,290	32,230	33,197	34,193	35,220	36,274	37,362	38,483	39,637	40,827
E32	32,151	33,117	34,110	35,132	36,187	37,272	38,390	39,542	40,729	41,949
E33	33,036	34,027	35,046	36,099	37,182	38,297	39,445	40,629	41,849	43,104
E34	33,943	34,963	36,010	37,092	38,203	39,351	40,530	41,747	42,999	44,288
E35	34,877	35,924	37,001	38,113	39,255	40,431	41,646	42,895	44,182	45,508
E36	35,837	36,911	38,018	39,159	40,335	41,544	42,792	44,074	45,396	46,758
E37	36,821	37,927	39,065	40,236	41,443	42,688	43,966	45,286	46,646	48,043
E38	37,836	38,969	40,139	41,342	42,584	43,860	45,176	46,533	47,927	49,365
E39	38,876	40,041	41,241	42,479	43,755	45,067	46,420	47,811	49,245	50,723
E40	39,943	41,142	42,378	43,650	44,958	46,305	47,695	49,125	50,599	52,117
E41	41,041	42,273	43,543	44,850	46,194	47,578	49,007	50,476	51,990	53,550

NEW MANAGEMENT PHYSICIAN PLAN E SCHEDULE TABLE

See Section 6.08.415B

TABLE Q – Monthly Rates

Effective January 1, 2020

Sch	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
E01	12,913	13,301	13,700	14,111	14,534	14,970	15,419	15,882	16,358	16,849
E02	14,388	14,821	15,266	15,725	16,196	16,681	17,182	17,697	18,227	18,776
E03	14,786	15,230	15,687	16,156	16,641	17,141	17,654	18,184	18,730	19,291
E04	15,193	15,649	16,117	16,600	17,099	17,612	18,142	18,685	19,246	19,823
E05	15,612	16,080	16,563	17,059	17,570	18,097	18,640	19,201	19,776	20,369
E06	16,040	16,522	17,016	17,527	18,055	18,595	19,155	19,727	20,320	20,929
E07	16,480	16,975	17,484	18,008	18,549	19,106	19,679	20,268	20,876	21,501
E08	16,934	17,441	17,964	18,504	19,059	19,630	20,218	20,825	21,450	22,095
E09	17,399	17,920	18,459	19,012	19,584	20,171	20,777	21,399	22,039	22,702
E10	17,878	18,414	18,966	19,536	20,121	20,724	21,347	21,987	22,647	23,326
E11	18,370	18,919	19,489	20,073	20,675	21,295	21,934	22,594	23,270	23,967
E12	18,877	19,440	20,025	20,627	21,245	21,880	22,539	23,216	23,910	24,628
E13	19,393	19,976	20,578	21,193	21,828	22,485	23,158	23,852	24,566	25,306
E14	19,926	20,525	21,140	21,773	22,427	23,102	23,794	24,508	25,243	25,998
E15	20,475	21,089	21,721	22,373	23,045	23,736	24,447	25,181	25,938	26,715
E16	21,038	21,670	22,318	22,989	23,678	24,389	25,121	25,873	26,651	27,451
E17	21,616	22,265	22,934	23,621	24,331	25,060	25,812	26,587	27,385	28,205
E18	22,211	22,880	23,565	24,271	24,999	25,751	26,521	27,316	28,136	28,981
E19	22,821	23,508	24,214	24,938	25,687	26,457	27,250	28,068	28,910	29,777
E20	23,449	24,153	24,878	25,624	26,392	27,186	28,000	28,840	29,707	30,597
E21	24,095	24,818	25,562	26,330	27,120	27,934	28,771	29,633	30,523	31,436
E22	24,757	25,498	26,264	27,051	27,864	28,700	29,562	30,447	31,361	32,302
E23	25,437	26,201	26,988	27,795	28,630	29,491	30,375	31,286	32,223	33,191
E24	26,138	26,922	27,730	28,561	29,417	30,301	31,209	32,145	33,111	34,104
E25	26,857	27,662	28,491	29,347	30,225	31,133	32,066	33,030	34,021	35,042
E26	27,594	28,422	29,277	30,153	31,056	31,990	32,950	33,939	34,956	36,007
E27	28,355	29,204	30,081	30,982	31,912	32,869	33,856	34,873	35,918	36,994
E28	29,133	30,007	30,907	31,835	32,790	33,773	34,785	35,830	36,904	38,012
E29	29,934	30,833	31,756	32,710	33,692	34,702	35,744	36,816	37,919	39,057
E30	30,759	31,680	32,631	33,611	34,619	35,656	36,728	37,829	38,964	40,132
E31	31,603	32,552	33,529	34,535	35,572	36,637	37,736	38,868	40,033	41,235
E32	32,473	33,448	34,451	35,483	36,549	37,645	38,774	39,937	41,136	42,368
E33	33,366	34,367	35,396	36,460	37,554	38,680	39,839	41,035	42,267	43,535
E34	34,282	35,313	36,370	37,463	38,585	39,745	40,935	42,164	43,429	44,731
E35	35,226	36,283	37,371	38,494	39,648	40,835	42,062	43,324	44,624	45,963
E36	36,195	37,280	38,398	39,551	40,738	41,959	43,220	44,515	45,850	47,226
E37	37,189	38,306	39,456	40,638	41,857	43,115	44,406	45,739	47,112	48,523
E38	38,214	39,359	40,540	41,755	43,010	44,299	45,628	46,998	48,406	49,859
E39	39,265	40,441	41,653	42,904	44,193	45,518	46,884	48,289	49,737	51,230
E40	40,342	41,553	42,802	44,087	45,408	46,768	48,172	49,616	51,105	52,638
E41	41,451	42,696	43,978	45,299	46,656	48,054	49,497	50,981	52,510	54,086

NEW MANAGEMENT PHYSICIAN PAY PLAN E SCHEDULE TABLE

See Section 6.08.415B

Table R – Monthly Rates

Effective October 1, 2020

Sch	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
E01	13,236	13,634	14,043	14,464	14,897	15,344	15,804	16,279	16,767	17,270
E02	14,748	15,192	15,648	16,118	16,601	17,098	17,612	18,139	18,683	19,245
E03	15,156	15,611	16,079	16,560	17,057	17,570	18,095	18,639	19,198	19,773
E04	15,573	16,040	16,520	17,015	17,526	18,052	18,596	19,152	19,727	20,319
E05	16,002	16,482	16,977	17,485	18,009	18,549	19,106	19,681	20,270	20,878
E06	16,441	16,935	17,441	17,965	18,506	19,060	19,634	20,220	20,828	21,452
E07	16,892	17,399	17,921	18,458	19,013	19,584	20,171	20,775	21,398	22,039
E08	17,357	17,877	18,413	18,967	19,535	20,121	20,723	21,346	21,986	22,647
E09	17,834	18,368	18,920	19,487	20,074	20,675	21,296	21,934	22,590	23,270
E10	18,325	18,874	19,440	20,024	20,624	21,242	21,881	22,537	23,213	23,909
E11	18,829	19,392	19,976	20,575	21,192	21,827	22,482	23,159	23,852	24,566
E12	19,349	19,926	20,526	21,143	21,776	22,427	23,102	23,796	24,508	25,244
E13	19,878	20,475	21,092	21,723	22,374	23,047	23,737	24,448	25,180	25,939
E14	20,424	21,038	21,669	22,317	22,988	23,680	24,389	25,121	25,874	26,648
E15	20,987	21,616	22,264	22,932	23,621	24,329	25,058	25,811	26,586	27,383
E16	21,564	22,212	22,876	23,564	24,270	24,999	25,749	26,520	27,317	28,137
E17	22,156	22,822	23,507	24,212	24,939	25,687	26,457	27,252	28,070	28,910
E18	22,766	23,452	24,154	24,878	25,624	26,395	27,184	27,999	28,839	29,706
E19	23,392	24,096	24,819	25,561	26,329	27,118	27,931	28,770	29,633	30,521
E20	24,035	24,757	25,500	26,265	27,052	27,866	28,700	29,561	30,450	31,362
E21	24,697	25,438	26,201	26,988	27,798	28,632	29,490	30,374	31,286	32,222
E22	25,376	26,135	26,921	27,727	28,561	29,418	30,301	31,208	32,145	33,110
E23	26,073	26,856	27,663	28,490	29,346	30,228	31,134	32,068	33,029	34,021
E24	26,791	27,595	28,423	29,275	30,152	31,059	31,989	32,949	33,939	34,957
E25	27,528	28,354	29,203	30,081	30,981	31,911	32,868	33,856	34,872	35,918
E26	28,284	29,133	30,009	30,907	31,832	32,790	33,774	34,787	35,830	36,907
E27	29,064	29,934	30,833	31,757	32,710	33,691	34,702	35,745	36,816	37,919
E28	29,861	30,757	31,680	32,631	33,610	34,617	35,655	36,726	37,827	38,962
E29	30,682	31,604	32,550	33,528	34,534	35,570	36,638	37,736	38,867	40,033
E30	31,528	32,472	33,447	34,451	35,484	36,547	37,646	38,775	39,938	41,135
E31	32,393	33,366	34,367	35,398	36,461	37,553	38,679	39,840	41,034	42,266
E32	33,285	34,284	35,312	36,370	37,463	38,586	39,743	40,935	42,164	43,427
E33	34,200	35,226	36,281	37,372	38,493	39,647	40,835	42,061	43,324	44,623
E34	35,139	36,196	37,279	38,400	39,550	40,739	41,958	43,218	44,515	45,849
E35	36,107	37,190	38,305	39,456	40,639	41,856	43,114	44,407	45,740	47,112
E36	37,100	38,212	39,358	40,540	41,756	43,008	44,301	45,628	46,996	48,407
E37	38,119	39,264	40,442	41,654	42,903	44,193	45,516	46,882	48,290	49,736
E38	39,169	40,343	41,554	42,799	44,085	45,406	46,769	48,173	49,616	51,105
E39	40,247	41,452	42,694	43,977	45,298	46,656	48,056	49,496	50,980	52,511
E40	41,351	42,592	43,872	45,189	46,543	47,937	49,376	50,856	52,383	53,954
E41	42,487	43,763	45,077	46,431	47,822	49,255	50,734	52,256	53,823	55,438

NEW MANAGEMENT PHYSICIAN PAY PLAN E SCHEDULE TABLE

See Section 6.08.415B

Table S – Monthly Rates

Effective January 1, 2021

Sch	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
E01	13,236	13,634	14,043	14,464	14,897	15,766	16,239	16,726	17,228	17,745
E02	14,748	15,192	15,648	16,118	16,601	17,569	18,096	18,639	19,198	19,774
E03	15,156	15,611	16,079	16,560	17,057	18,052	18,594	19,152	19,727	20,319
E04	15,573	16,040	16,520	17,015	17,526	18,548	19,104	19,677	20,267	20,875
E05	16,002	16,482	16,977	17,485	18,009	19,059	19,631	20,220	20,827	21,452
E06	16,441	16,935	17,441	17,965	18,506	19,585	20,173	20,778	21,401	22,043
E07	16,892	17,399	17,921	18,458	19,013	20,122	20,726	21,348	21,988	22,648
E08	17,357	17,877	18,413	18,967	19,535	20,674	21,294	21,933	22,591	23,269
E09	17,834	18,368	18,920	19,487	20,074	21,245	21,882	22,538	23,214	23,910
E10	18,325	18,874	19,440	20,024	20,624	21,827	22,482	23,156	23,851	24,567
E11	18,829	19,392	19,976	20,575	21,192	22,428	23,101	23,794	24,508	25,243
E12	19,349	19,926	20,526	21,143	21,776	23,046	23,737	24,449	25,182	25,937
E13	19,878	20,475	21,092	21,723	22,374	23,679	24,389	25,121	25,875	26,651
E14	20,424	21,038	21,669	22,317	22,988	24,329	25,059	25,811	26,585	27,383
E15	20,987	21,616	22,264	22,932	23,621	24,999	25,749	26,521	27,317	28,137
E16	21,564	22,212	22,876	23,564	24,270	25,686	26,457	27,251	28,069	28,911
E17	22,156	22,822	23,507	24,212	24,939	26,394	27,186	28,002	28,842	29,707
E18	22,766	23,452	24,154	24,878	25,624	27,119	27,933	28,771	29,634	30,523
E19	23,392	24,096	24,819	25,561	26,329	27,865	28,701	29,562	30,449	31,362
E20	24,035	24,757	25,500	26,265	27,052	28,630	29,489	30,374	31,285	32,224
E21	24,697	25,438	26,201	26,988	27,798	29,419	30,302	31,211	32,147	33,111
E22	25,376	26,135	26,921	27,727	28,561	30,227	31,134	32,068	33,030	34,021
E23	26,073	26,856	27,663	28,490	29,346	31,058	31,990	32,950	33,939	34,957
E24	26,791	27,595	28,423	29,275	30,152	31,911	32,868	33,854	34,870	35,916
E25	27,528	28,354	29,203	30,081	30,981	32,788	33,772	34,785	35,829	36,904
E26	28,284	29,133	30,009	30,907	31,832	33,689	34,700	35,741	36,813	37,917
E27	29,064	29,934	30,833	31,757	32,710	34,618	35,657	36,727	37,829	38,964
E28	29,861	30,757	31,680	32,631	33,610	35,570	36,637	37,736	38,868	40,034
E29	30,682	31,604	32,550	33,528	34,534	36,548	37,644	38,773	39,936	41,134
E30	31,528	32,472	33,447	34,451	35,484	37,554	38,681	39,841	41,036	42,267
E31	32,393	33,366	34,367	35,398	36,461	38,588	39,746	40,938	42,166	43,431
E32	33,285	34,284	35,312	36,370	37,463	39,648	40,837	42,062	43,324	44,624
E33	34,200	35,226	36,281	37,372	38,493	40,738	41,960	43,219	44,516	45,851
E34	35,139	36,196	37,279	38,400	39,550	41,857	43,113	44,406	45,738	47,110
E35	36,107	37,190	38,305	39,456	40,639	43,009	44,299	45,628	46,997	48,407
E36	37,100	38,212	39,358	40,540	41,756	44,191	45,517	46,883	48,289	49,738
E37	38,119	39,264	40,442	41,654	42,903	45,405	46,767	48,170	49,615	51,103
E38	39,169	40,343	41,554	42,799	44,085	46,656	48,056	49,498	50,983	52,512
E39	40,247	41,452	42,694	43,977	45,298	47,940	49,378	50,859	52,385	53,957
E40	41,351	42,592	43,872	45,189	46,543	49,258	50,736	52,258	53,826	55,441
E41	42,487	43,763	45,077	46,431	47,822	50,611	52,129	53,693	55,304	56,963

RELIEF DENTIST J SCHEDULE TABLE

...

Table D – Hourly Rates

Effective January 1, 2019

<u>Sch Num</u>	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>
<u>01</u>	<u>91.22</u>	<u>93.95</u>	<u>96.76</u>	<u>99.66</u>	<u>102.65</u>	<u>105.73</u>	<u>108.91</u>	<u>112.17</u>	<u>115.54</u>	<u>119.00</u>
<u>02</u>	<u>104.44</u>	<u>107.55</u>	<u>110.80</u>	<u>114.12</u>	<u>117.55</u>	<u>121.07</u>	<u>124.70</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>

Table E – Hourly Rates

Effective October 1, 2019

<u>Sch Num</u>	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>
<u>01</u>	<u>93.50</u>	<u>96.30</u>	<u>99.18</u>	<u>102.16</u>	<u>105.22</u>	<u>108.38</u>	<u>111.63</u>	<u>114.98</u>	<u>118.43</u>	<u>121.98</u>
<u>02</u>	<u>107.05</u>	<u>110.24</u>	<u>113.57</u>	<u>116.97</u>	<u>120.49</u>	<u>124.09</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>

Table F – Hourly Rates

Effective January 1, 2020

<u>Sch Num</u>	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>
<u>01</u>	<u>94.44</u>	<u>97.26</u>	<u>100.17</u>	<u>103.18</u>	<u>106.27</u>	<u>109.46</u>	<u>112.75</u>	<u>116.13</u>	<u>119.61</u>	<u>123.20</u>
<u>02</u>	<u>108.12</u>	<u>111.34</u>	<u>114.71</u>	<u>118.14</u>	<u>121.70</u>	<u>125.33</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>

Table G – Hourly Rates

Effective October 1, 2020

<u>Sch Num</u>	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>
<u>01</u>	<u>96.80</u>	<u>99.70</u>	<u>102.68</u>	<u>105.76</u>	<u>108.93</u>	<u>112.20</u>	<u>115.56</u>	<u>119.03</u>	<u>122.60</u>	<u>126.28</u>
<u>02</u>	<u>110.82</u>	<u>114.12</u>	<u>117.57</u>	<u>121.09</u>	<u>124.74</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>

Table H – Hourly Rates

Effective January 1, 2021

<u>Sch Num</u>	<u>Step 01</u>	<u>Step 02</u>	<u>Step 03</u>	<u>Step 04</u>	<u>Step 05</u>	<u>Step 06</u>	<u>Step 07</u>	<u>Step 08</u>	<u>Step 09</u>	<u>Step 10</u>
<u>01</u>	<u>96.80</u>	<u>99.70</u>	<u>102.68</u>	<u>105.76</u>	<u>108.93</u>	<u>115.28</u>	<u>118.74</u>	<u>122.30</u>	<u>125.97</u>	<u>127.50</u>
<u>02</u>	<u>110.82</u>	<u>114.12</u>	<u>117.57</u>	<u>121.09</u>	<u>124.74</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>	<u>127.50</u>

SECTION 9. Section 6.28.050 (Table of Classes of Positions with Salary

Schedule and Level) is hereby amended to read as follows:

...

Item No.	Title	Effective Date	Salary or Salary Schedule and Level
4739	CHIEF MENTAL HEALTH PSYCHIATRIST	04/01/2018	N42
		10/01/2018	N42
		<u>01/01/2019</u>	<u>N42</u>
		10/01/2019	N42
		<u>01/01/2020</u>	<u>N42</u>
		10/01/2020	N42
		<u>01/01/2021</u>	<u>N42</u>
4734	CHIEF OF PSYCHIATRY, MH(UC)	04/01/2018	N42
		10/01/2018	N42
		<u>01/01/2019</u>	<u>N42</u>
		10/01/2019	N42

Item No.	Title	Effective Date	Salary or Salary Schedule and Level
		<u>01/01/2020</u>	<u>N42</u>
		10/01/2020	N42
		<u>01/01/2021</u>	<u>N42</u>
5457	CHIEF PHYSICIAN I	04/01/2018	N42
		10/01/2018	N42
		<u>01/01/2019</u>	<u>N42</u>
		10/01/2019	N42
		<u>01/01/2020</u>	<u>N42</u>
		10/01/2020	N42
		<u>01/01/2021</u>	<u>N42</u>
5479	CHIEF PHYSICIAN I,MD	04/01/2018	N19
		10/01/2018	N19
		10/01/2019	N19
		<u>01/01/2020</u>	<u>N19</u>
		10/01/2020	N19
		<u>01/01/2021</u>	<u>N19</u>
5465	CHIEF PHYSICIAN I(NO SPECIALTY)	04/01/2018	N42
		10/01/2018	N42
		<u>01/01/2019</u>	<u>N42</u>
		10/01/2019	N42
		<u>01/01/2020</u>	<u>N42</u>
		10/01/2020	N42
		<u>01/01/2021</u>	<u>N42</u>
5458	CHIEF PHYSICIAN II	04/01/2018	N42
		10/01/2018	N42
		<u>01/01/2019</u>	<u>N42</u>
		10/01/2019	N42
		<u>01/01/2020</u>	<u>N42</u>
		10/01/2020	N42
		<u>01/01/2021</u>	<u>N42</u>
5480	CHIEF PHYSICIAN II,MD	04/01/2018	N19
		10/01/2018	N19
		10/01/2019	N19
		<u>01/01/2020</u>	<u>N19</u>
		10/01/2020	N19
		<u>01/01/2021</u>	<u>N19</u>

Item No.	Title	Effective Date	Salary or Salary Schedule and Level	
5466	CHIEF PHYSICIAN II(NO SPECIALTY)	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	<u>N42</u>	
		10/01/2019	N42	
		<u>01/01/2020</u>	<u>N42</u>	
		10/01/2020	N42	
		<u>01/01/2021</u>	<u>N42</u>	
5459	CHIEF PHYSICIAN III	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	<u>N42</u>	
		10/01/2019	N42	
		<u>01/01/2020</u>	<u>N42</u>	
		10/01/2020	N42	
		<u>01/01/2021</u>	<u>N42</u>	
5481	CHIEF PHYSICIAN III,MD	04/01/2018	N19	
		10/01/2018	N19	
		10/01/2019	N19	
		<u>01/01/2020</u>	<u>N19</u>	
		10/01/2020	N19	
		<u>01/01/2021</u>	<u>N19</u>	
4776	DENTAL DIRECTOR I	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	<u>N42</u>	
		10/01/2019	N42	
		<u>01/01/2020</u>	<u>N42</u>	
		10/01/2020	N42	
		<u>01/01/2021</u>	<u>N42</u>	
4777	DENTAL DIRECTOR II	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	<u>N42</u>	
		10/01/2019	N42	
		<u>01/01/2020</u>	<u>N42</u>	
		10/01/2020	N42	
		<u>01/01/2021</u>	<u>N42</u>	
4769	HEAD DENTIST	04/01/2018	N2M	123C

Item No.	Title	Effective Date	Salary or Salary Schedule and Level
		10/01/2018	N2M 123L
		10/01/2019	N2M 124K
		10/01/2020	N2M 125J
		<u>01/01/2019</u>	<u>N42</u>
		<u>10/01/2019</u>	<u>N42</u>
		<u>01/01/2020</u>	<u>N42</u>
		<u>10/01/2020</u>	<u>N42</u>
		<u>01/01/2021</u>	<u>N42</u>
5463	MEDICAL DIRECTOR I	04/01/2018	N42
		10/01/2018	N42
		<u>01/01/2019</u>	<u>N42</u>
		10/01/2019	N42
		<u>01/01/2020</u>	<u>N42</u>
		10/01/2020	N42
		<u>01/01/2021</u>	<u>N42</u>
5447	MEDICAL DIRECTOR I,MD	04/01/2018	N19
		10/01/2018	N19
		10/01/2019	N19
		<u>01/01/2020</u>	<u>N19</u>
		10/01/2020	N19
		<u>01/01/2021</u>	<u>N19</u>
5461	MEDICAL DIRECTOR,II	04/01/2018	N42
		10/01/2018	N42
		<u>01/01/2019</u>	<u>N42</u>
		10/01/2019	N42
		<u>01/01/2020</u>	<u>N42</u>
		10/01/2020	N42
		<u>01/01/2021</u>	<u>N42</u>
5462	MEDICAL DIRECTOR,II(UC)	04/01/2018	N42
		10/01/2018	N42
		<u>01/01/2019</u>	<u>N42</u>
		10/01/2019	N42
		<u>01/01/2020</u>	<u>N42</u>
		10/01/2020	N42
		<u>01/01/2021</u>	<u>N42</u>
5460	MEDICAL DIRECTOR,III(UC)	04/01/2018	N42

Item No.	Title	Effective Date	Salary or Salary Schedule and Level	
		<u>10/01/2018</u>	N42	
		<u>01/01/2019</u>	N42	
		10/01/2019	N42	
		<u>01/01/2020</u>	N42	
		10/01/2020	N42	
		<u>01/01/2021</u>	N42	
4567	MEDICAL DIRECTOR,MD,MENTAL HEALTH	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	N42	
		10/01/2019	N42	
		<u>01/01/2020</u>	N42	
		10/01/2020	N42	
		<u>01/01/2021</u>	N42	
4574	MEDICAL DIR,MD,MENTAL HEALTH(UC)	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	N42	
		10/01/2019	N42	
		<u>01/01/2020</u>	N42	
		10/01/2020	N42	
		<u>01/01/2021</u>	N42	
4577	MEDICAL DIR,PUBLIC HEALTH (UC)	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	N42	
		10/01/2019	N42	
		<u>01/01/2020</u>	N42	
		10/01/2020	N42	
		<u>01/01/2021</u>	N42	
4718	MENTAL HEALTH CLINICAL CHIEF(UC)	03/19/2019	N42	E18
		10/01/2019	N42	E18
		<u>01/01/2020</u>	N42	E18
		10/01/2020	N42	E18
		<u>01/01/2021</u>	N42	E18
4764	RELIEF DENTIST	04/01/2018	N44	J1
		<u>01/01/2019</u>	N44	J1

Item No.	Title	Effective Date	Salary or Salary Schedule	and Level
		<u>10/01/2019</u>	<u>N44</u>	<u>J1</u>
		<u>01/01/2020</u>	<u>N44</u>	<u>J1</u>
		<u>10/01/2020</u>	<u>N44</u>	<u>J1</u>
		<u>01/01/2021</u>	<u>N44</u>	<u>J1</u>
5456	SENIOR PHYSICIAN	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	<u>N42</u>	
		10/01/2019	N42	
		<u>01/01/2020</u>	<u>N42</u>	
		10/01/2020	N42	
		<u>01/01/2021</u>	<u>N42</u>	
5478	SENIOR PHYSICIAN,MD	04/01/2018	N19	
		10/01/2018	N19	
		10/01/2019	N19	
		<u>01/01/2020</u>	<u>N19</u>	
		10/01/2020	N19	
		<u>01/01/2021</u>	<u>N19</u>	
5464	SENIOR PHYSICIAN(NOSPECIALTY)	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	<u>N42</u>	
		10/01/2019	N42	
		<u>01/01/2020</u>	<u>N42</u>	
		10/01/2020	N42	
		<u>01/01/2021</u>	<u>N42</u>	
4737	SUPVGM MENTAL HEALTH PSYCHIATRIST	04/01/2018	N42	
		10/01/2018	N42	
		<u>01/01/2019</u>	<u>N42</u>	
		10/01/2019	N42	
		<u>01/01/2020</u>	<u>N42</u>	
		10/01/2020	N42	
		<u>01/01/2021</u>	<u>N42</u>	
9316	PATROL FIRE FIGHTER,NC	04/01/2018	NM	71C
		10/01/2018	NM	71L
		10/01/2019	NM	72K
		<u>01/01/2020</u>	<u>NM</u>	<u>73G</u>

Item No.	Title	Effective Date	Salary or Salary Schedule and Level	
		10/01/2020	NM	74B73J
		01/01/2021	NMO	74B

SECTION 10. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage, except for Sections 1, 4, and 5, which shall be construed and applied as if they were operative on and after March 1, 2019, Sections 2, 3, 8, and 9, which shall be construed and applied as if they were operative on and after January 1, 2019, and Section 7, which shall be construed and applied as if it was operative on and after October 1, 2018.

[608PART4PBCEO]